

Employability Of Management Graduates And Challenges In Indian Higher Education

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Abstract

Education Will Help To Gain Knowledge, Enhance Soft Skills, Enhance Work Ethics, Enhance Trust, And Enhance The Social Network. You Feel That When You Earn A Degree, You've Taken A Big Step. You Gain Knowledge Through Your Education. In The Meantime, When You Start Working, Your Job Will Help You To Gain Experience And Skills That Will Help You Both In Your Profession And In Life As A Whole.

This Chapter Will Narrate About Various Critical Issues In Indian Higher Education And Employability Of Management Graduates. This Study Also Highlights About Published Research On Career Transition With The Context Of Gender.

Critical Issues In Indian Higher Education Range From Gradation Of The Taught Syllabus, Brain Drain Of Talent, Quality Of Education Offered Quota System And Polarization, Faculty Mobility, Communication Gap And So On.

Industry Expects Management Graduates To Have Basic Understandings Of Management Skills Application Orientation To Get The Work Done, Orientation To Perform Task Smartly Most Of The Time, These Expectations Are Not Fulfilled. While Recruiting Management Graduates Or Fresher, There Is Widespread Dissatisfaction Among Employers. There Are Several Things Wrong When It Comes To Focusing On Fresher Work, Mindset, Job Readiness, Job Behaviours, Taking Initiatives And Being Effective, Accepting Procedures And Protocols, And Being Flexible.

By Using Bibliometry Method It Was Observed In Co Authorship Analysis Only 24 Countries Have Done Research On Gender And Career Related Studies.Usa Has Published 24 Research Papers And No Indian Author Has Published Research Paper On Said Topic In Scopus Database.

Key Words

Indian Higher Education, Career, Gender ,Employability ,Bibliometry

1. Introduction

As Rightly Stated By Academicians Your Level Of Education Is Often Paramount To Future Success. Education Will Help To Gain Knowledge, Enhance Soft Skills, Enhance Work Ethics, Enhance Trust, And Enhance The Social Network. You Feel That When You Earn A Degree, You've Taken A Big Step. You Gain Knowledge Through Your Education. In The Meantime, When You Start Working, Your Job Will Help You To Gain Experience And Skills That Will Help You Both In Your Profession And In Life As A Whole. Walburg (2018) Education Will Always Be Looked At To Gain Knowledge, Improve Soft Skills, Demonstrate Work Ethics, Boost Workplace Confidence, Grow Social Networks, Etc. Education Can Help In The Acquisition Of Theoretical Knowledge That Can Be Used In One's Occupation At The Current Job Role. Education Can Also Impart Strong Skills In Areas Such As Communication, Teamwork, Critical Thinking And Problem-Solving

That May Improve Individuals 'Soft Skills. Knowledge, Experience And Skills Contribute To Individual Career Development And To Life In General.

Education Has Always Been Required In Order To Get A Job And Also To Reach The Position Of Manager Or To Receive Promotion. The Level Of Education You Achieve And Your Likelihood Of Finding A Job Have Always Been Closely Linked. Education Is Vital To Both Your Personal And Professional Life. Academic Degree Is Also Of Paramount Importance For Career Success. Educational Requirements Are Always Considered To Screen The Potential Applicant Applying For The Job, So It Acts As A Barrier For Most People As Without Meeting These Requirements One Won't Get A Call For The Interview Process For Any Position

Friedman (2019) Stated In His Article About Importance Of Education In Finding A Job. With Few Exceptions, Candidates 'Ability To Get A Job Depends On The Quality Of Their Education, As Well As The Degree Of Readiness They Have For Future Work. He Mentioned That If Individuals Know What They Want To Do In Their Future Work, They Should Try To Undertake Structured Education That Can Help Them Get Through Their Job Of Interest As It Can Increase Individual Job Opportunities.

Mohandass (2017) Highlighted In His Paper About Various Challenges And Issue In Indian Education System Article Narrates About Critical Issues, Such As Basic Infrastructure Facilities, Quality Of Education, Affordability And Education Ethics. In Terms Of Expansion, Excellence And Equity, There Were Also Challenges. Author Also Mentioned Indian Higher Education System Should Reorient Themselves To Be More Vibrant, Competitive, Meaningful And Purposeful. Despite Everything, It Is Known That Indian Professionals Are Considered With Great Demand Among The Best In The World, Which Means The Inherent Strength Of Our Education System.

2. Critical Issues In Indian Higher Education

- Higher Education Needs Timely Up Gradation To Cope Up With Education Offered At World Class Universities.
- In Our Country We Face Brain Drain Which Can Be Very Critical As Most Of The Students Prefer To Go To Foreign Countries For Higher Studies And They Also Prefer To Settle There. Which Becomes Difficult To Lure The Best And Brightest Talent Here?
- Indian Education Does Not Serve Purpose Of Education, As It Lacks On Its Quality, Which Is Very Critical.
- Quota System And Polarization Are Spoiling The Education System.
- Quality Of Education Suffers As We Do Not Have More Of Qualified, Competent Teachers Who Can Make Education Interesting. At Times Outdated Teaching Methods Were Used For Imparting Knowledge.
- Mobility Of Contractual Teacher Create Gap In Communication With New Teachers It Is Difficult To Develop Rapport And Relation With Teachers As Heavy Labour Turnover Is Seen In The Profession.
- Fresh Graduates Are Appointed To Fill Gaps For Left Teachers In Many Education Institutes.

3. Perception Of Education And Career

- Education Plays Important Role In Getting The First Job, It Is Absolutely Individual Oriented For Some Of Professionals For Their Own Career Development Education Played Important Role. For Some It Is Experience For Most It Is Both. Education Surely Helps In Learning Theory, Or Gaining Knowledge Which People Can Practice At Their Current Organisation. Lack Of A Degree Can Also Get In The Way Of Your Career Success But It Completely Depends On Chosen Career Field, If Chosen Field Is Flooded With Competitors Who Have A Degree, Companies Can Pick And Choose. People Want To Take Up Advance Degrees, As They Feel It Can Help Them To Get Promotions In Their Current Organisation.

4. Need To Do Research On Gender And Career Studies (Bibliometry Study)

“Bibliometry Is The Application Of Statistical Methods To The Study Of Bibliographic Data How Many Publishing Scientists Know Anything At All About Citation Networks “Windsor (1974).Vosviewer_1.6.14exe Was Used For Making Bibliometry Analysis.

Bibliometry Statistical Method Was Used To Analyze Articles Published In Scopus On Gender And Career. Analysis Is Done By Using Bibliometry. Total 54 Research Papers From The Field Of Psychology And Business Management And Accounting Were Considered For The Bibliometric Analysis.

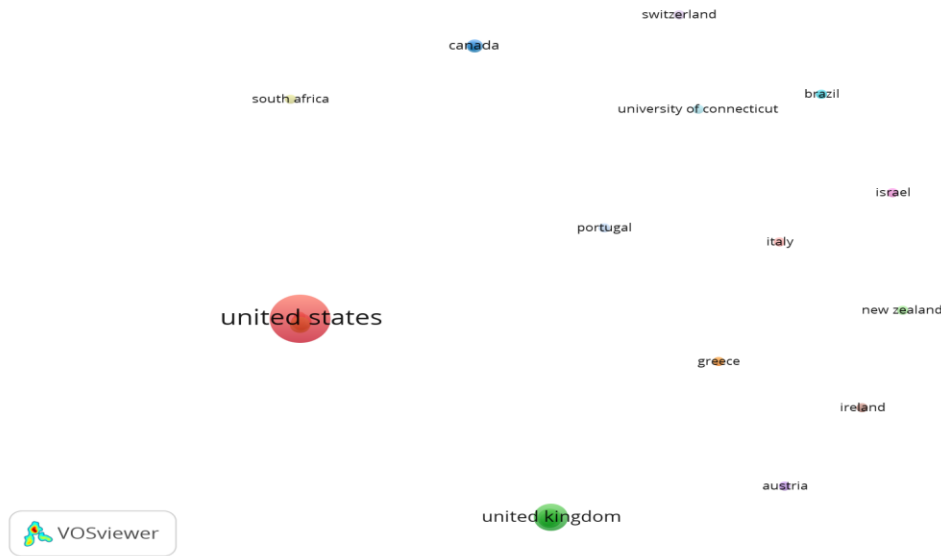
Co Authorship Type Of Analysis Was Used With Country As Unit Of Analysis .Minimum Number Of Document And Citation Was Deliberately Selected As One, Just To Find Out In How Many Countries Research Was Done On Said Topic .It Was Observed That Total 24 Countries From World Has Done Research On Gender And Career Related Studies .This Number Shows There Is A Significant Need To Do Research On Gender And Career Related Studies.

Selected	Country	Documents	Citations	Total link strength
<input checked="" type="checkbox"/>	united states	24	934	4
<input checked="" type="checkbox"/>	united kingdom	8	492	3
<input checked="" type="checkbox"/>	germany	4	173	3
<input checked="" type="checkbox"/>	china	3	14	4
<input checked="" type="checkbox"/>	finland	3	47	3
<input checked="" type="checkbox"/>	belgium	2	167	3
<input checked="" type="checkbox"/>	canada	2	3	2
<input checked="" type="checkbox"/>	netherlands	2	60	1
<input checked="" type="checkbox"/>	denmark	1	14	3
<input checked="" type="checkbox"/>	france	1	3	2
<input checked="" type="checkbox"/>	université laval	1	3	2
<input checked="" type="checkbox"/>	australia	1	42	1
<input checked="" type="checkbox"/>	pakistan	1	0	1
<input checked="" type="checkbox"/>	austria	1	20	0
<input checked="" type="checkbox"/>	brazil	1	0	0
<input checked="" type="checkbox"/>	greece	1	4	0
<input checked="" type="checkbox"/>	ireland	1	51	0
<input checked="" type="checkbox"/>	israel	1	7	0

4.1.1 Table Showing Details Of Top Most Countries With Co Authorship.

Selected	Country	Documents	Citations	Total link strength
<input checked="" type="checkbox"/>	canada	2	3	2
<input checked="" type="checkbox"/>	netherlands	2	60	1
<input checked="" type="checkbox"/>	denmark	1	14	3
<input checked="" type="checkbox"/>	france	1	3	2
<input checked="" type="checkbox"/>	université laval	1	3	2
<input checked="" type="checkbox"/>	australia	1	42	1
<input checked="" type="checkbox"/>	pakistan	1	0	1
<input checked="" type="checkbox"/>	austria	1	20	0
<input checked="" type="checkbox"/>	brazil	1	0	0
<input checked="" type="checkbox"/>	greece	1	4	0
<input checked="" type="checkbox"/>	ireland	1	51	0
<input checked="" type="checkbox"/>	israel	1	7	0
<input checked="" type="checkbox"/>	italy	1	11	0
<input checked="" type="checkbox"/>	new zealand	1	20	0
<input checked="" type="checkbox"/>	portugal	1	0	0
<input checked="" type="checkbox"/>	south africa	1	0	0
<input checked="" type="checkbox"/>	switzerland	1	2	0
<input checked="" type="checkbox"/>	university of connecticut	1	46	0

4.1.2 Table Showing Details Of Top Most Countries With Co Authorship.



4.2 Network Visualization For Country With Co Authorship

It Was Observed That Usa Has Maximum Publication (24 Research Papers)On Said Topic, Followed By United Kingdom (8 Research Papers), Germany (4 Research Papers) .It Was Observed Not A Single Research Paper Was Published From India In Scopus Database.

5. Employability Of Management Graduates

Management Students Recent Employment Trends

Employability Is Recent Biggest Concern Reported By Industry To B Schools In India. Industry Expects Appropriate Soft Skills, Technical Skills, And Practical Orientation From All The Management Students. Most Of The Time Through The Campus Drive They Do Not Find The Talent Pool Which They Are Looking For. Most Of The Industry Expert Express Their Disappointment From The Talent Pool Which Are Appearing For The Interview.

Recent Past Experts Have Opined That The Impact Of Demonetisation On The Employment Market Could Become Even More Severe If Cash Supply In The System Remains Inadequate. The Intensity Of The Impact Depends On How Fast The Economy Recovers, How Fast Money Gets Re-Injected Into The Economy And When The Imposed Restrictions On Cash Withdrawals Gets Lifted. However, Having Said That, The Employment Scenario, No Matter How Bleak It May Seem To Be Now, Will Definitely Improve Down The Line.

Every Management Graduate Aims To Get A Job Which Will Pay Him Or Her Good Salary, Somehow Recent Employment Trend Does Not Go Hand In Hand.

The Challenges And Concern Faced By Industry For Employment Of Management Students

Industry Expects Management Graduates To Have Basic Understandings Of Application Of Management Skills Orientation To Get The Work Done Work, Orientation To Perform Task Smartly Most Of The Time, These Expectations Are Not Fulfil. There Is A Widespread Dissatisfaction Among Employers While Recruiting Management Graduates Or Fresher. There Are Several Things Amis When It Comes To Fresher's Focus Towards Their Job, Mind-Set, Readiness To Perform Job, Job Behaviours, Taking Initiatives And Being Efficient, Accepting Procedures And Protocols, And Being Flexible.

Most Of The Companies Today Are Looking For Candidate Who Will Be Jack Of All, Multiskilled, Who Can Handle Business Problems. In This Globalized, Liberalized And Technically Advanced Environment, The Demand For Techno Savvies Has Increased Tremendously, But Students Are Depending On Technology Rather Than Using It As A Competency. Retention Of Trained Staff Is One Of Challenge Which Are Faced By Industry.

Today Management Degree Has Become Status Symbol, Student Dream Of Getting The Job With Higher Pay Packs Without Even Knowing, Their Own Capabilities For The Same.

In Campus Drive With B Schools For The Recruitment Of Management Students, It Was Reported That Although Companies Are Having Good Numbers Of Opening In Their Respective Companies, But The Candidates Appearing For The Job Are, Most Of The Time Underqualified, Even Candidates Fail To Clear Basic Personal Interview, Group Discussions, Aptitude Test Etc. They Fail To Prove Themselves With Basic Qualifiers Like Communication, Presence Of Mind, Confidence, General Awareness Etc.

All Management Professionals Are Expected To Give Presentations As Part Of Their Job. While Some Suffer From The Fear Of Speaking In Public, Others Lack The Right Way Of Doing So. Inadvertently, Their Job Suffers. Person Suffers Eventually.

Main Reasons Towards Current Situation Of Employment Of Management Students

When We Were Trying To Find Out Why This Situation Arises, We Found Out Following Things

- Less Number Of Seats In Tier-1 B-Schools
- Low Quality Education In Smaller B-Schools
- Lack Of Skill Based Education
- Less Industry And Academia Interface
- Lower Tier B-Schools Severely Lack In Imparting Hands-On Training To Their Students.
- Difference In Teaching Pattern In Indian And Foreign Mba Programmes
- Difference In Pedagogy Used For Teaching Indian And Foreign Students.

Expectations Of The Corporate Sector From The Business School Students

As Per The Studied Done By Hef, Huge Gap Exist Between Expectations Of The Corporate Sector From Business School Students The 'Skill Gap Survey' Was Conducted To Evaluate If There Are Gaps In The Expectations And Performance Of Newly Hired Mbas In The Indian Banking, Automobile Financial Services, And Insurance Sector.

Nilsson, P., & Moules, J. (2017) Observed By Five Most Important Skills Were Not Core Mba Subjects, Such As Finance And Marketing, But More Loosely Defined Qualities, Or So-Called Soft Skills, Such As The Ability To Work With A Wide Variety Of People (Cited By 76 Per Cent Of Employers) And The Ability To Prioritise (Cited By 72 Per Cent). Of These, Employers Said The Ability Among Mba Graduates To Manage Their Time Effectively Was The Most Difficult To Find. The Findings May Be Explained In Part By A Perception Gap. Employers In Some Sectors, Such As Oil And Gas, Civil Engineering, Transport And Energy, See Little Need For Senior Staff To Hold An Mba Degree. Part Of The Reason, They Say, Is That They Do Not Believe That Business Schools Teach The Right Skills.

Summarize Expectations Of Industry From The Business School Student Are Mentioned Below.

Personal Qualities

- Interpersonal Communication
- Team Management
- Highly Motivated, Dedicated And Committed.
- Business Acumen
- Goal Achiever
- Problem Solving Ability

Leadership Qualities

- To Be Able To Manage Conflicts.
- To Be Able To Lead The Group
- To Be Able To Track And Measure Performance.

General Expectations

- Full Knowledge Of The Discipline
- Understanding Of The Current Affairs In The Dynamic Business World.
- Ability To Think And React Quickly In Tricky Situations.
- Analytical Mind.

Business School Graduates Must Acquire Knowledge And Develop Skills In Different Fields Which Constitute Science And Art Of Management. This Is One Of The Basic Industry Expectations From Business School Graduates Should Have The Capability To Bring In Professionalism In The Work Place By Demonstrating Excellent Management Practices With Positive Attitude.

These Are Some Of The Industry Expectations From Business School Graduates

It's Therefore Important To Be Aware Of The Industry Expectations From Students Before Seeking Masters Admission You Need To Know How Much Capable You Are In Meeting The Industry Expectations Before Stepping Into The Corporate World

Suggestions /Recommendations Towards Current Situation Of Employment Of Management Studies.

1. Skills Based Education For Management Students

Traditional Education Pattern In India Is Ignoring The Fact That Skills And Application Of Knowledge Is Important Part For Students. Most Of The Time Industry Expect B School Students To Have Definite Skill Sets, Indian Business Schools Should Try And Focus On Skill Based Education So That They Can Fulfil The Expectation By Industry.

2. On The Job Training And Learning For Students

On The Job Training Methods Help Students To Have Better Understanding Of The Subject. Industry Should Encourage Practice Of On The Job Training For The Students.

3. Use Of Technology For Learning

Technology Has Huge Impact On Human Beings.By Taking Help Of Technology, By Learning And Acquiring New Knowledge, Students Can Be Better Prepared.

4. Promoting Apprenticeship/Internship Training For The Students During The Course.

Government Should Also Promote Apprenticeship And Internship Trainings For Students With Industries, Which Will Give Them Actual Great Learnings Of The Subject. Government Universities And Private University Should Design The Syllabus And Course Outline Which Would Be Inclusive Of Internship /Apprenticeship. Which Will Help Students To Develop Their Own Application Skills.

5. Faculty Inputs

Faculty Teaching The Curriculum Should Bring Positive Nurturing Learning Environment So That Students Are Better Motivated And They Will Try To Perform Well.

6. Revision And Up Gradation Of Curriculum Time To Time

World Is Moving At A Faster Pace Today, Technology Is Changing Day By Day. There Is A Need That The Syllabus Has To Get Renewed And Up Gradated Time To Time So That Students Can Have A Better Connect With The Current Scenario.

7. Mixed Pedagogy Such As Simulation, In Basket Exercises For Learning

Mix Pedagogy Should Be Used In Teaching Students. Which Will Have Better Understanding Of The Subject.

8. Up Gradation Of Infrastructure:

Imparting Good Quality Management Education Requires The Institutions To Have Good Quality Infrastructure. There Are Well Laid Out Norms By Prestigious Accrediting Agencies Such As The National Board Of Accreditation (Nba), Which Need To Be Followed In Order To Have A Nurturing Learning Environment And To Provide Proper Facilities To The Graduating Students.

9. Inspired Students To Become Entrepreneurs /Formation Of Start Ups

Institutes /Universities Should Encourage Students By Giving Scientific Professional Training On “How To Be Future Entrepreneurs” And “How To Start Start Ups”

Suggestions /Recommendations Towards Improving Quality Of Indian Higher Education

There Are Some Suggestions For Improving Quality Of Indian Higher Education Whereby It Can Add Value To Develop Career In Long Term.

- If Professionals Are Motivated To Acquire Expertise And Skills That Are In High Demand, They Can Acquire Professional Qualifications Which Would Be Great For Career Development.
- Flexible Online Programmes Can Be Used To Acquire Higher Qualification And It Should Be Approved, Accepted And Recognised In The Organisations
- Higher Education And Degrees Are Definitely Adding Value To Life. But Not All Higher Degrees Are Created Equal. Quality Of Education Offered Should Be Same.
- Industry And Academia Interface Can Help To Redesign Curriculum And Skills In Line With Industry Requirements Which Eventually Can Be Catered Through Education.
- Public Private Partnership In Education Can Be Of Use To Improve Quality Of Higher Education
- Universities Should Try To Develop More Courses Which Could Be Need Based, Skilful And Job Oriented.
- Universities In India Should Have The International Collaboration For Research, Innovation, Teaching, Hr Development, And Continuing Education.
- Indian Education System Should Develop New Vision Focussing On Quality Education Which Will Be Skill Oriented Rather Than Theoretical. Universities Should Set Up Internal Quality Assurance Cell And Must Follow A Minimum Standard To Give Degrees. They Should Be Able To Know Whether A Particular Institution Delivers Value Or Not, Then Things Can Be Under Control To Some Extent. Periodic Academic And Administrative Audit Should Be Conducted.
- Indian Government Should Give Priority To Develop Standardization In Education. India Should Aspire For The International Standard In Education.
- High-Tech Libraries Can Be Of Great Use For Researchers, Students For Searching Information On Any Relevant Topics.

6.Conclusion

Hence, It Is Observed That The Indian Education System Has Got Critical Challenges Like Upgradation Of Syllabus, Brain Drain Of Talent, Quality Of Education Offered, Quota System And Polarization, Mobility Of Faculty, Communication Gap. It Is Important That All The Stakeholders Responsible For It Should Take A Note Of This And Take Appropriate Measures To Improve The Quality Of Indian Higher Education

Gender And Career Related Studies Were Been Studied In Various Countries. In United States (24) United Kingdom (8) Germany (4) Research Papers Were Published. It Was Observed That From India Not Single Research Paper Was Published On Gender And Career Related Studies In Scopus Database.

With Respect To Employability It Was Observed That Industry Faces Lots Of Challenges And Concerns For The Employability Of Management Students. Low Quality Education, Lack Of Skill Based Education, Less Industry And Academia Interface, Difference In Teaching Pattern In Indian And Foreign Mba Programmes, Difference In Pedagogy Used For Teaching Indian And Foreign Students Were The Common Reasons For Current Situation Of Employment .Industry’s Challenges And Concerns Were Reported, Primarily It Was Observed That Students Does Not Have Application Skills, They Lack In Many Skills Which Are Required By Industry.At The End We Proposed Suggestion Towards This Concern Of The Industry By Highlighting New Avenues Of Employment For The Management Students.

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