

## **Preparing for Success: The Importance of Career Adaptability and Self-Efficacy in University Students' Perceived Employability**

Basnayake S. D. A. N.<sup>1</sup> and De Alwis, A. C.<sup>2</sup>

Individuals must establish career adaptability and self-efficacy prior to joining the profession; failure to do so will result in a delay in securing employment. This research aims to determine the association between career adaptability and self-efficacy, as well as self-perceived employability, among University of Kelaniya students. For this specific study, a quantitative design was used, and a questionnaire served as the only data collecting instrument. The students in their last year at the faculty of commerce and management studies provided the data for this study. According to the Morgan table and the 95% confidence interval, the researcher selected 214 students as the sample size for the present investigation. In addition, the research used Convenience Sampling as a non-probability sampling approach. Using the SPSS program, the researcher described the link and influence of independent variables (career adaptability and self-efficacy) on the dependent variable (perceived employability). The chi-square test and linear regression under the curve estimate were used as data analytic techniques in the present research to evaluate the connection and influence of the variables. There is a considerable association between the four elements of career adaptability (concern, control, curiosity, and confidence) and perceived employability. Furthermore, Self-Self-Efficacy Efficacy's has a substantial association with perceived employability. Moreover, Career Adaptability and Self-Efficacy have beneficial effects on perceived employability. The researcher concluded by emphasizing that the outcomes of the study indicate a substantial connection between variables and a significant impact of Career Adaptability and Self-Efficacy on Perceived Employability. After evaluating each of the advanced hypotheses, the analysis found that they were all accepted. The present research concludes, based on the data, that career adaptability and self-efficacy both have a considerable positive impact on perceived employability. This research indicated that students should concentrate less on their degree of self-confidence and more on their level of self-discipline and industry experience. The findings of this study added to the theory on the impact of career adaptability and self-efficacy on students' perceptions of their employability in the Sri Lankan setting, for which no literature existed in the Sri Lankan context.

**Keywords:** *Career Adaptability, Self-Efficacy, Perceived Employability, Undergraduates*

---

<sup>1</sup> Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [sdanbas@gmail.com]

<sup>2</sup> Professor, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [chamaru@kln.ac.lk]