



FUTURE SKILLING FOR THE DIGITAL ECONOMY - FOCUSING 'IT INDUSTRY'

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ABSTRACT

The exploration would introduce how need of occupation preparing and ability advancement is arising in area of data innovation. Presently center has changed from regular preparation techniques to framework preparing. Study hall preparing to cooperative critical thinking and programming, genuine abilities to non exclusive abilities.

Job of thought structure about a worker is significant part in area of data innovation. For new as well as sidelong employing, multidisciplinary information and versatility are key regions. NASSCOM and Microsoft have begun explicit IT preparing drives. New aspects like morals, social obligation, creating premonition are presently having importance in preparing and improvement strategy.

Keywords:- Information, Technology, Training , Development, Skills, Technique.

INTRODUCTION

Human asset is the foundation of any association. Productively prepared and exceptionally gifted human asset adds to adequacy, development, expanded efficiency and market notoriety of association. In a situation where the work market is dynamic and choice in abundance, viable preparation and expertise improvement procedures are important.

In year 2023 product income from IT administrations had been \$194 Billion, income will from homegrown market had been \$51 Billion. Taking into account this efficient scene more n additional completing schools are getting laid out. Free review at Stanford Exploration Establishment secured that drawn out position abundance depend 75% on relationship building abilities and 25% just on specialized information. Learn at Harvard College shows that 85% of occupations and advancement happened due to applicant's disposition.

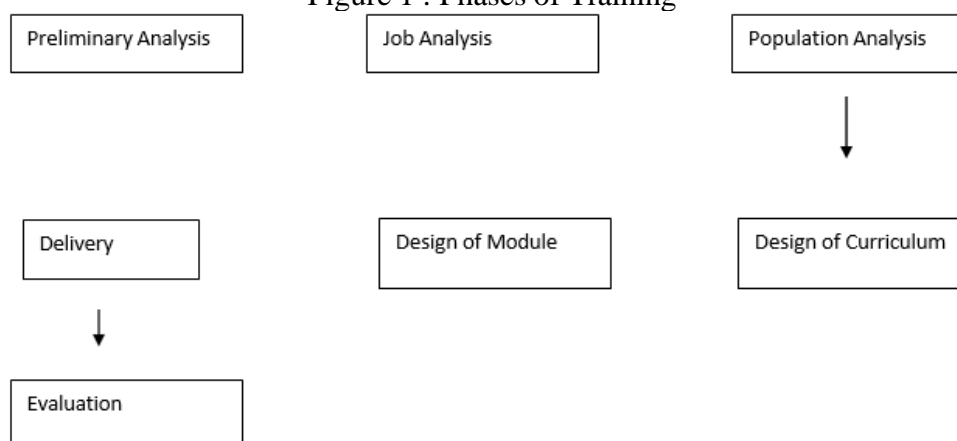
Heavy expense is engaged with setting up the whole framework for preparing. TCS contributes approx 6% of income on training.

Training Methodology

Training methodology must be

1. Process standard [in which process is important]
2. Skilling personnel according to the job
3. Product standard [in which end result is important]

Figure 1 : Phases of Training



Success Factor of Training in IT

In IT industry today, Success factors of training are:

1. Diagnosis and goal setting
2. Mastering fundamentals
3. Application of concepts
4. Speed
5. Quality of programme
6. Quality of Instructor

Approach

1. Company’s business goal and business area
2. Development of programme
3. Identification of skills

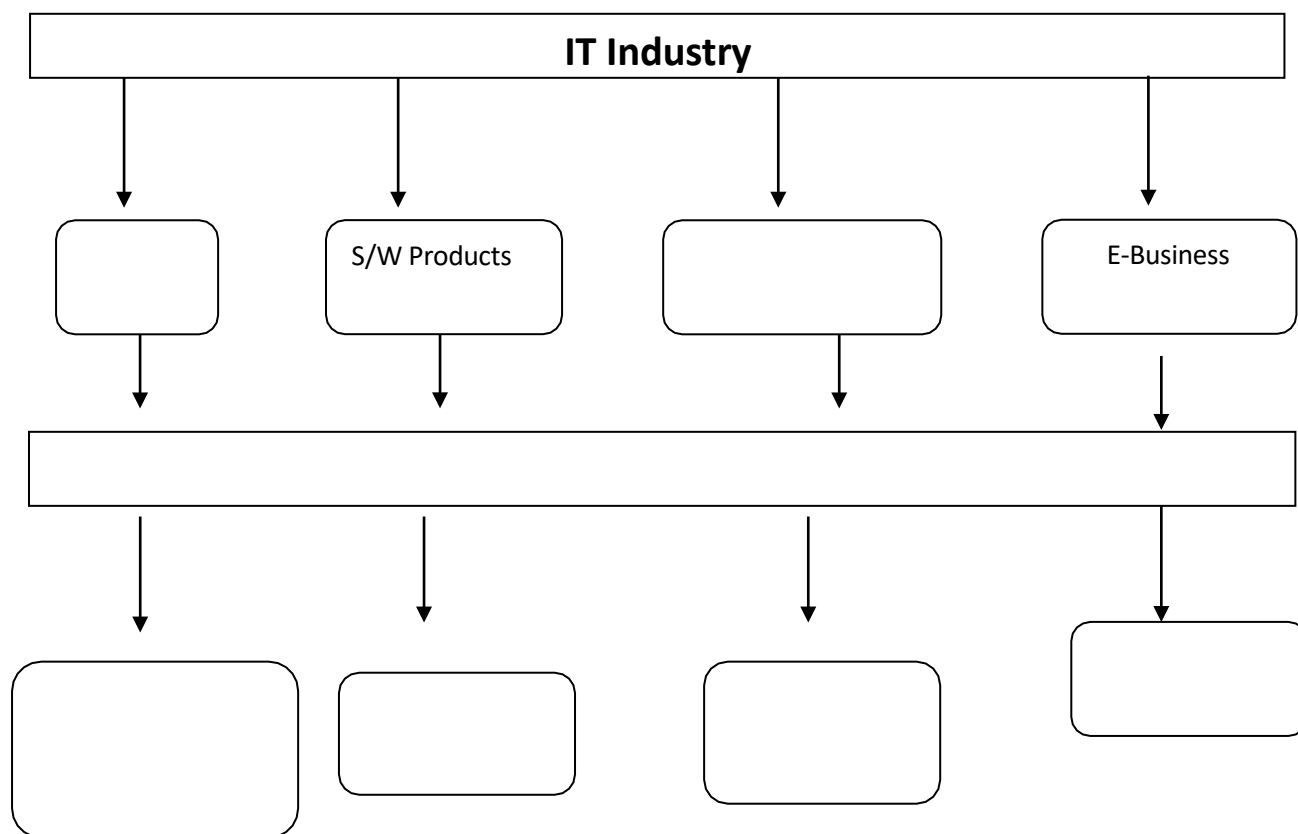


Figure 2 : IT Training and skill Development

It Skills/ Role Required

1. Programmers / Analyst
2. Internet & E-Commerce Application
3. Database Administrator/ Developer
4. Network Specialist
5. Digital Media / Technical Media

Levels of Skill Development

Level 1 : Fresh Graduates- As per the NASSCOM report says that only 19% of pass out students are really employable, 50-60 % students are recruited through campuses. Means 41% student needs proper training and skill development program. Generally these programs run at two levels:



A) Programming/ Analytical Training:

1st part is generally called class-room training or system training, but for corporate to survive few checkpoints have to be added:

1. have knowledge about J2EE and Net viewer
2. Adaptability : he must be aware of client requirements

b) Soft Skill Training

For the most part pressure is given on non-verbal communication, relational abilities, show abilities and certainty building exercise. Yet, thinking of it as business period and difficulties before every association, significant spotlight is presently on:

Roles and responsibilities of team

1. Adaptation to corporate culture
2. Dealing with people
3. Ethical policy

For example: Employee dilemmas are the major issue in today’s IT industry. Following is the analysis table:

Table 1
Employee Dilemmas in key factor of Performance

Factors	Employee’s Thoughts
Self Efficiency	Can I do this?
Agency	Will I permitted to do this and be supported ?
Emotion	How do I feel about this task or job ?
Importance	Is this task “Me”?
Interest	Do I like this?
Utility	What’s in for me?
Choice	Do I agree with this?
Persistence	Can I continue to do this?
Efforts	Is it worth the effort?

Special training programs are necessary for removing these ethical dilemmas.

Level 2 : Lateral Training and Skill Development:

For eg: when a project manager is working on a project he must be aware of following things:

1. Business Analysis
2. Profitability
3. Customer Satisfaction

For the foresight / vision plays crucial role. Skill to be developed here is Expectation management.

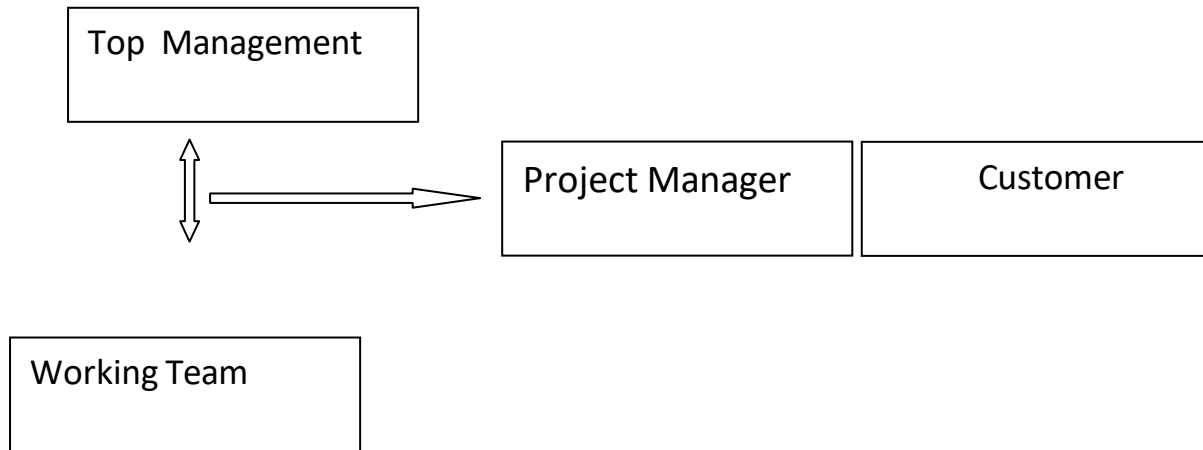


Figure 3: Expectation Management

Candidate’s knowledge base in different business processes.

Nature Of Skills

Real Skills - Skills related to Job

Generic Skills- Skill that apply to work

- | | |
|------------------------------|---------------------------|
| a) Problem solving ability | b) Decision making skills |
| c) Cognitive skills | d) Social skills |
| e) Flexibility / Versatility | f) Time management. |

Paradigm shift in training and skill development can be seen from following table

Technology	→	Emotional Intelligence
Marketing	→	Foresight
HR	→	Vision
Strategy	→	Ethics
Finance	→	Cultural Awareness

Collaborative Problem Solving Skill In It

At the point when a gathering is cooperating towards a shared objective, correspondence and coordinated effort are key variables. This is significant in programming advancement where undertaking includes gathering. Programmers' ability to solve problems was improved when they worked together.

Steps of collaborative problem solving

1. Plan Development
2. Communicate Plan
3. Behavior Modifications

Efforts From It Training Initiatives

1. NAC- NASSCOM’S Assessment of Competence: This is the effort to transform “trainable” workforce into an “Employable” workforce

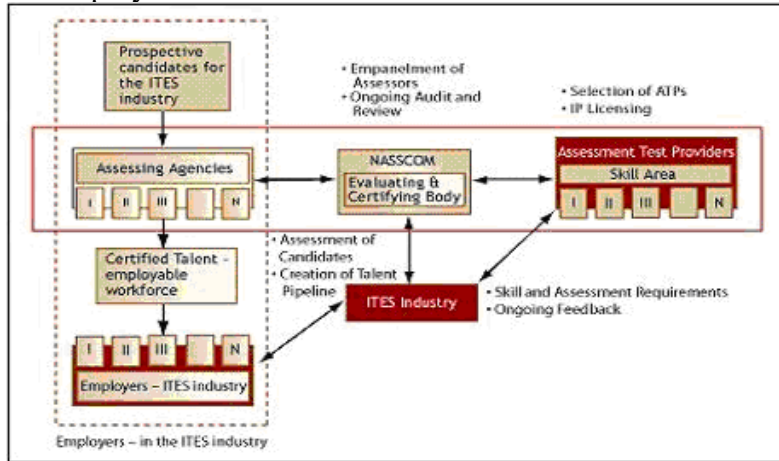


Figure – 4: Overview of Model

“NASSCOM has been working with the Indian BPO industry players to create a national assessment and certification program - the **NASSCOM Assessment of Competence (NAC)**. The initiative is aimed at creating a robust and continuous pipeline of talent. This will be done by continuously assessing candidates on key skills through a national standard assessment, thus making it easier for firms to screen candidates and also provide training need analysis to candidates. This will then be tied in to training and development efforts to help more candidates become competent to work in the industry. **NASSCOM** is following a multi pronged approach to facilitate manpower development for the short and long term. **NASSCOM** is aiming to build a pool of BPO manpower which will be pre-certified, in tune with the needs of the industry and thereby gear up for the future requirements of the sector.” The target audience will be final-year students who will be venturing into the job markets a year after. The intent behind assessing these students is to analyze the level of talent which is available in various parts of India, especially in tier-2 and tier-3 cities. [Source: **NASSCOM-Hewitt Initiative – NAC**].

Table 2

Skill Competence – Testing Themes to Identify knowledge Gaps

Duration (in Delivery mins.)	Items	Note/Description
Speaking	25	6 Prompts provide general topics to respond to, Online / prompts provide information to be summarized and Computer calling provide tasks to carry out (such as responding for one to a voicemail). minute Spoken responses are scored holistically, on the response basis of effectiveness of communication. Such factors as accent, hesitation, word choice and grammatical mistakes are considered for their impact on effective communication.



Listening	25	25	Multiple choice questions test comprehension of recorded spoken stimuli, such as short dialogues heard on headphones.
Analytical and Quantitative Reasoning	30	30	Test taker is given information systematically (such as sets of rules) and it called upon to draw valid inferences from the information. Mathematical content includes arithmetic and algebra, and the questions assess the ability to reason using these basic mathematical concepts.
Writing (multiple choice)	20	30	Multiple choice questions test mastery of standard written English.
Writing (essay)	20	1-2 short essays	Writing tasks are general. They do not depend on specific subject knowledge. They are scored holistically, which means, among other things, that overall organization is judged, with writing flaws counting against a candidate to the extent that they get in the way of communication.
Learning Ability	20	10	Checks if a person has the ability to learn new things.
Keyboard Skills	5	2	Checks if the candidate is comfortable in using the keyboard and also if the candidate can enter data into fields accurately. The test has two parts; Free-flow and Data Entry. The free-flow version allows the candidate to replicate a passage in the given time. It assess the candidate on speed and accuracy. Score reported will be on Net Speed which is the average of speed and accuracy. The Data Entry version allows the candidate to type alphanumeric content into text fields provided. Candidate is assessed on accuracy.

Total

145

Source:

<https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.timesjobs.com%2Fnasscom%2Findex.html&psig=AOvVaw1CbGBaS-hPEo-OuVXpdHH5&ust=1705841565236000&source=images&cd=vfe&opi=89978449&ved=2ahUKEwixs8qVgeyDAxXhQWwGHfASB0IQr4kDegQIARBi>

Role Perception: Key behind Training And Skill Development

One of the most important aspects of the workspace today is role perception of the employee, as our topic is related to corporate survival strategies. Additionally, it has a significant impact on a person's performance.

Insight is an interaction by which an individual chooses, coordinates, deciphers, and recovers and answer the data.

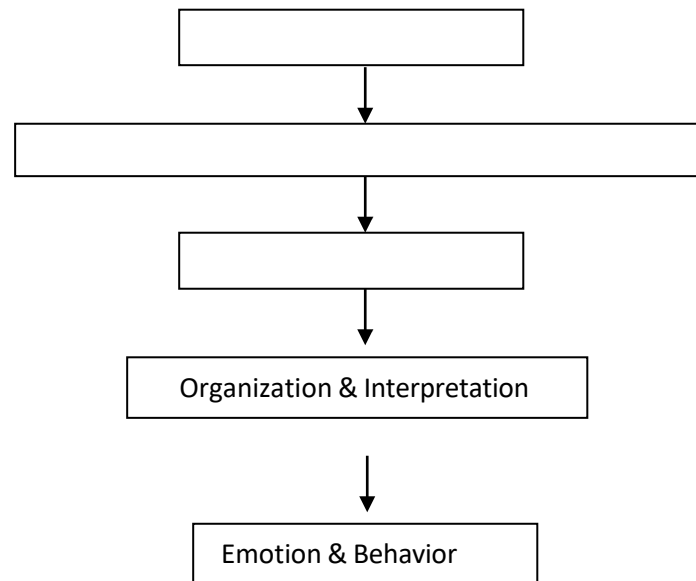


Figure 5: Perceptual Process Model

Job definition gives a reasonable construction by outfitting a legitimate understanding into each individual's projected commitment. It is a crucial prerequisite for skill and training development.

Factor influencing job discernment

- Character and Mentality
- Values, Convictions and Experience
- Need and Intentions

Role perception should become an important norm in the recruitment process. It is vital inputs in determining the organizations human force.

Important Role Playing Techniques to Solve Problem

1. Before you take a stab at utilizing arrangement tackle an issue, play out the activity in your psyche. Completing a methodology in your psyche before you really do it can cause you to play out the activity substantially more achievement.

This method improves the flow of the process in IT industries where workload, project deadlines, and project delivery to clients are important factors.

2. Use of Models – A model is an object which represents a problem/concept.

Conclusion

For a brilliant future IT industry must be dynamic by diminishing and being more clients driven. This industry should comprehend the client necessity by being more useful and hearty. The business today needs to watch out for very capable, yet in addition thoroughly prepared and profoundly energetic individuals to take the IT business to fresher levels. Changing from schooling to preparing is the significant stages in the present IT culture. Schooling confers hypothetical information, homeroom preparing and nonexclusive ideas. While preparing give application, professional training and authority in unambiguous assignments.

Successful preparation and expertise improvement will be a key to construct areas of strength for a solid association, performing various tasks is significant objective in ability advancement.



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