



The Study of Relationship between Extracurricular Activities and Employability Skills with Reference to Business Management Students of RTM Nagpur University, Nagpur

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Abstract:

Extracurricular activities play an important role in today's business management program. MBA students are receiving training in different areas and this program produce exceptionally talented professional with right attitude, right skills and knowledge as required current industry. The purpose of this study is to determine whether the skill improvement of MBA students differs based on their participation in extracurricular activities. Extracurricular activities are found in all levels of our schools in many different forms. They can be sports, clubs, debate, drama, school publications, student council, and other social events.

This paper describes the relationship between extracurricular activities and the positive effects on employability skills. Research has documented that by participating in extracurricular activities, students learn life skills that benefit both their academic and professional careers.

Keywords: Curricular activities, Business management, development, skills etc.

Introduction:

A Master's degree allows the student to have a further insight of the subject that they feel passionate about conducting research, meeting and interacting with faculty members of MBA Institute and industry personnel. This leads to increase in the employability skills and innovation among the students who focus for a Master Degree. Therefore the management educations as a Master in Business Administration (MBA) course have its own concerns. MBA education is taken as the professional certificate which increases the chances for getting beneficial employment opportunities

Activities allow students to develop skills such as leadership, sportsmanship, self-discipline, self-confidence, and the ability to handle competitive situations. Participation in extracurricular activities may be the most effective route to skill improvement

In this era of globalization and technological revolution, education is considered as a first step for every human activity. It plays a vital role in the development of human capital and is linked with an individual's well-being and opportunities for better living

Educational services are often not tangible and are difficult to measure because they result in the form of transformation of knowledge, life skills and behavior modifications of learners

The environment and the personal characteristics of learners play an important role in their academic success. The school personnel, members of the families and communities provide help and support to

students for the quality of their academic performance

Theory of Educational Productivity by Walberg (1981) determined three groups of nine factors based on affective, cognitive and behavioral skills for optimization of learning that affect the quality of academic performance: Aptitude (ability, development and motivation); instruction (amount and quality); environment (home, classroom, peers and television) (Roberts, 2007)

ACTIVITIES AND CREATIVITY IN BUSINESS MANAGEMENT PROGRAM:

MBA Activities:

1. Knowledge Based

- a. Class Room Lectures
- b. Guest Lectures
- c. Assignments
- d. Class Test / Exercises
- e. Quiz

2. Comprehension and Conceptual Understanding

- a. Personal Interview
- b. Group Discussion
- c. Power Point Presentations
- d. Individual Feedback
- e. Case Studies
- f. Role Play
- g. Mentor-ship

3. Research, Application & Evaluation

- a. Paper Writing and Presentations Program
- b. Seminar / Conferences
- c. Project Report
- d. Business Plan

4. Work Experience, Skill Development, Analysis & Synthesis

- a. Industrial Visit
- b. Environment tour
- c. Event Handling
- d. Confidence building activities
- e. Business English Training
- f. Soft skills Development Program
- g. Communication Skill
- h. Communication Skill

These are the primary ways that education institutes can manage industry expectations, work to limit the disparity between institutions, and address primary gaps in knowledge and skills brought to light in this study. Education institutes should work to match MBA candidates to industries based on their skills. Faculty should study the student's progress and work to guide them toward the industry where their skill set will be most effective. Student will be more successful and fulfilled, and employers will be better served. The aim of this study is to determine whether the relationship is supported between extracurricular involvement and specific skills potentially acquired during graduate management education.

The goal is to reveal results that are consistent with the argument that participation in extracurricular activities promotes greater academic achievement (Gerber, 1996). While focusing on leadership and communication skills that are relevant to management, the impact of extracurricular activities is measured first by determining whether skill improvement varies by participation, and then by establishing which extracurricular activities are most likely to drive skill improvement.

Regardless of industry, communication is a highly valued management skill. It is a vital aspect of the interaction between managers and their subordinates (Yntema, 1960), because effectively managing people and projects and maintaining and organizing tasks requires that ideas be communicated clearly. (Yntema, 1960).

Review of Literature:

A study by Rubin, Graham, and Mignerey (1990) illustrated the influence that extracurricular activities can have on the development of student abilities; it revealed a significant relationship between college extracurricular experiences suggestive of leadership and student competence.

Rubin et al. (1990) also found that the combined impact of classes and related experiences outside the classroom is strong, and that students who appear most motivated to

learn and more competent at communication tend to have a greater number of extracurricular communication experiences and higher grade point averages. The association between student participation in extracurricular activities and educational attainment has been found to be positive (Hanks and Eckland, 1976). Students integrated into the social and academic systems of their undergraduate university through participation in various extracurricular activities develop or maintain motivation to complete their undergraduate education (Christie and Dinham, 1991).

Those who teach master's-level MBA or communications courses expect students to have at least minimal speaking, listening, classroom management, and interpersonal communication skills in order to complete their respective graduate programs successfully. Interaction with others allows students to engage in conversation, but it also enables them to be attentive, perceptive, and responsive to others (Rubin, 1988)—skills important and necessary in business management, and often developed through the team-based curricular experiences provided by MBA programs. Baldwin, Bedell, and Johnson (1997) note that MBA programs have developed initiatives designed to promote student teamwork and cohort development. These and other cooperative learning strategies help students develop communications and “people skills” that are, in part, the foundations of effective leadership—another highly valued management skill. (Improving Skills: Impact of Extracurricular Activities, Sheikh)

Scope of the study:

Considering the magnitude of the issue of management education and expectations of industries and its effects on the different section of the society and the precious human resources for productive activities and the fundamental changes in the economic policies and industrial sectors in the last decade of the previous century it is necessary to undertake a research into the effect of Industrial Expectations from Management Students and the Role of Management Institutes With Special Reference to Rashtrasant Tukadoji Maharaj, Nagpur University, Nagpur

- This research will be helpful to understand the relationship between extracurricular activities and the employability skills

- This research will be helpful to management institutes for improving the quality of Management Education

OBJECTIVES OF THE STUDY:

- To study the relationship between extracurricular activities and the employability skills
- To study the academic behavior in terms of employability skills of fresh management graduates from RTM Nagpur university, Nagpur
- To study the industry institute interaction of Business Management institute of RTM Nagpur University, Nagpur

HYPOTHESES OF THE STUDY:

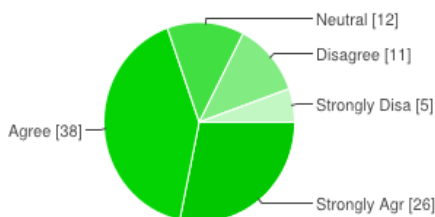
- There is no relationship between extracurricular activities and the employability skills
- Fresh business management students from RTM Nagpur University are good in communication skills

Method of the research:

This study was conducted by using a survey method. Primary data of 96 respondents have been collected. Researcher prepared a questionnaire and circulates in management students (alumni), Industry personnel and academicians from management institute

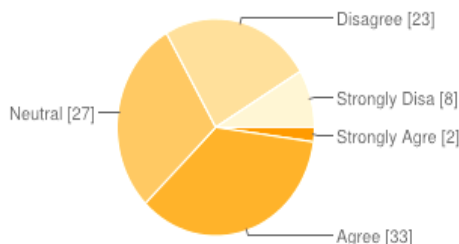
DATA ANALYSIS AND INTERPRETATIONS:

Question 1) Activities, Workshops, Seminars, Conferences and various soft skill development programs conducted in management institute, are really helpful to improves the employability skills



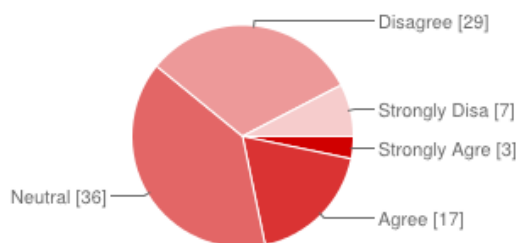
While assessing above question it has been observed that out of 96 respondents, 16% (total: disagree and strongly disagree). 27% respondents are strongly agreed, 40% are agreed and 13% respondents are neutral. This clearly shows that Activities, Workshops, Seminars, Conferences and various soft skill development programs conducted in management institute, are really helpful to improves the employability skills

Question 2) Fresh Management Graduates from RTM Nagpur University are good in Academics



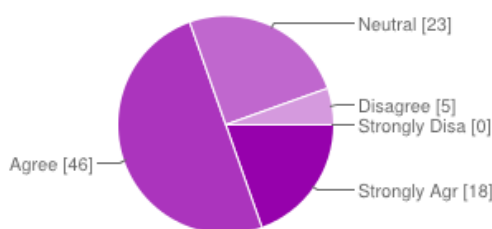
While assessing above question it has been observed that out of 96 respondents, 32% (total: disagree and strongly disagree). 2% respondents are strongly agreed, 34% are agreed and 28% respondents are neutral. There is mixed reaction of respondent that fresh business management graduates somewhat good in academics

Question 3) Fresh Management Graduates from RTM Nagpur University possess good Communication skills



While assessing above question it has been observed that out of 96 respondents, 37% (total: disagree and strongly disagree). 3% respondents are strongly agreed, 17% are agreed and 38% respondents are neutral. This clearly shows that fresh business management graduates from RTM Nagpur University are lacking in communication skills. There is need to improve communications skills for employability

Question 4) Your Institute / Industry approaches for Guest lecturer, seminar, case study, workshop, research project, placement, skill development program on regular basis



While assessing above question it has been observed that out of 96 respondents, 5% (total: disagree and strongly disagree). 19% respondents are strongly agreed, 48% are agreed and 24% respondents are neutral. This clearly shows that in the RTM Nagpur University there is regular activities like Guest lecturer, seminar, case study, workshop, research project,

placement, skill development program on regular basis that help to increase employability skills

Conclusions:

Extracurricular activities may help students raise self-esteem, develop spirit and connect with the adults in the community in a positive manner creating a good situation for all. When stating some of the benefits of participating in extracurricular activities, some believe that this leads to positive youth development and converting employability skills.

Another positive impact of participation in extracurricular activities is the possibility of a student acquiring some type of supportive relationship, mentor or role model. Evidence suggests academia can best accomplish this role by providing students with ample extracurricular opportunities to practice and hone their skills, by enlightening students about the value of extracurricular activities, and by encouraging students to take part.

This study shows the extent of participation in extracurricular activities and identifies activities that are best predictors of skill improvement. The research results discussed in this paper have implications for both MBA students and their employers. This finding further supports the fact that leadership is one of management's foundational skills that impacts many aspects of management.

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