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## Basic Managerial skills development through Education for Aspirant Managers

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### Abstract:

Corporate projects are skill base and high level of smartness is required to plan and implement them hence corporate people strongly believe that fresh management students will bring astounding talents to the work spot, so there is a scope of for aspirant managers if they ought to brush up their soft skills and invest potential time to enrich their leadership traits.

This Research paper is an attempt to discuss the various opportunities, underscore challenges and prescribe strategies to be adopted, both at macro and micro levels, by all concerned viz. government, society, Educational institutes and individual candidates (Aspirant managers i.e. management students) at large while striving for achieving sustainable growth and development. Hence management education should be inclusive of corporate job skills and it should be designed to discern and augment budding Managers hidden potentialities.

Key words: corporate, aspirant, opportunities, soft skills, job skills, potentialities.

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**Introduction:** Education boosts one's potential, explores knowledge and enables social and economic stability. Education has been a thrust sector ever since India's Independence in 1947. And right from the first five year plan- 1951-56, this crucial role of education has been emphasised and recognised. Though in India elementary education has been given highest priority, Even the Vocational education remains within the broader school curriculum and involves provisions for specific skills to increase the employability of the students on completion of formal education. Seventy percent of the graduates in India have a degree in sciences, arts or commerce. The opportunities for graduates from these streams have increased manifold over the past couple of years. Higher education is importantly consolidating its comparative advantage in skill and knowledge development leading toward a knowledge base society and economic pattern of competitive India in world economy. Yet many graduates remain without jobs due to the X factor with specialised knowledge which companies look for in candidates. According to the NASSCOM report, only 10 percent graduates with non specialised degrees are considered employable by leading companies and Organisation always seek industry ready candidates even from specialised education streams.

The Adult Literacy and further education of the literates is based on lifelong learning theory that promotes the specialised skill development and opens up unprecedented doors of opportunity to individuals. The term skill is used in the literature to refer to a wide range of attributes (ability,



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aptitude, talent, cleverness, dexterity, expertise, proficiency, etc.), but in practical terms, the term is used marketable value, i.e. which commonly

refers to any skill/ expertise/ ability that has a market value i.e. which has the potential of being utilised for generating income/ employment. For the Indian economy growing at the rate of 8 to 9 percent, skill development poses a major challenge and its magnitude can be estimated by the fact that only 3 percent of the existing workforce. The co-ordinated action on Human skill development as proposed by the planning commission was approved by the Cabinet on May 15, 2008, this scheme envisaged setting up of a three tier institutional structure involving prime Minister's National council on skill development for policy direction to be supported by National skill development coordination Board and national skill development corporation. During the further budgets and five year plan this skill development programs are surely to gain more emphasis and provisions as the need of the day, even Universities are in need to establish a separate department concentrating on skill development of students and teachers for more than conventional education curriculum based courses to specialised and industry/ Business ready programs of training, to train the future generation for Increasing productivity and sustainability in complex and competitive global environment.

Despite enormous courses with specialized and conjure tiles that attract the academic world every year, an MBA degree is an advanced education program with professional application rather than being a purely academic pursuit. Which is informally known as the worldwide standard qualification for top business positions and remains the most preferred course among youth. After globalization, MBA has become an entry ticket to enter the job market and faster career growth. Aspirants manager to achieve the desired goals should manifestly learn managerial skills and soft skills along with the eccentric course structure.

### **Literature review:**

James Colman in the sixties and seventies influencely wrote on secondary education in a Phi Delta Kappa article in dec.1972, he elaborated on the skills which every young person should have before the age of eighteen.(i.e intellectual communication, decision making, occupational, bureaucratic skills).He does not claim that they are all inclusive but does suggest that they must be explicitly included in the educational system.

Chitrasen (2006) " The vocational and technical education is a frontline need in competitive global age Recent developments in modern education through technologies have revolutionised the whole world. No arena or sphere is untouched from this miracle. The field of education has undergone a sea change due to the latest technologies.

Arun Nigvekar " Because of a communication and information revolution, knowledge has become very important. Therefore, the quality of education has also become very important. This means that when we are in the first decade of the 21<sup>st</sup> century in addition to social access and social audit, access to information is important as also equity in reference to quality of education irrespective of one's geographical location. To meet this, we should provide information pathways at the doorsteps of higher education institutions. We will achieve this through the UGC



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information network. We are also linking all the colleges with unlimited clock hour internet connectivity”.

Dr. Sukeshprabha Sharma and Prajapati (2011)“

As technology advances, markets become more globally oriented and business organisations change, job seekers would need new skills to find and hold better jobs. At present competitive examinations have become a way of life. In every field, the time has come to choose the best and better ones and reject the unsuitable. This has necessitated the preparation in a specialised way to meet the challenges of these competitions”.

The” education” has been carried on by contemporary Indian philosophers in their spiritual and integral approach, synthesis of idealism and pragmatism, rationalism and humanism, diversity in unity and harmony of the individual and society. It was due to this emphasis on spiritual meaning of education that Vivekananda said “Religion is the innermost core of education”, in the words of Sri Aurobindo, “The child’s education ought to be an out bringing of all that is best, most powerful, most intimate and living in his nature, mould into which the man’s action and development ought to run is that of his inner quality and power. He must acquire new things but he will acquire them best, mostly wholly on the basis of his own developed type and inborn force”. M.K. Gandhi expressed the same idea when he defined education by saying” By Education I mean an all-round drawing out of the best in a child and man, body, mind and spirit. Literacy is not the end of education, not even the beginning .It is one of the means whereby man and woman can be educated. Literacy itself is no education”. Whereas A.S. Altekar says “ Education has always been regarded as source of illumination and power which transforms and ennobles our nature by the progressive and harmonious development of our physical, mental, intellectual and spiritual powers and faculties

### **Objectives:**

- 1.To Study the vital abilities of Aspirant Managers related to perform various functions of Management in the current competitive scenario .
2. To study the personality patterns of Aspirant Managers leading to sustain in the diverse business environments.

**Hypothesis:** The aspirant Managers are not aware of the environment of business organisation and not interested to develop their abilities or leadership skills.

### **Research Methodology:**

#### Research Design:

*Primary data* -collected for this Research paper is based on psychological Test & ability test collected through Questionnaire will be the standardized ‘psychological Test’ applied i.e. Interest Inventory and 16 PF

*Secondary data* – collected through Books, Journals, Articles, Websites and reports generated through previous research on this topic of research.



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**Scope** - Management Institutes and colleges in North Maharashtra university, Jalgaon jurisdiction ( i.e. Jalgaon Dhule and Nandurbar.)

**Sample design-**

**Universe** -all aspirant managers(as per figure of enrolment of Students to Management courses UG and PG Level 2011-12(800 students approx at PG) and (350 at UG )

**Sampling method and unit sampel** -Random sampling method is used to test the UG 200 students and PG 200 Students.

**Scales of Analysis-** Analysis of collected data through tests (II and 16PF) of students will be as per Norms & Standardization, Grading system applied to each test. Also to reach a collective analysis of the variables as per the objectives and Hypothesis is tested by Anova, T –Test, and Regression analysis method to reach the conclusion.

**Limitations-** The Questionnaires of Interest Inventory tests and 16 Personality factor tests have their own scales of analysis which depend on the perception of the writer of the test, while analyzing from management point of view of competence applicability, the perception of researcher may vary.

**Profile of area of research-**

**Economic and social status:** The major population residing in the study area is rural and to some extent tribal, geographical area is divided with 3138 villages big and small and three district head quarters People depend on agriculture as major source of income, the per capita income of Jalgaon district is higher from other two i.e.18889. The rabbi and kharip crops are backed by cash crops like Banana, pulses, vegetables, etc. The industrial zone is less developed but 768 Industries are working with major production of pulses, plastic mattresses, irrigation equipment, Chemicals etc. Most of them are small scale and cottage industries and very few medium scale firms like Raymond's and the Industrial development at Dhule and Nandurbar is very low .Medium of learning at school level is more about Marathi, Semi English and some English medium schools under Nasik board. The number of higher education institutes from the government sector are limited to ITI, polytechnic, engineering, and Agriculture College at city place. Also along with University Department the management Institutes for Post graduate are available at Jalgaon and Dhule, and Undergraduate management courses available at

**Education pattern-** The North Maharashtra University is one of the upcoming universities in India; the university was established on 15<sup>th</sup> August, 1990 under the Maharashtra University Act No. XXIX of 1989 as a teaching and affiliating University The university is situated in Jalgaon, and three districts i.e. Jalgaon, Dhule and Nandurbar come under the university jurisdiction also all Departments at university campus are equipped with all modern facilities required by students, researchers & visitors. There are more than 200 affiliated colleges and 37 institutes and 17 recognized R & D centres. This includes 08 MBA colleges/ institutes, and 28 management



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institutes imparting knowledge to students through various management courses like MBM (PM And CM), MMS, BBM, BBA, BCA, B-Ecommerce, etc.

**Management courses** : Obtaining specific management training and expertise is another common reason for pursuing a Management degree of UG or PG. Although the M.B.A. is a general management degree, most programs provide opportunities to study one or more areas in greater depth. Investment bankers typically concentrate on finance in their Management education for instance. But if you have a very singular focus on a particular field, you may want to consider some alternatives such as a specialized master's program, course work as a non degree student, or non university-based courses, seminars, and workshops. If you need to learn something about a few specific topics, consider an executive education program. Typically conducted as workshops or seminars lasting from a few hours to several days, an executive education program may provide the training you need.

Management Education includes the curriculum and Specialisation subjects in- Management (Thought , science, principles, functions), CSR, Ethics and Values current business scenario. Business economics, global economics, Organisational behaviour, communication and management information systems , Research methods , Quantitative techniques and statistical techniques, Accounts and Costing, Banking and Investments, Operations, Business Law, International Business, entrepreneurship and project management. Also includes specialised subjects in the areas of Finance, Marketing, Human Resource Management, Operations, International Business Management, Agri-business, Systems, Retail, etc.

**Why Managerial Skills-** Organisations and business are facing unpredicted change, competition and uncertainty in the business. The developments are compelling them to renovate, innovate and continuously improve quality of products and services. This pressure of continuous change is pressing them to employ, retain and develop professionals who maintain the pace with the change and development, now they cannot afford to employ the persons and develop them on the job gaining experience over a period of time to perform professionally. Also fast learners and adopters of change employees are needed. Also Organisations are looking for the persons who can develop altogether new and different competencies in them in shortest possible time Professional approach in the functioning of the organisation then only it can think of quality in product and services.

**What skills-**

- Better nonverbal comm. Skill like -Read, Write, learn (reading, review, mind training & meaning writing in various forms)
- Better verbal communication skills like-Speak, Speech, meeting(group discussion and debate) , presentations, negotiations listening.
- How to face Interview- How to reflect on different questions, situations, How to interview.
- Self-discovery attributes, Skill development of self ability(expression, interactions, Negotiation, feelings, thinking)



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- Participating leading and organising meetings
  - Training and development programs, evaluation and analysis skills.
  - Management skills –( Essential MBA Skills)
    - a) Leadership
    - b) Teamwork
    - c) Problem solving and analytical skills
    - d) Initiative , Ability to initiate and implement major projects
    - e) Adaptability to change
    - f) Interpersonal and communication skills
    - g) Strategic thinking and planning abilities
    - h) Global orientation
    - i) Ability to leverage technology
    - j) Time management and project management skills
    - k) Prior history of results and progressive experience
    - l) Ability to work with a wide variety of people
    - m) Basic understanding of the supply chain and a production environment
    - n) Preference for a variety of tasks
    - o) Quantitative skills
    - p) Ability to coordinate with departments and individuals not under your control

**What are the major Barriers-** There is a need of using a professional approach based on a competency framework which is scientific, objective, measurable and relevant in current business scenarios. Along with core competencies the professionals are required to develop variety of professional competencies like -

- a) Accept challenges of the business and role
- b) Take risk for grabbing the opportunity beneficial to the business.
- c) Work in teams to produce synergy in performance
- d) Solve complex problems professionally.
- e) Take effective Decisions for the benefit of the Organisation
- f) Negotiate with the suppliers, partners and other stakeholders for the benefit of business organisation

**Why need an management(MBA Degree)**

- Having a master's degree in business administration is necessary for those who want to gain an advantage in this ultra-tough industry. It is one of several business degrees that provide a huge impact on a professional's salary and career advancement options.
- A Masters of Business Administration (MBA) can help you move up the career ladder at a large corporation significantly.
- Besides the education you get in accounting, finance, management, operations, etc., you will build your business network. Plus, graduating from a prestigious MBA program gives a very good first impression.



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- An MBA is one of the most coveted postgraduate degrees today not just for business professionals, but for college graduates in general. Having a master's degree in business administration is necessary for those who want to gain an advantage in this ultra-tough industry. It is one of several business degrees that provide a huge impact on a professional's salary and career advancement options. Being an official Master of Business Administration is also an attractive endeavor for professionals outside the industry because the program touches different fields and sectors. Overall, MBA training is a valuable asset regardless of the career path chosen by college graduates.
  - An MBA is a Master's in Business Administration. A full-time student can earn an MBA in 6 years.
  - I do not recommend getting an MBA unless you want to be like everybody else. Major in something unique and employers will notice you. A master's degree in History or English will make you shine more than an MBA.
  - An MBA is a Masters in Business Administration. It is incredibly helpful ,and often required, of executive officers of large and even some small companies.
  - The higher the degree the more marketable you will become. Whether it's worth it depends on your career goals and objectives. If you wish to pursue areas of management (especially in the corporate sector) then yes, it would be worth it. Still, the Master's degree will also open new areas of opportunity for you. If you plan on being in the workforce for some time, it's worth pursuing higher levels of education.

**Findings:** Analysis of facts:

I) Studied Attributes through tests are

### **16 P.F. Test Profile**



Source: Questionnaire developed by Institute for personality and ability testing, India

Factor	Low score Description	High score Description
A	Reserved, Detached, Critical cool (Schizothymia )	Outgoing, warm- hearted, easy going, Participating (Affectothymia, Formerly cyclothymia)
B	Less Intelligent, Concrete Thinking. (lower scholastic mental capacity)	More Intelligent, Abstract- thinking, Bright (higher scholastic mental capacity)
C	Affected by feelings, Emotionally less stable, Easily Upset. (lower Ego Strength)	Emotionally stable faces reality, calm, Mature (Higher ego strength)
E	Humble, Mild, Accommodating, confirming. (submissiveness)	Assertive, Independent, Aggressive, Stubborn (Dominance)
F	Sober, Prudent, Serious, Taciturn (Desurgency)	Happy-go-lucky, Impulsively lively, Gay, Enthusiastic (Surgency)
G	Expedient, Evades Rules, Feels few obligations (Weaker Superego Strength)	Conscientious, persevering, staid, rule – Bound (Stranger, superego strength)
H	Shy, Restrained, Diffident, Timid (Threctia)	Venturesome, Socially Bold, Uninhibited, Spontaneous(pramia)
I	Tough-Minded, Self-Reliant, Realistic, No-Nonsense (Harria)	Tender-minded, dependent, overprotected, sensitive (Permsia)
L	Trusting, Adaptable, Free of Jealousy, Easy to get on with (Alexia)	Suspicious, self-opinionated, Hard to fool (pretension)
M	Practical, Careful, Conventional, Regulated by external realities ,Proper (Proxemia)	Imaginative, Wrapped up in Inner urgencies, careless of practical matters Bohemian(Autia)
N	Forthright, natural, Artless, Sentimental (Alertness)	Shrewd, calculating, wordily, penetrating (Shrewdness)
O	Placid, self-assured, confident, serene (untroubled adequacy)	Apprehensive, worrying, Depressive, Troubled (Guilt Proneness)
Q1	Conservative, respecting, Established Ideas, Tolerant of Traditional Difficulties (conservatism)	Experimenting, Critical, Liberal, Analytical, Free-Thinking (Radicalism)
Q2	Group defendant, A ‘Joiner’, and Sound Follower (Group-adherence)	Self Sufficient, prefers own Decisions, Resourceful (self Sufficiency)
Q3	Undisciplined, self conflict, Follows own urges, Careless of Protocol (Low Integration)	Controlled, socially-precise, following self Image (High self concept control)
Q4	Relaxed, Tranquil, Torpid, Un-frustrated (Low ergic Tension)	Tense, Frustrated, Driven, overwrought (High ergic Tension)

(fig table and graphs of II & 16 pf Tests)





## II}EMPLOYABLE SKILLS GAINED BY MBAs

The transferable skills derived from study for an MBA include the following:

- **Academic achievement:** demonstrates application and high standards of performance;
- **Communication skills:** listening, speaking carefully and clearly, the ability to put across your arguments fluently in writing;
- **Analysis:** distinguishing relevant from irrelevant information, identifying issues and problems;
- **Commitment:** seriousness of purpose, demonstrated both by taking time out from your career on a reduced salary (or no salary) in order to improve your qualifications and by combining work and part-time study;
- **Practicality:** realism, ability to set attainable goals;
- **Maturity:** tenacity, independence, organization;
- **Decisiveness:** fact-finding skills, clarity, judgment, courage;
- **Intellectual creativity:** the ability to develop new concepts and ideas;
- **Capacity for hard work:** embodying self-motivation, self-discipline and time management;
- **Group skills:** teamwork, leadership, ability to motivate others;
- **The mastery of IT skills:** knowledge of statistical packages, spreadsheets, databases and programming languages;
- **Cross-cultural awareness:** working with fellow-students from many different nationalities and backgrounds.

Having an MBA not only gives you more leverage in dictating new job titles and salary, but also gives you leverage in achieving a better balance between work (read: fewer hours working) and life outside work.

- To become a manager.
- To identify one's ability(strengths and weakness)
- Earn a better salary.
- Develop managerial competence
- To develop better critical thinking skills.
- To sharpen strategy and tactical skills.
- To develop appropriate leadership skills.
- To learn and develop strategic thinking.
- To analyse organizational methods and procedures.
- To take on more responsibilities
- To expand ones network
- To step to a higher level within a career
- To learn approaches to solve real life problems.
- To increase motivation.
- To increase performance.
- To learn to use power appropriately
- To learn the art of influencing people



- To become more marketable
- To learn negotiation dynamics
- To learn the methods for building energized teams.
- To develop a global mindset.
- To enhance interpersonal skills.
- To learn the importance of cultural sensitivity.
- To learn the risk management skills.
- To lead change.
- To learn the importance of social responsibility.
- To develop strategic planning skills.

### **Conclusion:**

Thus the importance of higher education and its impact on people and society in general can be traced out . And step by step skills to be a perfect Manager can be developed by Aspirant Managers(management students) through course curriculum and Self identification, self awareness, Behavioural aspects , Understanding others behaviour(interpersonal skills), thinking pattern, Analytical ability. In addition to the skills outlined above you are likely to have developed the following skills to a high level through an Management education:

- The ability to **overcome difficulties** and to **solve problems**;
- To be **independent** and to have developed the skill of **managing your own time and work**;
- To be capable of **original and creative** thought;
- To **argue your case with logic** and **not to be easily dissuaded** by the views of others.

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