

Study of Important Skills in Management Students and their Relationship with Employability

Lokinder Kumar Tyagi¹ and Indu Rani²

¹Professor, Amity University, Noida, India.

²Assistant Professor & Ph.D. Scholar, Bharati Vidyapeeth University Institute of Management & Research, New Delhi, India.

CITATION: Tyagi, Lokinder Kumar and Rani, Indu (2017), "Study of Important Skills in Management Students and their Relationship with Employability", *MERC Global's International Journal of Management*, Vol. 5, Issue 2, pp. 78-85.

ARTICLE HISTORY: Submitted: December 29, 2016, Revision received: February 3, 2017, Accepted: February 16, 2017

ARTICLE TYPE: Research paper

ABSTRACT

This is an empirical research with a purpose to study the perspective of management students in Delhi towards important skills and their relationship with employability. The data has been collected from 500 MBA students and its applicability was successfully verified and validated through questionnaires from management educational Institutions and Universities in Delhi. The research has also proposed a model, which was developed based on the analysis of literature and outcome from data collections through questionnaires, personal interviews with the stakeholders. The model constructs were identified and confirmed by respondent representing management students from different Universities. The study revealed that there is a positive and significant relationship exists between the skills and employability of Management students.

KEYWORDS: Management students, Skills, Employability, India.

REFERENCES

1. Anderson, V. (2004), *Research Methods in Human Resource Management*, CIPD, London.
2. Andreas Blom, H. S. (2011), "Employability and Skill Set of Newly graduated Engineers in India", World Bank.
3. Atkins, M. J. (1999), "Oven ready and self-blasting: taking stock of employability skills", *Teaching in Higher Education*, Vol. 4, No. 2, pp. 267-78.
4. Azami, Zaharim, E. (2009), "Employers perception towards engineering employability skills in Asia", *WSEAS Transactions on Advances in Engineering Education*, Vol. 3, Issue 6, pp. 306-315.
5. Booth, J. (2005), "Briefings on Employability 6: Good Learning and employability: issues for HE careers services and careers guidance practitioners", Association of Graduate Careers Advisory Services and ESECT.
6. Brown P. and Scase, R. (1994), *Higher Education and Corporate Realities*, University College, London.
7. Bryman, A. and Bell, E. (2007), *Business research methods*, Oxford: Oxford University Press, Chicago.
8. Busse, R. (1992), "The new basics: today's employers want three R and so much more", *Vocational Educational Journal*, Vol. 67, No. 5, pp. 24-25.
9. Byrne, B. M. (1994), "Burnout: Testing for the validity, replication, and invariance of causal structure across elementary, intermediate, and secondary teachers", *American Educational Research Journal*, 31, 645-673.
10. Cranmer, S. (2006), "Enhancing graduate employability: best intentions and mixed outcomes", *Studies in Higher Education*, Vol. 31 (2), pp. 168-184.
11. Dacko, S. G. (2006), "Developing the Top Five Skills within an MBA Programme: Implications for Management Educators", *International Journal of Management Education*, Vol. 5, No. 2, pp. 21-31.
12. Dearing, R. (1997), Higher Education in the Learning Society. Report of the National Committee of Inquiry into Higher Education, HMSO, Norwich.

13. Eraut, M. (1994), *Developing Professional Knowledge and Competence*, Falmer Press, London.
14. Forbes, B. K. (2004), "Student employability profiles in Engineering, Enhancing student employability coordination team", *The higher education academy*.
15. Gill, J. and Johnson, P. (2002), *Research Methods for Managers*, Sage Publications, London.
16. Hair, J. F. Jr.; Anderson, R. E.; Tatham, R. L. and Black, W.C. (1998), *Multivariate Data Analysis*, Upper Saddle River, Prentice Hall, NJ.
17. Hair, Joseph F.; Money, Arthur H.; Page, Mike and Samouel, Phillip (2007), *Research Methods for Business*, John Wiley & Sons, West Sussex, England.
18. Harvey, L. (2000), "New realities: the relationship between higher education and employment", *Territory Education and Management*, Vol. 6, pp. 3-17.
19. Harvey, L. (2001), "Defining & Measuring Employability", *Quality in Higher Education*, Vol. 7 (2) pp. 97-109.
20. Harvey, L. (2003), "Transitions from Higher Education to Work. ESECT and the LTSN Generic Centre", published by Lee Harvey and contributors.
21. Harvey, L. and Knight, P. T. (2005), *Briefings on Employability 5*, ESECT.
22. Harvey, L.; Moon, S.; Geall, V. and Bower, R. (1997), "'Graduates' Work: Organisation Change and students attributes", Birmingham Centre for research into Quality (CRQ) and Association of Graduate Recruiters (AGR).
23. Hassan B M. Z. (2007), "Future of engineering education in Malaysia", Ministry of higher education Malaysia.
24. Hillage, J. P. E. (1999), "Employability: developing a framework for policy analysis", DFEE.
25. Knight, P. Y. (2002), "Employability and good learning in higher education", *Teaching in Higher Education*, Vol. 8, No.1, pp. 3-16.
26. Lacobucci, Dawn (2010), "Structural Equations Modeling: Fit Indices, Sample Size, and Advanced Issues," *Journal of Consumer Psychology*, Vol. 20 (1), pp. 90-98
27. Schumacker, R. E. and Lomax, R. G. (2004), *A beginner's guide to structural equation modeling*, Lawrence Erlbaum Associates, Mahwah, NJ.