NOLEGEIN Journal of
Advertising & Brand Management

ISSN: 2581-530X
Volume 5, Issue 1, 2022
DOI (Journal): 10.37591/NJABM

http://mbajournals.in/index.php/JoABM/index

Research NJABM

A Study on Implementing Technical Skills as a Subject of Curriculum for Management Students

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Abstract

The study's focus states that besides temperament development, it is vital to drill technical skills in management students. During this explicit analysis, the importance of tools like SAP, TABLEAU, LINUX, SQL, DATAPINE, SAS, APACHE SPARK, QUALTRICS, MS OFFICE, HIGHCHARTS, fast BOOK etc. prompt the institutions to implement such skills within the syllabus for management graduates, so that the students will place them into utility and enhance their skills. These skills can help the individuals to become better by gaining expertise in related skills and performing more efficiently is possible. The existing knowledge from theoretical subjects and practical exposure from technical skills can build the individual more competent and future ready. The main aim of the study is to impart these skills among the individuals so that it helps the organizations in analyzing the organization's internal likewise external problems. Prognostication of the longer-term results may be foretold throughout the time of production. The study also tries to focus on knowing and understanding the perception of faculty members in implementation of technical skills in curriculum as well the kind of support which they will provide to the management and students in its successful implementation and analyzing the end results post implementation. An additional skill can always increase the demand for an individual in the market and increase the scope of getting better opportunities. The study is taken to understand perception and readiness of students in learning such skills and support which will be given by faculty members in case an institution provides such skills training as a part of their regular course, especially management course.

Keywords: Technical skills, education, organization, knowledge

INTRODUCTION

The necessity of imparting technical skills can be viewed more largely and thus can be studied in a detailed way. Every day, organizations face innovation disruptions from technology, from their design to their supply chains. The pandemic has only exacerbated this, as has remote working and an overreliance on data analytics. As a result, it is critical for business leaders and managers to have a basic understanding of technical tools. MBA/BBA curricula should emphasize on teaching students, technical literacy. Every student must hone their skills and shape their career path with some fundamental but extremely useful tech skills. Some of these skills are information analysis, programming languages, presentation and style project management [1]. It is useful for maintaining correct structural information of business and even of workers etc. Entrepreneurs may also have the advantage to forecast the lifetime of their startup and build a brand-new impact and convey changes within the method of organizing, dominant their business logically, and escaping from monetary risks. This can facilitate any studies and business, and particularly for entrepreneurs; they will embody this new talent and would possibly produce wonders within the field of accounts finance and commerce.

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Received Date: September 01, 2022
Accepted Date: September 05, 2022
Published Date: September 09, 2022

Citation: Mohan Hemanth, Rakhee Renapurkar. A Study on Implementing Technical Skills as a Subject of Curriculum for Management Students. NOLEGEIN Journal of Advertising & Brand Management. 2022; 5(1): 1–6p.

NEED FOR THE STUDY

The study is taken to grasp the essential want for upgrading one's ability to be valued within the marketplace for performing arts, a collection of tasks that others do not seem to be capable of. Technical skills play a necessary role in performing arts at numerous levels of tasks within the organization. Learning and building skills within the space of specialization needs active expertise in each theoretical and practical aspect of it. Initiating such technical learning from the graduation level will facilitate students to make their skills and data in their specialized space and surpass in their jobs [2]. The study intends to grasp the readiness of each student and establishment in imparting such learning and provide advantage to the students as a section of the program.

- They can perform numerous tasks at numerous levels (Planning, organizing, marketing, VFX works): multitasking skills will be generated here, even preparation of any reasonable money information becomes easier once these skills area unit imparted.
- The ability to convert the theoretical information into observation (practical) will be done here by following these technical skills.

SCOPE OF THE STUDY

- Who are graduates (pursuing/pursued), and faculties from different management institutions and their opinion regarding management courses.
- The scope of the study is limited to 250 respondents.
- The range can be modified and adjusted accordingly.

OBJECTIVES OF THE STUDY

- To understand student perception towards a need for technical skills in the quality enhancement of students.
- To analyze whether students believe such a subject adds value to their learning abilities.
- To study the opinion of faculty members on inculcating this subject into the curriculum.
- To study the support and cooperation provided by faculty for the successful implementation of such courses in institutions.

RESEARCH METHODOLOGY

- *Primary data:* A structured questionnaire is given to management students and lecturers for the collection of data.
- *Secondary data:* Collected various reviews of literature similar to this research.
- *Sampling technique:* Random sampling technique is used for the further evaluation of collected data.
- *Sampling method:* Simple Random method.
- *Sample size:* The sample size for this research consists of 263 students and 21 faculties.
- *Design of Research:* Exploratory research design.
- *Analytical tools:* Include regression analysis, chi-square analysis, and correlation analysis.

LIMITATIONS

- The study is restricted to solely students of Management (BBA, MBA).
- The majority of the respondents area units are from the state of Telangana.

REVIEW OF LITERATURE

Sungsup *et al.* presented the paper the increase of technology and its impact on skills. This paper argues that meeting the ability demands of the fourth historic period needs strengthening learning ability, the disposition and talent to find out, unlearn, and learn, among the present and future forces. The paper considers the implantation of force development in terms of each skill's offer and demand. The paper describes rising trends in education systems and identifies trends among companies that

demand larger learning abilities. Finally, the paper proposes moving toward a learning society that promotes learning ability in the least bit stages of force development. Existing education systems alone cannot fulfill what is required for the creation of a learning society [3].

Manjushree *et al.* presented the paper, performance analysis of the impact of technical skills on employability. This study is to make the 'Technical Skills primarily based on Employability Prediction Model (TSBEPM)' victimization machine learning techniques. The experimental work is predicated on the predictions obtained by numerous machine learning classifiers, specifically, Support Vector Machine, Naive Bayes, logistical Regression, call Tree, Random Forest, AdaBoost, and Artificial Neural Network. Analysis during this space aspires to acknowledge options that may be accustomed build predictions with the assistance of machine learning techniques that may refine predictions and quantify aspects of student performance on employability [4].

Basant and Chandra (IIM Ahmedabad) presented the paper linking technical education to business growth: a case study on building technical skills in the Asian nation; during this paper, we have got argued that technical education plays an important role in building these capabilities and consequently within the growth of the business. We tend to use the case study of the Indian technical education system to explore the character of this method, mechanisms accustomed to govern it, linkages between the education regime and the business, and the roles that completely different stakeholders play in making certain that such a regime delivers sustained advantage to the society. Technical establishments contribute in a expansion of business in every form of ways. The foremost cogent and direct impact is through their graduates who usher in new skills and views to companies. Industries conjointly look for advanced coaching on specific topics further as practice from technical establishments. With easement, the challenges within the Indian economy have fully grown manifolds as opportunities [5].

According to the paper of Langlois et al., the target of this study was to conduct a scientific review of the result of interventions on spatial skills within the field of technical skills in health care. Spatial skills have conjointly been related to a very systematic review of technical skills performance in health care in novices and intermediate learners. Evidence supporting the development of spatial abilities in the field of anatomy education through training in a very systematic study of anatomy and mental rotations coaching. Specific courses can get to be compared in the future to the overall program for the physical property of spatial skills. Instruction in anatomy and courses of technical skills also will get to be compared as associated with spatial skills [6].

ANALYSIS

1. H_0: To test whether improvement in technical skills will not make an individual more competent.
H_1: To test whether improvement in technical skills makes an individual more competent.

Correlation test

It is observed that the value is 0.341 and its corresponding significant value is 0.000, which is <0.05, So, the alternative hypothesis is accepted, and the null hypothesis is rejected. i.e., improvement in technical skills will make an individual more competent (Table 1).

2(a) H_0: To test whether learned competitive skills create a competitive edge among students.
H_1: To test whether learned competitive skills do not create a competitive edge among students.

Table 1. Correlation test.

		Value	Asymptotic Standard Error[s]	Approx T[b]	Approximate Significance
Interval by Interval	Pearson's R	.341	.056	5.930	.000[c]
Ordinal by Ordinal	Spearman Correlation	.380	.057	6.718	.000[c]
No of Valid Cases		270			

Inference of ANOVA test and univariate test

From Tables 2 and 3, the 'f' value is 11.274 and the significant value is 0.000. We accept H1 and reject H0 because the significant value is less than 0.05. That is, learned competitive skills do not provide students with a competitive advantage.

2(b) H_0: To test whether it is not an advantage for students to learn technical skills along with the graduation course.

H_1: To test whether it is an advantage for students to learn it with the graduation course.

Table 2. ANOVA test.

Tests of Between-subjects Effects					
Source	***Type III Sum of Squares***	***Df***	***Mean Square***	***F***	***Sig.***
Corrected Model	26.486[a]	6	4.414	11.274	.000
Intercept	427.329	1	427.329	1091.345	.000
VAR00001	1.469	1	1.469	3.751	.054
VAR00003	23.956	3	7.985	20.393	.000
VAR00001 / VAR00003	4.170	2	2.085	5.325	.005
Error	102.981	263	.392		
Total	5304.000	270			
Corrected Total	129.467	269			

Table 3. Univariate test.

	Sum of Squares	**Df**	**Mean Square**	**F**	**Sig.**
Contrast	23.834	3	7.945	20.289	.000
Error	102.981	263	.392		

Univariate test (Partial Eta Squared)

From Table 4, the 'f' value is 20.289 and the significant value is 0.001. We accept H1 and reject H0 because the significant value is less than 0.05. That means it is an advantage for students to learn it with the graduation course.

3. H_0: To understand that using technical skills timely will not fetch more opportunities for the respondents.

H_1: To understand that using technical skills timely will fetch any opportunities for the respondents.

Chi-square test

It is observed that the value is 19.598, and its corresponding significant value is 0.003, which is <0.05, the null hypothesis is thus rejected, while the alternative hypothesis is accepted., i.e., technical skills will timely fetch opportunities for the respondents (Table 5).

4. H_0: There is no difference in the motivation and encouragement given to students to learn technical skills, which helps in building the organizations efficiently and effectively.

H_1: There is difference in the motivation and encouragement given to students to learn technical skills, which helps in building the organizations efficiently and effectively.

In Table 6, the 'f' value is 7.800 and the significant value is 0.009. Since the significant value is less than 0.05, we accept H1 and reject H0. There is a difference in the motivation and encouragement given to students to learn technical skills which help in building the organizations efficiently and effectively.

Table 4. Univariate test (Partial Eta Squared).

	Sum of Squares	Df	Mean Square	F	Sig.	Partial Eta Squared
Contrast	23.834	3	7.945	20.289	<.001	.188
Error	102.981	263	.392			

Table 5. Chi-square test.

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	19.598[a]	6	.003
Likelihood Ratio	19.614	6	.003
Linear-by-Linear Association	15.710	1	.000
N of Valid Cases	270		

Table 6. Univariate test (ANOVA).

	Sum of Squares	Df	Mean Square	F	Sig.	Partial Eta Squared
Contrast	.1.723	1	1.723	7.800	.009	.224
Error	.5.966	27	.221			

FINDINGS

- Most of the students claim that learning this skill makes them more competitive and increases their chances of getting more opportunities.
- From the study, it is found that students believe that in this current scenario, learning technical skills is a must.
- Students believe that technical skills must and should be added to the curriculum.
- It is also observed that being a management student, students do not feel that technical skills do not match the requirement.
- It is found that the majority of the students opined that this concept brings enthusiasm to learning technical skills.
- It is found that faculty is ready to learn and train students in technical areas irrespective of the platform they have to train and educate them.
- It is found that the faculty feels that the change in curriculum will change the methodology and impact the overall institution's workability.

SUGGESTIONS

1. As we observed, students are facing issues regarding the unavailability of facilities which has been almost the major factor for the above problems [7, 8]. Efforts should be put into the inclusion of technical skills as a subject in the curriculum by the institutions as they are not matching the requirement of the students.
2. We also found that almost all the students like to learn technical skills as a subject. Therefore, proper training should be provided to them, and the facilities should be improved so that they do not lose interest in the field of learning.
3. As most of the students claimed that they do not have complete knowledge about technical skills, thus it would be the duty of the institutions to impart knowledge among the students by including it as a part of their curriculum, as a subject.
4. Most of the students claim that this concept will have an impact on the future, so efforts must be made to include this type of practice which will also increase the number of participants and bring out the hidden talent and allow them to grow as observed in the study.
5. As the majority of students are willing to learn technical skills and they are in favor of learning it, this concept brings enthusiasm for them to learn and master it [9, 10]. Therefore, importance should be given to this type of concept as the advancement of technology is growing at a rapid pace in the world.

CONCLUSION

The study concludes that the management students are willing to learn technical skills but lack proper guidance and poor exposure to performing, they eventually end up giving technical skills. They claim that institutions should allow them to learn this skill and implement technical skills as a subject in their curriculum. The respondents believe that introducing technical skills as a theory subject will increase the students to invent, innovate and discover various opportunities and motivate them to learn the subject better. The respondents also believe that this concept allows them to grow and brings out their hidden talents. They also agree that this concept has a wider scope and will surely benefit them in the future.

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