Preface

This research work draws the significance and importance of HR education in India for proper restructuring of management education. India’s Management education is in a phase where in there are umpteen number of differentials, which in turn create different scenarios, which are growth oriented on one hand and chaotic and negatively connotated on the other, across various b-schools in the country. The university structure of traditional education and training tomorrow’s business leaders has been rendered obsolete. The process of privatization and globalization demands drastic changes in the traditional educational approach, but also stresses a need for the introduction of the new age employability based knowledge, skill sets and attitude. This research work tries to explore the current issues of HR management education in India with special reference to the gap between academia and the industry, based on the HR students, HR Academicians and HR Practitioners perspectives.

Interview schedules were developed for the HR student, HR Academician and HR Practitioner and were used to collect the data. A total of 238 HR students studying in 20 Departments of Management Studies / B-schools located in various Universities and autonomous organizations, formed the HR student's sample. The HR Academician's sample consisted of 39 faculty presently working in 21 Departments of Management Studies / B-schools located in Universities and Autonomous B-schools. Further, 33 HR Practitioners presently working in 28 companies and 4 HR professional associations were selected as respondents, formed the HR Practitioner's sample. The collected data was analyzed using statistical tools such as Frequency & Percentage, Coefficient of Correlation and Chi Square. The results have been analyzed and discussed based on appropriate hypothesis.

HR students have opined that, HR as a discipline contributes to the development of self confidence, guides & helps the HR students future professional career. HR students have opined that self study is the preferred mode of choice, whether for knowledge or for the sake of exams. The largest number of HR students were found with management background, such as BBM and BBA. The reputation of the University / Institute was of primary importance to the HR students, prompting them to shift from their native to the native place of the University / Institute for study, this was followed by reputation of the HR program. HR as a discipline helped the students in developing their self confidence as an employability skill.
HR Academicians have opined that there are set and defined role and responsibilities for HR Academicians. The primary role and responsibilities of the HR Academicians consisted of teaching, guiding and training during field work; conducting research projects, publication of research paper and making presentations; attending and conducting events such as conferences, seminar and workshops, pre-placement training and campus placement; and lastly, to support the administration during student admissions. HR Academicians have published research articles in journals ranging from 3 to 14. Almost half of the HR Academicians have not been able to publish any papers. Most of published articles have come from HR Professors & Associate Professors. HR Academicians have opined that, all HR subjects are useful and need to upgraded only in content at appropriate time, which means that changes in the syllabi content as per the changes in the industry.

The highest number of HR Practitioners come from Deputy Managers / HR Managers / HR Consultants level of designations. The campus based selection of new HR management graduates by the HR Practitioners was based on the issue of the HR students being in possession of some work experience in the HR area, or at least in any functional area. Other HR Practitioners have opined that work experience in HR areas like Learning and Development, Recruitment, Selection and HR general work would be expected from the new recruits. HR Practitioners, preferred the course of study, quality accreditation status and prestigious faculty, as the most important set of parameters required to benchmark the standard of a B-school. HR Practitioners, mentioned the changes in HR industrial scenario as consisting of using new jargons, concepts and techniques, along with titles and designations.

To enhance the status of HR education, the following could be done, viz., to establish strong and sustainable industry institute links; enhance and empower the HR Academician with present day knowledge, skill sets and competencies in various areas of HR practice; to provide active and full-fledged support to HR based research and development; and shift focus of HR Academicians to more on practice orientation. All b-schools / institutions offering Management or HR educational programs must go through accreditation and achieve total autonomy. To summarise, there exists a critical and crucial requirement to shape HR education in accordance with the changes at the national & international levels of both the industry and the academia, so as to bring about effective competitiveness and sustained employability amongst the work force in India in the near future.