

News monitored for: ISB

THE HINDU BUSINESS LINE

‘Young managers should be open to working across the globe’

Risk-takers will have the first-mover advantage: V. K. Menon, Senior Director, Career Advancement Services, ISB

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The placements process has commenced in many reputed institutions and registration of companies is currently on. However, the challenges in the global and the domestic economic scenario, including the Euro crisis and India's slower growth projections, are a matter of concern for management graduates. The New Manager spoke with V. K. Menon, Senior Director, Career Advancement Services, Indian School of Business, on these issues. Excerpts.

The placements for management graduates has seen some stress in the last two years. What are the prospects for students this year?

Incidentally, placements for the classes of 2010 and 2011 at ISB have been good. The dip happened in 2009. That's when the markets were really weak and placements across campuses, including the ISB, were down. However, 2010 and 2011 have seen an upward trend in terms of companies' appetite for management graduates.

Would the economic slowdown in the Eurozone and the US adversely impact placements?

The impact of the slowdown across some of the world markets does not seem to have impacted graduate hiring at premium B-schools such as the ISB this year. As far as the ISB is concerned, the number of international companies visiting the campus seems to be on an increasing trend and around 85 international companies have already confirmed participation in placements this year. Last year the total number of international companies was 73. Domestic hiring is also quite robust, especially in sectors such as healthcare and pharmaceuticals and FMCG.

What are the reasons for sectors such as infrastructure and real estate going slow on placements?

Infrastructure has been identified as a growth area and is set to grow. My feeling is that the sector will bounce back given the large requirement for people.

Specifically, if you look at infrastructure and real estate, they started hiring management graduates from premier B-schools only of late. This year, we expect the same level of recruitments as last year.



V. K. Menon, Senior Director, Career Advancement Services, ISB

What is ISB's placement strategy?

Our strategy is focused on looking at companies in terms of the roles they can offer our graduates. We have moved away from just getting companies to campus to getting preferred roles that the graduates of the ISB would be aspiring to.

Another leg of our strategy has been decentralised marketing operations, with full-fledged offices being set up in Bangalore, Delhi and Mumbai, with a dedicated set-up for managing the international markets.

Companies have expressed concerns about the quality of management graduates. What is your take on this?

There have been some concerns from industry on the fitment of management graduates. The important point here is that the reverse is also true. There are many companies which take a number of management graduates and have near 100 per cent retention of those graduates. So the issue here is not so much a general assessment of the capability of the management graduates *per se* but the ability of the company to match their requirements with the aspirations of the people whom they select.

Your comments on future trends in placement.

In a world that is rapidly globalising, the need for talent is global. Students need to realise that there are many markets which are expanding and these markets need the capabilities of high potential management graduates. Markets such as Thailand, Indonesia, and Vietnam are some examples. But how many graduates are willing to work in these markets? It is the first-mover advantage that these risk-takers will get.