

**Creating and Sustaining Learning Environment in Higher Techno Managerial Education in Rajasthan Roadblocks and Challenges**

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**ABSTRACT**

Rajasthan came a long way in the field of education as at the time of independence, the state had only one university along with 24 general educational colleges, one engineering college, one Medical college, three Teachers' training colleges, one Agriculture college and one Research institute and All these institutions put together enrolled around 12000 students.

Compare to present status wherein with a density of 33 colleges per one lac students and around 3000 colleges in total, Rajasthan stands 4<sup>th</sup> in terms of access to higher education in all over India as per the All India Survey of Higher Education conducted by Ministry of Human Resources. In fact Rajasthan has the highest number of women exclusive universities in India. As per the India Skills Report 2019, Rajasthan is 2<sup>nd</sup> in terms of employability a feat which is by no mean is small.

But despite all these achievements Rajasthan has its own set of employability problems among youth. According to National Career Service data, the state has more than 7 Lac unemployed youth and there is a growing concern that this number will increase as the whole nation is witnessing slow GDP growth rate.

This situation calls for building and sustaining an effective learning environment in higher education in the state so as to create more job oriented skills and higher employability amongst youth of the state.

The present paper look into the different facets of higher education in state along with the discussions on various strategies that can be adopted to enhance the effective learning environment with special emphasis on Management colleges per se.

**Keywords:** Higher education, Management Education, Employability, Learning

**Introduction**

**R**ajasthan, the largest state of Indian union is sub-divided into 32 districts with population of around 5.65 crores (2001 census). The table below shows the comparative pattern of literacy rate in Rajasthan over the years.

Bihar and Jammu and Kashmir, is among the most backward states of the country. The difficult topography and landscape of the state has been largely responsible for this lag in general education. Another point of view emerges if one look into the pattern of this literacy rate

**Table – 1**

**Literacy Rate of Rajasthan and India as per Census 2011**

Year	Rajasthan		India	
	2001	2011	2001	2011
All	60.40	<b>66.11</b>	64.80	72.99
Male	75.70	<b>79.19</b>	75.30	80.89
Female	43.90	<b>52.12</b>	53.70	64.64

From the above table it can be deduced that Rajasthan is still behind the overall average literacy rate of India. And thus from the education point of view, Rajasthan, along with Arunachal Pradesh,

**Table – 2**

**Top 5 Districts having highest literacy Rate**

S.No.	Name of the District	Literacy Rate
1	Kota	76.56
2	Jaipur	75.51
3	Jhunjhunu	74.13
4	Alwar	70.72
5	Bharatpur	70.12

It is quite evident that districts that have close proximity with state capital have high literacy rate and kota has the highest rate of literacy because of the influx of the other state's students who are residing in the city to pursue their preparation for competitive exams such as IIT and NEET. Another

view of analysis of the literacy rate in the state is also important as evident from the table below

**Table-3**

**Top 5 Districts having lowest literacy Rate**

S.No.	Name of the District	Literacy Rate
1	Jalore	54.86
2	Sirohi	55.25
3	Pratapgarh	55.97
4	Banswara	56.33
5	Jaisalmer	57.22

Table 3 examines the districts with lowest rate of literacy and its clear that these all districts are quite far away from the state capital and thus there is direct relationship between distance from the capital and literacy rate of the district.

A look into the higher education system in the state reveals the following information

**Table- 4**

**List of Universities and other National Level Institutions**

S.No.	Type of University/Institution	Number
1	Central University	1
2	Government Universities	15
3	Deemed Universities	07
4	Private Universities	27
5	IIT	1
6	IIM	1
8	Medical Universities	3
9	NIT	1
10	Journalism university	1
11	Agriculture university	5
12	Veterinary University	1
13	Open University	1
14	Law University	1

The above table is an indicator of the spread of higher education in the state and if we look into the number of colleges in Rajasthan then situation becomes quite clear. The table below illustrates this.

**Table- 5**

**List of Higher Education Colleges in Rajasthan**

S.No.	Type of college	Number
1	Government General Higher Educational colleges	133
2	Law colleges	15
3	Private General Higher Educational Colleges	1340
4	Engineering Colleges	120
5	Polytechnic Colleges	126
	Teacher's Training Colleges	2500
6	Government Medical College	12
7	Management Educational Colleges	143
8	Computer Educational Colleges	154
	Total	4543

Since 2010-11, Rajasthan is the front runner among all states in the country in terms of the number of colleges in the state, as per the All India Survey of Higher Education conducted annually. More importantly, as per the survey conducted in 2017-18, the state has also been effective in terms of ensuring access to students as it stands 4th in the list.

**Status of Unemployment in India and Rajasthan**

Employment generation has remained one of the biggest mysteries for the government of India, a debate that has led to more questions than answers. An unpublished report from NSSO indicates that unemployment in India in 2017-18 was 6% — 7.8% urban and 5.3% rural joblessness — which makes it a 45-year jobs low for India.

Centre for Monitoring Indian Economy (CMIE) data shows that the unemployment rate in India has increased to 7.2% in February 2019 vis-a-vis 5.9% in February 2018. As per these figures, there were 14 million unemployed people in India as of July 2017, which doubled to around 29 million in October 2018. As of February 2019, India had around 31.2 million people actively looking for jobs, data shows.

Azim Premji University's "State of Working India 2018" report says that the relationship between growth and employment generation has become weaker over the last few years.

During the 1970s and 1980s, when India's growth rate was around 3–4%, employment growth was relatively strong with the number hovering at around 2% per annum. Since 2004, even though the annual growth increased to more than 7%, the employment rate slowed down to less than 1%.

There is no doubt that there has been tremendous growth in last few years in terms of various facets of college education, be it the fundamental aspect of education delivery and capacity building of students, skill development, faculty development, infrastructural improvements and enhancements, and an overhaul of institutional procedures.

But at the same time Rajasthan has more than 7 lakh unemployed youth in the state. A quick glance on employability will give us insights

**Table-6**

**Sector-wise unemployment in Rajasthan**

Sector	2004-5	2017-18
<b>Agriculture</b>	53	51
<b>Manufacturing</b>	12	11
<b>Non-manufacturing</b>	7	14
<b>Service</b>	28	24

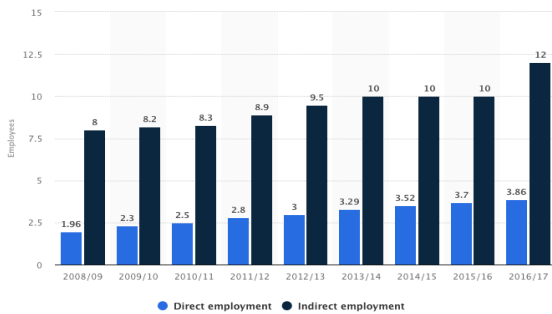
This poses a critical issue as government has to spend crores of rupees in terms of allowance to the youth as this year (2019) only Rajasthan government



is ready to spend more than 300 crores as unemployment allowance out of which Rs 83.32 crore has been distributed among youth and Rs 230 crore will be given to them by December 2019.

**Reasons for the Unemployment**

**1.Changing Paradigms of the employment:**



The table above shows that it's the service sector which is providing services in India from the last few years but As automation picked up and low-end jobs started becoming redundant, the service industry began slowing down on hiring.

**1. Increasing Demand of Specialized Skill Sets:** At the same time, the demand for specialised skills increased. The professionals especially MBAs are becoming outdated as companies started to adopt new and advanced technologies.

**2. The lack of quality of technology/engineering education:** the Educational Quality isn't adjusted accordingly, and suddenly there are millions of graduates left to fend for themselves in the changing landscape. The world had moved forward with advanced technologies like big data, artificial intelligence, cloud computing, machine learning, etc. becoming mainstream skill sets and sadly our present education system is not equipped to deal with such a complex and far reaching problem.

**Measures to improve learning in higher Educational Systems especially Management Programs**

It is evident from the above data that there is a huge gap between industry requirement and academic syllabus. The biggest challenge facing the economy today is equipping the youth with adequate, relevant, job-ready skills. Only about 4.7 percent of the total workforce in India has undergone formal skill training.

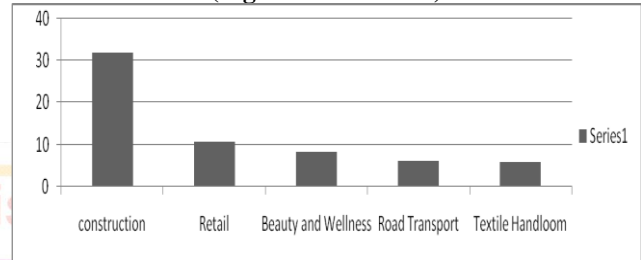
Employability of graduates is another area of concern. Every year, more than 3 million graduates and post-graduates enter the Indian workforce. However, of these, only 25 percent of technical graduates and 10–15 percent of other graduates are considered employable by the rapidly growing IT and ITES segments in the country. The Indian education and training system has been long reeling under inadequate infrastructure and resource

availability, outdated curriculum and misalignment with industry needs. There is also a significant divergence in opportunities and infrastructure between urban and rural India.

The table below shows the top 5 industries, where this gap is significant

**Skill Requirement in Different sectors**

**(Figures in Millions)**



It is quite evident that there is an immediate requirement for an educational reconstruction to address these gaps. Some of the measures that can be done are listed below to address this .

**1. Create Awareness at grass root level:** - The foremost task for the government and other stakeholders is to create awareness. Individuals are not always aware of the new skills they need to develop to remain relevant or advance in their careers.

Many have limited insights into how automation and technological advancements are changing the nature of their work. Those who are aware of the skills they need to acquire find it challenging to identify the appropriate medium and course, given the multitude of learning options available. It is very important to understand that this calls for better counseling at grass root level. The current educational system has become redundant in its objectives and fails miserably. The government and other stakeholders have to create a chain of psychological counselors who can assess individual's ability and can successfully guide him/her in pursuing the career which is fit for the individual.

**2. Providing Counseling:-** Parents and teachers should keep exploring the innovative methods of learning for the children and help them inculcate this attitude of constant learning in themselves and the best way to do this is to provide career counseling by the experts and psychologists who can visit the students in schools and colleges.

Career counseling at a young age helps to build the right mindset in children so that they view themselves as important members of the society and can understand which skills they should develop to contribute to that society.

Government of Rajasthan must ensure the presence of one counselor in each government school and as a matter of fact, the need of the hour is to have a dedicated full time counselor in each college and university. The counselor can highlight the career choice to the student and it will be worth rewarding to the society per se.

**3 Industry- Institute Participation:** - another aspect which is often overlooked is the participation of organizations while developing course curriculum of a

course. It is not uncommon to see that a course is designed without any inputs from the industry.

In addition to “new skilling” efforts to upgrade the skills of employees, organizations must redouble efforts to address the skills gap at the source—in the education system. They must also collaborate with industry groups that are working with the education system and on their own to improve the talent pipeline.

Organizations must step up their engagement with the education system and government agencies, including universities, community colleges and non-degree programs, to affect change in the academic agenda at the source, and not just in engineering programs. Joint efforts by companies in various industries are also critical. Employers should define common skill requirements and actively communicate them to local.

Its often felt especially in Management graduates and post graduates program that summer training which is a crucial part of the course curricula has reduced in becoming a jock as industry and academia both take it very without due consideration and there is a dearth of sound syllabus wherein it can be managed effectively

Summer training had been quite instrumental in bridging the gap between industry and academics as the trainee provided valuable feedback to the educational institutes and this served as input to modify the course according to the needs of the particular industry.

**4. Foster multi-stakeholder partnerships:-** Public-private partnerships have been tried in the skill development area before. However, it would be worth expanding the scope to include all stakeholders and using digital as the glue to connect them. Digital platforms can connect the complex stakeholder system so that employers, education providers, startups and other public authorities can work together to address skills demand, create jobs and tackle other challenges job seekers might face. If we can establish a system that “connects the dots” of the education and employment ecosystem, tremendous opportunities emerge to make learning and job seeking more dynamic and interactive.

The need of the hour is to bring together the currently fragmented ecosystem. A central body must have access to and ownership of all relevant data so that public and private actors in the system can track skills, work preferences, work history and other related circumstances.

Analytics can play a role in this ecosystem by determining what kind of learning activities and labor market interventions will have the most significant effect and assess them continually. From public-private partnership experiences, it is vital to have the right incentive structure (outcome-based rather than enrollment based) in place for skill delivery partners. Transparency and accountability are essential in the skill grants management process, and government agencies should consider the use of block chain and related technologies to enable this.

**5. Building Effective Learning using digital tools:** Technology, in one form or another, has always been part of the teaching and learning environment. It is part of the teacher’s professional toolbox. In other words, it is among the resources that teachers use to help facilitate student learning.

Technology has changed dramatically over recent decades. The increasing variety and accessibility of technology has expanded the toolbox and the opportunities teachers have to use technology. Moreover the advent of Internet of things can play a major role in the skill development and enhancement; there is no more a constraint to join a full time program to enhance a specific skill as internet can bring the videos, audios and other necessary files and documents to the student at his home.

**Conclusion**

The skill gap India faces now is a result of this rapid change -- there a huge mismatch between the skill set required and the skill set the candidate has. Technology is changing at such a rapid pace that job roles are changing every couple of years, sometimes even earlier than that. What is present today must get modified, improved or replaced with a better alternative tomorrow.

Since each challenge is an opportunity itself, Rajasthan has to convert this challenge into an opportunity and educational systems have to play forward game by not only bringing the suitable course syllabus which is industry specific that is, it can address the need of the industry but also they have to create an awareness regarding skill gaps by providing free counseling to the students and parents both.

Skill development in children needs to start not from school but from home. If the right mindset of self-learning and the correct attitude towards building skills is developed from a very young age, these children will not have to struggle to up skill themselves and get employed in future. Parents have a big role to play in this.

The researcher hopes that if government of Rajasthan can take corrective measures in the right way, it will create enormous opportunities to the youth of the state and Rajasthan will be a torch bearer in creating employment opportunities.

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