**Title:** Does e-mentoring enhance the employability attributes of mentees? An action research within an International Professional Mentoring Scheme

**Author:** Chandana Sanyal & Chris Rigby, Senior Lecturers, Leadership, Work and Organisations, Middlesex University Business School

**Institutional affiliation:** Middlesex University

**Address:** The Burroughs, Hendon, London NW4 4BT

**Email:** c.sanyal@mdx.ac.uk/07956389670
c.rigby@mdx.ac.uk/07774541020

**Conference:** Innovation and the student experience - The ABS Learning & Teaching Conference 2013 in association with the HEA

**Theme:** Internationalisation

# Does e-mentoring enhance the employability attributes of mentee?

## An action research within an International Professional Mentoring Scheme

Chandana Sanyal and Chris Rigby
Middlesex University Business School

## Abstract

Graduates emerging from universities in search of employment are confronted by a number of challenges: they carry a degree stating their subject discipline rather than their capability or transferable skills; they often lack the skills to position themselves appropriately in the employment market. Mentoring and employability are both widely researched concepts and can address these issues. What is lacking is an examination of the contribution that mentoring can make to employability. Furthermore, the advances in technology and embracement of diversity has redefined mentoring as a learning and development activity and heralded in e mentoring using online solutions to open up possibilities of mentoring relationships that cross boundaries of time, geography and culture (Zay 2011). This empirical study uses an action research approach to evaluate mentor-mentee relationships which are defined by their international separation. More specifically we examine the contribution and challenges of e-mentoring. In doing so, we develop a set of recommendations to guide other mentoring project leaders. Key findings include opportunities of learning in an international context, evolution of the e-mentoring relationships, use of situational mentoring in e-communication and the impact of mentoring on employability. The key challenges include how to manage a programme so that the commitment of each party is sustained and establishing the optimum balance of elements such as participants and project support team

**Key words**: Mentoring, e mentoring, virtual mentoring, employability, learning, development, career development