



Beyond Skills: Psychological Impact of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) Training on Youths in Changlang and Papum Pare Districts of Arunachal Pradesh

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Abstract: The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) has emerged as one of India's flagship skill development initiatives aimed at enhancing employability, entrepreneurship and livelihood opportunities among youths. While numerous studies have evaluated the economic outcomes of PMKVY, relatively limited attention has been given to its psychological impact on trainees, particularly in remote and tribal regions. This study explores the psychological transformation experienced by PMKVY trainees in Changlang and Papumpare districts of Arunachal Pradesh. The research investigates changes in self-confidence, creativity, entrepreneurial mindset, social interaction, openness to innovation and perceived improvements in living standards following skill training. The study adopts a descriptive and analytical research design using a mixed-method approach involving structured questionnaires and interviews with PMKVY trainees. The findings indicate that participation in PMKVY significantly enhanced trainees' self-confidence and self-belief. Many respondents reported discovering hidden talents and creative abilities through practical training and mentorship. The programme also broadened

participants' perspectives by reducing conservative attitudes and encouraging social interaction, teamwork and acceptance of diverse ideas. Furthermore, trainees demonstrated increased entrepreneurial aspirations, generated innovative business ideas and developed greater willingness to undertake self-employment ventures. Psychological empowerment resulting from skill acquisition also contributed to improvements in personal aspirations, financial independence and perceived living standards. The study concludes that PMKVY extends beyond technical skill development by fostering positive psychological changes essential for entrepreneurship, personal growth and socio-economic development. It recommends integrating structured psychological counselling, personality development, entrepreneurial mentoring and post-training support into future skill development programmes to maximize their long-term impact, particularly in geographically isolated regions like Arunachal Pradesh.

Keywords: *PMKVY, Psychological Impact, Skill Development, Entrepreneurship, Arunachal Pradesh*

1. Introduction

Human capital is widely recognized as one of the most valuable assets for national development. In the twenty-first century, economic growth increasingly depends not only on educational attainment but also on vocational competence, innovation, creativity, adaptability and entrepreneurial capacity. Governments worldwide have therefore invested substantially in skill development programmes that prepare individuals to meet changing labour market demands while simultaneously fostering personal growth and psychological resilience. India possesses one of the world's largest youth populations, presenting both an opportunity and a challenge. While demographic dividends offer immense economic potential, unemployment, underemployment and skill mismatches continue to hinder sustainable development. Recognizing these challenges, the Government of India launched the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) under the Ministry of Skill Development and Entrepreneurship. The programme seeks to provide industry-relevant skills, encourage entrepreneurship and improve employability through standardized vocational training.

Although PMKVY primarily focuses on technical competencies, its influence extends beyond employment outcomes. Participation in skill development programmes often transforms an individual's confidence, attitudes, aspirations, communication abilities and decision-making

capacity. Acquiring practical skills creates a sense of achievement, enabling individuals to believe in their own capabilities. This psychological empowerment often becomes the foundation for entrepreneurship, innovation and improved quality of life.

The concept of psychological empowerment, proposed by Spreitzer (1995), emphasizes that individuals become more motivated and productive when they perceive themselves as competent, autonomous and capable of influencing their environment. Similarly, Bandura's (1997) theory of self-efficacy suggests that confidence in one's abilities significantly affects motivation, perseverance and performance. Skill development programmes such as PMKVY provide opportunities for mastery experiences that strengthen self-efficacy and encourage participants to pursue ambitious personal and professional goals.

In tribal and geographically remote regions such as Arunachal Pradesh, vocational training assumes even greater significance. Limited industrialization, restricted employment opportunities and geographical isolation often constrain economic mobility among youth. Many young people remain dependent on agriculture, government employment or seasonal occupations. PMKVY introduces alternative livelihood opportunities by exposing trainees to modern vocational skills, entrepreneurship and market-oriented business practices.

Changlang and Papum Pare districts represent two distinct socio-economic environments within Arunachal Pradesh. Papum Pare, being relatively urbanized, offers greater access to markets, educational institutions and service industries. Changlang, characterized by difficult terrain and dispersed settlements, faces comparatively greater developmental challenges. Nevertheless, both districts possess considerable entrepreneurial potential among youth, particularly when supported through structured skill development initiatives.

One of the most significant yet often overlooked outcomes of vocational training is the enhancement of psychological well-being. Many trainees enter skill development programmes with low confidence, limited career aspirations, fear of failure and dependence on traditional livelihood options. Exposure to practical learning, peer interaction, industry experts and successful entrepreneurs gradually transforms these perceptions. Trainees begin recognizing their own strengths, identifying creative talents, communicating more effectively and developing confidence to establish businesses or pursue independent careers.

The present study specifically examines these psychological transformations among PMKVY trainees in Changlang and Papum Pare districts. Preliminary observations indicate that

participants experienced notable increases in self-confidence after completing training. They became more willing to express ideas, interact with diverse groups and participate in social and economic activities. Furthermore, many trainees discovered creative abilities that had previously remained unexplored. The acquisition of practical knowledge enabled them to visualize entrepreneurial opportunities suited to local resources and market demands.

Another important psychological outcome concerns changes in mindset. Traditional societies often encourage occupational conservatism, limiting career choices to familiar occupations. However, PMKVY appears to broaden trainees' perspectives by exposing them to new technologies, business models and innovative practices. As a result, many participants become more open to change, willing to experiment with new ideas and prepared to embrace entrepreneurship despite associated risks.

Innovation represents another critical dimension of psychological transformation. Creativity flourishes when individuals acquire confidence, knowledge and opportunities for experimentation. Through hands-on training, demonstrations and project work, PMKVY trainees develop problem-solving skills and generate innovative business concepts adapted to local socio-economic conditions. Such innovation contributes not only to individual success but also to regional economic development.

Improved living standards constitute another visible consequence of psychological empowerment. Increased confidence often motivates trainees to seek employment, establish enterprises, improve financial management and pursue lifelong learning. Consequently, individuals experience improvements in income, social status, family relationships and overall quality of life.

From a theoretical perspective, this study integrates concepts of self-efficacy, psychological empowerment, human capital development and entrepreneurial behaviour to understand how vocational training influences psychological outcomes. Rather than viewing PMKVY solely as a mechanism for employment generation, the study conceptualizes it as an instrument for comprehensive human development.

Despite increasing investment in skill development programmes, empirical studies focusing on psychological outcomes remain limited, particularly within Northeast India. Most existing research emphasizes employment statistics, certification rates or income generation while neglecting changes in confidence, creativity, social behaviour, innovation and mindset.

Addressing this gap, the present study contributes to the literature by examining psychological changes experienced by PMKVY trainees in Changlang and Papumpare districts of Arunachal Pradesh.

The findings are expected to assist policymakers, training institutions, psychologists, educators and development practitioners in designing more holistic vocational programmes that integrate technical training with personality development, counselling, entrepreneurial mentoring, and psychological support. Such an integrated approach can enhance both employability and long-term socio-economic resilience among youth in tribal regions.

1.1 Conceptual Framework

The present study is grounded in four complementary theoretical perspectives: Human Capital Theory (Becker, 1964), Social Cognitive Theory and Self-Efficacy Theory (Bandura, 1997), Psychological Empowerment Theory (Spreitzer, 1995), and Growth Mindset Theory (Dweck, 2006). Together, these theories explain how PMKVY training influences the psychological development and socio-economic outcomes of trainees.

Human Capital Theory posits that investments in education and vocational training enhance individuals' productivity, employability and earning potential. PMKVY represents such an investment by equipping trainees with industry-relevant competencies. However, technical skills alone cannot guarantee successful employment or entrepreneurship. Psychological attributes determine whether acquired skills are effectively translated into productive livelihoods.

Bandura's Self-Efficacy Theory explains that individuals who believe in their capabilities are more likely to undertake challenging tasks, persist despite obstacles and successfully achieve their goals. PMKVY provides mastery experiences through practical training, assignments and certification, thereby strengthening trainees' confidence and belief in their own abilities.

Psychological Empowerment Theory complements self-efficacy by emphasizing four dimensions of empowerment: meaning, competence, self-determination and impact. The present study argues that PMKVY empowers trainees psychologically by enhancing these dimensions. As trainees become more competent and autonomous, they develop stronger entrepreneurial intentions and greater willingness to participate in economic activities.

Finally, Dweck's Growth Mindset Theory explains how trainees shift from believing that abilities are fixed to recognizing that skills can be developed through learning and practice.

Exposure to vocational education encourages continuous learning, innovation, adaptability and resilience.

Based on these theoretical perspectives, the study proposes that PMKVY training acts as the independent variable influencing several psychological outcomes, which subsequently lead to socio-economic improvements. The framework assumes that psychological transformation acts as a mediating variable between PMKVY training and socio-economic outcomes. The acquisition of technical skills strengthens confidence, creativity and entrepreneurial orientation, which in turn improves employment prospects, business development and quality of life.

2. Literature Review

Skill Development and Human Capital Formation

Human capital has become one of the most important determinants of economic growth in knowledge-based economies. Becker (1964) argued that investments in education and vocational training improve labour productivity and income by enhancing individuals' competencies. Building upon this premise, the Government of India introduced the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) to bridge the gap between labour market requirements and workforce capabilities.

Recent evaluations of PMKVY indicate that the programme has significantly expanded access to vocational training across India. However, scholars increasingly argue that the success of skill development programmes should not be assessed solely through placement statistics but also through psychological and behavioral changes among trainees.

Vocational Training and Self-Efficacy

Self-efficacy refers to an individual's belief in their capability to successfully perform specific tasks (Bandura, 1997). Numerous studies have demonstrated that vocational education enhances self-confidence by providing mastery experiences and practical exposure.

A recent systematic review of Technical and Vocational Education and Training (TVET) found that self-efficacy is one of the strongest predictors of career readiness, persistence, and skill acquisition among trainees. The review concluded that vocational training improves confidence, adaptability and career aspirations when learners receive opportunities for practical application and supportive instruction.

Similarly, studies conducted in India indicate that vocational training increases learners' confidence to participate in employment, entrepreneurship and lifelong learning.

Psychological Empowerment Through Vocational Training

Psychological empowerment has emerged as an important dimension of vocational education. Spreitzer (1995) conceptualized empowerment as consisting of meaning, competence, self-determination and impact.

A recent study focusing on marginalized youth in Northeast India found that vocational training contributes not only to employability but also to enhanced self-efficacy, psychological empowerment and social inclusion. The authors argued that training programmes create opportunities for marginalized youth to recognize their capabilities, overcome social barriers and participate more confidently in economic activities.

These findings closely correspond with the present study conducted in Changlang and Papum Pare districts, where trainees reported increased confidence, stronger social interaction and greater optimism regarding future careers.

Entrepreneurship and Innovation

Entrepreneurship represents one of the primary objectives of PMKVY. Schumpeter (1934) argued that innovation constitutes the foundation of entrepreneurship because entrepreneurs introduce new products, processes and services into the economy.

Research on vocational education in India suggests that practical skill development stimulates entrepreneurial intentions by increasing technical competence and reducing fear of business failure. Participants become more capable of identifying market opportunities and utilizing locally available resources for income generation. The present study supports these findings, as many respondents developed innovative business ideas involving tailoring, beauty services, digital enterprises, food processing, handicrafts and indigenous products after completing PMKVY training.

Social Behaviour and Mindset Transformation

Several researchers have argued that vocational education contributes to personality development alongside technical competence. Collaborative learning environments improve communication skills, teamwork, leadership and interpersonal relationships. Such improvements enhance employability while simultaneously strengthening entrepreneurial behaviour. The

present study demonstrates similar outcomes with trainees becoming less conservative, more socially active and increasingly receptive to innovation and lifelong learning.

PMKVY and Employment Outcomes

Research evaluating PMKVY indicates that the programme has substantially expanded vocational training opportunities across India. However, placement outcomes vary across regions and sectors, highlighting the importance of complementary support such as mentoring, counselling and entrepreneurship development. Experimental evidence from Indian vocational programmes also suggests that providing trainees with better career information improves employment retention and career decision-making, indicating that psychological preparedness complements technical skills.

3. Research Objectives

1. To examine the psychological impact of PMKVY training on the self-confidence, creativity and self-efficacy of trainees in Changlang and Papumpare districts.
2. To analyse the influence of PMKVY training on trainees' social behaviour, mindset, openness to innovation and entrepreneurial aspirations.
3. To assess how psychological changes resulting from PMKVY training contribute to improved livelihood opportunities, business development and perceived living standards.

4. Research Questions

1. How has PMKVY training influenced the self-confidence, creativity and psychological empowerment of trainees in Changlang and Papumpare districts?
2. In what ways has PMKVY training transformed trainees' social attitudes, openness to innovation and entrepreneurial mindset?
3. How do the psychological changes experienced by PMKVY trainees contribute to business opportunities and improvements in their living standards?

5. Research Methodology

5.1 Research Design

The present study adopted a mixed-method research design, integrating both quantitative and qualitative approaches to examine the psychological impact of the Pradhan Mantri Kaushal

Vikas Yojana (PMKVY) on trainees in Changlang and Papum Pare districts of Arunachal Pradesh. A mixed-method design was considered appropriate because psychological transformation is multidimensional and cannot be adequately understood through numerical data alone. Quantitative data provided measurable evidence of changes in confidence, creativity, entrepreneurial aspirations and social behaviour, while qualitative responses offered deeper insights into trainees' personal experiences and perceptions.

The research is both descriptive and analytical in nature. The descriptive aspect explains the psychological characteristics and behavioural changes observed among trainees after completing PMKVY training, whereas the analytical component evaluates the relationship between skill development and psychological empowerment.

5.2 Area of the Study

The study was conducted in Changlang and Papumpare districts of Arunachal Pradesh. Papumpare district with Itanagar as the state capital, has relatively better educational institutions, transportation, communication facilities and access to markets. In contrast, Changlang district is characterized by geographical remoteness, dispersed settlements and comparatively limited employment opportunities. Selecting these two districts enabled the researcher to compare psychological outcomes among trainees from different socio-economic settings while representing both urban and rural contexts.

5.3 Sources of Data

The study utilized both primary and secondary data.

Primary data were collected through structured questionnaires and personal interviews with PMKVY trainees. Interviews with trainers and training centre coordinators further enriched the findings.

Secondary data were obtained from government reports, publications of the Ministry of Skill Development and Entrepreneurship (MSDE), National Skill Development Corporation (NSDC), books, peer-reviewed journals, policy documents and scholarly articles related to vocational education, entrepreneurship, psychology, and human resource development.

5.4 Sampling Technique

A purposive sampling technique was adopted to select respondents who had successfully completed PMKVY training programmes. Participants represented different vocational sectors, educational backgrounds, age groups and occupations.

The sampling ensured adequate representation of male and female trainees from both districts, allowing the researcher to examine diverse psychological experiences following skill development.

5.5 Data Collection Tools

The following research instruments were employed:

- Structured questionnaire
- Semi-structured interview schedule
- Personal observation
- Informal discussions with trainees and trainers

The questionnaire consisted of statements measured on a Likert scale to assess psychological variables such as confidence, creativity, motivation, communication skills, entrepreneurial intention, social interaction and perceived changes in living standards.

5.6 Data Analysis

The collected data were analysed using descriptive statistics such as percentages, frequencies, and mean scores. Qualitative responses were analysed through thematic analysis to identify recurring patterns related to psychological transformation.

The findings are discussed under three major themes corresponding to the research objectives.

6. Discussion

Objective 1: *To examine the psychological impact of PMKVY training on the self-confidence, creativity and self-efficacy of trainees in Changlang and Papumpare districts*

One of the most significant findings of the study is the substantial improvement in the psychological well-being of PMKVY trainees after completing their vocational training. Respondents consistently reported increased confidence, stronger belief in their own abilities, greater willingness to communicate and improved motivation to pursue independent careers. These findings suggest that PMKVY functions not merely as a vocational training programme but also as a powerful mechanism of psychological empowerment.

Improvement in Self-Confidence

Prior to joining PMKVY, many trainees expressed uncertainty regarding their future careers. Several respondents indicated that they hesitated to communicate with strangers, lacked confidence during interviews and often doubted their own abilities. Such feelings were

particularly common among youth from remote villages where exposure to professional environments was limited. Following completion of the training, however, respondents described remarkable changes in their confidence levels. They reported feeling capable of performing technical tasks independently, interacting with customers, participating in group discussions and expressing their opinions more freely. This transformation can be explained through Bandura's (1997) Self-Efficacy Theory, which argues that mastery experiences are the strongest source of confidence. After successfully completing practical assignments, receiving positive feedback from trainers and earning certification strengthened trainees' belief in their capabilities. Many participants stated that they no longer feared failure because the training demonstrated that learning is a continuous process. This increased confidence encouraged them to seek employment, establish businesses or pursue additional skill development opportunities.

Discovery of Creative Abilities

Another important psychological outcome observed in the study was the recognition of previously unexplored creative abilities. Before joining PMKVY, numerous respondents believed they possessed limited talents beyond conventional occupations. However, practical training exposed them to new technologies, design techniques, customer service practices and business concepts. For example, trainees enrolled in tailoring, beauty and wellness, food processing, electronics repair and hospitality programmes discovered innovative ways of delivering services, designing products and solving practical problems. Several respondents explained that PMKVY encouraged experimentation rather than rote learning. Trainers motivated students to modify existing ideas, develop original products and identify local market opportunities. Such experiences significantly enhanced creative thinking. According to Amabile (1996), creativity develops when individuals possess relevant knowledge, intrinsic motivation and opportunities for experimentation. PMKVY provided all three conditions by combining practical learning with continuous encouragement from instructors. Many respondents further reported that they now viewed local resources as business opportunities rather than merely traditional assets. For instance, participants considered transforming indigenous agricultural products, handicrafts, traditional textiles and food items into commercial enterprises.

Enhancement of Self-Efficacy

Self-efficacy refers to an individual's belief in their ability to accomplish specific tasks successfully (Bandura, 1997). The study found substantial improvement in trainees' self-efficacy

after completing PMKVY.

Participants demonstrated greater confidence in:

- Learning new technologies.
- Starting small businesses.
- Solving workplace problems.
- Communicating with customers.
- Managing financial responsibilities.
- Taking independent decisions.

Many trainees emphasized that receiving nationally recognized certification validated their abilities and increased their confidence when applying for employment or approaching financial institutions for business support. Respondents also reported that they no longer depended excessively on family members when making career decisions. Instead, they felt psychologically prepared to accept responsibility for their own professional development.

Psychological Empowerment

The findings strongly support Spreitzer's (1995) Psychological Empowerment Theory, which identifies four dimensions of empowerment:

- Meaning
- Competence
- Self-determination
- Impact

PMKVY training enhanced all four dimensions.

First, trainees perceived their acquired skills as meaningful because they were directly linked to employment and income generation.

Second, continuous practical exercises improved their competence and technical confidence.

Third, participants developed greater autonomy in choosing career paths, reflecting increased self-determination.

Finally, respondents believed they could positively influence their families and communities through employment and entrepreneurship, demonstrating a strong sense of personal impact.

Increased Motivation and Goal Orientation

The study also found that PMKVY significantly increased trainees' motivation toward personal achievement.

Before training, many respondents had relatively modest career aspirations due to limited exposure and scarce employment opportunities. Following the programme, however, participants began setting higher educational and professional goals.

Several trainees expressed intentions to:

- Establish their own enterprises.
- Expand family businesses.
- Employ other local youth.
- Pursue advanced vocational certifications.
- Continue higher education.

This motivational shift reflects the development of a growth mindset, where individuals believe that abilities can be improved through learning and persistent effort (Dweck, 2006). Exposure to successful trainers, entrepreneurs and practical achievements encouraged trainees to view challenges as opportunities rather than obstacles.

Reduced Fear of Failure

Fear of failure often prevents individuals from pursuing entrepreneurship or innovative careers. The findings indicate that PMKVY helped reduce this psychological barrier.

Respondents stated that practical learning environments normalized mistakes as part of the learning process. Trainers encouraged repeated practice until competence was achieved, helping trainees become more resilient and less anxious about setbacks. Consequently, participants developed greater willingness to experiment with new business ideas, apply for jobs and compete in broader labour markets.

Psychological Independence

The study further revealed an increase in psychological independence among trainees. Prior to training, many respondents relied heavily on parents or relatives for financial decisions and career guidance. Following PMKVY, they reported increased confidence in making independent decisions regarding employment, entrepreneurship, investments and professional development. This independence is particularly important in tribal societies where occupational

choices are often influenced by family traditions. PMKVY appears to encourage informed decision-making while respecting cultural values.

Discussion in Relation to Existing Literature

The findings of this study are consistent with previous research demonstrating that vocational education enhances psychological well-being alongside employability. Bandura (1997) argues that mastery experiences are the most effective means of strengthening self-efficacy, while Spreitzer (1995) emphasizes that psychological empowerment improves motivation, performance and innovation. Similarly, Dweck (2006) highlights the importance of developing a growth mindset through continuous learning. The present study extends these theories by demonstrating that such psychological transformations are equally evident among tribal youth in Arunachal Pradesh. PMKVY not only equips trainees with technical competencies but also nurtures confidence, creativity, resilience and self-belief, thereby laying a strong psychological foundation for sustainable entrepreneurship and socio-economic development.

Objective 2: To Analyse the Influence of PMKVY Training on Trainees' Social Behaviour, Mindset, Openness to Innovation and Entrepreneurial Aspirations

One of the most profound outcomes of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) observed in this study was the transformation of trainees' social behaviour and mindset. While the programme primarily focuses on imparting technical and vocational skills, the findings indicate that it also contributes significantly to the psychological and social development of participants. The trainees from Changlang and Papumpare districts reported becoming more socially active, open-minded, innovative and entrepreneurially inclined after completing the training. These changes demonstrate that skill development programmes can play an essential role in shaping attitudes, interpersonal relationships and future aspirations.

Transformation of Social Behaviour

Before enrolling in PMKVY, many respondents described themselves as reserved, hesitant to interact with strangers and reluctant to participate in public discussions. This was particularly evident among trainees from rural and remote villages of Changlang district, where opportunities for social interaction beyond the immediate community are relatively limited. Some participants admitted that they lacked confidence in speaking before groups and preferred avoiding situations that required communication with unfamiliar people.

PMKVY training created an environment that encouraged interaction among trainees from different educational, ethnic and socio-economic backgrounds. Practical sessions, group assignments, presentations and collaborative learning required participants to communicate, cooperate and solve problems collectively. As a result, trainees gradually developed stronger interpersonal skills and became more comfortable expressing their ideas.

Many respondents stated that they now willingly engage in conversations with customers, trainers, government officials and business owners. They also reported greater participation in community meetings, local events and social activities. These improvements indicate that vocational training contributed to enhanced social confidence and communication skills, which are essential for both employment and entrepreneurship.

The findings align with Vygotsky's Social Development Theory, which emphasizes that learning occurs through social interaction and collaboration. By creating opportunities for cooperative learning, PMKVY facilitated not only technical skill acquisition but also social and psychological growth.

Reduction in Conservative Attitudes

Another significant finding was the reduction in conservative attitudes among trainees. Prior to the training, many respondents believed that government employment was the only secure and respectable career option. Traditional occupations and family expectations often influenced career choices, limiting their willingness to explore alternative livelihood opportunities. Exposure to vocational education, successful entrepreneurs, market trends and practical demonstrations broadened trainees' perspectives. Participants began recognizing that entrepreneurship, self-employment and private-sector careers could also provide sustainable livelihoods and personal satisfaction. Several trainees expressed that they no longer viewed business ownership as excessively risky or unattainable. Instead, they perceived entrepreneurship as a realistic career path that could contribute to both personal and community development. This shift in attitude reflects a transition from a fixed mindset to a more adaptable and opportunity-oriented outlook. Such psychological change is particularly important in tribal regions, where traditional occupational patterns often dominate career decisions. PMKVY enabled trainees to appreciate new possibilities while maintaining respect for their cultural identity.

Broadening of Mindset

The study found that PMKVY significantly broadened the worldview of trainees. Participants reported that exposure to modern technologies, professional work ethics, customer service practices and market-oriented training helped them understand the demands of a rapidly changing economy.

Many respondents acknowledged that they had previously underestimated the importance of continuous learning and innovation. Following the training, however, they became more receptive to acquiring additional skills, attending workshops and exploring emerging business opportunities.

This broader mindset was reflected in several ways:

- Greater willingness to learn from others.
- Increased acceptance of constructive criticism.
- Enhanced appreciation for teamwork.
- Openness to adopting new technologies.
- Recognition of lifelong learning as a necessity.

The findings support Dweck's (2006) Growth Mindset Theory, which suggests that individuals who believe abilities can be developed through effort are more likely to embrace challenges and persist despite difficulties. PMKVY appears to cultivate this mindset by emphasizing practical learning, continuous improvement and adaptability.

Development of Innovative Thinking

Innovation emerged as one of the most remarkable psychological outcomes of the training. Respondents consistently reported that PMKVY encouraged them to think creatively and develop solutions suited to local needs and resources.

Rather than merely teaching technical procedures, trainers motivated participants to modify existing ideas, improve products and identify market gaps. This approach stimulated creative thinking and enhanced problem-solving abilities.

For example, trainees suggested innovative business ideas such as:

- Producing value-added products from locally available agricultural resources.
- Establishing eco-friendly handicraft enterprises using indigenous materials.
- Offering mobile repair and maintenance services in remote villages.
- Starting beauty and wellness centres tailored to local preferences.

- Providing digital services, including online documentation and e-commerce support.
- Developing food processing units utilizing traditional recipes.

These ideas illustrate that trainees were not simply acquiring vocational skills but were learning to apply them creatively within their local socio-economic context.

According to Schumpeter (1934), entrepreneurship is fundamentally driven by innovation, which involves introducing new products, services or methods of production. The findings suggest that PMKVY contributes to entrepreneurial innovation by encouraging trainees to identify and exploit new opportunities.

Strengthening Entrepreneurial Aspirations

One of the central objectives of PMKVY is to promote entrepreneurship among Indian youth. The present study demonstrates that the programme has made substantial progress toward achieving this objective.

Many respondents indicated that prior to training they had little or no intention of starting their own businesses. Limited knowledge, lack of confidence and fear of financial failure discouraged entrepreneurial ambitions.

After completing PMKVY, however, participants expressed strong interest in establishing enterprises related to the skills they had acquired. Several trainees reported preparing business plans, exploring financial assistance schemes and seeking guidance from local entrepreneurs.

Their entrepreneurial aspirations were motivated by several factors:

- Increased confidence in their technical abilities.
- Recognition of local market opportunities.
- Desire for financial independence.
- Willingness to create employment for others.
- Aspiration to improve family income.

Some respondents also emphasized that entrepreneurship would enable them to remain in their home districts rather than migrating to distant cities in search of employment. This finding is particularly relevant for the sustainable development of Arunachal Pradesh, where youth migration often contributes to local skill shortages.

Improved Leadership and Decision-Making Skills

The training programme also enhanced leadership qualities among participants. Group projects, practical assignments and collaborative learning required trainees to coordinate activities, allocate responsibilities and resolve disagreements.

Many respondents stated that they now feel comfortable leading teams, organizing community initiatives, and making independent decisions regarding business and career development.

Improved decision-making abilities were evident in several areas:

- Selection of suitable business opportunities.
- Financial planning.
- Customer relationship management.
- Investment decisions.
- Career planning.

Leadership and decision-making are critical psychological attributes for successful entrepreneurship. The development of these qualities suggests that PMKVY contributes to holistic personality development rather than merely technical competence.

Greater Adaptability to Social and Economic Change

Another notable finding was the increased adaptability of trainees to changing economic and technological environments. Participants expressed greater willingness to learn new software, adopt digital payment systems, use social media for marketing and explore online business platforms.

This adaptability reflects enhanced psychological resilience and openness to change. Respondents viewed technological advancements as opportunities rather than threats, demonstrating a proactive approach toward personal and professional development.

Such adaptability is increasingly important in contemporary labour markets characterized by rapid technological transformation and evolving consumer preferences.

Discussion in Relation to Existing Literature

The findings are consistent with the broader literature on vocational education and entrepreneurship. Schumpeter (1934) argued that innovation is the foundation of entrepreneurial development, while Dweck (2006) emphasized the role of a growth mindset in fostering

adaptability and lifelong learning. Vygotsky (1978) further highlighted the importance of collaborative learning in promoting cognitive and social development.

The present study extends these theoretical perspectives by demonstrating that PMKVY not only develops employable skills but also transforms the psychological orientation of trainees. Through social interaction, experiential learning and exposure to entrepreneurial thinking, participants become less conservative, more socially engaged, increasingly innovative and more willing to pursue self-employment.

These findings are particularly significant for Changlang and Papum Pare districts, where expanding entrepreneurial ecosystems can contribute to local economic development, reduce unemployment and strengthen community resilience. By fostering broader mindsets and innovation-oriented attitudes, PMKVY has the potential to create a generation of confident, socially responsible and entrepreneurial youth capable of driving sustainable development in Arunachal Pradesh.

Objective 3: To Assess How Psychological Changes Resulting from PMKVY Training Contribute to Improved Livelihood Opportunities, Business Development, and Perceived Living Standards

The findings of this study indicate that the psychological transformation experienced by PMKVY trainees has had a substantial influence on their economic aspirations, livelihood opportunities, entrepreneurial activities and overall quality of life. While the programme primarily aims to enhance employability through vocational skills, the evidence from Changlang and Papumpare districts suggests that psychological empowerment serves as the foundation for long-term socio-economic improvement.

The respondents consistently emphasized that improvements in self-confidence, creativity, communication skills and decision-making abilities enabled them to utilize their vocational skills more effectively. These psychological changes translated into practical outcomes such as securing employment, establishing small businesses, improving household income and adopting a more optimistic outlook toward the future.

Psychological Empowerment and Livelihood Opportunities

One of the most significant observations emerging from the study is that psychological empowerment encouraged trainees to actively seek livelihood opportunities rather than waiting for employment to become available.

Before joining PMKVY, many respondents expressed uncertainty regarding their future. Some believed that obtaining a government job was the only pathway to economic security, while others felt discouraged due to limited employment opportunities in their local areas. Such beliefs often resulted in unemployment, underemployment or dependence on family members.

Following the completion of vocational training, however, respondents reported a marked shift in their attitudes toward work. Rather than waiting for formal employment, they became proactive in identifying opportunities within their own communities.

Several trainees obtained employment in private establishments, whereas others initiated self-employment activities such as tailoring units, beauty parlours, food processing enterprises, electrical repair services, mobile servicing centres, hospitality-related businesses and handicraft production. Many participants also reported providing freelance services within their villages, thereby generating supplementary income.

This transition from dependency to self-reliance reflects an important dimension of psychological empowerment. As individuals become more confident in their abilities, they demonstrate greater initiative, perseverance and willingness to create opportunities for themselves.

Expansion of Business Opportunities

Another notable finding was the increase in entrepreneurial activity among trainees. PMKVY exposed participants to business planning, customer management, quality standards and marketing strategies that encouraged them to consider entrepreneurship as a viable career option.

Several respondents explained that prior to the training they had never imagined owning a business. However, after acquiring technical competencies and practical knowledge, they began identifying market demands within their local communities.

For example, respondents recognized opportunities in:

- Beauty and wellness services in semi-urban areas.
- Tailoring and garment production for local markets.
- Mobile phone repair services in remote villages.
- Food processing using indigenous agricultural products.
- Digital documentation and online service centres.
- Traditional handicrafts with modern designs.
- Home-based catering services.

- Electrical installation and maintenance.

Many trainees indicated that they had already started earning income through these activities, while others were in the planning stage of establishing enterprises.

The findings demonstrate that PMKVY not only develops vocational competence but also nurtures entrepreneurial confidence, which is essential for business creation.

Improvement in Living Standards

One of the most visible outcomes reported by respondents was the gradual improvement in their standard of living.

Although the magnitude of improvement varied depending on employment status and business success, participants generally perceived positive changes in several aspects of their lives.

These improvements included:

- Increased household income.
- Greater financial independence.
- Better access to healthcare.
- Improved educational opportunities for younger family members.
- Enhanced housing conditions.
- Purchase of household appliances.
- Greater ability to support family expenses.
- Improved personal grooming and professional appearance.

Several respondents also mentioned that earning their own income increased their self-respect and improved their position within the family. Parents and relatives who had previously doubted the value of vocational education began recognizing the importance of skill development after observing tangible economic benefits. The improvement in living standards therefore extended beyond material possessions and included enhanced social recognition, dignity and personal satisfaction.

Development of Financial Responsibility

The study found that PMKVY trainees demonstrated greater financial awareness and responsibility following the training.

Respondents reported becoming more conscious about:

- Saving money.

- Budget planning.
- Investment decisions.
- Business expenditure.
- Customer pricing.
- Profit calculation.

Several trainees stated that they had opened bank accounts, learned digital payment systems and developed basic financial management skills. These behavioural changes indicate increasing financial literacy, which contributes significantly to sustainable entrepreneurship and long-term economic stability.

Enhanced Family Relationships

Psychological empowerment also had positive implications for family relationships.

Many respondents explained that becoming financially productive improved communication with family members. Parents expressed greater trust in their children's abilities while trainees themselves felt more capable of contributing to household responsibilities.

Female trainees particularly emphasized that vocational training enhanced their confidence, financial independence, and decision-making power within the family. Some respondents noted that they no longer depended entirely on male family members for financial support.

This finding suggests that PMKVY contributes not only to economic empowerment but also to gender empowerment and improved family dynamics.

Community Development

The psychological changes experienced by trainees extended beyond individual benefits and positively influenced their communities.

Several respondents expressed a desire to:

- Train other local youth.
- Employ skilled workers.
- Promote locally produced goods.
- Encourage entrepreneurship among peers.
- Participate in community development activities.

Such attitudes demonstrate the emergence of social responsibility alongside entrepreneurial ambition. As trainees become economically independent and psychologically empowered, they

are more likely to contribute to local economic development by creating employment opportunities and promoting indigenous resources.

Reduction in Youth Migration

An important implication of the findings concerns migration.

Respondents indicated that acquiring vocational skills and entrepreneurial confidence reduced their intention to migrate permanently to metropolitan cities in search of employment. Instead, many participants preferred establishing businesses within their own districts, thereby remaining close to their families and contributing to local development. This finding has significant policy implications for Arunachal Pradesh, where migration of educated youth often results in shortages of skilled human resources in rural areas.

Long-Term Psychological Resilience

The study also revealed that PMKVY contributed to the development of psychological resilience. Respondents reported that they had become better prepared to face professional challenges, financial difficulties and business uncertainties. Instead of viewing setbacks as failures, trainees increasingly regarded them as opportunities for learning and improvement.

This resilience was reflected in:

- Persistence after business losses.
- Willingness to acquire additional skills.
- Continuous adaptation to changing markets.
- Positive attitude toward future opportunities.

Psychological resilience is an essential characteristic of successful entrepreneurs because business environments frequently involve uncertainty and risk.

Implications for Policy

The findings suggest that future PMKVY programmes should strengthen psychological development alongside technical training.

The following policy recommendations emerge from the study:

- Integrate structured personality development modules into all training programmes.
- Provide psychological counselling and motivational sessions.
- Strengthen entrepreneurship development training.
- Establish mentoring networks linking trainees with successful entrepreneurs.
- Improve access to financial institutions and start-up support.

- Conduct regular post-training follow-up programmes.
- Encourage innovation competitions among trainees.
- Promote digital entrepreneurship and e-commerce.
- Develop district-level incubation centres for PMKVY graduates.

Such interventions would enhance the long-term sustainability of skill development initiatives, particularly in geographically remote and tribal regions.

Discussion in Relation to Existing Literature

The findings support Human Capital Theory (Becker, 1964), which argues that investment in education and skills increases individual productivity and economic outcomes. However, the present study demonstrates that human capital development is not limited to technical competence alone. Psychological attributes such as confidence, resilience, creativity and entrepreneurial motivation are equally important in translating vocational skills into sustainable livelihoods.

Similarly, the findings align with Bandura's (1997) Self-Efficacy Theory, which emphasizes that individuals who believe in their capabilities are more likely to initiate challenging tasks, persist despite obstacles and achieve long-term success. The increased entrepreneurial activity observed among trainees reflects this psychological mechanism.

Furthermore, the study reinforces Spreitzer's (1995) Psychological Empowerment Theory, which proposes that feelings of competence, autonomy, meaning and impact enhance motivation and performance. PMKVY appears to strengthen all four dimensions by providing practical skills, career opportunities and confidence-building experiences.

Overall, the findings indicate that PMKVY has contributed to holistic human development in Changlang and Papumpare districts. The programme has transformed trainees not only into skilled workers but also into confident, innovative, socially responsible and economically productive individuals capable of contributing to regional development.

7. Conclusion

The present study examined the psychological impact of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) on trainees in Changlang and Papum Pare districts of Arunachal Pradesh. While PMKVY is widely recognized as a flagship skill development programme aimed at improving employability and vocational competence, the findings of this study demonstrate

that its influence extends far beyond technical skill acquisition. The programme has emerged as a significant instrument of psychological empowerment, fostering confidence, creativity, innovation, entrepreneurial thinking and improved social behaviour among its trainees.

The study found that one of the most profound outcomes of PMKVY training was the enhancement of self-confidence and self-efficacy. Prior to the training, many participants experienced uncertainty regarding their abilities and future career prospects. However, practical exposure, hands-on learning and continuous guidance from trainers enabled them to develop confidence in their technical competencies and decision-making abilities. This transformation encouraged trainees to participate actively in social interactions, communicate effectively and pursue professional opportunities with greater optimism.

Another important finding concerns the discovery and development of creative abilities. The vocational training programmes encouraged experimentation, innovation and problem-solving, enabling trainees to recognize talents that had previously remained unexplored. Rather than merely acquiring occupational skills, participants learned to adapt their knowledge creatively to local socio-economic conditions. This creative confidence contributed significantly to the generation of innovative business ideas and entrepreneurial aspirations.

The study also revealed a noticeable shift in the mindset of trainees. Exposure to new technologies, market-oriented training and interaction with diverse groups broadened their perspectives and reduced conservative attitudes toward employment. Many participants no longer viewed government jobs as the only desirable career option. Instead, they increasingly perceived entrepreneurship, self-employment and private-sector opportunities as viable and respectable sources of livelihood. Such changes reflect a transition toward a more flexible, growth-oriented and opportunity-driven mindset.

Furthermore, PMKVY positively influenced trainees' social behaviour. Improved communication skills, teamwork, leadership and community participation strengthened their interpersonal relationships and increased their willingness to engage in collaborative activities. These psychological and social improvements are essential for successful entrepreneurship and sustainable employment in contemporary labour markets.

The research also established a strong relationship between psychological empowerment and economic development. Enhanced confidence and entrepreneurial motivation encouraged trainees to establish small businesses, seek employment and utilize locally available resources

for income generation. Consequently, many respondents reported gradual improvements in household income, financial independence, family relationships and overall living standards. The programme therefore contributes not only to individual development but also to community welfare and regional economic growth.

An important implication of this study is that psychological transformation should be recognized as one of the primary outcomes of skill development programmes. Technical skills alone are insufficient to ensure sustainable livelihoods if individuals lack confidence, creativity, resilience and entrepreneurial motivation. PMKVY demonstrates that vocational education can simultaneously strengthen both professional competence and psychological well-being, thereby creating more capable, adaptive and socially responsible citizens.

The findings are particularly significant for tribal regions such as Arunachal Pradesh, where geographical isolation and limited employment opportunities often constrain youth development. By equipping trainees with both vocational competencies and psychological resilience, PMKVY has the potential to reduce unemployment, encourage local entrepreneurship, minimize outward migration and promote inclusive regional development.

In conclusion, PMKVY should be viewed not merely as a skill development programme but as a comprehensive human development initiative that transforms attitudes, aspirations and lifestyles. Future policy interventions should integrate psychological counselling, personality development, entrepreneurial mentoring, financial literacy and post-training support within the PMKVY framework. Such holistic approaches would maximize the long-term benefits of vocational education and contribute significantly to India's vision of a skilled, innovative and self-reliant workforce.

7.1 Limitations of the Study

The study was limited to PMKVY trainees from Changlang and Papum Pare districts of Arunachal Pradesh. Therefore, the findings may not fully represent the experiences of trainees from other districts or states. The research primarily focused on psychological changes following training and did not include long-term longitudinal assessment of employment outcomes or enterprise sustainability. Future studies involving larger samples and multiple states may provide broader generalizations.

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