

**A STUDY ON WOMEN IN CORPORATE : LESSONS FOR MANAGEMENT  
STUDENTS**

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**By  
Shalini Shukla**



**Department of Management**

**JAIN (deemed-to-be University)  
Bangalore  
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## **Recommendations For Future Management Education Framework**

In this section we would be talking about the future of management education in India. The future of management education depends on the policy makers and the educational institutions.

### **a) Recommendations For Policy Makers**

India is the home to largest number of Business schools in the world. According to AACSB, India is at the top of the list with a total of 3800 B-schools USA and Philippines follow next and have a total of 1634 and 1260 management institutions respectively, AACSB,(2014). National Skills Qualification Framework (NSQF) has been introduced by Government of India in December 2013. This framework will be applicable to all government and private educational institutions, offering any kind of education or training. The Union Budget 2014 proposed a nationwide multi-skill programme called Skill India. The aim of this programme is promote skill among the youth with an emphasis entrepreneur skills and employability in the coming years.

India is one of the fastest and largest growing economies in the world, making it an attractive destination for global businesses. This has created a big requirement for business graduates. Which in turn has created a huge requirement for quality business education in India? This makes India an attractive destination for international B-Schools to establish their presence in the country. So far the pace has been slow due to the lack of policy clarity and no formal framework. But this is bound to change in times to come. Harvard Business School and Chicago University have already set up their research centres in India. Recently many other B-schools like Ivey and Schulich school of Business are prospecting actively in India. This trend is expected to gather pace further in the future.

### **b) Suggestions For Business School And Institution**

The ability to produce business leaders will determine the future of management institutions. Business schools in India will need to be at the vanguard of thought leadership of promoting management theories. India needs to make improvements in the way new ideas are produced, nurtured and marketed. This needs to be pursued aggressively by our management experts and veterans. To build a vanguard of thought leadership emerging out of India business schools are required to pursue high standard research in a very structured manner.

Business schools have to adopt the mantra of Innovate or die is in order to stay relevant. Management education must be ready to undergo transformational changes; they must keep pace and adapt to the rapid changes in the way business is conducted and review their methodology, curriculum and people on regular basis. In a highly globalized world there should be more focus on globalisation and preparing a candidate to work in a global environment. They should learn to work in a cross - culture, cross - geographies and cross - time zones. Special emphasis should be on learning to work in organisation with global foot prints, Indian Management education vision 2025 (2014).

Institutions should run specialised skill courses to train candidates in technical skills; In the new world where business are being driven by technologies knowledge of artificial

intelligence, big data, coding and decoding data etc. is very important for new business graduates. Business schools should aggressively work on including these courses in their curriculum. High focus should be also being accorded to soft skills viz., such as communication and people skills.

The institutions must understand their internal (Faculties and staff) and external (Companies) customers. The duty to satisfy the outward facing customer is the responsibility of the inward facing customer and the responsibility to maintain and retain the inward facing customers should be the duty of the state and promoters. Institutions should encourage their faculties to undertake training programs regularly to update their skills. The training programs can be peer mentoring, workshops, self paced MOOCS etc.

### **Scope For Future Studies**

- ✂ A comparable study with management students of other B-Schools is to be explored.
- ✂ A study on career advancement of management students within a single industry/sector can be attempted.
- ✂ A study on Emotional Intelligence and Leadership but in the aspect of Career Planning is being studied little and more work in this regard can be initiated.
- ✂ This study has only touched the concept of emotional intelligence, so the impact of working mothers on the emotional intelligence level of their children can also be studied.

### **Limitations Of The Study**

Every researcher has to overcome the hurdles she faces while performing the research. Again some things happen and affect research work during the period of research work which researcher cannot control. These things are generally called limitations. In this research researcher also faced some limitations which she elaborates as follows:

- ✂ Data collection was done mostly from metro cities as the researcher wanted a response from companies listed in Forbes India. Though an ideal framework calls for sample spread across the other states region, we have limited our scope of the survey to metro cities. Though it is limited to metro cities representation of sample is spread across other non metro regions as well. Online survey was the one option for getting responses from outside Karnataka. However, this option was experimented in non metro cities and the responses from these places were meagre.
- ✂ Only women employees were considered as respondents. As the title say "A study on women in corporate" the researcher considered only women managers as the respondents.
- ✂ More research work on women in corporate is done by foreign researchers than in India. So, researcher has referred more research works done by foreign researchers.
- ✂ Many employees were hesitant to fill the questions on work life balance. Thinking that they might be revealing about the company policies or process, many of the women executives were hesitant in fill the work life balance section in questionnaire.