

Education and Skill Development: A Systematic Review

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Abstract: It is important to empower students with skill-based training as the development of our economy depends upon them. Here's why skill development in school and in higher education is important. The skill development process helps student think beyond grades or marks. It helps them top into their capabilities, develops real-life skills, and prepares them to be successful in the career of their choice. Therefore, the need to provide skill based learning in school and higher education to help students receive vocational training besides academics to improve their chances of better employment and successful career. Today, there is a greater demand for skilled workers. So, it becomes important that the pedagogy emphasizes skill development for students that prepare them for their future careers. Present reviews try to find out the relationship between education and skill development in students. A literature search using J-Gate, Google Scholar, review Science Direct, Research gate, Academia, a data base. After examining different types of empirical papers it was found that in most of the studies this variable (skills development in education) has been ignored by the researchers working this area of research in India. Methodological and theoretical issues have been discussed.

1 INTRODUCTION

Education: Education certainly determines the quality of an individual's life. It improves one's knowledge, skills and develops the personality and attitude. It affects the chances of employment for people. An educated individual is probably very likely to get a good job or better career options. Education is a gradual process which brings positive changes in human life and behavior. It can also define as a process of acquiring knowledge through study or imparting the knowledge by way of instructions or some other practical procedure. It refers to the discipline that is concerned with methods of teaching and learning in schools or schools like environments as opposed to various formal and informal means of socialization. According to John Dewey "it is as the process of the reconstruction of experience, giving it a more socialized value through the medium of increased individual efficiency. The goals of education in terms of the relation between adult society and to be-educated child. This relation is unilateral if the goal of education is to impart society's readymade knowledge to the child (Jean Piaget). Education is the great equalizer of the conditions of men- the balance wheel of the social

machinery. It would allow to maintain a democracy, if citizens of Republic understand something of the true nature and functions of the government under which they live (Horace Mann, 1796-1859, Father of American Education).

Skills Development: Skill development helps build a strong foundation for students at the school level. It helps build self-esteem, confidence and leadership skills which help them become more altruistic. It develops problem-solving skills and collaboration. It helps students become independent thinker and encourages them to plan for their future. It also helps student think beyond grades and top into their capabilities, develop real life skills and prepare to be successful in the career of their choice.

Method for Review - Literature Search Procedure: Studies were identified through J- store, Research Gate, Google Scholar, Science Direct. It covers the period from 2014 to 2022. The review is conducted using the search terms School Education, Higher Education, Learning and Skills development.

Inclusion Criteria: Following are the inclusion criteria: (1) empirical studies from peer reviewed

journals (2) empirical studies in English language only (3) quantitative research (4) qualitative research (5) critical review article published in a peer reviewed journal.

Exclusion Criteria: Following are exclusion criteria: (1) Review before 2014 (2) Students from Primary school.

Methodology:

The present review is based on the following six parameters. (1) Research Design: (2) Validity of Criterion variable: (3) Reliability coefficient of predictor variable: (4) Validity and reliability

coefficient of different predictor measures on own data: Statistical analysis: (6) Effect size.

Methodology of review studies:

All studies are based on Correlation research design all the 100% (20) reviewed studies reported the validity coefficient of criterion measures on their own data in addition, 100% (20) reported the validity reliability coefficient of criterion measures on their own data. 100% (20) reviewed studies reported validity or reliability coefficient of different predictor measures on own data. Further, 100% (20) reviewed studies controlled confounding variables by statistical analysis. Moreover, 100% (20) reviewed studies reported effect size.

Table: 1 Reviewed Studies.

S. No.	Title	Source	Author/ Authors	Research Design	Statistical Analysis	Sample Size	Results
1.	Improving Quality Education through better working Conditions of Academic Institutions	Journal of Ethnic and Cultural Studies. 2020	Teguh B. & Bulent, T.	Correlation	SPSS	293	Working condition of academic institutes were significantly correlated with quality of education to a great extent.
2.	Education for Sustainability: Quality Education is A Necessity in Modern Day. How far do the Educational institutions Facilitate Quality Education?	Journal of Education and Practice. 2016	Thangeda, A., et al.	Correlation	SPSS	199	Significant relationship between awareness of importance of quality in education and employment.
3.	Analysis of Educational Quality, a Goal of Education for All Policy	Higher Education Studies. 2019. 9(1):100	Madani, R. A.	Correlation	-	Secondary data	Educational policies cannot be treated as one size fits all endeavors due to different educational conditions and surroundings of each country.
4.	Skill Development in India: Challenges and Opportunities	Indian Journal of Science and Technology, 2016. 9(48)	Sharma, L. & Nagendra, A.	Correlation	Computer analysis	25	Review showed the public private partnership plays a key and an important role in the development and enhancement of skills.
5.	Skill Development in India- A Literature Review	GIS-Zeitschrift fu Geoinformatik. 2022. 9(1):1721	Behera, B. & Gaur, M.	Correlation	t-test	28	Review showed skill development in India and identified that skill gaps are pressing and critical issue.
6.	Paper: "A Study of Skill Development for Employability Enhancement"	JOUR. Gurav, Annasaheb Head 2020/04/10	Gurav, A.S.	Correlation	SPSS	52	Required skills for employability enhancement and perception of various stakeholders are very significant.

7.	Skill Development training Fueling Employability in India	Xi'an Dianzi Keli Daxue Xuebao/Journal of Xidian University, 2022. 16(2):332	Behera, B. & Gaur, M.	Correlation	-		Skill Training programs must develop not only technical skill, but also transferable skills.
8.	Enhancing Rural Youth Employability with Skill development	Towards Excellence. An Indexed Referred & Peer Reviewed Journal of Higher Education /Dr. Padmawati Undale/Page 702-708, 2021, 13(2).	Undale, P. S.	Correlation	SPSS	47	Lack of awareness about need and importance of skill development, rural youths are lacking behind in skill development.
9.	Skill Development in Educational Institutions.	International Journal of Trend in Scientific Research and Development. 2020. 8(5). ISSN: 2456-6470, pp 1651-1663.	Chaturvedi, R. & et al.	Correlation	Computer analysis	27	Significantly related with quality function deployment, effective strategy, mould the career of students, speedy recruitment.
10.	A Study on Skill Development Programs for Rural Youth in India	International Journal of Modern Management, Applied Science & Social Science (IJEMMASS) 2020, V. 2,38-41.	Banajawad, V.T. & Adi, M.S.	Correlation	descriptive	Secondary data	It is urgently needed to assimilate skills development into rural policies, agricultural policies and private sector development and entrepreneurship policies.
11.	Perception of Trainees Skill Development Program	International Journal of Innovative Science and Research Technology.2020, 5(12).	Agarwal, S., Dwivedi, S. & Ghai, R.	Correlation			Results of skill development program is not as expected and the mission is a failure.
12.	S)kill development Strategy and Employability of Workforce in India (Make in India Movement)	Open Access International Journal of Science & Engineering. 2017. 2(7).	Pandey, A. & Nema, D.K.	Correlation	Computer analysis	Secondary data	It is significant to emphasis on the skills development program which fulfill the industry prerequisite by providing an appropriate Indian labor force to them.
13.	Efficacy of Skill Development Techniques: Empirical Evidence	Journal of Education and Educational Development. 2014, 1(2), 134-144	Gul, E.	Correlation	Kutosis value	75	Students learned the skill more rapidly when they are allowed to use their initiative and judgment in a mutual practice technique of skill development.
14.	Skill Development in Punjab: A Critique Study of Initiative, Challenges and Way Forward	Amity Journal of Entrepreneurship 2018. 3(1), 24-34.	Kaur, J. & Dogra, M.	Correlation	Computer analysis	Secondary data	State level strategy based on quality training and effective measures of improvement will certainly lead to an increase in productivity and diversification of the economy.
15.	Analysing the Impact of Skill India as a Tool for Reshaping Indian Economy	International Journal of Research and Analytical Reviews. 2019. 16(1) ISSN2349-5138, EISSN2348-1269.	Arora, R. & Chhadwani, M.	Correlation	Computer analysis	Secondary data	There is an urgent need to impart skills in more efficient way.

16.	An Insight into Study of Skill Development of Management Student	Rai Management Journal.2017. 14(1).	Ritwika, R. & Battacharyya R.	Correlation	SWOT Analysis		People skills will be helpful for management graduate in effective interaction with others in the organization.
17.	Significance of Life Skills Education	Contemporary Issues in Education Research-2017. 10(1).	Prajapati, R., Sharma, B. & Sharma, D.	Correlation	t-test	Secondary data	Importance of life skill education is significantly related to coping skills with future challenges and survival.
18.	Work, skills development for employability an education for sustainable development	Educ Res Prac (2017), 6: 123-140	Maclean, R. & Ordonez, V.	Correlation	t-test	Secondary data	Fundamental changes in the nature of work impact directly on skills development for employability and workforce education.
19.	Effectiveness of Skill Development Schemes and its Impact on Entrepreneurship	Journal of Emerging Technologies and Innovative Research. 2021. 8(9).	Aggarwal, M. & Dutta, A.	Correlation	Computer analysis	50 + secondary data	The skill developmental courses are effective for getting employed and for more employability opportunity.
20.	Research based learning for Skill Development of Engineering Graduates: An empirical study.	Procedia Manufacturing. 2019. 31(1), 323-329.	Singh, R., et al.	Correlation	t-test	50	Significantly related to development of problem solving, domain knowledge, language and communication 7 information technology general learning, academic knowledge, attitude and ethics skills.

Table 2: Methodological Assessment of Reviewed Studies.

Studies		Year	Parameters					
S. No.	Authors		Research Design	Validity of Criterion Variable	Reliability Coefficient of Predictor Variable	Validity and Reliability Coefficient of Different Predictor Measure on Own Data	Statistical Analysis	Effect Size
1.	Teguh B. & Bulent T.	2020	1	1	1	1	1	1
2.	Thangeda, A. et al	2016	0	1	1	1	1	1
3.	Madani, R.A.	2019	0	1	1	1	0	1
4.	Sharma, L. & Nagendra, A.	2016	1	1	1	1	1	1
5.	Behera, B. & Gaur, M.	2022	0	1	1	1	1	1
6.	Gurav, A. S.	2020	0	1	1	1	1	1
7.	Behera, B. & Gaaur, M.	2022	0	1	1	1	0	1
8.	Undale, P.S.	2021	0	1	1	1	1	1
9.	Chaturvedi, R. & et al.	2018	0	1	1	1	1	1
10.	Banajwad, V.T. & Adi, M.S.	2020	0	1	1	1	0	1

11.	Agarwal, S., Dwivedi, S. & Ghai, R.	2020	0	1	1	1	0	1
12.	Pandey, A. & Nema, D.K.	2017	0	1	1	1	1	1
13.	Gul, E.	2014	0	1	1	1	1	1
14.	Kaur, J. & Dogra, M.	2018	0	1	1	1	1	1
15.	Arora, R. & Chhadwani, M.	2019	0	1	1	1	1	1
16.	Ritwika, R. & Bhattacharya, R.	2017	0	1	1	1	1	1
17.	Prajapati, R., Sharma, B. & Sharma, D.	2017	0	1	1	1	1	1
18.	Maclean, R. & Ordonez, V.	2017	0	1	1	1	1	1
19.	Aggarwal, M. & Dutta, A.	2021	0	1	1	1	1	1
20.	Singh, R. et al.	2019	0	1	1	1	1	1

2 DISCUSSION

The result revealed that role of education is significant predictor of skills development. Role of education is positively related to various variables like working condition of academic institute, awareness of importance of quality in education and employment, educational policies, public, private partnerships, conceptual work, occupational skills, educational outcomes, employability enhancement, perception of stakeholders, technical skills, awareness of rural youth, quality function, deployment, career of students, speedy recruitment, rural, agricultural policies, placement facility to link trainees and industries learned skills, mutual practice technique quality training, productivity, diversification of economy, skills in more efficient way, effective interaction, importance of life skill education life coping, house training, incentive cooperation, employability, inspiration to learn and employability opportunity, self reliant to live, development of problem solving, domain knowledge, language, communication information technology, attitude and ethics skills, development of scope, strategy, recruitment and training process, right skills, transformation of knowledge into skills, quality training, infrastructure output, focus on unorganized sectors and workplace aspirants and lack of certification etc. Research studies employed simple random technique, while some other studies employed stratified area and incidental cum random sampling techniques. Most studies used various statistical analysis techniques like computer analysis, qualitative, descriptive analysis, SPSS, Chi square,

regression analysis and multi variable analysis. Reviewed studies employed both longitude and cross sectional research design, that are provide evidences regarding the degree of relationship among factors and the degree of relationship among factors and causal relationship among factors. Several reviewed studies controlled confounding variables by different statistical analysis. Reviewed studies reported effect size.

3 CONCLUSION

Making students skillful is the ultimate aim of education or teaching. This study is carried out to know the effectiveness of the skills development program and how not skills development programs are affecting the highly educated people and their development and society as well. This review paper gives vivid view on various psychological and social factors that link the relation between Education and skills development program both impact on educated people and society. The findings of the studies on education and skills development show significant relationship with condition of academic institute, awareness of importance of quality education and employment, education policies, academic and vocational skills, occupational skills, technical skills, skills in more efficient way, effective interaction, importance of life skill education with life coping, educational outcome with employability enhancement, career of students, speedy recruitment, placement facility to link trainee and industries, learned skills, mutual practice technique, quality

training, productivity, diversification of economy, workforce education, house training, incentive cooperation, self-reliant to live. Finally, this paper also considers the importance of the relationship among student parents and teachers, employability skills, social norms and values of human society. Such area which is need to search and find out the better outcome of students.

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