

"Empowering IT Professionals' in Kerala: The Impact of IT Skills on Organisational Performance"

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ABSTRACT

The rapid evolution of technology has transformed the IT landscape in Kerala, demanding a continuous upskilling of its IT professionals. This study delves into the critical role of IT skills in enhancing the performance of these professionals, examining how specific competencies influence productivity, innovation, and career advancement within Kerala's dynamic IT sector. The organizational performance of IT professionals depends on various skills such as soft skills, hard skills, IT skills, etc. Of these IT skills are very important and the professionals with IT skills are very productive the study realizes effect of the IT Skills on the organizational performance of IT Professionals is at a high level.

Introduction:

Kerala's thriving IT industry demands skilled professionals to drive innovation and growth. IT skills are crucial for IT professionals to excel in their roles, enhance productivity, and stay competitive. This article explores the effectiveness of IT skills on IT professionals' performance in Kerala. Empowering IT professionals in Kerala requires a comprehensive approach that includes developing technical skills, enhancing soft skills, and fostering a culture of innovation.

Information Technology (IT) skills play a vital role in enhancing the performance of IT professionals in Kerala. Proficiency in programming languages, data analytics, cloud computing, and cyber security enables them to deliver high-quality solutions. Research suggests that IT professionals with specialized skills in emerging technologies like Artificial Intelligence (AI), Machine Learning (ML), and the Internet of Things (IoT) experience significant career growth and increased job satisfaction.

The Kerala government's initiatives, such as Kerala IT Mission and Technopark, provide opportunities for IT professionals to develop their skills and connect with industry leaders. Up skilling and reskilling are crucial for IT professionals to stay relevant in the industry. Online platforms, workshops, and conferences offer avenues for continuous learning and professional development.

Developing IT skills enhances IT professionals' productivity, efficiency, and problem-solving capabilities. It also enables them to adapt to changing technologies and industry trends. A study by NASSCOM found that IT professionals with certifications in specialized skills experience a 15-20% increase in salary. Kerala-based companies like UST Global, Infosys, and UST Global prioritize IT skills development through training programs, mentorship, and collaboration with academic institutions.

Effective IT skills development programs should focus on Emerging technologies, Data-driven decision-making, Digital transformation, Cyber security, Cloud computing, Artificial Intelligence and Machine Learning. By empowering IT professionals with advanced IT skills, Kerala can strengthen its position as a hub for IT and IT-enabled services, driving economic growth and innovation. Key IT Skills used in the study are computer language, software development, system

administration, coding proficiency, data analysis, database management, cloud computing, machine learning and artificial intelligence.

Review of literature

Skills are paramount for both individual and organizational success. Employees, as the human capital driving innovation, possess skill sets tailored to their roles, enabling them to execute tasks efficiently. Organizations invest in employee training to enhance these skills, recognizing their positive impact on productivity. Indeed, research has shown a strong correlation between higher employee skill levels and increased labor productivity (Blundell et al., 1999).

Innovation, both technological and non-technological, is also fueled by skilled employees. Mohnen and Hall (2013) highlight the pivotal role of skilled workers in boosting firm productivity. Thus, a clear link emerges: employee skills drive innovation, which in turn leads to improved firm performance.

Past research has primarily focused on the firm-level impact of skills on innovation. Studies have explored how training and knowledge management can enhance a firm's innovative capacity. For instance, Ballot and Taymaz (1997) examined the relationship between training and innovation, while Acemoglu (1997) linked employee training to firm-level innovation. Laplagne and Bensted (1999) further explored the interplay between training, innovation, and productivity at the organizational level. Roy et al. (2013) emphasized the importance of general organizational and managerial training for successful innovation.

The rapid pace of technological advancement has reshaped the business landscape, creating a "brave new IT world." This evolution poses significant challenges for organizations, particularly in acquiring and retaining skilled IT professionals. This paper delves into the current and future skill sets sought by IT software and service provider firms. By focusing on providers, we build upon previous research on non-IT firms (Abraham et al., 2006; Zwiég et al., 2006) and acknowledge the growing demand for technology solutions and outsourcing services

Information Technology (IT): This field involves the analysis, design, development, implementation, support, and management of computer-based information systems, encompassing software, hardware, people, procedures, and data (Davis and Olson, 1985).

While the terms "skills," "capabilities," and "competencies" are often used interchangeably, we differentiate them as follows:

- **Skills:** Proficiencies in specific tools or methods.
- **Capabilities:** The ability to apply skills to a broader range of activities.
- **Competencies:** Aggregates of capabilities, combining skills, knowledge, and behaviors (Abraham et al., 2006; Gallon, Stillman, & Coates, 1995). To facilitate our analysis, we will categorize related skills.

Organizations are seeking innovative approaches to maintain and increase profitability in this dynamic environment. They face the challenge of adapting to rapid technological advancements and integrating new technologies into existing frameworks. Cloud-based ERP systems can bridge this innovation gap by offering modern features like enhanced customer experiences, integrated community capabilities, and mobile accessibility, essential for thriving in today's fast-paced business landscape (Fauscette, 2013).

Machine learning, a subset of AI, empowers machines to perform tasks traditionally associated with human intelligence. These tasks include understanding, reasoning, learning, and decision-making. The advent of digital computers has enabled the development of complex AI systems capable of executing sophisticated tasks (Muniswamaiah et al., 2019).

AI has emerged as a powerful force driving digital transformation across industries. Over the past decade, AI has shown the potential to revolutionize various sectors (Erro Garcés, 2019; Salam, 2019). In the realm of human resources, AI is reshaping traditional practices and enabling innovative approaches to talent management (Dhamija & Bag, 2020). Global investment in AI and cognitive solutions is surging, projected to reach USD 57.6 billion by 2021. While India's adoption of AI is still in its early stages, with only 22% of organizations leveraging AI, it is poised to play a significant role in the future of HR (Aayog NITI, 2018).

AI is transforming the workplace by automating routine tasks and enhancing human capabilities. For instance, AI-powered chatbots can conduct initial job interviews, freeing up human resources for more strategic tasks. Additionally, AI enables seamless communication and decision-making between humans and machines. Conversational AI, for example, facilitates natural and engaging interactions across various channels (Subhasis Sanyal et al.).

Autonomous AI systems are reshaping the workplace by automating tasks and making independent decisions. These systems can collect and analyze data without human intervention, enabling them to perform tasks like candidate selection based on specific criteria (Charlier & Kloppenburg, 2017). The integration of AI technologies, such as augmented reality, robotics, and natural language processing, is driving significant changes in HR practices and creating new opportunities for innovation (Bersin, 2018).

AI is revolutionizing HR operations by streamlining processes and providing data-driven insights. By automating routine tasks and enabling data-driven decision-making, AI empowers HR professionals to focus on strategic initiatives. AI is particularly valuable in areas such as recruitment, training, performance management, and employee retention, helping to reduce costs, save time, and improve overall HR efficiency (Kumar, 2019; Growth Business, 2017).

AI is playing a significant role in enhancing talent management practices. A recent survey by Alexander Mann found that 96% of HR professionals believe AI innovations can increase skill acquisition. Effective talent management involves identifying, attracting, and retaining top talent to meet evolving business needs (Bugg, 2015). AI can support these efforts by automating tasks, providing data-driven insights, and personalizing employee experiences.

Cloud computing offers significant advantages in terms of convenience, on-demand access, and cost-efficiency. By leveraging shared computing resources, organizations can achieve dynamic scalability and gain a competitive edge. While the potential of cloud infrastructure for improving operational performance has been widely explored, it's crucial to understand how it can help businesses adapt to changing demands and achieve higher productivity (Battleon et al., 2016).

AI is revolutionizing ERP systems by enhancing their computational capabilities. By automating tasks and providing advanced analytics, AI can help organizations optimize operations and make data-driven decisions. To stay competitive, businesses must embrace emerging technologies like AI and adapt their ERP systems accordingly. AI will undoubtedly shape the future of ERP, impacting industries of all sizes and sectors (Madakam et al., 2019).

Digital innovations are reshaping industries and communities, transforming the way we live and work. New digital market models foster creativity and collaboration, unlocking the value of knowledge (Morris et al., 2016). Successful businesses are leading the digital transformation, leveraging technology to optimize operations and integrate technical, operational, and human resources within global value chains. However, many companies are hindered by outdated structures and assumptions, making it challenging to fully embrace digital innovation.

AI is revolutionizing the way we work and live, but it also raises significant ethical concerns. As AI systems become more complex, ensuring data privacy and security becomes paramount. Organizations must prioritize data protection, especially when training AI models on sensitive information (Gaur, 2020b).

Furthermore, the ethical implications of AI decision-making need careful consideration. While AI can enhance efficiency and accuracy, it is crucial to understand and address potential biases in AI algorithms. To fully harness the potential of AI, businesses must be agile and adaptable, ready to embrace emerging technologies and revise their IT strategies accordingly. By integrating AI into their operations, organizations can optimize processes, improve decision-making, and gain a competitive edge (Juma & Shaalan, 2020).

AI is driving automation and efficiency by taking over repetitive tasks, allowing human workers to focus on more strategic and creative endeavors. By streamlining workflows and improving operational quality, AI can help businesses reduce costs and enhance overall performance. Embracing AI is essential for businesses to remain competitive in today's rapidly evolving technological landscape (Marshall & Lambert, 2018).

AI significantly enhances ERP systems' decision-making capabilities. A core function of ERP is to optimize workflows and inform strategic decisions, from operational outputs to high-level policies (Zadeh et al., 2020). AI can elevate these functions by processing vast datasets that were previously impractical to analyze. Additionally, AI can learn from historical data, identifying patterns and trends to inform future decisions. Automating data input is another valuable application of AI within ERP systems.

To address the challenges posed by large-scale data analysis, researchers have developed a variety of efficient techniques. These methods include sampling, data condensation, density-based approaches, grid-based approaches, divide-and-conquer, incremental learning, and distributed computing (Xu & Wunsch, 2009). These techniques are continually refined to improve the performance of data analysis processes.

One effective approach to handling large datasets is dimensional reduction. Principal Component Analysis (PCA) (Ding, 2004) is a common technique that reduces the dimensionality of data, accelerating analysis. Sampling (Kollios, 2003) is another valuable method that can significantly reduce computational costs in data clustering and other analysis tasks. Today's datasets are not only massive but also incredibly diverse, often encompassing various data types, including real-time streaming data (Russom, 2011). These datasets exhibit unique characteristics such as high dimensionality, heterogeneity, complexity, and inherent noise, which can significantly impact traditional statistical and data analysis techniques (Ma, 2014).

While the availability of vast amounts of data presents opportunities for valuable insights, it's important to recognize that quantity doesn't always equate to quality. Large datasets can contain inconsistencies, errors, and ambiguity, potentially compromising the accuracy of analysis results. For instance, a single user might have multiple accounts, or shared accounts could distort user behavior patterns (Boyd, 2012). To address these challenges, data analysts must grapple with issues such as privacy, security, storage, fault tolerance, and data quality (Katal, 2013).

Despite significant advancements in computer systems and internet technologies, driven by Moore's Law for decades, the challenges of managing and analyzing large-scale data persist in the era of big data. Fisher et al. (2012) highlight that big data often exceeds the capacity of traditional

information systems and data analysis methods. Not only are datasets becoming too large to fit on single machines, but many traditional data mining and analytics techniques are ill-equipped to handle the scale and complexity of big data.

Beyond sheer size, Laney's 3Vs framework (2001) identifies additional key characteristics of big data: volume, velocity, and variety. This framework emphasizes the large scale, rapid generation, and diverse nature of big data. However, subsequent research (van Rijmenam, 2013) suggests that the 3Vs are insufficient to fully capture the complexity of big data. To address this, additional dimensions such as veracity, validity, value, variability, venue, vocabulary, and vagueness have been proposed (Borne, 2014).

Objectives

1. To find out various IT skills needed for the performance of IT employees
2. To analyze the effect of IT Skills on the organizational performance of IT professionals

Hypothesis

H01: The effect of IT Skills on the organizational performance of IT Professionals is not high

Ha1: The effect of IT Skills on the organizational performance of IT Professionals is significantly not low.

Research methodology

According to Kothari and Garg (2014), "Research Methodology is the way to systematically solve the research problem." It involves a scientific approach to conducting research, encompassing various steps and their underlying logic.

A well-structured research process is crucial for the success of any study. It involves a sequence of activities designed to achieve the research objectives. The quality and relevance of the research ultimately depend on the soundness of the methodology employed.

Research Design and Data Collection This study employed a descriptive-analytical approach, combining both primary and secondary data sources.

- **Primary Data:** Collected directly from IT professionals in Kerala's major IT parks through structured interviews.
- **Secondary Data:** Gathered from libraries, research centers, government departments, voluntary organizations, and online sources. A comprehensive literature review was conducted using e-journals, textbooks, research reports, and other relevant publications.

Research Participants: The study focused on IT professionals working in major IT parks in Kerala. A sample size of 420 IT professionals was selected for the study.

To collect primary data, a structured interview schedule was developed based on variables identified from previous studies and theoretical frameworks. Simple random sampling was employed to select the sample of 420 IT professionals. Data analysis was conducted using SPSS version 22.

Assessment of the effect of IT skills on the Professionals' Performance of IT Professionals

The effect of IT skills on the organization development in IT Professionals are analyzed first in this regard and the result are attached thereto.

IT skills used for the study are as follows

1. Computer language
2. Software development
3. System administration
4. Coding proficiency
5. Data analytics
6. Database management
7. Cloud computing
8. Machine learning and artificial intelligence

Computer language

The next sub-variable analyzed is 'Computer language' and the result is displayed in table below.

Table 1: Computer language

Sl. No	Items	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total		Mean	SD
		N	%	N	%	N	%	N	%	N	%	N	%		
1	Well knowledge in HTML/CSS/ JavaScript	144	31.9	201	50.2	46	11.0	11	2.6	18	4.3	420	100	4.04	.969
2	Developed Structures query language	125	29.8	230	54.8	55	13.1	6	1.4	4	1.0	420	100	4.12	.759
3	Network and information security	130	31.0	181	43.1	97	23.1	8	1.9	4	1.0	420	100	4.02	.849
4	Software revision control systems	193	46.0	97	23.1	124	29.5	3	.7	3	.7	420	100	4.14	.923
5	Machine learning	183	43.8	107	25.3	114	27.3	8	1.8	8	1.8	420	100	4.07	.873
	Computer language													4.08	0.875

Source: Primary Data

It is seen from the table that more than 75 per cent of the IT Professionals have a strong agreement or agreement with the statements constituting the sub-variable Software revision

control systems The result is reiterated with a mean score value of 4.08 in this regard. It can be clearly interpreted that the effects of Computer language on organizational performance in IT Professionals is at a high level.

Software development

The result of the analysis of the sub-variable 'Software development' has been analyzed and the result is provided in the table below.

Table 2: Software development

Sl. No	Items	Strongly Agree		Agree		Neutral		Disagree		Strongly Dis Agree		Total		Mean	SD
		N	%	N	%	N	%	N	%	N	%	N	%		
1	Knowledge of software development	174	41.7	204	48.3	16	3.8	15	3.6	11	2.6	420	100	4.33	.895
2	Advantage of coding practice	114	26.9	277	66.2	12	2.9	11	2.6	6	1.4	420	100	4.25	.725
3	User convenience across industries	191	45.2	186	44.5	18	4.3	14	3.3	11	2.6	420	100	4.36	.902
4	Learning different programming languages	181	43.1	196	46.5	16	4.3	15	3.3	12	2.6	420	100	4.34	.901
5	Practicing quality assurance	262	62.1	90	21.7	31	7.4	19	4.5	18	4.3	420	100	4.33	1.175
Software development														4.34	0.901

Source: Primary Data

The result shows that more than 80 per cent of the IT Professionals have agreement or strong agreement with the items constituting the sub-variables 'Software development'. The result is reiterated by the mean score of 4.34 obtained in this regard. It is clear from the analysis that the effect of Software development on Professionals' Performance in IT Professionals is at high level.

System administration

Another sub-variable put for analysis is the 'System administration'. The result is depicted in below table

Table 3: System administration

Sl. No	Items	Strongly Agree		Agree		Neutral		Disagree		Strongly Dis Agree		Total		Mean	SD
		N	%	N	%	N	%	N	%	N	%	N	%		
1	Web architecture and development framework	188	44.5	185	44.3	25	6.0	11	2.6	11	2.6	420	100	4.35	.884
2	Focus on servers and manages the network infrastructure	154	39.0	184	41.4	66	15.7	10	2.4	6	1.4	420	100	4.24	.868
3	Maintains the database	161	36.0	184	46.2	67	16.0	5	1.2	3	.7	420	100	4.35	.780
4	Monitor the speed of the internet and keeps run smoothly	171	36.1	174	44.1	57	13.9	10	2.3	8	1.8	420	100	4.29	
5	Maintains the security system of the organisation	136	30.0	269	66.4	4	1.0	6	1.4	5	1.2	420	100	4.33	.651
System administration														4.29	0.795

Source: Primary Data

It is seen that more than 80 per cent of the Respondent IT Professionals have agreed or strongly agreed with the items of the sub-variables 'System administration'. The result is reiterated with the overall mean score of 4.29 in this respect. It can be concluded that the perception of Government IT Professionals on the 'System administration' in Government Projects is at a high level.

Coding proficiency

The sub-variable 'Coding proficiency' is also analyzed with four items. The result is depicted in below table.

Table 4: Coding proficiency

Sl. No	Items	Strongly Agree		Agree		Neutral		Disagree		Strongly Dis Agree		Total		Mean	SD
		N	%	N	%	N	%	N	%	N	%	N	%		
1	Fluency in coding languages	120	28.6	267	63.6	20	4.8	7	1.7	6	1.4	420	100	4.16	.710
2	Automated billing systems	190	45.2	193	46.0	19	4.5	9	2.1	9	2.1	420	100	4.30	.829
3	Understand and influence technologies	258	61.4	85	20.2	34	8.1	21	5.0	22	5.2	420	100	4.28	1.137
4	Control over digital experience	248	59.3	95	22.3	24	5.9	26	6.1	27	6.3	420	100	4.	.
5	Common framework for all levels of Professionals	168	40.0	177	42.1	68	16.2	3	.7	4	1.0	420	100	4.20	.800
Coding proficiency														4.24	0.869

Source: Primary Data

It is seen that more than 80 per cent of the respondent IT Professionals have a strong agreement or agreement with the statement posed in the questionnaire. The overall mean score in this respect is 4.24 which are far above the statistical mean value of 3. It can be concluded that the perception of IT Professionals on the sub-variable 'Coding proficiency' is at high level.

Data analytics

Another sub-variable 'Data analytics' is the next sub-variable put for the analysis. The result of the analysis is portrayed in below table

Table 5: Data analytics

Sl. No	Items	Strongly Agree		Agree		Neutral		Disagree		Strongly Dis Agree		Total		Mean	SD
		N	%	N	%	N	%	N	%	N	%	N	%		
1	Data mining	253	60.2	113	26.9	20	4.8	18	4.3	16	3.8	420	100	4.25	1.020
2	Data reporting	186	44.3	190	45.2	20	4.8	11	2.6	13	3.1	420	100	4.15	.902
3	Data engineering	176	42.2	200	47.4	10	2.7	16	3.7	18	4.2	420	100	4.17	.958
4	SWOT analysis using data	101	24.0	305	72.6	8	1.9	2	.5	4	1.0	420	100	4.08	.876
5	Fore casting	255	60.7	102	24.3	32	7.6	14	3.3	17	4.0	420	100	4.24	1.032
Data analytics														4.18	0.957

Source: Primary Data

It is seen that more than 80 per cent of the respondent IT Professionals have positively assigned their consent on the sub-variable 'Team excellence awards'. The result is reiterated with the mean score of 4.18 in this respect. It is seen that the perception of Government IT Professionals on the sub-variable 'Team excellence awards' is at a high level.

Database management

Another sub-variable of IT Skills is analyzed by using 'Database management'. The result of the analysis is given in below table.

Table 6: Database management

Sl. No	Items	Strongly Agree		Agree		Neutral		Disagree		Strongly Dis Agree		Total		Mean	SD
		N	%	N	%	N	%	N	%	N	%	N	%		
1	Store or access large datasets	165	39.3	177	42.1	67	16.0	52	1.2	64	1.4	420	100	4.37	.848
2	Using codes to manage databases	121	28.8	266	63.3	14	3.3	11	2.6	89	1.9	420	100	4.35	.770
3	Coding languages for updating and assessing database	115	27.4	267	63.6	29	6.9	25	.5	77	1.7	420	100	4.35	.721
4	Granting remote access to team members	189	45.0	190	45.2	12	2.9	13	3.1	168	3.8	420	100	4.45	.952
5	Working with complex databases	179	42.8	200	47.4	14	3.1	12	3.1	156	3.6	420	100	4.37	.824
Database Management														4.38	0.8202

Source: Primary Data

It is seen from the table that more than 85 per cent of the sample IT Professionals have strongly agreed or agreed with the core statements related to the sub-variable 'Database management'. The result is reiterated with a mean score value of 4.38 in this respect. It is come into a conclusion that the perception of Government IT Professionals on the sub-variable 'Database management' is at a high level.

Cloud computing

The last sub-variable of IT skills studied and analyzed is 'Cloud computing'. The result is depicted in the below table.

Table 7: Cloud computing

Sl. No	Items	Strongly Agree		Agree		Neutral		Disagree		Strongly Dis Agree		Total		Mean	SD
		N	%	N	%	N	%	N	%	N	%	N	%		
1	Improve cloud accessibility	187	44.5	187	44.5	25	6.0	15	3.6	64	1.4	420	10.0	4.17	.839
2	Prebuild code snippets in different programming	104	24.8	301	71.7	5	1.2	4	1.0	6	1.4	420	10.0	4.07	.630
3	Investing time in building APIs	101	24.0	299	71.2	10	2.4	5	1.2	5	1.2	420	10.0	4.06	.629
4	Integrate practicing methods	165	39.3	177	42.1	67	16.0	5	1.2	6	1.4	420	10.0	4.07	.838
5	Developments and operations	175	41.5	167	39.9	57	13.8	10	2.3	11	2.5	420	10.0	4.09	
Cloud computing														4.09	0.734

Source: Primary Data

The result shows that more than 80 per cent of the respondent IT Professionals have firmly agreed or agreed with the four statements on 'Cloud computing'. The overall mean score in this regard is 4.09 which is far above the threshold mean value of 3. It can be concluded that the 'Cloud computing' in Professionals' Performance in IT Professionals is at high level.

Machine learning and artificial intelligence

The sub-variable 'Machine learning and artificial intelligence' is also analyzed with five items. The result is depicted in table below

Table 8: Machine learning and artificial intelligence

Sl. No	Items	Strongly Agree		Agree		Neutral		Disagree		Strongly Dis Agree		Total		Mean	SD
		N	%	N	%	N	%	N	%	N	%	N	%		
1	Using statistical modelling and data modelling for AI Technologies	120	28.6	267	63.6	20	4.8	7	1.7	6	1.4	420	100	4.16	.710
2	Up skilling programming languages for predictive algorithms	190	45.2	193	46.0	19	4.5	9	2.1	9	2.1	420	100	4.30	.829
3	Make accurate predictions and ensure the safety and benefits of the technology	258	61.4	85	20.2	34	8.1	21	5.0	22	5.2	420	100	4.28	1.137
4	High profile applications	248	59.3	95	22.3	24	5.9	26	6.1	27	6.3	420	100	4.	.
5	Data driven decision making	168	40.0	177	42.1	68	16.2	3	.7	4	1.0	420	100	4.20	.800
Machine learning and artificial intelligence														4.23	0.869

Source: Primary Data

It is seen that more than 80 per cent of the respondent IT Professionals have a strong agreement or agreement with the statement posed in the questionnaire. The overall mean score in this respect is 4.24 which are far above the statistical mean value of 3. It can be concluded that the perception of IT Professionals on the sub-variable '**Machine learning and artificial intelligence**' is at high level.

It is meaningful to reiterate the table result of the analysis of the sub-variables for the purpose of testing the hypothesis. The result of the analysis of various sub-variables of IT Skills is given in the table below

Table 9: Mean Score of the career benefits and reward practices is based on the Opinion of IT Professionals

Sl. No	Variables	Mean Score	SD
1	Computer language	4.08	0.875
2	Software development	4.34	0.901
3	System administration	4.29	0.795
4	Coding proficiency	4.24	0.869
5	Data analytics	4.18	0.957
6	Database management	4.38	0.820
7	Cloud computing	4.09	0.734
8	Machine learning and artificial intelligence	4.23	0.851
	IT skills	4.22	0.850

Source: Primary Data

It is seen from the table that the sub-variable 'Software development' has got the highest mean value of 4.34 whereas the least score is obtained by the sub-variable clarity in the role of IT Professionals. All other 6 sub-variables of Project Management Process are in between the range of the mean value of 4.08 and 4.34. The overall mean score on the variable the Effect of Project Management Process is 4.22 which is far above the threshold mean value of 3. It is clear from the analysis that the effect of IT skills of Professionals' Performance in IT Professionals is at a high level. This result is again put for One Sample t test for reiterating the result.

Testing of hypothesis

H0 1: The effect of the IT Skills on the organizational performance in IT Professionals is not high

Ha1: The effect of the IT Skills on the organizational performance in IT Professionals is significantly not low.

Table 10: One Sample t test for analysing the effect of the IT Skills on the organizational performance in IT Professionals

Variable	Mean Value	SD	t Value	P Value
IT Skills	4.22	0.850	51.048	0.000*

*Significant at 1% level

Table 10 shows the One Sample t-test for the analysing effect of IT Skills on the organizational performance of IT Professionals. It is seen from the table that the mean value obtained is 4.22 which is well above the threshold mean value of 3 which states that the perception of IT Professionals regarding the effect of IT Skills is at a high level. Since the P value is less than 0.01, the null hypothesis is rejected at a 1 percent level of significance. Hence the Null Hypothesis H0 4 that "The effect of the IT Skills on the organizational performance in IT Professionals is significantly not low" stands rejected. Therefore, it can be concluded that the effect of IT Skills on the organizational performance of IT Professionals is at a high level.

Conclusion

IT skills are vital for IT professionals to excel in Kerala's IT industry. By developing and enhancing IT skills, IT professionals can drive innovation, improve productivity, and fuel business growth. As the IT industry continues to evolve, the importance of IT skills will only continue to grow. IT skills enable IT professionals to design, develop, and implement technology solutions efficiently. Major benefits of the IT skills are Enhanced productivity, improved problem-solving, increased job satisfaction, career growth, better adaptability, increased earning potential, Innovation and

Economic growth. By focusing on IT skills development, Kerala can create a robust and competitive IT workforce, driving growth and innovation in the industry.

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