

“A Comparative study of Education and Skill Development for Employability with reference to Lokmanya Tilak’s Philosophy in Education”

Dr. Meetal More

Founder and Director at Gurukey Educational Solutions

Email: info.gurukey@gmail.com

Website: www.gurukey.in

Abstract:

India is been blessed by a great tradition of Education. Pune city is said to be the educational hub which suits all the requirements of education. Education is always been a requisite for an effective career and growth. The tradition of education differs according to targeted career, market demands, resources available, financial capacity of the student and ability to earn and grasp. In the traditional pattern, there were limited options for education. As a result the number of options available for employment was also limited. The person use to get educated in order to get a better place in society and to get a fixed employment so as to serve his family. Hence for most of us, employment is a journey of expectations which starts from primary education to professional/ higher education.

A skill of an individual is something which helps him to perform a specific job. There is always a gap between education and employment. Therefore we listen to the corporate young employees saying that there are only 40%

chances of using your education in the employment and the 60% are skills that you have imbibed. In some sense it is true; skills are the qualities that help you in your employability.

In the traditional HR practices the scrutiny of right candidate to perform a specific job was not so challenging, the process of recruitment and selection had to be followed with some employment test and the candidate use to be selected or rejected. Now in the changing times, the candidate may even build up his capacity to customize a job for him as per his strong areas. The negotiation between the employer and employee has thus become very lenient.

Keywords:

Education, Skills, Employability.

Lokmanya Tilak and his philosophy on Education: Bal Gangadhar Tilak was conferred with the title of "Lokmanya", which means accepted by the people in form of their leader. He was strong enough to think and make a change.

Lokmanya Bal Gangadhar Tilak is known as an Architect, Visionary and Spokesman of Nationalism in India. If we go through the history of India, India was never ruled by one king before the British rule. India was full of diversity. There were various kingdoms, religions, languages, regions, scripts, etc. There was no such reason or cause like back history, one language-one religion, and limitation of the boundary, which could create the nationalism within its citizens. (Tilak, D., & Tilak, G. (2019)). The important teachings by him included, 'Every Indian should learn'. He was very keen on education as he knew that education is only the path which will take a person on the right track to reach his objective. Lokmanya supported the enhancement of education for boys and girls and supported the country in all aspects. After providing education to the



mass, people started knowing about good and bad, right and wrong. He created a difference in thinking of the people through the 'swadeshi'. He is therefore being recognized as a pioneer of the Indian freedom struggle.[1]

The reference says that, Lokmanya was himself very keen on education and was highly educated. He made the changes in existing system on the power of his education. Therefore was also known as prime architect of the

modern Indian freedom movement and probably the strongest advocates of Swaraj or Self-Rule for India, Tilak's words served as an inspiration for future revolutionaries during India's struggle for freedom.[2] Lokmanya and his friends Gopal Ganesh Agarkar, Mahadev Ballal Namjoshi and Vishnu Shastri Chiplunkar formed a team to organise the Deccan Education Society in the 1880s with a few of his college friends. The main aim of forming this society was to improve the quality of education for India's youth, in order to make them capable. The Deccan Education Society was set up to create a new system that taught young Indians about the ideas through an emphasis on Indian culture. The Society established the New English School for secondary education and Fergusson College in 1885 for post-secondary studies.[3] He began a mass movement towards independence by an emphasis on Education, religion and cultural revival. He highly promoted the importance of education and self development. The references quotes, that he use to say to his sons that, "it is ok if you become a cobbler, but ensure that if somebody needs a cobbler they should directly come to you". He believed in creating an expertise in a person. He always believed in hard work and honesty. Photo courtesy: Tilak Museum, Kesariwada, Pune.

Education :

It is basically an act of facilitating the learning process. Kids right from 3 years of age join the playgroup, in order to learn something. As they go ahead in their learning process, the expectation from the learning process changes into professional outlook turning towards career development. Now the days there are various methods in modern learning. These include the innovations in teaching aids so as to customize the learning process. Hence the learning process has become more interesting for the children. There are different types of demands from different type of educational levels. One amongst which is higher education through masters courses, after which an individual seeks for an employment for himself. For the employment aspirants it is the final stage of learning, so it becomes more serious and professional in nature. Many developing countries have increased the participation of Indian minds in their education and employment systems. Some students prefer to study in abroad and get desired employment in India in that country itself. Educated and trained personnel are required in all the Industries at all levels. The recruitment & selection process checks the competency of that individual to fit in the job requirements. Certain collaborations of Indian universities with the foreign universities are also beneficial to the students to study through the cafeteria approach. In the management studies the student may not be restricted to one specialization and narrow his expertise, but he can choose multiple specializations to keep a broader

scope as per his interest. He can also pursue his internship in 2 different streams of his interest. The changing demands in the industry also change the nature of education. Every education degree falling under the category of Technology, Liberal Arts, Education, Psychology, Management, architecture, Business, Journalism, etc has a high scope for skill development. [6]

Statistics says that 84% of young people were completing upper secondary education over their lifetimes, in high-income countries. Tertiary-educated individuals were earning twice as much as median employees. On the contrary to historical trends in education, young women were more likely to complete upper secondary education than young men. Additionally, access to education was expanding and growth in the number of people receiving higher education was rising sharply. This describes a distinct form of higher education that offers a particularly intense integration with the world of work in all its aspects (including teaching, learning, research and governance) and at all levels of the overarching Qualifications Framework of the Higher Education Area. The primary purpose of this function is to diversify learning opportunities, enhance employability of the aspirants, offer qualifications and stimulate innovation, for the benefit of learners and society. The intensity of integration with the world of work (which includes enterprise, civil society and the public sector) is manifested by a strong focus on application of learning. This approach involves combining phases of internship, work and study, for developing a skill for employability and the use of practice-relevant knowledge and use-inspired research.

Current Higher Education system aims in developing the overall performance of the candidate in order to make him more competent. In the Graduation and post graduation colleges there are earn and learn schemes where the students can support their education by their earnings. In addition to that the competency of the student is also developed through the practical training. Students become more responsible to handle his education. Researchers have come across innovative ways of incorporating the practical aspects in teaching. Education is then linked with the additional level of expertise through skill development.

Skill development

There are some specific skill sets that are required by an individual to perform a task. Every employment opportunity expects these skills set in addition to the educational degree that the person has. The employability testing is done on the basis of Aptitude test, Psychometric test, Domain test, Technical test, Personality or emotional Intelligence test. The personal interviews are also being planned as per the additional requirements of the job. For example- atti-

tude check, adjustments, Loyalty, Ethics, flexibility, self discipline, etc. The employer gets to know about the candidate's competency to perform the job through these scores. The learning ability of a person and proactive approach is also seen by the employer. For the management post graduates smart work is more important than the hard work. These students must be able to apply the practices and strategies learnt through books. Apart from these some more top skills that are assessed by the employer are Communication, Teamwork, Problem solving, Planning and organizing, Self-management. These skills cannot be learnt from the traditional books so they have to be taught in form of an additional program. The teaching methods such as case study and situational analysis are for the same purpose. The student starts inculcating a habit of analyzing the case to develop his thinking and decision capacity which is most needed in corporate jobs. Skill Development Agencies are initiating short term and long term courses in order to develop the competency of student to perform in industry related jobs. For the long term courses there are certain scholarships offered to the student and in other cases, loan facility is also there. The purpose is to make the student more able to be employed in the employment market. For all those students who are interested in entrepreneurship or self employment, there are some provisions to guide them with the end-to-end solutions.

Comparison of Education and Skill Development for Employability

The Education is based on the expectations of corporate industry is being planned by the Universities. Accordingly, educational institutions are being delivering this in the form of interactive sessions to the students. This package of education and skill development helps the student to be more competent. Students perform various roles as to become a volunteer to conduct events in the institution, they learn team management through various activities, they do role play to present their idea, and they are trained through the internship in the industry in order to get a practical exposure. So the nature of education and learning is changed into a more interactive knowledge exchange. The industries always have been demanding some innovations & Research from the youth. Matching these expectations, one has to plan a wholesome program for enhancing the employment ability (employability) of the student. The best trained aspirant ensures his recruitment in a good company. These students can also perform better without any hesitation and any doubt. 'Employment' for an educated person is always being a high priority. There are various stages of employment depending upon the education completed. There are certain requisites to be completed before resuming the employment. Research says that there is always been a slight gap between, what is learnt and what is expected to perform a job. This is also closely related to the concept of opportunity gap or achievement gap. Everybody tries to fulfill the industrial demand depending

on the current situation. [7]

In the traditional education pattern the number of courses available for study and the employment opportunities were limited. Every educated person got a job sooner or later depending upon his score, academic progress or performance in employment test. The higher education students use to complete their education and immediately join the employment, later on in the company, the employees use to get the specific training to complete his job. HR department takes care of such trainings. Company can take a call to conduct such training in house or to be outsourced to the external consultants. The Educational Institutes knows about the gap between education and employment and then included the employability plan in their academic curriculum. Through this implementation, the complete package is provided to graduation and post graduation students to become employment ready. The industry expectations from the new joining employee keeps on changing, they also try to search the right match for that employment every time. Therefore the parameters of selecting the candidate and essentials of employment are always variable. Employment aspirants can increase their employability by undergoing some specific training required to perform that job. There are various employability requirements to be fulfilled by the candidate in this period. In the current situation, the educational institutions also tries to fulfill the gap of education and skill development through various add-on programs conducted for students in form of workshops, development programs, internship, etc. In this way the educational institution helps the student to go ahead and prove himself. Skill development is a continuous process not only for the new joining employees but for the career advancement of present employees as well. There needs to be motivated from within for developing his skills. One such reference from the books of Lokmanya says, from his family when he uses to motivate his children in the family by saying, "If you have not learnt anything new on one day, you have not earned your meal for that day". [8]

To sum up: Skill development is an essential component for career development. One has to practice it regularly and look forward for the self development. A modern educational system promotes the added advantage to groom the students as per the needs of employment market. Sometimes it is limitation for educational institutions to carry on skill development for the students due to lack of infrastructure and other resources. The external consultants are also available for the same. They have focus towards current market demand, career advancement, Global Research and requirements to meet those.

References

www.britannica.com/biography/Bal-Gangadhar-Tilak

- <https://www.cambridge.org/core/journals/article/philosophy-of-bal-gangadhar-tilak>

www.swarajyamag.com/culture/political-philosophy-of-lokmanya-tilak

- <http://egyankosh.ac.in/bitstream/123456789/20638>
- Kalpanakharellokmanyanchasmutipushpa
- https://en.wikipedia.org/wiki/Higher_education

<https://www.tdktech.c>

- [om/tech-talks/traditional-vs-non-traditional-employment](http://www.tdktech.com/tech-talks/traditional-vs-non-traditional-employment)
- <https://www.researchgate.net/publication/235265421>
- Tilak, D., & Tilak, G. (2019). Tilak and Nationalism.
