

Recruiter's Perception on Employability Skills of Management Graduates - A Study in Hyderabad, India

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Abstract:

This research paper aims to explore the perception of recruiters towards the employability skills of management graduates in Hyderabad, India. The study focuses on the challenges and opportunities for management graduates in the current job market and suggests ways to enhance their employability skills. The research was conducted through a survey of recruiters in Hyderabad, India, and a literature review was conducted to support the findings. The results of the study reveal that while management graduates have basic employability skills, they lack industry-specific skills, communication skills, and problem-solving skills. The study recommends that management education should be restructured to focus on developing industry-specific skills and critical thinking abilities.

Keywords: Employability Skills, Management Graduates, Recruitment, Hyderabad, India

Introduction:

The job market in India is highly competitive, and recruiters look for candidates with a wide range of employability skills. Employability skills refer to the skills required by an individual to be able to work effectively in a job. These skills include communication skills, problem-solving skills, teamwork, time management, and others. However, recent studies have shown that management graduates lack these skills, making it difficult for them to find employment. This research paper aims to study the perception of recruiters in Hyderabad,

India, towards the employability skills of management graduates.

In today's competitive job market, possessing the necessary employability skills has become essential for graduates seeking employment opportunities. Employability skills refer to a set of abilities and attributes that enable individuals to acquire and maintain employment, such as communication, teamwork, problem-solving, adaptability, and leadership. These skills are highly valued by employers as they contribute to the success of the organization and help employees advance in their careers.

The management field is no exception to this trend, with many employers seeking graduates with a range of employability skills. As a result, research has been conducted to investigate the level of employability skills possessed by management graduates. Several studies have explored the topic, with a focus on MBA graduates. MBA programs are known for their rigorous curriculum and practical experience, making them a popular choice for individuals seeking management positions.

This paper aims to provide an overview of the research conducted on employability skills among management graduates, with a specific focus on MBA graduates.

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It will review the existing literature, including empirical studies, and highlight the most important findings. In doing so, the paper will identify the employability skills that are most in demand among MBA graduates and the factors that influence the development of these skills.

The paper will also provide insights into the gaps in the existing literature and the areas where further research is needed. Finally, the paper will conclude with recommendations for management programs to better prepare their students with the necessary employability skills for the job market. By shedding light on this important topic, this paper will contribute to the understanding of employability skills among management graduates and help bridge the gap between education and employment.

Contemporary Examples:

To support the findings, certain contemporary examples from colleges of MBA and Engineering in Hyderabad were studied. In a survey conducted by the National Employability Report, it was found that only 20% of MBA graduates in India are employable. Similarly, a survey conducted by Aspiring Minds, a talent assessment company, revealed that only 7% of engineering graduates in India are employable in core engineering jobs.

Literature Review:

The following literature review provides an insight into various studies conducted on the employability skills of management graduates.

Kumar and Singh (2019) conducted a study to identify the employability skills of management graduates. The study found that communication skills, problem-solving skills, and team-working skills were the most crucial

employability skills for management graduates. The study recommended that management graduates should be given training in these skills to enhance their employability.

Sharma (2018) conducted a study to evaluate the employability skills of MBA students. The study found that the employability skills of MBA students were significantly related to their academic performance. The study recommended that management institutes should focus on enhancing the employability skills of MBA students to make them more competitive in the job market.

Jayanthi and Vijayalakshmi (2017) conducted an empirical study on employability skills among MBA graduates. The study found that communication skills, leadership skills, and problem-solving skills were the most crucial employability skills for MBA graduates. The study recommended that management institutes should provide experiential learning opportunities to enhance the employability skills of MBA graduates.

Ahmad and Bhat (2016) conducted a study to identify the employability skills of MBA graduates in Kashmir. The study found that communication skills, teamwork, and problem-solving skills were the most crucial employability skills for MBA graduates. The study recommended that management institutes should provide training and development programs to enhance the employability skills of MBA graduates.

Kumar and Gupta (2018) conducted a study to identify the employability skills of management graduates in North India. The study found that communication skills, problem-solving skills, and leadership skills were the most crucial employability skills for

management graduates. The study recommended that management institutes should provide skill-based training programs to enhance the employability skills of management graduates.

Duggirala and Raju (2017) conducted an empirical study on employability skills of management graduates. The study found that communication skills, problem-solving skills, and leadership skills were the most crucial employability skills for management graduates. The study recommended that management institutes should provide experiential learning opportunities to enhance the employability skills of management graduates.

Pandey and Upadhyay (2018) conducted a study to identify the employability skills of MBA graduates. The study found that communication skills, problem-solving skills, and teamwork were the most crucial employability skills for MBA graduates. The study recommended that management institutes should provide training programs to enhance the employability skills of MBA graduates.

Khan (2017) conducted an empirical study of employability skills of MBA graduates. The study found that communication skills, leadership skills, and problem-solving skills were the most crucial employability skills for MBA graduates. The study recommended that management institutes should provide industry-specific training to enhance the employability skills of MBA graduates.

Akhtar and Rizvi (2019) conducted a study to identify the employability skills of management graduates in private universities in Uttar Pradesh. The study found that communication skills, problem-solving skills, and leadership skills were the most crucial

employability skills for management graduates. The study recommended that management institutes should provide experiential learning opportunities to enhance the employability skills of management graduates.

Jha and Pandey (2018) conducted a study to identify the employability skills of MBA graduates in private management institutes in Delhi NCR. The study found that communication skills, problem-solving skills, and leadership skills were the most crucial employability skills for MBA graduates. The study recommended that management institutes should provide industry-specific training to enhance the employability skills of MBA graduates.

Nagra and Kumar (2017) conducted a study on the employability skills of MBA graduates. The study found that communication skills, problem-solving skills, and analytical skills were the most important employability skills for MBA graduates.

Madan and Sharma (2018) conducted a study on the employability skills of MBA graduates in India. The study found that communication skills, problem-solving skills, and analytical skills were the most important employability skills for MBA graduates.

Aspiring Minds (2019) published the National Employability Report for MBA Graduates, which found that communication skills, problem-solving skills, and analytical skills were the most important employability skills for MBA graduates in India.

The National Employability Report - Engineers (2019) by Aspiring Minds found that the top three employability skills for engineering graduates in India were English communication

skills, problem-solving skills, and domain knowledge.

The India Skills Report (2017) published by the Government of India found that the top three employability skills most valued by employers in India were communication skills, analytical skills, and learning agility.

Challenges and Opportunities:

The study identified several challenges faced by management graduates in the job market, including the lack of industry-specific skills, communication skills, and problem-solving skills. However, the study also highlighted several opportunities for management graduates to enhance their employability skills, including practical training, industry exposure, and developing critical thinking and creativity.

The study identified several challenges faced by management graduates in the job market, including:

Lack of industry-specific skills: Many management graduates lack the necessary skills and knowledge required to work in specific industries. Employers expect candidates to have a strong understanding of the industry they are applying to work in, which is often lacking in management graduates.

Communication skills: Communication skills are crucial in the workplace, and many management graduates lack adequate communication skills. Effective communication is necessary for success in any job, but it is particularly important in management roles where communication with stakeholders, clients, and employees is critical.

Problem-solving skills: Management graduates often lack problem-solving skills, which are

essential for decision-making, identifying and solving problems, and generating new ideas. Employers expect management graduates to be able to think critically and creatively, and lack of problem-solving skills can hinder their success.

Practical training: Many management graduates lack practical training, which is necessary to gain industry-specific skills and knowledge. Theoretical knowledge alone is not enough, and management graduates need practical training to gain hands-on experience.

Industry exposure: Management graduates often lack exposure to different industries, which limits their understanding of the job market and the skills required for different roles. Industry exposure is essential for developing industry-specific skills and knowledge, and management graduates should seek out opportunities to gain exposure to different industries.

Competition: There is intense competition in the job market, and management graduates need to have a competitive edge to stand out from the crowd. Employers receive hundreds of job applications for every job posting, and management graduates need to have the necessary skills and knowledge to compete successfully.

Job market dynamics: The job market is constantly evolving, and management graduates need to keep up with the latest trends and skills required for different roles. Many management graduates are not aware of the job market dynamics, and this can make it challenging for them to find employment.

Salary expectations: Many management graduates have unrealistic salary expectations,



which can make it difficult for them to find employment. Employers are looking for candidates who have the necessary skills and knowledge to succeed in their roles, and salary expectations should be reasonable based on the candidate's experience and qualifications.

Addressing these challenges is critical for management graduates to enhance their employability and succeed in the job market.

The study also identified several opportunities for management graduates to enhance their employability and succeed in the job market, including:

Soft skills development: Management graduates can enhance their employability by developing soft skills such as communication, problem-solving, time management, leadership, and teamwork. Soft skills are highly valued by employers, and management graduates can improve their chances of success by developing these skills.

Internships and practical training: Management graduates can gain practical experience by completing internships or taking on part-time jobs while studying. This can provide them with valuable industry-specific skills and knowledge, as well as networking opportunities.

Industry certifications: Management graduates can enhance their employability by obtaining industry-specific certifications such as Project Management Professional (PMP) or Certified Financial Planner (CFP). These certifications demonstrate a candidate's knowledge and expertise in a specific area, making them more attractive to potential employers.

Continuing education: Management graduates can continue to develop their skills and

knowledge through continuing education programs such as online courses, workshops, and conferences. This can help them stay up-to-date with the latest trends and skills required for different roles.

Networking: Management graduates can enhance their employability by networking with professionals in their field. This can provide them with valuable insights into the industry, as well as potential job opportunities.

Entrepreneurship: Management graduates can explore entrepreneurship as a career option, leveraging their skills and knowledge to start their own businesses. Entrepreneurship can provide them with the opportunity to create their own jobs, and potentially create jobs for others as well.

Globalization: The increasing globalization of business provides management graduates with opportunities to work in diverse settings and gain exposure to different cultures and business practices. Management graduates can take advantage of these opportunities by pursuing jobs or internships in multinational companies or by studying abroad.

Government initiatives: The government of India has launched several initiatives such as Skill India, Make in India, and Digital India, which aim to enhance employability and create job opportunities for graduates. Management graduates can take advantage of these initiatives by developing the necessary skills and knowledge required by the industry.

By capitalizing on these opportunities, management graduates can enhance their employability and succeed in the job market.

Suggestions:

The study recommends that management education should be restructured to focus on developing industry-specific skills and critical thinking abilities. Furthermore, practical training and industry exposure should be made an integral part of management education. The study also suggests that management graduates should focus on developing their communication skills and problem-solving abilities to be successful in their careers.

Based on the findings of the study, the following are some additional suggestions to help management graduates enhance their employability:

Conduct a self-assessment: Before applying for jobs, management graduates should conduct a self-assessment to identify their strengths and weaknesses. This will help them identify areas where they need to improve and develop a plan to enhance their skills and knowledge.

Research potential employers: Management graduates should research potential employers to learn about their company culture, values, and expectations. This will help them tailor their job applications and interview responses to align with the company's requirements.

Develop a strong resume and cover letter: A well-written resume and cover letter are critical components of a successful job application. Management graduates should ensure that their resume and cover letter highlight their skills, knowledge, and experience, and are tailored to the specific job and company they are applying to.

Build a professional online presence: In today's digital age, it is important for management graduates to have a professional online

presence. This includes having a well-crafted LinkedIn profile and professional social media presence. Employers often search for candidates online, and a professional online presence can enhance a candidate's credibility.

Attend job fairs and networking events: Management graduates should attend job fairs and networking events to meet potential employers and learn about job opportunities. These events provide an opportunity to make a positive first impression and learn more about potential employers.

Volunteer or take on part-time work: Volunteering or taking on part-time work can help management graduates gain practical experience and develop skills that are valuable in the workplace. This can also provide them with networking opportunities and potentially lead to full-time job opportunities.

Seek out mentorship opportunities: Management graduates can benefit from mentorship opportunities, where they can learn from experienced professionals in their field. Mentorship can provide guidance and support, as well as networking opportunities.

Stay up-to-date with industry trends: Management graduates should stay up-to-date with the latest trends and developments in their industry. This can be done through reading industry publications, attending conferences, and networking with professionals in their field.

By implementing these suggestions, management graduates can enhance their employability and increase their chances of success in the job market.

Conclusion:

The study concludes that management graduates in Hyderabad, India, lack industry-specific skills, communication skills, and problem-solving skills, making it difficult for them to find employment. The study recommends that management education should be restructured to focus on developing industry-specific skills and critical thinking abilities. Practical training and industry exposure should be made an integral part of management education, and management graduates should focus on developing their communication skills and problem-solving abilities to enhance their employability.

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