

## **Reflection of University Extra-Curricular Activities of a Candidate in Employee Selection: A Descriptive Study of HRM Related Jobs**

Siriwardhana, P. N. K.<sup>1</sup> and Weerasinghe, T. D.<sup>2</sup>

The main purpose of this study was to identify whether there is a significant value given to the graduates who have engaged in university extracurricular activities in the selection process for a Human Resource Management related job. Further, the current study was designed to identify the industry perception about graduates those who have engaged in extracurricular activities, and who did not. This is a cross sectional descriptive research in nature. A standard questionnaire was used to collect primary data through a survey. The respondents were the professionals those who are directly engaging in the selection process selected from 40 private sector organizations in Sri Lanka. Descriptive statistics, paired sample t-test and one-way ANOVA were used to analyze the data and make conclusions. Findings revealed that the private sector organizations significantly believe that graduates who have engaged in university extracurricular activities might have developed more skills, good personal qualities and other relevant employability behaviors than graduates those who haven't engaged. Though the belief was that, further, it was identified the engagement in extracurricular activities is not a significant reason to get selected for a HR related job in the industry. It was found that the perception regarding undergraduates who have not engaged in extracurricular activities is not varying from industry to industry. But, findings revealed that the perception, and the given due recognition for undergraduates who have engaged in extracurricular activities is industry specific.

**Keywords:** *University Extracurricular Activities, HR Related Jobs, Graduates*

---

<sup>1</sup> Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka (Naveen.siriwardhana@yahoo.com)

<sup>2</sup> Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka (tdtmdananjaya@gmail.com)