Literature Reviews

Abdul Rahman Ahlan, Yusri Arshad, Mohd Adam Suhaimi, Husnayati Hussin, (2008) – The future skill-sets expectations of IT graduates in Malaysia IT outsourcing industry- The issue of IT outsourcing (ITO) impact on IT workforce has been at the forefront agenda of many discussions in many developed countries so much so that the concerns have been tense in that more IT jobs will be transferred to developing countries which provide IT outsourcing services. The four-member research team found that technical, soft and problem solving skills are the main concerns raised by the key informants. This is in line with the literature review and also the present higher education policy concerns by the Malaysia government.

Akos, Patrick, Lambie, Glenn W. Milson, Amy Gilbert, Kelly, (2007)– Early adolescents' aspirations and academic tracking an exploratory Investigation- Early adolescents make early career decisions in the form of curriculum choices for high school, and these choices can influence future postsecondary education and career paths. Analysis of variance and chi-square analyses identified statistically significant relationships between curricular choices and various school and demographic variables. The potential for aspiration gaps and implications for school counselor educational and career planning are discussed.

Andrew Dutta, Eldos M Punnose, (2012)– Factors Affecting Choice of First Employer- Earlier studies from other countries identified factors which influence the final year management graduates’ choice for their first employer. But there is lack of systematic study done with respect to the Indian management graduates aspiring for their first job. This article systematically studied how different educational and social variables influence the expectations of management graduates seeking their first job. Differences on account of gender, region, educational and parental backgrounds influenced the choice of first job.

Angela Patricia Anaya Salazar1, Mauricio Cabrera, (2011)- Building bridges between academia and industry for Industrial and Systems Engineering in Latin America- Collaboration between academia and industry is not the norm in Latin America. The concern is that work experiences both at the undergraduate and graduate levels are not sufficiently posed as technical problem-solving endeavors. It is important, then, to disseminate stories of successful cases in Latin-American countries as well as to describe how these could be marshaled. In this manuscript, two working schemes geared to build such liaison are described in detail.
Annapoorna.S, Bagalkoti S.T, (2010) – Development of IT sector in India: Analysis of Reasons and Challenges- IT industry has changed the image of India in the global arena. Today’s highly developed IT industry is the result of many external and internal factors which worked over a long period of time. This paper based on Secondary data tries to analyze the growth, features and reasons for the development of IT sector in India. Challenges faced by Indian IT sector too were manifold.

Azami Zaharim, Yuzainee MD, Yusoff, Mohd. ZaidiOma, Azah Mohd, Norhamidi Muhamad, (2009) – Employers’ Perceptions and Expectation toward Engineering Graduates: A Study Case- Rapid and drastic changes in economic growth nowadays are creating higher demands for employability skills in the workforce. The employers have high expectations on fresh engineering graduates to perform in their organization as soon as they are hired. Engineering employability skills are therefore necessary for Malaysia to remain competitive in global market. The study identified the perception and the expectation of employers on skills owned by engineering graduates in their work place.

Carolin Rekar, (2009) - Mentoring Needs and Expectations of Generation-Y Human Resources Practitioners: Preparing the Next Wave of Strategic Business Partners- As organizations prepare for the arrival of Generation-Y HR practitioners as the next generation of strategic business partners in our 21st century workplaces, questions ignite about Generation-Y’s values and aspirations, and how we can engage them in our workplaces. Results are presented in the following thematic areas: competency profile of effective mentors, framework for mentor-protégé working relationships, anticipated outcomes of mentoring, approaches to learning and development, e-mentoring, and protégés’ contributions to mentoring relationships

David Connell, (1987)- Bridging the Gap between Academic Researchers and Industrial Corporations - There are many barriers to exploitation of new ideas, but certain measures can help: academic researchers should be able to undertake consultancy work; increase R&D contracts to small companies; financial institutions need to be more supportive of new technology; Government to promote equity seed capital; academic spin-outs need low-cost premises and access to advice; large companies should be encouraged to take minority investments in small companies; collaboration between academia and industry should be increased.
Desirae M. Domenico, Karen H. Jones, (2007) - Career Aspirations of Women in the 20th Century - Women have increasingly become more involved in the workforce following World War II. Paid employment of women has shifted from primarily traditional female-oriented jobs to more non-traditional and previously male-oriented careers. Women’s participation in the workforce has led to the study of career aspirations of women. Career aspirations are influenced by factors such as gender, socioeconomic status, race, parents’ occupation and education level, and parental expectations.

Elisabeth Dunne & Mike Rawlins, (2010) - Bridging the Gap between Industry and Higher Education: Training Academics to Promote Student Teamwork- The need for graduates who are prepared for employment and skilled in teamwork has been widely advocated over the last decade, in Britain and across the world. This paper outlines a rationale for the development of group work in higher education and describes a BP (British Petroleum)-sponsored program and its impact in 10 institutions across England and Scotland. The major aims have been to provide academics with professional development in teaching such skills, and to deliver courses to students to give them an idea of the potential and the difficulties of teamwork.

Faheem Ahmed, (2012) – Software Requirements Engineer: An Empirical Study about Non-Technical Skills- Over a period of time software industry has seen a steady growth and the main reason for this growth is increase in the supply and demand of software. On the regional side although Australian, Asian and European cultures exhibits more similarity than North American culture on the choice of non-technical skills requirements in hiring new employee in case of software requirements engineering profession but generally concluded that cultural difference does not have a major impact on this decision.

Frank Stefan Becker,(2006)- Globalization, curricula reform and the consequences for engineers working in an international company- Since 1990, the downfall of ideological borders has triggered a tendency toward a global economy. This globalization has rewritten the market rules, forcing international companies to adapt the way in which they do business and their structures. With some delay, politics and academia in Europe have reacted, resulting in the envisaged creation of a ‘Higher European Education Area, commonly known as ‘Bologna Process’. To help in the ongoing process of redefining university curricula, this article reviews the requirements of international employers, taking Siemens as an example, and the consequences for engineers.
Gajanan P. Mudholkar, Pradip Patil, (2011) – Reforming Management educational curriculum to meet the challenges of globalization- Management education must have the perceptive contemporary approach to the changing global business environment. Here in this paper, we are dealing with the Future of Management education, Global Trends Impacting Management Education, Recent Developments in the Management Education, Global Challenges in the Management Education & recommendations to reform the management education to meet the challenges of globalization.

Gerald F., Braun Debbie B., (2004) – The Student-Professor Research Relationship: Examining IS Employer Skills Expectations- The Jack and Mary Kay Downing Scholar program at Xavier University funds undergraduate research designed to pair undergraduate scholars with faculty for work on a scholarly project developed over the course of three semesters. This paper describes the current process in a scholar program designed to complete a literature investigation, and to develop, implement, and analyze a survey designed to measure (1) entry-level IS/IT skill expectations of knowledge/skill area requirements as described in the literature and (2) employers’ satisfaction with knowledge/skills possessed by recent hires.

Jane W. Moy, Kim F. Lam, (2004) – Selection criteria and the impact of personality on getting hired– Based on an earlier policy-capturing study of the Big Five personality traits and general mental ability, this paper explores and analyzes the hiring preference of Hong Kong employers across five important personal attributes, including not only personality but also practical skill dimensions. The other attributes, in order of importance, include English communication skills, openness to new experiences, academic performance, and agreeableness. Discrepancies between intended and actual decisions were also addressed by comparing the results with self-reported ratings.

Kalaimagal Ramakrishnan and Norizan Mohd Yasin, (2010) - Knowledge management portal: connecting higher learning institution and employer- There is an urgent need for a study that investigates the causes of the gap between the employer and students’ knowledge and skills sets required for a new entry-level in the job market. There are limited discussions on the influence of Knowledge Management (KM) in Malaysian Higher Learning Institutions. This article outlines some of the major underlying causes of unemployment among Malaysian ICT undergraduates and explores the potential and challenges of KM in HLI to reengineer the teaching and learning process to meet the industry needs.
Kanagaluru Sai Kumar, (2011) - Expectations and Perceptions of Students in Engineering Education – A Study- The Purpose of this qualitative study is to ascertain the expectations and perceptions of students studying in private engineering colleges. A sample of 175 respondents has been selected for conducting the study. The various dimensions that are considered for the study include placement, infrastructure, extracurricular activities, education, student’s development, educational material and college environment. The study reveals that there is a highest gap in education dimension and lowest gap in placement and college environment dimensions.

Katherine Hayden, Youwen Ouyang, and Lidia Scinski, (2011) – Increasing Student Interest and Attitudes in STEM: Professional Development and Activities to Engage and Inspire Learners- The iQUEST (investigations for Quality Understanding and Engagement for Students and Teachers) project is designed to promote student interest and attitudes toward careers in science, technology, engineering, and mathematics (STEM). The project targets seventh- and eighth-grade science classrooms that serve high percentages of Hispanic students. The project design, student summer camp program, and professional development model have led to successful increases in student performance.

Kuk, Linda, Cobb, Brian, Forrest, Cynthia S, (2008) – Perceptions of Competencies of Entry-level Practitioners in Student Affairs - The academic content of graduate preparation programs and the competencies they instill in their graduates is central to the quality and competence of student affairs practitioners within colleges and universities. The focus of this study was to gain additional understanding of what professional competencies were considered important for entry level practitioners by student affairs administrators and preparation program faculty, and whether these competencies were expected to be attained in either preparation programs or on the job.

Manuel Joaquim Enriques Rafael, (2007) - Career Development and Management in 21st century adults: readings towards harmonization of global and individual levels- The history of Vocational Guidance has produced a broad, rich set of theorizations and interventions as well as substitute literature. We discuss challenges faced by adult Career Development and Management, as brought on by a societal change at the beginning of the 21st century, due in part to the globalization phenomenon. In this way, some responses to Career Development and Management at the global/international level and individual level are discussed.
McMurtrey, Mark E., Downey, James P., Zeltmann, Steven M., Friedman, William H., (2008) – Critical Skill Sets of Entry-Level IT Professionals: An Empirical Examination of Perceptions from Field Personnel- Understanding the skill sets required of IT personnel is a critical endeavor for both business organizations and academic or training institutions. Companies spend crucial resources training personnel, particularly new IT employees, and educational institutions must know what skills are essential in order to plan an effective curriculum. Rapid advances in technology, as well as changing IT practices, alter the importance of particular skills for IT professionals over time and therefore necessitate that frequent updates be performed.

Mohd. Razi-Ur-Rahim, (2012) - Measuring service quality and student satisfaction in NAAC accredited B-Schools- The new generation in search for a professional career has begun to aspire for management education. Now management education has become “Mass Education” rather than “Class Education”. This research paper is an attempt to investigate that seeks to establish a method to predict service quality perceptions, measure the gap between expectations and perceptions of students and measure the effect of service quality on user satisfaction and institution reputation.

Orhan Kocak, İstanbul Aydın, (2009) – The measurement of the expectations of the students joined in information and communication technologies certificate programs- Technological improvements have been generating changes in business, job creation, and the type of skills needed for jobs. In this study, by investigating a sector which needs high skilled labor force, It is tried to show employees’ and employers’ concerns about certificate programs. It is examined to find out that the percentage of employees, with or without certificates, change their current jobs or continue to work in the same job. Also, It is going to be investigated the importance of certificate programs in terms of how an employee can get a job with their certificates, how these programs affect the employees’ levels of skills, wages, careers and the terms of employment.

Pandey R.K, (2011) – F/OSS Projects: A Bridge between the industry and the Academia- One of the frequently cited challenging issues in the software engineering education has been the gap between the industry and the academia. Many schemes/solutions have been proposed to deal with this issue. It is here that Free and Open Source Software (F/OSS) or similar resources available on the Internet can play a very significant and crucial role in filling this gap between the industrial and academic environment. Free and Open Source Software (F/OSS) development not only exemplifies a viable software development approach, but also a model for providing software engineering education in a more realistic manner.
Phil Sheridan, (2011) – Executives hiring in second half of 2011- One in ten (11%) senior executives of UK companies are planning to add permanent, professional-level staff in the second half of 2011, according to the latest Robert Half Professional Hiring Index. The Index, which is the first bi-annual recruitment survey of its size and scope to focus exclusively on professional-level hiring in the UK, shows that confidence is returning to the UK economy with four in ten executives stating that they are ‘more confident’ about the prospects facing their companies in the second half of 2011, than they were six months ago.

Piyali Ghosh, Geetika, (2006)– Retention strategies in the Indian IT industry- The hyper-competitive Indian business environment is experiencing an intensifying fight for knowledge workers, the key to enhancement of productivity in which rests on designing ways and means to retain key performers in the organization. This becomes more pertinent in the IT industry, which has embraced the modern corporate culture of quick career advancement and has thrown open multiple job opportunities, thus experiencing a steady rise in mobility among IT professionals.

Pooja Misra, Jaya Gupta, (2011) - A comparative study of recruitment process in IT companies in India: Aspirant’s perception- Over the past decade, the Indian IT-BPO sector has become the country’s premier growth engine, crossing significant milestones in terms of revenue growth, employment generation and value creation, in addition to becoming the global brand ambassador for India. Most of the new recruits in this industry are fresh graduates indicating the availability of a large pool of fresh resources each year as opposed to the siphoning off of resources from other industries. The recruitment process is about employers identifying suitable employees for the future and about candidates gaining an insight into the organization.

Priyanka Mahendru, Mahindru D.V, (2011) - e-Governance in Technical Education- “roadmap” to efficient management of Technical Education in India- The governance of Technical Education in a developing country like India is a challenge, because during the recent past, there has been a phenomenal growth of technical Institutions, without proper rules and regulations. Here is the necessity of E-governance or electronic governance - True e-Governance with focus on Transparency, Integrity, gender equity, women empowerment, Processes, Security, Accountability, protection of the interest of students and accessibility: E-governance uses modern information and technologies such as internet, mobile etc for effective, efficient and transparency in information and communication.
Rajasingh.S, Rajasekaran.B, (2009) – Perceptual Chasm between Industry and Academic Leaders on the Quality of Higher Education - Academic Leadership- In the context of the Information Technology Revolution, Communication Explosion, the Knowledge Economy and Globalization, India's production of Professionals is phenomenal. With over 300 Universities and 15,600 Colleges spewing out 2.5 million graduates each year, in terms of the volume of production India trails behind only the US and recently China. Each year India produces 350,000 Engineers, twice the number produced by the US.

Rajesh Kumar Agrawal, (2011) - A Study of expectation of B-School students from Management Institutes with reference to B-Schools in Pune- The demand for good business schools in India has risen with the rise in popularity of the MBA degree and diplomas in both government as well as private sector of India. These business schools are facing the double challenge in India the challenge of meeting the demands of students as well as industry and sustain its growth. Students are looking into various factors like the quality of the school, the brand name it has in the marketplace, the rank it holds, an active placement cell, Alumni Strength, quality faculty, good infrastructure, the accreditations and recognition held by the institute.

Rajesh Kumar Pandey, (2012) - Managing Employee Aspirations at Organizations – Indian Context- This paper attempts to highlight the kind of Employees Aspiration experienced in Organizations and the significance of managing such aspirations in the Indian context. This conceptual study reflects the role of the aspiring individual, subordinates and superiors in materializing what they aspire for and also the probable tools that are used by the Organizations for Managing Aspirations. The study depicts the core value of managing employee aspirations in the organizations.

Rajni Khosla, (2011) – Role of Self in improving student’s employability in promising B-Schools: A study with reference to NCR region- Management education today is facing many challenges from the skill development point of view. Annual enrollment is increasing in institutions which indicate the growing need of management graduates in the competitive business world. The paper presents findings to show that student plays a major role in making teaching learning process a success. Students are equally a stakeholder in improving their employability index. Tripartite synergy (industry, academia, and student) will certainly reduce the employability gap.
Rynes, Sara, Orlitzky, Marc, Bretz, Robert, (1996) - Experienced hiring versus college recruiting: issues and trends- A survey on the proportion of experienced hiring versus college recruiting reveals that experienced hiring has increased on average. However, changes in hiring patterns are highly indefinite. Market shifts toward highly skilled jobs and efficient workers influence experienced hiring. Despite an increase in experienced hiring, the number of employers going for college recruitment and those moving away from it remain balanced. Career centers have decided to give importance to alumni resumes.

Sachin Srivastava, Abhilasha Gaur, (2012)– Changing roles of Corporate India and Gen Y- Traditionally Indian masses believed in serving one organization lifelong. However, the 1980s, witnessed the migration of prominent nations to industrializing economies also introduced the generation which led the corporate revolution. This has started a new generation which redefined ‘the corporate’. Popularly known as the Gen Y or Millennial, this generation heavily emphasizes individuality. They question boldly and seek answers aggressively. This paper introduces the dilemma of Gen Y and Corporate. It examines the varied roles which both of them have to play for development of Corporate India.

Samer Barakat, Khalil Yaghi, Zaina Hamdan, (2011) – MIS Students Perception of Most Wanted MIS Job Market Skills- The rapid advancements in information technology and the global economic crisis have affected the MIS job market. New skill sets has been adapted by human resource departments with respect to hiring new MIS graduates. Keeping up to date with these new changing and rapidly growing skills is a continuous and challenging process for MIS curriculum developers at academic institutions. There is a growing need for a study to investigate the skills gap between MIS recruiters in Jordan and MIS graduates from Jordanian universities.

Sangeeta Mohanty, (2011) – Recruiters priorities in placing MBA Fresher: An Empirical Analysis – Recruitment is of the most vital roles of the human resource professionals. The current trend demands a more comprehensive approach to recruit and utilize the valuable resources .MBA talent is in demand even at the time of recession. Inspite of this growing demand, MBA freshers are facing deadly competition amongst them. The purpose of this paper is to provide a more comprehensive statistical analysis of evaluating and appraising recruiters’ priorities in regard to place the MBA fresher in the right place.

Sooun Lee, Xiang Fang, (2008) – Perception Gaps about Skills Requirement for Entry-Level IS Professionals between Recruiters and Students: An Exploratory Study - Dramatic changes in the
U.S. economic situations and offshore outsourcing trends in the IT (Information Technology) industry have affected the IS (Information Systems) job market and recruiters with regard to IS knowledge/skills that their new hires should possess. Keeping pace with these changes presents a challenge for IS recruiters and students. There is an urgent need for a study that investigates the perception gaps between IS recruiters and students about the knowledge/skill sets required for a new entry-level IS hire.

**Soren Willert, Hanne Dauer Keller and Nikolaj Stegeager, (2011) -** Academic Vocational Training: Bridging the gap Between Educational Space and Work Space- Danish society puts a high value on education which is traditionally seen as a crucial vehicle for development in all spheres of social and economic life. The three authors of this article are all involved in planning, managing and teaching at masters programs at Aalborg University, Denmark. Programs are carefully designed with a view to strengthening the link between the educational space (the curriculum and academic priorities) and the students’ habitual working environment (the organizations from which they come).

**Steven G Westlund, John C Hannon, (2008) –** Retaining Talent: Assessing Job satisfaction facets most significantly Relate to Software Developer Turnover Intentions - Retaining information technology employees has been a problem in many organizations for decades. The results indicated a significant predicting relationship between the software developers’ turnover intentions and nine facets of job satisfaction. Also found was a significant negative relationship between satisfaction with the nature of work and turnover intentions when controlling for the effects of the other independent variables. Implications of these findings are discussed along with recommendations for IT professionals and researchers.

**Thomas N., Janicki Douglas Kline, (2004) –** Matching Employer Needs with IS Curriculum: An Exploratory Study- Educators in the fields of Information Systems (IS) and Information Technology (IT) encounter a continuing challenge to insure that their courses and curriculum stay up to date with the technological changes in the field as well as being relevant to the business community. This paper summarizes the results of an employer survey conducted in one state university’s service area. The survey results may be used to help IS departments plan their curriculum to meet employer needs.

**Varma,V. ,Giridhar, K.N. Mishra,A.K. Garg,K. (2006) –** Security: Bridging the Academia-Industry Gap Using a Case Study - Security issues are usually not addressed in academic setup and those attempt to make it as part of their software engineering curriculum realize quickly that it is difficult to make learning happen in a conventional lecture based approach. Whole case exercise aims at creating software professionals who realize the importance of security and are
well versed with the related concepts, skills and dispositions and thus handle security related challenges in a structured manner.

Vathsala Wickramasinghe, Lasantha Perera, (2010)- Graduates', university lecturers’ and employers' perceptions towards employability skills- The purpose of this study is to explore employability skills that employers, university lecturers and graduates value to bring to the workplace, when graduates are applying for entry-level graduate jobs in the field of computer science in Sri Lanka. Although a considerable amount of the literature addresses employability skills, much of the information is theoretical in nature and offers policy recommendations and prescriptive advice.

Yeong-Tae Song, Towson Goran Trajkovski, Sungchul Hong, (2004)- Bridging the Technological Gap between Academia and Industry: Towards a Successful e-Commerce Graduate Program- Recent advances in e-Commerce technologies draw a lot of attention from both industry and academia. The former is looking for the people with the skill set that can be applicable immediately and the latter is trying to meet those needs. However, the rapid changes in e-Commerce technologies and the inertia in academia to reflect these changes curriculum-wide, make the industry’s need hard to be met. Industry is always concerned in keeping up with new technologies for the fear of getting left behind.