

MIT | Arts, Commerce
& Science College

Dehu Phata, Alandi (D), Pune - 412 105

Two Days State Level Seminar on
**“Make in India: A Focus on
Socio-economic
Development of India”**



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Organized by
**Dept. of Business Administration
and International Business**



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MAKE IN INDIA: HRD – AN INITIATIVE TO RESOURCE SKILL DEVELOPMENT

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Abstract

Our education system is geared towards teaching and testing knowledge at every level as opposed to teaching skills. "Give a man a fish and you feed him one day, teach him how to catch fishes and you feed him for a lifetime." I believe that if you teach a man a skill, you enable him for a lifetime. Knowledge is largely forgotten after the semester exam is over.

The colonial masters introduced education systems in India to create clerks and civil servants, and we have not deviated much from that pattern till today. If once the youngsters prepared en masse for civil services and bank officers exams, they now prepare to become engineers. If there are a few centres of educational excellence, for each of those, there are thousands of mediocre and terrible schools, colleges and now even universities that do not meet even minimum standards. If things have changed a little bit somewhere, elsewhere things have sunk into further inertia, corruption and lack of ambition.

"The Skill Development Mission under the chairmanship of Prime Minister will change the landscape of India," the Union Minister said adding that all will get employment if trained in proper manner.

Keywords: Education, Skill Development, Training and Development, Government Policy.

INTRODUCTION

An effective "Make in India" initiative for the Indian auto industry is expected to create a globally competitive industry serving both domestic and global markets. This will imply an

equivalent increase in demand for a world class skilled workforce. India's abundant talent reserves have always been an attraction for employers. However, the industry is faced with certain key challenges with respect to skill development:

- (a) What percentage of available resource pool is industry ready and whether they have the requisite skill set to help organizations deliver on manufacturing and R&D excellence?
- (b) Are there any new skills which have emerged critical for the industry?

INITIATIVE: UNDER THE MAKE IN INDIA

1. Use of recycled water through zero liquid discharging systems.
2. Central effluent treatment plants.
 - Approval accorded to 17 National Investment and Manufacturing Zones.
 - **Nurturing Innovation:** Approval obtained for strengthening Intellectual Property regime in the country through:
 - (a) Creation of 1,033 posts.
 - (b) Further upgradation of IT facilities.
 - (c) Compliance with global standards.
 - (d) Application processes made online.
 - An Act recognizing National Institute of Design (NID), Ahmedabad, as an institute of national importance notified. This will enable NID to confer degrees, promote research and function as an apex body in Design Education. Four more NIDs are being developed.
 - Major impetus given to skill development through Indian Leather Development Programme:
 - (a) Training imparted to 51,216 youth in the last 100 days.
 - (b) It is further planned to train 1, 44,000 youth annually.
 - (c) For augmentation of training infrastructure, funds released for establishment of 4 new branches of Footwear Design and Development Institute at Hyderabad, Patna, Banur (Punjab) and Ankleshwar (Gujarat).

PRIME MINISTER: ADDRESSING THE GAP

Prime Minister Narendra Modi has launched the Skill India Campaign on the occasion of World Youth Skills Day on July 15. The prime minister will formally launch the National Skill Development Mission, unveil the new National Policy for Skill Development and Entrepreneurship 2015 and roll out on all-India flagship scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY). The pilot phase of PMKVY, that seeks to incentivise skill training by providing financial rewards to candidates who successfully complete approved training

programmes and has a target of 24 lakh youth across India over the next one year, has already begun. The National Skill Development Mission will converge, coordinate, implement and monitor skilling activities across India.

A 'Skill Loan' initiative is launched at the event, where loans from ₹ 5,000 to ₹ 1.5 lakh will be available to more than 34 lakh youth, who seek to attend skill development programmes over the next five years. A NITI Aayog sub-group headed by Punjab Chief Minister Parkash Singh Badal is "exploring" legislation on the Right to Skill in order to create a pool of skilled manpower in the country. As far as legislation to provide the Right to Skill is concerned, unless and until there's consensus among states, this legislation cannot be done. The committee has been tasked with addressing human resources issues, especially youth, and working on scientific methods for skilled manpower. The chief ministers are expected to recommend measures to the NITI Aayog on how to deal with shortage of skilled manpower in production lines and also expand outreach of skill programmes, particularly in demographically advantageous states.

150 Skill Vans started to create awareness among masses about the government's initiatives and policies on skill development. These vans will drive through Delhi and the NCR region to make people aware about Pradhan Mantri Kaushal Vikash Yojana, National Skill Development Mission and Skill Loan initiative and the like.

Short duration courses can open new job opportunities for the unemployed in the country. Prabhat Pheris, Nukkad Natak and functions at the state level are being organised to create awareness among the masses.

In a boost to India's ambitious skill development programme, the United States will collaborate with it on a number of education-related projects to help the country achieve its goal of providing such training to 400 million people in the next decade.

"We recognise that higher education and vocational training are essential to economic development, and we remain committed to strengthening our exchanges of students, scholars, and technical knowledge," the State Department yesterday said.

INDIA – CAPITAL OF HUMAN RESOURCE

- India has the potential to emerge as the human resources skill capital of the world although only 4.5% of its total workforce is skilled now. Though China has moved forward in manufacturing sector and India's strength lies in its diversity, talented human resources and English language base.
- Korea's 96% workforce is skilled.
- China has 46% skilled manpower.
- USA 58%.

- Germany 70%.
- UK 68%.
- Japan 80%.

GOVERNMENT INITIATIVE – SINGLE WOMEN (SPECIAL POLICY)

NEW DELHI: Low-income single women from eleven states today urged the government to draft a special policy for them in order to provide “employment opportunities” and “skill development programmes”. National Forum for Single Women’s Rights highlighted issues that are important to all single women in the country. “At present, we have 122,520 single women members in nine states, but our struggle is to organize such women in each state of India and to have the Central Government draft a special policy for them,” said Nirmal Chandel, President of the National Forum and a widow from Himachal Pradesh. Raising the issue of livelihood, another forum leader Savita Kamble, a widow from Maharashtra and a domestic worker, said single women who do not have opportunities for any skill development training to work outside home are forced to depend largely on casual unskilled labour for supporting themselves and their families. Government should create opportunities for skill enhancement and further education of single women and should waive off fees for open school and university courses for single women, so that they don’t need to indulge in casual unskilled labour for supporting themselves and their families.

SHARE THE RESPONSIBILITY – GOVERNMENT AND PRIVATE INSTITUTES

India’s education system is a mess. India needs millions of skilled workers, coming out of thousands of Industrial Training Institute-type of establishments — not run by the government. When people come out of college, they are unemployable. They may be repaying a big education loan, too, which has to be built into the compensation, pushing costs up again. We also need good quality basic education. All these are directly influenced by the government — often by the state government.

“People of India have huge capabilities and this has been recognised the worldover since centuries. We have forgotten the skills. We have to regain those,” he said, adding the training institutes in India need to be dynamic. The foremost priority of the government is to create jobs. For this, we have to create proper structures and this mission is an effort in that direction. The Indian IITs made a name for themselves globally in the last century; it is the turn of ITIs (Industrial Training Institutes) to do the same this century.

No Square Pegs in Round Holes: India’s strength lies in its demographics which will determine everything that a country does. More than 50% of India’s population is under 25. Dr. Narendra Jadhav, a principal advisor to the RBI and a former advisor to the executive director at the IMF, says “India has a great potential to become an economic superpower because of its

growing young population." A young population coupled with the second largest English-speaking population in the world will give India an advantage over China. But this young population though dynamic and rearing to go are also a restless lot looking around for newer opportunities. Hence, attracting and placing the right people with the right skills in the right position by identifying the essential skills, interest, aptitude, attitude and behaviours is the first step to developing a knowledgeable and committed workforce. The contribution made by the knowledge driven quality professionals with relevant industry-oriented skills will tip the global scales in the country's favour and establish it as a "superpower" in the market.

Nourishment with Vitamins T and D: India to vision itself as a superpower, the corporate must consider recognition and development of human characteristic as a key company asset. Human capital advantage accrues when the enterprises in the economy are able to recruit and retain people with high potential. Human process advantage refers to processes such as learning, corporation and innovation that release and build on the potential of people. Both are required to achieve sustained competitive advantage through human resources. A combination of human capital with human processes for the development of the economy depends on the human resource competence of the country as a whole. Proactive approach of investment in growth rather than the reactive approach of investment for growth is truly the essence of employee training and development which can bring about flexibility, adaptability and provide career growth. Economic explanations for training and development focus primarily on the role of the individual and the returns to both individuals and organizations from the investments in training. Since the human resource yield a potentially inimitable source of competitive advantage, it is imperative to recognize the potential and the necessary processes must provide the impetus to enable the release of that potential. Training and development are two vitamins for energizing and providing the appropriate repertoire of skills and knowledge to make India "Go, Grow and Glow".

SUGGESTIONS

Mind and Body, Heart and Soul – Un me Hai Shakthi Anmol – Yes, if employees engage their mind, body, heart and soul, then they have a power that is boundless and priceless, referred to as the "power of employee engagement" which leaves employee satisfaction far behind in the race for getting the most out of employees. But, attrition is inevitable and hence has to be tolerated. Attrition is necessary to inject fresh blood and bring innovative ideas into an organization. But, alarming attrition is the biggest killer of an economy. Employee engagement is synonym to business performance as it arrests attrition to a large extent. An engaged employee unlike a satisfied employee will say, stays and strive.

Engaged employees will 'go the extra mile' and put in the extra effort for the benefit of the organisation, will be committed and more inclined to stay. Such employees play a huge role in not only bringing profit of the organisation, but also improve the economy of the country. Hence, arresting the alarming attrition by engaging employees by the organisations in the economy is one of the major steps to becoming a superpower. The role of HRM in recruiting the right talent,

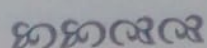
deploying them to the right jobs and retaining them through employee engagement cannot be bypassed. There are various employee engagement models which can be replicated to various levels but has to be customized to the need of the organization.

CONCLUSION

What shape “Skill India” will take and what it will do only time can tell. But no doubt, it seems to be a good initiative – providing skills to people, especially because India is one of the few countries all across the world whose working age population will be very high, few years down the line, going by its ever increasing growth of population, as per the World Bank. It is also high time now measures are taken to improve the physical and mental development of the youth of the country so that none of them remains unemployed and the country’s unemployment problem also gets reduced. It is time to open up avenues by which the youth accepts responsibility and no one remains idle because an idle youth is a burden to the economy. The economy should concentrate on the job creation and social security schemes. With this new approach towards skill development, India can definitely move forward towards its targeted results.

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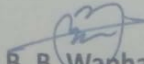
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CERTIFICATE

This is to certify that Prof. /Dr. /Ms./Mr. /Mrs. Adhikarsha Ladge (Member)
of MIT ACSC (Alandi) has participated / presented paper in two days State Level
Seminar on "Make in India: A Focus on Socio-Economic Development of India" organized by Department of
Business Administration, held on 8th & 9th January, 2016. He/She has presented a paper entitled HRD as initiative to Skill Development.


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