



Conceptual Framework on Employability Skills of Master of Business Administration Students

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ABSTRACT:

This study examines the employability of MBA students, including competence in communication, teamwork, problem-solving, leadership, and other related competencies. The purpose of this study is to identify key employability skills that MBA graduates need in the job market and to examine the extent to which MBA programs provide these skills to students. The results of this research will help MBA program administrators, employers, and students increase the effectiveness of MBA education and improve the employability prospects of graduates.

KEYWORDS: MBA student, Employability skills, Education, Employment.

INTRODUCTION:

Employability skills are a vital set of competencies and qualities that are essential for an individual's success in the workplace. In the context of MBA education, employability skills encompass a range of abilities, such as effective communication, teamwork, problem-solving, leadership, adaptability, and other relevant skills that are highly valued by employers. MBA programs aim to equip students with the necessary knowledge, skills, and practical experience to excel in their careers and make valuable contributions to their organizations. Therefore, it is crucial for MBA students to develop strong employability skills that enable them to navigate the intricacies of the modern business environment and remain competitive in the job market.

In recent years, the importance of employability skills has grown as employers seek candidates with a diverse range of competencies and qualities beyond technical expertise.

In today's employment landscape, simply obtaining a university degree does not guarantee job opportunities. Employers are now seeking individuals who possess both academic excellence and practical skills, which are essential for job performance. MBA students are particularly in need of these skills, as the business environment is constantly evolving. The purpose of this study is to assess the employability skills of MBA students and their significance in the workplace. The research methodology involves an analysis of existing literature and a survey of MBA students to determine their current skill set and their perceived importance. The survey delves into various aspects of their skills and assesses their relevance to their job roles. The study's findings provide insights into the employability skills possessed by MBA students and suggest ways to enhance these skills. The researchers propose modifications to MBA curricula to ensure they align with the current job market requirements. The survey results are beneficial to MBA educators and students seeking to advance their careers in the business sector. While an MBA degree can be advantageous, employers prioritize skills such as teamwork, which are essential for job performance. Consequently, MBA students should focus on developing these skills during their studies to enhance their employability prospects.

REVIEW OF LITERATURE:

V. Lakshmana Narayana and Ramesh Pandi(2022), This research paper uses a quantitative approach to examine the prevalent skills gap among MBA graduates in the Tier 4 region of Tamil Nadu. The study examines 14 different variables associated with employability traits to address researchers' concerns. By equipping students with new skills, educators enable career advancement and increased employability. However, students must work harder to graduate with satisfactory grades. Researchers conduct quantitative assessments to test hypotheses, identify skill gaps, and recommend specific skills to teach to students in Tier 4 regions.

Dr. Ajit bansal (2018), Institutes that teach management face a challenge to improve the employability skills of their students. They don't know how to develop these skills or which approach is best. Management education needs to solve many problems, such as competition, meeting the needs of everyone involved, producing graduates who can find work in the industry, and developing a strong reputation. This paper focuses on one problem: the difference between what MBA students think they can do and what companies expect from new MBA graduates.

T. Selvan, J. Henry rozario (2018) ,The research discovered that half of the MBA students surveyed possessed excellent employability skills. Furthermore, there was no notable disparity in abilities based on gender or whether the student was the first in their family to attend college. The study's outcome might be beneficial to educational institutions, governmental bodies, and skill development agencies who wish to devise initiatives to enhance the employability skills of rural MBA students.

G. Gowsalya, M. Ashok kumar (2017), Employability skills refer to the abilities needed not only to secure employment but also to progress within an organization, achieve one's potential, and contributes to enterprise goals. External research has shown that students often struggle to sustain employment due to a lack of skills and tolerance. Therefore, students should receive special education while graduating to bridge the gap between college and the corporate world.

R. Mary metilda, P.C. Neena (2017), The rise of online technology has had a major impact on how people acquire knowledge and stay competitive. In order to succeed in the digital age, professionals are expected to have skills in information and communication technology (ICT). Digital tools and networking have provided a platform for graduates to improve their employability skills, such as self-confidence and process skills. This paper analyzes the importance of learning with digital technology for business graduates, as digital competence is crucial for employment. The study examines how the use of digital technology affects the process skills of graduates and finds that those who are not exposed to digital technology facilities have lower levels of process skills.

Bindhu Ann Thomas & Dr. K. V. Unninarayanan (2018), This research conducted on management students' employability skills has identified a range of abilities, such as communication, problem-solving, planning and organizing, interpersonal, motivation, attitude, leadership, teamwork, decision-making, computer, learning, and functional skills. The development of employability skills is crucial for management students to secure job opportunities with ease.

DR M Nishad Nawaz; DR.B.Krishna Reddy (2013), In today's globalized world, management education has gained immense importance owing to the increasing pace of challenges. However, there is a notable discrepancy between the skills that the industry demands and what most management schools are currently teaching. In response, universities and colleges are prioritizing the development of employability skills in management graduates. This study endeavours to delve into the employability skills that management graduates require, scrutinize previous research on employability skills conducted across diverse nations, and determine the skill sets that will optimally cater to the future labour market prerequisites in management education.

OBJECTIVES OF STUDY:

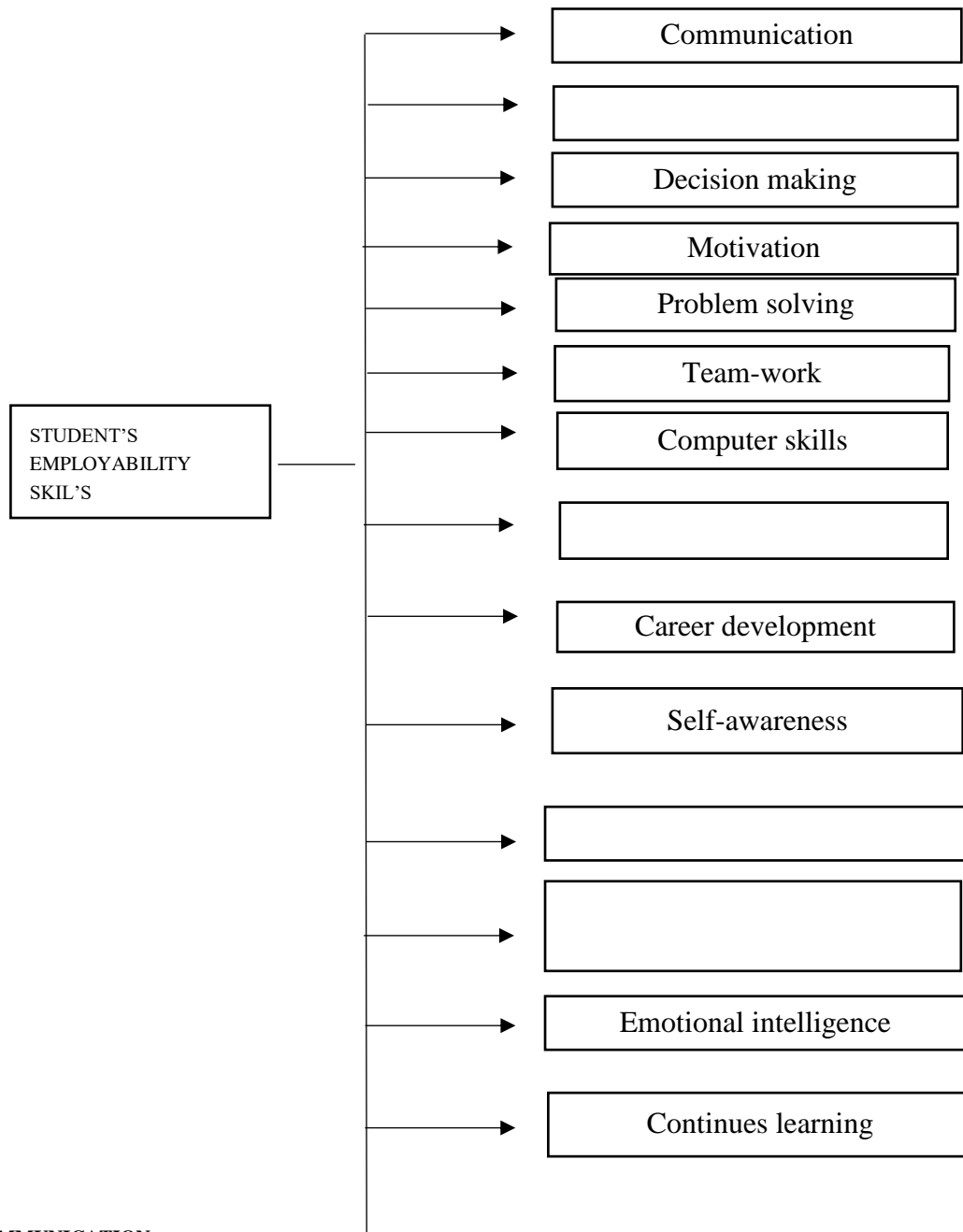
1. To understand the important skills of employability for MBA students.
2. To find out the status of employability skills of MBA students in Trichy.
3. To compare the employability skills of MBA students in B-school, Engineering College, Arts and Science College and Universities.

AREA OF THE STUDY:

Tiruchirappalli, also known as Trichy is city is located in the Indian state of Tamil Nadu.

METHODS OF DATA COLLECTION:

The data were collected in the form of both primary and secondary sources.

CONCEPTUAL FRAMEWORK:**COMMUNICATION:**

Communication is the act of exchanging information, ideas, or messages between two or more people, either orally or non-verbally. Effective communication is essential in both personal and professional situations. Communication skills require active listening, effective speaking, keen observation, and empathizing with others. It is advantageous to recognize the variances in communicating via face-to-face interactions, phone conversations, and digital platforms such as email and social media.

LEADERSHIP:

Leadership skills are the qualities and abilities that allow individuals to effectively guide and manage a team or organization. Developing leadership skills takes time and practice. Reading books, attending training programs, and seeking feedback from colleagues and mentors can all help individuals improve their leadership abilities.

DECISION MAKING:

Decision making is the process of selecting a course of action from among several alternative options. It involves identifying the problem or opportunity, gathering relevant information, analyzing the information, evaluating the alternatives, and choosing the best course of action.

To make better decisions, it is important to understand the decision-making process, identify and manage biases, seek out diverse perspectives, and be open to feedback and learning.

MOTIVATION:

Motivation refers to the driving force behind an individual's behavior or actions. It is the internal or external factors that initiate, direct, and sustain behavior towards achieving a goal or satisfying a need. Motivation can also be influenced by factors such as personal values, beliefs, attitudes, and social norms. Other factors that can impact motivation include job satisfaction, work environment, organizational culture, and leadership style.

PROBLEM SOLVING:

Problem-solving skills refer to the ability to identify and resolve complex or challenging issues. It involves analyzing the problem, gathering relevant information, identifying potential solutions, evaluating the pros and cons of each option, and selecting the best course of action.

TEAMWORK:

Teamwork refers to the collaborative efforts of a group of individuals working together towards a common goal or objective. Effective teamwork involves individuals contributing their skills and expertise, communicating effectively, and cooperating with one another to achieve shared goals. Some essential teamwork skills include reliability, flexibility, open-mindedness, adaptability, and a willingness to learn.

COMPUTER SKILLS:

Computer skills refer to the ability to use technology and software applications to perform a variety of tasks. Computer skills are essential in today's workplace and daily life, as technology continues to play an increasingly important role in almost every aspect of our lives.

SUBJECT KNOWLEDGE:

Subject knowledge refers to a deep understanding of a particular topic or field. It is the mastery of key concepts, theories, and principles that underpin a subject area. Subject knowledge is essential for success in academic pursuits, as well as in many professional fields. Having strong subject knowledge allows individuals to think critically, solve problems, and make informed decisions. It also enables individuals to communicate effectively with others who share their interest or expertise in a particular field.

CAREER DEVELOPMENT:

Career development refers to the process of planning and managing one's career path over time. Career development skills refer to the abilities that help individuals achieve their professional goals and advance in their careers. These skills include setting and achieving career goals, acquiring skills and knowledge, and making decisions about education, training, and job opportunities, continuous learning and development, effective communication, networking, time management, and adaptability.

SELF-AWARENESS:

Self-awareness is an important skill that involves recognizing and understanding one's own thoughts, feelings, and actions. This ability is a fundamental aspect of emotional intelligence and plays an important role in personal and professional success. To develop self-awareness, it is important to have an accurate understanding of your strengths, weaknesses, values, and beliefs. This process involves being honest with yourself about your thoughts and feelings and how they affect your behavior and your relationships with others.

IMPROVING SKILLS AND KNOWLEDGE:

Improving skills and knowledge is a key aspect of personal and professional growth. Staying competitive and relevant in today's fast-paced, ever-evolving world demands that individuals continually upgrade their skills and knowledge, as these areas heavily impact personal and professional growth. Seeking out opportunities for learning and development is essential in this regard. Such opportunities may include attending training courses, workshops, and seminars, taking online courses, seeking mentors or coaches, and staying up-to-date with the latest trends and developments in one's field. As individuals enhance their skills and knowledge, they can improve their performance, increase their confidence, and ultimately achieve their career goals.

CREATIVITY AND INNOVATION:

Creativity and innovation are essential for personal and professional success in today's rapidly changing world. Remember that creativity and innovation are skills that can be developed and refined over time. By incorporating these strategies into your work and personal life, you can foster creativity and innovation, generate new ideas, and find innovative solutions to problems.

EMOTIONAL INTELLIGENCE:

Emotional intelligence (EI) refers to the ability to recognize, understand, and manage one's own emotions, as well as the emotions of others. It involves being aware of one's own feelings and how they impact one's behaviour, as well as being able to perceive and empathize with the emotions of others. EI encompasses a range of skills, including self-awareness, self-regulation, motivation, empathy, and social skills. Those with high EI are generally able to communicate effectively, navigate social situations with ease, and manage stress and conflict in a healthy way.

CONTINUES LEARNING:

Continues learning refers to the process of on-going education and personal development beyond formal schooling or traditional training. It involves actively seeking out new knowledge and skills to improve oneself personally and professionally. Continues learning can take many forms, such as attending workshops, reading books and articles, watching videos, taking online courses, or attending conferences and seminars. The goal is to acquire new information, enhance existing skills, and develop new ones.

CONCLUSION:

To conclude, the research on employability skills of MBA students highlights that having only technical knowledge is inadequate to obtain a desired job in the current competitive job market. Employers are seeking individuals who have various employability skills, such as communication, problem-solving, leadership, and teamwork. Hence, it is crucial for MBA students to prioritize not only their academic studies but also developing these skills to increase their employability. By doing so, MBA students can present themselves as valuable resources to potential employers and improve their chances of succeeding in their desired careers.

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