



PERCEPTION OF TRAINEES TOWARDS PMKVY SHORT TERM SKILL TRAINING: INFLUENCE OF DEMOGRAPHIC FACTORS

¹ Ramani Naika K, ² Dr. C. Sumangala

¹ Assistant Professor, ² Professor and Head

¹ Department of Business Administration,

¹ Government Womens College, Hunsur, Mysuru District, Karnataka, India

Abstract : Pradhan Mantri Kaushal Vikas Yojana (PMKVY) India's largest skill training program was introduced to address the dual challenge that the country is facing i.e., paucity of trained quality workforce and the problem of unemployment. Though the PMKVY scheme under Skill India Initiative aims to train Indian youths to take up 'industry relevant skill training' which will possibly assist in securing a better livelihood, there is a need to evaluate the performance of PMKVY Skill training which will possibly assist in achieving the objectives of this largest skill training and certification scheme. The author in this research work intends to study the influence of demographic factors on perception of trainees on PMKVY Short Term Skill Training.

The data for this study has been collected from the PMKVY Trainees who have undertaken short term skill training from 6 districts in the state of Karnataka. A total sample of 466 trainees has been chosen for the study based on purposive sampling method. A structured questionnaire was designed to evaluate the influence of demographic factors on the perception of trainees about PMKVY Short Term Skill Training. The results revealed that age wise influence was found only on one component, category wise influence was found on two components and qualification wise influence was found on one component. There was no influence of Gender on the perception of respondents towards PMKVY Short Term Skill Training.

IndexTerms - PMKVY, Skill India Initiative, PMKVY, Performance, Skill Training, Short Term Training.

I. INTRODUCTION

MSDE launched its flagship program Pradhan Mantri Kaushal Vikas Yojana's third phase, PMKVY 3.0 on 15 January 2021. PMKVY 3.0 was launched to encourage and promote skill development across the country to address industry needs, meet market demands and impart skill training in services and in new-age job roles. The present study is restricted to Short term skill training- an important component of PMKVY. "Organizations today are concerned with the management of demographic factors at work place". Demographic factors can have an influence on the efficiency and effectiveness of an employee. Demographics of employees are important in operating a business.

Demographic factors: "These are elements that provide context for a business and its personnel depending on their nomenclature". Demographic factors, according to Mazilu and Mitroi (2010), are "a descriptive segmentation strategy in which sociodemographic factors are directly involved". Examples are; Age, Gender, Income, Family life, Education, Nationality etc.,

Short Term Training – The Short Term Training provided at PMKVY Training Centres (TCs) is expected to benefit Indian nationals who are either unemployed or school/college dropouts. The skill training is according to the National Skills Qualification Framework (NSQF). TCs shall also train trainees in Soft Skills, Entrepreneurship, Financial and Digital Literacy. Duration of the training ranges between 150 and 300 hours and it varies as per the job role. Trainees who have successfully completed their assessment are to be provided with placement assistance by Training Partners (TPs). Trainings imparted under this component of the Scheme would be NSQF Level 5 and below. ^[1]

^[1]Scheme Document of Pradhan Mantri Kaushal Vikas Yojana -

http://www.pmkvyofficial.org/App_Documents/News/PMKVY_Scheme-Documents/v1.1.pdf

Table 1.1: Training Target under PMKVY 3.0

Sl. No.	Types of Training under PMKVY	No of Candidates (in lakh)
1	PMKVY Short Term Training(STT)	2.20
2	PMKVY Recognition of Prior Learning (RPL)	5.80
Total(1&2)		8.00

Source: Guidelines for PMKVY 3.0 document. ^[3]

II. SIGNIFICANCE OF THE STUDY

The success or failure of any venture depends more in the quality of human element, which is virtually a product of individual development that takes place through education and training. As per the above mentioned reviews, the employment landscape is rapidly changing and new jobs are emerging with fast disruption in business models around the globe. Skills required today as well as job markets are markedly different from those 10 or even 5 years ago. The speed with which these changes are taking place is expected to accelerate. Therefore, the need of the hour is to enhance the skill training system. Government of India has rightly launched India's largest skill training initiative with scale and phase. In this context the present study is an attempt to assess the influence of select demographic factors on PMKVY Short Term Skill Training in the state of Karnataka.

III. REVIEW OF LITERATURE

Ameqayibor (2021) has carried out a research in an owner-manager firm in Ghana. The objective of this study was to look into how influence of demographic factors on employee performance. The findings of the research show that the age and education has an impact on employees' performance. It also revealed that, age and department have an impact on employee absenteeism.

Sanchay and Akansha (2019) have carried out a study with an objective to carry out a survey in the functional PMKVY training centres in Mysore and Chamarajanagara districts of Karnataka state. The study was aimed at understanding the various opportunities and challenges associated with the PMKVY training. The key findings from the study were that the overall impact of the PMKVY scheme was largely positive as trainees were willing to recommend this skill training to others.

Based on the secondary data gathered from various sources *Rupam and Bhavika* (2016) have carried out a study with the objective to understand the effect of 'Make in India' initiative and to analyze the 'skill development' measures which will bridge the gap between 'existing skill' and 'required skills'. The intention of the author behind this study was to help in implementation of 'Skill development programs' in future.

Young India and Work: A Survey of Youth Aspirations (2018), was carried out by the *Observer Research Foundation and The World Economic Forum*. The survey looks at India's young youths to define a desired future and outline the key findings from the "Youth Aspirations in India" Survey.

The research work carried out by *Krishnamoorthy and Srimathi* (2019) which is titled as "Skill Development - The Future of India" has studied the existing practices that are prevailing in low, mid and high level of skill sets and the study notes that the nation's responses to the requirements of the skills and challenges is very slow and this cannot be achieved through arbitrary governance and hence it suggests the way forward.

IV. SCOPE OF THE STUDY

The scope of the study is limited to PMKVY trainees of short term skill training from 17 training Centres of 6 districts of Karnataka namely Mysuru, Dakshina Kannada, Dharwada, Shimoga, Beagavi, Kalaburagi

V. OBJECTIVES OF THE STUDY

To evaluate the influence of demographic factors on perception of PMKVY trainees towards Short Term Skill Training

VI. HYPOTHESIS

H0: Demographic factors do not have significant influence on the perception of trainees towards the performance of PMKVY Short Term Skill Training.

H1: Demographic factors have significant influence on the perception of trainees towards performance of PMKVY Short Term Skill Training.

VII. RESEARCH METHODOLOGY

- **Data Collection:** Both the primary and the secondary data has been collected for the study. Primary data has been collected from 466 PMKVY Trainees using a structured questionnaire method. Secondary data has been collected from various scheme documents of PMKVY and the official website of PMKVY.
- **Sampling Methodology:** Six districts from the state of Karnataka have been chosen for the study. The districts chosen for the study were Mysore district from Souther region, Dakshina Kannada district from the coastal region, Belagavi from the north, Kalaburagi from Kalyana Karnataka region and two districts from the central Karnataka namely; Shimoga and Dharawada districts. The sample has been selected from 17 Training Centres representing 24 Job roles.

^[3] Guidelines for PMKVY 3.0 document. [https://www.pmkvyofficial.org/pmkvy2/App_Documents/News/PMKY-Guideline_report_\(08-01-2021\)V3.pdf](https://www.pmkvyofficial.org/pmkvy2/App_Documents/News/PMKY-Guideline_report_(08-01-2021)V3.pdf)

- **Type of Research:** This is an exploratory research carried out based on the perception of the respondents to study the performance of Pradhan Mantri Kaushal Vikas Yojana (PMKVY) under Skill India Initiative in providing need based

training. The data has been analysed using statistical techniques such as Chi-Square Test, Independent Samples t-test and one-way ANOVA using SPSS version 28.

VIII. DATA ANALYSIS AND INTERPRETATION

Table 1.2: Mean scores and age group wise results of one-way ANOVA

Sl. No	Components of PMKVY Short Term Skill Training	Age (in Years)	N	Mean	Std. Deviation	F	Sig.
A	Perception on PMKVY Skill Training in providing need based training (15 statements * 4)	<20	64	60.38	8.86	2.872	.036
		21 to 30	356	57.48	11.00		
		31 to 40	39	56.54	12.06		
		40+	7	49.29	15.49		
		Total	466	57.67	10.96		
B	Perception on the role of Training centre in providing need based training (12 statements * 4)	<20	64	49.19	6.71	2.049	.106
		21 to 30	356	47.49	9.44		
		31 to 40	39	45.31	10.76		
		40+	7	42.71	12.41		
		Total	466	47.47	9.31		
C	Perception on overall rating of PMKVY (1 statements * 4)	<20	64	3.84	0.88	.734	.532
		21 to 30	356	3.74	0.94		
		31 to 40	39	3.62	1.11		
		40+	7	3.43	0.98		
		Total	466	3.74	0.95		

Perception of trainees towards PMKVY Skill Training in providing need-based training:

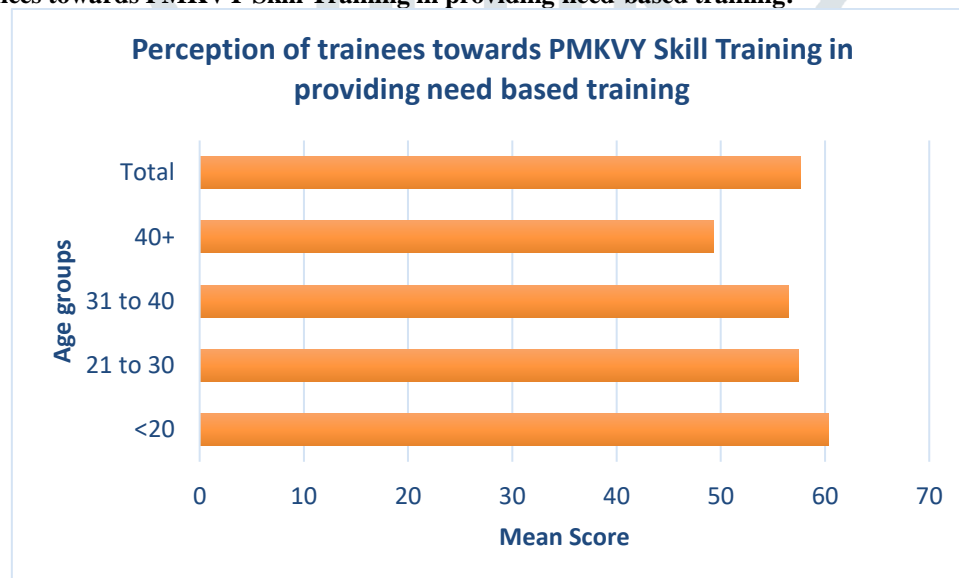


Figure: 1.1

A significant difference was observed among the trainees belonging to different **age groups** on the component, 'Perception of trainees towards PMKVY Skill Training in providing need-based training' as the obtained F value of 2.872 was found to be significant (**P=.036**). The mean scores obtained for the component by the trainees of age groups <20, 21-30, 31-40, 40 and above are 60.38, 57.48, 56.54 and 49.29 respectively. This indicates that the influence of age on this component is significantly more among the age group < 20 and least among age group 40 above.

Perception of trainees on the role of Training centre in providing need-based training: Age did not influence the perception of trainees towards the role of training centres, as the obtained F value of 2.049 was found to be non-significant at .106 levels. The mean scores obtained for the component by the trainees of age groups <20, 21-30, 31-40, 40 and above are 49.19, 47.49, 45.31 and 42.71 respectively which are all statistically same.

Perception of trainees on overall rating of PMKVY: Age did not influence the Perception on overall rating of PMKVY, as the obtained F value of .734 was found to be non-significant at .532 levels. The mean scores obtained for the component by the trainees of age groups <20, 21-30, 31-40, 40 and above are 3.84, 3.74, 3.62 and 3.43 respectively which are all statistically same.

Table 1.2: Mean scores and *category* wise results of *one-way ANOVA*

Sl. No	Components of PMKVY Short Term Skill Training	Caste	N	Mean	Std. Deviation	F	Sig.
A	Perception on PMKVY Skill Training in providing need based training (15 statements * 4)	GM/others	66	55.58	12.17	2.513	.021
		SC/ST	119	57.46	11.55		
		Cat I	29	59.03	7.60		
		Cat II A	88	58.94	8.48		
		Cat II B	39	56.92	14.24		
		Cat III A	21	65.05	9.02		
		Cat III B	104	56.59	10.59		
		Total	466	57.67	10.96		
B	Perception on the role of Training centre in providing need based training (12 statements * 4)	GM/others	66	46.33	11.30	2.304	.033
		SC/ST	119	47.69	9.42		
		Cat I	29	49.03	6.30		
		Cat II A	88	49.13	7.22		
		Cat II B	39	45.44	11.67		
		Cat III A	21	51.76	7.13		
		Cat III B	104	45.99	9.10		
		Total	466	47.47	9.31		
C	Perception on overall rating of PMKVY (1 statements * 4)	GM/others	66	3.65	1.09	1.857	.087
		SC/ST	119	3.76	0.95		
		Cat I	29	3.86	0.79		
		Cat II A	88	3.80	0.87		
		Cat II B	39	3.54	1.25		
		Cat III A	21	4.29	0.85		
		Cat III B	104	3.65	0.80		
		Total	466	3.74	0.95		

Perception of trainees towards PMKVY Skill Training in providing need-based training:

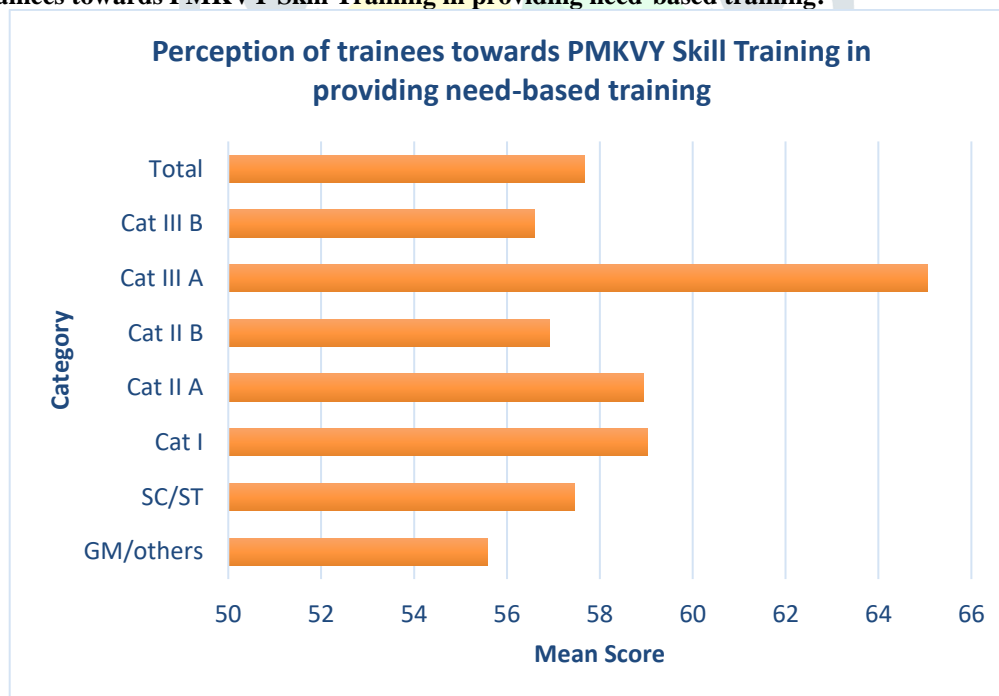


Figure: 1.2

Perception of trainees belonging to different categories differed significantly towards PMKVY Skill Training in providing need-based training as the obtained F value of 2.513 was found to be significant ($P=.021$). The mean scores obtained by trainees of categories; GM, SC/ST, Cat-I, Cat II A, Cat II B, Cat III A and Cat III B, are 55.58, 57.46, 59.03, 58.94, 56.92, 65.05, 56.59 respectively in which Cat III A had highest scores of 65.05 and trainees from GM category had the least score at 55.58 level.

Perception of trainees on the role of Training centre in providing need-based training:

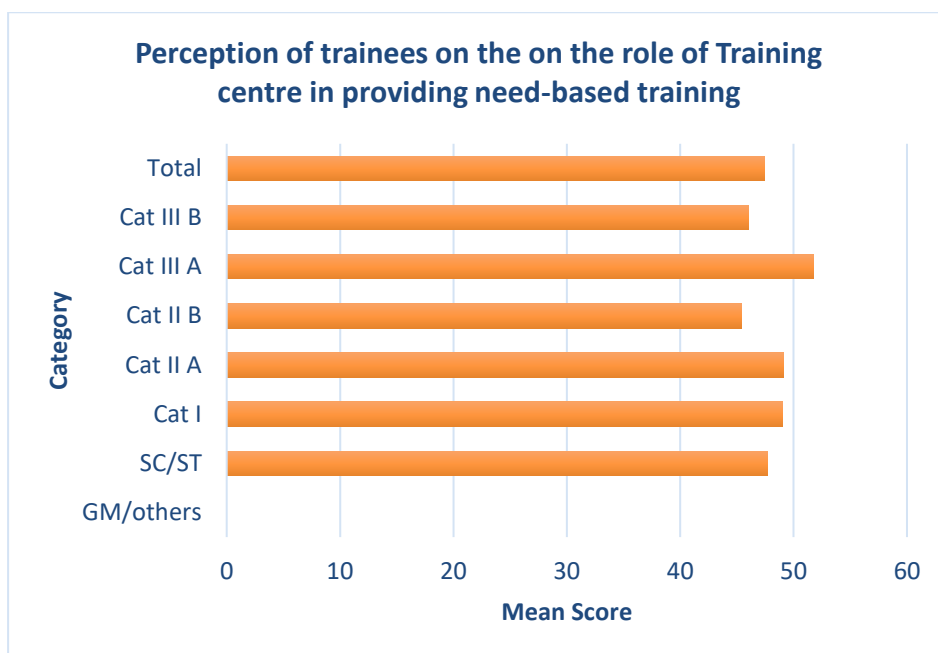


Figure: 1.3

Trainees belonging to different categories differed significantly in their perception toward the role of training centres in providing need-based training as the F value of 2.304 was significant at .033 level. The mean scores obtained by trainees of categories; GM, SC/ST, Cat-I, Cat II A, Cat II B, Cat III A and Cat III B, are 46.33, 47.69, 49.03, 49.13, 45.44, 51.76, 45.99 respectively. The highest mean score was found among trainees of Cat III A and the least scores was found among Cat II B.

Perception on overall rating of PMKVY: Trainee category did not influence the Perception on overall rating of PMKVY, as the obtained F value of 1.857 was found to be non-significant at .087 levels. The mean scores obtained for the component by the trainees of GM, SC/ST, Cat-I, Cat II A, Cat II B, Cat III A and Cat III B, are 3.65, 3.76, 3.86, 3.80, 3.54, 4.29, 3.65 respectively which are all statistically same.

Table 1.2: Mean scores and Qualification wise results of one-way ANOVA

Sl. No	Components of PMKVY Short Term Skill Training	Educational qualification	N	Mean	Std. Deviation	F	Sig.
A	Perception on PMKVY Skill Training in providing need based training (15 statements * 4)	SSLC or Below	33	53.58	10.87	2.536	.028
		PUC	71	58.21	11.04		
		Graduation	240	57.55	11.28		
		Post- Graduation	67	57.54	10.11		
		Technical	46	61.59	8.60		
		Others	9	52.78	14.10		
		Total	466	57.67	10.96		
B	Perception on the role of Training centre in providing need based training (12 statements * 4)	SSLC or Below	33	47.55	8.73	.597	.703
		PUC	71	47.03	9.09		
		Graduation	240	47.21	9.75		
		Post- Graduation	67	47.84	7.05		
		Technical	46	49.37	10.17		
		Others	9	45.00	12.06		
		Total	466	47.47	9.31		
C	Perception on overall rating of PMKVY (1 statements * 4)	SSLC or Below	33	3.67	1.05	1.562	.169
		PUC	71	3.68	0.94		
		Graduation	240	3.73	0.96		
		Post- Graduation	67	3.70	0.90		
		Technical	46	4.07	0.85		
		Others	9	3.33	0.87		
		Total	466	3.74	0.95		

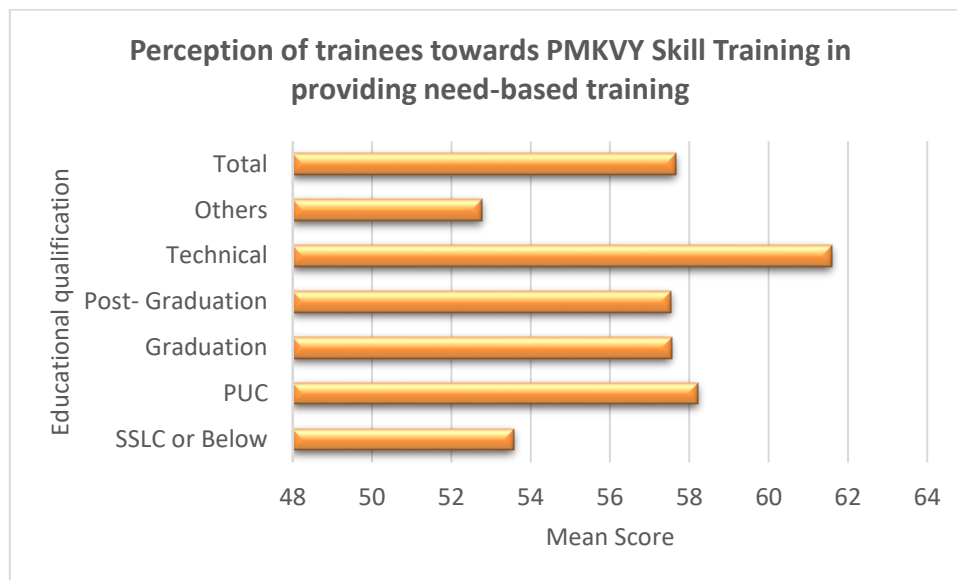
Perception of trainees towards PMKVY Skill Training in providing need-based training:

Figure: 1.4

There was a significant influence of educational qualification on this component as the F value of 2.536 was found to be significant ($P=.028$). The mean scores of trainees having educational qualification; SSLC or below, PUC, Graduation, Post-Graduation, Technical and Others were 53.58, 58.21, 57.55, 57.54, 61.59, 52.78 respectively. The highest scores were found among trainees with technical qualification and least among trainees SSLC or below.

Perception of trainees on the role of Training centre in providing need-based training: Education of the trainees did not significantly influence the perception of the trainees on the role of training centres in providing need-based training as the F value of .597 was non-significant at .703 levels. The mean scores on this component among trainees; SSLC and below, PUC, Graduation, Post-graduation, technical and others are 47.55, 47.03, 47.21, 47.84, 49.37 and 45 respectively which are all statistically same.

Perception of trainees on overall rating of PMKVY: There was a non-significant difference observed among the trainees of different educational qualification as the F value of 1.562 was non-significant at .169 level. The mean scores on this component among trainees; SSLC and below, PUC, Graduation, Post-graduation, technical and others are 3.67, 3.68, 3.73, 3.70, 4.07 and 3.33 respectively which are all statistically same.

Table 1.3: Mean scores and results of Independent Samples T-Test among Male and Female trainees of PMKVY short term skill training.

Sl. No	Components of PMKVY Short Term Skill Training	Gender	N	Mean	S.D	t	Sig. (2-tailed)
A	Perception on PMKVY Skill Training in providing need based training (15 statements * 4)	Male	169	58.09	10.78	.616	.538
		Female	297	57.44	11.08		
B	Perception on the role of Training centre in providing need based training (12 statements * 4)	Male	169	48.18	9.33	1.242	.215
		Female	297	47.06	9.30		
C	Perception on overall rating of PMKVY (1 statements * 4)	Male	169	3.82	0.91	1.453	.147
		Female	297	3.69	0.96		

On all the three components, independent samples 't' tests revealed non-significant differences in the mean values between male and female trainees on the perception towards PMKVY Short Term Skill Training under Skill India Initiative. All the obtained t values did not reach the significance level criterion of .05 levels, indicating that mean scores of male and female trainees were statistically the same.

IX. HYPOTHESIS TESTING

H0: Demographic factors do not have significant influence on the perception of trainees towards the performance of PMKVY Short Term Skill Training.

H1: Demographic factors have significant influence on the perception of trainees about the performance of PMKVY Short Term Skill Training.

The hypothesis has been tested based on select demographic factors such as Age, Category, Education qualification, and Gender.

Age wise results revealed that the null hypothesis has been rejected and alternative hypothesis is accepted on the component, 'PMKVY Skill Training is providing need-based training' and the reverse results for the other two components.

Category wise results also revealed that the null hypothesis has been rejected and alternative hypothesis accepted on the component, 'PMKVY Skill Training is providing need-based training' and 'Training centre's role in providing need-based training' where as the reverse results were found on the component 'Overall rating of training at PMKVY Training centre'.

Qualification wise results revealed that the null hypothesis has been rejected and alternative hypothesis accepted on the component, 'PMKVY Skill Training is providing need-based training' and the reverse results for the other two components of PMKVY Short Term Skill Training.

It has been found that the null hypothesis is accepted and alternative hypothesis is rejected for gender wise analysis.

X. MAJOR FINDINGS

- There is a difference in trainees' perception on the performance of PMKVY short term skill training based on their age. Age group of the trainees have significant influence on the perception of trainees on PMKVY skill training in providing need-based training.
- Trainees belonging to category III A have positive view towards the statement 'PMKVY Skill Training in providing need-based training' and 'The role of Training centres in providing need-based training is significant'.
- Trainees with technical education background have positive view towards the statement 'PMKVY Skill Training is providing need-based training'.
- There is no difference in the views of trainees about PMKVY Short Term Skill Training under Skill India Initiative among male and female trainees. They had similar views on all the components of PMKVY short term skill training.

XI. DISCUSSIONS

PMKVY short term skill training is being imparted to all the eligible youths irrespective of their demographic factors. Demographic factors play a significant role in influencing the perception of trainees. Influence of select demographic factors on perception of trainees towards PMKVY short term skill training has been evaluated in this study. The study is in agreement with the study carried out by Kanimozhi (2019) in the state of Tamilnadu. The agreement is with respect to demographic factors such as Age, Category, Educational qualification for the component 'Perception on PMKVY Skill Training in providing need-based training', but the results differ with respect to gender. However, there was disagreement on the component 'The role of Training centre's in providing need based training'.

XII. CONCLUSION

The present study has been carried out to study the influence of demographic factors on short term skill training under PMKVY scheme. The results revealed that the perception of both the Female and Male trainees towards the components of PMKVY Short Term Skill Training were the same. However, perception of trainees differed age wise, category wise and qualification wise.

XIII. SCOPE FOR FUTURE RESEARCH

This study entitled "Perception of trainees towards PMKVY Short Term Skill Training: Influence of select demographic factors", is carried out with a Special Reference to six districts of Karnataka State. This study has covered only the short-term skill training which is only one component of PMKVY scheme of skill development. Other components under the PMKVY scheme namely Recognition of prior learning, Special Projects, Placements and Monitoring are not covered in the study. Future research can be carried out covering all the components of the schemes of skill development training of the Government of India. Future studies may focus on the perspective of the trainers and employers. Future researchers may have a wider geographical coverage or may evaluate the comparative performance of Skill India initiatives among different districts and /or states.

XIV. LIMITATIONS

This research work has been restricted to 6 districts from the state of Karnataka and hence the findings and conclusion have got its own limitations due to limited geographical area. The study is based on the responses collected from the PMKVY trainees. Lack of interest and bias can be found.

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