SYNOPSIS-MBA GRADUATING STUDENTS

The case highlights a serious challenge faced by government banks: talented and qualified professionals, especially MBA graduates, are not staying long in their jobs. Most of them join with high hopes but quickly get disillusioned by the rigid work culture, lack of motivation, and tasks that don’t match their qualifications. As a result, many use the government bank job just to gain a few years of experience and then leave for private banks, which they find more dynamic, rewarding, and growth-oriented.

The General Managers of these banks are aware of the issue but admit that their retention policies are too rigid. On the other hand, some employees feel that the nature of the job itself is outdated and not challenging. One middle manager even said that most of the work could be done by students with just higher secondary or undergraduate education. This mismatch between what the job offers and what employees expect has created a gap that's pushing away skilled talent.

What’s missing is a proper understanding of job roles and how to make them more meaningful. Many jobs in government banks haven’t changed with time. They're still built on old systems that don't excite or engage today's professionals.

To fix this, government banks need to update their approach—starting with how jobs are designed. Giving employees more responsibility, chances to learn, and room to grow can make a big difference. Without these changes, government banks will keep losing their best people.

**1. What is the dilemma in the case?**  
The dilemma is that government banks are losing skilled MBA professionals because the jobs feel outdated, boring, and don’t offer real growth. Talented people are joining just to gain experience and then leaving for private banks.

**2. Why is job analysis important in government jobs?**  
Job analysis helps match the right people with the right roles. It shows whether the job really needs someone with high qualifications like an MBA. It also helps make the job more meaningful and efficient.

**3. How does job design relate to this case?**  
The case shows poor job design—MBA grads are doing routine work that doesn’t challenge them. Concepts like job enrichment (adding meaningful tasks), autonomy (more freedom), and job rotation (variety in tasks) are missing. These could help make jobs more engaging.

**4. How can government bank jobs be made more interesting and motivating?**

* Add more challenging and meaningful tasks
* Give employees a say in decision-making
* Reward good performance and innovation
* Offer training, growth, and career paths
* Make work culture more flexible and modern