

# Entrepreneurial Workforce Diversification For Its Development And Challenges – Past And Future

**K.Pragathi**

Research Scholars, RayalaseemaUniversity

## ***Abstract:***

From the centuries, it is primary belief that workforces for the organization are important and they can't be substituted. It differentiate the what exactly organization is. But with changes in the external environment like globalization the workforce's tremendous shift in their nature towards work and the skill sets which makes the business organizations now paying utmost attention to judge the available workforce in 3 categories .i.e. Skilled, Semi-skilled and unskilled such that the best knowledge & skill can be captured and utilized for the developing of organizational competitive advantage. Thus the current paper through a light on how the workforce (skilled) developed with changes taken place from past few generations and further what challenges there are going to be encountered.

## **Introduction:**

In today's date the business organizations have transformed in every aspect like structure, content, and processes of work when compared to previous.

The nature of today's work is

- Huge critical
- Strictly team base working styles
- Highly dependent on social skills
- Urge for core technological competences
- Time pressure and geographical dependent

Whereas the changed patterns of work show different affects on workers as

- More competitive pressures
- Technological breakthroughs

So because outcomes organizations today became

- Continous and more agile
- High importance to customer point of view
- Tunning to continous competitive requirements and strategies
- Less importance to hierarchical structure and decision making.
- Low importance to providing security for lifelong in career

So that the organizations may not face any hurdles to reorganize and maintain the structure to gain the competitive advantage among the organizations.

The shortage of skilled labour in world is one of the most challenging socio-economic issues which need to be addressed. The skills development challenges are complex 'Workforce development is the mechanism to equip volunteers (including trustees) and paid staff with skills and knowledge so that they can effectively