

Skill Sets Required For A Successful Managerial And Leadership Skill Development Among The College Professionals In Tamil Nadu

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ABSTRACT

This study attempts to analyze the skill sets required by rural and urban college students for succeeding in their professions and growth of the Tamilnadu state. The present study is carried out in Central Districts of Tamilnadu comprising of Salem, Dharmapuri, Perambalur, Namakkal, Karur, Trichy, Krishnakiri and Erode. The questionnaire method is ascertained by collecting data pertaining to the study and understand the concept on Managerial and Leadership skill development. Questionnaire comprising of various dimensions of skills implies on Group skills, Technical skills, Business skills, Personal Entrepreneurial Skills, Behavioral Skills, Communication Skills, Listening Skills and Soft skills, which have been identified from previous literature. By grouping convenient sampling, the data are gathered from 650 college going individuals. Factor analysis issued as statistical tool for analysis. The findings of the study show that complete pack of skill development includes technical skills, soft skills, communication skills, business skills and group skills are the significant needs to meet out their overall Leadership and Managerial skill development.

Keywords: Managerial Skill, Leadership Skill, Skill-related Factors, skill development ideas.

INTRODUCTION

On Technical innovations, teaching - learning improvisation and skill based programme training implementation through multiple schemes by the Tamilnadu state government to reach out every nook and corners of the college going young talents larger number of stakeholders getting their better livelihoods, but the major problem is not all the students are aware of the skill development needs and necessity to be successful in their career path. The majority of rural stakeholders have been backing in their homes due to be short of some skills requirement. Naturally, some component of skill requirements they are lagging, which leads to have an effect on their choice of career development ended up in childhood marriage especially women children. Therefore, with the intention to skill development knowledge, free skill based program and courses detailed assortment of skills sets like group skills, technical skills, business skills, personal entrepreneurial skills, behavioral skills, communication skills, and listening skills to carry out their managerial and Leadership skill development. Rural cities of Tamilnadu occupy an important place in bridging the gap, unemployment and under employment problem in our states development that exist in our country. On boarding Skill development programmes has corroborated to be a growth in students and economy. It aids in restriction on many problems encountered in the path of development of the state. Rural skill development alone contributes 45% towards our state. Thus, this Leadership and managerial skill development is a major employment provider next upcoming educating generation.

STATEMENT OF THE PROBLEM

College students skill development enactment programmes resolves the unemployment over the state which is also helps in growth of the economic development. Every student individuals Managerial and Leadership skill development plays major roles to make better career growth in any form of industries. In recent years, State, Central Governments and private academic institutions extending skill development training programmes on technical skills relevant to the students managerial and Leadership quality skill development. The major missing factor is where the government and institutions lacking to educate the students and create awareness about our state skill development corporation, NSDC, SSC offered programmes and free of cost courses to upskill their Quality skill development.

OBJECTIVES OF THE STUDY

To ascertain the skill sets required for a Successful Managerial and Leadership skill development in central districts of Tamil Nadu among the college stakeholders

RESEARCH METHODOLOGY

Data

Data required for the study is primary in nature. The primary data have been collected by skillbased Questionnaire from the college students.

Area of Study

The present study is confined to rural college students of Central Districts of Tamilnadu namely Salem, Dharmapuri, Perambalur, Namakkal, Karur, Trichy, Krishnakiri and Erode.

Sample Design

By adopting convenient sampling method the required data are gathered from 650 students.

Key Factors of Managerial and Leadership Skill Sets

As an stakeholder he/she should lead the future working groups in a smooth way. Only a veryfew students possess such skills and abilities, which is very essential for making a quality output.

With the questionnaire collected data, I preferred to analyse the key factors of Leadership and Managerial Skills required to every young generation. The Leadership and Managerial skill covers as Group skills, Technical skills, Business skills, Personal Entrepreneurial Skills, Behavioral Skills, Communication Skills, Listening Skills and Soft skills.

Framework of Analysis

The collected data have been analyzed by making use of Factor analysis.

RESULTS AND DISCUSSIONS

Table 1: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		.803
Bartlett's Test of Sphericity	Approx. Chi-Square	2749.15
	df	28
	Sig.	.000

(Source: Primary Data)

To ascertain prominent skills required for Students employent and career success, factor analysis is Skill development. The following table demonstrates the facets of skill sets that are believed to be important by the students under Managerial and Leadership Quality. In order to ascertain whether data are fit for skill development factor analysis, Kaiser-Meyer- Olkin (KMO) and Bartlett's Test of Sphericity have been performed. The result of KMO and Bartlett's Testis found greater than 0.70. Hence, the collected data are fit for skill development factor analysis in Managerial and Leadership Qualities. Further, the large values of Bartlett's sphericity test (2749.15, df: 28, Sig=0.000) and KMO statistics (0.968) indicate the appropriateness of factor analysis.

Table 2: Skill Sets for Successful Entrepreneurs

Skill Set (Managerial and Leadership skill)	Institution 1	Institution 2	Institution 3	Institution 4
Group skills	0.036	-0.014	0.012	0.947
Technical skills	0.861	0.078	-0.038	-0.022
Business skills	-0.076	0.184	0.753	0.276
Personal Entrepreneurial Skills	0.871	-0.032	0.041	0.051
Behavioral Skills	-0.076	0.192	-0.773	0.203
Communication Skills	0.055	0.765	-0.191	-0.012
Communication Skills	0.002	-0.548	0.021	-0.067
Listening Skills	0.003	0.783	0.328	-0.090
Soft skills	1.546	1.411	1.168	1.025
	19.322	17.635	14.599	12.808
	19.322	36.957	51.556	64.363

(Source: Primary Data)

Four factors are identified by locating Eigen values greater than unity. Skill requirements for a Successful youths have a component loading of 0.7 and above are said to be significant skill factors that enhance the Successful skill development on Managerial and Leadership skills. From the rotated component matrix it can be seen that “Technical Skills” and “Entrepreneurial Skills” have a component loading of 0.7 and above. Hence, these two variables form first factor. In the second factor, “Communication Skills”, and “Soft Skills” are found to be significant. In the third factor, “Business Skills” are found to be significant. In the Fourth factor, “Group Skills” are found to be significant. Factor one contributes to a tune of 19.322 per cent towards Skill requirements for a successful student. The other factors contribute namely, 17.635, 14.599 and 12.808 towards the Successful skill development. The total cumulative percentage of satisfaction by these seven factors towards Managerial and Leadership Skill obtained by the students is 64.363 per cent.

CONCLUSION

A growth state like Tamilnadu can foresee more development in terms of managerial and Leadership skill development which includes group skill, technical skill, business skill, entrepreneur skill, behavioral skill, communication skill, listening skill and soft skill by creating necessary awareness, online register method, online module supplementing, also encouraging students to take up nearby courses offering detail instructions, supporting students on their basic skill development programme. managerial and Leadership skills can be improved through a combination of education, motivation and application. Hence state government and academic institutions needs to implement some innovative concepts to reach every college students and by improving their skills, Tamilnadu state gain the standards of competing leadership with other states.

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