

Quality Management in Skill Based Education

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Abstract

This paper has the coverage of good quality skilled education as a human right. Quality management has become an issue of importance as the landscape of skill based education. Education has been facing continuous changes: increased competition, increasing technological changes in the globe. In the present scenario, there is a huge competition in all the sectors as even in the field of education. So every institute want to be at the first choice of the students so they maintain their quality for each and every aspect. Rapid growth of technology also helps the organizations to maintain the quality in the skill based education. The paper also emphasize on the concept of skill based education, need of the quality in skill based education and how it can be obtained and managed.

Keywords: education, skilled education, quality, technical/vocational education & measures of quality.

Introduction to Education

Giving a proper definition of education is very difficult because the meaning of education is different for different people. For many people education is important to get the better future jobs, for others is necessary to become quality citizen and for few an educated person is someone who is capable to perceive accurately, thinks clearly and acts effectively on given tasks or self selected goals. An education can be defined as acquiring facts, knowledge, skills obtained or developed by a learning process either formally or informally that has a great impact on individual's life in his future. In short the education is the process of giving and receiving the systematic instructions through any mode of communication. The criteria to educate the people of the country may vary from nation to nation. As in the traditional education system of India there were very few educational institutes and most of them are from the particular religion and of metaphysics. Whereas the modern education system of India is more open, liberal and exoteric and it emphasize mainly on freedom, law, human rights and scientific world. Education frequently takes place under the guidance of educators. So the present education system fulfils the need of the industrial economy. Education is considered as seed of life as well as an important tool to live a successful life. Without education a man is like a building without foundation. Good education may give many motives to the life. An educated person can serve his society better than the layman even they can help in the growth of a particular nation. Education is an essential prerequisite of the modern world. The developing countries are providing new innovative and cost effective approaches for higher education to youth and working people by different modes as distance mode; on line mode etc. "*Nelson Mandela once said "Education is the most powerful weapon which you can use to change the world".*[2]

Skilled Education

The present system of education is not suitable for the need of modern era of technology. The study based on learning and development is skilled education which is important to evaluate the performance of individuals. Education is more important but skill is most important.

Untrained workers cannot do their work efficiently. An untrained teacher cannot teach with the same efficiency as a trained teacher does. So is the case with all other workers. Today there is high demand of efficient and skilled workers in all the vocations. This can be possible only if they are given vocational and technical training.

The motion of education should be skilled based rather than knowledge based. Because if a person has special skills to do something then he will be at the priority to get the job. It is normally seen in the interviews that candidates have good knowledge of various subjects but do not have skills to do the work. So, skilled education is the demand of present scenario. Skills development education systems connect the education to technical training. Present era is the technological era. So technology has a great impact on individuals to attain the skills. No area is left untouched by technology. The growth of every nation is fuelled by new technologies. The word *technology* comes from two Greek words, *techne* and *logos*. *Techne* means art, skill, craft, or the way, manner, or means by which a thing is gained. *Logos* means word, the utterance by which inward thought is expressed, a saying, or an expression. So, literally, technology means words or discourse about the way things are gained. Lately, *technology* has come to mean something different [1]. Inadequate education leads to low productivity and low income whereas development of skills is way to improving productivity. The organization with the motive to *shift the scenario from academic based education to skill based education* will definitely become the leading institute of education.

Need of Quality in skilled education

It is well said that our coming generation needs to be skilled to attain the employment. It is most important to attain skills to achieve the growth of the nation. In the present scenario we face this problem in almost every field that a person is knowledgeable but not having skills to perform a particular job. The consciousness of education and policy makers and education communities is changing from rise in literacy level to promoting economic growth by providing the skill based education. The Quality is a standard or distinct characteristic gained by someone or something. So it is the responsibility of the strategic level of an organization that quality should be consciously managed and measured in order to obtain the quality demands. The outcomes of quality education that includes knowledge, advanced skills and attitudes are also linked to achieve national goals of countries for education and positive participation in the growth of society and economy.

The key quality of educated people is the ability to move from negative states of mind to neutral or positive states of mind independent of the circumstances in which they find themselves situated. Positive states of mind are objectively the most productive states to be in and provide the best quality of life as well.

If we look towards the other countries, we find that only those countries are great which are scientifically and technically advanced. Many of the developed countries are not rich in natural resources as our India, yet they are known throughout the world for their progress. Only quality technical education has placed them in such an honourable position. Our country can easily surpass them. If we begin to give technical and vocational education to more and more young people. It is sure that the need of this type of training in our country will definitely help to increase the economic growth and our progress depends solely upon it.

How Quality can be managed in Skill based education

To attain the quality in skilled education teachers being door keepers of thoughts, can play a marvellous role. There is a need for some young professors in current situation. This is because the younger are more dynamic and aware of technological changes and the needs of students. But very few young are opting teaching profession because they are paid less in comparison with the rest.

Processes within the organizations or institutions should be Planned and managed that will provide continuous quality improvement in the various operational activities, student services, research, teaching and learning, community relations, external partnerships and industry engagement.

An assessment of student is the criteria to evaluate the learning outcomes. The primary goal of assessment process is to see continuous improvement of the quality of student achievement.

There is a wide gap between the industry expectations and the institutional standards. So the institutions have to engage Industry and partnerships that will facilitate innovation and contemporary thought and practice to remove the gap.

Continuous quality improvement plans should be prepared by the managing committees of the institutes for example a risk management regime should be followed to evaluate the risk and consequences to the institute.

The institutes must have some engagements and partnerships with the industries and stakeholders that may provide innovation required training and practices to the students.

The teaching staff should be energetic and committed towards to make the continuous improvement in the educational programmes.

The development of new technologies, innovative pedagogies, and academically rigorous and vocationally-relevant curricula should be added to the existing curricula that reflect current and emerging industry needs

There should be periodic inspections and audits by the government agencies to monitor the quality of institutions. The self-evaluation programmes also helps to manage and maintain the quality in skilled education. These program needs to be planned and resourced systematically. The process of self-evaluation employs three main types of measures:

- Quality measures
- Perception measures
- Performance measures

Now Days the educational institutes are well experienced with the use of quality measures. QMs are considered as important tools of management to assist the organization to evaluate the goals and expectations are being met. These can be used to evaluate the organization's overall performance and effectiveness in detail. In the perception measures the organizations set the mile stones of the work and schedule the work according to the set mile stones and move on to attain the goals. To perform the performance measures the performance indicators are used. Which means to evaluate the success of an organization in which it was engaged? To achieve the desired level of quality organizations should design and adopt some sub measures to minimize the gap between the actual performance and set standards.

Conclusion

In the concluding part, there is lot to be done to manage the quality in skilled education to meet the global demands.

Staying ever happy is a state of mind and requires lots of experience, skills and knowledge. First and foremost we need to know what happiness isn't. Being a multi skill individual needs lot of investment in self and ability to convert problems into opportunities and thus into happiness. For the scientific and economic advancement of the country, quality technical and vocational education is most necessary.

An education is the best tool to resolve emerging tensions between rationalistic, ethical and spiritual elements of personality. People cannot succeed in life without the quality education. Education is considered as seed of life. Without education a man is like a building without foundation. To manage the quality in skilled based education some serious measures should be taken as it will not be enough to promote knowledge and skilled education to the society but also to develop the ability to think globally to cope with the changes of present scenario. It is also the responsibly of institutions who are providing the skilled education to maintain the quality.

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