

Relationship between Educational Attainment and Career Success of Front Line Middle Management of MAS Linea Aqua

Amarasinghe, K. G. and Mohan, D. U.

Depending on the level of success an individual is seeking to achieve, the level of education may be relative, but the bottom line is that an education of some sort is often paramount to future success in both career and life. In the global aspect, Sri Lankan aspect, and organizational aspect there could be seen many mismatches between education and career. Research on the link between higher education and world of work is still under representative and the prevailing perception and views regarding this connection are controversial in various aspects, which have paved the way to carry on with this particular study. Accordingly with the intention of discovering whether there is a significant relationship between the educational attainment and the success of an individual's career this study has been carried out in one of the top companies in the apparel industry namely, MAS Linea Aqua (Pvt) Ltd, Giridara, Kapugoda. The sample of the study is 60 (55% of the population) among the population of 110 executive and senior executive frontline employees. Questionnaires, an interview (primary) and database review (secondary) have been used as the tools to collect data. In finding the relationship a mixed approach (quantitative and qualitative) was applied. Quantitative analytical tools have been used to prove with statistical justification including descriptive statistics, frequencies for demographic analysis, and tools such as independent sample t-test and ANOVA for relationship analysis. A concept ledger and thematic analysis were used to justify the relationship through qualitative aspect with the interview data which added more value. As per the outcome of the research the conclusion is that there is no significant relationship between educational attainment and career success of frontline middle management of MAS Linea Aqua. The researchers have identified implications and recommendation which the company can adopt to utilize the resources effectively and efficiently to gain benefit for both the organization and the individual. The outcome of this study will contribute to the policy level, practitioners and for the improvement of knowledge on this aspect and for the society at large for the betterment.

Keywords: *Educational Attainment, Career Success, Middle Managers*