

A STUDY ON THE GAP BETWEEN MANPOWER UPGRADATION AND EMPLOYABILITY AMONG MANAGEMENT GRADUATES OF NAGPUR



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A. Introduction:

Management education provides graduates with a portfolio of competencies that facilitates meaningful contributions to organizations engaged in a variety of enterprises and pursuits. If management education graduates are to contribute meaningfully to organizations, they must be equipped with specific knowledge, skills, and abilities that are honed through a comprehensive set of management education experiences. In addition to mastering technical skills, students must acquire knowledge of ethics, social responsibility, law, and public policy, along with skill development in communication, leadership, and critical thinking. The success of management education in providing graduates with these critical competencies is evident in their career success. For example, a study of alumni from 30 highly rated business schools showed that ten years after graduation, nearly one-third of those surveyed were in one of the top three positions at their organizations. The breadth and depth of management education develops students capable of contributing to organizations with diverse missions and goals. A review of the careers of alumni from any quality management education program will find alumni making significant contributions to business, government, and not-for-profit

organizations.

B. Literature Review:

Das et. al. (2019) explores the level of skills for employability among MBA students from the employers' perspective compared to self-perceived skills for employability among MBA students. "Employability skills considered here are not job specific, but are skills which cut horizontally across all industries and vertically across all jobs from entry level to chief executive officer." (Sherer and Eadie 1987). This study was conducted in the state of Kerala. The present research includes two studies, a personal survey among 100 employers on their assessment of the MBA graduates graduating every year and the self-perceived employability skills of 377 MBA students from selected colleges in the State of Kerala, India. This study is an attempt to explore how the employer and MBA graduates view the graduate employability skill from their perspective-that is the observed versus self-perceived. According to Leroy Almendarez (2013), an educated population is a productive population and the theory emphasizes "how education increases the productivity and efficiency of workers by increasing the level of cognitive stock of economically productive human capability." Finally, the study reveals that both employer and MBA student perceive employability skills as mediocre both in

quantum and belief, exposing the prevailing condition of employability skill among MBA students, which needs to be addressed and corrected to ensure the creation of better human capital.

C. Statement of the Problem:

The present scenario in India is the number of institutes offering management program has increased in India. At the same time the challenges to be met by management graduates also increasing at a faster pace. The various study and survey reports have brought in light that with the increase in quantity of graduate students there is a decrease in the average quality in terms of employability skill. The objective of this study is to explore the employability skill required by management graduates and the ways and means to enrich the same.

D. Objective of the study:

1. To diagnose the role of Communication skill in enhancement of employability
2. To determine the role of Organizing skills in enhancement of employability
3. To study the impact of analyzing skills on employability enhancement.

E. Research Design:

In the present research, the researcher has used Descriptive research method. It is based on both primary and secondary data available. This study is also based on earlier research done in this particular aspect.

F. Sampling Technique:

In the present study Simple Random Sampling techniques is used to collect the data through structured questionnaire from students of Management and Engineering colleges. Apart

from that 5 HR representatives each from 20 different companies was also considered as the sample for the survey

G. Data Collection Technique:

Data collection is the basic requirement/input of any research study which can be categorized into Primary and secondary data.

➤ **Primary data:** Primary data will be collected with the help of a questionnaire. Questionnaire will be used to cope with the constraints of limited time and budget. As questionnaire help to obtain more responses from a large number of respondents in short time than interviews so structured questionnaire will be used for obtaining structured responses which is also convenient in data analysis.

➤ **Secondary data:** Secondary data will be acquired from different sources such as:

- o Newspapers
- o Magazine
- o Journals
- o Electronic Media
- o Websites, etc

H. Data Analysis:

The data has been collected from the management graduates as well as HR representatives of different companies around Nagpur district on various aspects covering the information on communication skills, organising skills and analysing skills among management graduates where following responses have been obtained:

- a. **Presence of good communication skill among management graduates:**

An attempt is made to study whether communication skills is present among management graduates, the information is collected from HR executives based on the recruitments done by them where following results have been obtained:

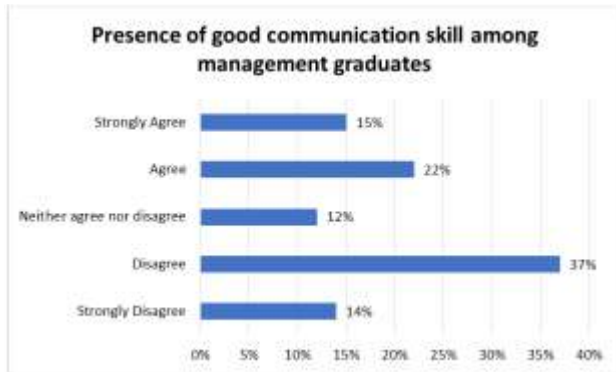


Figure 1.1

Source: Primary Data

Figure 1.1 represents the responses received from HR executives where 38% of the respondents disagree that good communication skill is present in management graduates where 18% strongly disagree to this. 12% of the respondents neither agree nor disagree to this. Whereas, 22% agree that good communication skill is present among management graduates and remaining 10% strongly agree to this.

Table 1.1 ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	10.58	1	10.58	7.200742	0.007904	3.888853
Within Groups	290.92	198	1.469293			
Total	301.5	199				

One way ANOVA test is applied to test whether there is significant difference in opinion of HR executives about communication skills present among management graduates, it is found that the p-value obtained is 0.0079 which is less than the alpha value of 0.05 which states that there is significant difference in the opinion

of HR executives about communication skills present among management graduates.

a. Presence of good organizing skill among management graduates:

An attempt is made to study whether organising skills is present among management graduates, the information is collected from HR executives based on the recruitments done by them where following results have been obtained:

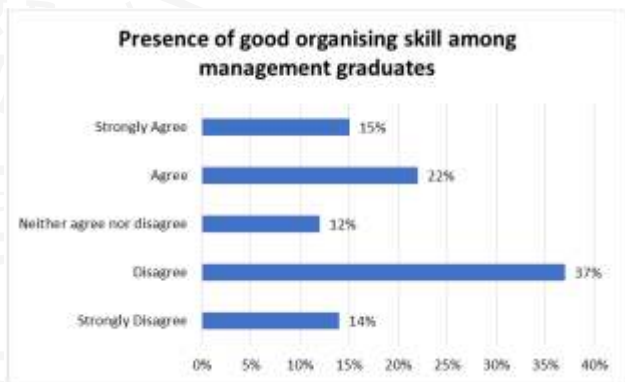


Figure 1.2

(Source: Primary data)

Figure 1.2 represents the responses received from HR executives where 36% of the respondents agree that good organising skill is present in management graduates and 15% strongly agree to this. 11% of the respondents neither agree nor disagree to this. Whereas, 27% disagree that good organising skill is present among management graduates and remaining 11% strongly disagree to this.

Table 1.2 ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	1.125	1	1.125	0.588927	0.443748	3.888853
Within Groups	378.23	198	1.910253			
Total	379.355	199				

One way ANOVA test is applied to test whether there is significant difference in opinion of HR executives about organising skills present among management graduates, it is found that the p-value obtained is 0.4437 which is more than the alpha value of 0.05 which states that there is no significant difference in the opinion of HR executives about organising skills present among management graduates.

a. Presence of good analysing skill among management graduates:

An attempt is made to study whether analyzing skills is present among management graduates, the information is collected from HR executives based on the recruitments done by them where following results have been obtained:

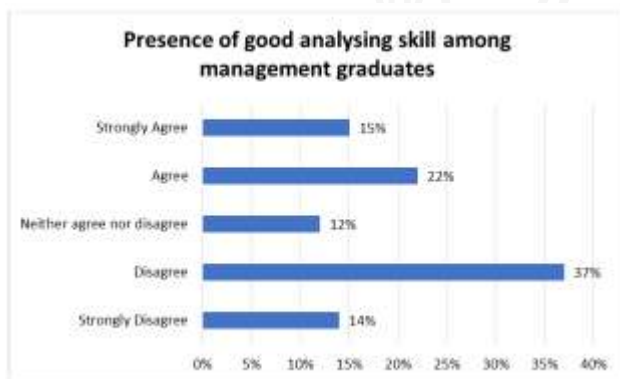


Fig. 1.3

(Source: Primary Data)

Figure 1.3 represents the responses received from HR executives where 22% of the respondents agree that good analyzing skill is present in management graduates and 15% strongly agree to this. 12% of the respondents neither agree nor disagree to this. Whereas, 37% disagree that good analyzing skill is present among management graduates and remaining 14% strongly disagree to this.

Table 1.3 ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	1.805	1	1.805	0.923608	0.337702	3.888853
Within Groups	386.95	198	1.954293			
Total	388.755	199				

One way ANOVA test is applied to test whether there is significant difference in opinion of HR executives about analysing skills present among management graduates, it is found that the p-value obtained is 0.337 which is more than the alpha value of 0.05 which states that there is no significant difference in the opinion of HR executives about analysing skills present among management graduates.

A. Findings and conclusions:

It is found from the above analysis and testing that majority of the respondents agree that there is lack of good communication skill among management graduates in Nagpur region. However, significant difference is found among HR executives in terms of presence of good communication skill among graduates. It is further found that, majority of the respondents agree that there is presence of good organising skill among management graduates in Nagpur region. However, no significant difference is found among HR executives in terms of presence of good organising skill among graduates. It is also found that, majority of the respondents agree that there is lack of good analysing skill among management graduates in Nagpur region. However, no significant difference is found among HR executives in terms of presence of good analysing skills among graduates.

Hence, there is a need to develop communication skills and analysing skills among management graduates of Nagpur region,

however, organising skills are found to be satisfactory.

B. References:

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