



AN ANALYTICAL STUDY TO DETERMINE WHETHER A BACHELOR'S DEGREE IS ENOUGH TO SUSTAIN IN THE CURRENT CORPORATE SCENARIO

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Abstract:

This paper discusses the benefits of getting a bachelor's degree and studies its credibility in modern corporate scenarios. This paper will also show how to decide if a bachelor's degree is worth it and other options can consider to get more education instead of a four-year degree.

By surveying through personal interview method, the paper majorly observes three view patterns in the graduates regarding the bachelor degree's attributes. The sample size for this topic is 100 respondents through the personal interview method.

Keywords: *Education, Employability, Bachelor's Degree.*

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Introduction:

In India, undergraduate programs are among the most well-known and popular. In India, undergraduate courses—another term for the programs as mentioned above—are typically taken to refer to university degrees. They are more than just academic credentials; they are gateways to nations that value knowledge and expertise gained through higher education. The "brain drain in India" serves as a confirmation of this fact. By winning important positions in virtually every field, Indians have repeatedly demonstrated their value on foreign soil. A sound mind will benefit any foreign company, so they are willing to hire an Indian engineer or scientist. The most sought-after educational programs in India are in engineering and medicine. On the campuses of all Indian universities, one can easily observe the popularity of degree programs in India. People worldwide enjoy enrolling in various university programs in India because

the country has many reputable, internationally recognized, diverse, and affordable educational institutions. Any university course also offers employment in addition to education. The British educational system serves as the foundation for the Indian education system, upon which the educational program. The wide range of disciplines in which courses were offered, some of which are only available in India, however, left the British foundation in ruins even though they may have laid the foundation.

Indian Bachelor's Degree Programs Postgraduate programs in India are equivalent to other programs, to put it simply. Undergraduate programs in India. These courses are also known as undergraduate courses in India. merely because they did not pursue graduate studies while enrolled in the course Bachelor programmes in India refer to the term "Baccalaureate," which is derived from the Latin word "Baccalaureus,"



which has the meaning of "first degree student" and does not necessarily imply that the applicants must be single. Only those with a High School Certificate (HSC), or more simply applicants who have passed 10+2 (12th pass), are eligible to apply for postgraduate programmes in India. Numerous academic fields, including the arts, sciences, and business, are available for Indian bachelor's degree study. Postgraduate programmes typically last three years, but there are some exceptions. The foundation for the desired career path is laid by a bachelor's degree. For instance, a candidate who successfully completes a bachelor's degree programme is referred to as a graduate and is awarded the degree in question. A Bachelor of Arts degree signifies that the graduate-level coursework in the arts has been successfully completed by the student. The most popular degrees are the Bachelor of Arts (B.A.) and Bachelor of Science (B.Sc.).

Review of Literature:

Sometimes referred to as generic skills, transferable skills, core skills, soft skills, graduate capabilities, work-ready skills and key skills, graduate attributes are no longer seen as being independent of discipline knowledge because they interact with discipline knowledge. They are a specialized and differentiated form of understanding generic abilities, which are developed to meet the needs of a specific discipline or field of knowledge (Barrie, 2004).

James et al. (2004) graduate attribute development takes place mostly within disciplines. Kamvounias and Thompson (2008) agree, reporting that the term 'generic' is sometimes misinterpreted as independent of the field of study, implying development in a separate unit of study. They refer to this as a 'bolted on' approach.

(Bradley, Noonan, Nugent & Scales, 2008), partially as a response to the Bradley review of higher education the Australian Government commissioned the Australian Learning and Teaching Council (ALTC) to work with discipline communities on the Learning and teaching

Academic Standards Project. The aim of the resulting ALTC's Discipline Scholars 2010 program was to enhance student learning and learning outcomes by working closely with the nationwide discipline specific bodies (ALTC, 2010a). The Discipline Scholars developed five threshold learning outcome areas for Engineering and ICT graduates after consultation with the industry, academics, students, Engineers Australia (EA) and the Australian Computer Society (ACS) (ALTC, 2010b). Also taken into account was the current accreditation process of EA and the ACS (ALTC, 2010c). The five threshold learning outcome areas are: Needs, context and systems; Problem solving and design; Abstraction and modelling; Coordination and communication, and Self-management

(Crebert, Bates, Bell, Patrick & Cragnolini, 2004a) Although skills and attributes are often used interchangeably they have different meanings. Skills are typically practical such as communication, time management and teamwork. Graduate attributes are usually broader than skills and include qualities such as loyalty, commitment, honesty and integrity. Such qualities, which have been found to be highly desirable by employers are usually considered to be attributes rather than skills.

Boud and Solomon (2006) Similarly, there is a great deal of variation in the ways in which academics not only interpret or define graduate attributes, but also in how committed they are to particular approaches to developing graduate attributes or indeed to whether they should be taught at all suggest that graduate attributes will work only if those to whom they are exposed are willing players in the process and are in a position to appreciate the qualities developed.

Rationale for the Study:

As the population in the country is arising, India has become a land of opportunities as well as competition. The prominent asset to survive in this phase is education. The reason for the analysis to determine the stability of



the bachelor's degree in the current partnership can be driven by many factors:

Importance of the degree:

The bachelor's degree is often considered the key to admission. With the increasing demand for skilled workers, employers are more likely to prefer candidates with advanced qualifications. Therefore, analysis of the stability of bachelor's degrees in the current economy can help assess the market value and impact of these degrees.

Evolving business environment:

The business environment is dynamic and constantly changing due to many factors such as technological advances, globalization, economic changes and societal changes. Examining the sustainability of undergraduate degrees in this context can provide insight into how these degrees are changing the needs of the business world and whether they provide long-term costs and job opportunities to graduates.

Financial considerations:

Studying for a bachelor's degree often requires a significant investment of time, energy and money. Evaluating the credibility of a bachelor's degree helps determine whether the financial benefits and prospects of a well paying job are commensurate with the costs of completing a degree. This is especially important in the current economic environment where there are concerns about rising student loan debt and market uncertainty.

Focus on Sustainability:

Sustainability is a global issue involving environmental, social and economic issues. Analyzing the sustainability of a bachelor's degree in business today may also include analysing how these degrees contribute to sustainable development, mobility and growth, and whether they are relevant to the changing business economy.

Policy implications:

In the current organizational scenario, the findings of

the undergraduate degree sustainability analysis are relevant for schools, policy makers, etc. may have implications for it can provide evidence based insights into curriculum development, teaching processes, and policy decisions related to higher education, career development, and work.

In general, doing research to determine the stability of the bachelor's degree in the current partnership can give you a good idea of the importance of taking such courses. results. individuals, institutions, legislators and other stakeholders.

Research Methods:

Objective of study:

1. To study the Bachelor's Degree is not enough for sustainability.
2. To Study a Bachelor's Degree is partially enough for sustainability.
3. To Examine the Bachelor's Degree is enough for sustainability.

Hypothesis of Study:

- H₁: There is significant relationship between adding skills and competitiveness of a Bachelor's Degree
 H₀: There is a significant relationship between adding skills and competitiveness of a Bachelor's Degree

Limitation of Study:

A strict geographical restriction was encountered during the personal interview method that was used in this study. To save time, the researcher selected a group of respondents (at least graduates) from a particular area.

Scope of Study:

The relationship between an undergraduate degree and the standard of education instilled in young people is the subject of research. The research mainly focuses on the value of a bachelor's degree for young people. The study also focuses on the crucial abilities that aid in landing the desired position in a business organization.

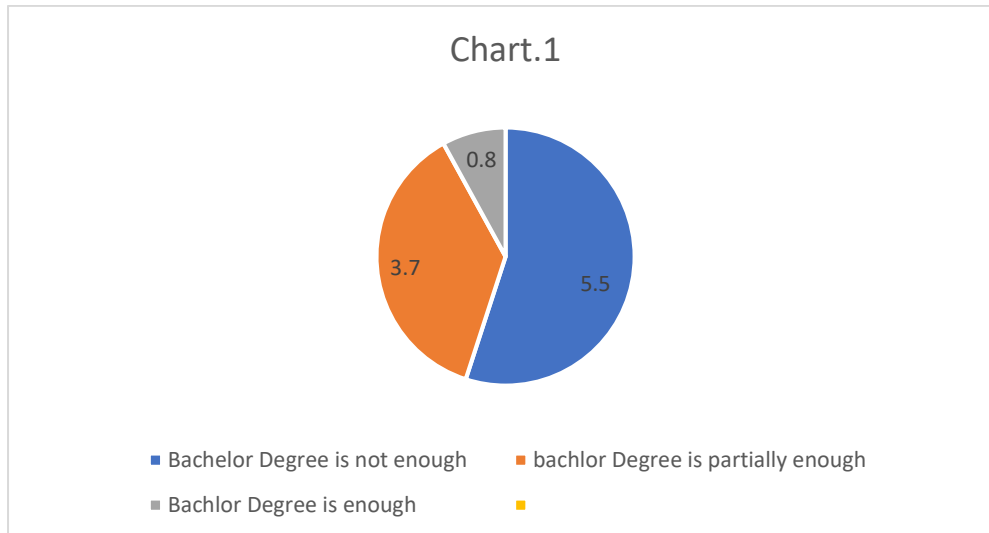
Sampling:

Purposive sampling was used to observe a particular group of respondents for this particular paper.

Findings and Analysis:

Through this specific question, which is succinctly

described below, the researcher is able to observe the three primary view patterns.



Source: - Based on Primary data and self-calculated by researcher

• The Bachelor's Degree is not Enough:

A simple bachelor's degree, 55% of the sample size, is not enough to have a good sustainability in the current corporate environment, according to the responses gathered by the researcher.

Elaboration of the view:

Most respondents believe having only a bachelor's degree won't make them sufficiently qualified for corporate diarrheas. Because they feel insecure presenting a bachelor's degree alone to potential employers, they firmly believe that a bachelor's degree can take someone nowhere toward a good sustainability in the corporate race.

The following list includes the main arguments against this particular viewpoint (As per the observation of the researcher through personal interview method).

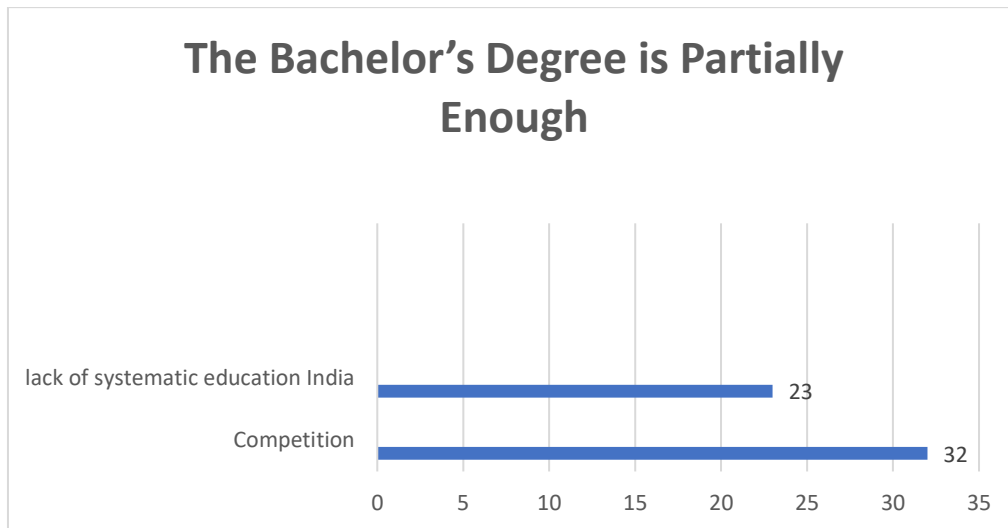
Competition:

India is gradually developing into a powerhouse of gifted

and promising young minds as a result of the expanding population. Everyone present, especially the younger generation, wants to have a steadfast and strong position in society. Because of this, the competition is getting harder to win. This all boils down to the idea that education is crucial to personal development and that obtaining it only through a three-year degree programme is insufficient.

• Lack of Systematic and Practical Education in India

Although education plays a significant role in a person's development, it is thought that the Indian educational system falls short of offering a broad range of practical and specialised knowledge in a single degree programme. To pursue more authenticity, usefulness, and specificity, a master's degree is necessary (according to the view point of the majority of the sample size as mentioned).



Source: - Based on Primary data and self-calculated by the researcher

The Bachelor's Degree is Partially Enough:

A simple bachelor's degree, in the opinion of 37% of the sample size, is only partially sufficient for having good sustainability in the current corporate environment, according to the responses gathered by the researcher.

Elaboration of the View:

What suffices only partially? In this context, the phrase "partially enough" refers to the belief of the aforementioned number of respondents that a bachelor's degree is sufficient when combined with other relevant skills. According to the 37 percent of respondents who mentioned it, students are expected to pursue various skill-related courses and certifications while pursuing a bachelor's degree in order to give their resumes more credibility.

These respondents' crystal-clear opinions are explained below:

- “Adding skills are preferable”:

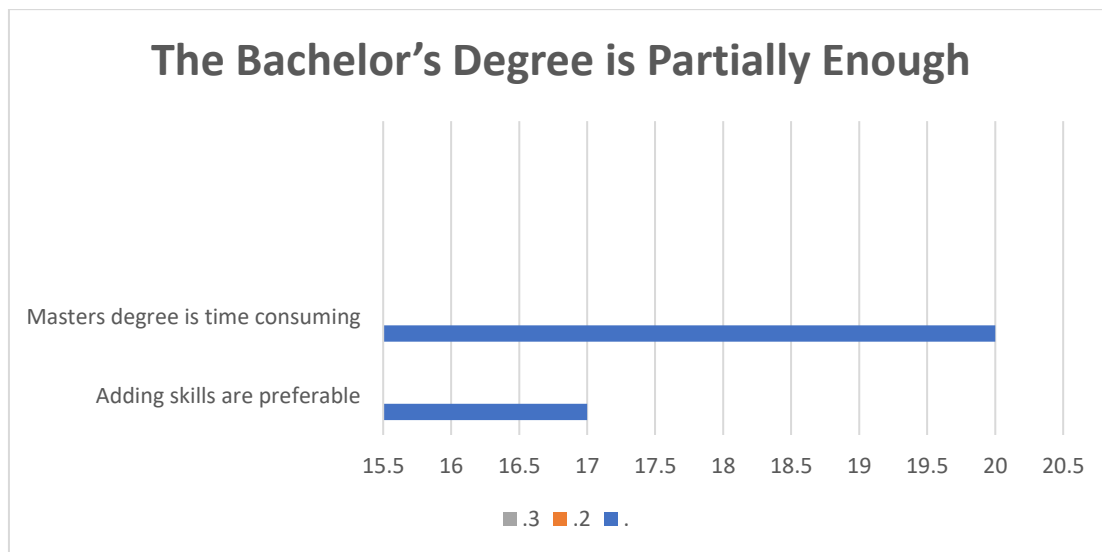
A bachelor's degree is a good foundation for entering the

corporate world. Even though a bachelor's degree is insufficient on its own to support a person, taking a variety of skill-related courses can significantly strengthen the foundation of a single degree.

Following one's interests and completing various certifications adds up to a great supporting adjective on a resume. It provides useful experience with the various algorithms of the upcoming challenges in corporate life and, if the right field is selected, it aids in gaining the upper hand in the competition.

Master's Degree is Time Consuming:

For young people who want to learn more, getting a master's degree has become a common option. It is made to seem like a master's degree after graduation is the best option for updating your career and the biggest help to sustainability in the corporate world due to the most widespread and primitive mindsets. However, these particular respondents claim that it is simply time-consuming and nothing more.



Source: - Based on Primary data and self-calculated by researcher

The Bachelor's Degree is enough:

In light of some differing responses, 8% of the entire sample actually holds the opinion that a bachelor's degree is sufficient for employment in terms of sustainability in an organization.

Elaboration of the view:

Three years of education, in the opinion of this group of respondents, is more than enough to get a foot in the door of the corporate world. They think that education up to this point provides a thorough understanding of the corporate environment.

Despite pursuing a Master's degree or certain skills, we can devote that much time to a specific job profile and company even if we are not doing either of those things. By doing this, we can advance our understanding of corporations, gain experience over those who were studying, and qualify for senior-level positions in businesses.

Suggestions and Recommendation:

Because it depends on the particular industry, job role, and company, it is difficult to say with certainty whether a bachelor's degree is sufficient for the corporate world. However, a bachelor's degree is typically thought of as

the minimal requirement for entry-level jobs in the corporate world.

A bachelor's degree may not be sufficient to stand out in some fields, such as finance and consulting, where advanced degrees or certifications may be preferred. If a candidate has relevant work experience or skills, a bachelor's degree may be sufficient in other fields, such as marketing or human resources.

The value of a bachelor's degree in the corporate world ultimately depends on how well the graduate can adapt the knowledge and abilities they have acquired to the particular requirements of their position. Professionals must constantly learn new things and improve their abilities if they want to advance in their fields.

A bachelor's degree is generally considered to be sufficient for entry into the corporate world in many fields. However, the specific requirements for a particular job or industry may vary. Some jobs may require a master's degree or another advanced degree, while others may not require any postsecondary education at all. In general, a bachelor's degree demonstrates a level of dedication, knowledge, and skills that are valued by many employers.

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