

# ANALYZING THE SKILL GAP AMONG MBA GRADUATES IN TIER 4 REGIONS IN TAMIL NADU

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## **Abstract**

*In this paper, we quantitatively analyse the skill gap among the MBA graduates in tier 4 regions in Tamil Nadu. This study looked at a total of 14 different potential variables on employability traits to investigate the issue that the researchers were interested. By teaching students' new abilities, teachers are able to demonstrate to pupils how to advance in their jobs and boost their employability. On the other hand, in order to graduate with respectable grades, they are putting in additional effort. A quantitative assessment is conducted to test the hypothesis for finding the skill gap and to provide suggestions on various skills to be offered for students among tier 4 regions.*

## **Keywords:**

*Employability, Educationalist, Employability Skills, Master of Business Administration*

## **1. INTRODUCTION**

In the information-based economy of today, companies look to management schools to equip their employees with the knowledge and abilities necessary to achieve professional success (Bok, 2006). According to Cappelli (2008), issues with talent can be found in both companies and the people working for those companies. It is vital to get started by identifying the problems that need to be fixed before attempting to find appropriate solutions for them. When they have finished their degrees, students who have majored in management should be marketable products in the business world. Because of this, it is the responsibility of management schools to supply their students with ready-made products that they can begin utilizing right away and learn how to consume resources in the most effective manner possible. Additionally, these items must be easily accessible to them so that they can acquire the skills necessary to make successful use of them. Companies are looking for persons with the necessary talents who are able to deliver them in a timely manner and at a price that is within their budget.

Positions that provide space for professional progress as well as independence are highly valued by employers. Business and management schools are taking a more methodical approach to the practical skills training of their students in order to combat the severe lack of skilled workers in the labor force. At this moment, corporation departments of employee development and human resources are being purposefully reorganized as part of the process of restructuring those departments. The shift toward an emphasis on skills-based education is rapidly becoming the standard in the field of management training, which promises improved outcomes as the trend continues to gain traction. The corporate and academic communities in India are in agreement that the cultivation of talents that are in demand in the market is crucial to India ability to successfully compete in the global economy in the future. This view is shared by India political leaders as well. The great majority of companies are searching for

new employees to join their teams who are willing to pick up new skills and are able to make an immediate contribution to the successes that both the team and the company have achieved.

There is a widespread misconception that obtaining a college degree, and particularly one in management, will increase one chances of finding gainful employment at a company that offers a satisfactory wage. Students obtain a considerable amount of value from this training since it provides them with the opportunity to polish their analytical, synoptic, and presentational abilities, all of which are highly sought after in today extremely competitive employment market. The concept that more could be done to assist students in developing their interpersonal, organizational, and analytic skills is one that has been proposed by a number of people who manage their own businesses.

It is common knowledge that participating in job-related experiences such as internships and other forms of work placements considerably improves a person chances of finding gainful employment in their field of interest. However, previous research has revealed that management schools do not provide their students with employability skills that are in line with the requirements set by corporations. This is a major shortcoming of management schools. This is a difficulty because companies are the ones that determine the criteria that employers look for in potential employees (Fugate and Jefferson, 2001). When graduates enter the workforce, many businesses are disappointed by the level of preparation that management students have received.

## **2. LITERATURE REVIEW**

According to the study that has been conducted so far, businesses believe that the management programs they have in place are slipping behind their ever-evolving worldwide strategy. The results of this finding were backed up by research that looked at the relevant literature. A collaborative effort between the business world and educational institutions with the goal of assisting recent graduates in finding employment is closing the gap between what corporations seek and what management schools teach. The objective of this effort is to help recent graduates find employment. It is now being determined whether or not various approaches, like as internships, case studies, and simulations, are effective in fostering the development of talents that are marketable to potential employers. The examination of the current state of affairs is going to be made as easy to understand as this study will make it possible to make it. Our workplace is distinguished by the fact that it has a global reach, moves at a breakneck pace, and features an intense degree of competition. In the information-based economy of today, companies look to management schools to equip their employees with the knowledge and abilities necessary to achieve professional success [1]. According to [2], issues with talent can

be found in both companies and the people working for those companies. It is vital to get started by identifying the problems that need to be fixed before attempting to find appropriate solutions for them. When they have finished their degrees, students who have majored in management should be marketable products in the business world. Therefore, it is the responsibility of management schools to supply their students with ready-made products that they can begin utilizing right away and develop the essential consumer skills while they are still enrolled in the management school. This obligation places a burden on management schools. Companies are looking for persons with the necessary talents who are able to deliver them in a timely manner and at a price that is within their budget.

According to the findings of scientific research that was reported by [3], the most important factors that determine a person's ability to advance professionally and achieve overall success in life are not the individual innate technical expertise but rather the individual outward appearance and demeanor. Employers in business and commerce are looking for engineers who are well-versed in and have experience with not only their technical expertise but also the so-called social and soft skills that are essential to success in any workplace. These social and soft skills include the ability to communicate effectively, collaborate with others, manage time effectively, and solve problems creatively. Employers are particularly interested in hiring engineers who not only have experience with their technical expertise, but also have experience with their social and soft skills, which are essential to success in any workplace. Employers want engineers who have experience with both their technical expertise and their social and soft skills. The vast majority of the time, the courses that lead to engineering degrees provide insufficient covering of these topic areas. Both the replies that students provided on the course evaluations and the conversations that took place in the classroom provide the impression that engineering students have a substantial level of interest in these trainings.

In his study [4] investigates the perceptions and objectives of Malaysian enterprises with regard to graduate engineers. Some people believe that engineering education should place a greater emphasis on engineering-based knowledge in order to assist students in making the transition from school to job in a manner that is less jarring for them. This is done in order to help students make the transition from school to job in a manner that is more beneficial for them. This indicates that the examination of the gap, which is the conflict between what the majority of Malaysian industries expect and what they think of the engineering graduates who are currently accessible, is also studied in this study. This gap is the conflict between what the majority of Malaysian industries expect and what they think of the engineering graduates who are currently available. The dispute that exists between these two aspects is what the aforementioned gap is referring to. In order to investigate the gap that exists between what employers anticipate from their staff members and how those employees really perform on the job, the author made use of a framework that comprised thirteen distinct competency criteria.

Structured work experiences and employer involvement in the design and delivery of degree courses were found to have clear positive effects on graduate ability to acquire employment in graduate-level occupations, according to the findings of a study that was conducted by [5]. It has not been demonstrated that the

emphasis academic departments put on making sure students graduate with marketable skills leads to improvements in either the student's ability to enter or remain in the labor market. This is because it has not been demonstrated that making sure students graduate with marketable skills leads to improvements.

In the article by [6], an attempt is made to develop a list of the most significant characteristics in this field in the hopes of boosting the employment chances that are available to MBA graduates. In order to generate the samples, a method of selection that was completely at random was applied. In this study, we made use of primary data, which refers to information that has been obtained and analyzed by the researchers themselves. According to the findings of the research, an effort was made to determine how knowledgeable professional students are regarding the life skills that are regarded as necessary by any organization. This was done in order to determine how knowledgeable professional students are regarding the life skills that are regarded as necessary by any organization. The findings of the study indicate that there is a need to educate and equip young people with the tools they need to deal with loss and stress, as well as to foster the growth of their capabilities in critical thinking. In addition, there is a need to educate and equip young people with the knowledge they need to foster the growth of their capabilities in critical thinking. Additionally, young people require instruction and access to the material that will assist them in the development of their analytical and deductive reasoning skills.

The objective of the study that [7], undertook in order to determine the employability of graduates of the FIST (Faculty of Information Science and Technology) was to research this very subject. Several skills, such as a fundamental understanding of programming system development, soft skills, and entrepreneur skills, are evaluated in order to determine a graduate level of success in their chosen field after completing their education at the institution in question. This helps to determine whether or not the graduate has been successful in their chosen field. Both descriptive statistics and inferential statistics were applied so that an examination of the data could be carried out. The findings demonstrated a connection between the graduate levels of self-confidence in their own talents and the professional prospects that subsequently presented themselves to them after graduation. Researchers are of the opinion that an assessment must be carried out to determine whether or not the competencies that graduates acquire are sufficient to be successful in the labor market as it exists now.

### 3. STATEMENT OF THE PROBLEM

According to the findings of a recent survey, only one student out of every ten who majored in engineering at tier 4 colleges found employment soon after graduation. An otherwise impressive graduating class is shown to have large gaps in both their degree of knowledge and their level of competence as revealed by this conclusion. Everyone needs to be frightened since the percentage of successful Tier 2 graduates is both dishearteningly low and exceptionally difficult to accomplish.

### 3.1 OBJECTIVES

The purpose of this study is to conduct a survey on employability and skill gap for MBA students in tier 4 regions of Tamil Nadu.

### 4. RESEARCH METHODOLOGY

The engineering and management schools in the city of Dindigul, which is found in the Indian state of Tamil Nadu, made up the entirety of the research pool for this particular study. According to the available information, the enrollment rates at the universities in Tamil Nadu that offer degrees in engineering and management are much higher than the average rates seen at other institutions across India. The responses obtained from 500 students who are currently enrolled in colleges in the Dindigul Region served as the basis for determining the size of the sample.

### 5. HYPOTHESIS

$H_0$ : There is a significant association between the skill gap and employability skills for the MBA graduates among the Tier 4 regions.

$H_1$ : There is no significant association between the skill gap and employability skills for the MBA graduates among the Tier 4 regions.

### 6. DATA ANALYSIS AND INTERPRETATIONS OF THE STUDY

According to the data, students who are between the ages of 23 and 24 have the highest mean employability skills, while students who are over the age of 24 have the lowest mean employability abilities. The ANOVA p value for age groups is 0.000, as can be seen in the table, which is a number that is orders of magnitude lower than the threshold of 5%.

The fact that this is the case makes it impossible for us to provide support for the null hypothesis. However, the mean score for males is lower than the mean score for females, while the average score for males is greater than the average score for females. According to the findings of the study, the standard deviation of men is noticeably higher than that of women. The result of the study indicates that there is a statistically significant

difference between the sexes at the level of 0.400 for the ANOVA test, which is significantly higher than the threshold of 5%. As a direct result of this, we concur with the premise that there is no difference. According to certain reports, the average employability skills found in metropolitan regions are higher than those found in other locations. This is the case since more people live in urban areas. In most cases, the work alternatives that are available in more rural locations are less desirable. The vast majority of children who are raised in rural areas are products of families who face challenges on both the economic and social fronts.

The inquiry led to the discovery that the level of significance for the ANOVA test of nativity is less than 5% ( $p = 0.041$ ), which was the conclusion that was derived from the findings. The fact that this is the case makes it impossible for us to provide support for the null hypothesis. Students who originate from families in which both of their parents are illiterate have employment abilities that are much lower than the average student employment abilities. The table, which contains the findings of the ANOVA, reveals that the p value for the major is 0.242. This finding is displayed alongside the other findings. This value is much higher than the 0.05 percent threshold that is used to determine significance. As a direct result of this, we concur with the premise that there is no difference. The average grade received by students majoring in counseling is lower than the average grade received by students majoring in management, and it is also lower than the overall mean score of 71.80. When compared to the standard deviation for students majoring in management, the standard deviation for students majoring in counseling is considerably too high at 97.18. (90.14). In the table, you can see a comparison between the significant level of 5% and the p value of 0.000 for the ANOVA. The significance threshold of 5% is discovered to be lower than expected.

The fact that this is the case makes it impossible for us to provide support for the null hypothesis. Students who take their classes in English fare higher on the employability skills index as well as the maximum score than students who take their classes in Tamil. This is mostly related to the widespread use of the English language in educational settings, not only in the United States but also globally. The data indicate that there is a level of relevance for the medium of teaching that is larger than 5%. (the p value for the ANOVA test was 0.981). As a direct result of this, we concur with the premise that there is no difference..

Table.1. Data Analysis

Factor Name	MBA Graduate			Employer			TPO		
	Mean	SD	SE	Mean	SD	SE	Mean	SD	SE
Communication Skills	3.65	0.51	0.05	4.34	0.34	0.05	4.59	0.45	0.05
Team-Work	3.84	0.54	0.05	4.55	0.50	0.07	4.56	0.51	0.06
Domain Knowledge	3.57	0.45	0.04	3.79	0.37	0.05	3.90	0.47	0.05
Leadership Skills	4.29	0.56	0.05	4.53	0.42	0.07	4.27	0.67	0.08
Managerial Skills	4.27	0.51	0.05	4.49	0.44	0.06	4.41	0.52	0.06
Social Skills	4.26	0.59	0.05	4.54	0.50	0.07	4.52	0.51	0.06
Moral Values	4.11	0.56	0.05	4.56	0.48	0.07	4.62	0.42	0.05
Personality	3.88	0.63	0.06	4.58	0.47	0.07	4.66	0.52	0.06

The Table.1 displays that the marital status variable has a p value of 0.005, which indicates that it is statistically significant at the 5% level. This is in accordance with the findings that were shown earlier. The fact that this is the case makes it impossible for us to provide support for the null hypothesis. Students who are accountable for their own educational costs have a greater likelihood of having an employability skill index that is higher than normal. Universities that get funding from the government typically have a quite low employability skill index on average

## 7. CONCLUSION

This study looked at a total of 14 different potential variables on employability traits in order to investigate the issue that the researchers were interested in learning more about. By teaching students new abilities, teachers are able to demonstrate to pupils how to advance in their jobs and boost their employability. On the other hand, in order to graduate with respectable grades, they are putting in additional effort.

It is of the utmost importance to make students more aware of the significance of developing employable skills in addition to obtaining academic success. Graduates frequently have trouble finding and keeping regular employment because they lack the necessary work experience as well as the social maturity that is required for the position. As a consequence, graduates should participate in specialized training in order to assist in the process of bridging the gap between their academic experience and the actual world of work. Studies have shown that employable skills are more important to an individual success and happiness in their chosen field than hard or technical abilities are.

This is in spite of the fact that hard skills, often known as technical skills, are of utmost significance in the working world. On the basis of the findings, it has been suggested that courses should be redesigned, that instructors should use examples to assist students in better understanding the course material, that academic case analysis and case competitions should be used to improve student critical thinking skills, that more general teaching

courses should be added to the syllabi, that more rigorous versions of existing major subjects should be added, and that students should be trained in soft skills to assist them in the workplace.

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