

## “FACTORS AFFECTING EMPLOYABILITY OF MANAGEMENT STUDENTS IN II - TIRE CITY IN INDIA”

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### **ABSTRACT**

*According to numerous reports, as the number of management students rises, the average output in terms of employability abilities decreases. Since the Vedic period, India has been known for its very good schooling institutions. The number of institutions that offer a variety of educational courses, including management programs, is rapidly growing. Simultaneously, the obstacles that management graduates must face are rising at a faster rate. This research looks at the skills that management graduates need to be employable, as well as how to develop them.*

**KEYWORDS:** *Employability, Management Students, Tire – I Cities, Tire – II Cities*

### **INTRODUCTION**

Any business school's main goal is to teach students business skills that will help their employment prospects and entrepreneurs. After completing management education, management graduates must find work. In this sense, the credibility of management institutes has a negative effect on their students. To summarise, what is the industry's understanding and expectation of management students' employability skills, which will help them find work and stay employed? The task for management education institutions is to improve the employability of management students.

India's cities are classified into three categories: Tier 1, Tier 2, and Tier 3. Tier 1 cities are the most mature, while Tier 3 cities are still emerging. In this research, the researcher focused the tire – II cities in the Maharashtra only. Professional development is unable to determine the best path for developing employability skills, and it is also unsure how to choose the best strategy that can provide management students with more employability options. Today's educational institutions follow a conventional educational paradigm that stresses knowledge-based learning. Vocational and professional schooling must be implemented in institutions. Each management institute's primary goal is to impart characteristics and skills. This is also an attempt to learn from Management students' perceptions of their desire to find work at the entry level. This research reflects on the disparity between management students' perceptions of skills and business demands for management post-graduates at the entry stage.

### **Tire I Cities**

Mumbai & Pune city are come under Tier I cities in Maharashtra and India similarly.

## Tire II Cities

These are the next level down from Tier II, and are smaller cities, Amrawati, Aurangabad, Nanded, Nashik, Nagpur, Kolhapur, Solapur, Vasai-Virar City, Bhiwandi, Sangli are the cities come under the Tire – II city in Maharashtra.

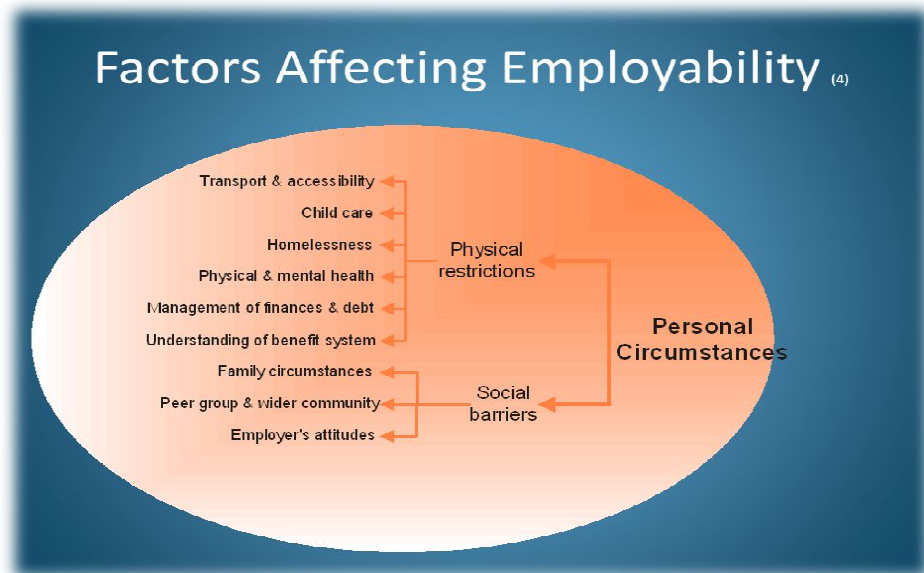


Figure 1

## OBJECTIVES OF THE RESEARCH

- To analyse the idea of employability capacity
- To evaluate the factors that shape MBA graduates' employment prospects.
- Include steps to improve MBA learners' earning power

## PROBLEM STATEMENT

It is expected that students will become employable after MBA. However, as per "India Skill Survey 2019" done by 'CII', it is revealed that only 43% students are employable after completing MBA. The main reason is, lack of skill set which industry requires in MBA graduates. This paper will identify the skill gap among students.

## RESEARCH METHOD

It is a conceptual analysis focused on a review of educational studies and publications in the literature. Secondary data was gathered from a variety of magazines, educational websites, and a literature review of educational studies and scientific articles that were written in a timely manner in relation to the research subject.

## REVIEW OF LITERATURE:

### Sanket and Ravan [1]

They claim that in order to get a job, Students currently should have employability skills. He has come to the realisation that students must develop organisational abilities, listening skills, judgement skills, and leadership qualities.

**Padmakali and Kumar [2]**

They objected to the review of recent developments in business students' existing employability skills and the skills expected by industry. They have come to the view that the management programme at both the graduate and postgraduate levels needs to be updated. Experiential and action learning can be integrated into the curriculum. Faculty members should be presented with resources to extend their understanding of sustainable growth.

**Nishad Nawaz and Krishna Reddy [3]**

According to them, improving business graduates' employability is a critical challenge for all organisations that provide management programmes. They also claimed that language competency and cognitive abilities among management graduates should be improved.

**DISCUSSIONS**

As we have discuss various management deans, experts and resources person we had a discussed that following skills should be emerged in the MBA's students and these skills are itself a brand to enter in the best industry where we can say jobs will walk to you and knock to you before your completion of MBA. So the following skills are required:

- Problem Solving
- Initiative and Enterprise
- Communication
- Teamwork
- Self-Management
- Learning
- Technology
- Planning And Organising

**Problem Solving**

Whenever you are confronted with difficulties or failures, analytical thinking involves coming up with solutions. It entails being able to solve problems through a rational method.

- Conducting homework tasks as part of that effort
- Coping with grievances at work
- Completing a learning style course that emphasises on pattern recognition
- Chatting to others on how they fixed problems
- Repairing broken items in the house by actually looking how-to videos on YouTube

### **Initiative and Enterprise**

Looking for things that need to be done and doing them without being challenged is what effort and enterprise are all about. It can also mean using the creativity to create adjustments to the way things are done.

- Approaching organizations and companies for job placements or internships
- Organizing a neighborhood fundraiser
- Making or suggesting improvements to the way a company you belong to does things
- Doing things around the house without being approached are both examples of ways you can build or boost your initiative and organization skills.

### **Communication**

Communication can mean being straightforward about what you mean and what you intend to do when you speak or write, depending on the task. It necessitates the ability to listen and comprehend the viewpoints of others. Nonverbal contact, such as body language, is also a part of communication skills.

- Writing assignments and notes as part of your research
- Blogging or using social media
- Giving oral lectures as part of your class work
- Working in customer care (in person or via the phone)
- Joining a neighborhood group

### **Teamwork**

Being willing to get along with the coworkers is an essential part of teamwork. It entails collaborating to accomplish a collective objective.

- Completing group assignments as part of your studies
- Volunteering with a charitable service
- Dreaming about how you can collaborate together for someone at work
- Forming a sports squad
- Hosting a working environmental bee for friends or relatives are both examples of opportunities to build or improve your teamwork.

### **Self-Management**

#### **Self-Management Entails the Following**

- Being free to do your job without anyone constantly checking up on you
- Keeping leverage of your own timelines

- Assigning duties to someone to ensure that items are finished on schedule:

The below are some examples of ways to build or enhance your self-management skills:

- Engaging in a job placement or internship
- Demanding additional duties at work
- Developing and sticking to a research plan
- Joining a service group
- Holding the space clean

### **Learning**

Education is all about a need to discover new skills and to do it easily. It also includes taking on new roles and adjusting to transition. The below are some explanations of opportunities to grow or improve your learning abilities:

- Enrolling in a short course or taking an online course
- Looking at skills and classes you'd like to take
- Taking up a new sport
- Engaging in a competitive or volunteer programme
- Learning a new technique, such as how to make the perfect omelet

### **Technology**

Understanding to use a computer for word processing, spreadsheets, and messaging, as well as office tools like a photocopier, are examples of technology abilities. They often need knowledge of social media, design or video editing tools, and programming languages. Hardware, such as a cash register, a camera, or a recording studio, are examples of other technological capabilities.

### **Planning and Organising**

Strategic plan or planning involves deciding what is to be achieved and how it can be completed. Developing schedule timelines and reaching deadlines are ways of preparing and scheduling. The following are some examples of ways to build or enhance your preparation and organizing abilities:

- Creating and keeping to a research schedule
- Traveling independently abroad or interstate
- Balancing the time around job, study, and family obligations
- Helping in the preparation of a group function
- Planning a family get-together

## SUGGESTIONS

### The Need to Develop Employability Skills

The Management studies are making a comeback after a few years in the depths of despair. As a result, it is beyond time for India's management system of education to be rebooted. State, business, and academics will partner to help students develop their employability. Personal enrichment can be explained on the following basis:

- The planet is challenging not just for students as well as for institutions, so higher education is a priority.
- Companies are looking for candidates who can deal with uncertainty, have a broader outlook, and are executives rather than just administrators.
- Companies are searching for more than just expertise and knowledge; they are also looking for the best personality match and emotional intelligence.
- The international acceptance of an MBA degree cannot be achieved unless and unless the training programmes are strengthened.
- As a result, top division management schools are rethinking their programmes and experimenting with new methods of implementation.

### Use A Range of Instructional Approaches:

- **Lectures**

This is a firm belief that every course taught by lectures must have a strong theoretical foundation. The lectures are given as part of a systematic instructional plan. Lectures assist in the teaching of ideas and the transmission of academic skills to pupils.

- **Case Study**

Awareness can be imparted in two ways: in class and by experience. The case method of teaching, which involves putting students in decision-making situations, is one way to tackle the training portion. Faculty members' functions would be more of a facilitator of conversations rather than a source of information in this process. Case studies, when used correctly, will certainly elicit a lot of analysis.

- **Disseminate Actual Business Experience**

If a faculty with an industrial experience is available, all institutes can reap the benefits of it. They must be able to share their trustworthiness and professional and non expertise.

- **Office Management's 365-Day Operation**

It's time to get to work if Leadership students are comfortable with 365-day manual labour. And you get the same thing at what companies demand.

### The Ways in Which MBA Students Enforce Employability Skills

We have been brainstorming a few proposals to assist MBA students to improve their employment prospects. A few ideas are as follows:

- **Collaboration with the Industry**

Implementation with business at the preparation level of curricula would be more successful, and the target curriculum will be more tailored to the needs of businesses, reducing the employability gap to a greater degree.

- **Innovators of Management Education**

Standard project management schools, for example, that concentrate on accounting, finance, and marketing, will not train students for leadership positions in a variety of industries and countries.

- **Advent Internships Are More Efficient Than Summer Internships**

Students would most likely be best qualified to incorporate what they've learned in class in a real-world environment. As a result, project deliverables increase, and businesses are more likely to make a pre-placement bid.

- **Outstanding Research Equipment:**

Students and employees can have access to libraries that are well-stocked with a wide selection of books. These colleges can also have access to a variety of the best scholarly libraries, which provide thousands of articles and papers from around the world.

- **Adequate Admissions Processes and Procedures**

A reasonable and stringent enrolment policies and practise would assist in preventing students of low calibre from graduating from B Schools. Big numbers and huge sacrifices in enrolment are commonly blamed for the graduates' inability to find work. Higher education should be made accessible to all eligible students and candidates.

- **Faculty with a Global Perspective**

The trend followed by prestigious western institutions is drawing the brightest minds from all over the world. This would contribute to the advancement of education in general rich diversity of expression. These brilliant minds will ensure that teaching is of the highest quality. This facility should be accessible in our Indian educational institutions as well.

### **Ethics in Management Courses**

In today's culture, teaching ethics in management courses is an anachronism. In reality, however, it is believed that MBA graduates have not performed well on the ethical front in their workplace.

Hard work, integrity, austerity, creativity, and other positive qualities are very important to MBA students. It is undeniable that good and hardworking people with strong expectations will do amazing things at work. As a consequence, it is important to instil ethics in them.

If the system operates closely with the higher education institutions to provide students with quality education, India will undoubtedly prosper in the area of talent management and information management in the near future. As a result, graduating manufacturing competent MBAs can only be a win-win scenario for colleges, teachers, and companies.

### Faculty with A Deep Manufacturing Heritage Have A Stable Basis

The following qualities must be instilled in students by the academic staff:

- Encouraging students to learn from their own experiences
- Promoting self-introduction sections of students
- Discipline
- Feeling of Independence

Reviving a sense of autonomy among faculty members is urgently needed right now. Faculty members should be able to have a sense of autonomy that allows them to push their own boundaries. Allowing them to work with some autonomy will help them discover their secret teaching abilities and other talents.

### Infrastructure Upgrade

Any organization must have a plan in place for continuous infrastructure improvement. **B'**

### Schools of Zero Politics

It is the responsibility of staff members to ensure that no based on cross politics are played. If this is the case, there is a severe shortage of research causes.

### CONCLUSIONS

Individual thought and problem-solving skills can be made a characteristic of business undergraduates by redefining MBA teaching methods, which can then act as a road to a new India. If the government works closely with the higher education sector to provide teachers with opportunities, India will undoubtedly prosper in the area of talent management and information management in the near future. Graduates with the opportunity to perform leadership positions in foreign business are in high demand in India and around the world. If policies are implemented to close the gap among Graduate students and their employability skills, there will undoubtedly be a drastic shift in demand for MBA higher education. As a result, graduating industry-ready, capable MBAs can only be a win-win situation for universities, alumni, and businesses.

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