



Notice for the PhD Viva Voce Examination

Ms Shruti Srinivasan (Reg. No. 1720080), PhD scholar at the School of Business and Management, CHRIST (Deemed to be University), will defend her PhD thesis at the public viva-voce examination on Tuesday, 11 October 2022 at 11.00 am in the Syndicate Room, (Room No. 802), Ground Floor, Auditorium Block, CHRIST (Deemed to be University), Bengaluru – 560029.

Title of the Thesis	:	Role of Soft Skills Development Programme on Employable Skills of Management Students in Bengaluru
Discipline	:	Management
External Examiner (Outside Karnataka)	:	Dr Venkatesh J Associate Professor Department of Management Studies Anna University, Coimbatore Tamil Nadu - 641046
External Examiner (Within Karnataka)	:	Dr Shubha B N Professor BMS College of Engineering Bull Temple Road Bengaluru - 560019 Karnataka
Supervisor	:	Dr Ravikumar T Associate Professor School of Business and Management CHRIST (Deemed to be University) Bengaluru – 560029 Karnataka

The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva.

Place: Bengaluru
Date: 28 September 2022


Registrar

ABSTRACT

With the increase in technology access, the expectations of the employers while hiring the candidates has increased manifold. The candidates however do not possess the required skills as expected by the corporate professionals. The study, therefore, aims to understand the impact of an employable skill training module based on experiential learning on the soft skill development of management postgraduate students. The study used a one-group pre-test –post-test design. The study was based on the Experiential Learning Theory (Kolb, 1984) and the Theory of Multiple Intelligences (Gardner, 1983). In order to find the essential skill sets that have to be possessed by management postgraduates a systematic review of literature of 243 included studies was conducted to understand the skill sets required by management postgraduates.

From the analysis, it was found that formal communication skills like oral communication, meeting participation, written communication could be effectively developed using the modules with a high effect on the skill development. The modules were also found to have a significantly large effect on the problem-solving, persuasiveness, critical thinking and lateral thinking skills of the students. In addition to the above, the modules created a deeper understanding of the strengths, capabilities and the weaknesses of the participants and enabled them to communicate the same effectively thus preparing them for interviews and group discussions. The modules additionally enabled the participants to appropriately use gestures, tone and their voice in formal communication in a manner that can enhance the effectiveness of their communication. These skills were also found to be lacking in students according to the studies of Abas and Imam (2016); Andelt et al., (1997); Cotton (1993); Crosling and Ward (2002); Gandhi (2013); Hodges & Burchell (2003); Jackson (2009); Levy and Canon (2016) among others.

The findings suggest that the training module based on the experiential learning module has a significantly large effect on the skills of the participants. Skills like communication skills, problem-solving skills, critical thinking and lateral thinking skills can be effectively developed using experiential learning pedagogy. In addition to the above, the modules created a deeper understanding of the strengths, capabilities and the weaknesses of the participants and enabled them to communicate the same effectively thus preparing them for interviews and group discussions. The modules additionally enabled the participants to appropriately use gestures, tone and their voice in formal communication in a manner that can enhance the effectiveness of their communication. The findings of the study have vital implications for the members of the industry as well as the academia. Experiential training methodology is indeed an important pedagogy that trainers and educators must use while imparting knowledge about skills and intelligence.

Keywords: *Employable skills, experiential learning, soft skill development, management postgraduates*