

[09]

## Determinant of HRM Graduates in Employability: Perspective in National Universities in Western Province

*Mercy, A.N.*

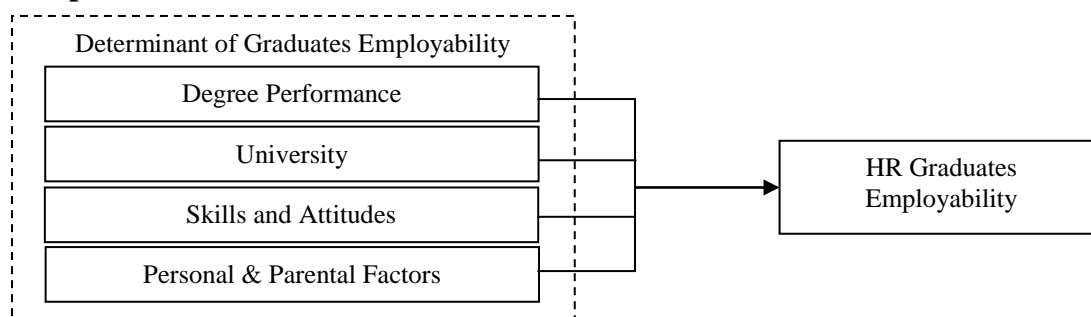
### Area of the Study

Graduates' unemployment has become a severe problem in Sri Lanka during the last few decades. Obviously, records indicate that the second largest group of unemployed graduates is Commerce and Management graduates in the country<sup>1</sup>. In the field of Human Resource Management, the employability of graduates is one of major topics we need to be considered. Therefore, this research investigates into the employability of Human Resource Management (HRM) graduates in the national universities.

### Problem

This research investigates as to whether the graduates in the field of HRM in national Universities in Western Province have equal and sufficient employment opportunities in labour market.

### Conceptual Framework



### Hypotheses

- H<sub>1</sub>: Unemployment rate of HR graduates differs significantly with respect to their degree performance.
- H<sub>2</sub>: Unemployment rate of HR graduates differs significantly with respect to the name of the university.
- H<sub>3</sub>: Unemployment rate of HR graduates differs significantly with respect to their skill and attributes.
- H<sub>4</sub>: Unemployment rate of HR graduates differs significantly with respect to their personal and parental factors.

### Method

The primary data for this research was collected by distributing the questionnaire among HRM graduates of Western province universities through emails and social network. The sample consisted of University of Kelaniya, University of Sri Jayewardenepura and University of Colombo and the sample size was 140 HR graduates from 2012 – 2013 batches. Data collected from the questionnaire developed by the researcher. Descriptive analysis and binary logistic statistics were used to analyse the primary data.

**Reliability**

Table 01: Cronbach's Alpha Coefficients

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items
.759	.852

**Data Analysis**

Table 02: Frequency distribution analysis for independent variables

	Degree Class	University	Skill and Attributes	Personal & Parental factors
Valid	100	100	100	100
Mean	3.62	3.83	4.3	4.02
Std. Deviation	0.908	1.349	0.349	0.561
Variance	0.824	1.819	0.122	0.314
Skewness	-0.242	-1.019	0.295	-0.116
Kurtosis	-0.301	-0.218	-1.222	-0.736

Table 03: Model Summary

Model Summary			
Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	36.881a	.306	.588

Table 04: Variables in the equation

	Variables	Score	df	Sig.
Degree Performance	D1	.388	2	0.189
University	Name of University	.319	2	0.133
Skills and Attributes	Critical and analytical thinking skill	1.032	2	0.031
	Leadership skill	.447	2	0.000
	Skills	.138	1	0.000
	Interpersonal skill	1.026	2	0.000
	Adaptation skill	.007	1	0.003
	Information Technology skill	.044	2	0.000
	Commitment	.226	1	0.001
	Honesty	.138	1	0.001
	Enthusiasm	.138	1	0.000
	Determination	.278	1	0.000
	Common sense	.037	1	0.001
	Positive self-esteem	7.407	1	0.000
	Overall p value of Skills and Attributes			
Personal and parental factors	Age	.137	2	0.000
	Gender	.313	2	0.103
	Professional qualifications	.245	2	0.000
	Other qualifications	.037	1	0.006
	Working Experience	7.974	3	0.000
	Parents Support	2.220	2	0.000
Overall p value of Personal & parental factors				0.018

## **Findings**

The findings show that, there is a low rate of unemployment among HRM graduates and there is significant contribution on employability from skill & attributes and personal & parental factors. The result of study shows that, there is no any significant contribution with regard to the name of the university and degree performance on employment of HRM graduates.

## **Conclusion**

It is concluded that, there is a low rate of unemployment among HRM graduates in labour market and there is significant contribution on employability from skill & attributes and personal & parental factors. It is necessary to concern on employability skills and attributes in addition to the acquisition of subject-specific knowledge in order to increase the level of employability of graduates.

### Note

1. Senaratne, C 2004, 'Employability of HR graduates of Sri Lanka', *Sri Lankan Journal of Human Resource Management*, Vol. 9, No. 3.



***Mercy, A.N.***

Department of Human Resource Management  
University of Sri Jayewardenepura

---