

Skill Requirement To Meet New-Age Challenge

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Abstract:

Skills are required for an employee to perform at the workplace. Digitalization has led to a transformation in the workplace for the workforce to adapt to the new ways of working. The Workforce has started adopting hybrid work models. Workforce has started to excel more in terms of skills. It is need for an hour for employees to become acquainted with trending skills and to be competitive in the workplace and marketplace.

The importance of soft skills is required by an employee for the success of an organization. Employers should be given timely training to their employees for upgrading skills as per market demand. Flexible working is the new need for industry. The paper uses secondary data. Overall, this study will focus on new skill requirements required by an employee to show more productivity at the workplace with new skills & digitalization.

Keywords:

Digitalization, Skills, Workforce, Hybrid workforce, Training

I)Introduction:

Technology has changed to an extent where skills are required for an employee to be best at the workplace. As per the digitalization era, many will be doing best at their workplace, many will be losing jobs and many employees will be adapting technology to prove their skills. The skill set has become the new wave of technological revolution. All skill sets are important for an employee in the workplace. The important skill is social & soft skill that works as power skill for an employee. This new skill has been accelerated after the Covid-19 pandemic. Artificial Intelligence and robots are the new skills. Creativity is one of the tools where routine tasks have been taken over by machines. This paper will focus on how the world is transformed with new technology and the workforce needs to learn new skills to adapt as new occupations emerge.

Knowledge management is one of the keys in this era. Digitalization has made human dynamics in the workplace. The youth of India requires new skills for cut throat competition. Continuous learning helps an employee to gain new knowledge and skills to implement at the workplace. The digital revolution is transforming people in organizations.

The ministry of skill development & Entrepreneurship has given guidelines to all states to expand and give training for new-age skills. A new wave of technological revolution is arising in the 21st century for digital skill improvement. Today our country and world want a skilled of workforce for development with the slogan "Sabka Saath Sabka Vikas " NATIONAL POLICY FOR SKILL DEVELOPMENT AND ENTREPRENEURSHIP 2015 aimed that "skill development and skilled India". Our country will be modern when millions of youth acquire new skills.

II) Objective of the Study:

1. To understand how new skills can help the new generation face challenges and find solutions to have a work-life balance.
2. To create awareness among the new generation for skills development.
3. To make HR managers make strategies for reskilling employees who are already on the job.

4. To understand the employees who are constantly evolving with the change in business and our experiencing a new change at the workplace with new skills.
5. To understand the tech-driven era by employees so that they should not feel over pressure at the workplace.
6. To prepare youth with different training programs for learning new modern skills.
7. To retain an employee with the right skill set within the organization.

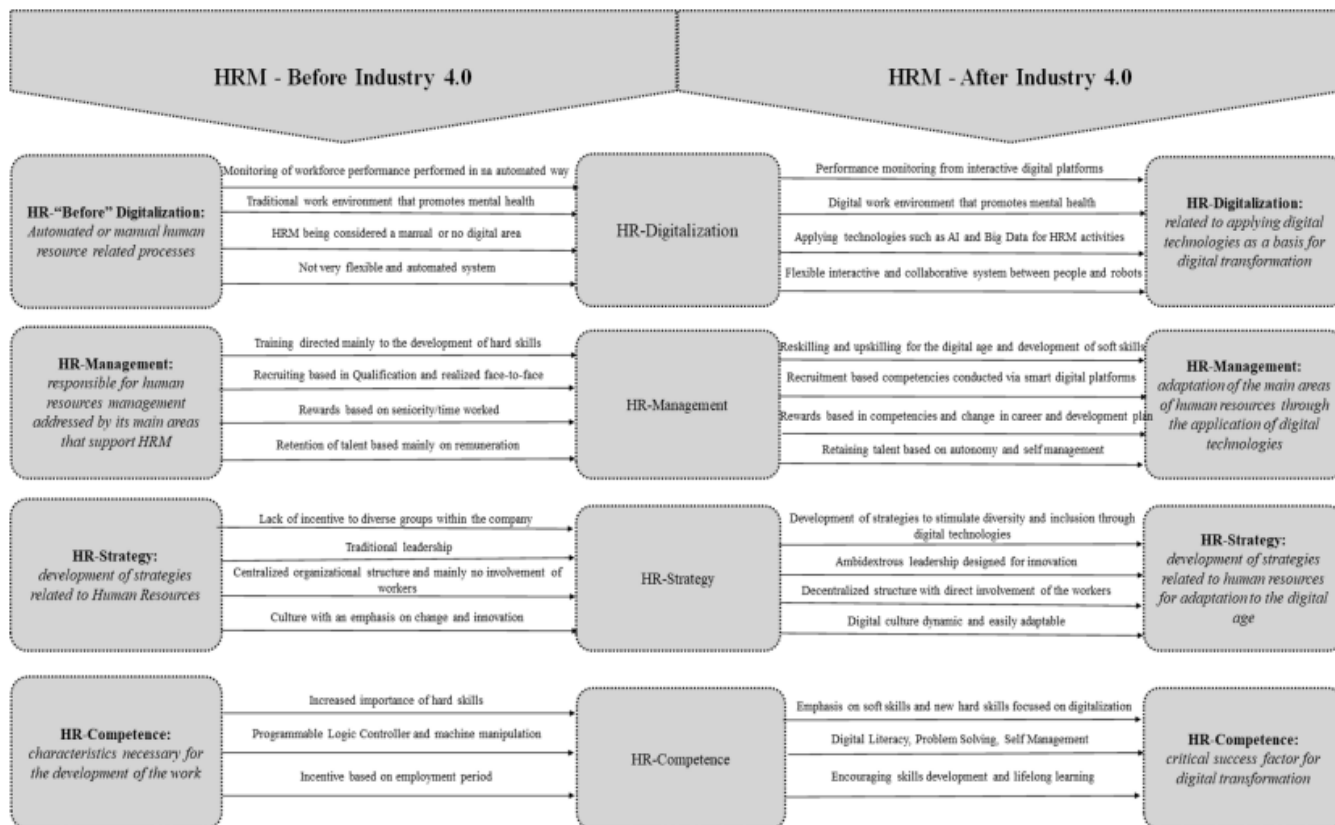
III) Research Methodology:

The study conducted is on secondary data by referring to different websites, books, and research papers for the understanding of skill requirements and challenges employees are facing at the workplace. The concept of understanding teamwork and thinking skills are required by an employee to show more performance at the workplace.

Self-directed learning is a new concept in the workplace. The pace of business change in business is so fast that employees need to adapt to changes as per new learning.

IV) Benefits to Adapt New Skills :

- 1) Australian Department of Education, Science and Training and Australian National Training Authority 2001 worked on projects that took views of the industry on critical genetic skills that were required in the Australian Workplace. The report of the project from the Australian Chamber of Commerce and Industry (ACCI) and the Business Council of Australia (BCA) gives employability skills not only to gain employment but also to progress an enterprise to achieve great potential & give up successfully to enterprise strategic directions.
- 2) Due to Globalization, there were many jobs shifted in cities of developing countries reducing the cost of labor because of that unskilled labor. If we give training in new skills and improve their confidence level then it will benefit our country to raise the economy.
- 3) The aim of the G-20 is "A Skilled Workforce for Strong, Sustainable and Balanced Growth", International Labor Office (ILO's), Global Jobs Pact and admits the importance of the growth of an employment-oriented framework for the future growth of the country.
- 4) Skills policies will be more effective when they coordinate well with employment, social protection, investment, and trade.
- 5) Before the pandemic education was chalk and talk method but in the pandemic, all education was online. The entire education system drastically changed. All over the world teachers and learners adapt new skills of teaching. All teachers learn the new skills of information technology.
- 6) Global trends have affected all regions like educational commitment, market, supply-side challenges, technological innovations, and new skill requirements.
- 7) Due to changes in trends like online marketing & shopping, Digitalization, and Online banking transactions, our country will be a developed country by adopting new skills.
- 8) Meet new age challenges and adapting new skills will be essential to survive with job security.
- 9) May assist companies to develop the skills needed to respond to the challenges of a continuously changing business environment.



V)Conclusions:

- 1) Skilling, Reskilling, and upskilling are critical imperatives for employees.
- 2) Demand for skills has increased in the last 5 years which has led to more skilled manpower requirements.
- 3) Government policy is focusing on developing artificial intelligence and robotics in the industrial sector and skills that are principally about to concern lack of scientific knowledge, computing, and skills of engineering.
- 4) The focus on basic digital skills for ‘everyone’ is in terms of inclusion and employment, where digital proficiency is seen in the same light as basic acquisition and literacy (e.g. access to public services & markets)
- 5) Aftermath of the COVID-19 pandemic maximum number of employees resigned due to a lack of learning and skill development opportunities.
- 6) Skill development is an important aspect of the growth of the country. Skilled manpower is required so that there should be equal demand and supply of labor. As we have sufficient manpower but they are not skilled they can get new job opportunities. There should be a properly coordinated effort from all aspects for the growth of employees with new skills and the growth of India as well.
- 7) For the MOOC course, we train the teaching staff to work with multiage learners and to motivate and advise them to learn MOOC online courses

Suggestions:

- 1) Continually we must respond with ready to re-skill and up-skill. If our Government will commit that training and education are flexible so that they are easily accepted as the requirement of demand on workforce change and molded up for life-long learning.
- 2) Motivation too is an important factor in learning new skills and implementing the same at the workplace and employees should be paid accordingly.
- 3) As per the change in the process of learning techniques of working and initiatives should be taken by HR and employees to implement in the organization.
- 4) Up skilling can help young skilled professionals and new graduates with new-age digital skills.
- 5) New technology concept Web 3.0 demands more from employees with new job opportunities and requires more new skills.
- 6) Active learning digital literacy is very important for employees to adapt to new skills.
- 7) Employees should understand the career development of employees as well as the growth of the company.
- 8) The HR department should keep employees trained with the new updated technology and skills.

- 9) Employee performance should be measured based on output given by an employee to the organization.
- 10) As the G-20 digital economy has successfully created the framework of mapping skilled workers to make them ready to showcase skills for the future government should come up with more programs for youth.
- 11) Adaptability & Cognitive flexibility is important for the future generation .
- 12) Flexibility at the workplace is important for an employee for learning new skills .

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