

## A STUDY ON SKILL ENHANCEMENT FOR FUTURE-READY ENTREPRENEURS AND PROFESSIONALS

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### 1. Introduction

The global business and professional landscape is undergoing rapid transformation due to technological advancements, digitalization, globalization, and evolving socio-economic conditions. Emerging technologies such as Artificial Intelligence (AI), automation, big data, block chain, and remote work platforms have redefined the way organizations operate and how professionals perform their roles. In this dynamic environment, traditional knowledge and static skill sets are no longer sufficient to ensure long-term success. Entrepreneurs and professionals must continuously enhance their skills to remain competitive, innovative, and adaptable. Skill enhancement refers to the systematic development of technical, managerial, behavioral, and cognitive abilities that enable individuals to respond effectively to future challenges. Future-ready individuals are those who possess not only domain knowledge but also adaptability, creativity, emotional intelligence, leadership, and lifelong learning capabilities.

This study focuses on identifying the essential skills required for future-ready entrepreneurs and professionals, examining existing skill gaps, and analyzing effective strategies for skill development. The research emphasizes the need for structured learning frameworks, industry-academia collaboration, and policy-level interventions to promote continuous skill enhancement.

### 2. Review of Literature

Several studies have highlighted the growing importance of skill enhancement in the modern workforce. The **World Economic Forum (2025)** emphasized that analytical thinking, creativity, technological literacy, emotional intelligence, and resilience are among the top skills required for the future workforce. The report also stresses continuous reskilling as a necessity rather than an option.

**Drucker (2022)** identified knowledge workers as key drivers of economic growth and emphasized that self-development and adaptability are essential for professional success. According to Drucker, individuals who actively invest in upgrading their skills tend to achieve sustainable career growth.

**Goleman (2021)** highlighted the importance of emotional intelligence in leadership and entrepreneurship. His research indicates that emotional intelligence contributes significantly to decision-making, team management, and conflict resolution.

**Rao and Mehta (2023)** studied entrepreneurial competencies and found that innovation, risk-taking ability, communication skills, and digital proficiency strongly influence business performance and survival in competitive markets.

**Kumar et al. (2024)** observed that professionals who engage in lifelong learning through online platforms, certifications, and experiential learning demonstrate higher adaptability and employability.

Despite extensive research, gaps remain in integrating skill enhancement frameworks holistically for both entrepreneurs and professionals, particularly in emerging economies. This study attempts to bridge this gap by providing a comprehensive analysis.

### 3. Objectives of the Study

The main objectives of the study are:

- To identify the key skills required for future-ready entrepreneurs and professionals.
- To analyze the existing skill gaps among entrepreneurs and professionals.
- To study the role of education, training, and technology in skill enhancement.
- To evaluate effective learning methods for continuous skill development.
- To provide suggestions for improving skill enhancement initiatives.

### 4. Scope of the Study

The scope of the study includes:

- Entrepreneurs, working professionals, and aspiring professionals across various sectors.
- Technical, managerial, behavioral, and digital skills required for future readiness.
- Skill enhancement through formal education, online learning, corporate training, and self-learning.

The study is limited to general skill development trends and does not focus on a specific industry or country unless otherwise stated.

### 5. Statement of the Problem

Despite the growing awareness of the importance of skill enhancement, many entrepreneurs and professionals struggle to adapt to changing market requirements. Educational institutions often emphasize theoretical knowledge rather than practical and future-oriented skills. Additionally, time constraints, lack of access to quality training, financial limitations, and inadequate institutional support hinder continuous learning.

This mismatch between available skills and market demands leads to reduced productivity, limited innovation, and career stagnation. Hence, there is a need to systematically study skill enhancement practices and identify strategies to develop future-ready entrepreneurs and professionals.

### 6. Limitations of the Study

The study has the following limitations:

- The research is based on a limited sample size, which may not represent all sectors.
- Data collected through surveys and interviews may be subject to personal bias.
- Rapid technological changes may affect the relevance of certain findings over time.
- The study focuses on general skills rather than industry-specific competencies.

### 7. Research Methodology

#### 7.1 Research Design

The study adopts a **descriptive and analytical research design** to understand skill enhancement practices and their impact.

#### 7.2 Sources of Data

- **Primary Data:** Collected through structured questionnaires and interviews with entrepreneurs and professionals.
- **Secondary Data:** Collected from journals, books, reports, websites, and research publications.

### 7.3 Sample Size and Sampling Technique

A sample of **200 respondents** was selected using **convenience sampling**, including entrepreneurs, corporate professionals, and educators.

### 7.4 Tools for Data Analysis

- Percentage analysis
- Charts and tables
- Qualitative interpretation

## 8. Findings of the Study

The major findings of the study are:

- Most respondents agree that continuous skill enhancement is essential for career and business success.
- Digital literacy, communication skills, problem-solving ability, and adaptability are considered the most critical future skills.
- A significant number of respondents reported a lack of time and structured learning opportunities.
- Online learning platforms and experiential learning are preferred over traditional classroom methods.
- Emotional intelligence and leadership skills play a major role in entrepreneurial and professional effectiveness.

## 9. Suggestions

Based on the findings, the following suggestions are proposed:

- Educational institutions should adopt competency-based and industry-oriented curricula.
- Organizations should encourage continuous learning through training programs and incentives.
- Entrepreneurs should actively engage in mentorship and networking opportunities.
- Government and policy makers should support skill development initiatives through funding and certification programs.
- Individuals should cultivate a habit of lifelong learning and self-improvement.

## 10. Conclusion

Skill enhancement is a critical factor in preparing entrepreneurs and professionals for future challenges. The study highlights the importance of developing a balanced skill set that includes technical expertise, soft skills, leadership qualities, and adaptability. Continuous learning, supported by technology and institutional frameworks, can bridge existing skill gaps and ensure sustainable career and business growth. Future-ready entrepreneurs and professionals are those who proactively invest in their personal and professional development. Collaborative efforts among individuals, institutions, industries, and governments are essential to create an ecosystem that fosters lifelong learning and innovation.

## References

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