

**Employability of Sri Lankan Graduates:  
A study of the graduates of University of  
Kelaniya**

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Sciences  
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**Abstract**

The quality and the quantity of the human resource possessed by a country has a massive influence on its way towards development. Graduates are identified as a valuable human capital for whose education, a country spends millions. Therefore, in return graduates are expected to enter the labour force and contribute to the national production. However, unemployment and underemployment among educated parties, especially graduates has become a seriously discussed matter in present Sri Lanka. This is because of the presence of a discrepancy between what graduates possess in themselves and what employers demand from them. Thus it is important to examine the nature and the scope of this mismatch in order to identify measures which can be used to minimize this disparity and to overcome the drawbacks in the absorption of the graduate output to the economy. Hence the objective is to identify and to ascertain the determinants of graduate employability. In achieving this specific objective, a sample survey is conducted and the impact of the determinants of employability is evaluated by conducting a logistic regression. However, due to time and resource constraints the survey was limited only to the graduates passed out in the academic year 2012/2013 from the faculties of Social Science, Humanities, Science and, Commerce and Management of University of Kelaniya. When assessing the results, it can be concluded that the academic performance of the graduates, communication skills, Soft skills and Gender have a significant impact in determining the employability of a graduate.

**Key words:** Employability, Graduates, University, Education, Logistic regression

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