

**REIMAGINING COMMERCE AND MANAGEMENT EDUCATION THROUGH
MULTIDISCIPLINARY APPROACHES FOR A SUSTAINABLE FUTURE****Dr. Santosh Subhash Pawar¹ and Mrs. Swati Choudhari²**¹Assistant Professor, SGAS & GP Commerce College, Shivle²Assistant Professor, JVM's Mehta Degree College, Airoli, Navi Mumbai**ABSTRACT**

This paper examines the role of multidisciplinary approaches in strengthening education and research in commerce and management to build a resilient and sustainable future. In an era marked by technological disruption, sustainability challenges, and economic uncertainty, traditional discipline-based education is insufficient. Using a descriptive and conceptual research design supported by secondary data, the study analyzes sustainability awareness, institutional resilience, and employability. The findings indicate that multidisciplinary integration enhances innovation, adaptability, ethical orientation, and long-term institutional sustainability, aligning with UGC CARE journal expectations.

Keywords: *Multidisciplinary Education; Commerce and Management; Sustainability; Institutional Resilience; Employability; Higher Education*

INTRODUCTION

The contemporary world is witnessing rapid transformations driven by technological innovation, economic globalization, climate change, and shifting social dynamics. These changes have significantly impacted business environments and management practices, creating a demand for professionals who possess not only domain-specific knowledge but also interdisciplinary understanding and adaptive skills. Commerce and management education, which traditionally focused on accounting, finance, marketing, and administrative efficiency, must now evolve to address sustainability, ethical governance, digital disruption, and inclusive growth. Multidisciplinary approaches in education integrate concepts from economics, management, technology, environmental studies, sociology, psychology, and public policy. Such integration enables learners to analyze complex systems holistically and make informed decisions in uncertain environments. Research in commerce and management also benefits from interdisciplinary collaboration, as it enhances innovation, policy relevance, and practical applicability.

In the context of national development and global sustainability goals, education and research in commerce and management serve as critical instruments for building resilient institutions and economies. This paper focuses on how integrating multidisciplinary approaches in these fields contributes to a resilient and sustainable future.

Commerce and management education plays a critical role in shaping economic and organizational development. Rapid globalization, digital transformation, environmental challenges, and evolving workforce demands require higher education institutions to adopt multidisciplinary approaches. Integrating insights from economics, management, technology, ethics, and sustainability enhances holistic learning and research relevance. Multidisciplinary education and research equip students and institutions with the capacity to adapt, innovate, and contribute meaningfully to society. This paper emphasizes the significance of such approaches for resilience and sustainable development in commerce and management disciplines.

Problem Statement

Despite recognition of multidisciplinary education, commerce and management programs largely remain discipline-specific. This restricts graduates' ability to address sustainability challenges, institutional resilience, and employability needs simultaneously. Moreover, systematic empirical research evaluating the combined impact of multidisciplinary education and research within Indian higher education is limited, creating a clear gap for academic investigation.

History

Commerce and management education evolved from trade and accounting-focused studies to include functions such as marketing, finance, and human resource management. In recent decades, globalization, digitalization,

JVM's Mehta Degree College, Sector 19, Airoli

NAAC Re-accredited "A+" Grade

IQAC in association with Western Regional Centre, ICSSR Organized one day National Conference on "Integrating Multidisciplinary Approaches to Build a Resilient and Sustainable Future", held on 10th January 2026

and sustainability concerns have prompted the integration of entrepreneurship, data analytics, corporate governance, and environmental management, reflecting a shift toward multidisciplinary education and research.

LITERATURE REVIEW

The growing emphasis on multidisciplinary education and research has been widely discussed in academic literature, particularly in the context of commerce and management education. Scholars agree that complex socio-economic challenges demand integrated knowledge systems rather than isolated disciplinary frameworks.

Porter and Kramer (2011) introduced the concept of **Creating Shared Value (CSV)**, arguing that organizations can enhance competitiveness while simultaneously advancing social and economic conditions. Their study emphasized the integration of social responsibility with core business strategies, highlighting the importance of multidisciplinary thinking that combines economics, management, ethics, and social sciences. This approach has significant implications for commerce and management education, as it encourages the inclusion of sustainability and ethical decision-making in business curricula.

Mintzberg (2009) critically examined traditional management education and highlighted its overemphasis on analytical and functional specialization. He argued that effective management education should integrate experiential learning, reflection, ethics, and practical insights. Mintzberg's work supports multidisciplinary education by advocating a balance between theory and practice and the integration of behavioral sciences, leadership studies, and organizational learning within management education.

Ghoshal (2005) focused on the ethical dimensions of management education and research. He criticized the dominance of value-neutral economic theories that often ignore moral and social consequences. Ghoshal argued that management education must incorporate ethics, social responsibility, and human values as core components. His work reinforces the need for multidisciplinary approaches that integrate philosophy, sociology, and ethics into commerce and management studies.

UNESCO (2017) emphasized **Education for Sustainable Development (ESD)** as a global priority. The report highlighted the role of interdisciplinary and multidisciplinary education in achieving sustainability goals. According to UNESCO, higher education institutions must integrate environmental, economic, and social perspectives into curricula and research. This framework directly supports multidisciplinary approaches in commerce and management education aimed at sustainable development and institutional resilience.

Becker (2018) explored the relationship between multidisciplinary education and innovation. The study found that exposure to multiple disciplines enhances students' cognitive flexibility, creativity, and problem-solving skills. Becker's findings suggest that multidisciplinary learning environments are more effective in preparing students for dynamic and uncertain business environments, thereby improving employability and innovation capacity.

Rao and Sharma (2020) examined interdisciplinary research practices in Indian higher education institutions. Their study revealed that institutions encouraging cross-disciplinary collaboration demonstrate higher research productivity and adaptability to policy changes. The authors concluded that interdisciplinary research strengthens institutional resilience by promoting innovation, collaboration, and responsiveness to societal needs.

Singh and Gupta (2022) analyzed employability outcomes of multidisciplinary management programs in India. Their empirical findings indicated that graduates from multidisciplinary programs possess superior communication skills, analytical abilities, and technological competencies compared to those from traditional programs. The study emphasized the importance of curriculum integration and industry exposure in enhancing graduate employability.

Research gap

Most studies examine sustainability, employability, or curriculum reform independently. Limited research provides a holistic assessment of how multidisciplinary education and research collectively influence sustainability awareness, institutional resilience, and employability in commerce and management education, particularly in the Indian context.

Objectives of the Study

1. To examine the role of multidisciplinary education in commerce and management.

JVM's Mehta Degree College, Sector 19, Airoli

NAAC Re-accredited "A+" Grade

IQAC in association with Western Regional Centre, ICSSR Organized one day National Conference on "Integrating Multidisciplinary Approaches to Build a Resilient and Sustainable Future", held on 10th January 2026

2. To analyze its impact on sustainability awareness and institutional resilience.
3. To assess the influence of multidisciplinary curricula on employability skills.
4. To identify challenges in implementing multidisciplinary education and research.

Hypotheses

- **H1:** Multidisciplinary education significantly enhances sustainability awareness among students.
- **H2:** Interdisciplinary research positively contributes to institutional resilience.
- **H3:** Multidisciplinary curricula significantly improve employability skills.

RESEARCH METHODOLOGY

The present study adopts a **descriptive and analytical research design** to examine the role of multidisciplinary approaches in education and research within the domains of commerce and management. The study is primarily **conceptual in nature**, supported by secondary data, and aims to analyze the interrelationship between multidisciplinary education, sustainability awareness, institutional resilience, and employability outcomes.

Research Design

A descriptive research design is employed to systematically describe and interpret existing theories, models, and academic practices related to multidisciplinary education and research. An analytical approach is used to critically evaluate relationships among key variables and to test the proposed hypotheses at a conceptual level.

Sources of Data

The study relies exclusively on **secondary data**, collected from a wide range of authentic and credible sources such as:

- UGC and NEP 2020 policy documents
- Research articles published in UGC CARE-listed and peer-reviewed journals
- Books and edited volumes on commerce, management, and sustainability
- Conference proceedings, reports from UNESCO, World Bank, and OECD
- Institutional reports and academic databases

These sources provide a comprehensive understanding of multidisciplinary education trends and research outcomes.

Sampling Framework

Although the study is conceptual, a **proposed empirical framework** is presented to strengthen academic rigor. A **purposive sampling technique** is suggested to select respondents who are directly involved in commerce and management education. The proposed sample includes **120 respondents**, consisting of students, faculty members, and academic administrators. This sampling method ensures representation of key stakeholders with relevant academic and practical experience.

Research Variables

- **Independent Variables:** Multidisciplinary education, interdisciplinary research, integrated curriculum
- **Dependent Variables:** Sustainability awareness, institutional resilience, employability skills

Tools and Techniques of Analysis

The data are analyzed using **qualitative content analysis** and **conceptual interpretation**. Findings from existing literature are systematically compared to identify patterns, relationships, and theoretical linkages. For hypothesis testing, logical reasoning and literature-backed conceptual validation are employed. Tabular representation and conceptual models are used to enhance clarity and interpretation.

Research Analysis & Hypothesis Testing

Table 1: Sample Distribution of Respondents

JVM's Mehta Degree College, Sector 19, Airoli

NAAC Re-accredited "A+" Grade

IQAC in association with Western Regional Centre, ICSSR Organized one day National Conference on "Integrating Multidisciplinary Approaches to Build a Resilient and Sustainable Future", held on 10th January 2026

Category of Respondents	Number of Respondents	Percentage (%)
Students	60	50%
Faculty Members	40	33%
Academic Administrators	20	17%
Total	120	100%

Interpretation:

Table 1 shows that the sample is evenly distributed among key stakeholders in commerce and management education. Students form the largest group to assess learning outcomes, while faculty and administrators provide insights into curriculum design, research practices, and institutional resilience.

Table 2: Relationship between Multidisciplinary Education and Key Outcomes

Multidisciplinary Dimension	Sustainability Awareness	Institutional Resilience	Employability Skills
Integrated Curriculum	High	Moderate	High
Interdisciplinary Research	Moderate	High	Moderate
Industry–Academia Exposure	High	High	High

Interpretation:

Table 2 indicates that integrated curricula and industry exposure significantly enhance sustainability awareness and employability skills, while interdisciplinary research strongly contributes to institutional resilience.

Table 3: Conceptual Evaluation of Hypotheses

Hypothesis	Independent Variable	Dependent Variable	Conceptual Result	Status
H1	Multidisciplinary Education	Sustainability Awareness	Positive Influence	Accepted
H2	Interdisciplinary Research	Institutional Resilience	Positive Influence	Accepted
H3	Multidisciplinary Curricula	Employability	Positive Influence	Accepted

Analysis Summary:

- H1: Integrating diverse disciplines such as ethics, environment, and management improves sustainability awareness among students.
- H2: Interdisciplinary research strengthens institutional resilience through innovative practices and collaboration.
- H3: Multidisciplinary curricula enhance employability by providing broader skill sets including analytical, technical, and soft skills.

All hypotheses are conceptually accepted based on literature evidence and analytical reasoning, supporting the relevance of multidisciplinary integration.

FINDINGS

1. Multidisciplinary education improves sustainability orientation and ethical awareness.
2. Interdisciplinary research strengthens institutional resilience through innovation and collaboration.
3. Multidisciplinary curricula enhance employability by developing analytical, technological, and soft skills.
4. Institutional support, curriculum flexibility, and policy alignment are critical for successful implementation.

LIMITATIONS

The study is conceptual and relies on secondary data, limiting empirical generalization. Findings may vary across institutions and regions. Future research may incorporate primary data and larger sample sizes for quantitative validation.

CONCLUSION

Integrating multidisciplinary approaches in commerce and management education and research is essential for building a resilient and sustainable future. Higher education institutions should adopt interdisciplinary curricula, promote collaborative research, and align academic practices with sustainability and resilience goals to prepare students for complex real-world challenges.

JVM's Mehta Degree College, Sector 19, Airoli

NAAC Re-accredited "A+" Grade

IQAC in association with Western Regional Centre, ICSSR Organized one day National Conference on "Integrating Multidisciplinary Approaches to Build a Resilient and Sustainable Future", held on 10th January 2026

REFERENCES

1. Porter, M. E., & Kramer, M. R. (2011). *Creating Shared Value*. Harvard Business Review.
2. Mintzberg, H. (2009). *Managers Not MBAs*. Berrett-Koehler.
3. Ghoshal, S. (2005). *Bad Management Theories Are Destroying Good Management Practices*. Academy of Management Learning & Education.
4. UNESCO. (2017). *Education for Sustainable Development Goals*.
5. Becker, G. (2018). *Multidisciplinary Education and Innovation*. Journal of Higher Education.
6. Rao, P., & Sharma, N. (2020). *Interdisciplinary Research in Indian Higher Education*. Journal of Education Policy.
7. Singh, R., & Gupta, S. (2022). *Employability Outcomes of Multidisciplinary Management Programs*. International Journal of Management Studies.