



Evaluation of Executive Education Programs to Enhance Mid-Career Employees Role-based Performance: Organizational Perspective

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Received: Mar 15, 2021, Last Revised: Mar 30, 2021, Accepted: Mar 30, 2021

Abstract

The main objective of this study is to evaluate the effectiveness of Executive MBA (EMBA) programs from employers' perspective in Pakistan. The study adopts role-based performance lens to evaluate the extent to which EMBA programs have been able to meet sponsoring organizations' expectations in terms of enhancing role-based performance of their mid-career employees. Data were collected through a structured self-administered questionnaire from 140 EMBA graduates of 99 sponsoring organizations in Pakistan. The findings indicate that employers consider the job-related tasks as the most important aspect of employee performance, followed by teamwork, career development, innovation, and extra role behaviors such as citizenship. Overall, employers are satisfied with post-EMBA role-based performance of their graduate employees. However, there exists a negative gap between what employers expect from EMBA program and what these programs deliver in terms of enhancing role-based performance of mid-career employees.

Keywords: executive MBA; effectiveness; evaluation; Mid-Career employees; Pakistan

Jell Classification: M12; D04

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