

MANAGEMENT EDUCATION IN INDIA V/S WORLD

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ABSTRACT

As per increasing demand of management skills in industry, management education like MBA and PhD is become attraction for students. Lots of students are willing to expand their skills and knowledge by getting such degrees. So, they can survive in industry and corporate very well. This paper has discussed the base of management education in India. Since, it begins how it developed, what changes come, what are the limitations and how it is differ or same with international management education. Such recommendations are also out in it. It is found that in India development and growth of management education is very fast and very well. But still there are certain limitations and the biggest limitation is caste system. Due to this system some students are not getting or missing the opportunity.

Keywords: Management Education, Management Skills, Specializations, International, Competition.

Introduction

India is a continuously developing country. Competition among various industries is increased as well as diversification is also increased. The scope of management education is also developed from British government in 18th century. Since 18th to 21st century management education has seen so many changes and developments. India is a cultural country. So, in our management education not only courses like philosophy, psychology, finance, human resources, marketing, economics, computer science, mathematics or statistics are included, but language and cultural languages are also included. In India as per industrial requirements provided courses are in various functional area like as operations, Information Technology, International business, supply chain management etc.

The criteria of management education should not be limited to our country. It should be expanded at global level that students can know actual scenario at global level that what's happening at international level. The competition is increased now at worldwide. Constant changes in technology and changes in everything is becoming this era more competitive. So, with changing era it requires enough knowledge and talented managers in different functional areas. It is not only requiring knowledge and skills but critical thinking, decision making power, innovation, creativity, time management skills and stress management skills also.

Research Issues

As per our research topic main objectives behind this research is to know about below things,

- To know the development and growth of management education system in India.
- To know the system and trends of management education system in India.
- To know the trends of management education system at international level and differentiate both systems.
- To know the limitations and crisis of management education system in India.

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Literature Review

- **Sanjeev Kumar and M.K. Dash (2011)** has presented a paper on **“Management education in India: Trends, Issues and Implications.”** In this paper initially various research issues were discussed regarding management education in India. The present situation of management education in India is discussed state wise in detail. Certain financial crisis and Satyam incident had created a great impact on Management Education in India. Certain trends, implications and emerging issues are also discussed in brief.
- **Ayesha Khatan and Sajad Nabi Dar (2019)** review a paper on **“Management education in India: the challenges of changing scenario”** This paper has discussed from basic that when in India it was started and also discussed the base and current scenario in other countries compare to India. The very good evolution history is mentioned in this paper as well as growth of B school in India. This paper has presented an Indian scenario of management education from beginning in very well manner.
- **Neetu Choudhary & Ravin Kadian (2013)** presented a paper on **“Management education in 2020: issues, challenges and opportunities”** This paper has done comparison between global and Indian trends in management education that how many schools are there in other countries and compare to how many are there in India. The growth and structural changes in India are also discussed on other hand certain challenges are also there for management education in India.
- **Shubhendu S. Shukla (2013)** reviewed a paper on **“Management education in India Issues and Concerns”** This paper has explained evolution of management education in India that how it grows slowly and gradually in India. It has discussed the actual status of management education in India, state wise in various fields. Some facts which are actually negative side of Indian management education system are also discussed. There are also some issues and management education in India like ensure quality faculty, promote research culture etc. Various skills are also required for future global management.
- **Dr. Shruti Padliya Maheshwari** presented a paper on **“Management education: current scenario in India”** This paper has discussed about more practical knowledge then theoretical knowledge. It has discussed about various universities and graduate schools in India. The culture of our management institutions is also mentioned that how its providing knowledge and skills to the students. India has a caste system, so there is reservation system also exists in Indian management education system.
- **Shwetha & Manoj Kumar** represented a paper on **“Management education in India: Issues and challenges”** In this paper reviews of various authors are discussed on management education system in India that how it should be and what changes are required. The base of management education system in India is also discussed very well mannered. There are certain issues in management education system inn India like quality of education, proliferation of B schools etc.
- **Dr. Bhika. Lala. Jadhav (2018)** reviews a paper on **“Issues and challenges in management education in India”** This paper has discussed about importance, growth and issues of management education system in India. There are certain challenges and drawbacks are also presented that due to certain reasons management education is not more effective in India then other countries, so for that such suggestions are also there.
- In one published paper on **“Management education in India: trends, issues and implications” (2020)**. There is no particular definition of management education system, it's a theory and practice of an organization of existing education establishment and systems. The main objective of education system is to improve interpersonal communication among members of school or college. It will bring out certain social changes in society.
- **Faisal Manzoor Arain & Syed Awars Ahmed Tipu (2007)** review a paper on **“Emerging trends in management education in international business school”** In this paper various courses are discussed which are learnt to management students at international level like marketing management, business strategy, operations management, business strategy, operations management, business finance etc.

- **Tatjana Nikitina & Inga Lapina (2017)** reviewed a paper on “**Overview of trends and development in business education**” In this paper discussion is done on various business school at worldwide countries like Europe, Berlin, Germany. The various studies are taught to students like foreign language, English Literature, Philosophy, mathematics, physics etc. It has compared traditional and modern business education trends.

Management Education in India

Indian economy is a developing economy. So, there is a good demand of good managers in developing as well as developed companies. From last few years, India is growing in giving training regarding management to students. But on the other hand, it is also important to see the quality of management education. In today's business environment management education is playing a vital role. As per latest data in 202, there are 20 IIMS in all over India in various locations like Ahmedabad, Bangalore, Kolkata, Kozhikode, Indore, Lucknow, Raipur, Trichy, Udaipur, Ranchi, Shillong, Rohtak, Kashipur, Nagpur, Sambalpur, Amritsar, Sirmaur, Bodhgaya, Jammu, Vishakhapatnam etc., providing various management more than 50 courses like MBA, MBA-FABM, MBA-PGPX, PGP, ePGP, PhD, MBA(BA), PGPPM, EGPM, PGPEM, MBAEX, PGPEX, PGPEX-VLM, PGDBA, Executive Education, EEMS MIM, Certificate courses in Business Management for defense officers etc. Apart from IIMs there are also various bodies and councils which gives affiliation and accreditation depending upon subject area. University Grants Commission (UGC) is responsible for whole the process like coordination, determination and maintenance of standards, release of grants etc. And the professional councils are responsible for recognition of courses which are as below,

- All India Council of Technical Education (AICTE)
- Medical Council of India (MCI)
- Indian Council for Agriculture Research (ICAR)
- National Council for Teacher Education (NCTE)
- Dental Council of India (DCI)
- Pharmacy Council of India (PCI)
- Indian Nursing Council (INC)
- Bar Council of India (BCI)
- Central Council of Homeopathy (CCH)
- Central Council for Indian Medicine (CCIM)
- Council of Architecture
- Rehabilitation Council
- National Council for Rural Institutions (NCRI)
- State Council of Higher Education (SCHE)

The table below is correct as of November 2021 of universities by state and Type in India¹,

State	Central universities ^[4]	State universities ^[5]	Deemed universities ^[8]	Private universities ^[10]	Total
Andhra Pradesh (list)	3	25	4	6	38
Arunachal Pradesh (list)	1	0	1	8	10
Assam (list)	2	17	1	6	26
Bihar (list)	4	18	1	7	30
Chandigarh (list)	0	1	1	0	2
Chhattisgarh (list)	1	16	0	15	32
Delhi (list)	7	10	9	0	26
Goa (list)	0	1	0	0	1
Gujarat (list)	1	28	3	50	82
Haryana (list)	1	20	6	24	51
Himachal Pradesh (list)	1	7	0	17	25
Jammu and Kashmir (list)	2	9	1	0	12
Jharkhand (list)	1	11	1	16	29
Karnataka (list)	1	34	14	20	69

¹ https://en.wikipedia.org/wiki/List_of_universities_in_India

State	Central universities ^[4]	State universities ^[5]	Deemed universities ^[8]	Private universities ^[10]	Total
Kerala (list)	1	15	3	0	19
Ladakh (list)	0	1	0	0	1
Madhya Pradesh (list)	2	24	1	40	67
Maharashtra (list)	1	25	21	21	68
Manipur (list)	3	3	0	4	10
Meghalaya (list)	1	0	0	9	10
Mizoram (list)	1	0	0	1	2
Nagaland (list)	1	0	0	4	5
Odisha (list)	1	21	3	8	33
Puducherry (list)	1	0	1	0	2
Punjab (list)	1	14	2	17	34
Rajasthan (list)	1	24	8	52	85
Sikkim (list)	1	2	0	4	7
Tamil Nadu (list)	2	22	28	4	56
Telangana (list)	3	17	3	5	28
Tripura (list)	1	1	0	1	3
Uttar Pradesh (list)	6	31	9	32	78
Uttarakhand (list)	1	11	3	21	36
West Bengal (list)	1	35	2	11	49
Total	54	443	126	403	1026

Evolution of Management Education in India

In India initially in 19th century Business schools were mainly focused on the commercial business side to fulfill needs of British government.

B school	Establishment Year	Location	Extra Details
Commercial School of Pacchiappa Charites	1886	Southern City of Chennai – Madras	N.A.
Secondary school level classes at the Presidency College	1903	Calcutta	Initiated by British Government, main focus on secretarial practice, business communication, short hand, typing, correspondence and accounting
Sydenham College	1913	Mumbai	First level of Commerce College of India
Shri Rama college of Commerce	1920	Delhi	Earlier name was Commerce College
Indian Institute of Social Science	1948		India's first management program with an intention to train manpower to create and spread the knowledge.
Xavier Labor Relation Institute (XLR)	1949	Jamshedpur	Founded by Catholic Community
Indian Institute of Social Welfare & Business Management (IISWBM)	1953	Calcutta	India's first official Management Institute
IIMs Launched	1961	Calcutta (West Bengal), Ahmedabad (Gujarat)	Grant Obtained from Ford Foundation
IIMs	1973	Bangalore (Karnataka), Lucknow (U.P.)	N.A.
IIMs	1982	Bhopal (M.P.)	As a leader in specialized management education for entire forestry system
IIMs	1990	Kozhikode (Kerala), Indore (M.P.)	N.A.

In 1990's after globalization a large number of multinational companies entered in Indian market. So, the demand of talent increased. Initially management education was limited to Finance, Human Resource and Marketing, but after globalization criteria expands. It diverted to accounting, behavioral, finance & operations, skills, critical thinking & critical reading etc.

Management Education Trends in International Business School

All global level there were total 946 courses leading international business school. Some of them are as below,

- Kellogg school of management, Northwestern University, USA
- The Wharton School of the University of Pennsylvania, USA
- Graduate school of Business Stranford University, USA
- Solan School of Management Massa Chysetts, USA
- Yale School of management, Yale University, USA
- London Business school, U.K.
- Indian Institute of Management, Ahmedabad
- Lahore University of Management sciences, Lahore, Pakistan

At global level common MBA core courses selected in business school are as below,

Sr. No.	Course Title	No. of Institutions offering Common Course
1	Marketing Management	6
2	Business strategy	6
3	Operations Management	6
4	Business Finances	6
5	Organizational Behavior	5
6	Managerial Economics	5
7	Managerial Accounting	4
8	Financial Accounting	4
9	Managerial Communications	4
10	Leading and managing	4
11	Data and Business Decisions	3
12	Decision making in crisis & uncertainty	3
13	Leadership	3
14	Business statistics	3
15	Economic Environment & policy	2
16	Ethics & corporate social responsibility	2
17	Interpersonal Dynamics	2
18	Management Information systems	2

Emerging Issues

Before a decade management degree was a golden passport, but now a days to get degree in management education is become so easy.

- Hardly 10% students are getting placed by corporate India.
- Lots of numbers of MBA students are getting degree, round about 3.6 lakhs students every year.
- Due to Corona and other crisis placement is gone down by 40% and as per data from Centre for Monitoring Indian Economy has declared that unemployment is went up to 7.91% in December 2021 from 7% in November 2021.
- As talented students are not getting enough opportunities they are moving to abroad.

Government Dedication for Management Education

In India technical and management education is looked after by All India Council for Technical Education and its subsidiary the Board of Management studies. Though technical education and management studies both are the different things, so government should specially do focus on management education.

Quality of Faculty

AICTE and Grant Commission has sanction and affiliated number of institutes but could not provide well qualified faculties who can fulfill the gap in students between demand and supplied students. They are not enough experienced or well knowledge. Institutes are hiring faculties without having a PhD degree. AICTE has not proper planning and availability of sources to train faculties in proper way with enough knowledge and guidance.

Emphasizing Research

There are lots of management education schools and colleges and also there are so many students pursuing PhD or related degrees, but they are not getting enough space, motivation and required raw material to do extra ordinary work. As well as there is no good promotion of research work. For the students to do more good research in universities, there is no such good facility for stipend or scholarship. Infact there is no facility of library and enough reading materials in library to get knowledge by self also.

Corporate Governance for B School

Lack of corporate governance system is a major issue in management education system. There is no proper monitoring of this system. There must be certain rules and regulations and implementations of it.

Triad of Academic Industry

There must be good interaction between industry and management education schools. By doing that student will be able to know the actual situations and requirements of the industry. They will get more practical knowledge and it would be easy to survive in corporate in future.

Customization of Specialization

In the beginning the education of management was limited to Marketing, Human resource and Finance. But after globalization and industrial revolution the number of specializations are expanded. But still, it is not fulfilling the requirements of industry. It is not that much practical and detailed as much required.

Exposing Real Business Issues

The management education should be like students can get the knowledge of real industrial requirements that what can be the barriers and strategies to come out of it.

Including Global Mindset

The criteria of management education should not be limited to our country. It should be expanded at global level that students can know actual scenario at global level that whats happening at international level. To survive in global market our students need certain skills like Information Management skills, Information Technology Management skills, Decision making in very dynamic environment, HRD skills, innovation and creativity, service sector management skills, time management skills, stress management skills, customer management service skills etc. But there is a lack of this type of training in our B schools.

Recommendations

- After this study It is come to know that each and every university is not providing all the specialization courses. So, students need to go outside of native and for middle class family it can be a costly. Due to this reason each and every university should try to provide at least more demanded courses in the market.
- It is also found that in PhD and MBA some students are not from same background. So, it is become tough to survive for them. So, there should be such special training or coaching for them.
- After completing management education students are not getting enough placement opportunity hence having a good skills and knowledge. So, they prefer to go abroad. If these types of students will get opportunity in our country, then they can be useful to future coming students also.
- Those students who are gone abroad in past, government should call them back to use their skills and experience for our students. Even in India also who have good experience in industry, government should promote them to become useful to management students.

Conclusion

As per above discussed points, management education in India is very well developed and it is developing more and more. Still there are certain limitations and it is not possible to remove all the limitations. But still if certain limitations are removed it can be more effective. Students will get more opportunity and knowledge and they don't need to go outside country for more education and for professions. And in future same these experienced students will become useful to new students.

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