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A Case Study on Determinants and Structural Incompatibility in the Graduand Employment in the University of Colombo in Year 2012

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This study aims to understand the determinants and structural incompatibility in the graduate employment in University of Colombo (UoC) in 2012. Secondary data analysis has been carried out by using the data set of the HETC project done by the Ministry of Higher Education Sri Lanka. The research is mainly based on two categorical response variables namely; graduate employment and job relevance of the degree. Descriptive analysis has been carried out. Hypothesis testing has been carried out using Chi-Squared test and Fisher's exact test. Binary logistic regression model has been fitted for the graduate employment. Multinomial logistics regression model has been fitted for the job relevance of the degree.

Structural incompatibility in the graduate employment strongly depends on degree type, faculty, class, proficiency in English language, and satisfaction about the university education, area, parent education, involving professional qualification during the university education and doing computer programming variables.

In determining probability of employment; gender, faculty, class, involving employment, regular use of emails, satisfaction about university education, degree type, involved in professional qualifications, ethnicity, A/L School and area variables were significant. In determining probability of job relevance of the degree of graduates; degree type, involving professional qualifications and doing computer programming variables were significant.

Key Words: *graduate employment, Structural incompatibility, hypothesis testing, Binary logistic regression, Multinomial logistics regression*

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