

A STUDY ON EMPLOYERS EXPECTATION FROM CURRENT MBA GRADUATES IN PAKISTAN

By

**SUMERA BUKHARI
26733**

A thesis presented to the Department of Management Sciences, Bahria University Karachi Campus, in partial fulfillment of the requirements of the MBA degree



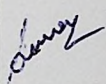

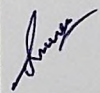
SPRING, 2015

Bahria University Karachi Campus

MBA Thesis

2nd Half Semester Progress Report & Thesis Approval

Supervisor-Student Meeting Record

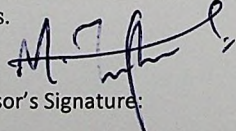
No.	Date	Place of Meeting	Topic Discussed	Signature of Student
1	October 2013	BUKC	STATEMENT OF THE PROBLEM LITERATURE REVIEW	
2	November 2013	BUKC	RESEARCH METHDOLOGY	
3	January 2014	BUKC	DATA ANALYSIS AND ITS PRSENTATION	

APPROVAL FOR EXAMINATION

Candidate's Name: SUMERA BUKHARI Registration No. 26733

Thesis Title: A STUDY ON EMPLOYERS EXPEXTATION FROM CURRENT MBA GRADUATES

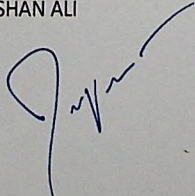
I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at **05%** that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature: 

Date:

24/8/15

Name: MUHAMMAD ZEESHAN ALI

HOD'S Singnature 

Date:

Abstract

Introduction: Education plays a critical role in the economic development of a country particularly the higher education plays a notable role in the tremendous economic development. Organizational progress have direct link with the economic development. Thus education and particularly the higher education have key role in the organizational development which would lead to the economic development of the whole country. There are a number of business schools (universities) which are providing education in the field of business administration. In Pakistan these universities are recognized by the Higher Education Commission (HEC) of Pakistan.

MBA program provide a course based training which is required for the senior management level soft skills such as leadership and negotiation; hard skills such as project management and spreadsheets; thinking skills such as innovation and creativity are the basic essential for MBA program.

Objective: For the students it is highly important to know about the employers expectation so that they could prepare them self for meeting employers expectation. Only getting high results in the academic is not only the criteria in the selection evaluation, a well-known fact by all of us, there are many other factors that the employers are inspecting in the graduate students of business level

Methodology: Researcher has reached to employees of human resource department of each of around 19 companies which are manufacturing and service companies, and will ask them to fill the questionnaire. The responses will be collected in the hard copy so as to make the process fast. We will take informal interviews from the selected respondents so as to know about the expectation of them of the traits and skills required in the master's graduate. Around 60 responses have been collected and analyzed individually and collectively for the desired skills and traits.

Findings: Based on the survey performed and data analyzed on the individual 19 traits and 15 Skills and also on the average of traits and skills we have come to know that honesty, team work, efficiency in work, listening ability discipline, communication skills and knowledge about the business are the highly important traits and skills which employers do expect from the MBA graduates from current universities. In the end researcher has highlighted various recommendations for the students, teachers and universities.

TOPIC: A study on Employers expectations from current MBA graduates in Pakistan.	Page No.
2 nd half semester progress report and thesis approval statement	i.
Declaration of Authentication	ii.
Plagiarism	iii.
Acknowledgement	iv.
Abstract	v.

Table of Contents

Contents	Page #
1 BACKGROUND OF THE SUBJECT AND STATEMENT OF THE PROBLEM	1
1.1 INTRODUCTION	2
1.2 STATEMENT OF PROBLEM	4
1.3 SIGNIFICANCE OF STUDY	4
1.4 SCOPE	4
1.5 ASSUMPTIONS	5
1.6 DEFINATION OF KEY TERMS	7
2. REVIEW OF LITERATURE & STUDIES	8
2.1 LITERATURE REVIEW	9
2.2 LIMITATIONS	14
2.3 AREAS FOR FURTHER STUDIES	14
3. RESEARCH METHOD & PROCEDURE	15
3.1 DESIGN & METHODS OF RESEARCH	16
3.2 REASEARCH RESPONDENTS	16
3.3 RESEARCH INSTRUMENT	17
3.4 SOURCES OF DATA	18
3.5 TREATEMENT OF THE DATA	18

3.6 VARIABLES	18
3.7 HYPOTHESIS	20
4. PRESENTATION ANALYSIS PRESENTATION OF DATA / INFORMATION AND ANALYSIS	21
T Test Analysis	21
Detail Analysis	22
5. SUMMARY OF FINDINGS, CONCLUSION & RECOMMENDATIONS	31
5.1 FINDINGS	32
5.2 CONCLUSIONS	33
5.3 RECOMMENDATION	35