CHAPTER-5
CONCLUSIONS, FINDINGS AND SUGGESTIONS

5.1 CONCLUSION

The title of the thesis is “Assessment of Skill development Initiatives in Empowering Rural Youth with reference to Southern Rajasthan”. The work is divided into five chapters; this is the last chapter, where the researcher concludes the research work. The study has unfolded various facts of training provided under skill development initiatives of Rajasthan government. Conclusion of the present study is mentioned below:

Chapter One “Skill Development: Introduction and National Perspective” commences with the need for skill development in India. It provides the national perspective of skill development initiatives taken by Indian government. The chapter also discusses the skill gap identified in different sectors by 2022 and pinpoint the priority sectors where human resources will be needed. Several efforts made by different ministries have been elaborated along with various schemes of skill development prevalent in India have also been discussed.

Chapter Two “Skill Development in Rajasthan” presents a brief profile and demographic information about Rajasthan. It also describes the various institutional efforts made by state government to enhance skill development in Rajasthan. Functioning of RSLDC, ELSTP, RSTP, DDU-GKY etc. have been elaborated in detail.

Chapter Three “Review of Literature and Research Methodology” provides an insight on research methodology used in the study. It includes the research objectives behind conducting the research and its process. The need of the study and review of literature are also mentioned in this chapter. It also mentions the methods of data collection and the details pertaining to the relevant statistical tools used in the present study. This chapter aims at providing systematic plan for directing research work.

Chapter Four “Analysis and Findings” contains data analysis and pictorial presentation of data. Framed hypotheses have been analyzed on various
parameters. All the questions answered by the employees have been presented here, after categorizing, in the form of tables and graph, keeping a comparative perspective. The major finding has been stated that majority of respondents were satisfied with various facilities made available during training programmes and with the abilities of trainers. They also considered these training programmes feasible and useful in building their confidence, career and improving their income.

5.2 CONCLUSIONS OF THE STUDY

1. Total respondents were 250 out of which 74.8% were male and 25.2% were female. This shows that training programmes are less attended by females.

2. Sample was majorly based on four cities of southern Rajasthan – Udaipur, Chittorgarh, Banswara and Dungarpur. Out of total respondents, the highest 41.2% were from Udaipur. From Chittorgarh, Banswara and Dungarpur, the percentage of respondents were 26.80%, 17.60% and 14.40% respectively.

3. As far as age groups are concerned, 21.20% respondents were less than 20 years of age. 41.20% respondents were between 20-30 years of age, 35.60% respondents were between 30-40 years of age. Only 2% respondents were more than 40 years of age. Thus, majority of respondents were youth.

4. 6.80% respondents were literate only. 17.20% respondents had studied up to 8th standard, 31.20% had studied up to 12th standard, 35.60% have done their graduation and 9.20% have done their post graduation. It is clear that percentages of both literate only and higher educated respondents are less.

5. Only 21.20% respondents were married whereas 78.80% respondents were unmarried. It can be concluded that majority of respondents were unmarried.
6. 19.20% respondents were belonged to urban area, 45.20% respondents belonged to town and 35.60% respondents belonged to rural area. Thus majority of respondents were from either rural areas or from small towns.

7. Majorly 23.20% respondents were engaged in agri-labour followed by 19.20% engaged in government schemes for unemployed people. 15.60% respondents were unemployed. 13.20% respondents were engaged in non-agri-labour and 11.20% were employed in own farming. 6.40%, 5.60% and 5.60% respondents were employed in animal rearing, small shops and others. On personal interaction with the respondents, it was found that they were not satisfied with their current employment and wish to switch to some other option, if available.

8. From the analysis of family employment it can be concluded that employment of both respondents and their family is varied. Majority of respondents had agriculture, agri-labour or animal rearing as either their own employment or their family employment. This conforms to the fact that Indian economy is largely agriculture based. Therefore, a large mass of population is engaged in these activities.

9. Majority of respondents i.e. 42.80% (107) have their monthly family income between Rs. 5,000 and 10,000. It was further found that 26.80% (67) respondents have monthly earnings between Rs. 2,000 and 5,000, 19.60% respondents’ families are earning more than Rs. 10,000 and 10.80% respondents have monthly earnings less than Rs. 2,000.

10. Different courses applied for by the respondents have been shown by Table 4.10 and Figure 4.10. The respondents which were contacted for the research, applied for 15 different courses. Maximum respondents opted for Agriculture & Horticulture, Beauty Culture & Hair Dressing and Electronics which accounted for 10%, 11.2% and 10.8% of respondents respectively. Animal Husbandry, Electrical and Fashion Designing were opted by 7.6%, 7.6% and 7.2% respondents respectively. Allied Health Care, Garment Making and Medical & Nursing courses were chosen by 6.4%, 6.8% and 6.4% respondents respectively. 5.6%, 5.2% and 5.2%
respondents applied for Food Processing & Preservation, Home Décor-Art Jewellery and Paint. Carpet Making, Printing and Toy Making courses were chosen by 4.4%, 4.8% and 2.8% respondents respectively. This shows that respondents’ choices were scattered over different courses unevenly. In spite this; their choice resembled their prospective occupations.

11. 79.20% (198) respondents agreed that the suitability of timing and location of training programmes were feasible whereas 14% (35) respondents said that they were not feasible. 6.8% (17) respondents did not answer this question. Thus it can be concluded that majority of respondents were satisfied with the timing and location of the training programmes.

12. It was observed that 73.20 respondents said that duration of the training programmes was appropriate whereas 21.60% respondents said that it was not appropriate. 5.20% respondents did not answer this question. Thus it can be concluded that duration of the training programmes suited to majority of respondents.

13. Regarding size of the room. 70% respondents opined that size of the room was good, 18.80 said that the size of the room was average whereas 11.20 claimed that size of the room was bad. Thus it can be said that majority of respondents have stated that size of the room was good for training the skill.

14. It is found that 40.80% respondents found the condition of ventilation good, 14.40% found it average whereas 44.80% respondents found its condition bad. Thus the opinion of respondents regarding condition of ventilation is quite varied. Some were considering it good and an almost equal number of respondents considered it bad.

15. In response to lighting in the room, 49.20% respondents stated that the condition of lighting was good in the training room while 41.60% considered the lighting condition to be average. Remaining 9.20% respondents said that lighting condition was bad in the training room.
Thus majority of respondents considered lighting condition in the training room to be good enough.

16. It was observed that 38.40% respondents said that there were good number of fans and ACs whereas 13.20% respondents said that the number was average. Highest 48.40% respondents said the condition of fans and ACs was bad in the training room. Thus majority of respondents were not satisfied with the condition of fans and ACS in the training room.

17. Only 11.60% (29) respondents said that the cleanliness of toilets was good. 22.40% (56) respondents said the condition to be average. Highest 66% (165) respondents claimed that cleanliness of toilets was bad. Thus it can be concluded that majority of respondents were not satisfied with the cleanliness of toilets provided to trainees.

18. 27.60% (69) respondents considered this facility to be good, 19.60% (49) respondents claimed the drinking water facility to be average and majority 52.80% (132) respondents stated that the condition of drinking water facility was bad. Surprisingly, respondents’ opinion for both toilet cleanliness and drinking water was against sanitation. Thus it can be concluded that respondents were not satisfied regarding this facility.

19. Majority 74.80% respondents found good adequacy of chairs and desks in the training room. 14.40% respondents found that adequacy of those was average whereas 10.80% respondents considered the adequacy bad. Thus it can be concluded that majority of respondents believed that availability of chairs and desks was sufficient.

20. Majority of respondents 74.80% said that the audio aids were both present and workable; 18.40% stated that audio aids were present but not workable whereas 6.80% respondents said that the audio aids were not present at all in the training room. Thus, majority of respondents believed that audio aids were both present and workable.
21. Majority of respondents 71.60% said that the projectors were both present and workable; 15.20% stated that projectors were present but not workable whereas 13.20% respondents said that the projectors were not present at all in the training room. Thus, majority of respondents believed that projectors were both present and workable in the training room.

22. Majority of respondents 72.40% claimed that computers are both present in the training room and in workable condition. 22.40% said that computers were present in the training room but not workable. Remaining 5.20% stated that computers were not present during training programme. Consequently, it can be concluded that according to majority of respondents, computers were present and workable.

23. Regarding the condition of LEDs, 67.60% respondents stated that the LEDs were present and workable in the training room. 16% respondents claimed that LEDs were present but not workable. Almost equal number of respondents 16.40% said that LEDs were not present in the training room. Thus it can be concluded that majority of respondents believed that LEDs were present in the training room and in workable condition.

24. Large number of respondents 85.20% said that tools and equipment required to learn the skill were both present and workable. Only 6.40% and 8.40% respondents claimed that the tools and equipments were Present but not workable and Not present respectively. To sum up, it can be said that tools and equipments required to learn the skill were present and in workable condition.

25. Majority of respondents 80.80% said that the training manual and lecture notes were both suitable for the skill and complete; 13.20% stated that training manual and lecture notes were suitable for the skill but not complete whereas 13.20% respondents said that the training manual and lecture notes were not suitable for the skill. Thus, majority of respondents considered that training manual and lecture notes were both suitable for the skill and complete.
26. Respondents were asked to state their opinion regarding provision of accommodation, its chargeability and condition. 40.80% respondents said that they were provided accommodation and remaining 59.20% respondents stated that they were not provided accommodation. On further scrutiny, it was come to know that accommodation was arranged for out station participants and for those course which were residential. All those who have said that they were provided accommodation - 100% respondents claimed that it was not chargeable. Amongst them, 26.47% respondents claimed that its condition was good; 7.84% claimed that the condition was average whereas majority of respondents 65.69% stated that the condition of accommodation was not up to the mark. Thus it can be concluded that although accommodation was not chargeable but the condition of accommodation, according to majority of respondents, was bad.

27. When respondents were asked about food it was revealed that 45.20% (113) respondents said that they were provided food and remaining 54.80% (137) respondents stated that they were not provided food (Refer Figure 4.27 A). On further scrutiny it was came to know that food was arranged for out station participants and for those who were provided accommodation. All those who have said that they were provided food - 100% (113) respondents claimed that it was not chargeable. Amongst them, 19.47% (22) respondents claimed that its condition was good; 13.27% (15) claimed that the condition was average whereas majority of respondents 67.26% (76) stated that the quality of food was not up to the mark. Thus it can be concluded that although food was not chargeable but the condition of food, according to majority of respondents, was bad.

28. When respondents were asked “Why do you want to get this training?” it was found that only 9.20% respondents wished to attend this training as a hobby. Remaining respondents wish to attend this training to use it as an opportunity to earn money. 21.40% claimed that they would be able to get a job after completing this training whereas 24% respondents claimed that they would start their own business after getting this training.
29. When they were asked “Do you agree that the training program for the skill is sufficient for you?” Results show that 38.80% respondents strongly agree with this statement; 41.20% agree with this statement and 19.20% respondents are neutral with this statement. Only 0.8% respondents strongly disagree with this statement. Thus it can be said that majority of respondents were in agreement with the statement that the training program for the skill was sufficient for them.

30. Then respondents were asked “Do you agree that the confidence level will increase after training?” Their responses have been displayed in Table 4.30 and Figure 4.30. It was revealed that 29.20% respondents strongly agree with this statement; 30.80% agree with this statement and 34.40% respondents are neutral with this statement. Only 5.6% respondents disagree with this statement. Thus it can be said that majority of respondents were in agreement with the statement that their confidence level would increase after getting training in the skill.

31. Then respondents were asked “Do you agree that the there will be any improvement in your income after training?” It was revealed that 29.60% respondents strongly agree with this statement; 50.40% agree with this statement and 12.80% respondents are neutral with this statement. Only 4.40% and 2.80% respondents disagree and strongly disagree respectively with this statement. Thus it can be said that majority of respondents were in agreement with the statement that their income would improve increase after getting training in the skill.

32. When they were asked “Do you agree that the increased income after training will be helpful in their marriage?” It was found that 26.40% and 25.20% respondents strongly agree and agree with the statement respectively. 39.20% respondents remained neutral. Only 7.60% and 1.60% respondents were on disagreement and strong disagreement side. Therefore, it can be concluded that after completing the training, their increased income will help in their marriages.
When they were asked “Do you agree that the training will be helpful in making their career?” 36.80% were agreed strongly that the training will be helpful in making their career. 33.60% respondents were agreed to this statement whereas 24.40% were neutral. Only 5.20% respondents were disagreed with this statement. In this way, it can be concluded that majority of respondents were on agreement side with this statement.

Responses of respondents, for the question “How do you consider the training programme?” revealed that 45.20% respondents considered the training programme to be extremely good and 22.80% thought it to be good. 22% respondents believed the programme to be average. Only 8% and 2% respondents claimed that the training programme was bad and extremely bad respectively. Thus majority of respondents were satisfied with the overall quality of the training programme.

Responses of respondents for the question “How was the preparation made by the institution for training?” made it clear that 30.80% and 16% respondents considered the preparations extremely good and good with the statement whereas 23.20 considered them to be average. Only 16.40% and 13.60% respondents claimed that the preparations were bad and extremely bad respectively.

Responses of respondents, for the question “How was the quality of practical training?” revealed that 17.20% respondents considered the practical training to be extremely good and 28% thought it to be good. 29.20% respondents believed the practical training to be average. Only 18% and 7.60% respondents claimed that the quality of practical training was bad and extremely bad respectively. Thus majority of respondents were satisfied with the quality of practical training provided to trainees for the skill.

The responses of respondents for the question “How was the knowledge of trainer?” made it clear that 26.80% and 22% respondents considered the knowledge of trainer extremely good and good with the statement whereas 25.60 considered it to be average. Only 17.60% and 8%
respondents claimed that his knowledge was bad and extremely bad respectively. Thus majority of respondents’ opinion regarding knowledge of trainer was equal to or above average.

38. Responses of respondents, for the question “Was the voice of trainer properly audible?” revealed that 28.40% respondents strongly agreed with the statement that trainer’s voice was properly audible and 35.20% respondents agreed with the statement. 27.60% respondents were neutral with the statement. Only 6% and 2.80% respondents disagreed and strongly disagreed with the audibility of voice of trainer respectively. Thus majority of respondents were satisfied with the audibility of voice of trainer.

39. The responses of respondents for the question “Does he possess the required qualities of a trainer for the skill?” disclosed that 15.20% and 51.6% respondents strongly agreed and agreed with the statement whereas 30.40% respondents were neutral. Only 1.60% and 1.20% respondents disagreed and strongly disagreed with the statement respectively. Thus majority of respondents were on agreement side with the statement that the trainer possesses the required qualities of a trainer for the skill.

40. Responses of respondents, for the question “Does he possess the ability to clearly explain the skill?” revealed that 12.40% and 43.20% respondents strongly agreed and agreed, respectively, with the statement that the trainer owns the ability to clearly explain the skill. 39.20% respondents were neutral with the statement. Only 0.8% and 4.40% respondents disagreed and strongly disagreed with the statement respectively. Thus majority of respondents were satisfied with the skill explaining ability of the trainer.

41. When respondents were asked “Does he explain the practical aspects of the skill well?” the responses made it clear that 66.80% respondents strongly agreed with the statement and 11.60% respondents agreed with the statement. 15.60% respondents were neutral. Only 4.80% and 1.20% respondents disagreed and strongly disagreed with the statement.
respectively. Thus majority of respondents were on agreement side with the statement that the trainer possesses the ability to explain the practical aspects of the skill. A negligible number of respondents were on disagreement side.

42. Responses of respondents, for the question “Does He Possess the Ability to Clear Any Doubt or Solve Any Query Raised by Trainees?” showed that 32% respondents strongly agreed and 26.40% agreed with the statement that trainer possesses the ability to clear any doubt or query raised by trainers. It was further found that 17.20% respondents were neutral. Only 13.20% and 11.20% respondents disagreed and strongly disagreed with the statement respectively. Thus majority of respondents were satisfied with the ability of trainer to clear any doubt or solve any query.

43. The responses of respondents for the question “Does he allow the practice of skill, practically, to each trainee?” revealed that 42.40% and 21.2% respondents strongly agree and agree with the statement whereas 15.20% respondents were neutral. Only 12.80% and 8.40% respondents disagree and strongly disagree with the statement respectively. Thus majority of respondents were on agreement side with the statement that the trainer allows the practice of skill, practically, to each trainee.

44. It was found that there is significant difference between number of respondents in different age groups and their gender. Male respondents from 20.30 age groups were the highest among others.

45. It was revealed that there is no significant difference between number of respondents of different educational qualification and their gender. No systematic pattern was observed between the two variables.

46. It was also found that there is significant difference between number of respondents of different educational qualification and their place of residence. The number of respondents from rural and town areas with educational qualification of up to 12 na graduates were the highest among others.
47. When opinion regarding overall quality of training programmes was tested using Z test, it was found that opinion of respondents for overall quality of training programme is on agreement side. Thus it can be concluded that majority of respondents are satisfied with the quality of training programmes.

48. It was also found that opinion of male and female respondents differed significantly for facilities like Ventilation, Fans /AC, Lighting, Audio, Projectors, Tools and Equipments, Training Manuals / Lecture Notes, Condition of Accommodation and Quality of Food.

49. It was revealed that opinions of urban, town and rural respondents regarding usefulness of training programmes differed significantly. It was concluded that rural and town respondents consider these skill training programmes more useful for them.

50. It was also found that opinions of respondents, from different family income groups, regarding usefulness of training programmes differed significantly. Respondents from lower income groups were on higher agreement side.

51. It was further revealed that opinions of respondents regarding trainers’ traits differed significantly on the basis of residence. Respondents from rural places were highly satisfied followed by respondents from towns.

52. Results of correlation concluded that the r is significant at 5% level of significance. There is significant correlation between facilities available during training and usefulness of training.

5.3 SUGGESTIONS

After analyzing the perceptions of respondents, following suggestions are put forth:

1. Awareness regarding skill development training programmes should be increased through proper publicity of such programmes.
2. While analyzing data, it was found that satisfaction or agreement of female respondents were lower than male respondents. Probably this is the reason that participation of female respondents is lesser. Therefore, such measures should be taken so that their participation increases such as: separate sitting arrangement, encouragement to ask more questions, encouragement to practice the skill etc.

3. Availability of latest tools and equipment related with the skill should be ensured so that the trainees may cope with latest technology and they feel in line with the modern age. It will help them to earn better.

4. Government should provide more intense training in increased number of skills. There is a lot of potential in rural and poor youth. In order to exploit their talent, government should number of courses and provide more facilities.

5. Trainers appointed to train the skill should be expert in technical and intellectual aspects of the skill being trained. To ensure this, first they should be trained properly.

6. To encourage more participation, training allowance may also be provided to trainees.

7. On analysis of data, it was found that respondents were not satisfied with the condition of accommodation, quality of food, drinking water, toilet cleanliness etc. These facilities should be improved to meet the expectations of trainees in order to motivate more participation.

8. The basic infrastructure, involved in skill training, should be enriched. Increased number of human resources, training rooms, tools and equipments and other basic facilities should be made available to trainees.

9. Government should make arrangements for campus interview so that the trainees after completing their training may find suitable jobs at attractive salary.
5.4 SCOPE FOR FURTHER RESEARCH

1. The sample size was limited to 250 respondents only. In future, a large sample can be taken to make an in-depth and wider analysis.

2. The area of research can be extended to state or even national level to find out the respondents perception regarding skill development training programmes. A comparative study can be done to understand the difference between perceptions of respondents from different states.

3. Respondents’ satisfaction level may also be tested on the basis of various variables before and after skill training.