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UNDERSTANDING EMPLOYERS' VIEWS TO BRIDGE SKILLS GAP: A STUDY IN MYSORE CITY

Dr Mohan A.K.

ABSTRACT

Bridging skills gap is challenge before organisations and institutions. Government and non-government organisations are spending huge resources to improve skills of people in order to make them employable. However, each stakeholder has different story to tell about skills need. Studies done by NASSCOM (2005) and Skills gap report 2012 mentioned serious skills gap reported by employers. Economic activities are in transition from tradition agrarian activities to modern technology based activities. Hence, job seekers are focusing mainly on gaining effective technical skills to get job in the competitive market and many essential human relation skills such as soft skills and managerial skills lagging behind. In this case employers can help to understand which skills have market demand. This study intended to understand views of employers' on skills gap and their suggestions. This Study is descriptive type and have used convenience sampling to select a sample of 200 employers of Mysore city from small, medium, and large scale industries.

Keywords: Skill gap, Employers, Worker, Low Paid, Soft skills

INTRODUCTION

Employees are asserts of any organization and growth of organization depends on potential of its employees. Here, potential refers to skills of employees to complete work effectively. However, employers are reporting gap is skills among employees. Broadly skills gap measures the difference between the skills needed for the job versus those skills possessed by a prospective worker (ACT, n.d). According to McClain (2007) skills gap is 'any difference between supervisor's perceptions of the importance of skills versus their perception of actual skills possessed by entry level employees'. A study by NASSCOM in association with McKinsey (2005) revealed that 75% of Indian technical graduates were unemployable. Aring(2007) mentioned that 67% Indian employer reported serious skills gap.

Employability is far bigger a challenge than employment (Padmini, 2012). Different types of employment need different skills. So which type of employment need more complicated skills? There is a common belief that low paid works require few skills but it is not true. It is found that there is increasing importance of social and aesthetic skills for service work in retail sales, hotels, bars, and cafes. Many employers highly value these skills while recruiting (Hilton, 2008). Employers perceive, soft skills are more important

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