



**GENDER, AGE AND THE MBA DEGREE
PROGRAMS:
AN EVALUATION OF EXTRINSIC AND INTRINSIC
CAREER BENEFITS OF SRI LANKAN MBA'S**

MASTER OF BUSINESS ADMINISTRATION
IN
PROJECT MANAGEMENT

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Abstract

Given this rapid expansion in business schools/Universities and MBA graduate numbers, the purpose of this study was to assess whether and how graduate business management education offered in Sri Lanka makes better and competent managers. To attainment of this purpose an empirical research was conducted, interviewing 84 MBA graduates from 4 universities, to assess whether and to what extent MBA training can influence managerial competencies, employability, and career development. More specifically the report tests the graduates after gaining an MBA, will provide them with business related competencies, enrich graduates' employability, promote career advancement, and lead to increase compensation with special focus to explore whether there are age and gender biases/ significances of those findings.

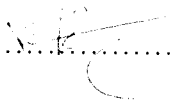
The analysis of graduates' perceptions and attitudes revealed that MBA studies have a positive effect on skills, employability, and compensation, with gender bias in some areas of internal and external career benefits. It further revealed that there are University specific lapses in course curriculum when meeting the requirements of individuals.

This is an exploratory study that seeks to analyze the self reports of a limited number of respondents. A complete and more representative survey covering the graduates and the employers of those graduates-would result in a more comprehensive assessment of the effectiveness of MBA studies on managers in Sri Lanka.

The findings of the study will help the Universities offering MBA and those are going to start MBA education to add values for their course curriculum. On the other hand the future students will be benefited by knowing and ensuring the real career advancements of MBA courses in Sri Lankan Universities and its relevance to the market.

DECLARATION

I hereby certify that this dissertation does not incorporate, without acknowledgement, any material previously submitted for a Degree or Diploma in any University and to the best of my knowledge and belief, it does not contain any material previously published or written by another person or myself except where due reference is made in the text. I also hereby give consent for my dissertation, if accepted, to be made available for photocopying and for interlibrary loans, and for the title and summary to be made available to outside organizations

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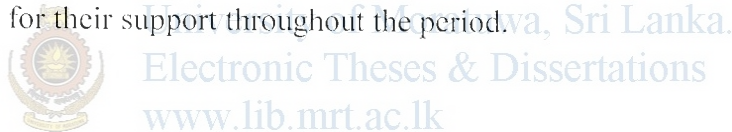
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