

A Study on the Perceptions of Management Teachers towards the Skills Possessed By the M.B.A Students- A Case Study of Telangana State

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Abstract

Of late, the concern for the quality of management students in terms of possessing employability and entrepreneurial skills is growing in India. Many researches revealed the sorry state of management students. Only 15 % to 18 % of the management students, on an average are found to have possessed the required employability skills. The author being a management teacher intends to identify in this study, the perceptions of the management teachers towards the skills possessed by their respective students, in Telangana state. A sample of 96 management teachers is taken and a well structured questionnaire has been used to gather the primary data. The Chi-square is adopted to find out the significant difference in the perceptions of the management teachers regarding the skills possessed by the M.B.A students. It is pathetic to have found that the Business Management students are very weak in the employability skills and the quality of the students is going down year after year, in the state of Telangana.

KEYWORDS: Employability skills--Entrepreneurial skills--Management teachers—
Perceptions--Chi Square

INTRODUCTION

The life skills, soft skills, industry specific skills, employability skills etc, have become the buzzwords both in the academic circles and industry circles throughout the world for the last 10-15 years. The universities and private institutions have introduced various programmes to impart employability skills to undergraduate and post graduate students. Many researchers and organizations have taken up exploratory studies on different aspects of employability skills. One of the functions of the universities is to provide people with knowledge and skills relevant to the job market (Santiago et al, 2008 b). Even though the core knowledge offered by the universities is theoretical, they are equally responsible for introducing practical experience in courses and skills that is relevant to the job market (European Commission, 2014). The skills and the knowledge are the key driving forces of economic growth and social development in any country, and the ability to sustain labor intensive growth depends on whether nation can expand the skills and capabilities of both its existing and future labor force (www.ilo.org).

REVIEW OF LITERATURE

The business school students need to develop skills that focus their attention both inside the company towards daily operations and core competencies, and outside the company, towards their wider ramifications of business decisions. Inside skill are- knowing the

products and services of the company, changing business plans, global management systems, risk lessening and cost savings etc.(World Environment Centre, 2011).

Gandhi.M (2013) in his study employability skills, found that the students of business management are very poor in skills. He opined that it is the responsibility of the management colleges to improve the industry specific skills of the M.B.A students.

Erni Tanius, Suhanabt Susah(2013) in their study of employability skill readiness among business students found that the respondents possessed high level of employability skills and are ready in terms of listening skills, team work, collaboration and innovation skills.

T.Selvam and J.Henry Rozario (2016) in their study on employability skills of management students from Vellore district in Tamilnadu found that only half of the respondents possessed employability skills.

Fatima Suleman (2016) on her study on employability skills of higher education graduates found that there is a need for interpersonal skills,communication and team work abilities.

OBJECTIVES

1. To identify the perceptions of the business management teachers towards the skills possessed by the M.B.A students in Telangana state.
2. To propose measures to improve the employability skills among the management students in the study area.

NEED FOR THE STUDY

There have been many studies to assess the perceptions of management students regarding the skills and the competencies to be possessed. Even the perceptions of the industry have also been investigated. Bur a gap is felt in terms of perceptions of management teachers towards the status of skills among the M.B.A students in Telangana. The present study is intended to identify the perceptions of management teachers in the study area, takes the cue from Human Capital theory. The Human Capital theory proposed by Becker, in 1994, suggests that the education or the training raises the productivity of workers by imparting useful knowledge and skills , hence raising workers future income by increasing their lifelong earning.

RESEARCH METHODOLOGY

The primary data was collected from the teachers those who teach to M.B.A students in 8 districts of Telangana, in order to know the perceptions of the management teachers towards the Employability skills possessed by the Business Management students, in their respective classes.

The Researcher, being a Management teacher, has selected 5 core skill areas to find out to what extent the teacher perceives that the M.B.A students in his / her class possess those skills.

THE SKILL AREAS FOR WHICH THE PERCEPTIONS HAVE BEEN STUDIED

Presentation skills in English-- Interaction skills in English--Writing skills in English --Creative thinking skills --Overall Employability skills

DATA USED:

This research utilized both primary data and secondary data

SAMPLING PROCEDURE:

SAMPLE TYPE:

Simple Random Sampling was adopted in this study to collect the primary data from the teachers teaching to M.B.A students.

SAMPLE SIZE:

In this descriptive research, it was proposed to gather the primary data from 100 M.B.A teachers.

DATA COLLECTION TOOL

.A well structured questionnaire has been used to collect the primary data from the respondents. Out of the 100 questionnaires sent, only 96 were returned by the respondents after filling them up.

DATA ANALYSIS

Status of Presentation skills in English among the M.B.A students-Perceptions of Management teachers

Table: 4.

S.No.	Response	No. of respondents	Percentage
1	Less than 25 % of the students in the class	62	65
2	26 % to 50 % of the students in the class	26	27
3	51 % to 75 % of the students in the class	06	6
4	More than 75 % of the students in the class	02	2
	Total	96	100

Source; Primary Data

Null Hypothesis: Ho: There is no significant difference in the opinions of M.B.A teachers regarding the status of presentation skill in English among M.B.A students

Alternate Hypothesis: H1: There is a significant difference in the opinions of M.B.A teachers regarding the status of presentation skill in English among M.B.A students

Applying Chi-Square

X^2 calculated = 93.66 and X^2 table value = 7.815

Inference: X^2 calculated value is much greater than X^2 Table value; hence, Null hypothesis is rejected.

It can be concluded from the analysis that there is a significant difference in the opinions of M.B.A teachers regarding the status of presentation skill in English among M.B.A students. It is unfortunate that a majority of the management teachers opine that only less than 25 % of the M.B.A students in their class possess presentation skills in English. Only ¼ th of the teachers felt that 26 % to 50 % of the students in their class possess presentation skills in English, which shows casual nature and the worst quality of M.B.A students.

Status of Interaction skills in English among the M.B.A students- Perceptions of Management teachers

Table: 4.

S.No.	Response	No. of respondents	Percentage
1	Less than 25 % of the students in the class	66	69
2	26 % to 50 % of the students in the class	25	26
3	51 % to 75 % of the students in the class	04	4
4	More than 75 % of the students in the class	01	1
	Total	96	100

Source; Primary Data

Null Hypothesis: Ho: There is no significant difference in the opinions of M.B.A teachers regarding the status of interaction skills in English among M.B.A students

Alternate Hypothesis: H1 There is a significant difference in the opinions of M.B.A teachers regarding the status of interaction skills in English among M.B.A students

Applying Chi-Square

X^2 calculated = 95.5 and X^2 table value = 7.815

Inference: X^2 calculated value is much greater than X^2 Table value; hence, Null hypothesis is rejected.

The conclusion drawn from the analysis is that there is a significant difference in the opinions of M.B.A teachers regarding the status of interaction skill in English among M.B.A students. It is a bad sign to management education that a majority of the management teachers opine that only less than 25 % of the M.B.A students in their class possess interaction skills in English. Only little above ¼ th of the teachers felt that 26 % to 50 % of the students in their class possess interaction skills in English, which shows deteriorating quality of M.B.A students in Telangana.

Status of writing skills in English among the M.B.A students- Perceptions of Management teachers

Table: 4.

S.No.	Response	No. of respondents	Percentage
1	Less than 25 % of the students in the class	72	75
2	26 % to 50 % of the students in the class	20	21
3	51 % to 75 % of the students in the class	04	04
4	More than 75 % of the students in the class	--	--
	Total	96	100

Source; Primary Data

Null Hypothesis: Ho: There is no significant difference in the opinions of M.B.A teachers regarding the status of writing skills in English among M.B.A students

Alternate Hypothesis: H1 There is a significant difference in the opinions of M.B.A teachers regarding the status of writing skills in English among M.B.A students

Applying Chi-Square

X^2 calculated = 114 and X^2 table value = 7.815

Inference: X^2 calculated value is much greater than X^2 Table value; hence, Null hypothesis is rejected.

The conclusion drawn from the analysis is that there is a significant difference in the opinions of M.B.A teachers regarding the status of writing skill in English among M.B.A students. It is disgraceful that a majority of the management teachers opine that only less than 25 % of the M.B.A students in their class possess writing skills in English. It is pathetic to have found that no management teacher opined that more than 75 % of the students in their M.B.A class possess writing skills in Telangana.

Status of Creative thinking among the M.B.A students- Perceptions of Management teachers

Table: 4.

S.No.	Response	No. of respondents	Percentage
1	Less than 25 % of the students in the class	52	54
2	26 % to 50 % of the students in the class	24	25
3	51 % to 75 % of the students in the class	14	15
4	More than 75 % of the students in the class	06	06

	Total	96	100
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Source; Primary Data

Null Hypothesis: Ho: There is no significant difference in the opinions of M.B.A teachers regarding the status of creative thinking skills among M.B.A students

Alternate Hypothesis: H1 There is a significant difference in the opinions of M.B.A teachers regarding the status of creative thinking skills among M.B.A students

Applying Chi-Square

X^2 calculated = 50.66 and X^2 table value = 7.815

Inference: X^2 calculated value is much greater than X^2 Table value; hence, Null hypothesis is rejected.

It can be concluded that there is a significant difference in the opinions of M.B.A teachers regarding the status of creative thinking skill among M.B.A students. More than half of the respondents felt that less than 25 % of the students possess creative thinking abilities. This necessitates a change in the curriculum of M.B.A towards increasing creative abilities of the students. It is not a positive sign to management education that only 20 % of the management teachers opine that more than 50 % of the M.B.A students possess creative thinking skills in Telangana.

. Status of Overall Employability Skills -Response of M.B.A teachers

Table: 4.

S.No.	Response	No. of respondents	Percentage
1	Less than 25 % of the students in the class	73	76
2	26 % to 50 % of the students in the class	22	23
3	51 % to 75 % of the students in the class	01	01
4	More than 75 % of the students in the class	--	--
	Total	96	100

Source; Primary Data

Null Hypothesis: Ho: There is no significant difference in the opinions of M.B.A teachers regarding the status of overall Employability skills among M.B.A students.

Alternate Hypothesis: H1: There is a significant difference in the opinions of M.B.A teachers regarding the status of overall Employability skills among M.B.A students.

Applying Chi-Square

X^2 calculated = 101.16 and X^2 table value = 7.815

Inference: X^2 calculated value is much greater than X^2 Table value. Hence, Null hypothesis is rejected.

It can be concluded that there is a significant difference in the opinions of M.B.A teachers regarding the status of overall employability skills among M.B.A students. The available data indicates that overall employability of M.B.A students in Telangana is very weak. This indicates a desperate need for revitalization of management education in Telangana.

FINDINGS

1. The perception of the teachers of M.B.A towards the Presentation skills of the M.B.A students in English was also found to be discouraging. As many as 65 % of the management teachers opined that only less than 25 % of the students in their management class possess Presentation skills.
2. It is really a sign of warning to note that nearly $\frac{3}{4}$ th of the management teachers said that the students of M.B.A possessing interaction skills in their class is less than 25 % of the total strength of the class, indicating the inferior quality of management students.
3. According to the opinion of the majority number (70 %) of teachers of Business Management, only less than 25 % of the students in the M.B.A class possess good writing skills, which are desperately required by the M.B.A students to draft various letters, memos, notifications, reports etc in the job market.
4. The status of creative skills possessed by the management students was also perceived to be dissatisfying. Only 21 % of the M.B.A teachers answered that more than half of the students in their class possess Creative thinking skills.
5. It is distressing to have found that a huge number (76 %) of the management teachers are of the opinion that less than 25 % of the M.B.A students possess overall Employability skills in Telangana. That means the faculty of business management course are well aware of the inferior quality of their students.

SUGGESTIONS

Since business education is a highly oriented course and of late the concern for the skills of management students is growing and based on the findings of this study, the following recommendations have been made from management teachers' point of view to improve the quality of management education in the study area.

1. The teaching methodologies in business education need to be revamped completely to make it more practical
2. The business educators should be more interactive in delivering the lecture in the class room
3. The business as a practical action has to be understood by the business teachers and same needs to be taught in the class room
4. The rote learning should be discouraged and a collaborative learning needs to be encouraged
5. The management teacher should act as a mentor, counselor and motivator to the M.B.A students rather than just a teacher

6. The curriculum must include 60 % of industry orientation rather than theoretical concepts
7. The management teacher should adopt Student-centered approach instead of Class-centered approach
8. The management games such as—Ice breaking, role playing, lead the group, caselet study etc should not be confined to theory, they should be practiced in the class room and outside environment.

CONCLUSION

Like in any other part of India, the quality of business management students is deteriorating day by day, in the state of Telangana also. The students are just contented with their marks and the certificates in M.B.A. This is very seriously affecting the employment prospects. At this juncture, the management teachers have a great role to play in imparting the required skills among the management students in Telangana state. The management teachers have to adopt certain truly innovative and practical approaches to train the students in various skills in order to prepare them for the complex and competitive job market.

ACKNOWLEDGEMENTS

I would like to extend my wholehearted thanks to the ICSSR (Indian Council for Social Science Research), New Delhi, for sanctioning me a Major Research Project titled “An investigation of status of Employability and Entrepreneurial skills among the management students in Telangana. And this paper is the outcome of that Research Project.

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