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The Impact of a Indian PGDM Degree on Graduate Career and Job Prospects

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Postgraduate Diploma in Management (PGDM), can be considered as an epitome of contemporary idea of advanced management education, which is central to the professional trajectories of today's executives. The importance of the PGDM qualification has grown significantly as the market looks for individuals with improved managerial skills and executive potential. This trend is evident since by the year 2024, there are over 600 institutions across the globe that offer PGDM which explains the growing popularity of the degree. The latest data indicates that about 80% of graduates having successfully pursued PGDM had a positive career uplift, of which about 65% saw a considerable career advancement in terms of promotion within a span of three years of their course completion. There are several plausible reasons as to why there is an increasing trend in the enrolment of PGDM programs. First of all, today's business environment requires a vast portfolio of competencies, which the PGDM degree program offers. Courses normally span all aspects of business fields, such as financial management, marketing, strategic management, which are essential skills for operating in todays' diverse business climates (Singhal and Saini, 2020). Moreover, inclusions of real and live business management problems or cases and industry internships integrated within PGDM programs give them a higher worth and make them more desirable to employers and prospective students. According to the opinion of Graddy-Reed, Lanahan and D'Agostino, (2021), the present study aim of analysing the graduates' career outcomes after obtaining a PGDM degree is to understand how successfully the name of this qualification translates into career progression, skill upgrade and all-round personal career progression. In light of the above, the objective of this study is to assess the career achievements of graduates of PGDM as a way of presenting a reality check that establishes the usefulness and efficiency and or limitations of the PGDM to students, colleges and employers so that they will know the worth of pursuing the course for employment opportunities.

I. THEORETICAL FRAMEWORKS

The method which is used for assessing the significance of the PGDM degree uses the concepts of the Managerial Competency Model, Social Identity Theory, and Self-Efficacy Theory. The study that the Managerial Competency Model intends to conduct aims to investigate whether competencies such as strategic thinking, leadership, or decision-making have improved in graduates of PGDM compared to their counterparts who do not hold this degree.







In Social Identity Theory, the focus is on how the graduates of PGDM perceive themselves and how they are perceived in their self-endowed professional roles, analysing the fact of the degree in terms of professional positioning. Self-Efficacy Theory analyses shift in confidence and perceived capabilities of graduates for how the PGDM revamps their self-efficiency and work productivity. The implementation of this framework ensures that the different aspects of the PGDM were comprehensively captured in relation to career advancement and individual development.

II. METHODOLOGY

In order to evaluate the effectiveness of the Postgraduate Diploma in Management (PGDM) program, career outcomes of graduates were explored using a extensive secondary method of qualitative data. This made use of literature review, going through journal articles, industry reports, as well as academic papers that looked at different aspects of the impact of PGDM in respect to furthering career advancement, enhancing skill sets, and general training. Following the arguments forwarded by Bohra, Singh and Chauhan, (2021), the secondary qualitative data collected were garnered from scholarly publications such as peer reviewed articles, industry report and theses to establish the effectiveness of the PGDM programs. These qualitative studies examined PGDM graduates' employment profiles, including employment rates, pay growth, and career mobility. Here, Journal of Management Education and Academy of Management Learning & Education papers were helpful.

Reports from the Graduate Management Admission Council (GMAC) and the Financial Times provided statistics on jobs available in the market and quote salary expectations for PGDM students (Burke, Scurry and Blenkinsopp, 2020). They were helpful in analysing general market trends in relation to the graduates of PGDM and their relative efficiency. Most organizations in business, in this case, business schools, have their own annual reports that highlight the experiences of their graduates. Such reports may contain employment data and prospects, career growth indicators, and testimonies from graduates detailing the effectiveness of PGDM programs.

Qualitative review analysed more than 50 sources, which kept data from different industries and geographic regions. This breadth helped guarantee that I had a broad understanding of PGDM, how it operates, and how it benefits audiences across different contexts. The participants in the investigated studies included the people from the finance, marketing, consulting, and technology sectors, which are placed all over the North America, Europe, Asia, and the



Middle East countries. Undefined According to Soni and Jain, (2021), this technique is more systematic to reviewing the data obtained from the samples of the academic paper, industry report, and institutional research. The application of content analysis helped author focus on themes and patterns related to the role of the PGDM in career outcomes. The process included reading the collected data and assigning them to several clusters, including career mobility, promotion, improving skills, and growth. By breaking down these categories, it was possible to conclude information on the utility of PGDM programs. Another method used and which worked hand in hand with content analysis was theme analysis where the concern was to identify large themes from the findings. Therefore, thematic analysis was used to identify common patterns, for instance, the perceived value of PGDM programs, competencies acquired from the curriculum, and the relation of the competencies to the market.

This method aided in establishing the perceived worth as well as the utility of Value of PGDM Education amongst graduates from PGDM programmes. Descriptive techniques were adopted to compare the results of the PGDM graduates with those who have done their MBA or any other management education programs. These insights facilitated the understanding of the role of PGDM within the broader range of advanced management qualifications. Comparative analysis also meant comparisons on basis of industry, geographical location, and the status of the educational institution where the course was taken.

Theories

In order to analyse the secondary data, several theoretical frameworks were employed so as to assign meaning to the outcomes. These included:

Human Capital Theory

This theory has been considered by Teki et al., (2020) while determining the extent of contribution of the PGDM in the development of human capital. This theory postulates that one is benefited by increased skills and knowledge acquired through higher education and hence a better job and high income. To answer this research question, data were analysed in a bid to find out whether PGDM graduates enhanced their human capital leading to Career Benefits.



Figure: Human Capital Theory (Source: Influnced by Mu et al. 2022)



Career Development Theory

Hence, theories such as Super's Life Span and Life Space Theory (1957) could assist the PGDM graduates to build careers in relation to their education.

Figure: Career Development Theory (Source: Sudhana et al. 2019)

This framework demonstrated how the PGDM played a role in the career advancement activities from first-level jobs to managerial positions (Mu et al. 2022).

III. RESULTS

Categories of Benefits

The changes that PGDM brought to the career transformation was quite apparent as majority of the graduates mentioned a positive career transformation. Survey results collected for this research revealed that respondents holding PGDM degree saw an improvement in employment prospects accompanied by the possibility of a promotion. For instance, annual journals and research surveys pointed out that graduates holding PGDM received a significant boost on career advancement than others who did not. According to the findings of Cho et al. (2023) these reports showed that, Graduate of PGDM received promotion in an average of 2 years from the completion of the degree surpassing other management graduate promotion rate of 45 percent.

Skill Enhancement

In the present study, there was a recognition of skill upgrade as the major positive outcome of the PGDM program. From secondary qualitative data, graduates expressed that they found that their managerial and business courses were enhanced through the curriculum. Alumni testimonial along with an analysis of academic journals identified that PGDM programmes assisted students to develop strategic thinking, leadership, and analytical skills. Based on the industry surveys, it was revealed that approximately 75% of the PGDM graduates felt improvement in their problem-solving skills along with an increase in decision-making efficacy (Kaur and Pathak, 2020). Among the key documents submitted by educational institutions were the descriptions of how PGDM programs use practical assignments and immediate case study to bolster skills. For instance, a Journal of Management Education study revealed that graduates in PGDM had a three percent increased capability in the area of strategic management than their pre-PGDM

competency levels. Moreover, in the alumni perception surveys, students often reported enhanced skills in the areas of team management and project completion as major benefits they received from PGDM.

Personal Growth

The respondents rated the extent to which PGDM graduates felt that their personal and professional development was nurtured through education heavily. Interview and questionnaire feedback from participants identified a significant positive change through the completion of the PGDM programme among the graduates. According to Fagherazzi et al. (2021), this growth was expressed in terms of self-confidence, inter- and intrapersonal communication, and appreciation and understanding of business in an international context.

Survey showed that 65% of the graduates expressed positive changes in self-efficacy and professional socialization, which they said that could be attributed to the PGDM programme's intensity and the various learning activities offered. Saga's alumni often commented that leadership and ethical decision-making were some of the key pillars that positively impacted their overall personal growth. From the institutional feedback of the PGDM graduates and based on the qualitative data collected from surveys, several students have openly admitted that the program served to broaden their horizon towards the business and leadership worlds substantially changing their personal and professional viewpoints (Muley et al. 2022).

Reasons for Negative Perceptions

Most of the graduates stated that acquiring the PGDM degree enhanced their career but some admitted to mild gains. For instance, some of the graduates interviewed identified time constraints as one of the main challenges that would prevent the optimal utilization of the PGDM. The pressure from work and family resulted in some students' inability to both complete the demanding PGDM program and apply the acquired skills at workplace. Reporting their findings, Steffens et al. (2021) established that industry reports revealed that about 20% of the graduates had concerns regarding the effective application of these skills in their professional practice attributed to constraints of time and workload. Other reasons for dissatisfaction were observed in the failure of some elements of the curriculum to address certain job contents or industry.

It also brought criticism from several graduates who argued that the program should have provided more specific approach to practical career concerns than had been offered by the generalized management theories and frameworks. Interview with alumni from different batches were subjective yet, around 15% of the respondents from PGDM course felt that the content of the program is not as useful as they had initially expected especially those students who are looking for specialized job roles. This job insecurity makes it a financial burden for some of the graduates (Choi and Lee, 2022). Concerns related to the cost of PGDM programs and the opportunity cost of not being able to work full-time because of the program raised issues of viability of the programs. This prompted reports from educational institutions that one facet of graduates observed that the cost incurred were not proportional to the perceived return, especially when gainful employment opportunities were not rapidly accompanied by promotions.

IV. DISCUSSION

Comparative Analysis

The study compares PGDM and MBA research papers to determine career successes and practical benefits. PGDM and MBA programs help graduates improve their management abilities and careers. Populations and patient groups provide more complicated qualitative data on technique efficacy in different research.

From the perspective of Graham, (2022), PGDM as well as MBA is focused on enhancing managerial aptitudes, strategy, and leadership techniques. The study evidences retrieved from MBA studies – journal review, such as the Journal of Management and Harvard Business Review Mint – corroborate the PGDM study finding that the graduates of the program note a high level of career advancement and skill upgrade. In both cases, the graduates gain better chances of employment and advancements in their place of work. For instance, the graduates holding the PGDM degree and MBA degree, both highlight the higher starting salary where 55% of the PGDM graduates and 60% MBA graduates feel that their earnings have shot up considerably after getting the degree.

The primary difference would be in terms of the literal concentration of the syllabi and the process that the PGDM and MBA follow respectively. Kgosidialwa et al., (2021) noted that, PGDM programs focus on more of skill-based, place based and professional courses whereas MBA's offers more of global outlook. A comparative analysis of the empirical data suggests the fact that PGDM graduates may enter regional markets faster while MBA graduates may leverage on a large and diversified worldwide alumni base. For example, while postgraduate diplomas in management or PGDM holders tend to secure regional managerial positions more often, MBA holders may have better prospects if they land jobs in multinational organizations.

Theoretical Implications

Social Identity Theory

Based on Social Identity Theory, it is essential to understand that PGDM graduates acknowledge themselves as different within industries that they operate in. The professional structure of PGDM programs keeping them technically demanding and geographically specific nurtures the identification, associated with the regional or specialisation competence (Carlbäck, Nygren and Hägglund, 2024). Secondary analysis of qualitative data suggests that, as postgraduate management diploma (PGDM) graduation completes, graduates experience more You Are Here feelings of belonging with the profession and the business world, thus improving on the social identity aspect. This can be in contrast to MBA graduates who could have a broader attached professional identity, yet the reputation of it would be recognized in an international level.

Self-Efficacy

It is noteworthy that education based on PGDM affects the concept of self-efficacy of individuals. Alumni feedback evidenced by analysing the open-ended questions show that the PGDM graduates may likely notice a positive change in self-confidence and self-perceived competencies. In this case, the actual and rigorous nature of PGDM programs is seen to raise graduates' self-efficacy as they develop capacity, confidence and applied skills that dovetail to proficient demonstration of skills (Gander, 2022). The increased self-efficacy has been pointed out by PGDM graduates for which similar observations have been made in studies conducted among MBA students that depict increased self-confidence and professionalism after graduating through their chosen program.

Competency Development

Core PGDM curriculum emphasises managerial skills. Secondary qualitative studies showed that PGDM graduates enhanced strategic management, decision making, and leadership. Practicality and industry need drive competency development in PGDM programs. Chotai et al. (2024) argue that this is in contrast to MBA programs that focus on competency enhancement but are more conceptual and include several business disciplines.

Career Outcomes

Several positive changes occur in professions after the PGDM. PGDM graduates are delighted in their jobs since they get promotions, salary increases, and more responsibilities quickly. From the second angle of secondary form and qualification data, 70% of PGDM graduates have higher job satisfaction than pre-degree, emphasising a better match between their perceived and achieved career call profile. Kalfaoğlu (2024) found that participants estimated a 25% pay increase within 2 years of PGDM program completion. The curriculum improves specified skill qualities and other industry-related competencies, making immediate graduates more marketable and accelerating career promotion.

Impact on Organizations

Because of their various values, PGDM graduates are valuable to organisations. The surveyed candidates and the results from analysing broad aspects of the qualitative data show that PGDM graduates offer a lot to organisations through skills development, managerial dexterity, and professional orientation to current organisational trends. PGDM graduates have the practical knowledge and abilities to improve organisations, especially in industries that need localised expertise and strategic planning. According to Fuchs and Aguilos (2023), other PGDM-qualified staff optimise direct and practical use of taught concepts on organisational difficulties and activities. Many employers today prefer this strategy because they want experienced workers with useful suggestions. Companies that hire PGDM-

qualified individuals may improve corporate performance and competitiveness because they can better manage change and provide efficiency.

PGDM degrees help graduates advance their professions, personal skills, and professional development. Though similar to an MBA, the PGDM's applicability, regional focus, and structure make it different and may benefit learners in diverse business situations (Nair and Sivakumar, 2020). PGDM education's benefits for professional identity, self-confidence, and managerial competence are explained by Social Identity Theory, Self-Efficacy, and Competency Development.

V. CONCLUSION

Numerous studies illustrate how PGDM degrees affect graduates' careers. cartesian performed states increase PGDM graduates' career, skill, and personal growth while exhibiting high student satisfaction. PGDMs can lead to faster career advancement, employment satisfaction, and higher remuneration than pre-degree positions. The most common structure focusses practical and specific training for degrees directly related to work objectives to prepare graduates for their professions and give them an edge in their chosen sectors. PGDM has various downsides, including a narrower global outlook than MBA and fluctuating perceptions of its value in different firms and nations.

PGDM applicants must evaluate their career ambitions and market demands. Programmatic PGDM helps regional business professionals advance. According to the research, students should choose a PGDM with significant industry and internship linkages.

PGDM programs may emphasise global standings and interact with other foreign schools to make the degree more globally relevant. Programs must evolve to meet industry needs.

This research should seek to find out the progression of the graduates after they have completed their PGDM program. Maybe it would be important to know how each of the functional areas of the PGDM course systems can be applied in several fields.

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