

“Impact of Industrial Training Institute on Skill Development And Employment & Self Employment Generation Specially With Reference To Ahmednagar District”.

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I. Introduction:

Industrial training institute in India are playing a crucial role in the development of various employment as well as entrepreneurial activities. The history of Industrial training institute was rooted from 1950s it was the directorate general of training. Initially this program was initiated through the 130 courses which range from six months to two years. The prerequisites for these courses were specified and after completion of the program students receive the certificate. Industrial training is required to overcome the industrial barrier.

Industrial Training Institutes play a vital role in the economy of the country especially in terms of providing skilled manpower. At present there are a total of 11,964 (Govt. 2284 + Pvt. 9680) numbers of ITIs in all States/UTs. Training is imparted in 126 trades (73 Engineering + 48 Non-Engineering + 05 exclusively for visually impaired) of duration 1-2 years. National Trade Certificate - Nationally & internationally recognized under the aegis of National Council for Vocational Training (NCVT) is awarded to successful trainees.

Vocational Training is a concurrent subject. Central Government is entrusted with responsibility of framing overall policies, norms & standards & examination for vocational training while day-to-day administration of Industrial Training Institutes rests with the State Governments/ Union Territories Administrations.

In ITIs, focus is towards imparting 70% skill through Practical Training & 30% theory. Admissions in ITIs are done in the month of August of every year based upon the criteria (entrance exam/merit list) laid down by the respective state. In Maharashtra the admissions are taken place by ONLINE application on MERIT BASIS for all Government & Private ITI's.

Through this research paper the researcher would like to study the impact of Industrial Training Institute on Employment & self employment generation.

II. Literature Review :

1. For the education Institutions industrial training is the linkage of Industry and this source helps recruiters, job required students and various other parties who are directly or indirectly relevant with business ideas.
2. Skill development is an important driver to address poverty reduction by improving employability, productivity and helping sustainable enterprise development and inclusive growth. It facilitates a cycle of high productivity, increased employment opportunities, income growth and development. However, this is just one factor among many affecting the productivity whose measurement differs for individuals, enterprise and economy.
3. India is one of the youngest nations in the world with more than 54% of the total population below 25 years of age. India's workforce is the second largest in the world after China's. While China's demographic dividend is expected to start tapering off by 2015, India will continue to enjoy it till 2040. India has the advantage of the "Demographic Dividend" (younger population compared to the ageing population of developed countries), which can be cultivated to build a skilled workforce in the near future. As compared to western economies where there is a burden of an ageing population, India has this unique 20-25 years window of opportunity. This "demographic dividend" means that as compared to other large developing and developed countries, India has a higher proportion of working age population vis-à-vis its entire population.

III. Research Methodology:

Research is the journey of unknown to known. It is the fact finding process in which different aspects can be studied systematically so that the different areas can be enlightened. For this research paper the researcher has used following research methodology:

Research is the systematic study of the problem. Through this research work researcher wants to study the gap between imparting quality education through the skill based education which is provided by industrial training institutes of Ahmednagar district.

A.Objectives of the study:

1. To study the role of Industrial Training Institute in development of skill based education in Ahmednagar District.
2. To study the role of Industrial Training Institutes in employment generation.
3. To study the problem and prospect of Industrial Training Institute in Ahmednagar District.

a. Hypotheses of the study :

- i. **H₀** :Industrial training institutes are playing vital role for employment generation in ahmednagar district.
H₁ :Industrial training institutes does not playing vital role for employment generation in Ahmednagar district..
- ii. **H₀** :Industrial training institutes are playing vital role for skill development in ahmednagar district.
H₁ :Industrial training institutes does not playing vital role for skill development in ahmednagar district.

b. Type of research Design:

Exploratory and Descriptive research Design:

- i. Exploratory Research Design is the exploratory research is research conducted for a problem that has not been studied more clearly, establishes priorities, develops operational definitions and improve the final research design. Through this topic, the researcher would like to explore the fact of the school education which exists in the Ahmednagar district.
- ii. Descriptive Research Design:Descriptive studies are aimed at finding out "what is," so observational and survey methods are frequently used to collect descriptive data. For this study researcher would like to use the structured questionnaire, observation and Personal interview techniques.

c. Sources of data collection :

- i. Primary sources : researcher would like to collect the primary data by using the following sources like :

1. Questionnaire
2. Interview
3. Observation

- ii. Secondary sources :

The secondary data will be collect by using the following sources like :

- a. Books
- b. Journals
- c. Websites

e. Sample Design:

- i. **Sample Size:** Researcher would like to collect the data base from 65 students in employment and 65 students in self employment from various ITI's & ITC's of Ahmednagar district.
- ii. **Sample Area** : Researcher has Selected Ahmednagar District. From this district researcher would like to collect the data from following talukas.

(1) Ahmednagar (2) Sangamner(3)Kopergaon(4) Akole (5) Shevgaon (6) Jamkhed(7) Rahuri(8) Shrigonda (9)Parner (10)Pathardi

(11) Newasa (12) Rahata(13)Shrirampur

From these 13talukas researcher wants to study the role of Industrial training institute for skill development and employment generation.

- iii. **Sampling Technique:** Researcher would like to use convenience sampling and simple random sampling for the study.

f. Scope of the study – Industrial training institute in India playing vital role in the employment generation and skill development. Researcher has undertaken this study for the purpose of identification of various factors which are playing a vital role in employment generation as well as skill development. Central Government and state government are taking various initiatives to promote skill based education. Skill based education is very important for entrepreneurship development. These initiatives can leads to the employment generation. Therefore through this research topic Researcher wants to study the impact of industrial training institute on entrepreneurship and employment generation.

g. Limitations of the study :

1. Time limit for the study was limited.
- 2.some respondents were not shared information due to the secrecy.
- 3.some respondents were not given real opinion about the research topic.

Apart from this researcher has tried his level best to collect the reliable information about this topic.

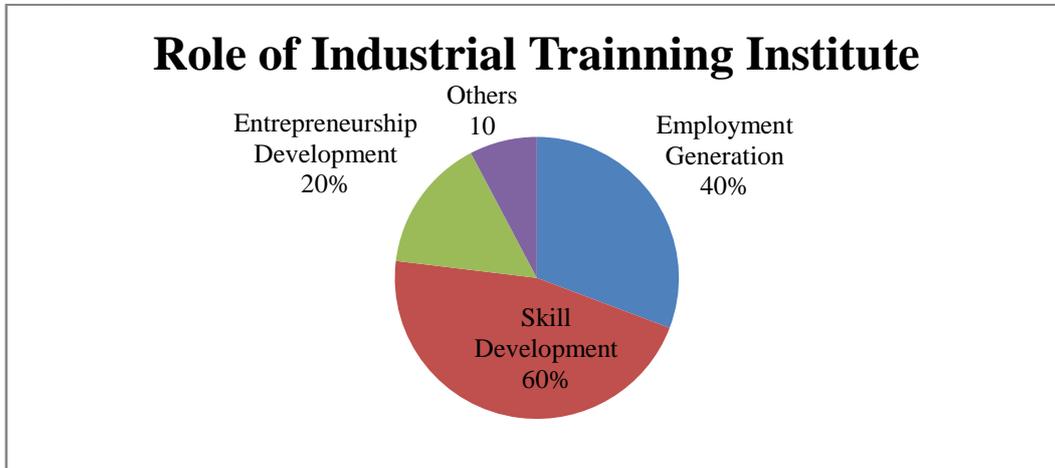
A. Data Analysis and Interpretation:

a. Role of Industrial Training Institute :

Table No-1

Sr.No	Particulars	Numbers
1	Employment Generation	40
2	Skill Development	60
3	Entrepreneurship Development	20
4	Others	10
	Total	130

Pie-Chart No-1



Analysis: The above pie chart shows that industrial training institute playing a vital role in skill development i.e. 60%, 40% respondents were said that it is playing vital role in employment generation , 20% said that entrepreneurship development and 10% said that they are playing other important role.

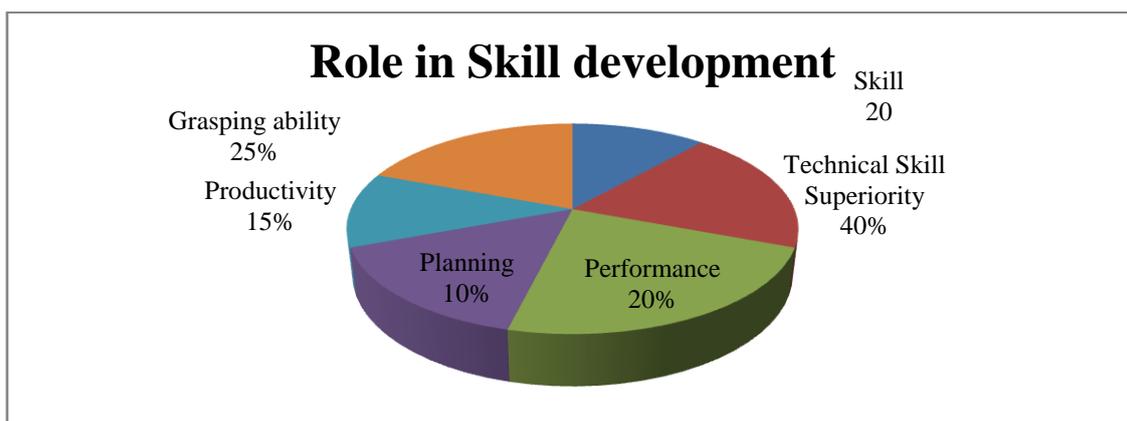
Interpretation: from the above analysis it is cleared that maximum respondents said that industrial training institutes are playing vital role in the Skill development and minimum said that it played other role.

b. Role in Skill development :

Table No-2

Sr.No	Particulars	Numbers
1	Skill	20
2	Technical Skill Superiority	40
3	Performance	20
4	Planning	10
5	Productivity	15
6	Grasping ability	25
	Others	130

Pie-Chart No-2



Analysis: The above pie chart shows that industrial training institute playing a vital role in the technical skills superiority i.e. 40 %, 20% said that it plays vital role performance, 20% said that planning, 15% said that it plays vital role in productivity , 25% said it plays vital role in grasping ability, 20 % said that it plays vital role in skills.

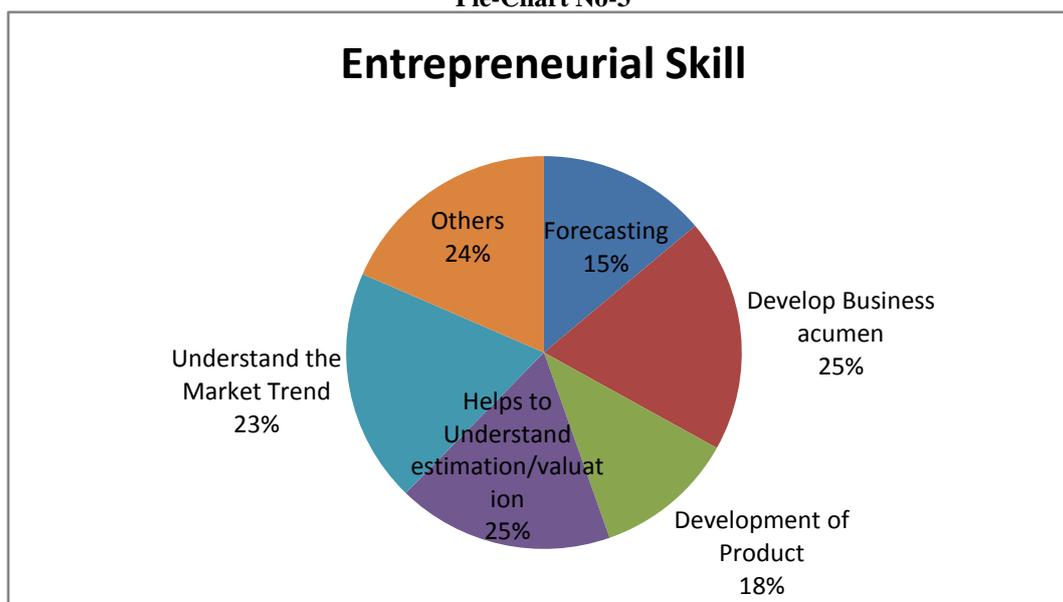
Interpretation: from the above analysis it is cleared that maximum respondents said that industrial training institutes are playing vital role in the development of various skills & skills superiority.

c. Entrepreneurial Skill:

Table No-3

Sr.No	Particulars	Numbers
1	Development of product	18
2	Develop Business acumen	25
3	Forecasting	15
4	Understand estimation/valuation	23
5	Understand the Market Trend	25
6	Others	24
	Total	130

Pie-Chart No-3



Analysis: The above pie chart shows that industrial training institute playing a vital role in the development of Business Acumen i.e. 25 % ,25 said that it plays vital role in Understanding estimation / valuation , 23% said that it plays vital role in understanding market trend aspect, 18 % said it plays vital role in development of products, 15 % said that it plays vital role in forecasting, and 24% said that it helps in other area.

Interpretation: from the above analysis it is cleared that maximum respondents said that industrial training institutes are playing vital role in the development of various skills.

B. Testing of Hypotheses :

Table No-4

Particulars	O	E	O-E	(O-E) ² /E
Employment Generation	35	32.5	-2.5	0.192308
Skill Development	33	32.5	-0.5	0.007692
Entrepreneurship Development	30	32.5	2.5	0.192308
Others	32	32.5	0.5	0.007692
	130			0.4

Analysis and Interpretation : from the above table it is cleared that calculated value is less than table value i.e. $0.4 < 7.81$ hence null hypothesis is accepted and alternative hypothesis is rejected i.e. industrial training institutions are playing vital role in development of employment opportunities for the students.

Table No-5

Particulars	O	E	O-E	(O-E) ² /E
Communication skill	15	21.66667	6.666667	2.051282
Technical Skill	25	21.66667	-3.33333	0.512821
Confidence Building	30	21.66667	-8.33333	3.205128
Industrial Cultures	20	21.66667	1.666667	0.128205
Presentation Skill	15	21.66667	6.666667	2.051282
Body Language	25	21.66667	-3.33333	0.512821
				8.461538

Analysis and Interpretation : from the above table it is cleared that calculated value is less than table value i.e. $8.46 < 11.07$ hence null hypothesis is accepted and alternative hypothesis is rejected i.e. industrial training institutions are playing vital role in skill development of the students.

Table No-6

Particulars	O	E	O-E	(O-E) ² /E
Development of Product	18	21.66667	3.666667	0.620513
Develop Business acumen	25	21.66667	-3.33333	0.512821
Forecasting	15	21.66667	6.666667	2.051282
Helps to Understand Estimation/Valuation	25	21.66667	-1.33333	0.082051
Understand the Market Trend	23	21.66667	-3.33333	0.512821
Others	24	21.66667	-2.33333	0.251282
			Total	4.030769

Analysis and Interpretation : from the above table it is cleared that calculated value is less than table value $4.03 < 11.07$ hence null hypothesis is accepted and alternative hypothesis is rejected i.e. industrial training institutions are playing vital role in development of entrepreneurial qualities among the students.

IV. Findings of the study:

The study shows that industrial training institute playing a vital role in development of various employment capabilities like communication skill, technical skill, business acumen, subject knowledge etc.,. This institutions are also playing a vital role in the development of various entrepreneurial qualities, employment and skill development.

V. Conclusion of the study :

On the basis of study of Ahmednagar district it is found that role of industrial training institutions are very important not only in rural area but also in urban area. These training centers are developing various qualities among the youth which are playing crucial role in the development of the employment.

Researcher has studied various aspects of the industrial training institutions which are playing an important role for the development of the youth in different aspects. Industrial training institute are providing practical education which is related to industrial environment. Central government and state are taking lot of initiatives for skill development ,employment development and entrepreneurial related activities. Apart from this institutions started to work 50 years back. Role of industrial training institutions are very important in this aspects.

C. Suggestions of the study :

- Apprentice program should be more focused by the industry so that talented manpower can get good platform for the development.
- ITI courses should be preferred by the students as an alternative for the employment i.e. through these entrepreneurial activities should be promoted.
- Follow up of ITI passed students should be taken in order to complete apprenticeship.
- The seats allocated for apprenticeship in respective trades should be sufficient to engage all ITI pass out students.
- Industries should come forward to start apprentice promotion/Training.
- Financial Institutions should have attractive finance schemes for ITI trainees and it should reach to the ITI students.
- Industrial visits & Inplant Training should be included in curriculum of ITI's.

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