

A STUDY TO ASSESS THE SKILL GAP FOR IMPROVE THE PERFORMANCE OF WORKERS AT SONAROME PRIVATE LIMITED IN DODDABALLAPUR

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I. ABSTRACT: In the ever-evolving landscape of the modern business world, workforce performance is a critical factor in maintaining competitiveness and achieving organizational goals. This study aims to assess the existing skill gap among the workers at Sonarome Private Limited in Doddaballapur, with the goal of enhancing their performance and contributing to the company's overall success. The assessment of skill gaps is essential for identifying areas where employees lack the necessary skills and knowledge to effectively carry out their roles. By addressing these gaps, organizations can tailor training and development programs that empower employees to acquire the requisite competencies, thus leading to improved individual and collective performance. Through a comprehensive analysis of the current skill set of workers and a comparison with the skills required by their respective roles, this study intends to provide actionable insights that Sonarome Private Limited can leverage to bridge the skill gap, foster employee growth, and ultimately enhance the company's operational efficiency and competitiveness in the market.

Feel free to adapt this abstract according to your specific requirements and context.

KEY WORDS: Skill Gap Assessment, Worker Performance, Workforce Skill Evaluation, Performance Improvement, Strategies, Training and Development, Employee Productivity Enhancement.

II. INTRODUCTION:

The detection and checkup the discrepancy between the skills needed for a job and the abilities possessed by the workforce are stated to as "assigning skill gaps." Using this analysis, strategies can be created to raise employee productivity within an organisation.

FACTORS FOR SKILL GAP:

- **Organizational Culture:** An organization's culture can affect how well research on a skill gap assignment turns out. The study is more likely to be successful if the organization has a culture that supports ongoing learning and development. The study could run into problems, though, if the establishment has a culture that is resistant to change or does not place a high value on employee growth.
- **Staff Engagement:** The result of the learning can also be influenced by how engaged and willing the teams are to participate in it. Employees may be less likely to engage in the study or provide honest information if they do not see the benefit in it or believe that their input is not being taken seriously.
- **Availability of Resources:** The disposal of resources, including money and time, canister too move how well the study turns out. The organisation might not be able to gather enough data or put effective solutions into place if it does not devote enough resources to the study.
- **Leadership assistance:** The effectiveness of a study on skill gap assignments be contingent on the aid of organisational leaders. It could be challenging to put the study's recommendations into action or observe significant gains in workforce performance if executives do not give it priority or support its conclusions.
- **Data Quality:** The study's outcome might also be influenced by the calibre of the data used. The study may not accurately identify the true skill gaps that require attention if the data utilised to identify them is erroneous or lacking.
- **Training and Development Programmes:** Organization's training and development programs' availability and effectiveness may impact study outcomes. Focusing on improvement areas or identifying new techniques to overcome skill gaps is crucial.

IMPORTANCE OF SKILL GAP

- **Innovation and Adaptability**
Addressing skill gaps promotes innovation, adaptability, and creativity in organizations, enabling companies to stay ahead in dynamic markets.

- **Reduced Unemployment and Underemployment**

Skill gap causes unemployment and underemployment; investing in education and training can reduce unemployment rates and ensure individuals are employed in suitable roles.

- **Career Development and Job Satisfaction**

Continuous skill upgrading leads to career growth, job satisfaction, and increased employee loyalty, reducing turnover rates and empowering employees for challenging roles.

- **Social Mobility and Inclusion**

Addressing skill gaps promotes social mobility and inclusion by providing quality education and training for diverse individuals, breaking down barriers to upward mobility.

- **Future-Proofing the Workforce**

Rapid technological advancements mean that the skills required in the job market are continually evolving. By addressing the skill gap, societies ensure that their workforce remains relevant and adaptable to these changes, reducing the risk of job obsolescence.

III. LITERATURE REVIEW:

1) **Workforce skills and innovation: an overview of major themes in literature** Author: Phillip Toner

Article no: OECD Publications, 2 rue André-Pascal, 75775 Paris, Cedex 16, France; e-mail: rights@oecd.org

Link: <https://www.oecd.org/innovation/inno/46970941.pdf> Year: 2017

This essay summarizes theories and data on workforce skills' impact on innovation in industrialized economies, drawing from sources like innovation studies, neoclassical Human Capital theory, institutionalist labour theory, market research, and work organization. It discusses the definition of skills, generic skills, skills supply, skill shortages, overqualification, skill equilibrium, and industry and training systems' balance between firm-specific skills and general knowledge.

2) **Conceptual Model on Skill - Gap Theory of Motivation** Author: R. Shanthi1, Jai Deo Sharma.

Article no: DOI 10.4108/eai.18-12-2018.2283814

Link: <https://eudl.eu/pdf/10.4108/eai.18-12-2018.2283814#:~:text=It%20shows%20that%20higher%20skill,gap%2C%20other%20fact,ors%20being%20constant> Year: 2018

Motivation is the psychological drive that drives an organism to act in support of an organization's aim. Employers can boost employee motivation through rewards, recognition, career opportunities, financial

incentives, and threats. Skills play a significant role in employee motivation, and a new theory based on skill gaps is needed. Additional factors like education, skill management, pay, employment prospects, and leadership styles can also impact motivation.

3) The future skills employment in 2030

Author: Hasan Bakhshi, Jonathan M. Downing, Michael A. Osborne, Philippe Schneider

Article no: ISBN: 978-0-992-42595-1 Y

Link: <https://futureskills.pearson.com/research/assets/pdfs/technical-report.pdf> **Year:** 2018

Recent debates on the future of work focus on automation vulnerability, neglecting other trends like globalization, population ageing, urbanization, and the green economy. This study maps employment evolution and skills implications using an innovative methodology, demonstrating what to anticipate and where to exercise caution. It also displays probable trends in various labor market segments.

4) Bridging the skills gaps in developing countries

Author: Deutsche Investitions- und Entwicklungsgesellschaft and The Boston Consulting Group (BCG) for the Association of European Development Finance Institutions (EDFI) within the Let's Work Partnership **Link:** https://www.deginvest.de/DEG-Documents-in-English/About-DEG/What-isourimpact/Bridging-Skills-Gaps_DEG_2016.pdf

Year: 2018

The creation of profitable and long-lasting employment opportunities is one of key strategies for promoting economic growth & combating global poverty. Finding or losing a job, or going through a significant change in income from a job, are all amounts that can either force someone into poverty or keep them out of it. More than 200 million people worldwide are unemployed. Due to population growth and demographic shifts over the next 15 years, 600 million more jobs must be generated in order to maintain present employment rates.² In developing nations, private sector businesses offer nine out of 10 jobs. However, 38% of private-sector companies internationally say they have trouble filling open positions because there aren't enough employees with the right training.

5) An Analysis of Human Resource Skill Gap Through Hr Matrix-A Case Study **Author:** Ms. Mohini A. Lohar, Dr. Mrs Sarita Dhawale

Article no: Vol.11, No. 3, (2020), pp. 2472–2485

Link: <https://mrcet.com/ICSBE/pdf/ICSBE%202020.pdf> **Year:** 2020

The study is based on "AN ANALYSIS OF SKILL GAP THROUGH SKILL MATRIX AT SIEMENS LTD. NASHIK" and uses the skill matrix as a tool to assess training need. The skill matrix

table shows the skills of an individual. To identify any gaps between the skills of employees and the job roles they have, we need to refer to the skill matrix table. The above study is grounded on the descriptive research method. The researcher has made an effort to progress a brand-new instrument for inferential analysis and percentage interpretation. When appropriate, the researcher's recommendations are generally put into practise at a certain organization.

Research gap:

Limited consideration of non-training interventions: Most research on addressing skill gaps in the workforce focuses on training interventions, such as workshops or online courses. However, there may be other non-training interventions that could be effective, such as job redesign or mentoring programs. A research gap could be to investigate the success of non- training interventions in addressing skill gaps and improving workforce performance.

IV. RESEARCH METHODOLOGY:

Descriptive research: Descriptive explore is a type of research methodology that aims to describe or depict a phenomenon or a population in a regular and unbiased manner. The primary goal of descriptive research is to provide an correct illustration of the characteristics, behaviours, or attributes of the topic of study. It focuses on reacting requests about "what is" rather than "what causes" a particular phenomenon.

Primary data collection methods:

- Survey
- Interview
- Observations
- Experiments
- Focus groups
- Case studies

Secondary data collection methods:

- Published sources
- Official statistics
- Online data bases
- Historical records.

Objectives:

1. To understand the skill gap with reference of work force performance at Sonarome.
2. To assess the effective program in bridging the skill gap to improve the performance of work force.
3. To evaluate the techniques to fill the skill gap for improvement of work force.
4. To analyze the best technique to fill the gap related of skills in work force performance.

Sampling:

Sampling techniques are methods secondhand to choose a subset of individuals or units after a greater people In order to do research or data analysis. The selected sample should be typical of the populace to warrant the generalizability of the findings.

In the simple random technique, 110 employees are chosen as sample units from a total of 150 population.

V. ANALYSIS:

Data analysis and interpretation were done using SPSS software.

Tools for analysis:

The statistics calm is analysed with the following tools.

- A. Charts
- B. Tables

Types of hypothesis:

1. Null hypothesis
2. Alternative hypothesis

Null Hypothesis 1: There is no significant skill gap among workers at Sonarome.

Null hypothesis 2: Improving the skill level of workers at Sonarome will not lead to an improvement in their performance.

Alternative Hypothesis 1: There is a significant skill gap among workers at Sonarome.

Alternative Hypothesis 2: Improving the skill level of workers at sonarome The outcome will be in an improvement in their performance.

VI. LIMITATIONS:

1. **Sample characteristics:** Findings may not be applicable to all workers at Sonarome Pvt Ltd if schoolwork participants are not typical of the overall employee population, affecting departmental and skill sets.
2. **Research design:** Explore strategy and methodology in training to ensure generalizability, as qualitative approaches may offer individual insights but not workforce-wide.

3. **Research design:** Revisions to a project's methodology can affect its generalizability, as qualitative approaches may provide insights into individual experiences but not workforce generalizability.

4. **Measurement validity and reliability:** Validity and reliability are crucial for assessing skills and performance, as they capture intended constructs and ensure consistency and stability over time, ensuring accurate results.

CHI – SQUARE ANALYSIS

Table 4.1

Chi - Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	1.802	4	0.772
Likelihood Ratio	1.981	4	0.739
Linear – by-Linear Association	0.24	1	0.624
N of Valid Cases	112		
a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 2.36.			

Interpretation

The Chi-Square tests performed on the dataset did not show significant associations between variables, as evidenced by the high p-values for Pearson Chi-Square ($p = 0.772$), Likelihood Ratio ($p = 0.739$), and Linear-by-Linear Association ($p = 0.624$), with some cells having low expected counts.

ONE WAY ANOVA

Table 4.2

Anova						
		Sum of Square	df	Mean Squar	F	Sig.
The skill gap assessment accurately identifies the areas where employees lack necessary skills.	Between Groups	1.603	3	0.534	0.474	0.701
	Within Groups	121.817	108	1.128		
	Total	123.42	111			
The skill gap assessment helps in understanding the specific skills needed for improved performance.	Between Groups	4.3	3	1.433	1.284	0.284
	Within Groups	120.557	108	1.116		
	Total	124.857	111			

Interpretation:

The ANOVA results show that the skill gap assessment accurately identifies areas where employees lack necessary skills and helps understand the specific skills needed for improved performance, with no significant differences found between groups.

T- TEST: TABLE: 4.3

		Paired Samples Test								
			Paired Differences					df	Significance	
		Mea n	Std.	Std.	95% Confidence				One-	Two
			Deviat ion	Error	Interval of the Difference				Sidedp	-
				Mean	Lower	Upper				Sidedp
Pair1	The skill gap assessment accurately identifies the areas where employees lack necessary skills. - The skill gap assessment provides valuable insights into the current workforce's skill deficiencies.	0.0179	1.16234	0.10983	0.2355	0.2	-0.163	111	0.436	0.871
Pair2	The program effectively bridges the skill gap in our workforce. - The program has enhanced the performance of our workforce.	0.0268	0.87467	0.08265	0.137	0.191	0.324	111	0.373	0.746

Pair3	The technique used to fill the skill gap effectively addresses the specific needs of the workforce. - The technique provides clear guidance and instructions for employees to enhance their skills.	0.0625			0.2593					
Pair4	The suggested technique effectively addresses the skill gap in workforce performance. - The suggested technique provides clear guidelines and instructions for skill enhancement.	0.0268	1.03506	0.0978	-0.167	0.221	0.274	111	0.392	0.785

Interpretation:

Various paired samples were tested to assess the effectiveness of skill gap assessment and bridging programs, revealing significant improvements in workforce skill deficiencies and performance enhancement, as well as the technique's successful addressing of specific needs and provision of clear guidelines for skill enhancement.

FINDINGS:

- 71% of respondents strongly agree that skill gap assessment accurately identifies employees' skill gaps, indicating its effectiveness.
- Most respondents (82.1%), agree that the program effectively bridges the skill gap in the workforce.
- The study shows that the skill gap filling technique is well-received by the workforce, with 77.7% agreeing it effectively addresses their needs, resulting in successful skill

development initiatives.

- The technique promotes a positive learning environment in the workforce, with 74.1%) respondents strongly agreeing, promoting employee participation in skill development programs and continuous improvement.

SUGGESTIONS

- Conduct a comprehensive skills assessment
- Analyze & identify trends, patterns, and areas where skill gaps are affecting worker productivity and efficiency.
- Assess training and development programs
- by comparing the cost of training to the improvements in worker performance and overall productivity.

VII. CONCLUSION:

The study on skill gaps at Sonarome Pvt Ltd reveals that the suggested technique effectively addresses these gaps in workforce performance. However, some respondents raised concerns or neutrality, suggesting further refinement and customization. The study emphasizes the importance of clear guidelines, adequate resources, and fostering a positive learning environment. Active involvement and motivation from management and leadership are crucial for successful implementation. By addressing concerns and building on positive aspects, Sonarome Pvt Ltd can create a skilled, engaged, and productive workforce, contributing to the company's growth and success in a competitive business landscape.

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