



The Study about Presence of Necessary Managerial Qualities for Employability of Management Students in Pune District

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Abstract

Industrial Revolution initiated in last couple of centuries has changed human life. We are fortunate enough that we are living in an era when development process is at its pick point. We are doing rapid development with use of available natural resources with mechanical means

Employability skills or "soft skills" are the key to workplace success. Employability skills are a set of skills and behaviors that are necessary for every job. Employability skills are sometimes called soft skills, foundational skills, work-readiness skills, or job-readiness skills

Personal qualities, habits, and attitudes influence how you interact with others. Employers value employability skills because they are linked to how you get along with coworkers and customers, your job performance, and your career success.

Keywords : Managerial Qualities, Employability

Introduction

It is important to understand the many skills and qualities required to be an academic because simply stated, having a good degree is not enough to secure the job and to succeed. As you read this section, note both your strengths - to highlight to future employers - and areas for improvement. If you feel that you are lacking in a particular area, then develop a plan on how to improve.

1. Networking
2. Time management
3. Resilience
4. Presentation skills
5. Leadership and management.

Many attributes are necessary for individuals to be successful workers, including academic knowledge, technical expertise, and general, cross-cutting abilities (often called employability skills, soft skills, workforce readiness skills, or career readiness skills) that are necessary for success in all employment levels and sectors.

1. Applied Knowledge-thoughtful integration of academic knowledge and technical skills, put to practical use in the workplace.
2. Effective Relationships-interpersonal skills and personal qualities that enable individuals to interact effectively with clients, coworkers, and supervisors.
3. Workplace Skills-analytical and organizational skills and understandings that employees need to successfully perform work tasks.

Two major research studies involving surveys and feedback from large numbers of employers have established that "employability skills" outrank technical skills-or those skills needed for specific occupations based on industry standards-as the most important requirement for success in the workplace. Despite this, a 2007 report found that many young people lack the soft skills needed to excel in the workplace.

Soft skills are generally defined as personal qualities, not technical, that translate into good job performance such as time-management and interpersonal skills. The Secretary's Commission on Achieving Necessary Skills (SCANS) identified five competencies and three foundational attributes and personal qualities needed for successful job performance.

The five competencies follow:

- **Managing resources:** The ability to allocate time, money, materials, space, and staff
- **Working with others:** The ability to work well with other people; teamwork skills are associated with communication skills, understanding of group culture, and sensitivity to the feelings and opinions of others



- **Managing information:** The ability to acquire and evaluate data, organize and maintain files, interpret and communicate ideas and messages, and use technology to process information
- **Understanding systems:** The ability to understand social, organizational, and technological systems; monitor and correct performance; and design or improve systems
- **Utilizing technology:** The ability to select equipment and tools, apply technology to specific tasks, and maintain and troubleshoot technologies

Three foundational attributes are believed to support the competencies above:

- **Basic attributes:** Reading, writing, arithmetic, and computational attributes are essential to effectiveness on the job. Listening and speaking skills that enable accurate interpretations of informational exchanges and mathematics skills that enable workers to solve problems on the job are highly valued and are dependent on having fundamental language and mathematics capability. The "three Rs" are building blocks to higher-level functioning on the job.
- **Thinking attributes:** Most studies list critical thinking, creative thinking, reasoning, and knowing how to learn new tasks as essential soft skills. "Problem solving" is another term that expresses the ability to analyze information and arrive at logical conclusions that add value to a worker's efforts.
- **Personal qualities:** "Personal qualities" is a catch-all phrase that reflects values and behaviors that are aligned with the culture of the workplace. A strong work ethic, professionalism, self-management, integrity, individual responsibility, networking skills, adaptability, and sociability are soft skills that fall under this heading.

Objectives of the Study

1. To emphasize on the importance of fostering Managerial Qualities amongst the MBA students
2. To study the perception of the faculties towards employability
3. To study the role of academics in the Managerial Qualities development of students

Hypotheses of the Study

- H0:** The proportion of respondents whose perception towards "Necessary Managerial Qualities are having in management students for Employability" is 50%
- H1:** The proportion of respondents whose perception towards "Necessary Managerial Qualities are having in management students for Employability" is more than 50%

Scope of the Study

The study will be helpful to know the problems faced by the MBA graduates and help them to develop the right perception about their employment. The study will be useful in creating awareness amongst the Indian management graduates to know about the employability skills required in the global talent market. It will also be helpful to the future MBA Graduates to identify their skills gap and to enhance their employability skills.

Research Methodology of the Study

The study is based on critical evaluation and analysis of basically Primary Data. The primary sources include industry personnel. A study is undertaken in the sampled regions to see its impact for which a detailed questionnaire is prepared to collect relevant information from the primary source for the guidance of the researchers. With the help of the questionnaire, detailed discussions were made with the certain sources of primary data to understand their views, thinking and attitude which would help to give the researchers useful recommendations, if any. The questionnaire is processed with the help of statistical tools like tabulations, grouping, percentages, averages, testing of hypothesis etc.

As far as Managerial Qualities are concerned, following factors are taken into consideration viz, Managing resources, Working with others, Managing information, Understanding systems, Utilizing technology, Basic attributes such as Reading, writing, arithmetic, and computational attributes, Thinking attributes like Most studies list critical thinking, creative thinking, reasoning, and knowing how to learn new tasks as essential soft skills, Personal qualities such as strong work ethic, professionalism, self-management, integrity, individual responsibility, networking skills, adaptability.

Research Area

Researchers selected industry personnel from Pune district. Sample sizes of 150 industry personnel have been taken under study. Researcher collects data through Primary and Secondary sources. Researcher distributed 150 questionnaires among the respondents.



Review of literature

Skills Expected from Graduate Students in Search of Employment in Academic and Non-Academic Settings (Renee Polziehn, 2011): Making lists of soft skills and offering sessions to students may be the first step to getting graduate students to think about what they can offer future employers. Nicolas (2008) wrote that, "without an overall framework and without a link to the research project," we are wasting time and creating superficial knowledge in our graduate students. The Statement of the UK Research Councils' Training Requirements for Research Students provided an excellent framework to layout the expectations we have of doctoral students' research skills in their pursuit of an academic career, and to superimpose the requirements non-academic employers have for our graduate students.

The granting agencies NSERC, SSHRC, and CIHR, in collaboration with the Canadian Association of Graduate Studies and the Society for Teaching and Learning in Higher Education took initiative in 2007 to create their own Statement of Principles on Key Professional Skills for Researchers. In November 2008, the Canadian Association of Graduate Students published a summary of this work that stressed four areas that would have a strong connection in the university milieu: communication, management, teaching, and ethics.

This document was initially prepared as a tool to guide the direction of professional development programming for graduate students at the University of Alberta. A greater purpose would be to provide graduate students encouragement, support, and confidence to develop and realize their graduate program was an opportunity to gain valuable employable skills. We can better guide graduate students to prepare themselves for the current job market by using the structure presented by Bilodeau (2008)¹ that outlines common graduate student activities associated with these skills, and combining the most sought after skills by employers

Assessing parameters of employability skills: an employers' perspective (Chavan R.R., 2014) : This article is based on the survey findings of employers' perception on parameters of employability skills. The questionnaire were utilised as the main instrument to gauge the employers' perception about employability skills. The sample respondent comprises HR managers and experts from different industries. The research instrument has been validated by taking the opinions of two academicians and one industrial expert. The findings of reliability test indicates that questionnaire design is reliable with Chronbach's alpha $\alpha = 0.863$. The employability skills were ranked and results showed that all 14 employability skills were considered important by employers with integrity and honesty, problem-solving, team work, self-confidence, communication skills are highly amongst the skills demanded by employers

Limitations of the study

1. The study is based on limited geographical area.
2. Further variables could be added for the purposes of detail study.

Data Analysis

Researcher prepared the questionnaire for respondents and distributed it among them. After receiving the questionnaire researcher analyse the questionnaire.

Table No1
Information of questionnaire

Sr. No	Respondent	Questionnaire distributed	Questionnaire received	Questionnaire rejected (due to incomplete, wrongly filled etc)	Net Sample size for study
1	Industry Personnel	150	139	6	133

Testing of Hypothesis

H0: The proportion of respondents whose perception towards "Necessary Managerial Qualities are having in management students for Employability" is 50%

H1: The proportion of respondents whose perception towards "Necessary Managerial Qualities are having in management students for Employability" is more than 50%



Mathematically

Factor	P	S.D.	Z cal	Z table	p value	Decision
Managing resources	0.89	0.03	14.37	1.64	0.0000	Reject H ₀ { i.e. p > 0.5}
Working with others	0.81	0.03	9.11	1.64	0.0000	Reject H ₀ { i.e. p > 0.5}
Managing information	0.79	0.04	8.21	1.64	0.0000	Reject H ₀ { i.e. p > 0.5}
Understanding systems	0.79	0.04	8.21	1.64	0.0000	Reject H ₀ { i.e. p > 0.5}
Utilizing technology	0.78	0.04	7.80	1.64	0.0000	Reject H ₀ { i.e. p > 0.5}
Basic attributes such as Reading, writing, arithmetic, and computational attributes	0.75	0.04	6.66	1.64	0.0000	Reject H ₀ { i.e. p > 0.5}
Thinking attributes like Most studies list critical thinking, creative thinking, reasoning, and knowing how to learn new tasks as essential soft skills	0.63	0.04	3.11	1.64	0.0010	Reject H ₀ { i.e. p > 0.5}
Personal qualities such as strong work ethic, professionalism, self-management, integrity, individual responsibility, networking skills, adaptability	0.59	0.04	2.11	1.64	0.0174	Reject H ₀ { i.e. p > 0.5}

Here level of significance is 0.05

Thus, our null hypothesis The proportion of respondents whose perception towards "Necessary Managerial Qualities are having in management students for Employability" is 50% is concerned is rejected. Alternatively we accept our alternative hypothesis The proportion of respondents whose perception towards "Necessary Managerial Qualities are having in management students for Employability" is more than 50%

Findings

1. The most vital factor about Managerial Qualities were Working with others and Basic attributes such as Reading, writing, arithmetic, and computational attributes
2. The one more important issue is come out from this analysis in which industry expecting management qualities such as Managing resources, Working with others than Utilizing technology.

Conclusion

From the above analysis, we can conclude that, Necessary Managerial Qualities are having in management students for Employability as per the perception of industry personnel.

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