

Views on Management Education on 09.06.2012

(1) Most of the Management Schools in India assume that it is the duty of the parents to provide right character and moral base to their children. But this assumption may not be true as these days most of the parents send their children to the Management Schools to learn only how to earn more money and to get the most lucrative jobs by any means. The course curriculum of most the Management Schools are also prepared on the basis of this objective. In the process both the students and teachers put less emphasis on ethical and moral values and are concerned about materialistic achievements. In a way, many management schools are becoming commercial institutes.

(2) I personally feel that our education system starting from the primary education through the secondary and middle levels and going up to the higher education should be blamed for the growing trends of corruption in our economy and unethical ways to earn money in business. We cannot blame only the politicians or bureaucrats for this saddest state of affairs in the society.

(3) In my opinion, all the Management Schools should teach one compulsory paper dealing with moral and ethical values in business and commerce, good corporate governance, corporate social responsibility, and efficient and effective management of development process in the context of the ongoing economic reforms, liberalization and globalization. In the long run, it will help in shaping, training and grooming the management students as responsible and honest citizens, and sincere, dedicated, empathetic and successful managers and leaders. However, I know that it is easier said than done in reality.

(4) Another important aspect is the importance of research and development. Most of the emerging management schools (except the government funded IIMs) do not put any emphasis on research and development of management and other emerging issues and development challenges. In my opinion, Management Institutes should allocate at least 10 percent of their budget on research and development. R&D expenditure should be regarded as an investment which will have rich dividends in future.

(5) As regards desired qualities of teachers, they should be able to inspire and motivate the students by virtue of their experience, dedication, sincerity and passion for transferring knowledge. They should try to develop diversity in skills in development and management research, teaching, training and practical industry experience. An ideal management teacher should have a blend of excellent academic knowledge and practical experience in a reputed industry or organization. There could be exchange programs between management schools and industrial organizations where management schools can allow their faculty members to go to an industrial organization

on sabbatical leave, and the industrial houses similarly allow their managers to go as management teachers on sabbatical leave. I know that many business houses are trying to develop management education by setting up specialized business schools. But, these business schools should not become another business centre for making profit, rather they should emerge as centre of excellence for imparting management education.

I am very sorry if I appear to be an idealist – devoid from practical world. As for myself, I always tried to follow these basic principles and still I loved and enjoyed my works.