

The Impact of Globalization in Learning Management of Indian Organisations: An Analytical Perspective

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Abstract

In the fast-paced business climate of today, management education is crucial. The quickening pace of globalization and organizations now find it challenging to endure in a fiercely competitive world. As a result, management education now has a much greater significance. Due to unforeseen shifts in the external environment, business executives need to upgrade their expertise. Businesses and organizations are becoming more complex, thus business schools need to teach their students cutting-edge, current, and pertinent information. The importance of management education, which is crucial for today's firms, calls for both business and engineering schools to play a crucial role in preparing our future managers for the demands of the fast-paced business world. The economic, social, and cultural foundations of all civilizations are being impacted by several complex changes brought on by globalization. We live in a highly interdependent society where all significant cultural and historical divergences are condensed into rapid communication. To bring the MBA curricula up to speed with the international norms of business education, this article focused on the new trends in management education. Based on global trends in business and management education, this study lays the groundwork for future research aimed at enhancing management curricula for business schools in underdeveloped nations.

Keywords- Impact of Globalization, Learning Management, Indian Organizations, MBA Curricula, Civilization

INTRODUCTION

"Management education is highly sought-after, particularly in light of recent liberalization, privatization, and globalization trends. There are several challenges facing management education that call for changes to its character and structure, integration with the corporate

sector, upgrading of instruction and content for courses, design of various executive programs, upkeep of a robust regulatory framework to prevent mushrooming, and a focus on research.

India is developing into a technology-driven society as a result of the WTO agreement, which made it a part of the global economy. In India, about one million management graduates graduate each year, offering a significant opportunity to contribute to the development of a "knowledge society." In today's global economic environment, "Management" has taken on new dimensions as a field of study and training (Mense, *et al.*, 2018).

The daily operations of any firm are immediately impacted by the exciting field of management. The management sector is ever-changing. New techniques and tools are always being created to boost an organization's output, effectiveness, and profitability. Each department, function, or group inside a corporation employs a different set of management techniques. These methodologies contain approaches to solving issues and prescriptions for a range of associated tasks. There likewise exists a need to lessen our reliance on foreign literature and methods, and organizational teaching and philosophy should be grounded in real-world examples that draw power from Indian ethos (Mitra, 2010). Making management education value-based is necessary, as opposed to money. Globalization has occurred for hundreds of years and has contributed to global progress through travel, trade, migration, and cultural diffusion impacts on knowledge and understanding dissemination. Numerous nations' progress has frequently benefited greatly from these international links. Globalization is viewed as Westernization by some. However, this is false. The decimal system was created and grew in India during the third and sixth centuries. Soon after, Arab mathematics embraced it. These mathematical advancements were made mostly in the final half of the tenth century and started to be felt in the first millennium, contributing significantly to the scientific revolution which helped to change the world (Marković, 2008a).

Education is essential for both a person's full personality development and additionally for the country's continuing progress. The capital of talent that drives technological innovation and economic growth is developed through education, which is an essential investment. Raising educational standards is the only way a society can guarantee the multifaceted growth of its population. Primary education, intermediate learning, and higher education make up the majority of Indian education. India is exposed to the rest of the world on all fronts in the current period of economic globalization, privatization, and trade liberalization (Markovi, 2008b). Growth,

excellence, and inclusivity in the modern competitive world are the three challenges facing Indian schools. It is essential to update the failing educational system.

LITERATURE OF REVIEW

Khan et al., (2020) said that the Indian education system dates back to the time of Buddha, but with globalization, there has been a significant increase in the qualitative as well as the quantitative higher education system in the nation. The weight of affiliation, a severe lack of money, and a lack of autonomy are all problems facing India's higher education system, etc. Extreme stiffness and a lack of flexibility define it. In contrast, during these times of globalization, there is a demand for reflection and introspection on what has been accomplished and where we go from here. This is where higher education's genuine vulnerability lies.

Bergh & Nilsson (2010) described that the necessity for the globalization of the Indian educational system must be emphasized from a variety of key perspectives, including socioeconomic, political, and academic ones that relate to the efficient allocation of educational resources. Higher education is becoming more internationalized, where research, knowledge, and expertise are shared for the advantage of both parties and with an eye toward regional and international growth. For individuals who are aware of the advantages as a result of their alertness and curiosity, and who have appropriate access to knowledge, globalization is an opportunity. Every person desires to live a full and prosperous life with the majority of conveniences and essentials, but owing to the limited availability, only a small percentage can afford to do so.

Khan, (2015) illustrated that an international system of communications, transport, and trade is what is meant by the term "globalization," which describes a mechanism for fusing economic development, communities, and cultures. The phrase is frequently used explicitly for financial integration, international the global economy is characterized by investment, capital flows, relocations, and technical innovation. all contribute to economic globalization. According to him, "globalization is defined as a development of global interpersonal relationships that connect far-flung regions in such a way that regional traditions are influenced by developments taking place just a short distance away and vice versa." Globalization is the geographical globalization of international affairs.

Krücken, (2014) referred that with the influx of overseas colleges and FDI, the Indian educational system is improving. Government should make great efforts to prevent education from turning into a business and benefiting only a select few. The Disparity Index should be set as the minimum for all age groups, not only the five and older age group where it is now the lowest. For improved development, the disabled in India should be included in the Integrated Child Development Scheme (ICDS) and Sarva Shiksha Abhiyan. To provide high-quality education, there should be more special schools for the disabled. Only when these initiatives are successfully carried out will India be able to improve its educational system and make it more widely available.

Machin & Murphy (2017) revealed that the diverse facets of Indian society did not gain anything from globalization and are not likely to in the future. Inflation, corruption, industrial unrest, and the alienation of young people from their native cultures have all been seen to increase as a result of globalization and its accompanying features like privatization, the removal of subsidies from necessities like agricultural inputs like fertilizer, the introduction of FDI in production, both of higher education, and retail, etc. Inequalities are expected to get worse in the future, which will make social unrest worse

Mok (2015) concluded that capitalism is continuously being strengthened through deregulation and corporatization as a result of globalization. It cannot be viewed as a part of the capitalist principles of free commerce and profit maximization. Bulldozing autonomous economic groups' production and distribution ethics has made it possible. It has sufficient institutional safeguards and legal framework to compel states to submit to market pressures. Its inherent characteristic is the privatization of power, politics, and the economy. Without a doubt, it produces riches but concerns itself with the equitable distribution of that wealth. Its sole focus is on removing any obstacles to the development of neoliberal capitalism. Globalization cannot, therefore, assist women along with other non-dominant groups in its current state.

Samier (2015) discussed that in the last few decades, educational institutions in India have multiplied dramatically. Private operators are now permitted to complement education as a result of the growth in state-funded schools. India faces a challenge that will require the development of high-quality higher education institutions. Government funding for higher education alone is insufficient, and corporate and foreign investments are welcome in this field. India must

establish a strategy regarding private higher education, including foreign universities interested in opening campuses there or forming partnerships. The International Educational Providers Bill, a piece of legislation that would let international colleges enroll students in India, has not yet been put into effect.

Sharma (2014) said that the rate of organizational change hasn't slowed down recently and may even be accelerating. The rapid and ongoing innovation in technology is transforming organizational structures and procedures. Some businesses absorb new economic trends slowly and laboriously, while others do so quickly. New commercial imperatives need new organizational behaviors. The old boundaries of the global market have been destroyed due to globalization. It is understandable why constant change has come to define organizational existence. Unfortunately, the operational strategies and organizational structures of the majority of businesses still reflect earlier business realities, making organizational resistance one of the biggest barriers to change.

Objective of the Study

Study the impact of globalization in learning management of Indian organisations

Methodology

This study utilized a structured questionnaire to conduct a survey, and statistical methods such as mean & t-test were used to analyze the responses from 215 participants. The sampling method used in this research was convenience sampling, where individuals were selected based on their accessibility & willingness to participate.

Table 1 Impact of globalization in learning management of Indian Organisations

Serial No.	Statement of Survey	Mean Value	t-value	p-value
1	Globalization has opened up avenues for Indian organizations to access and integrate international knowledge and best practices in learning management.	4.33	10.684	0.000

2	Indian organizations now have the opportunity to collaborate with international counterparts, share experiences, and learn from different cultural perspectives.	4.49	11.985	0.000
3	Globalization enables employees to access learning resources anytime, anywhere, and at their own pace.	4.25	8.854	0.000
4	With globalization, Indian organizations have the ability to integrate global training programs into their learning management strategies.	4.09	5.949	0.000
5	Globalization has necessitated the development of multilingual learning materials to cater to diverse workforces.	3.93	4.550	0.000
6	By studying international management strategies and approaches, individuals can incorporate and adapt these practices into their own learning management systems.	4.46	11.457	0.000
7	Indian organizations are recognizing the need to develop skills such as intercultural communication, adaptability, and collaboration to thrive in a globalized business environment.	4.38	10.911	0.000
8	Globalization has provided opportunities for Indian organizations to develop their employees as global talents.	4.41	12.480	0.000
9	Globalization has facilitated the creation of global networking and learning communities.	3.72	2.871	0.002
10	Globalization has necessitated the adaptation of learning management strategies to meet changing needs.	4.13	8.275	0.000

Table 1 presents the mean scores for each statement in a study exploring the impact of globalization on the learning management of Indian organizations. The statement with the highest mean score (4.49) emphasizes the opportunities for Indian organizations to collaborate with international counterparts, exchange experiences, and learn from diverse cultural perspectives. Following closely behind is the statement (mean score: 4.46) highlighting how studying international management strategies enables individuals to incorporate and adapt these practices into their own learning management systems. With a mean score of 4.41, the statement underlining the role of globalization in developing employees as global talents demonstrates the benefits of exposure to global business practices in learning management. Similarly, the mean score of 4.38 for the statement regarding the need for skills like intercultural communication, adaptability, and collaboration reflects the recognition among Indian organizations to thrive in a globalized business environment. The mean value of 4.33 for the statement illustrates how globalization has opened avenues for accessing and integrating international knowledge and best practices in learning management. Additionally, globalization allows employees to access learning resources at their own pace (mean score: 4.25), and learning management strategies have had to adapt to changing needs (mean score: 4.13). However, the last two statements fall within the lowest category: the mean score for the development of multilingual learning materials to cater to diverse workforces is 3.93, while the creation of global networking and learning communities receives a mean score of 3.72. The t-values for all statements indicate a significant relationship between the variables, as they are positive and have a significance value of less than 0.05.

CONCLUSION

India's education system for management is going through a significant change. The newest trends in management education are globalization, cross-cultural collaboration, alliances, partnerships, and mergers. Indian management education institutions' major aims are to raise the standard of their faculty and to confront and resolve the pressing social, economic, and technological problems that Indian management is currently experiencing. Understanding the underlying relationships between company operations, the natural world, and society is growing crucial in a turbulent global marketplace. The importance and complexity of a company's duties and responsibilities as a major player in the world are increasing, and the concepts of

sustainability and social accountability are increasingly being acknowledged as essential elements of business management.

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