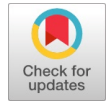


Developments in Employment Opportunities: Indispensable in Sustaining one's Living Conditions in a Satisfactory Manner

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Abstract: *Individuals belonging to rural communities often have agriculture and farming practices as their primary occupations. However, through engaging in these occupations, they are unable to generate a sufficient income. They are involved in these practices only during the productive season, whereas during the rest of the year, they remain unemployed. Hence, to facilitate the progression of rural individuals and communities, it is essential to engage in employment opportunities. These initiatives not only generate income but also enable rural individuals to hone their competencies, abilities, and aptitude. One of the critical aspects is that rural individuals are being well-prepared to generate income and improve their overall quality of life. This is facilitated through getting engaged in employment opportunities. Furthermore, there is a need to develop various programs that enhance employment opportunities within rural communities. Additionally, the establishment of different industries and factories within rural communities facilitates the promotion of employment opportunities. A crucial aspect is that one needs to be well-versed in job duties and methodologies to implement them effectively. Therefore, it is well understood that developments in employment opportunities are indispensable in satisfactorily sustaining one's living conditions. The main concepts considered in this research paper are measures to be implemented in promoting the growth of employment opportunities within rural communities, as well as factors taken into account by rural individuals to utilise these opportunities effectively.*

Keywords: *Developments, Employment Opportunities, Job Duties, Production, Rural Communities, Skills, Up-gradation*

I. INTRODUCTION

Within rural communities across the country, agriculture and farming are regarded as primary occupations for individuals. They are usually engaged in production processes for six months of the year, whereas the rest of the year, they remain unemployed. Rural individuals are involved in the production and manufacturing of various items to supplement their income. These include artworks, handicrafts, jewellery, garments, pottery making, basket making, weaving, and so forth. Furthermore, they are gardeners, goldsmiths, ironsmiths, painters, carpenters, electricians, repair workers and plumbers.

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In other words, several activities facilitating generating income (Patel, 2009) [4]. It is essential to develop programs that are crucial in enhancing employment opportunities for rural individuals. In other words, within rural communities, there is a need to promote the enhancement of employment opportunities. Individuals need to ensure they engage in these activities based on their competencies and abilities. Therefore, developments in employment opportunities are necessary to enhance the upward mobility of rural individuals and communities.

This is understood on a comprehensive basis that to get engaged in employment opportunities, the individuals must be well-prepared (Bhandari & Smith, 1997) [1]. In other words, they need to upgrade their competencies, abilities and aptitude. Rural individuals have acknowledged the importance and significance of education. They have formed the viewpoint that education is the instrument, which not only imparts information in terms of academic subjects, but also in terms of various factors, which are necessary in emerging into moral and ethical human beings and productive citizens of the country. When individuals seek employment opportunities, they are expected to be qualified. They need to possess specific educational qualifications and capabilities. As a consequence, they will make a crucial contribution to performing their job duties effectively, achieving their desired goals, and meeting the expectations of individuals in leadership positions. Furthermore, one will incur the feeling of job satisfaction. Therefore, it can be stated that developments in employment opportunities are enabling individuals to enhance their educational qualifications, skills, and abilities.

A. Measures to be Implemented in Promoting Developments in Employment Opportunities within Rural Communities

An aimless life is regarded as a meaningless life. Hence, individuals from all communities, categories, and socio-economic backgrounds have different goals and objectives to achieve. Rural individuals also have diverse goals and objectives to achieve. One of the primary goals is to promote the enhancement of their overall standards of living. To achieve this goal, rural individuals must take advantage of available employment opportunities. These facilitate improvements in one's financial position. Furthermore, individuals have the chance to utilise their competencies and abilities. In addition, well-being and goodwill are promoted among oneself, family, and community members.

As a consequence of accumulating financial resources, one can make purchases of various items, bring about changes in multiple aspects, and fulfil all types of needs and requirements (Srija & Shirke, 2012) [5]. Hence, rural individuals are required to emphasise developing various kinds of skills and abilities. These need to be utilised effectively in bringing about improvements in one's overall quality of life. There is a need to develop various measures to promote employment opportunities within rural communities. These include establishing industries and factories, promoting training and development programs, leading to developments in the education system, establishing marketplaces, managing resources adequately, and preserving environmental conditions. These are stated as follows:

B. Establishing Industries and Factories

Within rural areas, there is a need to establish industries and factories to support local development. The various types of industries and factories include cottage industries, lock industries, diamond polishing, silk weaving, gem cutting, plantations, the production and manufacturing of a wide range of products, beedi rolling, and others. As a consequence, employment opportunities will be created for individuals from rural communities. In other words, industries and factories are regarded as sources of livelihood opportunities. The job duties in these industries and factories are hazardous (Employment of Children, n.d.) [3].

In other words, these have unfavourable effects on the health conditions of the individuals as well. Hence, individuals are required to take precautions and wear proper gear when working in various types of industries and factories. Individuals are required to be well-informed about the different kinds of job duties and methodologies necessary to carry them out efficiently. As a consequence, they will be able to meet the expectations of supervisors and employers, experience job satisfaction, and retain their jobs. Therefore, establishing industries and factories is regarded as one of the indispensable measures to promote development in employment opportunities within rural communities.

C. Promoting Training and Development Programs

Within rural communities, there is a need to promote the enhancement of training and development programs. The main objective of these programs is to impart information on various subjects and concepts, which will facilitate better livelihood opportunities. Rural individuals generate information in terms of techniques required for carrying out multiple tasks, such as the production of artworks, handicrafts, jewellery, garments, pottery, basket making, weaving, and so forth. Furthermore, they are gardeners, goldsmiths, ironsmiths, painters, carpenters, electricians, repair workers and plumbers.

When employed in various types of organisations, industries, and factories, they are required to participate in training and development programs. These programs impart information on multiple aspects of organisations, including goals, objectives, mission, purpose, departments, personnel, job duties, methodologies, techniques, procedures, strategies, infrastructure, amenities, facilities, and overall environmental conditions. Hence, there is a need to implement methods that are necessary for promoting the enhancement of training and

development programs. These are regarded as key in preparing individuals to carry out their job duties effectively. Therefore, promoting training and development programs is one of the significant measures that can be implemented to enhance employment opportunities in rural communities.

D. Leading to Developments in the System of Education

Leading to developments in the system of education is regarded as of utmost significance. The main reason is that this is necessary for the upgradation of competencies, abilities, and aptitude among individuals. Rural individuals have acknowledged the importance and significance of education. They have formed the viewpoint that education is the instrument, which not only imparts information in terms of academic subjects, but also in terms of various factors, which are necessary in emerging into moral and ethical human beings and productive citizens of the country.

When individuals seek employment opportunities, they are expected to be qualified. They need to possess specific educational qualifications and capabilities. As a consequence, they will make a crucial contribution to performing their job duties effectively, achieving their desired goals, and meeting the expectations of individuals in leadership positions. Improvements are needed in teaching and learning methods, teaching and learning materials, instructional strategies, assessment strategies, extracurricular and creative activities, infrastructure, amenities, facilities, and overall environmental conditions. Furthermore, one major problem is the scarcity of teachers; hence, there is a need to recruit well-qualified and experienced teachers. Therefore, leading to developments in the education system is an expedient measure to promote developments in employment opportunities within rural communities.

II. ESTABLISHING MARKETPLACES

Individuals are required to establish marketplaces properly. The marketplaces comprise shops, tea stalls, repair shops, chemists, and religious places. Individuals can also find employment opportunities or establish their businesses. The rural individuals are overwhelmed by the problem of illiteracy. Furthermore, they are unaware of various factors. These give rise to impediments within the course of promoting better livelihood opportunities. Hence, when measures are formulated that facilitate the establishment of marketplaces, rural individuals can access sources of generating income.

When they are engaged in the production of different types of products, they are required to market their products. Hence, they establish their shops within marketplaces. The rural individuals acquire training in terms of repairing various types of technologies, i.e.

Computers, phones, television, kitchen appliances and so forth. As a consequence, they establish their repair shops and provide services to other individuals. When a business expands, individuals often hire assistants as well. In this manner, they can find employment opportunities. Therefore, establishing marketplaces is a crucial measure to promote development in employment opportunities within rural communities.



A. Managing Resources Adequately

Individuals are required to manage various types of resources, including financial, human, technical, material, and information, satisfactorily. Financial resources refer to the monetary resources. These are essential for making purchases of various products and services, bringing about changes in different factors, transferring from one place to another, and fulfilling different types of needs and requirements. Human resources are the personnel. They are required to utilise their educational qualifications, skills, and abilities effectively. Technical resources encompass a wide range of technologies, including computers, laptops, iPads, scanners, printers, photocopiers, audio-visual aids, projectors, and other similar devices.

Material resources are tools, machines, devices, apparatus and equipment. Information resources encompass a wide range of materials, including books, articles, reports, projects, newspapers, magazines, and other print and digital reading materials, as well as the internet. The different types of resources are utilised by individuals belonging to rural communities when they are in various employment opportunities. Furthermore, they are required to manage all these resources effectively and prevent waste. One of the crucial aspects that needs to be taken into account is that all types of resources are to be utilised morally and ethically. Therefore, managing resources adequately is a proven measure to promote development in employment opportunities within rural communities.

B. Preserving the Environmental Conditions

Individuals are required to be well-informed about ways to preserve environmental conditions. The main reason is that they are dependent on natural ecological conditions to sustain their living conditions satisfactorily. In the implementation of this task, there are number of factors that are to be taken into account, i.e. planting more trees; spreading greenery; preventing deforestation; recycling of waste materials; eliminating all forms of pollution, i.e. air, water and land; not throwing any types of waste materials on land or water bodies; preventing the emission of gaseous fumes into the air from factories and industries; making use of glass bottles and tins instead of plastic bottles; keeping the environment clean and introducing the subject of environmental education within schools. From the stage of early childhood, throughout their lives, individuals are required to be well-informed about all factors necessary for preserving ecological conditions. In this manner, one will render a significant contribution in promoting good health, physically as well as psychologically. Hence, individuals will be able to engage in employment opportunities and promote their well-being when they are in good health. Furthermore, one will be able to utilise analytical, critical thinking, decision-making, and problem-solving skills effectively. Therefore, preserving environmental conditions is a crucial measure to promote the development of employment opportunities within rural communities.

C. Factors Taken into Account by Rural Individuals to Implement Employment Opportunities Appropriately

Within rural communities, measures have been formulated to introduce different types of employment

opportunities. It is understood that individuals pursue employment opportunities that are suitable for them. The main reasons are that they are required to perform well in their job duties, achieve their desired goals, and meet the expectations of employers and supervisors. When the rural individuals are fortunate enough to acquire employment opportunities, they are required to put in their best efforts (Chapter 3, The Review of Literature, n.d.) [2]. The job duties are either manageable or complicated, and they are implemented in a shorter amount of time or can be more time-consuming. These duties are either implemented independently or through coordination with other members. Hence, rural individuals must enhance their knowledge of various factors essential for effectively implementing job duties. As a consequence of acknowledging and implementing all the factors, one will be able to experience the feeling of job satisfaction and retain one's job. Therefore, factors taken into account by rural individuals to implement employment opportunities appropriately are stated as follows:

III. HONING COMMUNICATION SKILLS

Individuals in all types of employment settings are required to hone their communication skills. These are the skills that facilitate augmenting information across various subjects and concepts, exchanging different kinds of ideas and viewpoints, and obtaining answers to overwhelming questions, as well as clarifying doubts related to multiple factors. In other words, individuals learn through implementing effective communication processes with superiors, subordinates and colleagues. Individuals in all positions within the organisation's hierarchy are required to communicate effectively with others to carry out their job duties.

The communication process takes place in both verbal and written forms. Verbal communication occurs face-to-face or over the phone, whereas written communication takes place through the exchange of messages and emails. All individuals are required to be well-aware of communication ethics, i.e., using polite language and decent words, treating others with respect and courtesy, providing factual information, and maintaining an approachable nature and amiable attitude. The communication ethics are indispensable in implementing effective communication processes. Therefore, honing communication skills is regarded as one of the essential factors that rural individuals consider when seeking employment opportunities.

A. Developing Mutual Understanding with others

Within all types of employment settings, individuals are required to develop mutual understanding with others. As a consequence, individuals will not only augment their information in terms of various factors, but they will also lead to an upgradation of motivation levels towards the implementation of job duties and responsibilities. Furthermore, one will incur the feeling of job satisfaction and retain one's job. It is understood that, in the course of implementing various job duties, different types of dilemmas may arise. To solve them, one obtains support and assistance from



other members. Hence, developing mutual understanding with others is necessary. Several job duties are carried out individually, whereas others are performed in coordination with others. One makes provision of ideas and suggestions, which are essential in coping with all types of dilemmas and challenging situations. Furthermore, individuals get well-prepared to overcome all kinds of setbacks. As a consequence, the mindsets of individuals are stimulated, and they experience a feeling of satisfaction. Therefore, developing mutual understanding with others is one of the significant factors that rural individuals consider when implementing employment opportunities effectively.

B. Being Well-informed Regarding Job Duties and Responsibilities

In all types of employment settings, individuals are expected to be well-informed about their job duties and responsibilities. These are manageable or complicated, and they are implemented in a shorter amount of time or can be more time-consuming. They are implemented either independently or through coordination with other members. Hence, rural individuals must enhance their knowledge of various factors essential for effectively implementing job duties. As a consequence of acknowledging and implementing all the factors, one will be able to experience the feeling of job satisfaction and retain one's job. Furthermore, they will be able to contribute efficiently to meeting the expectations of individuals in leadership positions.

When rural individuals are employed in various types of organisations, industries, and factories, they are required to enrol in training and development programs. These programs impart information on multiple aspects of the organisation. The trainers implemented effective training methods to impart the necessary information. Hence, these programs are worthwhile in leading to the upgradation of various types of competencies and abilities among individuals. Therefore, being well-informed about job duties and responsibilities is a crucial factor that rural individuals consider when evaluating employment opportunities.

C. Being Well-aware Regarding Methodologies and Procedures

Rural individuals are required to be well-informed about methodologies and procedures. These are referred to as the ways of carrying out all types of tasks and activities in a well-organised and disciplined manner. Whether individuals are implementing production and manufacturing processes or projects, or working on reports or assignments, they need to ensure they are well-informed about various methodologies and procedures. The members need to provide, and they acquire an efficient understanding. They need to clarify all kinds of doubts and hone their confidence levels. These are either manageable or complicated, and they are implemented in a shorter amount of time or can be more time-consuming. They are implemented either independently or through coordination with other members.

Hence, rural individuals must enhance their knowledge of various concepts, which are essential for effectively implementing job duties. Furthermore, one needs to get engaged in regular practice. This is vital in augmenting information on various factors and clarifying all types of

doubts. Individuals in leadership positions are vested with the authority and responsibility of providing material and information resources. These are the keys to implementing various methodologies and procedures effectively. In cases of all job duties, i.e. production, manufacturing and so forth, methods and procedures are required to be put into operation satisfactorily. Therefore, being well-aware of processes and procedures is a significant factor that rural individuals consider when evaluating employment opportunities.

D. Utilising Pioneering Methods and Materials

With advancements taking place and the advent of modernisation and globalisation in all types of organisations, industries, and factories, it is necessary to utilise various pioneering methods and materials. The different kinds of pioneering methods and materials are manageable to implement, provided individuals acquire a thorough understanding of the concepts. These methods and materials are regarded as the key to doing well in one's job duties and achieving desired goals. Furthermore, individuals will make a significant contribution to meeting the expectations of those in leadership positions. The different types of pioneering methods and materials are charts, graphs, maps, pictures, images, tools, devices, models, structures, designs, machinery, equipment, apparatus and various types of technologies. Rural individuals must enhance their knowledge of multiple concepts, which are essential for effectively implementing job duties. Furthermore, one needs to get engaged in regular practice. This is vital in augmenting information through various types of methodologies and procedures. One of the crucial aspects that needs to be taken into account is the need to implement multiple methods and materials in a morally and ethically sound manner. As a consequence, there will be an increase in productivity and profitability. Therefore, utilising pioneering methods and materials is a notable factor considered by rural individuals when implementing employment opportunities.

IV. HONING TIME-MANAGEMENT SKILLS

Individuals in all positions within the organisation's hierarchy are required to hone their time-management skills. These are the skills that facilitate taking out sufficient time for all tasks and activities. Individuals belonging to rural communities are required to emphasise honing these skills. They assign priorities to the tasks. The more important ones are carried out first, whereas the less important ones are carried out after the completion of the more important ones. Procrastination is avoided. Hence, it is well understood that time-management skills facilitate the completion of all job duties within the stipulated timeframe.

Employers and supervisors assign job duties and responsibilities to individuals. Hence, they also convey the information that they are required to complete these within the stipulated period. Lengthy and complicated job duties are given a sufficient amount of time, as compared to brief job duties. The acknowledgement and implementation of time-management skills will facilitate taking time for all types of tasks and activities. As a consequence, one can feel satisfied. Therefore, honing time-management skills is a crucial factor that rural

individuals consider when effectively implementing employment opportunities.

A. Inculcating the Traits of Morality and Ethics

Individuals from rural communities are expected to possess strong moral and ethical values. These refer to the norms, values, principles, and standards that guide behaviour. When individuals undertake various tasks and activities in their lives, particularly within employment settings, they are required to be well-informed about the traits of morality and ethics. As a consequence, one will render an essential contribution in differentiating between various types of appropriate and inappropriate factors. Furthermore, one will reinforce a constructive approach and form positive viewpoints regarding multiple factors. As a consequence, one will render an essential contribution by putting in one's best efforts to do well in one's job duties.

The various methodologies and procedures must be implemented by individuals in a manner that is both morally and ethically sound. These traits are regarded as vital in pleasing individuals in leadership positions. As a consequence, one will be able to acquire appreciation and reverence. In this manner, the mindsets of individuals will be stimulated to excel in their job duties and achieve their desired goals. Hence, throughout the job duties of individuals, they are required to acknowledge the meaning and significance of these traits. Therefore, inculcating moral and ethical traits is a significant factor considered by rural individuals when implementing employment opportunities.

B. Implementing the Traits of Diligence, Resourcefulness and Conscientiousness

Implementing the traits of diligence, resourcefulness, and conscientiousness is regarded as of utmost significance by rural individuals. The job duties and techniques that are utilised in these are complicated and tedious. But the inculcation of traits of diligence, resourcefulness and conscientiousness is essential in doing well in one's job duties and generating desired outcomes. Furthermore, one will be able to prepare for coping with all types of dilemmas and challenging situations in an effective manner. In addition, one will be able to do well in one's job duties, achieve desired goals and meet the expectations of employers and supervisors. These traits are also regarded as vital in leading to an upgrade in motivation and concentration levels.

It is understood that, within the course of implementing various types of job duties, particularly those that are cumbersome, individuals often become overwhelmed by feelings of apprehension and vulnerability. The traits of diligence, resourcefulness, and conscientiousness make a significant contribution to the upgradation of confidence and motivation levels. In this manner, individuals are well-prepared to carry out all types of job duties and responsibilities satisfactorily. Hence, these traits are regarded as significant to a major extent. Therefore, implementing the qualities of diligence, resourcefulness, and conscientiousness is an advantageous factor that rural individuals consider when seeking employment opportunities.

C. Coping with Problems Adequately

Throughout the process of implementing various tasks and activities across different employment settings, problems arise. The multiple factors in terms of which these take place

are, job duties, responsibilities, methodologies, techniques, work pressure, lack of implementation of time-management skills, unawareness in terms of various factors, scarcity of financial, technical, material and information resources, lack of infrastructure, amenities and facilities, inability to make wise and productive decisions, lack of analytical, critical-thinking and problem-solving skills and so forth. Different types of problems are experienced in varying degrees of severity. These are solved on one's own or through obtaining assistance from other members. Hence, it is of utmost significance to form cordial and amiable relationships with other members.

It is understood that, within the course of implementing various job duties, particularly those that are tedious and cumbersome, individuals often become overwhelmed by feelings of apprehension and vulnerability. In such cases, the acknowledgement and implementation of specific traits, including morality, ethics, diligence, resourcefulness, and conscientiousness, are essential in coping with various types of problems adequately. As a consequence, one will successfully implement multiple kinds of tasks and activities. Therefore, dealing with issues adequately is a favourable factor that rural individuals consider when implementing employment opportunities.

D. Creating an Amiable and Pleasant Environment within the Workplace

Creating an amiable and pleasant environment within the workplace is regarded as one of the vital goals for all members, regardless of their job position in the hierarchy.

To achieve this goal, they are required to be well-informed in terms of various factors, i.e. making wise and productive decisions; honing communication skills and interactive abilities; developing mutual understanding with other members; being well-informed regarding job duties and responsibilities; being well-aware regarding methodologies and procedures; utilising different types of pioneering methods and materials; honing time-management skills; inculcating the traits of morality and ethics; implementing the qualities of diligence, resourcefulness and conscientiousness; coping with problems adequately; making provision of infrastructure, amenities and facilities; managing financial, technical, material and information resources and augmenting analytical and critical-thinking skills.

Throughout the implementation of job duties, acknowledging and implementing these factors will enable one to make an essential contribution to performing well in their job duties, generating desired outcomes, and meeting the expectations of individuals in leadership positions. Furthermore, one will incur the feeling of job satisfaction and retain one's job. Employers and supervisors will be pleased that individuals are working diligently to promote the enrichment of overall working environmental conditions. Therefore, creating an amiable and pleasant work environment is a valuable factor that rural individuals consider when evaluating employment opportunities.

V. CONCLUSION

Employment opportunities should be tailored to meet the specific needs of rural



communities. Measures to be implemented in promoting the development of employment opportunities within rural communities include establishing industries and factories, promoting training and development programs, improving the education system, establishing marketplaces, managing resources effectively, and preserving environmental conditions. Factors taken into account by rural individuals to implement employment opportunities appropriately are, honing communication skills, developing mutual understanding with others, being well-informed regarding job duties and responsibilities, being well-aware regarding methodologies and procedures, utilising pioneering methods and materials, honing time-management skills, inculcating the traits of morality and ethics, implementing the qualities of diligence, resourcefulness and conscientiousness, coping with problems adequately and creating an amiable and pleasant environment within workplace. Ultimately, it can be stated that developments in employment opportunities are facilitating the upward mobility of rural individuals and communities.

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