

**“SKILL INDIA MOVEMENT ON ENTREPRENEURSHIP DEVELOPMENT
: A LITERATURE REVIEW”**

Prasad Shaligram – Research Scholar, IIMS, Pune. prasad.shaligram@yashaswigroup.in

Dr. Shivaji Mundhe – Research Guide, IIMS, Pune. drshivaji.mundhe@gmail.com

Abstract

The researchers have made a literature review of skill India movement on entrepreneurship development and identified that skill gaps are a pressing and critical issue. The researchers have made a literature review that's highlighted the relationship between skill India movement and entrepreneurship development in consideration with employment and unemployment. In the skill India movement plan is to raise confidence, improve productivity and give direction through proper skill development. Skill enlargement will allow the youths to get blue-collar jobs. Training for employability skills should be in-built into the curriculum of the academic programs, and should not be imparted as a separate short-term skill development course after graduation. This literature review research paper explains how Skill Development and formal education go hand in hand and it has a big role in the progress of the Indian economy. Education, skills development and lifelong learning are central pillars for the employment of workers. They also improve their employability conditions and their living standard, and contribute to sustainable business development. Extension of skills, at young age, right at the College level, is very necessary to guide them for proper job opportunities. Skill is generally understanding the ability to use one's knowledge effectively and readily to execute a given job/task successfully. One may either have it naturally or develops slowly over time. It may be soft skills that signify people skills, are the mix of social and interpersonal skills, character traits, and professional attitudes communicating skill, leadership skills etc. Or hard skills that is sharpen with education / training and experience. An employer wants both hard skills and soft skills in his workforce so that the required work can be done effectively and efficiently in his organization. Hence, the employer tests these skills during the appointing the right candidates and later tries to strengthen their skills through training & development. In the past few years it is being witnessed that the students passing out of their academic are ill-suited with required skills to match the expectation of the industry. The world of work is dynamic and changeable impacted by technological advancements and disruptions. To match the pace of change, the workforce needs to be constantly updated, up skilled and upgraded failing which they would be soon be uncertain, outdated and ultimately leave out from their work place. This attempted in elimination and extinction emanates the importance on skill development so as to prepare workforce envisage the future. In this literature review examines the skilled human resource can contribute towards economic problems and only skills are the solution for present day challenges.

Keywords

Skill India Movement, Entrepreneurship Development, Higher Education

Introduction

In India, the concept of Skill Development was introduced post-independence in 1956 with the first Industrial Policy which had an initial focus on formal Technical and Vocational Training Education and Training (TVET) sector with dedicated institutions for technical and vocational education. In 1961, the Apprenticeship Act was framed for providing practical training to technically qualified persons in various trades and promoting new skilled manpower. The Indian Education Commission (Kothari Commission) was appointed in 1964 to overhaul the Indian Education Sector by providing policies & guidelines for the development of education in India. The Skill India Programme launched on July 15, 2015. This programme is also known as the National Skills Development Mission of India. It was launched by the Ministry of Skill Development and Entrepreneurship and is managed by the National Skills Development Corporation of India.

The main aim of this programme was to create opportunities, space, and scope for the development of the talents of the Indian youth and to develop more of those sectors which have already been put under skill development for the last so many years, and also to identify new sectors for skill development. This programme was aimed at providing training and skill development to 500 million youth of our country by 2020, covering each and every higher education colleges. The National Labor Policy was framed in 1966. In 1968, the first National Policy on Education was framed. The first Industrial Training Institute (ITI) was set up in 1969 by the Ministry of Labor & Employment (MoLE), Government of India. New National Policy of Education was framed in 1986. The All-India Council of Technical Education (AICTE) was formed in 1987, as the official regulator and funder for polytechnics and technical colleges. The National Policy of Education was modified in 1992. 1990s witnessed the opening up of the economy with substantial growth in IT industry and service sector and relative slowdown in manufacturing and engineering sector. It was felt that a considerable amount of employment for skilled and semi-skilled category workers was to be explored outside the traditional trades. With this objective, the National Development Corporation (NSDC) was established in 2008. This paradigm shift resulted in framing of the first National Policy on Skill Development in 2009 and effort was made to enhance the private partnership to expand the capacity of skills training sector. The National Skills Development Agency (NSDA) was established in 2013 and a vision was casted for a National Qualification Framework (NQF). In 2014, the Apprenticeship Act was amended to include non-engineering as optional trades and Ministry of Skill Development and Entrepreneurship (MSDE) was established. In 2015, the Skill India Mission was launched, the National Policy on Skill Development and Entrepreneurship was framed and the Training and Apprenticeship Division was moved from MoLE (Ministry of Labor and Employment) to MSDE (Ministry of Skill Development and Entrepreneurship)

Skill India Movement and entrepreneurship development is the requirement of the hour of India, as it has a large un-employed / under employed population and even the Indian students are considered being unemployable by most companies especially MNCs and many are migrating abroad in search of better opportunities. If, their potential is not harnessed they may fall under unemployable tag, which the nation cannot afford. The skilled workforce is crucial for the success of recently launched national missions viz Make in India, Digital India, and Smart Cities etc. To convert this vision into reality, India needs to create a skilled and productive workforce matching international standards of quality and productivity through integration of skills and training along with education. Giving due importance to Skill Development, Ministry for Skill Development and Entrepreneurship have been established in 2014 to coordinate with other Ministries and Departments to achieve the goals of Skill India Mission. Government aims to skill 40 crore populations by 2022. Various Sector Skill Councils have been formed to identify the required skills in various sectors, design Skill Development Training Programmes for respective Sectors and monitors such skill development trainings conducted through various higher education institutions, agencies and corporates in that sector so that both the industry in that sector as well as population looking for jobs in that sector are both mutually benefited. Skill development has been considered one of the critical aspects for job creation in India. India has unique demographic advantage with more than 57% of the population is in young age group. But in order to get dividend from such large work force, employability has to be improved. As per current statistics only 11% of the fresh graduates are employable and rest of the 89% lack skills required for eligible to be hired by corporate. India's GDP is growing at great rate of around 6-8% but job creation is not catching up with it. India is relatively a younger nation compared to its neighbors. Every year around 28 million youth gets added to India's workforce.

According to Drucker's view Entrepreneurship uses resources not to solve problems but also take advantages of opportunities. "Entrepreneurship is the purposeful activity of an individual or a group of associated individuals, undertaken to initiate, maintain or aggrandize profit by production or distribution of economic goods and services." – A.H.Cole Higher Education – It is third level education after you leave school. It takes places at universities and further education colleges and normally includes undergraduate and postgraduate study. The term "institution of higher education"

means a college, university, or similar institution, including a technical or business school, offering post-secondary level academic instruction that leads to an associate or higher degree if the school is empowered by the appropriate State education authority under State. HIGHER EDUCATION for the purpose of this Study, Higher Education is defined as the education, which is obtained after completing 12 years of schooling or equivalent and is of the duration of at least nine months (full time) or after completing 10 years of schooling and is of the duration of at least 3 years. The education may be of the nature of General, Vocational, Professional or Technical Education. TYPE OF INSTITUTIONS All Institutions, where higher education as defined above. The Institutions has been classified into three broad categories: (1) University/University Level Institutions (2) Colleges/Institutions - affiliated/recognized with University (3) Standalone Institutions - not affiliated/recognized with University. Entrepreneurship development is the means of enhancing the knowledge and skill of entrepreneurs through several classroom coaching and programs, and training. The main point of the development process is to strengthen and increase the number of entrepreneurs. This entrepreneur development process helps new firms or ventures get better in achieving their goals, improve business and the nation's economy. Another essential factor of this process is to improve the capacity to manage, develop, and build a business enterprise keeping in mind the risks related to it.

Literature Review

1.The article written by Hemant Katole Conducted a study entitled “SKILL DEVELOPMENT AND ECONOMIC GROWTH OF INDIA” published in JOURNAL OF APPLIED ECONOMICS AND BUSINESS, VOL. 3, ISSUE 4 - DECEMBER, 2015, PP. 5-12 highlight that the main aim, developments of skills are important for the economic development of any country. Author identified various skills by using 70-20-10 formula. Once we identify skills focus on how to develop these skills. The two main avenues for developing skills are through education & training and developmental experiences. Author also study the skill development model and suggest various training methods for micro-entrepreneurs in India. 70-20-10 rule 70% of your development should come from on-the-job activities and action learning. This can include development experiences like managing a project, serving on a cross-functional team, taking on a new task, job shadowing, job rotation, etc. 20% of your development should come from interactions with others. This includes having a mentor, being a mentor, coaching, participating in communities of practice, serving as a leader in a staff organization, etc. 10% of your development should come from training, including classes, seminars, webinars, podcasts, conferences, etc. Further study is needed to incorporate new training methods required to acquire the skills of micro-entrepreneurs. This will help to not only create employment generation, but also create a sustainable living.

2.The article written by S. Srivathsani and S. Vasantha on “Review of the Skill Development Initiatives and its Effect on the Indian Economy” Published in Asian Journal of Managerial Science ISSN: 2249-6300 Vol.7 No.3, 2018, pp. 42-45 ©The Research Publication, www.trp.org.in highlighted that the skills are essential for the development of a person and the country's economy. The person has to continue his job by the process of continuous exams of his skills by way of various trainings and workshops. This paper deals with the study of the current skill gap picture in India and various schemes and programs by the Government of India to bridge the gap. If the “Skill India” mission is implemented efficiently with the help of MSDE, NSDC, NSDA and SSCs, days are not far away when there would exist no gap between supply and demand of skilled workers. The paper also discusses the National Policy on Skill Development and Entrepreneurship 2015. The People of India must understand that Skill Development and formal education go hand in hand and it has a big role in the progress of the Indian economy.

3.K SIVA RAMA KRISHNA Vice Chancellor Gandhi Institute of Technology and Management Visakhapatnam, states in his view in “EMPLOYABILITY AND ENTREPRENEURSHIP ISSUES AND CHALLENGES FOR INDIAN UNIVERSITIES” Published in ISBN No. 81-7520-154-1 Essay No. 16. August 28, 2020 Important points share in this regards that Indian universities have

largely become teaching and examining bodies without a productive skill base and hence they are not effective to cope with the challenges of employment. It is quite disturbing to hear reports that nearly 80 per cent of engineering graduates and 90 per cent of management graduates of most Indian universities are not fit for jobs. This, of course, does not apply to graduates of IITs, IIMs etc. On the other hand, what is taught in universities is not wanted and what is wanted is not taught. e.g. higher education and its relation with skills to help unemployment problem etc. This is a serious mismatch between demand and supply. Skill development is a key factor in the process of economic development. In the present paper Training for employability skills should be in-built into the curriculum of the academic programs, and should not be imparted as a separate short-term skill development course after graduation. Such short-term courses may at the best serve as refresher courses, but definitely not help the graduates to acquire those skills in the first place.

4.The article written by Dr. G. Jeyamani on “Skill India Provides Employment and Empowerment” Published in ISSN: 2455-2631 © June 2019 IJSDR | Volume 4, Issue 6 IJSDR1906021 International Journal of Scientific Development and Research (IJSDR) www.ijedr.org. Many small countries are more developed than our country. According to the researcher, it is caused by two reasons i.e. large no. of Indians get involved in agriculture and most of the Indians are not given chance to prove their talents. Our Prime minister Shri Narendra Modi has decided to provide not only chance but also to improve the existing skills through the campaign ‘Skill India’. Hence this article highlights the role of the campaign to create Employment and Empowerment through Skill development. Most of the youth are not aware to modern technology which helps in their personal development and growth of the country. Skill development program is powerful weapon to develop the creative skills and technical training to young population of the country. In the present paper the author has covered the importance of Skill Development motivates the youth to develop the quality of self-development and self-entrepreneurships concept by providing training in several activities.

5.SNEHAL ASHOK BAGUL made a study on “SKILL DEVELOPMENT PROGRAMS FOR ENTREPRENEURSHIP DEVELOPMENT BY GOVERNMENT OF INDIA” Published in PUNE RESEARCH TIMES – an international journal of contemporary studies, ISSN 2456-0960, VOL 2, ISSUE – I, Jan-Mar 2017 (Impact Factor 2.07) Today government support to the Entrepreneurship Development through Make in India, Startup India, stand up India and other various schemes. This paper focused on the Skill development programs provided by the Government of India in India for the purpose of Entrepreneurship Development. Government today is providing lot of useful schemes for women as well, but the benefits are far beyond reach due to rural educational exposure. In the globalization skill development is the most important for the India for growing economically and social development. In the present paper says that, India is a developing country, which makes it very important for Government to promote Entrepreneurship more.

6.The article written by Dr. Neha Singh on “Skill India Campaign: An Attempt to Generate Employment and Encourage Entrepreneurship Development” published in International Journal of Science and Research (IJSR) ISSN: 2319-7064 SJIF (2022): 7.942 Paper ID: SR231017124836 DOI: 10.21275/SR231017124836 Talking about the paper view, economic development of our country, India is still lagging behind due to various problems like poverty, unemployment, illiteracy, lack of medical infrastructure etc. In India, young people who will soon be entering the labor market constitute the largest segment of the demography. This paper tries to find out the effect of skill India project on employability and scope for development. An attempt has been made to identify how far the skill development programs have achieved success and what are the major problems faced. Skill development in India is the most essential aspect for every citizen of the nation as with booming technologies and its directly affected to Generate Employment and Encourage Entrepreneurship Development.

7.The article written by Dr. Prakash Ratanlal Rodiya On “Skill Development: Micro Employment Generation in India” published in National Peer Reviewed Research Journal ISSN 2231-1629 highlighted that as India progresses towards becoming a 'Knowledge Economy', it becomes an increasingly important country in terms of skills development. In order to direct connection with skill

development education i. e. helps overall productivity and economic prosperity. In this paper, if India wants to be a manufacturing hub, then the focus should be on the skills development of the current education system. In view of these needs, the Government of India has adopted skill development as a national priority. A skill means building confidence, improving productivity and giving direction through proper skill development. The main objective of this paper is to study the impact of skill India campaign in Indian economy. On serious note only 3% of India's workforce has formal skills training. Therefore, there is an urgent need to provide skills in a more efficient manner. At last the main important point to see that the skill acquisition rate and skill execution rate is given in the entire time process of Skills India campaign.

8. Muhammad Salman Shabbir, Universiti Utara Malaysia Mohd Noor Mohd Shariff, Universiti Utara Malaysia Yasameen Hamzah Alshaibani, Al-Qadisiyah University Muhammad Faisal, Lahore University of Management Sciences Dr. Rabia Salman, Universiti Utara Malaysia (2018) Conducted a study on “ENTREPRENEURSHIP AND SKILLS DEVELOPMENT FOR SOCIO ECONOMIC GROWTH; PRESENT LANDSCAPE AND FUTURE AGENDA FOR PAKISTAN” Published in Academy of Entrepreneurship Journal Volume 24, Issue 3, 2018 The primary purpose of this paper is to give an insight into current landscape of Pakistan with special focus on skills development, human capital development and entrepreneurship to propose a future agenda for policy makers. It is important to realize that Nations with the similar age, background, resources and problems have been performing better than Pakistan and gain respected place in the world with the help of skill development. Skills development and entrepreneurship may be considered as instrument for growth and progress of Pakistan. The study and paper concludes that skilled human resource can contribute towards economic problems and only skills are the solution for present day challenges.

9. In the article written by S.Nittiyasri, J.Kaviya Dr. C.S.Vijaya On “A Study on the Development of Entrepreneurial Skills among Students” Published in International Journal of Business and Management Invention (IJBMI) ISSN (Online): 2319 – 8028, ISSN (Print): 2319 – 801X www.ijbmi.org || Volume 8 Issue 11 Ver. I || Nov. 2019 || PP—21-25 Highlight that there is relationship between educational qualification and entrepreneur skill that develop business skills among students. In current scenario our country is developing into Digital India which initiates every individual to become a sole proprietor. Therefore, entrepreneurial skill development is necessary through the various entrepreneurial programs at higher educational level. This study explores the development of Entrepreneur Development skills among students through the encouragements given by various sources. The future India is in the hands of younger generations and how they can be molded in such a way to become an entrepreneurs and able to give employment opportunities to the younger generations. This paper explains how the students applying - Earn while learn concept and other schemes to develop entrepreneurial skills and other practical based skills for their development.

Objectives

The mission intends to create opportunities and space for the development of talents in Indian youth. It aims to develop those sectors which have been put under skill development for the last many years, and also to recognize new sectors for skill development.

Other objectives are:

- Closing the gap between skill required by the industry and skills people possess for employment generation.
- Reducing poverty in the country.
- Increasing the competitiveness of Indian businesses.
- Ensuring that skill training imparted is relevant and of quality.
- Preparing Indians to take on the world manpower/resources market.
- Diversifying the existing skill development programmes to meet today's challenges.
- Building actual competencies rather than giving people mere qualifications.
- Offering opportunities for lifelong learning for developing skills.

- Augmenting better and active engagement of social partners and building a strong public-private partnership in skill development.
- Mobilizing adequate investments for financing skills development sustainable.

Research GAP

Lack of behavioral transformation like skill assessment, future skill's need identification, designing initiatives to bridge skill gaps and not implementing learning based organizational structure by the industry. Researchers has said that there are more challenges which government has to take, but they have not mentioned the challenges to the higher education Institutes from the perspective of 'skill India' and 'Make in India'. A study is needed to incorporate new training methods required to acquire the skills of micro-entrepreneurs. This will help not only create employment generation, but also create a sustainable living. 'Education Skills' and 'Work Skills' need to be understood in connection with skill development for faster economic growth of India.

Conclusions

The People of India must understand that Skill Development and formal education go hand in hand and it has a big role in the progress of the Indian economy. Skill India movement need to focus and develop more entrepreneurship skills amongst the workforce in order to ensure more job generation in the country. Training for employability skills should be in-built into the curriculum of the academic programs, and should not be imparted as a separate short-term skill development course after graduation. When we think of Indian workforce in terms of productivity (skill training received) the reality is that the workforce in India has low productivity and receiving low skill training. If India wants come to be a manufacturing-hub, given its requirement for employment generation to harvest the demographic edge; it must focus on skill development progress instead of present education system. The skill India movement achieved a below fifty percent success. Yet the achievement is far away from reality. Even the growth is poor and affected by uncontrolled. There is not only need to increase the number of institutes and university's but also the quality of higher education including skill development has to be improved in India.

There is huge gap in skill development and Entrepreneurship development. It has been observed that the Indian Government is taking more initiatives for skill India movement not only for unskilled, unemployed people but also in higher education. The plans are made by policy makers and these are executed under different schemes, like through central government or state government. The study reveals that, for implementation, the Industry and Educational Institutes also playing important role in skill India Development and Entrepreneurship. The Indian Government, Higher Education Institution and Industry are working will on this to train the unskilled, graduates, postgraduates. The knowledge which is acquired by them in their education requires skills for development and work as entrepreneur to get better job opportunities. Still as compared with other countries India has to focus more to skill India - make them employable and reduce unemployment.

References

1. Dr. Yathish kumar and Ramaya K R "ECONOMIC PROSPERITY THROUGH SKILL INDIA: A STUDY OF KEY SUCCESS FACTORS AND CHALLENGES" International Journal of Management (IJM) Volume 8, Issue 3, May-June 2017, pp.01-13, Article ID: IJM_08_03_001
chrome-extension://efaidnbnmnibpcjpcglclefindmkaj/https://iaeme.com/MasterAdmin/Journal_uploads/IJM/VOLUME_8_ISSUE_3/IJM_08_03_001.pdf
2. Mr. Biswabhusan Behera and Dr. Mamta Gaur "Skill Development in India – A Literature Review" GIS SCIENCE JOURNAL ISSN No 1869-9391 Volume 9 Issue 1, 2022.
https://www.researchgate.net/publication/358983636_Skill_Development_in_India_-A_Literature_Review
3. Harpreet Kaur "Skill India" Programme: A Compliment to "Make in India" Campaign" Article ID - GJRA – GLOBAL JOURNAL FOR RESEARCH ANALYSIS, Volume – 5, Issue 1, January 2016 ISSN No 2277-8160

- chrome-extension://efaidnbmnnnibpcajpcgglefindmkaj/https://www.worldwidejournals.com/global-journal-for-research-analysis-GJRA/recent_issues_pdf/2016/January/January_2016_1453901619__118.pdf
4. S. Srivathsani and S. Vasantha “Review of the Skill Development Initiatives and its Effect on the Indian Economy” Asian Journal of Managerial Science ISSN: 2249-6300 Vol.7 No.3, 2018, pp. 42-45 ©
https://www.researchgate.net/publication/338402317_Review_on_Strategies_for_Bridging_the_Employability_Skill_Gap_in_Higher_Education
5. K SIVA RAMA KRISHNA “EMPLOYABILITY AND ENTREPRENEURSHIP ISSUES AND CHALLENGES FOR INDIAN UNIVERSITIES” ISBN No. 81-7520-154-1 Essay No.16. August 28, 2020 <https://www.coursehero.com/file/208093670/Reimagining-Indian-Universitiespdf/>
6. S.Nittyasri , J.Kaviya Dr. C.S.Vijaya “A Study on the Development of Entrepreneurial Skills among Students” International Journal of Business and Management Invention (IJBMI) ISSN (Online): 2319 – 8028, ISSN (Print): 2319 – 801X www.ijbmi.org || Volume 8 Issue 11 Ver. I || Nov. 2019 || PP—21-25
chrome-extension://efaidnbmnnnibpcajpcgglefindmkaj/https://www.ijbmi.org/papers/Vol(8)11/Series-1/C0811012125.pdf
7. Muhammad Salman Shabbir, Mohd Noor Mohd Shariff, Yasameen Hamzah Alshaibani, Muhammad Faisal, Dr. Rabia Salman “ENTREPRENEURSHIP AND SKILLS DEVELOPMENT FOR SOCIO ECONOMIC GROWTH; PRESENT LANDSCAPE AND FUTURE AGENDA FOR PAKISTAN” 2018, 1528-2686-24-3-164 Academy of Entrepreneurship Journal Volume 24, Issue 3, 2018
https://www.researchgate.net/publication/328353576_Entrepreneurship_and_skills_development_for_socioeconomic_growth_Present_landscape_and_future_agenda_for_Pakistan
8. Ms. Sneha Vilas Kotawadekar, © 2018 IJCRT | Volume 6, Issue 2 April 2018 | ISSN:2320-2882 on “SKILL INDIA (NEED, CHALLENGES)” Chrome extension://efaidnbmnnnibpcajpcgglefindmkaj/https://ijcrt.org/papers/IJCRT1812510.pdf
9. Dr. Chandra Sekhar and Shilpa Dash On “Skill Development Mission and the Skill Landscape of India: - An Empirical Study” Volume 5, Issue 10, October – 2020 International Journal of Innovative Science and Research Technology ISSN No:- 2456-2165.
<https://www.scribd.com/document/481900677/Skill-Development-Mission-and-the-Skill-Landscape-of-India-An-Empirical-Study>
10. Dr. Renu Markande and Ms Diksha Lodhi, “Role of Skill India to Enhance the Employability in Small Scale Industries: - An overview” Physical and Social Science Vol. 9 Issue 6, June 2019 ISSN: 2249-5894 Impact Factor: 6.644
chrome-extension://efaidnbmnnnibpcajpcgglefindmkaj/https://www.ijmra.us/project%20doc/2019/IJPSS_JUNE2019/IJMRA-15706.pdf
11. Dr. Rajni Arora & Manoj Chhadwani entitled “Analyzing the impact of skill India as a tool for reshaping Indian economy” Volume 6, ISSUE 1, JAN.– MARCH 2019, E ISSN 2348 –1269, PRINT ISSN 2349-5138 Received: September 23, 2018 Accepted: November 01, 2018
<https://www.coursehero.com/file/153979570/MRP-report-on-Impact-of-social-entrepreneurship-on-economy-growth-in-developing-countries-final-doc/>
12. Dr. G. Jeyamani on “Skill India Provides Employment and Empowerment” ISSN: 2455-2631 © June 2019 IJSDR | Volume 4, Issue 6 IJSDR1906021 International Journal of Scientific Development and Research (IJSDR) www.ijcdr.org.
chrome-extension://efaidnbmnnnibpcajpcgglefindmkaj/https://www.ijcdr.org/papers/IJSDR1906021.pdf
13. Anita Swain and Sunita Swain “SKILL DEVELOPMENT IN INDIA: CHALLENGES AND OPPORTUNITIES” International Journal of Scientific Research and Engineering Development— Volume 3 Issue 6, Nov-Dec 2020.
chrome-extension://efaidnbmnnnibpcajpcgglefindmkaj/https://iaraedu.com/pdf/ijair-volume-9-issue-2-xxi-april-june-2022.pdf
14. Mr. Hansel Furtado “A Study on Impact of Skill Development at Entry Level Job Candidates in India” Published in IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668 PP 54-57
chrome-extension://efaidnbmnnnibpcajpcgglefindmkaj/https://www.iosrjournals.org/iosr-jbm/papers/Conf.ADMIFMS1808-2018/Volume-3/9.%2054-57.pdf
15. Sonali Kanchan and Sakshi Varshney on “Skill development initiatives and strategies” ASIAN JOURNAL OF MANAGEMENT RESEARCH Online Open Access publishing platform for Management Research, Volume 5 Issue 4, 2015 ISSN 2229 – 3795

- https://www.researchgate.net/publication/358983885_Skill_Development_Training_Fueling_Employability_in_India
16. DEEPA U. CHIPKAR “ROLE OF HIGHER EDUCATION IN MAKE IN INDIA MOVEMENT” © 2019 JETIR March 2019, Volume 6, Issue 3 www.jetir.org (ISSN-2349-5162) JETIRDL06012
<chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/https://www.jetir.org/papers/JETIRDL06012.pdf>
17. SNEHAL ASHOK BAGUL “SKILL DEVELOPMENT PROGRAMS FOR ENTREPRENEURSHIP DEVELOPMENT BY GOVERNMENT OF INDIA” PUNE RESEARCH TIMES – an international journal of contemporary studies, ISSN 2456-0960, VOL 2, ISSUE – I, Jan-Mar 2017 (Impact Factor 2.07)
<chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/http://puneresearch.com/media/data/issues/586fda7f7679d.pdf>
18. Reena Niharika Minz and Dr. Mukund Chandra Mehta “Skill Development through Rural Entrepreneurship for Better Livelihood” International Journal of Advances in Engineering and Management (IJAEM) Volume 4, Issue 4 Apr 2022, PP: 1020-1025 www.ijaem.net ISSN: 2395-5252
chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/https://ijaem.net/issue_dcp/Skill%20Development%20through%20Rural%20Entrepreneurship%20for%20Better%20Livelihood.pdf
19. Lavina Sharma and and Asha Nagendra “Skill Development in India: Challenges and Opportunities” Indian Journal of Science and Technology, Vol 9(48), DOI: 10.17485/ijst/2016/v9i48/107324, December 2016 ISSN (Print) : 0974-6846 ISSN (Online) : 0974-5645.
https://www.researchgate.net/publication/313412965_Skill_Development_in_India_Challenges_and_Opportunities
20. Biswabhusan Behera and Dr. Mamta Gaur “Skill Development Training Fueling Employability in India” ‘INTERNATIONAL CENTER FOR RESEARCH AND RESOURCES DEVELOPMENT’ article ISSN Number: 2773-5958, SSM Number: (1347468-T), doi.org/10.53272/icrrd,
https://www.researchgate.net/publication/358983885_Skill_Development_Training_Fueling_Employability_in_India
21. Ms. Megha Grover and Ramit Kapoor “SKILL DEVELOPMENT IN INDIA: A STUDY OF KEY SUCCESS FACTORS AND CHALLENGES” CLIO An Interdisciplinary Journal (UGC Care Journal) ISSN: 0976-075X Vol-6-Issue-13 June-2020
<chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/https://events.rdias.ac.in/wp-content/uploads/2021/04/skill-developmen-t-in-India.pdf>
22. Amany Gouda-Vossos and Mahbub Sarkar and Christopher Thompson and Tina Overton and Angela Ziebell “An Evidence-Based Approach to Employability Curricula and Transferable Skill Development: A Mixed Methods Study” JUTLP Volume 20 ISSUE 5 Quarterly Issue 2
https://www.researchgate.net/publication/371133427_An_Evidence-Based_Approach_to_Employability_Curricula_and_Transferable_Skill_Development_A_Mixed_Methods_Study
23. Md. Rashid Hussain “Assessing the Impact of Skill India Mission Policy, Achievements and Challenges for making India Skilled” INTERNATIONAL JOURNAL FOR INNOVATIVE RESEARCH IN MULTIDISCIPLINARY FIELD ISSN: 2455-0620 Volume - 6, Issue - 10, Oct – 2020 Monthly, Peer-Reviewed, Refereed, Indexed Journal with IC Value: 86.87 Impact Factor: 6.719 Received Date: 08/10/2020 Acceptance Date: 23/10/2020 Publication Date: 31/10/2020.
<chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/https://www.ijrmf.com/wp-content/uploads/IJRMF202010039.pdf>
24. Satvik Jain “A STUDY ON THE ROLE OF EMERGING TECHNOLOGY AND ENTREPRENEURSHIP IN EMPLOYMENT DEVELOPMENT IN MADHYA PRADESH REGION” Article History: Received: 01.02.2023 Revised: 07.03.2023 Accepted: 10.04.2023, ISSN 2063-5346. Eur. Chem. Bull. 2023,12(Special Issue 5),171-177
<chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/https://www.eurchembull.com/uploads/paper/8391220e2fa9e0cb859e4de37e0b6073.pdf>
25. Sugandha Agarwal and Dr. Suchita Diwedi and Raunaq Ghai “Perception of Trainees Towards Skill Development Program” Volume 5, Issue 12, December – 2020 International Journal of Innovative Science and Research Technology ISSN No: -2456-2165 IJISRT20DEC282.
<chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/https://ijisrt.com/assets/upload/files/IJISRT20DEC282.pdf>

26. Maroof Maqbool and Mahmood Ahmad Khan “Skill Development Programmes in India – A Literature Review” Volume-04 ISSN: 2455-3085 (Online) Issue-03 RESEARCH REVIEW International Journal of Multidisciplinary March-2019.
https://www.researchgate.net/publication/332342669_Skill_Development_Programmes_in_India_-_A_Literature_Review
27. Hemant Katole “SKILL DEVELOPMENT AND ECONOMIC GROWTH OF INDIA” published in JOURNAL OF APPLIED ECONOMICS AND BUSINESS, VOL. 3, ISSUE 4 - DECEMBER, 2015, PP. 5-12
Chrome:extension://efaidnbmnnnibpcajpcgclclefindmkaj/<https://www.aebjournal.org/articles/0304/030401.pdf>
28. Bibekananda Rana and Ananta Sahu “SKILL DEVELOPMENT FOR INDIAN YOUTH: CHALLENGES AND OPPORTUNITIES” International Research Journal of Engineering and Technology (IRJET) e-ISSN: 2395-0056 Volume: 07 Issue: 04 | Apr 2020 www.irjet.net p-ISSN: 2395-0072
chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/<https://cice.hiroshima-u.ac.jp/wp-content/uploads/publications/15-2/15-2-10.pdf>
29. Dr. Neha Singh on “Skill India Campaign: An Attempt to Generate Employment and Encourage Entrepreneurship Development” published in International Journal of Science and Research (IJSR) ISSN: 2319-7064 SJIF (2022): 7.942 Paper ID: SR231017124836 DOI: 10.21275/SR231017124836
<https://www.ijsr.net/archive/v12i10/SR231017124836.pdf>
30. Dr. J. Suresh Kumar and Mrs. D. Shobana “A Study on Impact of Skill India on Rural Youth of North East India” (IJFMR) E-ISSN: 2582-2160 IJFMR23044822 Volume 5, Issue 4, July-August 2023
https://www.researchgate.net/publication/372830240_A_Study_on_Impact_of_Skill_India_on_Rural_Youth_of_North_East_India
31. Kahadawa Appuhamilage Sucharitha Navarathne “A Review of Entrepreneurship Education and Entrepreneurs' Skills” GSJ: Volume 8, Issue 1, January 2020 Online: ISSN 2320-9186 www.Globalscientificjournal.com
chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/https://www.globalscientificjournal.com/researchpaper/A_Review_of_Entrepreneurship_Education_and_Entrepreneurs_Skills.pdf
32. Dr. K. Bharathi “A Study on Women Entrepreneurs and Skill Development in India Vol-7 Issue-6 2021 IJARIE-ISSN(O)-2395-4396
chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/https://ijariie.com/AdminUploadPdf/A_Study_on_Women_Entrepreneurs_and_Skill_Development_in_India_ijariie15885.pdf
33. Mr. A. Muhammed Sajjad and Dr. J. Sathyapriya “A Comparative Analysis of Studies on Effectiveness of Entrepreneurship Training Across Nations” International Journal for Research in Engineering Application & Management (IJREAM)(Special Issue) NCSDTM 201830 DOI : 10.18231/ISSN2454-9150.2018.0843
chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/<https://www.ijream.org/papers/NCSDTM201830.pdf>
34. Naib Singh “Role of Skill Development in Business Management” ISSN (Online) 2581-9429 International Journal of Advanced Research in Science, Communication and Technology (IJARSCT) Volume 3, Issue 1, January 2023 Copyright to IJARSCT DOI: 10.48175/568 661
www.ijarsct.co.in Impact Factor: 7.301
chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/<https://ijarsct.co.in/Paper7928.pdf>
35. Jasveen Kaur and Manu Dogra “Skill Development in Punjab: A Critique Study of Initiative, Challenges and Way Forward” Amity Journal of Entrepreneurship Volume 3 (Issue1), (24-34) ©2018 ADMAA
chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/<https://amity.edu/UserFiles/admaa/8c48fPaper%202.pdf>
36. Dr. Prakash Ratanlal Rodiya “Skill Development: Micro Employment Generation in India” National Peer Reviewed Research Journal ISSN 2231-1629
chrome-extension://efaidnbmnnnibpcajpcgclclefindmkaj/<https://www.shahucollegelatur.org.in/Research/paper/rodiya-micro.pdf>
37. Krishnamoorthy A and Srimathi H “Skill Development - The Future Of India” INTERNATIONAL JOURNAL OF SCIENTIFIC & TECHNOLOGY RESEARCH VOLUME 8, ISSUE 07, JULY 2019 ISSN 2277-8616.
38. Prof. Krunal K. Punjani 2015 A STUDY ON THE REQUIREMENT OF SKILLS DEVELOPMENT FOR THE SUCCESS OF “MAKE IN INDIA” PROJECT Tactful Management Research Journal ISSN: 2319-7943 Impact Factor :2.1632(UIF) “Skill Development: The Key to Economic Prosperity”

<https://www.scribd.com/document/377579133/Skill-Development-for-Make-in-India>

39. Dr. S. Koteswari and M. Sri Uma Suseela and N. Mary Leena on “WOMEN ENTREPRENEURSHIP AND SKILL DEVELOPMENT: ISSUES, CHALLENGES & DEVELOPMENTS” © 2022 IJCRT | Volume 10, Issue 4 April 2022 | ISSN: 2320-2882

<chrome-extension://efaidnbmnnnibpcajpcgclefindmkaj/https://ijcrt.org/papers/IJCRT2204024.pdf>

40. Dr. Varun Sharma and Dr. M.L Sharma “ENTREPRENEURSHIP AND SKILL DEVELOPMENT” International Journal of Advanced Research in Commerce, Management & Social Science (IJARCMSS) 261 ISSN : 2581-7930, Impact Factor : 5.260, Volume 03, No. 02, April - June, 2020, pp 261-266

chrome-

[extension://efaidnbmnnnibpcajpcgclefindmkaj/https://www.inspirajournals.com/uploads/Issues/1730929636.pdf](chrome-extension://efaidnbmnnnibpcajpcgclefindmkaj/https://www.inspirajournals.com/uploads/Issues/1730929636.pdf)