Volume 20 Issue 51
Originally issued as A18



Global Journal of Management and Business Research: A Administration and Management
Volume 20 Issue 18 Version 1.0 Year 2020
Type: Double Blind Peer Reviewed International Research Journal
Publisher: Global Journals
Online ISSN: 2249-4588 & Print ISSN: 0975-5853

Identification of Factors Affecting the Employability of Information Technology Graduates

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Abstract- Graduate employability has been a typical subject among analysts, governments and advanced education frameworks around the globe uniquely in Sri Lanka but also in the world. In any case, while there is a ton of data and various models that advise on graduate employability, Specially what are the weak areas in the current education framework in universities (State and non state) the system change necessarily according to the industry requirements has been constrained exact research around there. Besides, most employability considers have been led in the Sri Lanka and different pieces of the world, In spite of Information Technology (IT) being one of the most looked for after capability by Sri Lankans, regardless it stays indistinct with respect to why numerous IT graduates battle to verify occupations after graduation.

GJMBR-A Classification: *JEL Code: M19*



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Identification of Factors Affecting the Employability of Information Technology Graduates

Mihiran Weerathunga [α] & Yashas Mallawarachchi [σ]

Abstract- Graduate employability has been a typical subject among analysts, governments and advanced education frameworks around the globe uniquely in Sri Lanka but also in the world. In any case, while there is a ton of data and various models that advise on graduate employability, Specially what are the weak areas in the current education framework in universities (State and non state) the system change necessarily according to the industry requirements has been constrained exact research around there. Besides, most employability considers have been led in the Sri Lanka and different pieces of the world, In spite of Information Technology (IT) being one of the most looked for after capability by Sri Lankans, regardless it stays indistinct with respect to why numerous IT graduates battle to verify occupations after graduation. This examination gives knowledge into the idea of employability in Sri Lanka, with a specific spotlight on Information Technology. The examination tends to three research questions: What individual variables influence the employability of IT graduates in Sri Lanka? Who is liable for graduate employability in Sri Lanka? In what manner would employability be able to be implanted into Sri Lankan educational programs? The Survey doing covering 3 state universities and 2 non state universities and 2 large multinational companies and one local company in IT sector plus non IT field company which their businesses on Business not in Direct IT field. Results demonstrated that vocation advancement learning, experience (work and life), degree subject information, aptitudes and understanding, conventional abilities, passionate insight, fearlessness and reflection and assessment influenced one's employability. Company Managers, Leads, graduates and scholarly foundations Deans, Lecturers were Interviewed to developed this final conclusion. To install employability into educational programs, Universities need to guarantee that educational plans are adjusted to industry needs, that there is a harmony between the delicate and hard aptitudes instructed and that successful techniques for instructing are being utilized., Universities are likewise urged to fuse experiential learning in their projects and to give appropriate vocation direction guiding administrations to understudies from the get-go in their qualification thinks about, with the goal that understudies can settle on educated choices in regards to profession ways and objectives, and start fitting their abilities in like manner. The exploration adds to the current writing and discussion on graduate employability, and expand the results finding a module to automatically send requirements to the campuses and updates and modern techniques without any times wasting universities can adjust according to this requirement. A Software Application to resolve this problem.

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I. Introduction

Education and Training is a significant basis of estimating the advancement of a nation. It is additionally a key determinant of the riches and flourishing of a country. One of the primary goals of the Education, especially of advanced education, is to get ready understudies to seek after various professions in a nation. University instruction is the center of the advanced education. University should be social organizations which give offices to higher scholarly needs of a network as respects both scholarly information and expert preparing. Thusly, it needs to react to the social yearnings for advanced education and be receptive to social changes as per the Economic Review University as an organization, which shows the whole information and spreads the information. "trade the information", "ensure the way of life", "take care of the social issues as an open administration", "help for the modernization", "train the understudies for the scholastic and proficient areas", "improve understudies' reasoning aptitudes, physical quality, control passionate techniques, comply with the prerequisites, and upgrade the mental aptitude", "Improve understudies' prerequisites, for example, nourishment, settlement, therapeutic offices, direction and at long last the openings for work". Appropriately, it is clear, that the "employability of raduates" is an exceptionally anticipated capacity of a University.

It is said that the significant target of advancing students for advanced education in the greater part, As needs be, practically all Sri Lankan families are having more prominent desire of giving university instruction for their youngsters as a verified way of higher employability. For the most part, graduates are considered as one of the most significant human capital in a nation. They are relied upon to work in a center or top administration level giving administrations to society in different manners. Along these lines, in Sri Lanka, there is an impressive interest for advanced education. Subsequently, Be that as it may, numerous understudies, who are blessed to enter the colleges,

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need to confront various difficulties particularly toward the finish of the graduation in looking for appropriate vocations. be utilized after the graduation. society, compensations while some of them must be jobless and sitting tight for quite a while generally until the administration gives openings. Such graduates will turn into a weight not just for their families yet in addition to the entire nation. The impacts of this would be emerged as dissatisfaction, youth agitation, viciousness, and different types of against social practices.

II. Literature Review

Training is a significant basis of estimating the advancement of a nation. It is additionally a key determinant of the riches and flourishing of a country. One of the primary goals of the Practicing in University, especially of advanced education, is to get ready understudies to seek after various professions. University instruction is the center of the advanced education. University should be social organizations which give offices to higher scholarly needs of a network as respects both scholarly information and expert preparing.

Thusly, it needs to react to the social yearnings for advanced education and be receptive to social changes as per the Economic Review (1983). Newman (1974) as in Senadeera (1997) characterizes college as an organization, which shows the whole information and spreads the information. for example, "direct unadulterated and applied research", "secure the information", "trade the information", "ensure the way of life", "take care of the social issues as an open administration", "help for the modernization",

> "improve understudies' reasoning aptitudes, physical quality, control passionate emotions, comply with the prerequisites, and upgrade the mental aptitude", "Improve understudies' prerequisites, for example, nourishment, settlement, therapeutic offices, direction and at long last the openings for work".

Table 1: Avilable Jobs and job Requirements: Summary of the Survey

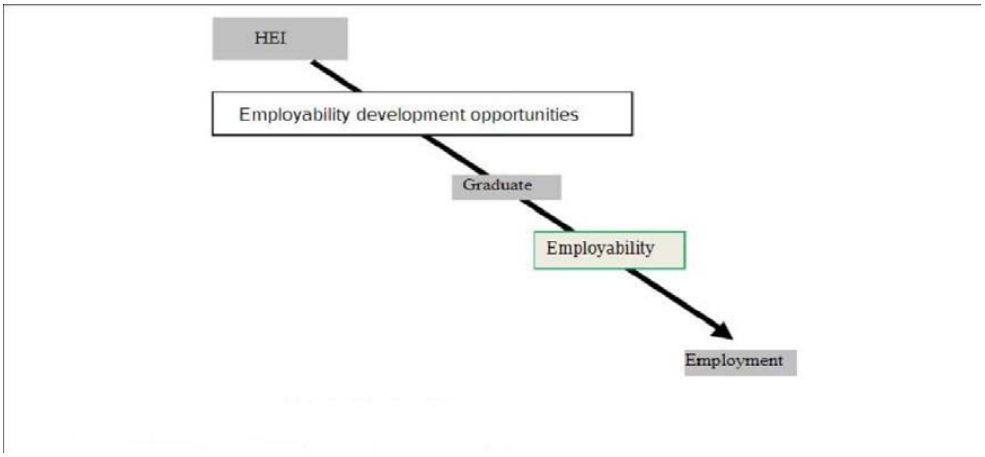
Job sector/expected graduates	%	Needed requirements	%
Government	7	IT skill/computer skills	42
Private	78	English/communication skills	63
NGO	15	Training/experience	73
Arts	9	Leadership/decision making	21
Management/ Commerce	39	Team work/Interpersonal skills	45
Science/Engineering	52	Problem solving/Analytical skills	21

Source: Survey data 2007/2008

Appropriately, it is clear, that the "employability of graduates" is an exceptionally anticipated capacity of a University. It is said that the significant target of advancing kids for advanced education in the greater part of Sri Lankan families is to guarantee their employability.

As needs be, practically all Sri Lankan families are having more prominent desire of giving college instruction for their youngsters as a verified way of higher employability. For the most part, graduates are considered as one of the most significant human capital in a nation. They are relied upon to work in a center or top administration level giving administrations to society in different manners. Along these lines, in Sri Lanka, there is an impressive interest for advanced education. Subsequently, acquiring a spot in a national college is an extraordinary challenge for understudies. As a rule, actually the capability along doesn't assist enough with finding work due to the bungle between the interest and the stockpile of the activity showcase. Along these lines, a few alumni must be occupied with unimportant occupations generally under low compensations while some of them must be jobless and sitting tight for quite a while generally until the administration gives openings. Such graduates will turn into a weight not just for their families yet in addition to the entire nation. The impacts of this would be emerged as dissatisfaction, youth agitation, viciousness, and different types of against social practices.

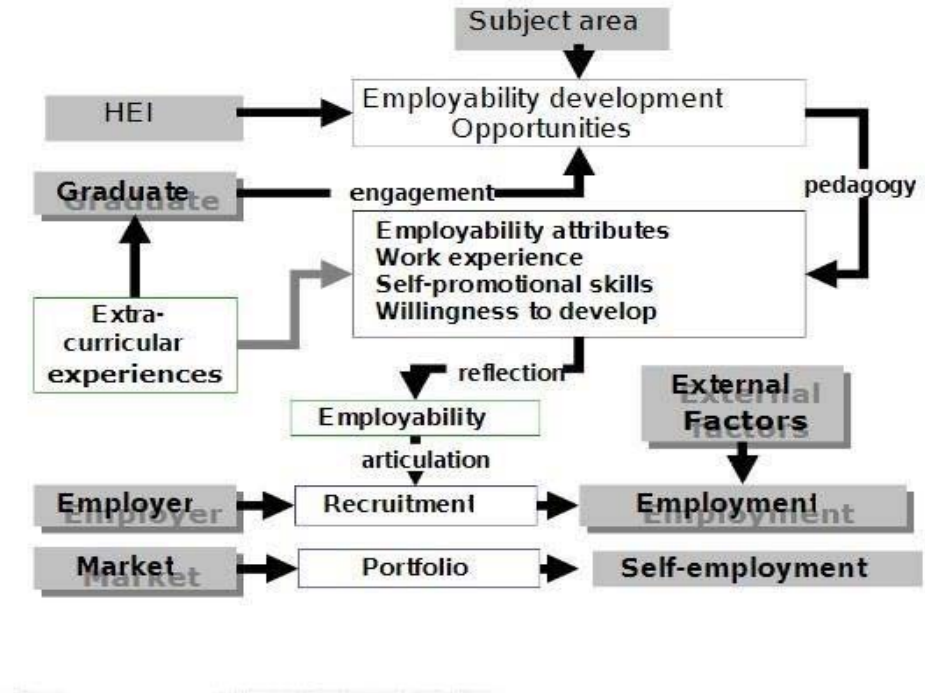
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Source: Harvey (2020), employability and diversity

Figure 1: Magic Bullet Model of Emploability

Besides, results of this would win in the public arena as present moment or/and long haul social, social, financial, statistic and political issues. Inside this unique circumstance, it is critical to recognize why graduates can not secure reasonable positions as before long as they drop from University. Also, for what reason is the nation's business division not skilled to assimilate such graduates into the advancement procedure.



Source: Harvey (2020), employability and diversity

Figure 2: A model of graduate employability development

Issue Background and Problem of the Study There is a hole between the abilities required for work of graduate at the passage level and the degree of abilities of passage level alumni work candidates and there is contrast in esteeming each ability by managers and graduates (Central Bank of Sri Lanka, 2003; Davies, 2000; Finn, 2000; Lindsay, 2002; National Science Foundation of Sri Lanka, refered to in Wickramasinghe and Perera, 2010). Further, Swiatek (2000) claims that there are contrasts in the recognitions among graduates

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and bosses on employability abilities in the Australian setting. The degree writing proposes that in today‟s testing business condition the ownership of subject aptitudes alone isn't adequate for another alumni in meeting manager prerequisites and it is vital for them to increase transferable abilities which will improve their possibilities of work (Cox and King, 2006; Fallows and Steven, 2000; Harvey et al., 1997; Warn and Tranter, 2001). Transferable aptitudes allude to certain individual capacities of a person, which can be taken starting with one employment job then onto the next (Cox and King, 2006). The business advertise expects graduates to accompany a scope of abilities notwithstanding their scholastic achievement (Ball, 2003). Along these lines, the focal point of the present investigation is to organize the abilities required for passage level HRM graduate occupations in the point of view of graduates and bosses; recognize the ability hole which rises because of contrasts in the perfect (employers‟ reaction) and genuine expertise level controlled by graduates.

The term employability implies a lot of accomplishments that contain abilities, understanding and individual traits that make an individual bound to make sure about and be effective in his/her picked occupation to the advantage of him/herself, the workforce, the network and the economy (Yorke and Knight, 2004). As Ball (2003) claims, graduates draw in with a decent variety of work, many working in littler endeavors, or on an independent premise and there is expanding proof for the requirement for data about graduates‟ change to work, for the most part in the period not long after graduation, and graduates‟ early professions (Ball, 2003; Connor and Shaw,

2008; Holden and Hamblett, 2007, refered to in Wickramasinghe and Perera, 2010). The writing recommends various definitions for the expression "employability aptitudes" (Yorke, 2006; Davis, Misra and Van, 2002; Hillage and Pollard, 1999; Milne, 2000; Dearing, 1997) what's more, for the most part it very well may be characterized as the capacity of introducing the picked up information, abilities and mentalities. Various examinations have recognized a scope of aptitudes that an alumni ought to have

Which a business for the most part searches for (Hiltrop, 1998; Nanayakkara, 1996; Webb, 1999; Cook, 2003, refered to in Senaratne, 2004, for example, visioning and arranging aptitudes, data education, imagination, authority abilities, collaboration, etc separated from the scholastic information they sustained through college degree framework. Having considered the HRM Scintilla Human Resource Management Journal, 2014, Vol.02, No.01 past research held, the present examination fundamentally center around the critical thinking abilities, relational abilities, relational aptitudes, learning abilities, data innovation aptitudes and adjustment abilities. Henceforth, the present examination explores the view of employers‟ and graduates‟ towards critical thinking abilities, relational abilities, relational aptitudes, learning abilities, data innovation aptitudes and adjustment abilities. Additionally, the investigation essentially endeavors to distinguish the aptitudes that ought to be created in graduates as they are requested by managers in employing them for passage level employments. Research Framework Critical thinking Skill:- Problem explaining aptitude alludes to the capacity of dynamic utilizing information in an inventive, basic and expository way (Senartne, 2004). Wickramasinghe and Perera (2010) contend that the employers‟ level of desire is similarly higher with respect to critical thinking aptitudes than the level controlled by graduates. Thus, the analyst planned theory one as; H1: There is a distinction in recognition among bosses' and graduates' about issue tackling aptitudes. Correspondence Skill:- Communication aptitudes implies capacity to direct compelling oral and composed correspondence (Senaratne, 2004) and oral correspondence was recognized as significant by college teachers (Wickramasinghe and Perera 2010). Subsequently, it very well may be sensibly contended that as college addresses esteem correspondence as a progressively significant expertise, graduates also have a similar recognition. As per Bambacas and Patrick son (2007), in spite of the fact that relational abilities assumed a significant job in managers‟ choice, these were not precisely estimated. Thus, the analyst framed the second speculation as;

H2: There is a distinction in observation among managers' and graduates' about relational abilities. Data Technology Skill:- According to Senaratne (2004), data innovation aptitudes implies capacity to utilize data innovation and it is decidedly associated with HRM employability. As contended by Drucker (1988) data innovation (IT) might be additional threatening to the situation of the center administrator. Further, IT ability is most grounded in data innovation escalated enterprises, for example, banking and protection, just as in enterprises, for example, retail and discount exchange (Falk and Seim, 2001). Henceforth, the scientist built up the third theory as; H3: There is a distinction in discernment among bosses and graduates about data innovation abilities.

a) HRM Scintilla

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Adjustment Skill: Adaptation aptitude implies capacity to grasp change (Senaratne, 2004). There is proof (Ball, 2003) that graduates who are joining innovative ventures need to adjust, alter course and offer adaptable administrations. At the end of the day, managers require higher level of adjustment or adaptability aptitude separated from the scholarly achievement held by the graduates. That is graduates

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may undermine the aptitude of adjustment than it would be required by the businesses. Considering the above proof the analyst built up the theory four as;

H4: There is a distinction in discernment among managers and graduates about adjustment aptitudes. Relational Skill:- According to Barker (2004), there are number of general relational aptitudes that have a significant impact in propelling the profession and working enjoyably with associates, for example, the capacity to work under various types of supervision, the capacity to talk with others in a loose and fearless way, the capacity to deal with analysis, contradiction, or disillusionment during a discussion, the capacity to see things from somebody else"s perspective, the capacity to dole out others to complete explicit errands, the capacity to work agreeably as an individual from a group. Additionally there are numerous relational abilities that are profoundly esteemed by bookkeeping experts (Birkett, 1989, for example, to listen successfully to introduce, talk about and shield sees, to arrange with individuals from various foundations and worth frameworks, to comprehend bunch elements and so forth. The scientist built up the fifth speculation as; H5: There is a distinction in observation among businesses' and graduates' about relational aptitudes. Learning Skill:- „Learning skills" is an extremely wide term used to portray the different aptitudes expected to obtain new abilities and information, especially in a proper picking up setting, for example, school or college (Higgins, Baum field and Hall, 2007). There are noteworthy contrasts in the significance given to learning abilities by managers and graduates (Wickramasinghe and Perera 2010) in IT industry. Henceforth, the analyst defined the 6th speculation;

H6: There is a distinction in recognition among managers and graduates about learning abilities. The contrasts between the degrees of abilities controlled by graduates at the hour of applying for the principal work and the degree of aptitudes expected by the businesses simultaneously. As indicated by Wickramasinghe and Perera (2010), an aptitude hole in graduates can be distinguished by contrasting the graduates" ownership of the abilities when they apply for the first work with the employers" desire for the aptitudes that ought to be controlled by graduates in going after their first position. Additionally a similar research reasoned that the employers" desire

HRM Scintilla Human Resource Management Journal, 2014, Vol. 02, No. 01 about the aptitude level is generally higher than the ability level controlled by the alumni in IT industry. Thus the analyst theorizes the accompanying:

Perspectives of the Graduates Not just because of the issues of the training framework yet mentalities of graduates additionally influence on the joblessness issue (Hettige, 2000). The Presidential Committee delegated to recognize issues of the college framework uncovered that there are three fundamental explanations behind the alumni's joblessness issue, for example, "negative perspectives", "absence of relational abilities", and "absence of English information" (Ministry of Education and Higher Education, 1995). At this point, the majority of degree programs in Management streams have generally been adjusted and the method of conveyance of talks including change of the vehicle of guidance into English has demonstrated an advancement of employability (Wickramarachchi, 2008). Be that as it may, most definitely both the colleges and the financial approaches are missing behind. Graduates by and large expect "government employments", "pensionable occupations", "more significant pay from the earliest starting point", "higher situation toward the start" and so on from businesses. To the extent the "position" and the "notoriety" are concerned, getting a new line of work will be a major issue to graduates. As Hugh et al (1992) accentuated, as the different financial matters, Sri Lanka is additionally extending medium and little scope firms generally, which give more openings for work, be that as it may, graduates want to discover huge foundations. Consequently, attitudinal changes in graduates just as overall population will just dispose of this negative practice. By and large, occupations are accessible either in government segment or non-government associations or in private part establishments. Notwithstanding, most of graduates like to get together with the administration division as it were. The accessibility of employments for graduates in the administration segment foundations in Sri Lanka vigorously relies upon the state approaches embraced by specific ideological group which is in power. In spite of the fact that the present circumstance is to some degree positive right now, pattern is contracting of openings for work for graduates in the open part. Pensionable employments are uncommon among recently shaped openings for work. And furthermore accessible employments are testing, should act naturally propelled to acquire benefits and to arrive at a higher position particularly in the private division. Consequently, there is a critical inconsistency between graduates' vocation desires and the accessible chances. Sri Lankan culture likewise for the most part expects that graduates must have high and respectable occupations. Such profoundly established standards and qualities in the general public dishearten graduates to begin a vocation at a lower level. Additionally a developing cultural disposition viewing some indigenous advancement parts as agrarian division gravely influences on the chance of retaining graduates into certain territories, for example, agro-based occupations and independent working gigs and so forth. As a horticultural nation such perspectives unfavorably influence not exclusively to shrivel the alumni's openings for work yet in addition to the monetary improvement of

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the nation. In this way, as Wickramarachci (2008) has stressed, procedures ought to be made to create "supervisors" and "business visionaries" to decrease the employability issue. Be that as it may, it very well may be Sri Lankan Journal of Human Resource Management Employability of Graduates. 97 brought up that it can't except if such systems are consolidated with appropriate instruments for attitudinal changes too. Managers' Requirements from a Graduate Cold stream (1991) brought up the correspondence and collaboration aptitudes as a portion of the businesses' normal attributes of graduates. Strobart (1991) referenced expansive aptitudes, for example, scientific, inventiveness, numerical information, proficiency, inspiration and initiative characteristics of graduates are extensive factors in work advertise (in Gunawardena 1997). For the private division vocations manual/social/scholarly abilities, information, comprehension and perspectives are a few necessities (Cole, 1993). As indicated by certain investigations in the UK, businesses are thinking about more about assortments of aptitudes than the claim to fame. English modern and business fields need graduates who have different aptitudes and adoptability (CIHE, 1987 as in Gunawardena 1997). As per an examination led among 52 business foundations, 90% of them brought up that most significant nature of an alumni is correspondence aptitude. Then again, actually, Quality of Higher Education study has recognized some other significant attributes, for example, subject information, look into and systematic capacity, entomb individual relations, critical thinking, self-assurance, self administration, dynamic and judgment abilities and so on. Different temperances and abilities that are normal from graduates are, validity, humbleness, dutifulness, believability, thoughtfulness, affectability, participation, dedication, dynamic, straightness, unchangeable, unselfish, new reasoning, authority, quality, hierarchical aptitudes, time the board, abilities of conversation, business information and character and so on. (Gunawardena, 1997). Furthermore, English capability, and IT aptitudes, and so on have been basic determinants of graduates' employability in Sri Lankan associations (Ariyawansa and Perera, 2005). Further, Gunawardena (1991) directed an investigation about the connection among instruction and business openings among 93 delegates of states, semi state and private area in Sri Lanka. It has scrutinized that what variables are considered by businesses while choosing an alumni. Demonstrating the consequence of the British investigation, the most noteworthy rate (34%) of the respondents have called attention to that relational abilities is the for the most part anticipated expertise in choosing graduates for vocations. The other featured characteristics are outside appearance, habits, morals, character, regard to other people, cooperation capacity, relational abilities, authority and so forth. Moreover, 66.7% of government division bosses and 89.6% of private segment managers have stressed the significance of capability of English language. Further featuring the examinations directed by Chamber of Commerce (1999) and Gunawardana's study (1991), Hettige (2000) clarifies a few properties, for example, the capacity to lead a group and capacity to accomplish brings about a brief period, capacity to organize/arrange time gainfully, transparency, constructive reasoning, handy mentality, ready to gain from a cross area of individuals, general information including world affaires, wide intrigue, individual prepping and business behavior are additionally determinants of graduates employability. It very well may be contended that these attributes can't be created by customary showing learning and assessment strategies.

Despite the fact that, the vast majority of the alumni expect government occupations, as indicated by the paper commercials there are numerous employments in private division and NGOs that are 78% and 15% separately in the example. These figures are clear for the idea of decreasing chances of government area and growing open doors in private segment in the nation. The other huge finding is that most of openings for work are for Science/Engineering and Management/Commerce graduates. Out of the inspected all out openings for work 52% are for Science/Engineering graduates and 39% for Management/Commerce graduates. This information will validate that there are less openings for work in present place of employment advertise for regions of Social Sciences and Humanities graduates contrasted and different alumni. Preparing/experience (73%) is the profoundly required factor in the activity showcase. In any case, without having extensive connections with the investigation projects and partners it is difficult to have understanding or preparing for graduates. Then again capability of English (63%) and IT abilities (42%) are additionally extensive prerequisites in the activity advertise. The majority of Management and Science/Engineering qualification programs are led in English medium. Along these lines, understudies have openings and they are constrained to create English capability. Directing degree programs in English medium may create a few troubles for understudies and staff that in any case can be limited. Be that as it may, since a large portion of Arts and Social Sciences certificate programs are directed in Sinhala medium and give offices to learning English independently, understudies' enthusiasm of creating English capability is apparently poor. Consequently, these understudies are relatively less competent in English capability. Further, cooperation/relational relations (45%), is additionally significant factor in the activity showcase. With the exception of these, authority characteristics, and particularly critical thinking and explanatory capacity, are the other exceptionally requested

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necessities of the present place of employment showcase. Graduates must have extra aptitudes, for example, authority characteristics, cooperation/relational relations and particularly critical thinking and investigative capacity, which are profoundly worried in the activity advertise.

Sri Lankan Journal of Human Resource Management Employability of Graduates. 99 Even however the issue of graduates' joblessness is in part a consequence of financial advancement, the general public will in general see it because of nature of the tasks of the college framework. Appropriately, the fundamental issue for the alumni's joblessness relates with the quality and the pertinence of the degree programs. Thusly, the Sri Lanka colleges are currently genuinely urged to assess the degree of importance and nature of degree programs as national training arrangement (www.qacouncil.lk 30.11.2008). Quality and Relevancy of Degree Programs in Sri Lanka In request to redesign the principles of degree programs accessible in Sri Lanka, it is necessary for all advanced education projects to be decided by Quality Assurance Subject Reviewers selected by the Quality Assurance Council of Sri Lanka. This stresses the quality and significance of degree programs under eight (08) between related viewpoints as demonstrated in the accompanying Table. Foundation Interest in instruction gives off an impression of being identified with individuals' achievement in settling on numerous choices concerning their working life. Advanced education, specifically, advances progressively productive dynamic procedures identified with work advertise through the procurement of data that positively affects word related decisions. As a result, the work advertise circumstance of advanced education graduates is better, as a rule, than that of non-graduates through different angles. In this manner, advanced education needs to assume an indispensable job in the economy by supporting the nation's financial destinations just as in diffusing and applying new information and building up a certified indigenous work power. Work power interest is one of the key work advertise estimations in an economy and it gives a sign of what number of individuals of working age effectively captivating in labor advertise. Most of the number of inhabitants in Sri Lanka comprises of ladies yet their interest in the work power has been nearly lower than men. Be that as it may, there is some hole among people interest in labor power and existing insights uncovers that female work power interest is very low. In 2012, the male work power interest was near 66.8 percent while its identical female work power interest remained at 29.9 percent. The interest of ladies in labor power is as yet thought to be low in spite of the fact that it has generously expanded throughout the years. The general joblessness rate is at an immaterial level right now in the nation, despite the fact that it is to some degree high among the informed populace. The most significant actuality is that adolescent joblessness is a lot higher than joblessness among other age bunches in Sri Lanka. Employability of graduates has been a questionable issue in the Sri Lankan work showcase for a significant timeframe. At the point when it comes to sexual orientation, female joblessness rate has consistently been higher than the male joblessness rate. Female alumni employability enthusiasm to open segment turns into a major issue in Sri Lanka since lion's share of graduates are being females. The nation goes through enormous measure of cash to deliver graduates and they are anticipating safe employment from the legislature. This is obvious that, exceptionally, when opening the enrolling graduate joblessness plot, greater part of graduates are tent to enrolling so as to have open part occupations.

1. Staff of Graduates Studies, University of Colombo, Colombo 03
2. Goals
3. The primary target is to comprehend the female alumni employability intrigue. The particular research goals are detailed as follows.
4. To recognize potential determinants influencing female alumni employability in open area occupations
5. To look at the expertise arrangement of the female alumni who went into the open part through the 2012 alumni business conspire
6. To survey the degree of occupation fulfillment among the recently enrolled female alumni out in the open area in 2012

An example of 332 female alumni representatives was chosen on a stratified and basic irregular inspecting premise from populace of female alumni who have joined to the Government Ministries (25%), Offices (15%), District Secretariats (10%) and Divisional Secretariats (half). The rate weighted by considering the complete number of female alumni representatives in various workplace. The study information assembled through an organized survey to recognize the employability determinants of female alumni's representatives and their activity fulfillment in open area occupations. It is utilized as the primary instrument for investigating the effect of the distinguished variables influencing employability of female graduates. The information on factors, gathered and estimated by the utilization of poll has been systematized, measured, broke down and assessed utilizing the Statistical Package of Social Science (SPSS).

b) Methodology for the Research

Universities are likewise urged to fuse experiential learning in their projects and to give appropriate vocation direction guiding administrations to understudies from the get-go in their qualification thinks

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about, with the goal that understudies can settle on educated choices in regards to profession ways and objectives, and start fitting their abilities in like manner. The exploration adds to the current writing and discussion on graduate employability, and expand the results finding a module to automatically send requirements to the campuses and updates and modern techniques without any times wasting universities can adjust according to this requirement. A Software Application to resolve this problem.

To conduct survey research, the researcher needs to use the quantitative method that requires standardized information about the topics of individuals, groups, organizations, there might also be projects, applications, or systems. Correspondingly. Also, research differs from exploratory, explanatory, and descriptive survey type research [2].

After the qualitative and quantitative data are collected and the data need to be thoroughly analyzed by using one of the data analysis mechanism which suits best to predict the outcome of the relationship between the variables to suitable for university and company level.

The analysis technique used in the research to generate the outcome of the research is by using regression analysis based on "Multiple regression principles", where the dependent variable of the question would be the performance of Employability independent variables would be the identified Educational factors.

c) Study Design

The goal of the investigation is to recognize the distinctions of discernment among employers‟ and undergraduates‟ towards employability aptitudes of HRM graduates once graduates are applying for passage level employments. To discover the distinctions in the view of two gatherings, a chain of six employability aptitudes have been recognized. As proposed by the target of the investigation, the inquire about tumbles to a near examination. This is a field study and no counterfeit or made setting was made for the examination. This investigation was simply founded on essential information. The destinations of the examination will be tried by gathering information through the organization of organized polls independently intended for managers and graduates. That is, two various polls will address the view of employers‟ and the impression of graduates‟ towards employability aptitude independently. The example for the examination comprises of 25 students and 25 businesses which is computes an example of 50. The example of students speaks to the last year students of the University of Sri Jayewardenepura, who have just finished modern preparing and who are going to drop. The example of businesses speaks to the administrative and non administrative representatives who speak to talk with boards both in assembling and administration ventures where the students are appended to finish their modern preparing. The example strategy for the review was the stratified arbitrary testing.

d) Measures

In view of the past research discoveries, six employability abilities have been distinguished for the reason for the present investigation to be specific Problem Solving Skill, Communication Skill, Data Technology Skill, Adaptation Skill, Interpersonal Skill and Learning Skill. These employability abilities were tended to by two surveys with five point scales going from high to extremely low. It ought to be noticed that the employability abilities were to be thought about with one another and to put the position. The motivation behind contrasting and afterward positioning was with maintain a strategic distance from a similar position for at least two abilities. The six employability aptitudes were estimated as per their important measurements. Critical thinking ability was estimated utilizing three measurements as characterizing and arranging the issue, communicating the hard boat and building up the theory and with 3 angles (as capacity to assemble data to take care of an issue, capacity of distinguishing issues and issues furthermore, capacity of sorting out data to take care of an issue). Three inquiries were created by the scientist to rank as „very high‟, „high‟, „average‟, „low‟ and „very low‟. Correspondence ability was estimated utilizing two measurements as oral correspondence and composing and with 2 HRM Scintilla Human Resource Management Journal, 2014, Vol.02, No.01 perspectives (construct and keep up relationship and reaction to legitimate undertakings). Two inquiries were created by the specialist to rank as „very high‟, „high‟, „average‟, „low‟ and „very low‟. Data innovation aptitudes were estimated utilizing four measurements as fundamental activities and ideas, profitability, correspondence and research with 12 viewpoints (Print a document to a particular printer, find and open applications, quit applications, make and name envelopes, word preparing, spreadsheets, databases, designs, video, program use and research abilities). Six questions were created by the specialist to rank as „very high‟, „high‟, „average‟, „low‟ also, „very low‟. Adjustment aptitudes were estimated utilizing two measurements as dealing with crises and taking care of work worry with 3 viewpoints (adjusts conduct and techniques in reaction to new data and evolving conditions, complying with time constraints, powerful relationship taking care of with peers in upsetting work circumstances). Three inquiries were created by the analyst to rank as „very high‟, „high‟, „average‟, „low‟ and „very low‟ Interpersonal abilities were estimated utilizing four measurements as mindfulness, enthusiastic insight, administration style and collaboration ability with 7 angles (self c Confidence, individual wellness, social wellness, moving others to act, capacity to produce trust

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and believability, coordinates and works together and composes viable groups). Five inquiries were created by the scientist to rank as „very high", „high", „average", „low" and „very low". Learning abilities were estimated utilizing two measurements as information and understanding, earlier and developing encounters with 2 viewpoints (finding out about ideas, and practices of control and utilizing imagination thinking to face future circumstances). Two inquiries were created by the analyst to rank as „very high", „high", „average", „low" and „very low". Procedures of Data Analysis Information gathered from essential (poll) source were broke down utilizing the PC based factual information examination bundle, SPSS (rendition 16.0). To get the targets of the investigation information enlightening measurements, matched example t-test and one example t-test were utilized. Results To rank the abilities arranged by significance, the mean estimations of the aptitudes were contrasted and one another. Illustrative insights were broke down right now. The outcomes are given in Table.

III. Conclusion

Business needs, desires for managers and college understudies, coordinating boss needs, the nature of employability, global viewpoint on employability and employability as key execution Indicator. The current changing business condition underscore the significance of training for employability, concentrating on the advancement of aptitudes as well as useful experience. At that point, so as to improve upper hand for graduate business, understudies need to create employability aptitudes notwithstanding the obtaining of subject-explicit information and study programs need to recognizing the method for improving that prerequisite. Individual qualities generally required by the businesses are faithfulness, duty, trustworthiness and honesty, excitement, dependability, individual introduction, good judgment, positive confidence, A comical inclination, a decent mentality to work and home life, a capacity to manage weight, inspiration and versatility. In what manner can these traits instruct inside the educating procedure? Will they? Exceptionally would we be able to show unwaveringness, Main aptitudes necessity referenced in contemplates are correspondence, cooperation, critical thinking, arranging and sorting out, innovation, self administration and activity and venture abilities. Huge numbers of the organizations proposed that instructors should audit and redevelop their educational program and change conveyance system to help the improvement of these abilities and qualities.

Bosses revealed that business related experience is a significant thought in enlistment. Sri Lankan Universities previously made a move in this issue and a large portion of the examination progarmmes included temporary position part into their curricular. This program is running effectively and getting advantage by all partners including in this procedure. Yet assets of college alumni of key abilities looked for by managers are inadequate in Sri Lanka. The majority of the nations Universities, government association and bosses have given consideration on distinguishing this abilities prerequisite and Sri Lankan Universities should lead businesses' aptitudes necessity studies to recognize genuine needs, so as to fortifying their alumni's aptitudes. All partners: the legislature, the college framework heads, bosses and graduates themselves must be effectively engaged with this procedure should discover the best approach to improving this expertise. This examination infers that many research ponders have uncovered a steady center arrangement of alluring traits, for example, relational abilities, relational aptitudes and group working, critical thinking, explanatory, basic and intelligent capacity, readiness to learn and keep learning, adaptability and flexibility, chance taking and self-abilities and these qualities are frequently free of the degree subject. Colleges are consolidating extracurricular exercises into their investigation program and changing their subject to create explicit abilities through master.

a) Facilities Required

- To Conduct the research the below-mentioned facilities are required
- Printed Research papers as literature for the research, Online websites which have resources regarding the organizational culture.
- Desktop or Laptop to work with the documentation and research data analysis.
- A4 papers and pens and pencils.
- Expertise help to conduct analysis on the gathered data from the Software tools.

b) Feasibility

The proposed research is written in order to exploit the knowledge on the what are the main Cultural factors which affect the Software firms in Sri Lanka. Also, to identify how each factor affects the performance of the projects conducted by them.

In terms of identifying the research feasibility, in Sri Lanka the scope of software projects conducted should be identified, where the software companies range from small or startup companies, Medium scale, and Large-Scale Companies. For the research project, the identified projects are taken from the Medium scale software companies where the no of employees working in the project teams are taken as the basis for the scalability of the software firms [13]. Accordingly, the companies with employees less than 300 and more than 100 employees working are considered in selecting the software projects, the reason for not considering small-scale software firms is that the proper organizational hierarchy can't be identified in very small software firms,

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and similarly in Large software organizations it is difficult to get the approval from top management to conduct the surveys and to select project teams for the research.

When evaluating the performance of the IT projects, it is measured with the rate of successfully completing the software project on time, quality of the software product, Whether the Is the scope of the software project is well-defined and clear to all stakeholders and based on how much revenue generated from the software projects the performance can be clearly measured [14]. According to the PM Book, the project success or failure relies on the time spent on the project, budget definition and scope definition of the software project. In the proposed research the relationship of the organizational cultural factors is evaluated against the factors which affect the success or the performance of software projects. Based on the identified relationship a framework can be developed which can be applied to software development organization where using the developed framework, the performance of the projects conducted by them can be measured and proper adjustments can be implemented to the organizational culture in Sri Lankan Software firms. Budget.

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Appendices

No	Quality Assurance Aspects	Good (%)	Satisfa-ctory (%)	Not satisfa-ctory (%)	Comments
1	Curriculum Design, Content and Review	65	34	01	Only 01% of the aspect is not satisfactory in all evaluated programs and a higher percentage i.e. 65% is "good".
2	Teaching, Learning and Assessment Methods	64	36	-	This aspect is stronger as none of degree program is having a single "not-satisfactory" judgement
3	Quality of Students Including Students Performance and Progression	72	28	-	This aspect is the strongest among all degree programs
4	Extent of Students Feedback: Quality and Quantitative	43	51	06	A weak aspect since "Good" judgements are less than 50% and having 6% "not-satisfactory" judgements
5	Postgraduate Studies	36	46	18	A weaker aspects in 18% of programs and only 36% is good
6	Peer Observation	15	61	24	The weakest aspect
7	Skills Development	58	41	01	This aspect is considerably strong even though 1% of programs are weak
8	Academic Guidance and Counselling	60	32	02	This aspect is considerably strong even though 2% of programs are weak

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