

Employability of HRM Graduates in Sri Lanka

Chaminda Senaratne

Abstract: This study examines the effect of skills, personality and influence on the employability of HRM graduates and identified employer expectations from HRM graduates in Sri Lanka. The sample consisted of 115 HRM graduates and 30 HR managers. Statistical techniques such as Chi-square test and Mann-Whitney test were employed in order to identify the differences in skills, personality, and influence levels of both employed and unemployed graduates. The findings indicated that there were no significant differences in terms of skills and personality between employed and unemployed HRM graduates. However, as regards the use of "influence" by the two groups, there appears to be a significant difference. The paper also discusses employers' expectations from HRM graduates and presents employers' views on alleviating the problem of graduate unemployment in Sri Lanka.

Mr. Chaminda Senaratne is a Lecturer attached to the Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya. This article is based on a research paper submitted by the writer in partial fulfillment of the MBA degree of the Postgraduate Institute of Management, University of Sri Jayewardenepura.