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EMPLOYMENT PROFILE OF MANAGEMENT GRADUATES/POSTGRADUATES IN INDIA - AN ANALYSIS

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ABSTRACT

The paper highlights the employment profile of - management graduates through eight various categories. It has been noticed that the Waiting Period for obtaining first employment for management degree holders was six months. Whereas, the maximum emoluments earned by fresh employed management degree holders were Rs. 92400 per month and minimum were Rs. 2500 per month. On an average, the emoluments earned were Rs. 23000 per month. In case of experienced persons, average emoluments were Rs. 24600. While in the case of experienced persons, the maximum and minimum emoluments were same as for the fresher. The relevance of education shows that 92 percent and 83 percent for the current and past job were employed in their own field of education. Meanwhile, it emerged for the activity analysis that the highest percent were employed in other establishments i.e., 43.69 percent followed by manufacturing around 20.60 percent and processing establishments which was 12.09 percent. When a size-wise analysis was made, it has been noticed that the highest percentage of management degree holders i.e., 21.47 percent were found employed in the establishments having size of 500-2499 employees followed by 20-99 employees (20.96 percent) and 100-499 employees (18.55 percent). The analysis of the data on functions performed suggests that the highest percentage of management degree holders i.e., around 40.58 percent were employed in services/sales/purchase followed by other activities i.e., 13.90 percent and 11.10 percent administration. The sector-wise position, it has been noted that the highest percentage were working in private sector e.g., 70.24 percent, 75.42 percent and 77.87 percent respectively. The highest percentage of employed management degree holders i.e., 33.80 percent got employment through direct applications followed by training & placement i.e., around 29.26 percent and 19.42 percent by other sources.

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INTRODUCTION

Education has become the important tool for development and modernization. It has played an important role as catalyst. It has also been considered the gateway for the employment. Hence, even the earnings as different studies show are related with the education levels. Employment has been the main purpose of attaining any level of education. Although, Late Shri Rajiv Gandhi, our former Prime Minister has once said that we should delink education with the job market. But the fact remains that the people are seeking education to get a respectable job.

It has been observed that even if a farmer's son qualifies the high school, he does not want to work in the farm. Moreover, even the parents do not want him to engage himself in the farm activities. They in fact expect him to join the salaried job. It is more so in the case of the professionally educated person. Job remains the top most priority of these professionals. It has been observed overtime that the number of institutions as well as the number of enrolment has increased. On the other hand, the job market had been saturated due to the recession and also because of the more use of the capital intensive techniques. As a result of this, capital use the growth in the economy has increased but the jobs have not

- The Views expressed in this paper are of the author and not of the organization in which he is employed.
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Economics Research and Development (Formerly Institute of Applied Manpower Research) NITI Aayog, Govt. of India, Delhi. I am thankful to Sh. S.K.Yadav, Ms Vandana Shukla and Sh. Arun Kumar for preparing the base for this paper. been created in the same propensity (some economists call this phenomenon as the “jobless growth”). Since the supply of professional manpower rose and job did not increase in that proportion, it might have given some pressure on the waiting period for getting the job for the freshers and also in changing the job for experienced ones. Secondly, it may also have been adversely affecting the salary levels and also the field of work. The present paper seeks to highlight the complete employment profile of Management degree holders of 2007 batch in India. The employment profile covers aspects such as waiting period for securing the first job, monthly emoluments, field of work, nature of main activity of employing establishments, size of employing establishments, main functions, sector of employment and main source of employment.

DATABASE AND METHODOLOGY

The data has been collected by the Nodal Center of National Technical Manpower Information System (NTMIS) through the tracer study (follow up survey). The data was collected from the pass out of 2007 batch. This data has been collected through a postal communication and also by personal contacts. Sooner, the data was collected; it was tallied and tabulated by the Nodal Centres spread all over the country. The data immediately was sent to the lead Centre of NTMIS which is situated in the Institute of Applied Manpower Research (IAMR), Delhi. The data was analysed at IAMR. The data pooling had been done since data come from different centres. Afterwards a percentage analysis has been made of the data and some graphs are drawn out of the data. The data which come from the Nodal Center was further processed and placed in various tables As has been mentioned earlier, there are eight aspects on which the data is procured. Now, we would discuss all of them discipline-wise and in full detail.

Waiting Period for getting First Employment

The justation period for getting employment is very important determinant of effectiveness of the course. Less time taken speaks of the relevance of the course graduates take more time shows the ineffectiveness of the subject. In this section, we are analyzing the management course. The Management degree holders seems to have been taking less time in getting their first employment as compared to other degree holders (Yadav, 2010). Management degree holders took six months on an average in India. The scenario in the states shows that maximum time was taken by Jammu & Kashmir degree holders i.e., twelve (12) months followed by Punjab eleven 11 months, West Bengal Ten (10) months and Rajasthan eight (8) months. As against this, while the minimum time for first employment was taken by Maharashtra pass outs i.e. one (1) month followed by Chandigarh Two (2) months and Haryana four (4) months. Management degree holders of Assam, Arunachal Pradesh and Kerala took 7, 6, 6 and 4 months respectively.

Time taken by the graduates in various states states the level of job availability over there. This also suggests that where less time is taken for the absorption industrialization is higher and vice-versa. Let us take Maharastra, Chandigarh and the Haryana all these states are highly industry oriented ones. Hence it may be put forth that time taken is more in those states where industries are less.

Table 1. State-wise Average Waiting Period for Pharmacy, Management and HMCT Degree Holders of 2007 Batch in India for Obtaining First Employment

(in Months)		
S.No.	States	Management
1	Chandigarh	2
2	Haryana	4
3	Himachal Pradesh	3
4	Jammu & Kashmir	12
5	Punjab	11
6	Rajasthan	8
7	Kerala	6
8	Arunachal Pradesh	6
9	Assam*	7
		-
10	West Bengal	10
11	Maharashtra	1
	All India	6

NA - Not Available

Source: NTMIS Nodal Centres of India, 2008

* - Estimated

Emoluments

The emoluments are the most important thing to attract the best students of any subject. If salaries are higher, it would attract the high ranking students from the lot and vice versa. In the present case we are exploring about the Management degree holders. Therefore, the State and discipline-wise analysis has been made of the average emoluments in respect of fresh and experienced degree holders in Management. The results have been presented as follows. Table 1.2 shows that the fresh management degree holders received maximum emoluments of Rs. 92400 per month and minimum Rs. 2500 per month in India. It is interesting to note that the average monthly emoluments received by the pass outs were Rs. 23000 per month. The State-wise analysis of emoluments of fresh degree holders indicates that the maximum emoluments per month received by the pass outs of Karnataka were Rs. 92400 followed by Maharashtra (Rs. 71000) and Kerala & Chandigarh i.e., Rs. 40000 each. On other hand, the Minimum emoluments per month were received by the degree holders of Karnataka around Rs. 2500 followed by Kerala Rs. 3000 and Punjab i.e., Rs. 4000. However, the highest average emoluments were received by the pass outs of Chandigarh Rs. 29167 per month followed by Maharashtra i.e. Rs. 25978 and Arunachal Pradesh Rs. 25167. The lowest average emoluments were received by the pass-outs of Assam i.e., Rs. 11153 followed by Punjab with Rs. 12375 and Kerala around Rs. 13928.

Relevance of Education in Employment

The education plays a very vital role in securing a job. In fact most of the posts advertised prescribes a particular qualification and sometimes the experience attained. This aspect has been discussed widely by Mehta (1990), Balan (1992), Thakur (1997), Pruthi, Devi and Pruthi (2001),

Table 2. State-wise Average Monthly Emoluments of Management Degree Holders of 2007 Batch in India.
(in Rupees)

S.No.	States	Emoluments					
		Fresher			Experienced		
		Maximum	Minimum	Average	Maximum	Minimum	Average
1	Chandigarh	40000	17500	29167	40000	17500	29167
3	Haryana	30000	5000	12158	30000	5000	12158
4	Himachal Pradesh	27500	15000	18667	27500	15000	18667
5	Jammu & Kashmir	29000	7400	18204	30000	8000	19000
6	Punjab	25000	4000	12299	25000	7000	12375
7	Rajasthan	24000	6000	13729	24000	8000	14811
10	Karnataka	92400	2500	16478	92400	2500	16478
11	Kerala	40000	3000	13928	40000	3000	13928
13	Arunachal Pradesh	27300	20500	25167	27300	20500	25167
14	Assam	20000	6000	11153	20000	6000	11153
21	West Bengal	38000	9000	16139	38000	9000	17753
25	Maharashtra	71000	15000	24740	74550	15250	25978
	All India	92400	2500	23000	92400	2500	24600

NA - Not Available

Source : NTMIS Nodal Centres of India, 2008

Table 3. Employed Management Degree Holders of 2007 Batch in India who are working in Their Own Field (in percentages)

S.No.	States	Management	
		Current	Past
		1	Chandigarh
2	Haryana	34	66
3	Himachal Pradesh	100	69
4	Jammu & Kashmir	100	100
5	Punjab	62	62
6	Rajasthan	93	98
7	Karnataka	92	92
8	Kerala	99	99
9	Arunachal Pradesh	70	70
10	Assam*	80	80
11	Mizoram	-	-
12	Tripura	-	-
13	Maharashtra	88	90
	All India	83	75

NA- Not Available

* - Estimated

Table 4. State wise Distribution of Fresh Employed Management Degree Holders of 2007 Batch in India According to the Nature of Main Activity of the Employing Establishments

S.No.	States	Main Activity of Employing Establishments										Total
		Mining / Quarrying	Processing	Manufacturing	Construction	Storage, Communication & Transport	Electricity / Gas / water and sanitary services	Health	Education	Administration	Others	
1	Chandigarh	0	0	0	0	0	0	0	0	36	49	85
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	42.35	57.65	100.00
3	Haryana	0	36	145	36	0	36	0	36	144	1047	1480
		0.00	2.43	9.80	2.43	0.00	2.43	0.00	2.43	9.73	70.74	100.00
4	Himachal Pradesh	0	0	9	0	8	0	0	4	34	23	78
		0.00	0.00	11.54	0.00	10.26	0.00	0.00	5.13	43.59	29.49	100.00
5	Jammu & Kashmir	0	0	5	2	0	0	2	5	34	59	107
		0.00	0.00	4.67	1.87	0.00	0.00	1.87	4.67	31.78	55.14	100.00
6	Punjab	0	30	118	0	20	10	39	39	20	452	728
		0.00	4.12	16.21	0.00	2.75	1.37	5.36	5.36	2.75	62.09	100.00
7	Rajasthan	55	129	311	10	44	30	120	270	78	370	1417
		3.88	9.10	21.95	0.71	3.11	2.12	8.47	19.05	5.50	26.11	100.00
10	Karnataka	40	408	528	120	209	70	129	249	269	2241	4263
		0.94	9.57	12.39	2.81	4.90	1.64	3.03	5.84	6.31	52.57	100.00
11	Kerala	0	7	26	11	17	0	9	36	4	520	630
		0.00	1.11	4.13	1.75	2.70	0.00	1.43	5.71	0.63	82.54	100.00
13	Arunachal Pradesh	0	0	1	0	2	0	0	0	3	4	10
		0.00	0.00	10.00	0.00	20.00	0.00	0.00	0.00	30.00	40.00	100.00
14	Assam	18	0	65	0	0	28	0	9	0	21	141
		12.77	0.00	46.10	0.00	0.00	19.86	0.00	6.38	0.00	14.89	100.00
21	West Bengal	4	48	98	48	34	24	6	184	228	96	770
		0.52	6.23	12.73	6.23	4.42	3.12	0.78	23.90	29.61	12.47	100.00
25	Maharashtra	246	2029	3273	430	443	123	246	606	293	4859	12548
		1.96	16.17	26.08	3.43	3.53	0.98	1.96	4.83	2.34	38.72	100.00
	All India	363	2687	4579	657	777	321	551	1438	1143	9741	22257
		1.63	12.07	20.57	2.95	3.49	1.44	2.48	6.46	5.14	43.77	100.00

NA - Not Available

Note: Figures in decimal shows percentage of row total

Source: NTMIS Nodal Centres of India, 2008

Schomann and O'Connell (2002), Rao (2003), and Bhuimali (2004). However, the relevance of education for employment is judged by the fact that whether the degree holder is working in their own field of education or some other area and secondly, whether his education is utilised properly in his job. It may be observed from table 1.3 that in, Management a majority of pass outs were working in their own field both in current as well as in past job i.e. 83 and 75 per cent respectively. It may be derived based on the above analysis that majority of degree holders were working in their own field of education. It strengthens the basic idea that education is linked to the employment. The State-wise status of relevance of education for employment has been discussed below. The analysis of the data placed in table 1.3 indicates that highest percentage of degree holders working in their own field in current job was in the states of Chandigarh, Himachal Pradesh, Jammu & Kashmir (100 per cent in all the state) followed by Karnataka (99 per cent) and Rajasthan (93 per cent). While in past job highest percentage of pass-outs who were working in their own fields belongs to the State of Jammu & Kashmir (100 per cent) followed by Kerala (99 per cent) and Karnataka (92 per cent). Some states had equal percentage of pass-outs working in their own field both in current and past job. These states were Jammu & Kashmir, Punjab, Karnataka, Kerala, Arunachal Pradesh and Assam which were having 100, 62, 92, 99, 70 and 80 per cent respectively. One may understand by this trend that when percentages have remained unchanged it reflects on the pattern of employment. It also means that employment diversification is taking place in the job market particularly after 90's. More and more calls centres have been opened and the job availability to a fresh MBA is relatively easier. Secondly, the job creation in the same field has been slower. Some economists had been arguing that there has been a jobless growth during this period. Probably because of this fact that the job availability was less and a lower wage rate was offered. Putting this in a comparative framework with pharmacy, we may say that overall lesser percentage of management degree holders are working in their own field in current job than past job i.e. 83 per cent and 75 per cent respectively (Yadav, 2010).

Activity of Employing Establishments

Main activities of employing establishments in which Management degree holders were employed are Mining/Quarrying, Processing, Manufacturing, Construction Storages & Communication and Transport, Electricity/Gas/Water and Sanitary services, Health, Education, Administration and other activities. Table 1.4 shows that out of the total employed management degree holders of 2007 batch, highest percentage i.e., 43.77 per cent were engaged in other industries followed by manufacturing establishments consisting of 20.57 per cent and processing establishments with 12.07 per cent. However, the lowest percentage of employed management pass outs were engaged in electricity/Gas/Water and Sanitary services which is around 1.44 per cent followed by 1.63 percent in mining/quarrying carrying and health with 2.48 per cent each. It may be noted that in education establishments only 6.46 per cent of the employed management pass-outs were working while 5.14 per cent of them were engaged in administrative type establishments. In storage, communication and transport establishments only 3.49 per cent of pass outs were engaged.

The State-wise analysis indicates that in majority of the states highest percentage of employed graduates/post-graduate management degree holders were engaged in other industries/establishments. These states are Chandigarh with 57.65 per cent, Haryana having 70.74 per cent, Jammu & Kashmir around 55.14 per cent, Punjab 62.09 per cent, Rajasthan 26.11 per cent, Karnataka 52.57 per cent, Kerala 82.54 per cent, Arunachal Pradesh 40.00 per cent and Maharashtra 38.72 per cent. In Himachal Pradesh, highest percentage of employed pass-outs i.e., 43.58 per cent was engaged in administrative establishments. In West Bengal also highest percentage of them i.e., 29.61 per cent were engaged in administrative establishments. On the other hand, the lowest percentage say 42.35 per cent of degree holders were employed in administrative establishments in Chandigarh, while lowest percentage of Management pass-outs were engaged in education establishments in Himachal Pradesh i.e., 5.12 per cent and in Assam around 6.38 per cent. Similarly, the lowest percentage of management pass outs was engaged in Health establishments in Jammu & Kashmir (1.87 per cent) and Maharashtra (1.96 per cent). While, the lowest percentage of Punjab pass-outs i.e., 1.37 per cent were engaged in electricity/Gas/water and sanitary establishments. Lowest percentage i.e. 0.71 per cent of Rajasthan management degree holders were employed in construction establishments while in Arunachal Pradesh around 10.00 percent were engaged in manufacturing establishments. As shown in table 1.4 we may also note that Mining/quarrying establishments were employing the lowest percentage of management degree holders. This is true for states of Karnataka, West Bengal and Maharashtra who employs around 0.94, 0.52 and 1.97 percent respectively.

Size of Employing Establishments

The distribution of graduates of different disciplines according to the size of employing establishments gives an insight into various facts such as whether they are employed in formal, informal sector and/or micro, small, medium or large establishments. Establishments for simplification are distributed into six categories such as less than 20 employees, 20-99, 100-499, 500-2499, 2500-9999 and 10,000 & above employees. The discipline and state-wise distribution of employed graduates is made according to the size of employing establishments and the detailed discussion on this issue has been done in following section:

Table 1.5 gives data on the employed management graduates. It may be noted from the table that out of the total employed management degree holders, highest number i.e., 21.44 percent were engaged in the establishments having employment size of 500-2499 workers followed by 20.93 percent in 20-99 workers and 18.52 percent in 100-199 workers. The remaining 15.29 percent were seen working in 2500-9999 workers size and 12.09 in industries having more than 10000 workers. It is interesting to note that only 11.73 percent of the total degree holders were employed in micro and small industries having employment size of less than 20 workers. So far we have been discussing the overall scenario of management graduates in India. While the state-wise distribution of management degree holders according to different employment size of establishments has been elaborated as follows:

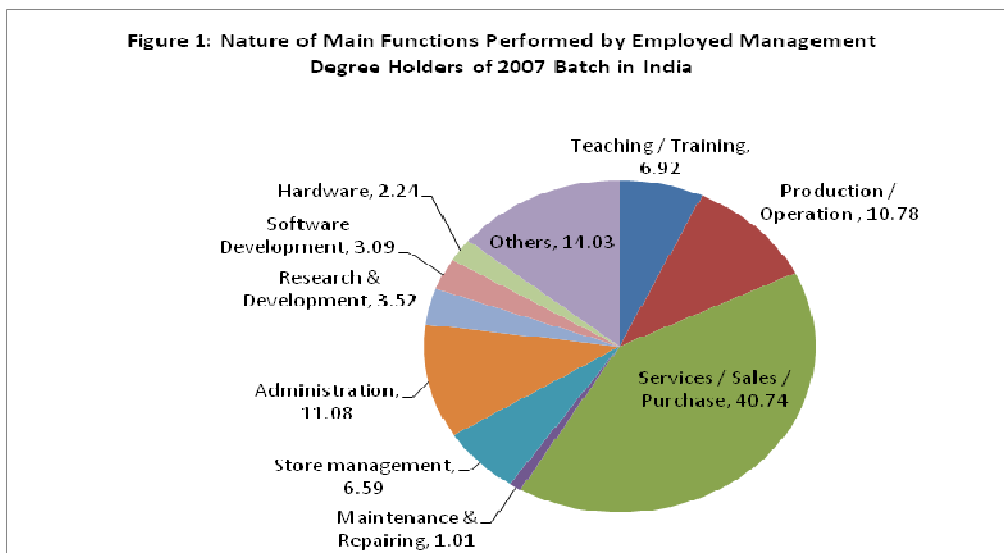


Table 5. State wise Distribution of Employed Management Degree Holders of 2007 Batch in India According to Size of Employing Establishments

S.No.	States	Number of Employees				
		Less than 20	20-99	100-499	500-2499	2500-9999
1	Chandigarh	0	0	18	0	0
		0.00	0.00	21.18	0.00	0.00
2	Haryana	361	325	289	144	108
		24.39	21.96	19.53	9.73	7.30
3	Himachal Pradesh	6	8	21	9	11
		7.69	10.26	26.92	11.54	14.10
4	Jammu & Kashmir	0	31	55	5	2
		0.00	28.97	51.40	4.67	1.87
5	Punjab	177	167	127	89	30
		24.31	22.94	17.45	12.23	4.12
6	Rajasthan	122	211	527	376	107
		8.61	14.89	37.19	26.53	7.55
7	Karnataka	667	837	767	647	558
		15.65	19.63	17.99	15.18	13.09
8	Kerala	2	62	161	159	212
		0.32	9.84	25.56	25.24	33.65
9	Arunachal Pradesh	0	0	4	6	0
		0.00	0.00	40.00	60.00	0.00
10	Assam*	20	24	30	24	15
		14.18	17.02	21.28	17.02	10.64
11	West Bengal	22	26	58	182	368
		2.86	3.38	7.53	23.64	47.79
12	Maharashtra	1234	2968	2065	3130	1991
		9.83	23.65	16.46	24.94	15.87
	All India	2611	4659	4122	4771	3402
		11.73	20.93	18.52	21.44	15.29

It has been observed that the highest percentage of management degree holders of Chandigarh i.e., 78.82 percent was employed in the industries having size of 10,000 and above workers. Whereas in the case of the Arunachal Pradesh the Highest percent Post-graduates i.e., around 60.00 percent were engaged in the establishments having employment size of 500-2499 workers. Similarly, in Rajasthan and Assam the highest percentage of degree holders i.e., 37.19 percent and 21.28 percent respectively were employed in the establishments which were having employment size of 100-499 workers. Whereas, in West Bengal, the highest percentage i.e. 47.79 percent and Kerala i.e., 33.65 percent management post-graduates were found to be employed in the establishments having size of 2500-9999 workers. While this percentage has been 19.63 percent in case of Karnataka who were employed in the industries having employment size of 20-99 workers. The similar percentage in Haryana was 24.39 percent and in Punjab 24.31 percent who were employed in micro and small industries having employment size of less

than 20 workers. As against this, it may also be noted that the lowest percent of Rajasthan i.e., 4.41 percent and Maharashtra 9.24 percent were employed in the establishments having employment size of 10000 and above workers. In a similar way the lowest percentage of post-graduates of some states such as Haryana i.e., 7.30 percent, Jammu & Kashmir around 1.87 percent, Punjab (4.12 percent). While in Karnataka 13.09 percent and in Assam 10.64 percent were engaged in the establishments having employment size of 2500-9999 workers. In Chandigarh the lowest percentage of management degree holders i.e., 21.18 percent were engaged in the establishments having employment size of 100-499 workers. In West Bengal this percentage is 3.38 percent who were employed in the establishments having employment size of 20-99 workers. While the similar percentage in Himachal Pradesh is 7.69 percent and in Kerala 0.32 percent who were engaged in micro and small establishments having the size of less than 20 workers. It may be noted from the above analysis that highest percentage of the graduate employed and also the lowest

Table 6. State Wise Distribution of Fresh Employed Management Degree Holders of 2007 Batch in India by Nature of Their Main Functions

S.No.	States	Nature of Main Function										(Percent)	
		Teaching / Training	Production / Operation	Services / Sales / Purchase	Maintenance & Repairing	Store management	Administration	Research & Development	Software Development	Hardware	Others	Total	
1	Chandigarh	0	0	20	0	0	30	0	0	0	35	85	
		0.00	0.00	23.53	0.00	0.00	35.29	0.00	0.00	0.00	41.18	100.00	
2	Haryana	36	144	686	0	0	253	0	0	325	36	1480	
		2.43	9.73	46.35	0.00	0.00	17.09	0.00	0.00	21.96	2.43	100.00	
3	Himachal Pradesh	6	18	22	0	3	12	0	0	0	17	78	
		7.69	23.08	28.21	0.00	3.85	15.38	0.00	0.00	0.00	21.79	100.00	
4	Jammu & Kashmir	5	7	55	0	2	38	0	0	0	0	107	
		4.67	6.54	51.40	0.00	1.87	35.51	0.00	0.00	0.00	0.00	100.00	
5	Punjab	20	79	452	0	10	59	0	0	0	108	728	
		2.75	10.85	62.09	0.00	1.37	8.10	0.00	0.00	0.00	14.84	100.00	
6	Rajasthan	266	431	78	122	187	56	34	43	21	179	1417	
		18.77	30.42	5.50	8.61	13.20	3.95	2.40	3.03	1.48	12.63	100.00	
7	Karnataka	319	518	1713	40	60	538	100	129	30	816	4263	
		7.48	12.15	40.18	0.94	1.41	12.62	2.35	3.03	0.70	19.14	100.00	
8	Kerala	36	0	106	0	0	484	0	4	0	0	630	
		5.71	0.00	16.83	0.00	0.00	76.83	0.00	0.63	0.00	0.00	100.00	
9	Arunachal Pradesh	0	0	3	0	0	3	0	0	0	4	10	
		0.00	0.00	30.00	0.00	0.00	30.00	0.00	0.00	0.00	40.00	100.00	
10	Assam	18	0	65	0	0	28	0	9	0	21	141	
		12.77	0.00	46.10	0.00	0.00	19.86	0.00	6.38	0.00	14.89	100.00	
11	West Bengal	36	36	470	0	8	91	9	72	0	48	770	
		4.68	4.68	61.04	0.00	1.04	11.82	1.17	9.35	0.00	6.23	100.00	
12	Maharashtra	799	1167	5397	62	1197	875	640	430	123	1858	12548	
		6.37	9.30	43.01	0.49	9.54	6.97	5.10	3.43	0.98	14.81	100.00	
	All India	1541	2400	9067	224	1467	2467	783	687	499	3122	22257	
		6.92	10.78	40.74	1.01	6.59	11.08	3.52	3.09	2.24	14.03	100.00	

NA - Not Available

Note: Figures in decimal shows percentage of row total

Source: NTMIS Nodal Centres of India, 2008

percentage employed are different in different states. Apart from this, it may also be noted that the size of establishments were different.

Main Functions Performed

The data also highlights the nature of main functions of the Management degree holders of 2007 batch. The main functions include teaching/training, production/operation, services/sales/purchase, maintenance & repairing, store management, administration, research & development, software development, hardware and other functions. The state-wise main functions performed have been discussed below. It may be noted from Table 1.6 that Out of the total employed management degree holders, highest percent of them i.e., 40.74 percent were performing the jobs of services/sales/purchase followed by others activities (14.03 percent) and administration related jobs, (11.08 percent). While the lowest percentage of them (1.01 percent) were performing the jobs of maintenance & repairing followed by hardware (2.24 percent) and software activities (3.09 percent). The remaining employed management degree holders were performing teaching or training jobs (6.92 percent), 6.59 percent in store management, and 3.52 percent were engaged in research and development activities. This is the picture at the national level, we may now see as to what is happening at the state level and judge whether it is similar or different. Therefore the following section is devoted to the state level analysis. Table 1.6 shows that the highest percentage of employed management degree holders of Haryana i.e. 46.35

percent, Himachal Pradesh (28.22 percent), Jammu & Kashmir (51.40 percent), Punjab (62.09 percent), Karnataka (40.18 percent), Assam (46.10 percent), West Bengal (61.04 percent) and 43.01 percent in Maharashtra were performing services/sales/purchase related jobs. While in Rajasthan the highest percentage of degree holders i.e., 30.41 percentage were engaged in production/operation related jobs. Similarly, the highest percentage of Kerala i.e. around 76.83 percent degree holders were performing administrative functions while in Assam the highest percentage say 40.00 percent were engaged in other activities. As against this, it may also be observed from the table that the lowest percentage of Haryana state management degree holders i.e., 2.43 percent were engaged in teaching/training. While the lowest percentage of Chandigarh i.e., 26.53 percent were performing the functions of services/sales/purchase. The Scenario in other states has been much different. Here the lowest percentage of degree holders of Himachal Pradesh i.e., 3.85 percent, 1.87 percent in Jammu & Kashmir and 1.37 percent in Punjab were performing the functions of store management. While the lowest percentage i.e., 0.49 percent in Maharashtra degree holders were engaged in maintenance and repairing. In Arunachal Pradesh, the Lowest percentage of pass outs i.e., 30.00 percent were engaged in administrative activities. While in Kerala around 0.63 percent and 6.39 percent in Manipur were performing software related jobs. However, in Rajasthan around 1.48 percent and 0.70 percent in Karnataka were engaged in Hardware activities. In West Bengal this percentage of management degree holders i.e., 1.17 percent

Table 7. State and Gender wise Distribution of Employed Management Degree Holders of 2007 batch in India by Sector of Employment

S.No	States	Sector of Employment														
		Central Govt.		State Govt.		Local Body		PSU		Private Sector		Others		Total		
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
1	Chandigarh	0	0	0	0	0	0	12	4	32	16	17	4	61	24	85
		0.00	0.00	0.00	0.00	0.00	0.00	19.67	16.67	52.46	66.67	27.87	16.67	100.00	100.00	100.00
2	Haryana	0	42	0	0	33	0	134	43	769	383	34	42	970	510	1480
		0.00	8.24	0.00	0.00	3.40	0.00	13.81	8.43	79.28	75.10	3.51	8.24	100.00	100.00	100.00
3	Himachal Pradesh	5	0	0	0	0	0	14	3	40	9	7	0	66	12	78
		7.58	0.00	0.00	0.00	0.00	0.00	21.21	25.00	60.61	75.00	10.61	0.00	100.00	100.00	100.00
4	Jammu& Kashmir	0	0	0	0	5	0	10	2	73	12	5	0	93	14	107
		0.00	0.00	0.00	0.00	5.38	0.00	10.75	14.29	78.49	85.71	5.38	0.00	100.00	100.00	100.00
5	Punjab	19	0	10	0	20	0	10	19	431	199	20	0	510	218	728
		3.73	0.00	1.96	0.00	3.92	0.00	1.96	8.72	84.51	91.28	3.92	0.00	100.00	100.00	100.00
6	Rajasthan	0	0	0	0	21	17	43	56	928	271	34	47	1026	391	1417
		0.00	0.00	0.00	0.00	2.05	4.35	4.19	14.32	90.45	69.31	3.31	12.02	100.00	100.00	100.00
7	Karnataka	70	31	20	29	130	21	200	79	2599	855	130	99	3149	1114	4263
		2.22	2.78	0.64	2.60	4.13	1.89	6.35	7.09	82.53	76.75	4.13	8.89	100.00	100.00	100.00
8	Kerala	2	0	4	0	0	0	9	7	383	225	0	0	398	232	630
		0.50	0.00	1.01	0.00	0.00	0.00	2.26	3.02	96.23	96.98	0.00	0.00	100.00	100.00	100.00
9	Arunachal Pradesh	1	0	0	2	0	0	3	2	0	2	0	0	4	6	10
		25.00	0.00	0.00	33.33	0.00	0.00	75.00	33.33	0.00	33.33	0.00	0.00	100.00	100.00	100.00
10	Assam	7	2	0	0	0	0	0	0	80	43	9	0	96	45	141
		7.29	4.44	0.00	0.00	0.00	0.00	0.00	0.00	83.33	95.56	9.38	0.00	100.00	100.00	100.00
11	West Bengal*	18	14	20	18	6	2	67	31	412	160	12	10	535	235	770
		3.36	5.96	3.74	7.66	1.12	0.85	12.52	13.19	77.01	68.09	2.24	4.26	100.00	100.00	100.00
12	Gujarat	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
13	Maharashtra	242	90	333	94	555	267	1313	321	6120	2753	325	135	8888	3660	12548
		2.72	2.46	3.75	2.57	6.24	7.30	14.77	8.77	68.86	75.22	3.66	3.69	100.00	100.00	100.00
	All India	364	179	387	143	770	307	1815	567	11867	4928	593	337	15796	6461	22257
		2.30	2.77	2.45	2.21	4.87	4.75	11.49	8.78	75.13	76.27	3.75	5.22	100.00	100.00	100.00

* - Estimated

NA - Not Available

Note: Figures in decimal shows percentage of row total

Source: NTMIS Nodal Centres of India, 2008

Table 8. Distribution of Fresh Employed Management Degree Holders of 2007 Batch in India by States and Sources of Employment

S.No.	States	Sources of Employment								Total
		Employment Exchange	Public Service Commission	Direct Application	Training and Placement	Newspaper/ Print Media	Website/ Internet	Placement Services	Others	
1	Chandigarh	20	0	18	0	14	24	0	9	85
		23.53	0.00	21.18	0.00	16.47	28.24	0.00	10.59	100.00
2	Haryana	0	0	614	108	217	144	108	289	1480
		0.00	0.00	41.49	7.30	14.66	9.73	7.30	19.53	100.00
3	Himachal Pradesh	0	0	19	27	9	8	0	15	78
		0.00	0.00	24.36	34.62	11.54	10.26	0.00	19.23	100.00
4	Jammu & Kashmir	0	0	17	69	14	5	0	2	107
		0.00	0.00	15.89	64.49	13.08	4.67	0.00	1.87	100.00
5	Punjab	0	10	265	88	137	128	21	79	728
		0.00	1.37	36.40	12.09	18.82	17.58	2.88	10.85	100.00
6	Rajasthan	77	0	410	483	167	80	0	200	1417
		5.43	0.00	28.93	34.09	11.79	5.65	0.00	14.11	100.00
7	Karnataka	60	0	1653	767	259	578	109	837	4263
		1.41	0.00	38.78	17.99	6.08	13.56	2.56	19.63	100.00
8	Kerala	0	4	371	246	9	0	0	0	630
		0.00	0.63	58.89	39.05	1.43	0.00	0.00	0.00	100.00
9	Arunachal Pradesh	0	1	0	6	0	3	0	0	10
		0.00	10.00	0.00	60.00	0.00	30.00	0.00	0.00	100.00
10	Assam	0	0	59	9	18	37	18	0	141
		0.00	0.00	41.84	6.38	12.77	26.24	12.77	0.00	100.00
11	West Bengal	4	12	404	278	0	0	0	72	770
		0.52	1.56	52.47	36.10	0.00	0.00	0.00	9.35	100.00
12	Maharashtra	9	116	3682	4422	247	737	491	2844	12548
		0.07	0.92	29.34	35.24	1.97	5.87	3.91	22.66	100.00
	All India	170	143	7512	6503	1091	1744	747	4347	22257
		0.76	0.64	33.75	29.22	4.90	7.84	3.36	19.53	100.00

NA - Not Available

Note: Figures in decimal shows percentage of row total

Source: NTMIS Nodal Centres of India, 2008

was engaged in Research & Development activities. While in Haryana management degree holders i.e., 2.43 percent were engaged in teaching/training and other activities. The figure 1 below shows the distribution of employed by different functions. It infact makes a graphical presentation of the same.

Sector of Employment

The Employment in India is given through the campus recruitment, through personal contacts and also by interviews and internet searches. It would be quite interesting to know the position relating to the sector as to which sector takes what proportion. This section discusses the sectors in which the degree holders of management discipline have been working. The sector includes Central Government, State Government, Local Body, PSU, Private Sector and others. It may be observed from table 1.7 that out of (22257) management degree holders of the highest percentage of them i.e., 75.45 percent were working in Private Sector followed by 10.71 percent in PSUs and 4.84 percent in the local bodies. The Lowest percentage were employed in State Governments i.e., 2.38 percent followed by 2.44 percent in Central Government and others covers around 4.18 percent. It is interesting to note that while looking at the gender-wise distribution we find in all sectors out of the total employment, the majority of the employed Management degree holders were males. The highest percentage of males i.e., 76.19 percent were employed in PSUs followed by 73.01 percent in the State Governments and in local bodies around 71.49 percent. However, the lowest percentage of males i.e., 63.76 percent were employed in others followed by 67.03 percent in private sector and 70.62 percent in the Central Government.

Secondly, out of the total i.e. 15796 males, majority of them were employed in private sector which comes to around 78.08 percent followed by 11.51 percent in PSUs and 4.88 percent in local bodies. The lowest percentage of males were engaged in Central Government i.e., 2.31 percent followed by 2045 percent in State Government and 3.75 percent in others. Similarly, out of total i.e., 6461 females, the majority of them were employed in private sector which is around 76.26 percent followed by 8.78 percent in PSUs and 5.22 percent in others. The lowest percentage of females i.e. 2.21 percent were engaged in State Government followed by 2.77 percent in Central Government and in local bodies around 4.75 percent. The state-wise analysis of employed management degree holders has also been done. The data revealed that in case of all states, majority of their pass outs were working in private sector and that is true for both male and female and also for those who got the job found in private sector except Chandigarh where out of total male only 52.46 percent were working in private sector. In Chandigarh, the highest percentage of management degree holders i.e., 56.47 percent were employed in private sector followed by 24.70 percent in others and in PSUs around 18.82 percent. Similarly, in Haryana, the highest percentage i.e. 77.83 percent were also employed in private sector followed by PSUs i.e. 11.96 percent and in others around 5.13 percent. While in Himachal Pradesh, the highest percentage i.e., 62.82 percent was employed in private sector followed by PSUs i.e. 21.79 percent and in others around 8.97 percent. In Jammu & Kashmir, the highest percentage i.e., 79.44 percent was engaged in private sector followed by 11.21 percent PSUs and 4.67 percent in Central Government. However, in case of Punjab the highest percentage of management degree holders

e.g., 86.54 percent were found to be working in private sector followed by PSUs around 3.98 percent and in the local bodies somewhere around 2.75 percent. Similarly, the majority and highest percentage of Rajasthan pass outs i.e., 84.61 percent were working in private sector followed by 6.99 percent in PSUs and around 5.72 percent in others. Pradesh 50.00 percent were working in PSUs followed by Private sector (20.00 percent) and others (20.00 percent) while the maximum of pass outs Assam i.e., 87.23 percent were working in private sector followed by State Government (6.38 percent) and others (6.38 percent). Similarly, in West Bengal around 74.28 percent were engaged in private sector followed by 12.72 percent in PSUs and 4.94 percent in the State Government. Seemingly, in Maharashtra 70.71 percent of the graduates were working in private sector followed by PSUs i.e., 13.02 percent and in local bodies around 6.55 percent. We may note that private sector is the main dominant sector in most of the state irrespective of the regions. The second important sector emerges is the PSU,s and the rest follows.

Sources of Employment

There are many sources through which the pass outs come to know about the vacant positions in different organisations. Some such sources of employment include Employment Exchange, Public Service Commission, Direct Application, Training & Placement, Newspaper/Print Media, Website/Internet, Placement Service Providers and others. It may be noted from table 1.8 that out of the total (22257), management degree holders, around 33.75 percent secured employment through direct applications followed by 29.21 percent in training & placement and 19.53 percent in other sources. The lowest percentage of degree holders i.e., 0.64 percent had employment through Public Service Commissions followed by 0.76 percent in employment exchange and placement services accounts for 3.36 percent. Around 7.84 percent got employment through Website/Internet and 4.91 percent got employment through newspaper/ print media. This shows that graduate use all sort of sources. But they tend to use direct application and the training and placement more. The state-wise distribution of degree holders according to sources of employment reveals that highest percentage of Haryana i.e., 41.49 percent, Punjab (36.40 percent), Rajasthan (28.93 percent), Karnataka (38.78 percent), Kerala (58.89 percent), Assam (41.84 percent) and West Bengal (52.60 percent) got placement through direct applications. Whereas in Himachal Pradesh 34.62 percent, Jammu & Kashmir (64.49 percent), Arunachal Pradesh (60.00 percent) and Maharashtra (35.24 percent) sought employment through training & placement. While in Chandigarh 31.58 percent got employment through Website/Internet. The lowest percentage of degree holders of Rajasthan i.e., around 5.43 percent, Karnataka (1.41 percent), West Bengal (0.52 percent) and Maharashtra (0.07 percent) got employment through employment exchanges. While the lowest percentage of Punjab (1.37 percent) and Arunachal Pradesh (10.00 percent) could secure employment through Public Services Commissions. The lowest percentage of Haryana i.e., 7.30 percent and Assam (6.38 percent) got employment through training and placement. However in Kerala, the lowest percentage of the pass out got employment through newspaper/print media while in Chandigarh around 28.23 percent got employment through Website/internet. The same percentage in Himachal Pradesh is 10.25 percent and in Jammu & Kashmir it is 1.87 percent who received

employment through other sources. It may be summarised on the basis of the above churning that degree holders in most of the states got employment through direct application and training and placement. Hence, it may safely be concluded that the direct applications and training & placement emerged as major source of employment for management pass outs.

Conclusion

In this paper, we have tried to highlight the employment profile of - management graduates through eight various categories. These categories as mentioned in the beginning are: Waiting period, Average Income, Relevance of Education for Employment, Activity of Employer/organization, size of Establishment, function Performed Sector of Employment and Sources of Employment. It has been noticed that the Waiting Period for obtaining first employment for management degree holders was six months. So far as the emoluments are concerned, the maximum emoluments earned by fresh employed management degree holders were Rs. 92400 per month and minimum were Rs. 2500 per month. On an average, the emoluments earned were Rs. 23000 per month. In case of experienced persons, average emoluments were Rs. 24600. While in the case of experienced persons, the maximum and minimum emoluments were same as for the fresher.

While, looking at the relevance of education, it has been noticed that 92 percent and 83 percent for the current and past job were employed in their own field of education. Meanwhile, it emerged for the activity analysis that the highest percent were employed in other establishments i.e., 43.69 percent followed by manufacturing around 20.60 percent and processing establishments which was 12.09 percent. When a size-wise analysis was made, it has been noticed that the highest percentage of management degree holders i.e., 21.47 percent were found employed in the establishments having size of 500-2499 employees followed by 20-99 employees (20.96 percent) and 100-499 employees (18.55 percent).

The analysis of the data on functions performed suggests that the highest percentage of management degree holders i.e., around 40.58 percent were employed in services/sales/purchase followed by other activities i.e., 13.90 percent and 11.10 percent administration. The sector-wise position of has been noted that the highest percentage were working in private sector e.g., 70.24 percent, 75.42 percent and 77.87 percent respectively. The highest percentage of employed management degree holders i.e., 33.80 percent got employment through direct applications followed by training & placement around 29.26 percent and 19.42 percent by other sources.

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