



Post-Graduate courses – Are they worth doing?

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Why this topic?

- Dissatisfaction
- No personal real world experience
- Too much theory
- Degree of relevance to profession pursued



Pilot Study

➤ **Participants**

✓ 30

➤ **Representing**

✓ India (10)

✓ US (10)

✓ UK (10)



Question 1

*What made you want to do a
postgraduate degree?*



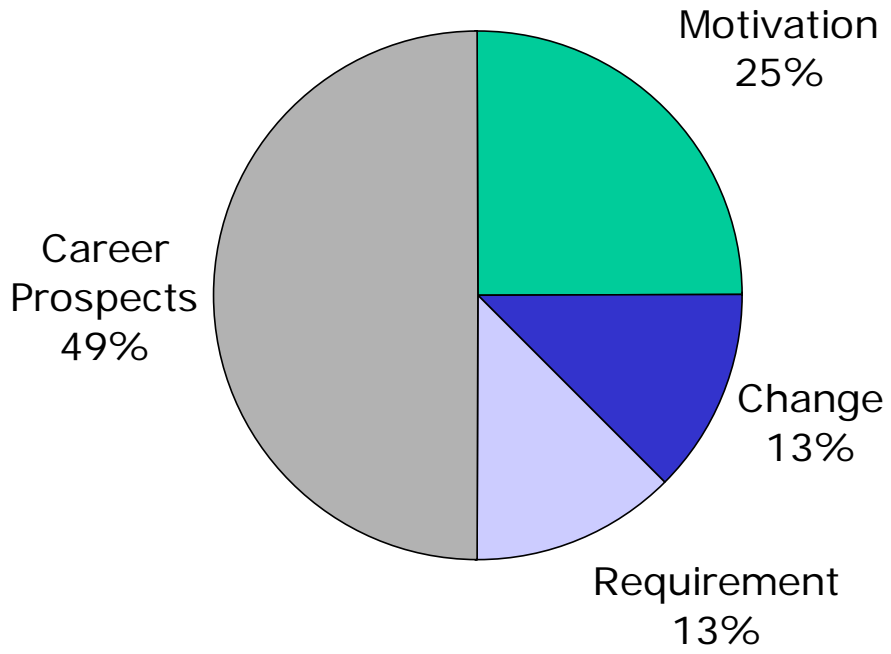
What made you want to do a postgraduate degree?

- I have always wanted to do a postgraduate degree, just to further my education as well as career prospects.
- A change in career, personal satisfaction, need for higher education.
- A continued interest in my profession after graduation, and a downturn in the programming job market.
- This was a logical step career-wise as it represents the final stage of HRM academic study.
- At the time, a Masters degree was required to attain an entry-level job in IT.

"The suggestion came from my manager as a form of professional and personal development. I wanted to do it to provide intellectual stimulus and to prove to myself that I was capable of advanced study: for my own self- esteem."



Why Post-graduate degree???





Question 2

Do you think doing a degree has benefited you as a person?



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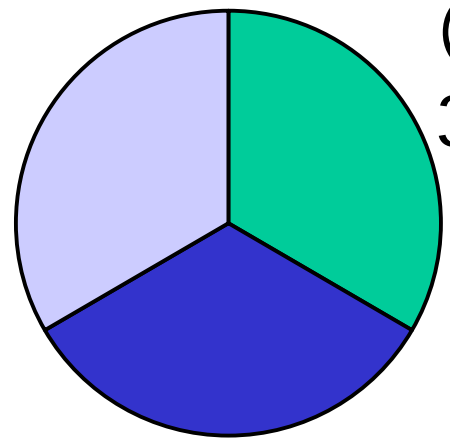
- I think certain aspects of the degree has benefited me as a person
- Yes, I gained better studying habits, focused interests in my degree field, and a better understanding of departmental politics.
- This was a challenging experience for me as undertaking research was very much a new experience.
- Yes. The friendships we make, the skills we learn, the environment we learn in; they all have an impact, usually beneficial
- Yes, my degree from UK gave me a good international exposure.

"So far it has but at the end degrees don't matter much and don't take you much far unless you are smart and intelligent in the real world."



Post Graduate – Has it benefited you??

UK(Yes)
33%



India
(Yes)
34%

USA
(Yes)
33%



Question 3

How long was it before you found a job after your post-graduate degree?

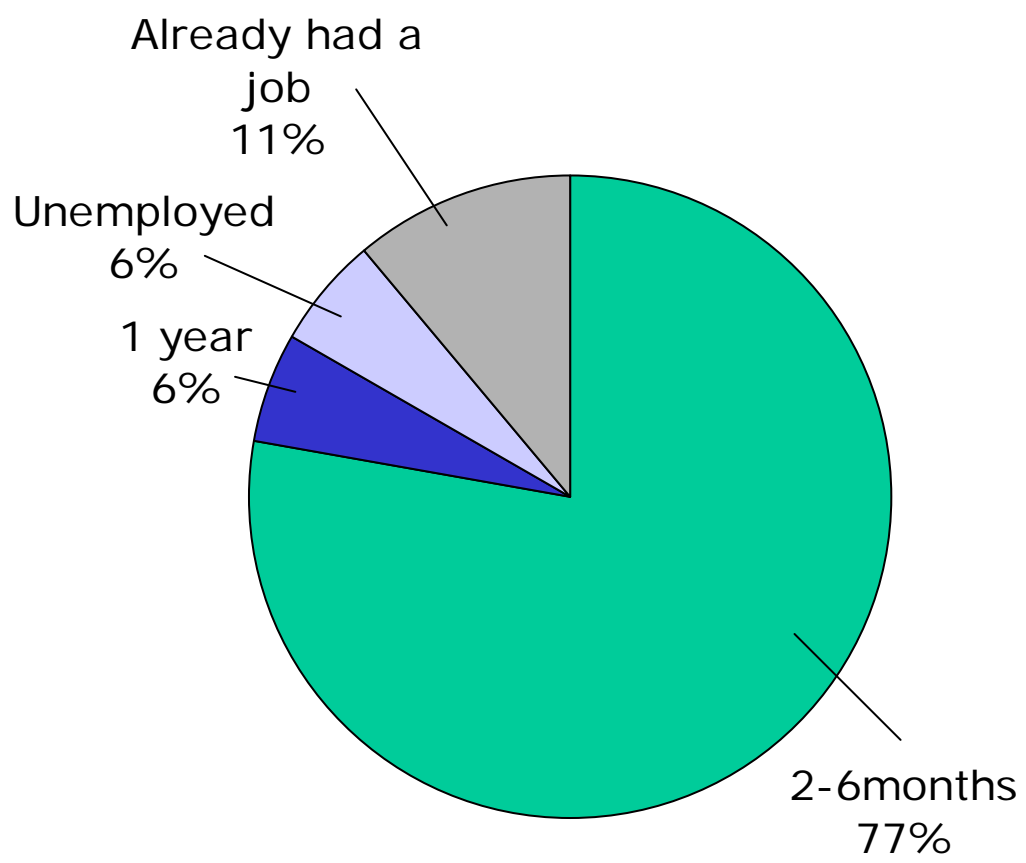


How long was it before you found a job after your post-graduate degree?

- I worked full time through the degree (and studied part time), but found a new job during the second year of the degree.
- Five Months.
- I was funded by my employer thus already had a job and studied part-time.
- Still looking. But only started looking a month ago.
- 6 months, but I am still looking for something more specific so I guess that will take some more time.
- Still unemployed
- I am still completing my degree and have no intention of changing my job, this was always personal not professional.



Employment - when??





Question 4

Do you think your degree has made a difference to your employability?

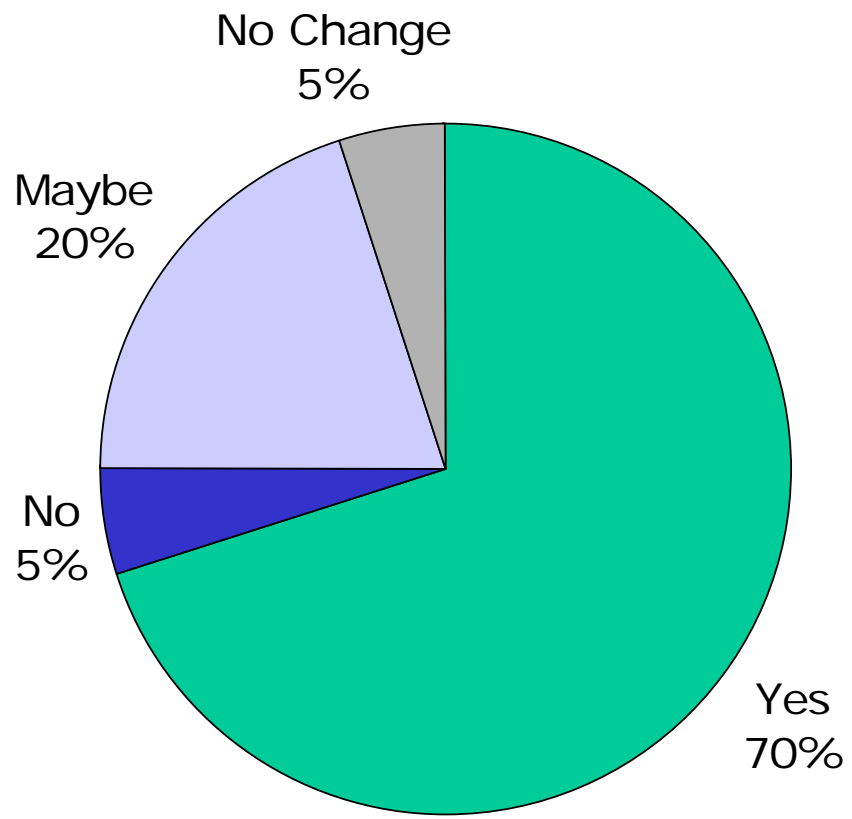


Do you think your degree has made a difference to your employability?

- I think any qualifications related to your job affects your employability.
- Maybe, it did help in negotiating my starting salary.
- I would hope that having an MSc in HRM would increase my employability within the sector.
- It always increases your chances of finding something.
- Yes, whereas before my degree I did the sort of work I do because I had learnt how to do it. Now I do it with enhanced understanding and consequentially improved performance because I know why the practical application works. ***The difference between a mechanic and an engineer is that the mechanic knows how to fix it and the engineer knows why it needs fixing.*** If I were to seek another post in this field I would command a higher salary, and with a recognized qualification, I would not be required to justify my professional abilities.



Difference in employability after a Post-graduate degree ?





Question 5

Do you think your degree is a guarantee that you have more knowledge than someone who either has only done an undergraduate degree or has more work-experience than you?



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- No, it is really how much you apply what you have learned in combination with work experience.
- No. I gained just as much knowledge through my first job. But to some extent you have more control over the area of interest learned through post-graduate courses (versus directed learning for a job).
- No – being successful academically merely means you can ‘play the academic game’. I believe that experience is potentially a greater educator.



- Degree is only a PASSPORT to get you a quick job.
- I am certain that what I learned in the masters will take someone else years to learn on practice but of course practice refines the knowledge we have. Not necessarily
- Comparing myself with someone who has done an undergraduate degree I guarantee that I have more knowledge than that person.
- The right balance is to have some years of experience coupled with a relevant Masters degree.



Question 6

*Which one do you think is important,
work experience or a post-graduate
degree?*



Which one do you think is important, work experience or a post-graduate degree?

- I think a combination of both are important
- Difficult to say. Postgraduate degree gives an opportunity to kick-start your career, however relevant work experience gives is essential for successful continuation of it.
- Work experience is more important.
- Both. Sometimes it is more important to know how to do something, at other times it is more important it know why it happens.
- **Majority of the respondents said they are both important.**



Question 7

Would you change anything in the way you were taught this degree, which would have benefited you even more (if you did benefit from doing a postgraduate degree)?



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Did you benefit?

- I have come away from this degree very disillusioned with the university and how they teach as well as the standards they deem to be acceptable.
- The only thing which would have benefited me more was to have audited one of the difficult classes first (Graduate level courses were too intensive to take three a semester when having no aptitude for one).
- I did benefit from a post-graduate degree.

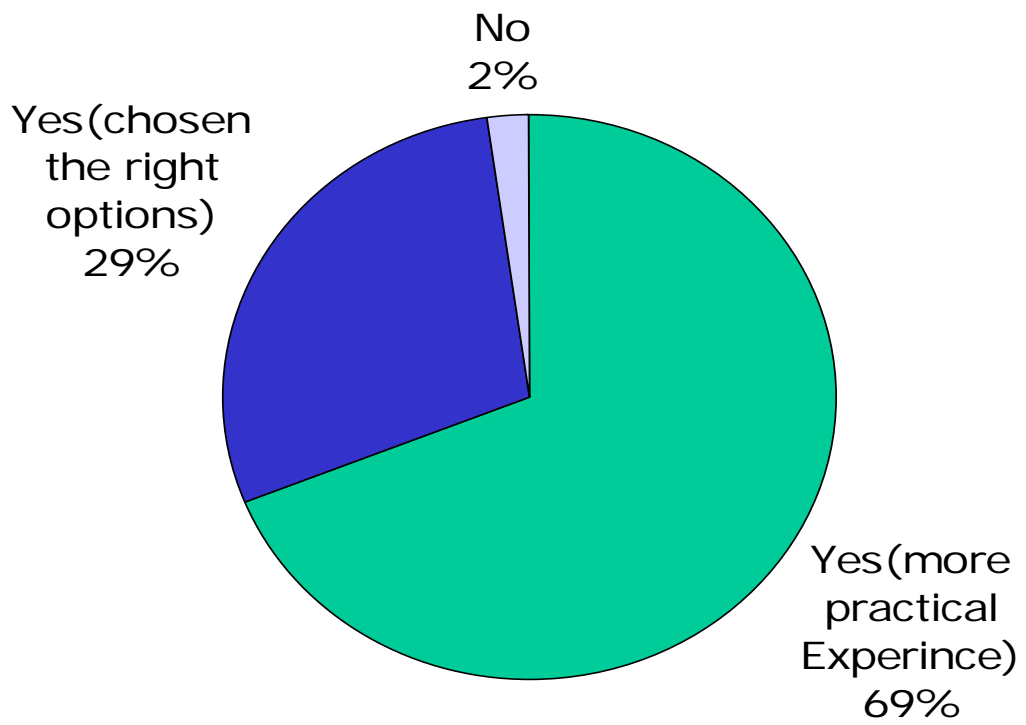


Would you have changed anything?

- I think there was a lot of time wasted during lectures and by lecturers when they could have been teaching and making the most of their time. There weren't any links between the units and hence I feel I have had a very disjointed education at the postgraduate level.
- The research aspect of the degree was most important– I wouldn't change this aspect of the course.
- I would not change anything in the way it was taught.
- **I would prefer more practice to theory**



Looking back would you change anything in the way you were taught ? If yes, what??





SUMMARY



Primary Concerns

- Satisfaction level??
- Are we giving the students **what they need** or are we giving them what **we think they need??**



What next??

- Proper pre-acceptance counselling and guidance
- Proper pre-requisite criteria for acceptance
- Increased links with the industry, and with local, national and global businesses
 - Practice vs. theory
- Refine curriculum to student expectations



Questions?