

♦ PERCEPTIONS ♦ HR PROFESSIONALS ♦



**Shreekant Gupte** ♦ independent CEO coach

You need to have a good mix of pure play academicians, together with people with industry experience who have gotten into academics. Most of the Indian B-schools consist of people who have not worked in senior industry positions and therefore tend to get a little too theoretical. The second thing is that management education adds significantly more intrinsic value to the students only after a minimum of two years of work experience. Otherwise, it becomes theoretical. While you can do well in exams in business school, it doesn't necessarily make you as effective a manager. If these two aspects are altered, it can dramatically improve the quality of Indian business school education.

**Hema Ravichandar** ♦ human resources advisor

Even in the premier institutes, the demand supply gap for seats is so high that their first round selection

cut-offs seem to be purely based on obnoxiously high CAT scores. This creates a uni-dimensional set of students. Also, the rigour in developing analytical thinking skills and use of related tools and techniques is missing. There is lack of practical and real life relevant case studies and paucity of faculty who are thought leaders in their respective domains.

**Gopal Shrikanth** ♦ CEO coach

Accepting students without work experience is one of the big flaws in the management education system in India. There should be a minimum of two-five years of work experience. The other big issue is the continued emphasis on the ability to memorise and conform rather than building the ability to think out of the box, to communicate and present ideas clearly, to network and build



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collaborative and leadership skills. One needs to borrow best practices of leading global and Indian institutes.

**Priya Chetty** ♦ vice-president and partner, Stanton Chase

Outdated curriculum, poor quality of faculty and students and minimal academic-industry interface are some key factors resulting in low



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quality management education in India. This leads to thousands of MBA graduates who are not employable by industry without significant retraining. One solution is to set a high standard benchmark for all MBA entrants by way of common admission criteria and for B-schools by way of quality of facilities, industry interface, faculty, research, etc. One could also look at an integrated five-year programme, post-high school. ♦



SANJAY HORADE

**The language of learning**

If you happen to be a fan of YouTube, you might have come across a set of videos loosely categorised as "Girls abusing." It's worth seeing one titled IIM-C XLRI Girls on Rage – saying BosDi and xxx." The Jamshedpur-based XLRI School of Business and Human Resources and IIM-C have enjoyed

a friendly rivalry for many years. But alumni are aghast that the competitive spirit should have descended to such Billingsgate. The women in the video – all extremely bashful now and unwilling to give names – have an explanation. They say that in the



normal course of things they end up in the HR department of companies. The four-letter words are to prove that they too can

be tough; the glass ceiling will crack with their vituperation, if nothing else. Now it is the turn of HR professionals to be aghast. As for the women, their seeking anonymity does not help; they are clearly identifiable from the video. They perhaps lost a job opportunity when Manu Chhabria passed away. ♦