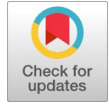


Developments in Employment Opportunities: Indispensable in Sustaining one's Living Conditions in a Satisfactory Manner



Radhika Kapur

Abstract: *The individuals, belonging to rural communities have agriculture and farming practices as their primary occupations. But through getting engaged in these occupations, they are unable to generate sufficient income. They are engaged in these practices only during the productive season, whereas, during the rest of the year they remain unemployed. Hence, in order to lead to progression of rural individuals and communities, one needs to get engaged in employment opportunities. These are facilitating in not only generating income, but rural individuals are able to hone their competencies, abilities and aptitude. One of the important aspects is, rural individuals are being well-prepared to generate income and bring about improvements in their overall quality of lives. This is facilitated through getting engaged in employment opportunities. Furthermore, there is a need to formulate different types of programs, which are facilitating in leading to up-gradation of employment opportunities within rural communities. In addition, there are establishment of different types of industries and factories within rural communities, which are facilitating in promoting employment opportunities. One important aspects is, one needs to be well-versed in terms of job duties and methodologies to put these into practice. Therefore, it is well-understood, developments in employment opportunities is indispensable in sustaining one's living conditions in a satisfactory manner. The main concepts that are taken into account in this research paper are, measures to be implemented in promoting developments in employment opportunities within rural communities and factors taken into account by rural individuals to implement employment opportunities appropriately.*

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

I. INTRODUCTION

Within rural communities, throughout the country, agriculture and farming practices are regarded as primary occupations of the individuals. They are usually engaged in the production processes six months in a year, whereas, rest of the year, they remain unemployed. The rural individuals are engaged in production and manufacturing of various items in order 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, there are number of activities, which are facilitating in generating income (Patel, 2009) [4]. It is necessary to formulate programs, which are vital in leading to up-gradation of employment opportunities for rural individuals. In other words, within rural communities, there is a need to promote enhancement of employment opportunities. The individuals need to ensure, they get engaged in these in accordance to their competencies and abilities. Therefore, developments in employment opportunities are necessary in leading to up-gradation of rural individuals and communities.

This is understood on a comprehensive basis that in order to get engaged in employment opportunities, it is necessary for the individuals to be well-prepared (Bhandari, & Smith, 1997) [1][7][8][9][10]. In other words, they need to up-grade their competencies, abilities and aptitude. The rural individuals have acknowledged the meaning 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 look for employment opportunities, they are required to be qualified. They need to possess certain educational qualifications and capabilities. As a consequence, they will render an important contribution in doing well in their job duties, achieving 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, developments in employment opportunities is 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, belonging to all communities, categories and socio-economic backgrounds have different goals and objectives to achieve. The rural individuals too have different types of goals and objectives to achieve. One of the major goals is to promote enhancement of their overall standards of living. In order to achieve this goal, rural individuals are required to get engaged in employment opportunities. These are facilitating in bringing about improvements in one's financial positions. Furthermore, individuals acquire the opportunities of making use of their competencies and abilities. In addition, well-being and goodwill is promoted of oneself, family and community members.



As a consequence of accumulating financial resources, one will make purchases of various items, bring about changes in various aspects and fulfil all types of needs and requirements (Srija, & Shirke, 2012) [5]. Hence, rural individuals are required to put emphasis on augmenting different types of skills and abilities. These are required to be utilized in an effective manner in bringing about improvements in one's overall quality of lives. There is a need to formulate different types of measures that are to be implemented in promoting developments in employment opportunities within rural communities. These are, establishing industries and factories, promoting training and development programs, leading to developments in system of education, establishing marketplaces, managing resources adequately and preserving the environmental conditions. These are stated as follows:

B. Establishing Industries and Factories

Within rural areas, there is a need to establish industries and factories. The different types of industries and factories are, cottage industries, lock industries, diamond polishing, silk weaving, gem cutting, plantations, production and manufacturing of other types of products, beedi rolling, and so forth. As a consequence, employment opportunities will be generated for individuals, belonging to rural communities. In other words, industries and factories are regarded as sources of livelihoods 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, the individuals are required to take precautions and wear proper gear, when they are working in different types of industries and factories. The individuals are required to be well-informed in terms of different types of job duties and methodologies that are required to carry these out in an efficient manner. As a consequence, they will be able to meet the expectations of supervisors and employers, incur the feeling of job satisfaction and retain their jobs. Therefore, establishing industries and factories is regarded as one of the indispensable measures to be implemented in promoting developments in employment opportunities within rural communities.

C. Promoting Training and Development Programs

Within rural communities, there is a need to promote enhancement of training and development programs. The main objective of these programs is to impart information in terms of different subjects and concepts, which would be facilitating in promoting better livelihoods opportunities. The rural individuals generate information in terms of techniques, which are required in carrying out certain tasks, i.e. production of 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.

When they get employed in various types of organizations, industries and factories, they are required to get enrolled in training and development programs. These programs impart information in terms of different factors of the organizations, i.e. 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, which are necessary in promoting enhancement of training and development programs. These are regarded as the key in preparing individuals adequately in carrying out their job duties in an effective manner. Therefore, promoting training and development programs is one of the significant measures to be implemented in promoting developments in employment opportunities within rural communities.

D. Leading to Developments in System of Education

Leading to developments in system of education is regarded to be of utmost significance. The main reason being, this is necessary in leading to up-gradation of competencies, abilities and aptitude among individuals. The rural individuals have acknowledged the meaning 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 look for employment opportunities, they are required to be qualified. They need to possess certain educational qualifications and capabilities. As a consequence, they will render an important contribution in doing well in their job duties, achieving desired goals and meeting the expectations of individuals in leadership positions. Improvements need to be brought about in teaching-learning methods, teaching-learning materials, instructional strategies, assessment strategies, extra-curricular and creative activities, infrastructure, amenities, facilities and overall environmental conditions. Furthermore, one major problem is scarcity of teachers, hence, there is a need to recruit well-qualified and experienced teachers. Therefore, leading to developments in system of education is an expedient measure to be implemented in promoting developments in employment opportunities within rural communities.

II. ESTABLISHING MARKETPLACES

The individuals are required to establish marketplaces in an appropriate manner. The marketplaces comprises of shops, tea stalls, repair shops, chemists, and religious places. The individuals are able to find employment opportunities or establish their own business as well. The rural individuals are overwhelmed by the problem of illiteracy. Furthermore, they are unaware in terms of various factors. These give rise to impediments within the course of promoting better livelihoods opportunities. Hence, when measures are formulated, which are facilitating in establishment of marketplaces, the rural individuals are able to have access to 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 own shops within marketplaces. The rural individuals acquire training in terms of repairing of 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 the other individuals. When expansion of business takes place, the individuals hire assistants as well. In this manner, they are able to find employment opportunities. Therefore, establishing marketplaces is an eminent measure to be implemented in promoting developments in employment opportunities within rural communities.

A. Managing Resources Adequately

The individuals are required to manage different types of resources, i.e. financial, human, technical, material and information in a satisfactory manner. The financial resources are the monetary resources. These are essential to make purchases of various products and services, bring about changes in various factors, transfer from one place to another and fulfil different types of needs and requirements. Human resources are the personnel. They are required to make use of their educational qualifications, skills and abilities in an adequate manner. Technical resources are various types of technologies, i.e. computers, lap-tops, I pads, scanners, printers, photo-copiers, audio-visual aids, projectors and so forth.

Material resources are tools, machines, devices, apparatus and equipment. Information resources are, books, articles, reports, projects, newspapers, magazines, other reading materials and internet. The different types of resources are utilized by the individuals, belonging to rural communities, when they are in different types of employment opportunities. Furthermore, they are required to manage all these resources in an adequate manner and prevent wastage. One of the important aspects that needs to be taken into account is, all types of resources are to be utilized in a moral and ethical manner. Therefore, managing resources adequately is a renowned measure to be implemented in promoting developments in employment opportunities within rural communities.

B. Preserving the Environmental Conditions

The individuals are required to be well-informed in terms of ways of preserving the environmental conditions. The main reason being, they are dependent on the natural environmental conditions for sustaining their living conditions in a satisfactory manner. 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 the lives of the individuals, they are required to be well-informed in terms of all factors that are necessary in preserving the environmental conditions. In this manner, one will render an important contribution in promoting good health, physically as well as psychologically. Hence, individuals will be able to get engaged in employment opportunities and promote their well-being, when they are in good health. Furthermore, one will be able to utilize

analytical, critical-thinking, decision-making and problem-solving skills in an effective manner. Therefore, preserving the environmental conditions is a notable measure to be implemented in promoting developments in employment opportunities within rural communities.

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

Within rural communities, measures are been formulated to introduce different types of employment opportunities. It is apparently understood that individuals get engaged in employment opportunities, suitable to them. The main reasons being, they are required to do well in one's job duties, achieve 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 efforts to their best abilities (Chapter 3. The Review of Literature, n.d.) [2]. The job duties are manageable or complicated, these are implemented in less amount of time or can be more time-consuming and these are implemented on one's own or through working in co-ordination with other members. Hence, it is necessary for rural individuals to augment their information in terms of different factors, which are necessary in putting into practice job duties in an appropriate manner. As a consequence of acknowledging and implementing all the factors, one will be able to incur the feeling of job satisfaction and retain one's jobs. Therefore, factors taken into account by rural individuals to implement employment opportunities appropriately are stated as follows:

III. HONING COMMUNICATION SKILLS

The individuals within all types of employment settings are required to hone communication skills. These are the skills that are facilitating in augmenting information in terms of various types of subjects and concepts; exchanging different types of ideas and viewpoints; obtaining answers to all types of questions that are overwhelming and clarifying doubts in terms of different factors. In other words, individuals learn through implementing effective communication processes with superiors, subordinates and colleagues. The individuals, belonging to all positions in the hierarchy of the organization are required to communicate with others in order to carry out job duties effectively.

The communication processes takes place in a verbal and written form. Verbal communication takes place face to face or phone, whereas, written communication takes place through exchanging messages and emails. All the individuals are required to be well-aware of communication ethics, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information and possessing an approachable nature and an amiable attitude. The communication ethics are indispensable in implementing effective communication processes. Therefore, honing communication skills is regarded as one of the indispensable factors taken into account by rural individuals to implement employment opportunities appropriately.



A. Developing Mutual Understanding with others

Within all types of employment settings, the 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 lead to up-gradation of motivation levels towards implementation of job duties and responsibilities. Furthermore, one will incur the feeling of job satisfaction and retain one's jobs. It is understood that within the course of putting into operation different types of job duties, there are occurrences of different types of dilemmas. In order to solve them, one obtains support and assistance from other members. Hence, development of mutual understanding with others is necessary. There are number of job duties, which are put into operation on an individual basis, whereas, there are others, which are carried out through working in co-ordination 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 types of setbacks. As a consequence, mind-sets of the individuals get stimulated and they incur the feeling of satisfaction. Therefore, developing mutual understanding with others is one of the significant factors taken into account by rural individuals to implement employment opportunities appropriately.

B. Being Well-informed Regarding Job Duties and Responsibilities

Within all types of employment settings, individuals are required to be well-informed in terms of job duties and responsibilities. These are manageable or complicated, these are implemented in less amount of time or can be more time-consuming and these are implemented on one's own or through working in co-ordination with other members. Hence, it is necessary for rural individuals to augment their information in terms of different factors, which are necessary in putting into practice job duties in an appropriate manner. As a consequence of acknowledging and implementing all the factors, one will be able to incur the feeling of job satisfaction and retain one's jobs. Furthermore, they will be able to contribute efficiently in meeting the expectations of individuals in leadership positions.

When rural individuals get employed in various types of organizations, industries and factories, they are required to get enrolled in training and development programs. These programs impart information in terms of different factors of the organizations. The trainers put into operation adequate training methods in order to impart information. Hence, these programs are worthwhile in leading to up-gradation of different types of competencies and abilities among individuals. Therefore, being well-informed regarding job duties and responsibilities is an eminent factor taken into account by rural individuals to implement employment opportunities appropriately.

C. Being Well-aware Regarding Methodologies and Procedures

The rural individuals are required to be well-informed in terms of methodologies and procedures. These are referred to the ways of carrying out all types of tasks and activities in a well-organized and disciplined manner. Whether the

individuals are putting into operation, production and manufacturing processes or projects, reports or assignments, they need to ensure, they are well-informed in terms of different types of methodologies and procedures. The members need to ensure, they acquire an efficient understanding. They need to clarify all types of doubts and hone confidence levels. These are manageable or complicated, these are put into operation in less amount of time or can be more time-consuming and these are implemented on one's own or through working in co-ordination with other members.

Hence, it is necessary for rural individuals to augment their information in terms of different concepts, which are necessary in putting into practice job duties in an appropriate manner. Furthermore, one needs to get engaged in regular practice. This is vital in augmenting information in terms of various factors and clarifying all types of doubts. The individuals in leadership positions are vested with the authority and responsibility of making provision of material and information resources. These are the key in putting into operation different types of methodologies and procedures in an adequate manner. In cases of all job duties, i.e. production, manufacturing and so forth, methodologies and procedures are required to be put into operation in a satisfactory manner. Therefore, being well-aware regarding methodologies and procedures is a prominent factor taken into account by rural individuals to implement employment opportunities appropriately.

D. Utilizing Pioneering Methods and Materials

With advancements taking place and with the advent of modernization and globalization, within all types of organizations, industries and factories, it is necessary to make use of different types of pioneering methods and materials. The different types of pioneering methods and materials are manageable to put into operation, provided the individuals need to acquire an efficient understanding of the concepts. These methods and materials are regarded as the key in doing well in one's job duties and achieving desired goals. Furthermore, individuals will render an important contribution in meeting the expectations of individuals 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. It is necessary for rural individuals to augment their information in terms of different concepts, which are necessary in putting into practice job duties in an appropriate manner. Furthermore, one needs to get engaged in regular practice. This is vital in augmenting information in terms of various types of methodologies and procedures. One of the important aspects that needs to be taken into account is, one needs to put into practice various types of methods and materials in a moral and ethical manner. As a consequence, there will be an increase in productivity and profitability. Therefore, utilizing pioneering methods and materials is a notable factor taken into account by rural individuals to implement employment opportunities appropriately.



IV. HONING TIME-MANAGEMENT SKILLS

The individuals, belonging to all positions in the hierarchy of the organizations are required to hone time-management skills. These are the skills that are facilitating in taking out sufficient amount of time for all tasks and activities. The individuals, belonging to rural communities are required to put emphasis on honing these skills. They assign priorities to the tasks. The ones, which are more important are carried out first, whereas, the ones, which are less important are carried out after the completion of more important ones. Procrastination is avoided. Hence, it is well-understood, time-management skills are facilitating in completing all job duties within the stipulated period of time.

The employers and supervisors assign job duties and responsibilities to the individuals. Hence, they also convey the information that they are required to complete these within the stipulated period of time. Lengthy and complicated job duties are given sufficient amount of time, as compared to brief job duties. The acknowledgement and implementation of time-management skills will be facilitating in taking out time for all types of tasks and activities. As a consequence, one is able to feel satisfied. Therefore, honing time-management skills is a productive factor taken into account by rural individuals to implement employment opportunities appropriately.

A. Inculcating the Traits of Morality and Ethics

The individuals, belonging to rural communities are required to be well-equipped in terms of traits of morality and ethics. These are referred to the norms, values, principles and standards. When individuals are putting into operation different types of tasks and activities in their lives, particularly within employment settings, they are required to be well-informed in terms of traits of morality and ethics. As a consequence, one will render an important contribution in differentiating between various types of appropriate and inappropriate factors. Furthermore, one will reinforce a constructive approach and form positive viewpoints in terms of various factors. As a consequence, one will render an important contribution in putting in efforts to one's best abilities in doing well in one's job duties.

The different types of methodologies and procedures are required to be put into operation by the individuals in a moral and ethical manner. 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 mind-sets of the individuals will be stimulated in doing well in one's job duties and achieving desired goals. Hence, throughout the job duties of individuals, they are required to acknowledge the meaning and significance of these traits. Therefore, inculcating the traits of morality and ethics is a meaningful factor taken into account by rural individuals to implement employment opportunities appropriately.

B. Implementing the Traits of Diligence, Resourcefulness and Conscientiousness

Implementing the traits of diligence, resourcefulness and conscientiousness is regarded to be 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 get prepared in 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 up-gradation of motivation and concentration levels [6].

It is apparently understood that within the course of putting into operation different types of job duties, particularly that are cumbersome, the individuals get overwhelmed by the feelings of apprehensiveness and vulnerability. The traits of diligence, resourcefulness and conscientiousness render a significant contribution in leading to up-gradation of confidence and motivation levels. In this manner, individuals are able to be well-prepared in order 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 traits of diligence, resourcefulness and conscientiousness is an advantageous factor taken into account by rural individuals to implement employment opportunities appropriately.

C. Coping with Problems Adequately

Within the course of putting into operation different types of tasks and activities within all types of employment settings, there are occurrences of problems. The various 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. The different types of problems are experienced in a major or minor form. 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 terms and relationships with other members.

It is apparently understood that within the course of putting into operation different types of job duties, particularly that are tedious and cumbersome, the individuals get overwhelmed by the feelings of apprehensiveness and vulnerability. In such cases, the acknowledgment and implementation of certain traits of morality, ethics, diligence, resourcefulness and conscientiousness are essential in coping with various types of problems in an adequate manner. As a consequence, one will put into operation different types of tasks and activities in a successful manner. Therefore, coping with problems adequately is a favourable factor taken into account by rural individuals to implement employment opportunities appropriately.

D. Creating an Amiable and Pleasant Environment within Workplace

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

In order 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; utilizing different types of pioneering methods and materials; honing time-management skills; inculcating the traits of morality and ethics; implementing the traits 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 as a consequence of acknowledging and implementing these factors, one will render an important contribution in doing well in one's 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 jobs. The employers and supervisors will be pleased that individuals are working diligently towards promoting enrichment of overall working environmental conditions. Therefore, creating an amiable and pleasant environment within workplace is a useful factor taken into account by rural individuals to implement employment opportunities appropriately.

V. CONCLUSION

Employment opportunities need to be honed within rural communities. Measures to be implemented in promoting developments in employment opportunities within rural communities are, establishing industries and factories, promoting training and development programs, leading to developments in system of education, establishing marketplaces, managing resources adequately and preserving the 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, utilizing pioneering methods and materials, honing time-management skills, inculcating the traits of morality and ethics, implementing the traits of diligence, resourcefulness and conscientiousness, coping with problems adequately and creating an amiable and pleasant environment within workplace. Finally, it can be stated, developments in employment opportunities are facilitating in leading to up-gradation of rural individuals and communities.

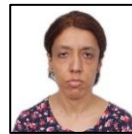
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