

# **SURVEY OF MENTOR-MENTEE PREFERENCES**

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## **ABSTRACT**

With working from home becoming commonplace, mentoring programs are increasingly looked at to support existing on-boarding process for early jobbers and for employee retention. However, a large number of participants report not having experienced any benefits from participating in mentoring programs. The aim is to study and explore how participants in a mentoring program report their preferences. Students who are soon to join the corporate world and experienced professionals who may or may not have had the opportunity to take part in a mentoring program were recruited for the study which employed a survey research design that consisted of 146 qualifying respondents. An online questionnaire was used to collect the data. Results show that a significant number of participants who had previously participated in formal mentoring programs didn't get to state their preferences. Potential participants as mentees are inconsistent in their preference reporting which may explain the dissatisfaction levels reported by participants in post evaluative surveys. The present work helps in understanding how participants report their preferences prior to program participation may help us in designing better mentoring programs where participants are encouraged to share their preferences which results in higher welfare and enhanced performance by the mentees in their area of work. It also adds value to curriculum designers and training practitioners.