

## **Enhancement of Management Skills Among Students in Select Management Colleges- A Study**

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### **Abstract**

The purpose of the study was to determine, based on the perceptions of undergraduate students, the significance of employability opportunities at employability skill development centres. Additionally, the study sought to determine the perception differences between Employability Skill Centers and students' perceptions of employment opportunities and the Performance Evaluation of Skill Development Centers in Developing Employability Skills among Educated Youth - A Case Study. 550 student respondents from College of Technology Education were chosen for the study, which used a multi-stage sampling technique and a quantitative research methodology. In order to examine the data, descriptive statistics, the Pearson correlation, regression, and rank order analysis were utilised.

**Keywords:** Management skills, Education, Employability Skill Centres, Industrialization

### **INTRODUCTION**

Skill may be described as a goal-directed, well-organized activity that is learned through practice and executed with minimal effort. Skills development is the process of pinpointing and honing certain strengths and weaknesses. Skill sets are critical, since they help decide whether or not plans can be carried out properly and consistently result in a positive outcome. Even more crucial than finding skill gaps is acknowledging one's own capabilities. It's impossible to improve on your skills if you don't even know they exist in the first place. A skill may be compared to a tool since it can both increase production and save time. Someone with a solid set of talents is always in a position to benefit from the circumstance. If you take the example of leadership, it was thought to be a characteristic that could only be inherited rather than cultivated. With India's recent quick expansion, driven by new-age sectors, the demand for leadership capability has surpassed the demand for regular talent. In reality, employers' viewpoints have shifted, and communication skills now take precedence over technical and professional ones. Today's talents may be divided into two categories: those that require a higher level of emotional intelligence and those that require more technical training. Soft skills are gathering steam since they may be used in a variety of contexts.

### **Significance of Management Skills**

To have an awareness of the importance of management skills, especially for students, it is essential to undertake study into the areas in which they are involved. Students at educational institutions are tasked with acquiring an effective knowledge of academic topics in order to fulfil their academic goals. Use technology and other reading resources to meet their academic goals, and build strong relationships with their professors, as well as fellow students. Students need more than just lesson plans to gain knowledge and information; teachers must also teach them how to run their classrooms effectively. It is possible to attain desired goals and objectives

if students are able to learn management skills quickly and efficiently. An educator's job is to provide pupils with a variety of chances to develop their management abilities. Students are encouraged to take part in a variety of competitions, events, and other activities organised by their schools. Students that participate in these activities and programmes are able to improve their communication, intellectual, and rational thinking abilities. Master's and doctorate students are often given lectures by their supervisors while pursuing their degrees, allowing them to learn more about how to teach.

### Role of Educational Institutions and Educators

Despite the fact that conventional educational institutions based on the assembly-line industrial model were effective in the nineteenth and twentieth centuries. Industrialization and modernisation have largely rendered them obsolete in the current world. Instructional approaches and tactics have been improved over time. An increasing amount of attention is being paid to the incorporation of cutting-edge methodologies and technology into the educational process. Innovative teaching and learning strategies are being used by both teachers and students. It is vital to make changes to the educational system as a whole in order to help students learn academic and managerial abilities.

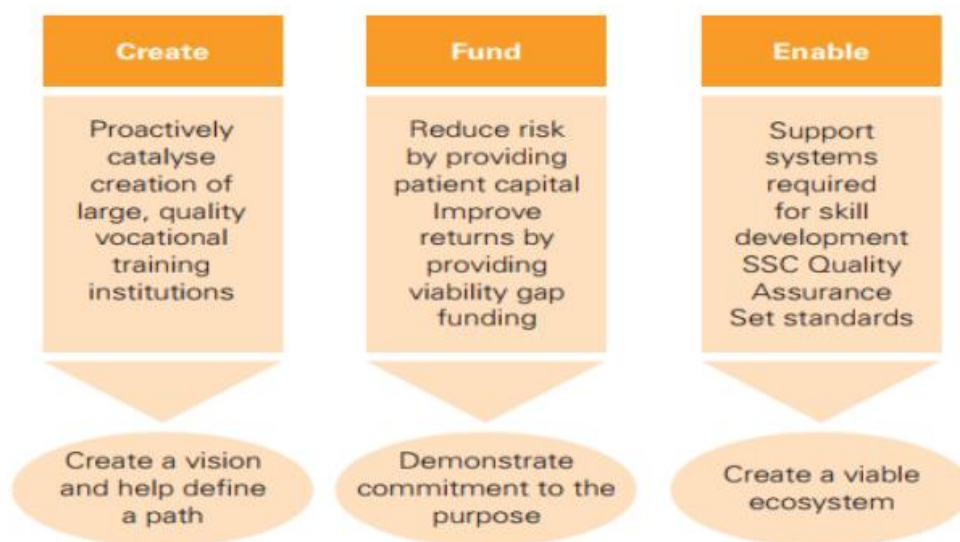


Figure 1: Role of National Skill Development Corporation (NSDC)

### Problem Statement:

Many students find tertiary universities' instructional environments overwhelming. First-year students are always in a reactive state and frequently fail to finish what they begin. They struggle because they don't have a network of mentors, supervisors, parents, or instructors to lean on. Many people complain about not having enough time to complete specific tasks. Making the deadline and failing to meet it would be a major setback for their career goals. A lack of time management is a problem that higher education must address, as must students themselves. To be effective, organisations must be embedded in the communities in which they work. An awareness of socioeconomic variables that contribute to poor time management might be helpful in this approach.

### Need for the Study:

There have been studies on skill development of college students. But there are very few studies adequately focusing on the skill development training programs for undergraduate college students. Here an attempt has been made to study the evaluation of Skill Development centers to develop Employment opportunities: Study is about select final year degree college students in Srikakulam District, Andhra Pradesh. The significance of the study lies in the fact that it makes an effort in addition to the social scientific knowledge concerning progression with regards to abilities and the training programs used among the lower economic sector of society.

### Hypothesis:

H0: There is no significant association between a person's age and their ability to advance in their career development skills

H1: There is a significant association between one's age and their ability to advance in career development skills

**Following are the goals of the study:**

1. To investigate students' attitudes toward MEP
2. To look into how student outcomes and performance are impacted by MEP's perceived utility.
3. To investigate the driving forces behind motivation and the obstacles that stand in the way of students' successful programme learning

**Literature Review**

India still has the potential to become one of the world's major economic powers in the medium to long term despite recent setbacks (**Shen, D., Laffey, J., Lin, Y., & Huang, X., 2006**). It is becoming a global centre for manufacturing, R&D, and knowledge management and information technology. Because of this, the demand for MBAs in business is expected to rise at an exponential rate. Many people believe that a well-educated populace is essential to the advancement of a nation (**Salas, A., 2016**). Acknowledging the importance of a well-educated workforce, Akyeamong argues that any educational program's goal is to produce a workforce that has the necessary skills to support the predicted growth of a country. Management education programmes throughout the world have reaped the benefits of the internet and other cutting-edge technologies, according to new generations of web. (**Lewis, T. J., Jones, S. E., Horner, R. H., & Sugai, G., 2010**). Complying, conforming, and associating with others' methods of instruction, employment, and study are all important factors in MEP's educational activities (**Lee, J. S., Cho, H., Gay, G., Davidson, B., & Ingraffea, A., 2003**). Planned outcomes of an organization's human, material and financial resources are achieved through management's process of organizing; directing; controlling; coordinating and evaluating. It regards as an art or science that uses the method of completing work by enlisting the assistance of others, doing so within the confines of a specific budget, and meeting deadlines (**Ndubisi, N. O., & Chukwunonso, N. C., 2004**). Management is regarded by academics as a collection of ideas, concepts, theories, laws, and rules with both theoretical and practical applications (**Elkaseh, A. M., Wong, K. W., & Fung, C. C. (2016)**). As Donald J. Clough put it, the concept is the "heart and science" of decision-making and leadership, according to his writing. Education is defined as the process of providing students with a variety of learning opportunities in order to provide them with certain knowledge, values, attitudes, skills, and behaviors (**Mock, C. N., Quansah, R., Addae-Mensah, L., & Donkor, P., 2005**). It aims to help people become more productive members of society. As a concept, ME is defined as the process by which an institution plans, organizes, directs, and regulates its operations by utilizing human and material resources in order to effectively and efficiently accomplish its responsibilities in the teaching, extension work, and research arenas (**Oddone, K., Hughes, H., & Lupton, M. (2019)**).

**Methodology**

To match the rapidly changing technological landscape, employers have adjusted their recruitment strategies and rules. In recent years, the race for internships and jobs has become increasingly fierce among college students. Employers now want their employees to be able to work with people from all over the world, regardless of cultural or linguistic differences, and be able to communicate effectively with coworkers and clients from other countries and be able to deal successfully with conflict. The Ministry of Human Resources Development is responsible for all elements of higher education, including a college education. All higher educational institutions fall under the purview of the University and Higher Education arm, whereas engineering education, polytechnics, etc., maps below the Technical Education umbrella. An organization known as the University Grants Commission (UGC) is responsible for distributing cash in the form of grants and coordinating university activities. Quality improvement in technical education, system planning and development, regulation, as well as standard setting and maintenance are some of its objectives.

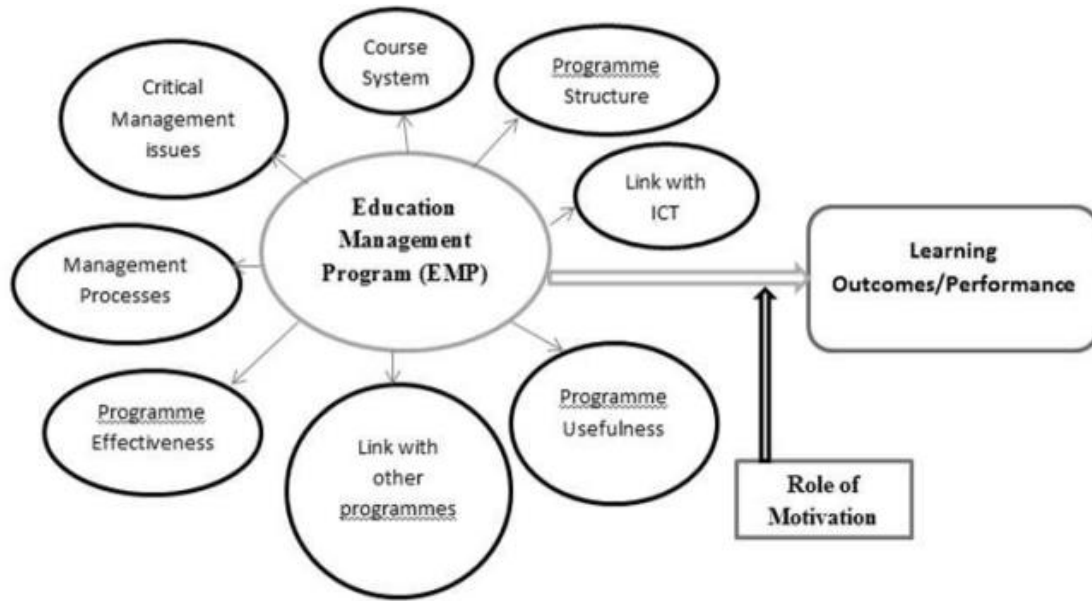


Figure 2: Conceptual Model

**Skills required for employability:**

In today’s highly demanding and competitive world, the definition of engineering employability skills has transformed globally to meet the industry and business needs. Engineering employability skills is a package and all-encompassing including overall personality development and soft skills, other than the core professional/technical skills. There is a strong correlation between employability skills in engineering, also known as generic skills or soft skills, and non-technical skills (Akyeampong, N. M., Malink, J. &Marktin, J. K.,2007).

**Investment in Higher Education Andhra Pradesh:**

High-quality, yet affordable, higher education is essential for a growing economy to transition from a low-skill, low-cost system of production toward one that is increasingly reliant on knowledge. The evidence from Andhra Pradesh also demonstrates that successive administrations have prioritized higher education with an exceptional development trajectory in India. Of the 2,497 colleges and universities in the state, 2,497 are state-sponsored institutions, while the remaining 26, all of which are private, are privately owned and operated. - Public spending on higher education in India ranges from 1% to 2% of GDP, depending on the amount of privatization of education in that country. Students will be required to take a final evaluation and get NASSCOM certification, as well as assistance in finding a job, at the end of the programme. In December 2019, a third TOT was successfully completed.

Table 1: List of Participating Colleges in NASSCOM

S. No	Location	Name of College / University
1	Vijayawada	Prasad V Potluri Siddhartha Institute of technology
2	Bhimavaram	Vishnu Institute of Technology
3	Rajam	GMR Institute of Technology
4	Puttur	Siddartha Institute of Science & Technology
5	Guntur	R.V.R & J.C College of Engineering
6	Anantapur	Sri Krishnadevaraya University
7	Ongole	QIS College
8	Rajamundry	AdikaviNannaya University
9	Tirupathi	Sri Padmavathi Mahila Viswa Vidyalayam
10	Eluru	Sir CR Reddy College of Engineering
11	Nellore	Narayana College of Engineering
12	Vijayawada	DVR & Dr. HS MIC College of Technology
13	Guntur	Chalapathi Institute of Engineering & Technology
14	Visakhapatnam	Andhra University
15	Vijayawada	Andhra Loyola Institute of Engineering

16	Anantapur	JNTU-Anantapur
17	Kakinada	JNTU- Kakinada
18	Guntur	Acharya Nagarjuna University
19	Cuddapah	Rayalaseema University
20	Bapatla	Battle Engineering College
21	Madanapalli	Madanapalle Institute of Technology & Sciences
22	Kakinada	PR Govt Degree College
23	Vijayawada	V.R Siddhartha Engineering College
24	Bhimavaram	Shri Vishnu Engg College for women
25	Bhimavaram	SRKR Engg College
26	Vizag	Vignan Institute of Information Technology
27	Vizianagaram	MaharajVijayaramGajapathi Raj Engg College
28	Tekkali	Aditya Institute of Technology & Management
29	Surampalem	Aditya Institute of Technology - SuramPalem
30	Tirupathi	SreeVidyanikethanEngg College
31	Vizag	RMGCET

### Results and discussions:

The analysis endeavors to organize, classify, and summarize the collected data so that they can be understood and interpreted better to present answers to the questions that prompt the research. Interpretation is the investigation for obtaining the extensive meaning of the findings. Analysis and interpretation have been carried out together as both are interdependent

A structured questionnaire was used in a survey method of data collection. 550 respondents were used in this study's primary data (Final year degree students who registered in Employability Skill Centers in Andhra Pradesh state). To conduct the survey, a questionnaire that was devised, formatted, and disguised was used. Responses were graded on a 5-point Likert scale for their agreement or disagreement with 71 statements. Five options on the Likert scale are used to create a questionnaire as Respondents' opinions can be better ascertained with the use of a questionnaire with pre-selected responses. Parametric testing and multivariate analysis are the only two types of tests that may be used to determine the truth of a data set. SPSS SOFTWARE was used to verify the accuracy of the information collected.

### Statistics Regarding Reliability

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	No. of items
0.946	0.938	71

Cronbach's alpha, at.938, shows a high degree of internal consistency in the data. Because of this, the scale can be regarded as a reliable one.

**Table 2: Chi-Square test for Age and Career Development Skills**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	56.953a	15	0.00
Likelihood Ratio	45.252	15	0.00
Linear-by-Linear Association	21.988	1	0.00
N of Valid Cases	550		

**Result: Degree of freedom = 8, Chi-Square Value = 56.953, Sig Value = .000**

The significance value is less than 0.05; from the above table, chi-square is significant. So we reject the Null hypothesis.

### Interpretation:

The analysis as above is used to analyze if there is any dependence or connection between the two factors currently. I'm talking about "age" and "career development skills." From the above table, 5.1.6 revealed that the two factors are significant and the null hypothesis is rejected. We infer with sufficient evidence as it has a significant connection within age and career development skills. It indicates that the age group is a factor that impacts the student's tendency to enhance career development skills.

**Table 3: Chi-Square Test for Age and Motivation Skills**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	78.587a	<b>11</b>	0.00
Likelihood Ratio	62.189	<b>1</b>	0.00
Linear-by-Linear Association	47.010	<b>1</b>	0.00
N of Valid Cases	550	a. 12 cells (50.0%) have expected count less than 5. The minimum expected count is .31.	

Result: Degree of freedom = 11, Chi-Square Value = 78.587, Sig Value = .000

The significance value is less than 0.05; from the above table, chi-square is significant. So, we reject the Null hypothesis.

**Interpretation:**

The existence of any dependence or association between the two factors was determined using a Chi-square test. age and motivational abilities, specifically. From the above table revealed that the two factors are significant and the null hypothesis is rejected. We infer with sufficient evidence that, there is a significant association between age and motivation skills. It indicates that the age group is a factor that impacts the student's tendency to develop motivation skills in employability skill centers.

**Table 4: Chi-Square Test for Gender and Motivation Skills**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	8.092a	<b>11</b>	0.75
Likelihood Ratio	8.135	<b>1</b>	0.701
Linear-by-Linear Association	2.065	<b>1</b>	0.151
N of Valid Cases	550		

Result: Degree of freedom = 11, Chi-Square Value = 8.092, Sig Value = .705 The significance value is greater than 0.05; from the above table, chi-square is not significant. So, we accept the Null hypothesis.

Result: Degree of freedom = 11, Chi-Square Value = 8.092, Sig Value = .705

The significance value is greater than 0.05; from the above table, chi-square is not significant. So, we accept the Null hypothesis.

**Interpretation:**

The existence of any dependence or association between the two factors was determined using a Chi-square test. Specifically, "gender" and "motivation skills." From the above table 5.1.9 revealed that the two factors are significant and the null hypothesis is accepted. We infer with sufficient evidence that, there is no significant association between gender and motivation skills.

**Discussions:**

Higher education institutions throughout the world have produced a wide range of innovative programmers to improve student learning and educational outcomes, but these programmers are mostly absent from nations with a more developed economy, like universities with the advancements in technology, it has been possible to educate without time or location limits. Modern educational studies use technology as a yardstick, and everything that goes beyond basic communication meets that standard. Recent studies demonstrate that new technology is rarely utilized to its full potential in elementary classrooms. This is the primary reason why, despite the program's many advantages, the institution has failed to fulfil its full potential in recent years. Learning has been a huge advantage to students despite the technical barrier as well as other issues such as resource restrictions and instructional obstacles. The life span and motivation of tutors or lecturers are only few of the other factors that have helped students.

**Conclusion**

Academic learning is facilitated by the development of management skills among students, allowing them to grow their competences and talents and attain academic goals. Educators and educational institutions provide a substantial contribution to the development of students' management abilities. Students should be given the chance to develop their talents and abilities at educational institutions. The contemporary technological concept

necessitates an equal match with more intelligent students. Kids' perceptions of educational programmes are critical because they create the foundation for reforming the old-age system, directly impacting students' present needs. Students' perceptions on MEP's impact on their learning results were examined in this study. As a result of the positive effects on learning outcomes that the program's perceived usefulness had, it has a great deal of potential to provide the skills, values, attitudes, and behaviours required to achieve the national goals. Aside from providing the necessary skills, values, attitudes, and behaviours needed to achieve national goals, the programme has a lot of potential. Despite the challenges, such as the inadequate use of technology in teaching and learning and the poor quality of instructional materials, the programme is successful in providing students with the necessary training.

**Recommendations:**

1. As a result, the importance of implementing teaching and learning technologies that enhance the effectiveness of instruction cannot be overstated in learning organization programmes that employ technology.
2. An integrated approach to education administration and teaching should be used by educational administrators and managers in order to make better use of the possibility of obtaining between education programmes and other disciplines.

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