

Management Teachers as Stakeholders of Management Education: *An Experiential Review*

Sameer Pingle* and OM Ashtankar**

Abstract

The role of management Institutes is very significant in shaping future managers and, being a part of an Institute, its Faculty members should be adaptable and compatible with the changing times. "What they teach and how they teach" matters a lot for organisations as their students will be the future managers of organisations. The management of an Institute has many expectations from its teachers and teachers too have expectations from the management. Management education is changing continuously owing to the changing expectations of industry, students, management as well as from competition. Management teachers have to adapt with these changing scenario very quickly. Their commitment and perceived role towards the profession also affects performance of the Institute. A management teacher should ideally not only correctly perceive what others expect and have a subjective sense of certainty in how to meet those expectations, but also be in agreement with others about what those expectations should be. This study aims at understanding the critical issues in management education, understanding management perspectives about adaptability, commitment and role perception of teachers by using in-depth and informal interviews of senior management teachers from selected Institutes in Maharashtra. An attempt has been made to know the performance appraisal and career management strategies for teachers in business schools. This research provides insights and perspectives for managing teachers effectively. Their concerns, issues and areas for focus are explored in detail and recommendations are made for framing teacher oriented management strategies in business schools. The key findings include absence of a transparent performance management system and a lack of high-quality working environment of the Institute premises. Supervision by a person with less expertise was found to be a major problem in rural areas, while retention of good Faculty was found to be an area of concern in Institutes in urban areas.

Keywords: Management Institutes, Faculty, Career Development, Research, Adaptability, Commitment