STRUCTURED ABSTRACT

COMPETENCY GAP ANALYSIS: A STUDY OF MANAGEMENT GRADUATES IN GUJARAT

Submitted By: Shah Kalagi Avinash, Assistant Professor, Faculty of Management, GLS University & PH.D. Scholar of RK University.

Supervised By: Dr. Chetna Parmar, Ph.D., Associate Professor RK University.

Key Words: Managerial competencies, Management Education, Academicians, Corporate recruiters, Challenges, Corporate readiness, Academic learning, Corporate expectation, Experiential Learning, Holistic Curriculum.

Background: Numerous challenges in the twenty-first century confront corporations worldwide. Embracing change with the involvement of budding management workforce is the greatest competitive challenge faced by companies today. When management students are relied increasingly upon to add value and adopt innovative practice in organisations, anxieties for the effect of prevailing managerial skills gap are escalating. Current management education is blamed constantly for managerial competencies deficiencies. Thus a reconsideration of traditional managerial concepts and practices is required, which aims to trace the evolution of a new management paradigm and explore the most important skills management graduates will require to be corporate ready, the effectiveness of management programs in developing those skills in graduates, noting possible gaps in the management curriculum, and possible strategies to resolve those gaps.

Aim: The research was carried to identify whether or not corporate considered that current MBA programs adequately prepare students in managerial competencies. Also, to explore the relationship between the perceptions of corporate & academicians on the effectiveness of MBA program for making MBA graduates corporate ready. To understand whether there is a difference
between how business managers & academicians rate managerial competencies.

Material/methodology/approach: The research was based on the experiences and interactions with nationally reputed educators and corporate trainers, through a closed-ended structured questionnaire.

Results & Discussion: The research attempted to identify the perspectives of the various business stakeholders that can help academics allocate resources and re-design programs using innovative techniques that cater for the needs of managers in the current competitive world. Also, to identify the impact of turbulence faced by the corporate world leading to emergence of new skills sets for the future talent force.

Originality /Value: The research will show direction to academicians regarding need of curriculum re-design and corporate trainers regarding training need analysis of the young managers such that they are able to sustain in a global work environment.

Conclusion: The research study identified the important managerial competencies to the organizations, as well as provided insights to management academicians of the competencies deemed important by corporate recruiters of MBA graduates. Moreover it looked at the changing demands of business organizations from management graduates. The results of the study provided valuable information regarding reasonable gap for certain competencies between the corporate & academicians expectations & effectiveness of MBA curriculum in developing competencies. Moreover there are few models developed by the researcher to address the issue of competency gap. This study also suggested the way forward to researchers to carry out further study in this field.