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A Study on Employability Skills of MBA Graduates – Nagpur City

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Peer Review Information	Abstract
<i>Submission: 27 Jan 2025</i> <i>Revision: 28 Feb 2025</i> <i>Acceptance: 30 March 2025</i> Keywords <i>Skill Set</i> <i>MBA Graduates</i> <i>Employable</i>	Human skills play an important role in today's dynamic global world of competition where the challenges are to be met at a faster pace. All MBA students should have the skill sets required to be employable. Enhancing employability skills has become a vital task for all universities and colleges and there have been constant changes in the curriculum of MBA as per the industry oriented so as to inculcate the skills set required for the students. Even though there is a huge gap between what industry needs and what is available in terms of skilled graduates. This paper focuses on identifying the various skill sets that an MBA graduate should have and to know their perception about these skill sets by which they are employable.

Introduction

Employability skills are the primary skills and traits needed in nearly every job. These are the human skills that make someone desirable to an organization. These are the skills sets which an employer looks for. Employability skills include the soft skills that allow you to work in a team, apply knowledge to solve problems, and to fit into any work environment. Professional skills are also included that enable graduates to be successful in the workplace. These are also considered as transferable skills because the graduates can apply them to a job in any industry.

Types of Employability Skills

Communication

All employers look for candidates with strong communication skills. Due to communication skills, we can convey information to others clearly. Employers always look for the candidates who have strong written, verbal and nonverbal

communication skills. A person who has good communication skills is also a good listener and employers want to appoint those candidates who can understand the questions and concerns of their clients and listen to their employer's directions. Communication skill includes the following:

- Written Communication
- Oral Communication
- Interpersonal skills
- Active learning
- Attentive

Teamwork

Teamwork is important in all job sectors. Now a days it is essential to work in teams so as to attain the organisation objective, they need to work with others and also share the workload. Working in a team enhances the individual skills and also, he would in a situation to handle the conflicts. A team work includes:

- Collaboration

- Managing Expectations
- Conflict Handling
- Reliability
- Professional

Critical Thinking

Critical thinking refers to the ability to understand, analyse, and interpret information and draw conclusions. In any job, an employee will have to judge situations and solve problems. Employees need to think rationally and make sensible judgments. A critical thinking involves

- Analytical skills
- Problem Solving
- Creativity
- Inductive Reasoning
- Deductive Reasoning

Ethics

Ethics refers to what is right and what is wrong and working in an organisation also refers to Principles followed by employee. Companies want employees to understand and follow company rules, to be honest and trustworthy, and act professionally and responsibly.

- Compliance
- Integrity
- Empathy
- Discernment

Computer Skills

While most employability skills are soft skills, computer skills are hard skills that are required in all jobs. While some positions in the field of technology (such as software developers or IT specialists) require extensive programming knowledge, most jobs simply require basic experience with computers.

India's Employability Report

As per the India Skill Report 2022, released by Wheebox, Maharashtra has engaged the top position in the list of states with the highest pool of employable talent followed by Uttar Pradesh and Kerala. This year, India's employability has improved marginally to 46.2% up from 45.97% last year, according to the latest findings of India Skills Report (ISR) 2022.

There is also improvement in gender gap employability with 51.44% of women are highly employable while 45.97% of men are highly employable, according to the report. Over 88% graduates are seeking internship opportunities this year, according to ISR 2022 by Wheebox, in partnership with CII, AICTE.

Top 5 States with Highest Employability:

Rank	State	Employability %
1	Maharashtra	66.1
2	Uttar Pradesh	65.2
3	Kerala	64.2
4	West Bengal	63.8
5	Karnataka	59.3

Source: ISR 2022

Literature Review

Coopers and Lybrand (1998) state 'employability skills' in four key areas: 1). traditional intellectual skills – e.g. critical evaluation, logical argument; 2). Key skills – communication, IT, etc., 3). Personal attributes – motivation, self-reliance and 4). Knowledge of organisations and how they work. There are numerous synonyms - essential, important, basic, personal transferable skills, common, work or employment related skills – this is another of the reasons why it is difficult to understand what is meant by employability skills. Oftenly 'skills' are referred to as capabilities, competencies or attributes, learning outcomes, thus compounding the sense of confusion.

Whilst Dearing (1997) unambiguously refrained from producing a list of skills, because of the nature of individual programmes of study and their learning objectives, it is probably useful for graduates to check the skills that are required to develop so that they are more aware of their own personal development. It is also useful for graduates to see the type of skills which employers are typically seeking from graduates (Tables 1a-d). This means that graduates can be aware of any gaps in their own personal development well in advance of getting to the stage of applying for jobs (Section 7.0).

Brennan et al. (1996) conducted a survey of graduates across Europe and the UK and found that UK graduates rated teamwork, working under pressure, oral communication skills and problem solving in the top ten skills proficiencies they viewed as important. In contrast, none of these appeared in the list of capabilities rated highly by European graduates, instead they emphasized learning abilities, working independently and written communication skills.

Ramlee (2016)¹⁵ stated that the graduates coming for manufacturing companies have good enough technical skills, but they lack interpersonal skills and motivation. Rajni Khosla (2016)¹⁶ 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 graduates still face employability crunch. Employers as stakeholders can define best what skill set & attributes are prime to present business needs. Employability skills are those skills necessary for getting, keeping and being successful in a job.

Objectives Of The Study

For the study purpose the following objectives are taken into consideration which are as follows:

- 1.To analyse the various skills of the MBA graduate.
- 2.To find the skills sets required to be employable.
- 3.To find the employability ratio of MBA graduates.

Hypothesis

H0: There is no significant difference between the employability skills of male and female MBA graduates.

H1: There is a significant difference between the employability skills of male and female MBA graduates.

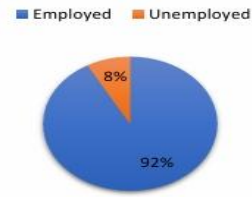
Research Methodology

Population and Sample: The population for the study taken is recently passed out graduates of session (2021-2024) from four management institutes of Nagpur city. Out of 200 graduates, 100 graduates were selected as samples and out of 100 graduates only 40 have responded. (20% of the population).

Data Collection method: The data is collected with the help of a questionnaire which was prepared through google forms and was mailed to the graduates.

Data Analysis & Interpretation

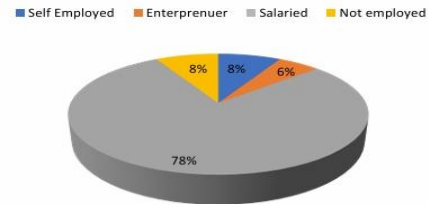
5.1 Employment Status



Source: Primary Data

From the graph it is clear 92% of respondents are employed whereas 8% are unemployed.

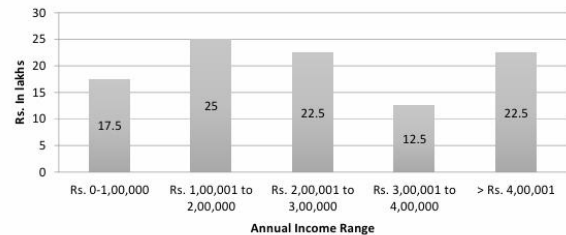
5.2 Employment of MBA graduate



Source: Primary Data

From the graph it is clear that 78% of the respondents are appointed as an employee in Government & Private organisations, 8% are self-employed, 6% are entrepreneurs and 8% of respondents are unemployed.

5.3 Annual Income



From the above graph it is clear that maximum respondents earn income between 1 lakh to 2 lakh per annum followed by 2 to 3 lakhs and above 4 lakhs.

5.4: Table showing mean score of employability skills and overall employability skills of MBA graduates

Category	Mean	N	Standard deviation	Rating based on mean score
Communication skills	3.52	40	0.55	Good
Problem solving	3.55	40	0.4	Good
Planning & Organising	3.52	40	0.4	Good
Leadership quality	3.5	40	0.55	Good
Teamwork	3.5	40	0.55	Good

Attitude	3.5	40	0.55	Good
Decision making	3.35	40	0.53	Average
Motivation	3.42	40	0.54	Average
Interpersonal skills	3.67	40	0.79	Good
Computer skills	3.37	40	0.54	Average
Learning	3.45	40	0.55	Average
Critical thinking	3.32	40	0.52	Average
Overall employability skills	3.5	40	0.56	Good

Source: Primary Data

The Likert scale of score 1 to 5 was used in the questionnaire. The rating based on mean score is: Below 1.5 is very poor, score above 1.5 to 2.5 is Poor, score from 2.6 to 3.5 is average, Score from 3.6 to 4.5 is good and Score above 4.5 is Excellent. The above table gives a clear picture of scores of skills possessed by the management graduates from Nagpur city. The ratings for the overall employability skills are 'good'.

Hypothesis Testing:

H0: There is no significant difference between the employability skills of male and female MBA Graduates

H1: There is significant difference between the employability skills of male and female MBA Graduates

5.5 Table showing t test results of male and female

Gender	N	Mean	Std. Deviation	Sig.
Male	24	3.59	0.51	0.000132273
Female	16	3.37	0.63	

Interpretation: The results of the t-test have been conducted to compare the employability skills of male and female MBA Graduates. It is found that the general employability skills of male (Mean = 3.59; S.D. = 0.51) and female graduates (Mean = 3.37; S.D. = 0.63); As the p value (0.0001) is less than 0.05, hence an alternate hypothesis is accepted and hence, it is concluded that there is significant difference between male and female graduates in the mean values of the employability skills possessed at 95 % confidence level.

Findings: From the study, it is known that the important factors of overall employability skills of MBA graduates were communication skill, problem solving skill, planning and organising, leadership quality, team work, attitude, decision making, motivation, interpersonal and emotional

intelligence, Computer skills, learning and critical thinking.

The mean scores of employability skills on a Likert scale of 1 to 5 obtained as per the primary data were as: communication- 3.52, problem solving skill- 3.55, planning and organising-3.52, leadership quality -3.5, team work-3.5, attitude-3.5, decision making-3.35, motivation-3.42, interpersonal and emotional intelligence-3.6, computer skills -3.37, learning-3.45, functional skill-4.31 and Overall Employability Skills-3.32. The results showed that the rating for the overall employability skills is just "Good" (3.5) (Refer table 5.4).

The t test was conducted to test the hypothesis that there is significant difference in the mean values of employability skills between male and female MBA graduates at 95 % confidence level (Refer table 5.5).

Conclusion

Based on this study, it is found that the employability skills of the recent passed out graduates of MBA in Nagpur city is "Good" but require more skills to be inculcated to the students in coming years so that they are employable at a handsome salary package of above Rs.4,00,000 as it is the need of hour. Therefore, it is suggested that management institutions have to make more efforts for students to acquire the employability skills so as to make them eligible for entry level towards any organizations or industry. Soft skill development training programs have to be taken as a part of curriculum for the development of the students for ensuring employability skills as demanded by the employers and industry.

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