Assessing the knowledge level of trainees pre and post-training under Pradhan Mantri Kaushal Vikas Yojana of Garhwal Region of Uttarakhand

Rishabh Singh Tomar[1], Dr. Neeraj Tiwari[2]

[1] *Research Scholar, Department of Commerce, M.B. GOVT P.G College, Haldwani, Uttarakhand, 263139*
[2] *Assistant Professor, Department of Commerce, M.B. GOVT P.G College, Haldwani, Uttarakhand, 263139*

Abstract: **It has been seven years since the launch of PMKVY (Pradhan Mantri Kaushal Vikas Yojana) as one of the most significant skill development scheme launched by the MSDE (Ministry of Skill Development and Entrepreneurship) and implemented by NSDC (National Skill Development Corporation) to provide industry-based skill training and make the youth of India employable increase their standard of living, it was also launched to raise awareness and knowledge about the training and its importance among the youth of the nation. My study revolves around the knowledge level before and training, has PMKVY been able to increase knowledge about various components of the scheme or has it helped trainees gain knowledge regarding other aspects not directly related to the scheme.**

Keywords: PMKVY, Skill development, Industry-based skill training, knowledge level, awareness, standard of living.

1.1. Introduction:
On July 15, 2015, the hon. Prime Minister Shri Narendra Modi introduced PMKVY as part of the "Skill India programme.", on the occasion of youth skills Day and was duly approved by the Union Cabinet as the largest skill certification scheme, along with this various other programme were launched under a skill India campaign like National policy on skill development and entrepreneurship 2015, Skill loan scheme and National skill development Mission.

PMKVY was implemented to create awareness among youth towards skill development and industry-based training and provide knowledge for the same. With this view, the study's objective was to assess beneficiaries' knowledge level after training under Pradhan Mantri Kaushal Vikas Yojana.

1.2. Literature Review:
Chavda & Trivedi (2015) The goal of the study was to learn more about how children of different ages develop different skills, three age groups were established for this purpose: group A (11–13 years), group B (14–17 years), and group C (18–20 years). According to the study's findings, group B (14-17 years) is more engaged in skill development because of its maturity and age.

Hazarika (2016) study was carried out to determine the many skill-development amenities carried out by the State Institute of Rural Development for rural entrepreneurship and to look into the training offered by the institution in Assam in terms of motivation. The study also covered a number of infrastructure facilities, including a resource centre, a centre for the development and management of growth, a common facility centre, a resource centre for IT motivational infrastructure, SATCOM, and training programmes run by the state institute for rural development. According to the study, Assam has relatively low enterprise growth because of a lack of awareness.

Gupta & Kashyap (2018), According to their article, motivation to learn is positively correlated with training reputation, which is grounded on the reputation of the training center and the training programme. This will determine whether training has a favorable or negative impact. They also discovered that perceived training programme utility and learning motivation are positively correlated. They came to the conclusion that youth would be motivated to enroll in any training programme by its reputation.

Agarwal & Thakur, (2019) in their research paper, assess the effect of PMKVY (Pradhan Mantri Kaushal Vikas Yojana) on the productivity of the youth. The study was study in Gwalior region and for conducting the research primary data was collected via well structure questionnaire. Cronbach Alpha was used to measure reliability and tools like factor analysis, regression analyses were used for analyzing the data. It was found that the scheme has improved the productivity of the youth.

Joshi & Pandey (2020), the study was conducted to understand the relation between mobilization of youth through participation in kaushal melas and their awareness regarding PMKVY training. During the study it was seen that there is a high level of awareness in youth towards training under PMKVY, maximum trainees who took part in kaushal melas were aware about the sectors in which training is provided, eligibility for enrollment, location of kaushal kendra under PMKVY. So it can be concluded that Kaushal Melas were able to do its job which was to create awareness and importance of training under PMKVY.

Joshi & Pandey (2020), authors conducted the study with the dual objective, to know the awareness of training sector under PMKVY and to examine the perception of beneficiaries on different quality parameters of PMKVY training. The study was conducted in 7 districts of Haryana, 375 beneficiaries were part of the study. During the study it was found that high degree of

awareness was noted in youth about training, maximum youth were aware about the eligibility criteria for enrollment, free training and other aspects of PMKVY.

During the study it was also found that, there was a positive development in enhancing employability for the youth in the sectors they took skill training and become employable min that sector only.

Rakshit & Pathak (2021). The motive of the study was to inspect the PMKVY in terms of skill development of Indian youth and evaluate the skill development initiative through PMKVY. During the study it was found that PMKVY targets to supply 24 lakh India youth meaningful industry relevant skill based training which will help them secure employment for more secured future. It was also found that NSDC playing an important role for overall functioning of PMKVY.

Arakeri & Sonwane (2021), the purpose of their study was to describe and examine the detail profile of PMKVY in India with its key components. The authors conducted the study bto know more about the framework of the yojana. During the study it was found that, it will make India more skillful and productive, it will provide employment opportunities for many youth of the nation and will make youth of India job ready so that they can earn a better livelihood.

Shinde, Gupta & Biaiya (2022), the studies sought to comprehend the socio-personal, socio-economic, communicational, and psychological aspects of the beneficiaries participating in PMKVY. The study was conducted in 5 division of Gwalior city. During the study it was found that trainees who had medium to high social participation and economic motivation, had medium mass media exposure, innovativeness and scientific orientation. According to the study, the maximum trainees had medium to high employability skills, participated in social activities actively, and had a high risk tolerance, according to the study.

Shinde & Gupta (2022), the author conducted the study to assess the employment skills acquired by trainees under PMKVY in agriculture and engineering sector. The study was carried out on 150 respondents who completed harvester training from Gwalior's five districts, i.e. Shivpuri, Dalia, Guna, Gwalior, and Ashok Nagar. During the study it was found that young people of the study were keen to take risk and were ready to learn new industry based skills, it was found that respondent had high level of economic motivation and achievement motivation, which motivate them further to contribute in this kind of skill development training, which will automatically create employment opportunities at large.

1.3. Objectives of the study:
To assess the impact of the adoption/preference of training under PMKVY on the knowledge level of Pradhan Mantri Kaushal Vikas Yojana Beneficiaries.

1.4. Hypothesis of the study.
$H0_4$: Knowledge level of the beneficiaries has not increased about the overall functioning of the Pradhan Mantri Kaushal Vikas Yojana.
$H1_4$: Knowledge level of the beneficiaries has increased about the overall functioning of the Pradhan Mantri Kaushal Vikas Yojana.

1.5. Research Methodology:
Descriptive research design is a quantitative research method that tries to gather information for arithmetical analysis, with the above mentioned objective, descriptive research design is used, for which 4 districts of Garhwal region of Uttarakhand was selected where youth were trained under the PMKVY. The primary goal of sampling is to create a sample representing the population, while collecting a sample a systematic procedure is followed, for this study multi stage area sampling was adopted, well-structured questionnaire was utilized to collect primary data from 1128 respondents who completed their training and were reportedly placed. Further, the data was analyzed with the help of mean score, paired sample statistics, paired sample correlations and paired sample t-test.

1.6. Data Analysis and Interpretation:
The analysis is conducted after collecting data of 1128 respondents who were placed after training under PMKVY program. The socio-economic profile of the respondents include gender, age, and marital status. Educational qualification, members in a family, type of family, monthly income of the trainee, the outcome is showcased below.

Table 1.1: Socio-Economic Profile of trainees trained under PMKVY

Socio-Economic Variables		Frequency	Percentage
Gender	Male	578	51.2
	Female	550	48.8
Age of the trainee	18 to 23	626	55.4
	23 to 28	407	36
	28 to 33	63	5.6

	Above 33	32	2.8
Category of trainee	General	526	46.6
	OBC	323	28.6
	SC	170	15.1
	ST	109	9.7
Marital Status of the trainee	Single/Never Married	972	86.2
	Married	156	13.8
Educational Qualification of the trainee	Up-to High School	180	16.0
	Intermediate	505	44.8
	Graduation	392	34.8
	Others (Diploma, Certificate, etc)	51	4.5
Members in Family	2 to 5	685	60.7
	5 to 8	354	31.4
	above 8	89	7.9
Type of family	Nuclear	692	61.0
	Joint	436	39.0
Monthly Income of the trainee	0 - 5,000	204	18.08
	5,001-10,000	298	26.41
	10,001 - 15,000	342	30.31
	15,001 - 20000	172	15.24
	20,001 - 25,000	79	7
	above 25,001	33	2.92

Source: Author's compilation

1.7. Knowledge level of trainees:
The scheme is said to be successful when it is able to improve the knowledge level of beneficiaries, and improvement can only be been when it is analyzed pre training and post training.

To check the above hypothesis, the analysis was conducted in two phases. In phase I, statements related to knowledge level of beneficiaries, were tested with the help of mean score of before training and after training which can be seen in table 1.2

Table 1.2: Knowledge gained about Pradhan Mantri Kaushal Vikas Yojana

S.No	Statements	Mean Score		Increase %
		Before Training	**After Training**	
1.	Knowledge about the training and types of training.	**1.87**	**2.71**	**44.919%**
2.	Knowledge about change in technology during training	**1.92**	**2.65**	**38%**
3.	Knowledge about computer and relevant software's used	**2.00**	**2.65**	**32.5%**
4.	Knowledge about training pattern, quality and schedule.	**1.98**	**2.66**	**34.34%**

5.	Knowledge about on the job training and off the job training	**1.95**	**2.60**	**33.33%**
6.	Knowledge about skills required by industries	**1.94**	**2.65**	**36.59%**
7.	Knowledge about demand of skills required by companies/industries	**1.92**	**2.70**	**40.62%**
8.	Knowledge about increased chances of success in a job/ independent work	**1.93**	**2.65**	**37.30%**

Source: Author's compilation

From the above table 5.79, it is observed that, there was seen a significant increase in knowledge level of respondents on various aspects of the PMKVY training. There was a significant increase of 44% in knowledge level of the respondents regarding training under PMKVY and types of training offered under PMKVY followed by 40.62% significant increase in knowledge level of the respondents regarding demand of skills required by various companies and industries, there was seen a significant increase of 38% in knowledge level of the respondents regarding change in technology during training, 37.30% significant increase in knowledge level of respondents regarding increased chances of success in a job or independent work, increment in confidence level is an important aspect, 36.59% significant increase in knowledge level of respondents regarding skills required by industries, 34.34% increase in knowledge level of respondents regarding training pattern, quality and schedule of training, 33.33% increase in knowledge level of respondents regarding on the job training and off the job training and 32.5% increase in knowledge level of respondents regarding computer and software's used.

In phase II, for detailed view of knowledge level before and after training, paired sample statistics, paired sample correlation and paired t test was used.

Table 1.3: Paired Samples Statistics

	Mean	N	Std. Deviation	Std. Error Mean
Knowledge level after joining PMKVY Training	2.65470	1128	0.536107	0.015962
Knowledge level after joining PMKVY Training	1.94880	1128	0.796238	0.023708

Source: Author's compilation

Table 1.4: Paired sample correlation

Paired Samples Correlations			
	N	Correlation	Sig.
Knowledge level after joining PMKVY & Knowledge level before joining PMKVY Training	1128	0.220	0.000

Source: Author's compilation

The above table 1.4 represents the correlation between knowledge level after joining PMKVY training and Knowledge level before joining PMKVY training. The correlation between both is **.220** which indicates that there is a **good correlation** between the both.

Table 1.5: Paired Samples Test

	Paired Differences							
				95% Confidence Interval of the Difference				
	Mean	Std. Deviation	Std. Error Mean	Lower	Upper	t	df	Sig. (2-tailed)
Knowledge level after joining PMKVY Training - Knowledge before joining PMKVY Training	0.705895	0.856719	0.025508	0.655846	0.755945	27.673	1127	0.000

Source: Author's compilation

Paired T-Test was conducted on sample size of 1128 to know whether if there exist a statistically significant mean difference between the Knowledge level of trainees after joining PMKVY and before joining PMKVY. As a result from above table 1.5, we can see that knowledge level of trainees is increased after joining PMKVY (**Mean** = 2.65470 and **Standard Deviation** = 0.536107), as opposed to knowledge level of trainees before joining PMKVY (**Mean** = 1.94880 **and Standard Deviation** = 0.796238), a statistically significant **increase of 0.705895** with (95% confidence interval, **0.655846 to 0.755945**) with **1127 as the degree of freedom and t statistics=27.673** and **P-value is .000**

Result: If p-value comes less than 0.05, null hypothesis will be failed to be accepted, we can see that p-value was .000 which is less than 0.05, so null hypothesis will be failed to be accepted. So it can be concluded that **there is a significant difference between the mean score of trainees' knowledge level after joining PMKVY and trainees' knowledge level before joining PMKVY.**

Inference: From the results obtained above, it can be said that there has been significant increase in knowledge level of trainees after joining training under PMKVY.

1.8. Conclusion:

From the study it can be concluded that there is a significant increase in knowledge level of trainees after training regarding; training and types of training, change in technology, computer and relevant software's used, training pattern, quality and schedule, on the job training and off the job training, skills required by industries, demand of skills required by companies/industries chances of success in a job/ independent work under Pradhan Mantri Kaushal Vikas Yojana of Garhwal region of Uttarakhand.

So this study tries to know whether there has been a change in knowledge level of trainees' pre and post training under PMKVY. This study was conducted in 4 districts of Garhwal region of Uttarakhand, so scope of conducting the same in remaining districts is large,

References:
1. Chavda, M.D., Trivedi, B.S. (2015). Impact of age on Skill development in different groups of students. *International Journal of Information and Education Technology, 5* (1), 55-59.
2. Hazarika, S. (2016). Skill development for rural entrepreneurship: A study on state institute of rural development (SIIRD), Assam. *International Journal of Research and Analytical Reviews, 3* (3), 61-66.
3. Gupta, S., Kashyap, S.K. (2018). Analysing Pradhan Mantri kaushal Vikas yojana from the lens of training literature. *International Journal of Agriculture Sciences, 10* (12), 6408-6410.
4. Agarwal, M., Thakur, K.S. (2019). Impact of Pradhan Mantri Kaushal Vikas Yojana on the productivity of youth in Gwalior region, India. *International Journal of Recent Technology and Engineering. 8* (4). 801-806.
5. Joshi, A.K., Pandey, K.N. (2020). Awareness, perceptions and youth mobilization towards PMKVY training in Haryana. *International Journal and Management 11* (11), 2528-2537.
6. Joshi, A.K., Pandey, K.N. (2020). Effectiveness of Pradhan Mantri Kaushal Vikas Yojana training. International Journal of Management, 12 (11), 2773-2787.
7. Arakeri, S.V., Sonawane. S. (2021). Study of the profile of Pradhan Mantri Kaushal Vikas Yojana 2.O in India: An overview. *International Journal of Advance And Applied Research, 8*(5), 27-35.
8. Rakshit, S., Pathak, S.N. (2021). Vision of Pradhan Mantri Kaushal Vikas Yojana and its impact on socio economic development of India. *Jamshedpur Research Review, 9* (4), 80-84.
9. Shinde, R., Gupta, S. (2022). Assessment of employment skill acquired by trainees under Pradhan Mantri Kaushal Vikas Yojana in agriculture, engineering sector in Gwalior division of Madhya Pradesh. *The Pharma Innovation Journal, 10* (9), 33-36.
10. Shinde, R., Gupta, S., Bilaiya, S. (2022). Profile characteristics of trainess under Pradhan Mantri Kaushal Vikas Yojana in agriculture, engineering sector. The Pharma Innovation Journal, 11 (8), 980-984.