
A STUDY ON TRANSITIONING FROM ACADEMIA TO THE WORKPLACE: NAVIGATING THE CAMPUS TO CORPORATE JOURNEY

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ABSTRACT

Transitions from 'industry' to 'academia' represent a unique type of career change. Although such transitions are becoming increasingly common in Australian universities and beyond, there is no coherent framework for making sense of the multiple and intersecting factors involved in these inter-domain movements.

This form of occupational transition challenges the traditional and increasingly outdated conception of the linear academic tenure track. Thus, in order to revise the notion of the tenure track and gain a fuller understanding of these career trajectories, we must seek to understand the motivations for such occupational movements as well as the short-term, medium-term and long-term social, emotional and professional needs and preferences of practitioner-academics having made this transition.

This article presents an attempt to re-think the imagery and language that have come to characterize this type of career movement as well as the attitudes within and between industry and academia. The authors advocate that transitions from industry to academia do not require the dismantling of linkages between the two fields, but rather are made more meaningful and effective when pre-existing professional and personal linkages are maintained and encouraged.

Keywords- Academia, Industry, Transition

1. INTRODUCTION

Corporate transition, companies navigate a dynamic landscape where change is inevitable and strategic adaptation is paramount. Mergers, acquisitions, and leadership shifts mark the onset of transformation, demanding meticulous integration of cultures, systems, and visions. Restructuring initiatives, whether driven by financial imperatives or market dynamics, propel organizations towards enhanced efficiency and resilience. Amidst these structural shifts, a strategic repositioning emerges as a guiding star, steering companies towards new markets, innovative products, and digital frontiers. Yet, the essence of corporate transition transcends mere structural alterations, encompassing profound cultural metamorphoses that champion diversity, innovation, and customer-centricity.

In this kaleidoscope of change, effective communication becomes the linchpin, fostering employee engagement, assuaging uncertainties, and fortifying stakeholder trust. As companies embrace the winds of transformation, they navigate these multifaceted transitions with agility, resilience, and a steadfast commitment to navigating towards a brighter, more prosperous future.

2. OBJECTIVES OF THE STUDY

- To study the stress level of employees working in Capital Via Fintech
- To know the elements that triggers the employee's mental health.
- To study the impact and usefulness of stress management

3. SCOPE OF THE STUDY

- The study aims to investigate the level of stress among employees working at Capital via.
- The study focuses on the employee's stress and its effect on their job efficiency.
- It also focuses on work stress among employees and their coping strategies.

4. NEED OF THE STUDY

- The need for the study on stress management of employees is to understand and address the employees stress and to know how they cope up with the stress.
- To develop the effective interventions and the study can also be used to develop and evaluate stress management programs tailored to CapitalVia's employees.

5. REVIEW OF LITERATURE

- 1) Khan (2022) examined the impact of co-curricular activities on students' employability in Pakistan. Employing a qualitative research design, the study conducted focus groups with students involved in various extracurricular programs. The findings showcased that engagement in co-curricular activities contributed significantly to students' leadership abilities, time management skills, and overall personal growth.
- 2) Gupta (2022) explored the role of mentoring programs in enhancing students' employability. Adopting a qualitative research design, the study involved in-depth interviews with both mentors and mentees from different universities in India. The research highlighted the positive impact of mentoring relationships on students' professional development, self-confidence, and networking abilities.
- 3) Li (2022) conducted a cross-cultural analysis of students' perceptions of industry-academia partnerships in China and compared them to the findings of Rao (2018). Utilizing a mixed-methods approach, the research revealed that Chinese students also recognized the value of practical skills and industry exposure. However, they expressed different concerns related to potential job market saturation and the need for more vocational education options.
- 4) Kumar (2021) conducted research that focused on the impact of industry-academia collaborations on students' employability in India. Employing a longitudinal design, the study tracked the career trajectories of students who participated in collaborative projects with corporate partners. The major findings indicated that students who engaged in such collaborations developed better problem-solving skills, increased their job prospects, and exhibited higher levels of confidence in their abilities. The research emphasized the significance of experiential learning and industry exposure in enhancing students' employability.
- 5) Patel (2021) conducted a longitudinal study on the long-term outcomes of industry-academia collaborations in the United States. Using a combination of surveys and interviews, the research tracked the career progress of graduates who had participated in collaborative projects during their academic years. The findings demonstrated that such collaborations led to higher job satisfaction and improved advancement opportunities in the participants' chosen career fields.

6. RESEARCH METHODOLOGY

RESEARCH DESIGN - A research design is the plan or framework used to conduct a research study. It involves outlining the overall approach and methods that will be used to collect and analyse data to answer research questions or test hypotheses. This paper has employed a descriptive research method.

METHOD OF DATA COLLECTION - This paper is solely based on the primary data. A well-structured questionnaire has been used to collect the data.

The interview method was employed while the data was collected.

POPULATION - The research focuses on corporate journey of capital via From this population, a finite subset is selected as a sample to investigate its properties.

This sample is intended to be a representative portion of the overall population.

SAMPLING UNIT - The area of research is concentrated on capital via, Indore.

SAMPLE SIZE - The sample size denotes the quantity of sampling units chosen from the population. For this study, 101 respondents were selected randomly.

Their responses to different elements within each question were combined for statistical analysis.

SAMPLING METHOD - This study utilizes simple random sampling to gather a representative sample from the focused research area of Capital via, Indore.

7. TOOLS FOR DATA ANALYSIS

Descriptive Statistics-

This chapter deals with the descriptive and statistical analysis of the primary data collected from the employee who working in the organization.

The hypotheses drawn by the researcher are confirmed with the support of statistical tools and results are inferred. Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data. It deals with the number of Respondents' reply to a questionnaire in percentage attained from the total population nominated for the study.

It is normally used for inferring the results in quantitative terms. In this study, percentage analysis was used to measure the percentage of demographic profile of those employees who participated in the study on various aspects.

ANOVA

Analysis of variance (ANOVA) is an analysis tool used in statistics that splits an observed aggregate variability found inside a data set into two parts: systematic factors and random factors. The systematic factors have a statistical influence on the given data set, while the random factors do not. Analysts use the ANOVA test to determine the influence that independent variables have on the dependent variable in a regression study.

CORRELATION

Correlation Analysis is statistical method that is used to discover if there is a relationship between two variables/datasets, and how strong that relationship may be. In terms of market research this means that, correlation analysis is used to analyse quantitative data gathered from research methods such as surveys and polls, to identify whether there is any significant connections, patterns, or trends between the two.

SCALING METHOD

A scaling method refers to a technique used to assign numbers or values to objects, individuals, or concepts to represent their characteristics or attributes. A scaling method used in this questionnaire is 5-point Likert Scale.

8. DATA ANALYSIS AND INTERPRETATION

Data analysis is a process of inspecting, cleaning, transforming and modelling data with the goal of discovering useful information, informing conclusions and supporting decision making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names, and is used in different business, science, and social science domains. It provides a deeper understanding of processes, behaviours, and trends. It allows organizations to gain insights into customer preferences, market dynamics, and operational efficiency.

8.1 DESCRIPTIVE STATISTICS

Table No 8.1 Academic learning should be complemented with Analytical Skills Academic learning should be complemented with Analytical Skills	Frequency	Percent
Strongly Disagree	12	11.9%
Disagree	13	12.9%
Neutral	13	12.9%
Agree	43	42.6%
Strongly Agree	20	19.8%
Total	101	100.0%

Source: Primary Data

Interpretation

The table no. 4.2.9 shows that out of 101 employees 42.6% are agreeing with the analytical skills complemented with the academic learning, 19.8% are strongly agreeing with the analytical skills complemented with the academic learning, 12.9% are belongs to both the categories of disagree and neutral and the remaining 11.9% comes under the category of strongly disagree with the analytical skills complemented with the academic learning

8.2 ANOVA

Table No 8.2 Difference between Demographic Variables and Skill Transferability

Dependent Variable	Independent Variable		N	Mean	F Value	Df	Sig
Skill Transferability	Gender	Male	57	0.21	0.83	10	0.599 p>0.05 Not Significant
		Female	44				
Age	25-35		37	2.11	2.22	10	0.023 p<0.05 Significant
	Below 25		32				
Marital Status	Married		57	0.49	2.18	10	0.026 p<0.05 Significant
	Unmarried		44				

Education	BE	40	0.94	0.87	10	0.568 p>0.05 Not Significant
MBA	28					1.09
Area	Rural	54	0.32	1.29	10	0.247 p>0.05 Not Significant
Urban	47					0.24
Table 8.3 : Summary of the Hypothesis Statement Hypothesis Statement						Decision
H1	Skill transferability levels vary based on gender of the respondents					Rejected
H2	Skill transferability levels vary based on age of the respondents					Accepted
H3	Skill transferability levels vary based on marital status of the respondents					Accepted
H4	Skill transferability levels vary based on educational qualification of the respondents					Rejected
H5	Skill transferability levels vary based on area of the respondents					Rejected
H6	Skill transferability levels vary based on salary of the respondents					Accepted
H7	Skill transferability levels vary based on Work Experience of the respondents					Accepted

8.3 CORRELATION

Table 8.4 Correlation Analysis

ST	QA	PI	CS		
ST	Pearson Correlation	1.000	.539	.691	.719
Sig. (2-tailed)	.000	.000	.000	.000	
N	101	101	101	101	
QA	Pearson Correlation	.539	1.000	.637	.591
Sig. (2-tailed)	.000	.000	.000	.000	
N	101	101	101	101	
PI	Pearson Correlation	.691	.637	1.000	.763
Sig. (2-tailed)	.000	.000	.000	.000	
N	101	101	101	101	
CS	Pearson Correlation	.719	.591	.763	1.000
Sig. (2-tailed)	.000	.000	.000	.000	
N	101	101	101	101	

** Correlation is significant at the 0.01 level (2-tailed)

From the calculated Pearson's statistics, it can be summarized that as p-value $0.000 < 0.05$ there is significant relation between total value of ST, QA, PI and CS of transition of academic to industry and statements of ST, QA, PI and CS of transition of academic to industry.

Correlation relationship expressed by r value is 0.539, 0.691 and 0.719 (+ve) which shows the positive relationships

9. FINDINGS

11.9% comes under the category of strongly disagree with the analytical skills complemented with the academic learning.

H2, H3, H6, H7 accepted hypothesis statement.

Correlation relationship expressed by r value is 0.539, 0.691 and 0.719 (+ve) which shows the positive relationships

10. SUGGESTION

- We should improve our communication in college life. Therefore, it is better to communicate in English with family and friends.
- They should have a positive mind. Believing in oneself is very important so that they can try to manage their personal and corporate life.
- One of the responsibilities of the college is that to give guidance about how to face interview and other challenges.
- Every college should provide internships to students to work successfully at their initial stage.
- Enhancing their skills. Providing more work in college, so that in company they can manage the stress level.

11. CONCLUSION

The conclusion of the study based on the findings from the one-sample test is that students have a positive perception towards bridging the gap between academia and the corporate sector, and they view internships as an effective medium in achieving this objective. The results indicate that students recognize the importance of practical skills, industry exposure, and real-world projects in their academic journey, acknowledging the significance of preparing for the corporate world while preserving academic rigor. Additionally, students perceive internships as valuable opportunities to apply theoretical knowledge to real-life work scenarios, enhance practical skills, build professional networks, and contribute significantly to their readiness for the corporate sector.

12. REFERENCES

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