

EFFECTIVENESS OF MANAGEMENT EDUCATION TOWARDS INDUSTRIAL READINESS

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ABSTRACT

This paper aims to evaluate the effectiveness of management education towards industrial readiness and find out the difficulties faced by industries while employing management students. This study is the nature of descriptive research design. Both primary and secondary data used in this research. Primary data collected through well-structured interview schedule. Respondents for this study were selected on the basis of the convenience of the researcher. Top level management of Small, Medium and Large enterprises were the respondents for this study. Sixty companies were selected in and around Nashik district. Sample size for the study decided based on the judgement of the researcher. Majority of the respondents feels that students may not have dedication towards the work assigned to the management trainees. Majority of the respondents feels that students they have role ambiguity and task assigned for them. Majority of the respondents feels that students resist to change their roles in the organisation. Majority of the respondents feels that students are not ready to accept the change for their betterment. Majority of the respondents feels that students are not ready to learn while they join in an organisation. Major suggestion of their study focussing on management educational institutions must focus students towards the industrial requirements and must provide session to build and increase self-confidence during the course.

Keywords: Resistance to change, Industrial readiness, Competencies.

Introduction:

There were amply of jobs to be originated for management practitioners in factories, fields and other localities that relied more on physical competences than intellectual ability. These jobs didn't need a high level of education. Nowadays, fewer such jobs be existent. Even in factories and fields, chances look dissimilar, and use more skill and automation necessitating a different set of expertise, including the aptitude to analyze output and screen for quality and competence.

According to a report, by 2025, two-thirds of the occupations in India will require a management education. In order to continue economically modest among other countries, the India must increase the education accomplishment of its population.

With this change in the labour market, more of India's students need to attain some level of education to be prepared sufficiently for success before management education. This doesn't unavoidably mean a two-year professional degree for everybody. But some form of education and training– an internship program, an associate's degree, certificate program, corporate management training program– is the key to a fruitful future for today's students in the place of work and in civilization.

General Enlightening Development (GED) test: The Indian Council on Education has joined with Pearson in an exertion to develop a new General Enlightening Development (GED) test to reproduce college and career willingness acquaintance and expertise. This test will be a new valuation technique. The new valuation will be exclusively computer-administered.

Performance valuations: Some states are observing beyond consistent multiple-choice assessments and exploring the likelihood of assessing student knowledge and expertise through more far-reaching performance valuation procedures. A performance estimate is one where students obligation “to construct a response, foodstuffs a product or achieve an activity” instead of picking from among various selections. Approximately few states already include construct -response and dissertation questions as part of their steady grade-level estimate systems. The difficulty of these types of estimates raises issues of cost in addition to validity, but there is confidence that such estimates are much more allied to college and career eagerness knowledge and capabilities.

Statement of the problem:

More of India's students need to attain some level of education to be prepared sufficiently for success before management education. This doesn't unavoidably mean a two-year professional degree for everybody. But some form of education and training– an internship program, an associate's degree, certificate program, corporate management training program– is the key to a fruitful future for today's students in the place of work and in civilization. Hence, it is the need of understanding the perception of industries towards the curriculum framed by the management institutions and job required skills. Hence, this paper aims to evaluate the effectiveness of management education towards industrial readiness and find out the difficulties faced by industries while employing management students.

Objectives of the study:

The major objectives of this study are

- To evaluate the effectiveness of management education towards industrial readiness
- To find out the difficulties faced by industries while employing management students

Methodology:

This part classified into Research design, method of data collection, sample size , sampling design, tools used in this study and Framework of the study .

Research Design:

This study is the nature of descriptive research design. Descriptive research used to describe the phenomenon besides the variables in this study.

Method of data collection:

Both primary and secondary data used in this research. Primary data collected through well-structured interview schedule. Respondents for this study were selected on the basis of the convenience of the researcher. Top level management of Small, Medium and Large enterprises were the respondents for this study and secondary data collected through journals, websites, magazines and reference books.

Sample size and sampling design:

Total of Sixty companies were selected in and around Nashik district. Sample size for the study decided based on the judgement of the researcher. Convenience sampling adopted by the researcher to collect data from the respondents.

Tools used in this study:

Chi-square test, percentage analysis and descriptive statistics were applied by the researcher.

Framework of the study:

Student outcomes framework that includes the following:

- Core Subject Acquaintance and 21st Century Themes
- Life and Career Expertise
- Learning and Improvement Expertise
- Information and Technical Expertise
- Consider the conservational, social and economic influence of decisions
- Validate creativity and improvement
- Engagement valid and reliable research tactics
- Utilize serious thinking to make intelligence of problems and persist in solving them
- Model honesty, ethical governance and effective management
- Plan edification and career path associated to personal objectives
- Use technology to augment productivity
- Work efficiently in teams while by means of cultural/global capability

Analysis and Discussion:

- Majority (72%) of the respondents feels that students may not have dedication towards the work assigned to the management trainees.
- Majority (42%) of the respondents feels that students they have role ambiguity and task assigned for them.
- Majority (48%) of the respondents feels that students resist to change their roles in the organisation.
- Majority (44%) of the respondents feels that students are not ready to accept the change for their betterment.
- Majority (68%) of the respondents feels that students are not ready to learn while they join in an organisation.
- 74% of the student populace of Business School lacks passable work experience, as likened to the ivy-league colleges where widely held of the students have more than 2 years of expressive work experience.
- 69% of the respondents feels that Management cannot be educated and esteemed till it is applied to real life. Thus a student by way of work experience is talented to integrate and apply concepts improved than those who have no work familiarity.
- 53% of the respondents feels that the length of the internship was besides short for together the students and the corporates and was not benefiting either.
- 64% of the respondents feels that it was becoming progressively apparent that the conventional model was not working for business schools and there was a obligation to reinvent the internship model, it would be able to bring the desired results.

- 72% of the respondents feels that extended duration internships progress employability, by generating industry-readiness in addition are more significant for both the confine and the concern.
- 78% of the respondents feel that internships require be an essential in addition to substantial part of academic glories, to confirm that students take it extremely and the anticipated learning consequences are delivered.
- 52% of the respondents feel that the internships need to be arranged at the end of the theoretical work on campus, for the students to have the passable knowledge & skills.

Recommendations:

- 28% of the respondents feel that students may have dedication towards the work assigned to the management trainees and try to increase the dedication in study.
- 58% of the respondents feel that students they don't have role ambiguity and task assigned for them. Management institutions must try to clarify the role of students according to their standards.
- 52% of the respondents feel that students change their roles in the organisation due to role ambiguity and try to improve their self-confidants.
- 56% of the respondents feel that students are ready to accept the change for their betterment. Better training must increase the communication and personality of students.
- 68% of the respondents feel that students are not ready to learn while they join in an organisation. Majority of them not ready to learn. So, they must increase learning and demonstrating skills
- 74% of the student populace of Business School lacks passable work experience, as likened to the ivy-league colleges where widely held of the students have more than 2 years of expressive work experience. So, provide more internship during the study.
- 69% of the respondents feel that management cannot be educated and esteemed till it is applied to real life. Thus a student by way of work experience is talented to integrate and apply concepts improved than those who have no work familiarity.so, advise students to take proper internship based on their skill requirements.

Conclusion:

According to a report, by 2025, two-thirds of the occupations in India will require a management education. In order to continue economically modest among other countries, the India must increase the education accomplishment of its population. Majority of the respondents feels that extended duration internships progress employability, by generating industry-readiness in addition are more significant for both the confine and the concern, Majority of the respondents feels that internships require be an essential in addition to substantial part of academic glories, to confirm that students take it extremely and the anticipated learning consequences are delivered, Majority of the respondents feels that students may not have dedication towards the work assigned to the management trainees. Majority of the respondents feels that students they have role ambiguity and task assigned for them. Majority of the respondents feels that students resist to change their roles in the organisation. Majority of the respondents feels that students are not ready to accept the change for their betterment. Majority of the respondents feels that students are not ready to learn while they join in an organisation.

Major suggestion of this study focussing on management educational institutions must focus students towards the industrial requirements and must provide session to build and increase self-confidence during the course. 28% of the respondents feel that students may have dedication towards the work assigned to the management trainees and try to increase the dedication in study. , 58% of the respondents feel that students they don't have role ambiguity and task assigned for them. Management institutions must try to clarify the role of students according to their standards, 52% of the respondents feel that students change their roles in the organisation due to role ambiguity and try to improve their self-confidants, 56% of the respondents feel that students are ready to accept the change for their betterment. Better training must increase the communication and personality of students. Hence, this study would like to conclude that

management institutions must focus to provide internship based on the skill that the students have and industries must recruit students according to the skills and job description.

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