

# Enhancing Management Education

## Integrating Comprehensive Security Courses for Future Managers



**Dr. Rajiv Mathur**

*Vice Chairman*  
Training & Faculties – ICSSM

*Regional Advisor*  
Asia, OSPAs

### Introduction

In the current business environment, security has become an integral aspect of operations, encompassing physical, cyber, and logical dimensions. From the industrial revolution to the Industry 4.0 era and the challenges posed by the pandemic, security discussions rightfully take center stage in boardrooms. Recognizing its paramount importance, academic institutions are adjusting their courses, making security a must-learn subject. This shift highlights a growing need for managers who truly understand security functions.

### Security – A Total Management Function

Security, recognized as a comprehensive management function, involves both active and passive measures to protect the environment, allowing activities to proceed without disruption. It includes managing risks, preventing losses, protecting resources, and ensuring safety. This not only provides a sense of comfort and confidence but acts as a barrier against threats that could harm communities, businesses, or individuals. Managers in all kinds of businesses are expected to know various techniques to improve profitability by controlling costs. However, one often overlooked but significant way to keep costs down is by ensuring that all purchased materials are used efficiently in production, finished goods are sold for profit, and a company's assets remain its own.

This crucial management skill, referred to as 'Security,' is unfortunately one of the most neglected yet vital aspects of modern management. Security plays a key role in maximizing business efficiency and profitability. Managers hold the key to making security contribute effectively to a company's profits by ensuring optimal resource use. Without this assurance, claiming to run an efficient business remains a challenge.

## The Evolving Role of Security in Business

Security has transitioned from a peripheral concern to a central and indispensable function within organizations. The Manager Security now plays a pivotal role in collaborating with department managers to determine security needs, planning and implementing comprehensive security strategies, controlling budgets, and supervising security personnel. In the contemporary business landscape, where threats are multifaceted, managers need to possess a nuanced understanding of security to safeguard the interests of the organization.

## The Intersection of Management and Security

As organizations recognize the intricate relationship between effective management and robust security, management institutes are increasingly incorporating security-related subjects into their curriculum. The Manager Security is not merely a guardian; they are integral to overall management and functioning. MNCs and large industries seek managers who are not only well-versed in traditional management practices but also possess a deep knowledge of security functions, making security education a crucial aspect of managerial preparation.

## The Manager Security's Responsibilities

Manager Security's responsibilities extend across various domains, including collaborating with department managers, developing security strategies, budget control, personnel management, intelligence gathering, emergency response coordination, and ensuring compliance with industry regulations. The complexity of these responsibilities underscores the need for specialized education to equip future

**This crucial management skill, referred to as 'Security,' is unfortunately one of the most neglected yet vital aspects of modern management. Security plays a key role in maximizing business efficiency and profitability. Managers hold the key to making security contribute effectively to a company's profits by ensuring optimal resource use. Without this assurance, claiming to run an efficient business remains a challenge**

managers with the skills necessary to navigate the evolving security landscape.

## Proposing a Semester Course

Considering the current landscape and the increasing demand for managers with security expertise, the introduction of a semester course in security for management students is the need of the hour. This course should aim to provide comprehensive insights into various aspects of security, aligning with the institute's existing curriculum. By offering specialized education in

As organizations recognize the intricate relationship between effective management and robust security, management institutes are increasingly incorporating security-related subjects into their curriculum. The Manager Security is not merely a guardian; they are integral to overall management and functioning. MNCs and large industries seek managers who are not only well-versed in traditional management practices but also possess a deep knowledge of security functions, making security education a crucial aspect of managerial preparation.

security, the management institutes can prepare their students to meet the evolving needs of the business world and contribute effectively to organizational security.

This course to be designed to ensure a well-rounded education in security, addressing both theoretical and practical aspects. The curriculum can be further customized to align with the specific needs and focus areas of the particular institute.

## Benefits of Security Education for Management Students

*Integrating security education into the management curriculum offers several benefits:*

- **Enhanced employability:** Graduates with security knowledge will be more competitive in the job market, especially in roles that demand a combination of managerial and security skills.
- **Risk mitigation:** Managers equipped with security education can proactively identify and mitigate risks, safeguarding the interests of the organization.
- **Industry relevance:** The course ensures that graduates are well-versed in current security practices, making them immediately applicable in real-world scenarios.
- **Strategic thinking:** Security education fosters strategic thinking, enabling managers to integrate security considerations into broader organizational strategies.
- **Certificate program:** The course would provide an additional certificate to the students and provide access to the large and wide range of exposure of the Indian Security Industry.

The integration of security education into management courses is a logical and timely step in preparing future managers for the challenges of the contemporary business landscape. The proposed semester course, designed in collaboration with the institute, aligns with industry demands and ensures that graduates are equipped with the knowledge and skills necessary to excel in their managerial roles. By embracing this initiative, the institute can contribute significantly to the professionalization of security management and produce graduates who are not only adept managers but also effective guardians of organizational security.

Building on this concept I firmly believe that Security is an indispensable facet of all businesses, akin to Human Resource, Organizational Behaviour, Marketing, and Finance. Consequently, a two-pronged approach to enhance the curriculum for Business Management/ Administration students can be proposed.

- a. **Integration of security & safety management in MBA program:** In a four-semester Post Graduation Program (MBA), I suggest incorporating Security & Safety Management as a subject in at least one or two semesters. This would allow for a comprehensive exploration of topics ranging from Industrial Security to Cyber Security to Forensic Sciences, based on the program's elective choices.
- b. **Introduction of an independent PG program in security management:** Creation of a specialized PG program focused solely on Security Management, mirroring the structure of programs like MBA (any specialization). This would cater to the increasing demand for skilled professionals in the field.

## Trends

The private security industry as we know it today was officially founded in 1850 by Allan Pinkerton with the establishment of the Pinkerton National Detective Agency based in Chicago. The agency's primary clients were railroad operators who often fell victim to robbed passengers and cargo theft. Although there is no clear evidence of its establishment or incorporation, the Security Industry in India has rooted as early as the 1980s. It only gained recognition in the year 2005 when the Private Security Agency Regulation Act (PSARA) was passed.

However, apart from the training guidelines laid down in the PSARA Rules, there was no formal education defined in the country until the recent past.

## Trend in Industry

Recognizing the evident gap in education on the subject and the growing demands for the required skill set, large corporations and business houses initiated their own academies in the late 1990s or early 2000s. They used to recruit youngsters in a manner similar to the SSB (Service Selection Board) and provided comprehensive training in all aspects of security to make them employable for their internal use.

*A few examples of such initiatives include:*

- **Reliance security and risk management academy (RSRMA):** Established on August 17, 1998, the Reliance Security and Risk Management Academy (RSRMA) is India's pioneering corporate training institution. Aligned with GCS' 'intelligence-led, technology-driven' mantra, RSRMA, celebrating its 25<sup>th</sup> anniversary in 2023, provides top-notch training to around 60 GCS officers annually. Graduates undertake demanding assignments across Reliance Industries Limited (RIL) sites, embodying the academy's commitment to excellence in security practices.
- **Raxa training academy:** The Academy, affiliated with the GMR Group, is dedicated to cultivating a skilled pool of security professionals. Leveraging RAXA's expertise in safety, security, and risk management, the courses integrate practical experiences and real-life examples, enriching theoretical knowledge. As an affiliate centre of the Fire and Safety Forum, an international certification body, the academy offers candidates

the chance to earn globally recognized certificates. This enhances career opportunities in government and private sectors, reinforcing the academy's commitment to comprehensive training and industry relevance.

In addition to the instances mentioned earlier, numerous other large business houses such as the Tatas and Vedanta Group, have implemented in-house security training programs. Alongside these major corporations, there is a proliferation of mid-small size training institutes. Some of these institutes are driven by corporate initiatives, while others are prompted by specific training requirements, offering short-term certification courses.

**“In the post-Covid-19 era, Security has regained its prestige and respect as the only function that seamlessly operated worldwide. During unprecedented times, Security took on roles spanning HR, Supply Chain, Healthcare, Housekeeping, Maintenance, Logistics, Finance, and Administration. Consequently, knowledge in Security is a distinct advantage for entry-level Management Trainees/ Assistant Manager level executives, given the current vacuum in this space”**

### Trend in Academia

Previously, an Industrial Security Curriculum was effectively implemented for PGP/ MBA students at Aravali Institute of Management (AIM). This program operated successfully for eight years until administrative and infrastructural changes occurred at both ends. To gain insights into the program's significance and success, it is recommended to approach Prof. Varun Arya, the founder and director of AIM, or Prof. (Capt.) S. B. Tyagi, Chief Councilor, International Institute of Industrial Safety, Security & Management, and request further elaboration on the matter.

Recently, government universities of national importance, like National Forensic Sciences University (NFSU), Rashtriya Raksha University (RRU) or Sardar Patel University (SPU) have initiated Security oriented under-graduate and post graduate programs. There are a few private universities like Amity University and Geeta University, who are also offering Bachelors, Masters and PhD programs in subjects like Forensic Sciences. Notably, the School of Private, Industrial, and Corporate Security Management (SPICSM) at RRU is in the early stages of designing a management program in corporate security.

Currently, all the large corporates, MNCs and even Security companies are asking CPP (Certified Protection Professional) from ASIS International as there is nothing parallel available in India.

Internationally, this concept is widely accepted. Undergraduate and postgraduate courses are offered by universities in the United States, the United Kingdom, and some European countries.

### Job Opportunities & Assurance in Security Management

In the post-Covid-19 era, Security has regained its prestige and respect as the only function

that seamlessly operated worldwide. During unprecedented times, Security took on roles spanning HR, Supply Chain, Healthcare, Housekeeping, Maintenance, Logistics, Finance, and Administration. Consequently, knowledge in Security is a distinct advantage for entry-level Management Trainees/ Assistant Manager level executives, given the current vacuum in this space.

The growing importance of security in businesses is reflected in the job market, with close to 20,000 job opportunities in security management arising annually in India. This demand signals the need for a pipeline of qualified professionals who can seamlessly integrate security considerations into their managerial roles.

Being a management graduate opens doors to diverse career paths, and security management is a dynamic and growing field that presents exciting opportunities:

### Globally

- **High demand in specific sectors:** While not as widespread as cybersecurity, physical security managers are in high demand for critical infrastructure facilities (airports, power plants, data centres), manufacturing, finance, and government agencies.
- **Specialization areas:** Management graduates can specialize in areas like access control, CCTV surveillance, alarm systems, crisis management, and emergency response for physical environments.
- **Leadership roles:** Like broader security, opportunities exist for leadership roles like Director of Security, Regional Security Manager, and Facility Security Manager.
- **International mobility:** While opportunities may be less than cybersecurity, physical security expertise can still provide international career options.

### India Specific

- **Emerging sector:** Compared to cybersecurity, physical security management is a developing sector in India, presenting high growth potential.
- **Focus on infrastructure development:** Government initiatives like smart cities and bullet trains drive demand for skilled physical security professionals.
- **Private security industry:** India's booming private security industry creates numerous job openings for management graduates.
- **Competitive salaries:** Salaries for physical security managers in India vary by experience and location but can be quite attractive.

### Specific Jobs in India

- **Security operations manager:** Overseeing day-to-day security operations at a facility.
- **Risk assessment officer:** Identifying and mitigating security risks at physical sites.
- **Incident response manager:** Leading the response to security incidents like theft or trespass.
- **Loss prevention manager:** Preventing theft and fraud in retail and logistics companies.
- **Guard-force management:** Supervising and training security guards.

Over and above, a 'Sensitization Workshop' workshop should be conducted with the current PG Management Students about the basic Security Management Studies and its importance in today's business environment. This would reflect, their interest in the subject, and an understanding about the utility, advantages, and edge of the knowledge in areas of practice. ■