

SYNOPSIS

Title

Assessing the Skill Preparedness of MBA Hospital and Health Management Graduates for Healthcare IT Careers: A Qualitative Inquiry

Introduction

With the implementation of initiatives such as the National Digital Health Mission (NDHM), India's healthcare sector is witnessing a digital revolution. This shift has given rise to new roles that require a blend of healthcare domain expertise and information technology proficiency. MBA graduates specializing in Hospital and Health Management—particularly those with medical and life sciences backgrounds—are now expected to transition into these evolving roles. However, many face challenges due to insufficient exposure to practical IT tools and industry applications during their academic training. This study aims to examine the perceived readiness of graduates and the expectations of employers regarding technical and workplace skills in Healthcare IT roles.

Review of Literature

Global literature (e.g., WHO, Frenk et al., 2010) promotes competency-based education as a pathway to prepare healthcare professionals for digital environments. However, even internationally, institutions report that graduates often lack adequate digital readiness.

In the Indian context, several studies (e.g., Kumar & Krishnamurthy, 2018; Misra & Bhardwaj, 2021) highlight a significant gap between academic training and real-world job requirements. Graduates often receive theoretical instruction in digital health systems but lack hands-on practice. Industry reports also emphasize deficiencies in communication, technical abilities, and job readiness (Awadhiya, 2022; Bansal & Dhanesh, 2020).

While some institutions have started integrating digital components, they are not yet

standardized or widespread. Employers express the need for structured academic reforms and increased engagement between academia and industry.

Theoretical Framework

The study is grounded in the Competency-Based Education (CBE) model, which focuses on outcome-oriented learning and the development of practical skills. CBE supports a shift from content-heavy teaching to performance-based evaluation. This framework is appropriate for analyzing how well MBA programs are equipping graduates with the capabilities needed for Healthcare IT roles.

Research Gap

Previous studies have examined skill mismatches in healthcare or IT separately. However, limited research exists that specifically explores the transition of MBA Healthcare Management graduates into Healthcare IT careers in India using a qualitative lens. This study addresses that gap by capturing real-life experiences and expectations of both students and employers.

Research Questions

1. What are the perceptions of MBA Hospital and Health Management graduates regarding their preparedness for Healthcare IT roles?
2. What expectations and challenges do employers face when hiring such graduates?
3. How can academic programs better align with industry requirements for Healthcare IT roles?

Objectives

1. To examine graduates' views on their educational training and job readiness.
2. To understand employers' perspectives on skills and hiring challenges.
3. To identify areas of misalignment between education and employment.
4. To suggest strategies for improving academic curricula and industry collaboration.

Methodology

- Research Design: Qualitative, exploratory
- Participants:
 - 100 graduates from five academic institutions (IIHMR, Chitkara, NMIMS, MGMC, Symbiosis)
 - 20 employers from hospitals, NGOs, consultancies, and healthcare IT startups
- Sampling: Purposive and snowball
- Tools: Two structured Google Forms (for graduates and employers) with Likert scales, binary questions, and open-ended prompts
- Data Analysis:
 - Thematic analysis (Braun & Clarke method)
 - Descriptive statistics (Excel) for charts and response trends

Tentative Chapter Plan

1. Introduction
2. Literature Review
3. Theoretical Framework
4. Methodology
5. Results
6. Discussion
7. Conclusion and Recommendations