

ABSTRACT

This research is conducted to identify the learning factors of business degree program i.e. MBA for business graduates to know their performance and growth, to learn their institutional teaching and learning methods, to find the level of knowledge and skills development capability, impact of conventional grading system on their learning & degree value, & graduate discrimination issues in job market for IBA, University of Sindh, Jamshoro.

Variations in institutional teaching and learning practices are observed the difference in academic knowledge & skills of graduates, impact of existing conventional & unconventional grading standards on learning & skills development and graduate discrimination.

The differences are compared with Szabist Karachi and Hyderabad. After data analysis, the results identified difference between IBA, Jamshoro and Szabist Karachi. But, no difference found between IBA Jamshoro and Szabist Hyderabad. Total 127 students of final semester of MBA (academic session 2012) are selected from all three business institutes of Karachi & Hyderabad for comparing their academic practices.

The reasons of weak academic performance and very less absorption in job market of IBA graduates is one of the major reason hundreds of students passed out without having requisite knowledge and skills for job market. Another strong reason of selecting IBA Jamshoro for this research study is the large numbers of candidates who apply for admission from Hyderabad and near its vicinity due to easy access, transport availability and affordable fee structure.

The information of above mentioned variations are collected through survey questionnaire and academic base an experimental test. The results are achieved through SPSS test by, Chi-Square test, one-way ANOVA, mean values, pareto and bar chart.

Results of this research identified the learning factors as interactive learning environment, incorporating unconventional grading system. Introducing blended learning practice modern and effective teaching and learning method for rapid improvement and skills development among business graduates need to focus for creating conducive learning environment in IBA, University of Sindh, Jamshoro.

On the basis of identified gaps and outcomes (statistical analysis) suggest that there is an immediate need to uniform the teaching and learning standards with modern teaching and learning techniques in business degree programs (MBA) offered in Karachi & Hyderabad by HEC as mandatory policy for conducive learning and standardized academics.

In the light of above mentioned results, the proposed recommendations are given to HEC, Board of Studies and Stakeholders of University of Sindh (for IBA) Jamshoro for overcoming the identified barriers that hinder in learning & skills development of business graduate.