

WHAT ARE RECRUITERS LOOKING FOR IN THE MBA GRADUATES THESE DAYS?



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Management education, like every other education domain, is under tremendous pressure from the industry to stay relevant in today's internet-dominated economy. In this fast-paced world, where the concept of geographies and offices have transcended all walls and boundaries, academic knowledge alone doesn't make a student 'relevant' for the corporate industry – this we know since GlobSyn Business School deals with over 150 corporates across multiple sectors every year.

A student not only needs to be armed with the 'curriculum' knowledge acquired during their time in a B-School but they should also be enabled with skills - cognitive, inter-personal and intra-personal - required to operate in today's corporate environment. This is a hard target to achieve given the fact that most management institutions still depend on the curriculum and pedagogy that was developed during their formative years, instead of ensuring that their knowledge dissemination

structures stay relevant in the 21st century. The pedagogy should enable acquisition of knowledge, followed by application and management of it, to finally ensure performance.

Today, when a recruiter decides to hire an MBA graduate, they actually look at the activities, exercises and role-plays undertaken by the candidate, that go beyond the traditional forms of education. We believe in Learning Beyond Education, where students are exposed to various out of classroom activities involving running virtual organisations, building business ideas, elderly care, specially-abled care, underprivileged education, conducting healthcare camps and other myriad of social activities. We have also introduced 'Boardroom' – a unique concept through which students will get exposed to experiential and case-based learning. These activities help students imbibe leadership and intrapreneurial skills, become dedicated and compassionate managers and be technologically bent,

which makes them truly 'ready' and 'relevant' for the current industry.

Another ensuring factor that the recruiters take into significance while deciding on whether a student is 'ready' and 'relevant' for the current industry or not, is his appreciation and knowledge of emerging technology platforms. During his MBA years, a student should be continuously exposed to emerging technologies like Artificial Intelligence, Data Analytics, Blockchain and IoT through various academic interventions and delivery mechanisms in his B-School. This will subconsciously align him to be an agile professional who is equipped to adopt and operate on such new-gen platforms of today's technology driven business environment. While on one side we provide Lecture Sessions on emerging technology subjects, we also rely heavily on technology to streamline various systems and processes that you would come across in an education institute.

Having said that, it is also worthy to note that, today, Management education is never limited to engineering graduates, per se. Students with background in commerce or social science, will be more attuned towards an MBA curriculum because their education pattern is more behavioral as compared to an engineering graduate's, which

is more analytical. They all will be exposed to the same pedagogy and learning methodologies with the common expectation that by the time they graduate, they should be adept at taking on challenges of the corporate world that only someone with a detailed knowledge of the field can handle.

There's a wide gamut of job opportunities available in the industry today that caters to relevant MBA graduates, irrespective of their academic backgrounds. Today, career prospects have opened up for management graduates as investment gurus in banks, insurance and other financial organisations. Not just in domains of Finance and Banking, but recruiters are also looking out for capable graduates from B-Schools in roles of Business Analyst, Product Manager, Management Consultant or even as Human Resource Managers.

While the goodness of an MBA degree from a reputed B-School always holds credibility with the recruiters, it should be mentioned here that the learning curve a student needs to go through to get that degree, which will bring out the manager, the banker or the analytical investor in them, will not be possible without a healthy mix of traditional classroom and experiential learning methodologies in the teaching pedagogy. [H](#)

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