

Individual Up-skilling

S. M. Karthikeyan, V M Ponniah

Abstract: *This paper explores the uncertainties in job market and how Up-Skilling helps the individual to face such uncertainties, change in technologies and pressure due to globalization. Acemoglu and Restrepo (2018) note that workforce upskilling may be of particular value given the recent technological changes rapidly and led to the emergence of Artificial Intelligence and work automation. They also warn against the loss of potential productivity due to the gap and mismatch of required skills in new technologies. They also specified that rapid rollout of automation and new technologies is relatively easier when the workforce retraining happens toward bridging the skill gaps.*

We are also going to discuss the internal and external hurdles faced by individual to learn and grow in this competitive world. This paper examines the challenges faced by each individual to be a successful person through Up-Skilling.

Educational system during young age and Training & Development opportunities in the organization during earlier stages of career path motivates every individual for their initiatives and efforts towards Up-Skilling. Workforce with right Up-Skilling can make successful organization irrespective of any critical situations.

Index Terms: *Learning, Opportunities, Challenges, New Technologies.*

I. INTRODUCTION

Research emphasizes an over view of the concepts to enhance the Competitiveness in the fast growing business world in terms of adopting the developing Automation & Robotics equipment development. Upskilling and training of employees to enable effective implementation of the business processes is boon to the current business world. It leads to significant challenges to manufacturing industries in the training and development of employees to earn the upskilling. This papers explains the individual upskilling through training, smart learning solutions like E Learning which is easy to access. In advanced manufacturing concepts like industries 4.0, this paper highlight the importance of upskilling to meet the skill requirements on the shop floor to meet the business requirements. Also it explains the power of the employee in the role of the plant.

Considerable differences are shown regarding skill requirements in the shop floor and the usage of precarious employment contracts and examines three different potential factors that explain them: national institutional frameworks, employee representatives' power and the plants vital role in the companies and value chains. Labour usage strategies are less as per the analysis and factory's role and frame work of the institution helps to ramp-up of new products and various new process technologies. The relationship of employees in

the factory and new product development areas and their close cooperation is required in addition to their high skills. Less important given for the employee representative role.

Continuous learning is facilitated by organizations with a view to

enhance their productivity as professional development of employees directly translates into organizational productivity and performance. Organizations that are desirous to enhance efficiency, productivity and profitability often tend to shift beyond basic learning and frequently consider different activities that foster continuous learning that allows employees to boost their potential and thereby prove to be a valuable organizational resource (van Breda-Verduijn & Heijboer, 2016). Continuous learning can be act as a source that provides an organization with a competitive edge and at the same time employees are presented with an opportunity to develop innovative skills and acquire new knowledge (Towler, 2009).

II. REVIEW OF LITERATURE

In a provocative study, Frey and Osborne (2013) analyze 702 occupations and estimate 47% of total US employment is at high-risk to computer-automation within the next two decades; machines will perform most tasks done by workers. Computers and computing power are expected to replace humans in jobs as diverse as tour guides, roofers, taxi drivers, technical writers, librarians, and attorneys (Frey & Osborne, 2013). Expedia, TurboTax, Waymo, RFID represent a small sampling of current and developing technologies designed to perform specific tasks once thought to be performable only by people with specialized skills.

Globalization and current developing Technology, expected to supplant work currently performed by close to 50% of these services workers, manufacturing workers, and knowledge workers over the next two decades, is one threat to job security. Technology catalyzes globalization; new communications, transportation, and manufacturing technologies open up worldwide trade, consumer, and workforce marketplaces. Globalization stresses the workplace and the worker while rewarding the investor. Trade agreements protect corporations at the expense of workers, evidenced by wage deflation, especially for the lower-skilled knowledge worker and the manufacturing worker (Bivens, 2013). American investors and employers experience financial gains, while American workers, competing for jobs in a global marketplace, face wage stagnation and job reductions.

Just as technology enables the work to be performed where it is most efficiently performed, technology enables economical transport of the work product. However, even when jobs are not lost to offshoring, or are "reshored" to the United States, machines more and more often perform the routine jobs. The American manufacturing jobs market has

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long experienced this shift to robotics. Take, for example, General Motors. In the mid-1980s GM employed 349,000 people to manufacture 6.4 million cars. In 2017, fewer global workers (220,000) produce more cars (8.4 million) (Wikipedia). Similarly, software and computing power streamlines start-up businesses built on new technologies. For example, in 2016 Facebook generated \$27.6 billion in revenue with a mere 17,000 global employees (Wikipedia).

Brynjolfsson (2017) predicts growth in jobs that focus on maximizing human creativity, empathy, teamwork, problem solving, leadership, and planning--all highly cognitive skills difficult to make machine-learnable. How do knowledge workers self assess knowledge gaps, discover appropriate learning opportunities, demonstrate mastery, and promote credentials across decades-long careers? The research gives little hope that the knowledge worker, focused on self-directed learning, has adequate perspective to design upskilling learning pathways. To understand how the literature aligns to attitudes and experiences of knowledge workers, a survey and interviews with 8 workers were performed.

III. RESEARCH OBJECTIVE

To identify the expectation of the employees on Upskilling.

To understand the interest towards professional growth and personal growth by Upskilling.

IV. RESEARCH METHODOLOGY

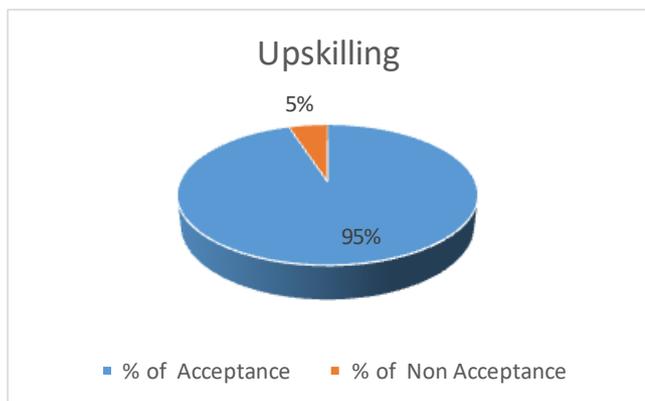
This study adopts exploratory research to identify the employee expectation on Upskilling and their interest towards professional growth and personal growth by Upskilling. The study consists of 50 respondents of undergoing upskilling through their career. To analyse the data, convenience sampling method is adopted and one to one discussion used for data analysis in this study.

V.. RESEARCH FINDINGS

5.1 Data Analysis and Interpretations

Graph 1: Acceptance level on Upskilling

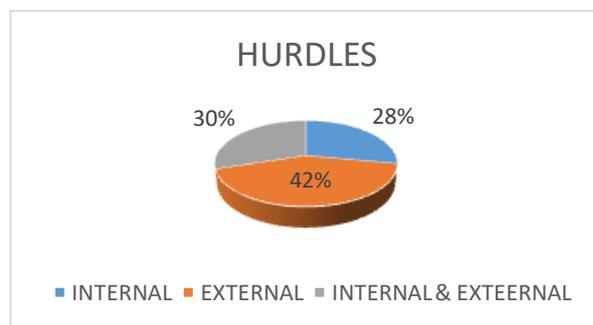
All respondents described continual up-skilling as an important component to develop and maintaining relevance in their long career, and accepted that they do refine their existing skills and look to expand on existing knowledge in terms of technical and non-technical. Only few employees didn't realise the importance of Upskilling.



The above GraphNo.1 indicated that 95 % of our

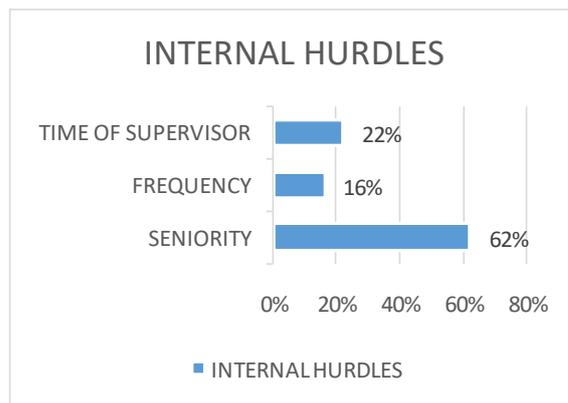
respondent are selected the acceptance. Only 5 % of our respondent are selected Non Acceptance. It shows the high level of acceptance on Upskilling.

Graph 2: Challenges: Internal Hurdles and External Hurdles during Upskilling



The above Graph No.2 indicated that 28 % of our respondent are facing internal hurdles and 42 % of our respondents are facing external hurdles. Only 30% of our respondents are facing both internal and external hurdles.

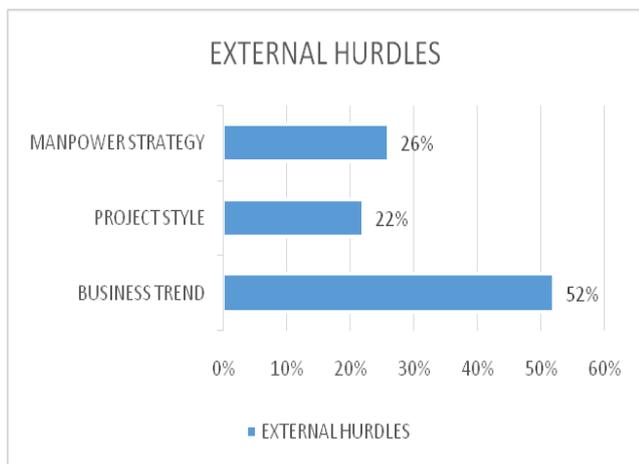
Graph 3: Internal Hurdles in Upskilling



The above Graph No.3 indicated that 62 % of our respondent are facing internal hurdles due to seniority. If other employees grows fast with upskilling and it will affect the others seniority. Also the frequency of opportunity for upskilling is 16 % only due to various factors. Availability of supervisor and his guidance for upskilling also play the role upto 22% .

Graph 4: External Hurdles in Upskilling





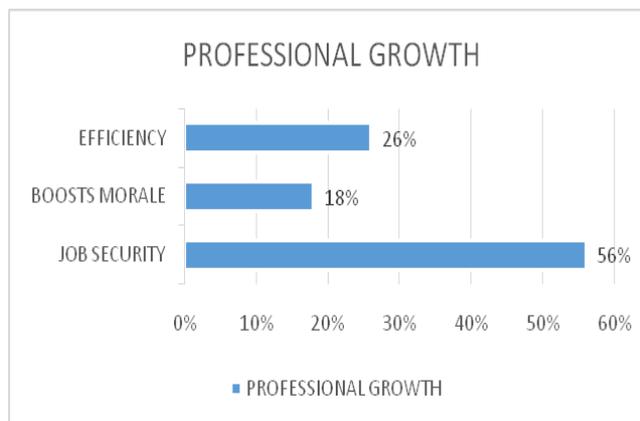
The above Graph No.4 indicates the external hurdles that 52 % of our respondent are facing external hurdles due to business trend which is out of their control. Project Styles and related skilled manpower requirement plays 22 %. Opportunity for upskilling is 26 % depends on manpower strategy planned due to business trend and project styles.

Graph 5: Organisational Growth due to Upskilling



Graph 5 indicates the organisational growth due to Upskilling. 44 % of the respondents felt upskilling helps to increase the productivity. 40 % of the respondents accepts it helps to develop multiskill workforce to increase the productivity and business requirement. Only 16 % of the respondents accepted that upskilling supports for business growth.

Graph 6: Professional Growth due to Upskilling



Graph No.6 indicates that how the employees feel the professional growth due to upskilling. 56 % of the respondents feels the job security when they are upskilling themselves. 18 % of the respondents accepted the upskilling boosts the morale of every individual employees and as a team. 26 % of the respondents accepted that upskilling increase their efficiency.

VI. CONCLUSION

This study found the acceptance level of employees in Upskilling. The study analysed the various aspects of Upskilling in terms of challenges of internal hurdles, external hurdles, organisation growth and professional growth. The date collected from 50 respondents those are undergoing Upskilling through National Employability Enhancement Scheme , also known as NEEM or NEEM Scheme. It is path breaking initiative taken by government of India in collaboration with AICTE.

Majority of the respondents are understood and accepting that Upskilling will make their career to right level at right time irrespective of the internal and external hurdles faced by them. Majority of the respondents feel that external hurdles plays the important role in their upskilling and opportunity of upskilling arises based on the business trend, project style and manpower strategy.

All the respondents clearly understood the benefits of upskilling towards organisation growth and professional growth. In an organisation growth upskilling plays the important role in productivity, availability of multiskill workforce and business growth. Availability of multiskill workforce who are familiar with an organisation in this competitive work environment really challenging one. Upskilling support to come out from those challenges.

Apart from that upskilling supports for the professional growth of each individual in any organisation not only for the purpose of working, also for the personal life development. Upskilling provides the feeling of Job Security, increases the efficiency and boosts morale.

Many respondents gave their suggestion to improve the Upskilling by having equally splitted training methods like On the Job training, Off the Job training and E learning. In the E Learning give the opportunity to the employee to have virtual learning whenever they want to learn. Time factor will not be constraint to the employee to learn and grow along with organisation.

Upskilling opportunities can be developed by using the suggestions of the respondents



and company will grow irrespective of the competitiveness with the involvement of upskilled work force. We need to always remember that... Knowledge is Power.

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