



EMPLOYABILITY SKILLS NEED OF AN HOUR FOR MBA STUDENTS

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ABSTRACT

This paper studies the employability skills i.e. skills that are required to get initial employment by candidate for first time. These skills are mostly demanded by many recruiters/employers when they come to Management institutes for campus placement. Those skills include good communication skills, interpersonal skills, problem solving skills, domain knowledge expertise, decision making skills, learning skills etc.

KEY WORDS: *Employability Skills, MBA students, Corporate Citizen*

I. INTRODUCTION

Employability is an individual's ability to gain initial employment, maintain employment, move between roles within the same organization, obtain new employment if required and (ideally) secure suitable and sufficiently fulfilling work.-Hillage and Pollard's (1998). Getting employment after professional education is a must for the young graduates. So, this study is focusing on which employability skills are needed by MBA students so they get the first job. Now a day's many B-schools are facing problem of less placement. Since, very less percent students are employable. So, it is more important all MBA students must know the Employability skills that they needed to get the job. That's why this study is undertaken.

II. LITERATURE REVIEW

T. V. Rao and etal. (2014) in their paper entitled "What employer's value in the MBAs they recruit: Rebalancing the management education curriculum" conclude that qualities that the employers would like stressed mainly 3 things that gives directions for curricular change: Practice Orientation, Team Work and Perspective Building. Finally, they present six guidelines that seem to

be important from the employers' perspective as a model for future curricular practice: Introduction of the curriculum through practice; Critical thinking and diagnosis; Integrative thinking; Capability for learning; Focus on a complex made up of Leadership, Team Player, Innovator, and Corporate Citizen; and Apprenticeship before award of the MBA degree

Dr M Nishad Nawaz, Dr.B.Krishna Reddy (2013) stated that enhancing employability skills in management education is considered as an important task by all universities and colleges. Employability skills required for management graduates are language competency, cognitive skills, and functional and people skills etc..

Prof. Preeti Nair (2015) in their paper entitled "Employability Gap: a bottle neck in the progress of organizations, a study to find out the opinion of employers regarding employability skills for management students in the state of Gujarat" conclude that there exist employability gap between the employers and MBA professionals, because of, some of the required skills to get employed are lacking in MBA students of Gujarat. Those skills include problem solving skills, decision making skills,

communication skills, domain knowledge, leadership skills etc. respectively are the skills that employers think important. She also concludes that measures should be taken to develop domain knowledge; general awareness, networking, timekeeping and problem solving skills of students for that certain sessions must be taken as students lack these skills.

Rajni Khosla (2011) in the paper entitled "Exploring employers expectations with changing market trends: A Study in reference to New Emerging Potential & Promising B-Schools" stated that Many students still face employability crunch. Employers as stakeholders can define best what skill set & attributes are prime to present business needs. This would improve employability index of B-School graduates.

This study covers various employability skills needed by all MBA students, where most important employability skills for MBA students are listed out.

III. OBJECTIVES OF THE STUDY

- 1) To study employability skills needed by MBA students for getting job.
- 2) To study employability skills expected by employers in MBA students.

IV RESEARCH METHODOLOGY

For the completion of research paper researcher has used Descriptive research method. It is based on secondary data available in various journal articles, websites, books and magazines. This study is based on earlier research done in this particular aspect.

Data collection:-

In this study the data has been collected from secondary sources.

Secondary Data:-

Secondary data collected from the Books, Internet, magazines, Journals and different types of research papers etc.

V. LIMITATIONS OF THE STUDY

The study was conducted through secondary data sources only.

VI. DISCUSSION

What is Employability Skills?

Yorke & Knight (2003) define employability as "a set of achievements—skills, understandings and personal attributes—that make graduates more likely to gain employment and be successful in their chosen occupations, which benefits themselves, the workforce, the community and the economy".

Employability is an individual's ability to gain initial employment, maintain employment, move between

roles within the same organization, obtain new employment if required and (ideally) secure suitable and sufficiently fulfilling work.

Employability skills are those skills necessary for getting, keeping and being successful in a job.

Decreasing Employability ratio of MBA students:-

India produces about three lakh management graduates every year, but hardly 35,000 of them are employable, said experts who gathered here for a conference of B-school heads. 'Only 10% MBA graduates employable', say experts*. (TNN | Jan 12, 2015, 12.59 AM IST) There is big problem of fewer placements of MBA graduates. Many MBA graduates are having lack of employability skills. That's why this study is important.

Importance of Employability Skills:-

1. To get the first Job.
2. To increase competency of the MBA students.
3. It makes students employable.
4. It builds students career.
5. It gives them competitive advantage.
6. It helps students to maintain their jobs.
7. It helps MBA graduates to perform all duties in the organization successfully.

Various Employability Skills MBA Students must have to get the Job:-

Mostly these skills are expected by employers.

1. **Problem-solving skills-** This involves being able to offer a solution to a problem by analyzing a situation and working out how to arrive at a favorable outcome. It often involves making optimum use of available resources and to achieve objectives. Problem solving skills developed by offering solutions to a specific problem, brainstorming different ways to do things, or discussing outcomes of events with friends or colleagues. It requires good creative thinking, critical thinking and analyzing ability.
2. **Interpersonal skills-** Interpersonal skills are the skills we use to interact with other people. Good interpersonal skills allow us to participate effectively as a member of a team, satisfy customers and clients' expectations, negotiate, make decisions, manage your time efficiently, take responsibility, and work effectively with other employees.
3. **Communication skills-** The ability to explain what you mean in a clear and concise way through written and spoken means. It involves elements such as being a good listener, expressing yourself clearly and in writing, explaining things to people from different backgrounds and presenting a clear case.

For good presentation you required communication skills. Now a day's English is most important knowledge so effective English speaking is important and also you should have command on local language to connect with customer. We can improve English by more English communication with friends and by increasing vocabulary.

4. **Integrity & values-** Integrity is trustworthiness, honesty and uprightness of character. Companies want employees who can understand and imbibe the company values. This integrity and values are developed since childhood through parents and teachers training. Students should being honest with himself, with others and their work. It develops their creditworthiness.
5. **Result oriented-** This is ability of knowing what results are important, focusing resources to achieve them. Employers want candidates which give required business results, achieve goals, meets deadlines. Students can develop this skill by continuous focus, learning from mistakes, positive attitude, always continuous desire to achieve the goals, playing different roles and taking challenges.
6. **Domain knowledge expertise** - Domain knowledge is expertise in a particular education or industrial area that you have chosen. MBA students should have good knowledge about their specialization like Marketing, Finance, HRM etc. whichever they have chosen. For developing this expertise students need detailed study and clearing all the concepts of subject from faculty. They need to know various strategies of various functional areas.
7. **Adaptability** – The ability to change (or be changed) to fit new circumstances – is a crucial skill for an employee, and an important competency in emotional intelligence. It is all about how you adapt with every situation in the workplace. It is our ability to manage multiple assignments and tasks, set priorities, and adapt to changing conditions and work assignments. You can learn how to become adaptable through experience. For that you require positive attitude, willingness, open mind, and most importantly good planning and organizing skills.
8. **Decision making skills-** The ability to identify and clarify problems, seek alternatives, apply knowledge and experience, evaluate options and arrive at an appropriate and timely solution. It is all about how you made the choice? How much time you have taken? How effective decision you have taken. Decision making is an important skill in any job role

and at any level. Making the best decisions helps efficiency, organizational growth and development and ultimately, the success of the organization. For developing this skill is develop in your life time practice at school, college level how independently you take the decision.

9. **Leadership skills-** Leadership is the ability to influence others toward the achievement of a goal. Leaders either have, or are perceived to have, strong self-confidence. Leaders are team players, allowing them to work in a group to achieve the best results for their employer. Leaders show social skills by respecting the thoughts, opinions and ideas of others - they gain the respect of others and aim for credibility. We can develop leadership skills by good initiative skills and developing motivational skills.
10. **Learning skills-** It is ability learn new things and work. This skill refers to your ability to manage your own learning and contribute to ongoing improvement and expansion in your own knowledge and skill set. It is ability to learn workplace skills and expectations specific to your organization. For this you need enthusiasm and willingness and interest to learn then only this skill is develop.
11. **Team player skills-** This involves working well with others to achieve results and recognizing the value of other people's contributions and ideas. This skill is very important since in organization employees are part of team and there they need to coordinate other members for achieving objectives. If you've played a team sport, participated in group work at university or worked in a busy environment, you can develop those skills.

VI CONCLUSION

This study concludes that now a day's employability skills are must by all the MBA students for getting the job. Since research says that in India there are only 10 % MBA students are employable. So, these skills are considered by employers include problem solving skills, interpersonal skills, communication skills, Integrated and value, result oriented, domain knowledge expertise, decision making skills, leadership skills, team player skills etc. These skills we can develop through conducting skill development programme, explaining or clearing concepts of domain knowledge, more case studies for students, effective communication lectures with student's initiative to improve their communication, effective summer internship programmes and interaction of industry employers and management institutes etc.

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