



A STUDY ON CHALLENGES AND CAREER PROGRESSION OF DIPLOMA APPRENTICES

AUTHORS: Mohana Varshini D

ABSTRACT

In India, apprentices often encounter challenges in understanding their career paths, with a significant portion lacking clarity and guidance. This study addresses this issue by focusing on diploma apprentices within Saint-Gobain India Private Limited. Through a comprehensive approach, the study aims to identify, understand, and mitigate challenges faced by apprentices, thereby enhancing their career progression prospects.

This study investigates the challenges and career progression of diploma apprentices within Saint-Gobain India Private Limited. This indicates that the research aims to explore the difficulties these apprentices encounter in their work and learning environment, as well as how they advance in their careers within the company. The study likely uncovers various challenges that diploma apprentices face, which may include adapting to the workplace environment, managing workload alongside study commitments, overcoming technical or skill-related obstacles, and potentially navigating cultural or organizational barriers.

The primary objective is to examine the challenges and career progression of diploma apprentices within Saint-Gobain India Private Limited. Secondary objectives include assessing apprentice satisfaction and motivation levels, identifying specific challenges encountered in training and work environments, studying coping strategies and support mechanisms, and evaluating the impact of challenging career progression on both apprentices and the organization.

The study surveyed 123 diploma apprentices from Saint-Gobain India Private Limited. This sample size represents a portion of the total population of diploma apprentices within the organization, utilizing research tools such as the U test, H test, and correlation analysis. The study utilized statistical tools such as the U test, H test, and correlation analysis. These are quantitative methods used to analyse data and uncover patterns, relationships, and differences within the dataset. The research findings shed light on the challenges faced by diploma apprentices during their professional journey. These challenges could include obstacles related to work tasks, adapting to the workplace culture, balancing work and study commitments, or other factors specific to their roles within the company. Additionally, the findings highlighted the factors that influence the career advancement of apprentices within Saint-Gobain India Private Limited. This could include access to training programs, mentorship opportunities, performance evaluations, or other aspects of career development within the organization.

Insights from this research provide valuable input for enhancing the apprenticeship program and fostering better career development opportunities at Saint-Gobain India Private Limited

2.1 NEED OF THE STUDY

In India, apprentices often face challenges in understanding their career paths. According to a report by the Ministry of Skill Development and Entrepreneurship, only about 10% of India's workforce receives formal skill training. Many of the apprentice's struggle to understand their career paths. According to a survey by the National Apprenticeship Service, 41% of apprentices felt they lacked information about their future career options. Only 38% of apprentices reported receiving guidance on their career progression from their employers. This lack of clarity can lead to uncertainty and disengagement among apprentices, leaving many apprentices without proper guidance. So, this study will focus on identifying and mitigating the challenges.

Here study directly addresses this issue by focusing on four important area, Understanding Apprentice Sentiment through measuring satisfaction and motivation regarding current and future careers. Identifying roadblocks by pinpointing the specific challenges faced by apprentices in their training and workplaces. Building support systems by exploring coping strategies and support mechanisms, Impact on Saint-Gobain by focusing on Saint-Gobain apprentices on it and for a real-world assessment.

2.3 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:

To study the challenges and career progression of diploma apprentices with reference to Saint-Gobain India Private Limited.

SECONDARY OBJECTIVES:

1. To know the level of satisfaction and motivation of diploma apprentices with their current and future career prospects.
2. To identify the sources and types of challenges that diploma apprentices encounter in their training and work environments.
3. To study the various coping strategies and support mechanisms that will enhance the skills and competencies required to overcome challenges and achieve career goals.
4. To find the impact of challenging career progression of diploma apprentices in Saint-Gobain.

2.5 SCOPE OF THE STUDY

This research in future will act as a potential tool for organisations to identify vital challenges faced by the apprentices, developing strategies and programmes for enhancing the necessary skills and competencies of the apprentices that will heed towards their career progression.

The study will also assess the levels of satisfaction and motivation among diploma apprentices regarding their current and future career prospects, aiming to understand the underlying drivers of their sentiments. Furthermore, it will explore the coping mechanisms employed by apprentices to navigate challenges, while evaluating the effectiveness of support systems provided by organizations and educational institutions. By considering perspectives from both employers and educators, the study seeks to offer a comprehensive understanding of the challenges and opportunities within diploma apprenticeships.

This study can be a testimonial to educational institutions and organizations.

2.4 LIMITATIONS OF THE STUDY

1. The findings may not be generalizable to the entire population due to the small sample size of 123 respondents. The opinions and experiences of this limited group may not accurately reflect those of the broader population.
2. The study's thoroughness and depth may be compromised by the limited time available for data collection. Rushed surveys or interviews may overlook important insights and fail to capture nuanced information.
3. Participant selection methods can introduce bias into the study. For example, if respondents self-select to participate, the results may not be representative of the wider population.
4. Errors in data collection, such as misinterpretation of questions or response bias, can impact the quality of results.
5. The context in which the study is conducted is crucial. Factors like cultural differences, economic conditions, and technological advancements can influence the responses obtained.

TEST OF NORMALITY

Null Hypothesis H₀: The data follows normal distribution.

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	Df	Sig.	Statistic	df	Sig.
1.Level of satisfaction and motivation of diploma apprentices	.142	123	.000	.882	123	.000
2.Sources and types of challenges diploma apprentices	.135	123	.000	.950	123	.000
3.The coping strategies and support mechanisms	.111	123	.001	.946	123	.000
4.Challenges and the career progression	.122	123	.000	.921	123	.000

a. Lilliefors Significance Correction

INFERENCE

From the above table it is inferred that that the significance value is less than 0.05. Hence, we reject the Null Hypothesis. Therefore, the data is significantly deviating from the normal distribution. Hence, we go for non-parametric statistical analysis.

DATA ANALYSIS AND INTERPRETATION

3.4 SUMMARY OF FINDINGS

- It is inferred that the majority of the respondents taken for the study are men (i.e.) 60%.
- A notable majority of respondents are affiliated with government polytechnic colleges. (i.e.)
- The data indicates that the majority of respondents graduated with diplomas in Electronics and Communication Engineering.
- Around 52.8% of respondents are situated in polytechnics located in semi-urban districts.
- Nearly half of the respondents, 47%, express high satisfaction with their current apprenticeship, which is considered fulfilling for the organization.
- Approximately 37% of respondents consistently exhibit high motivation to excel in their apprenticeship roles within the organization.
- The majority, comprising 42% of respondents, express strong satisfaction with their work as apprentices, reflecting positively on the organization.
- About 40% of respondents express satisfaction with the optimism regarding future career prospects within the organization.
- A notable majority, roughly 41% of respondents, express very high satisfaction with the rewarding nature of their apprenticeships within the organization.
- Around 40% of respondents find it highly applicable that there is insufficient access to training materials or resources within the organization.
- Approximately 38% of respondents find it highly applicable to balance work responsibilities with learning requirements within the organization.
- A significant majority of respondents, find it highly applicable to tackle complex technical tasks within the organization (i.e.) 44%
- Around 42% of respondents find it highly applicable to navigate interpersonal challenges with colleagues or supervisors within the organization.
- Approximately 40% of respondents find it highly applicable to cope with time pressure and deadlines within the organization.

- A significant portion, approximately 30% of respondents, frequently seek guidance from mentors or experienced colleagues within the organization.
- About 36% of respondents frequently participate in skill-building workshops or training sessions within the organization.
- Approximately 36% of respondents frequently practice self-reflection and resilience within the organization.
- Around 32% of respondents frequently utilize online resources for problem-solving within the organization.
- A notable majority, approximately 36% of respondents, frequently engage with peer support networks within the organization.
- The majority of respondents, strongly agree that difficulties encountered during apprenticeships significantly impact the professional advancement of diploma apprentices within the organization. (i.e.) 34%
- A significant portion, around 37% of respondents, strongly agree that successfully overcoming challenges positively influences career trajectories.
- Approximately 32% of respondents agree that the ability to handle obstacles improves the chances of promotion within the organization.
- About 38% of respondents strongly agree that challenges provide valuable learning experiences contributing to career advancement within the organization.
- A notable majority, approximately 42% of respondents, strongly agree that effectively navigating challenges enhances job prospects within the organization.

3.5 SUGGESTIONS

Research shows that apprenticeships offer a valuable pathway to professional development in Saint-Gobain. But however, feedback from Saint-Gobain apprentices suggests areas for improvement to strengthen the program.

Here are some recommendations based on the findings:

- Through enhancing infrastructure, increasing funding for resources, or implementing support programs we can assist apprentices in accessing what they need.
- By implementing of strategies such as flexible scheduling, time management workshops, or mentorship programs we can help them in finding a balance between their work responsibilities and the requirements of their learning
- Through offering specialized training and workshops that focus on helping apprentices in complex technical tasks and navigating interpersonal challenges with colleagues or supervisors, they can overcome these obstacles more effectively.
- The data suggests that a significant number of respondents are only occasionally involved in workshops or training sessions. To maximize the benefits of these learning opportunities, it's important for organizations to encourage regular participation and engagement among all participants. This could involve promoting the value of these sessions, scheduling them at convenient times, or offering incentives for attendance.

CONCLUSION

In conclusion, the examination of obstacles and advancement in the careers of diploma apprentices offers valuable insights into their experiences. The study identified various key challenges encountered by diploma apprentices, such as their satisfaction levels and motivation, the sources and types of challenges they face, their coping strategies and support systems, and the challenges related to career progression. Despite these obstacles, the research indicates that diploma apprentices exhibit high levels of motivation and dedication to their professional growth. They actively pursue opportunities for development and are enthusiastic about improving their skills and knowledge. Furthermore, the study underscores the significance of support networks, such as mentors and career counselors, in assisting diploma apprentices in overcoming challenges and advancing in their careers. In conclusion, the results suggest that although diploma apprentices encounter significant hurdles, they demonstrate resilience and a strong determination to excel in their chosen fields.