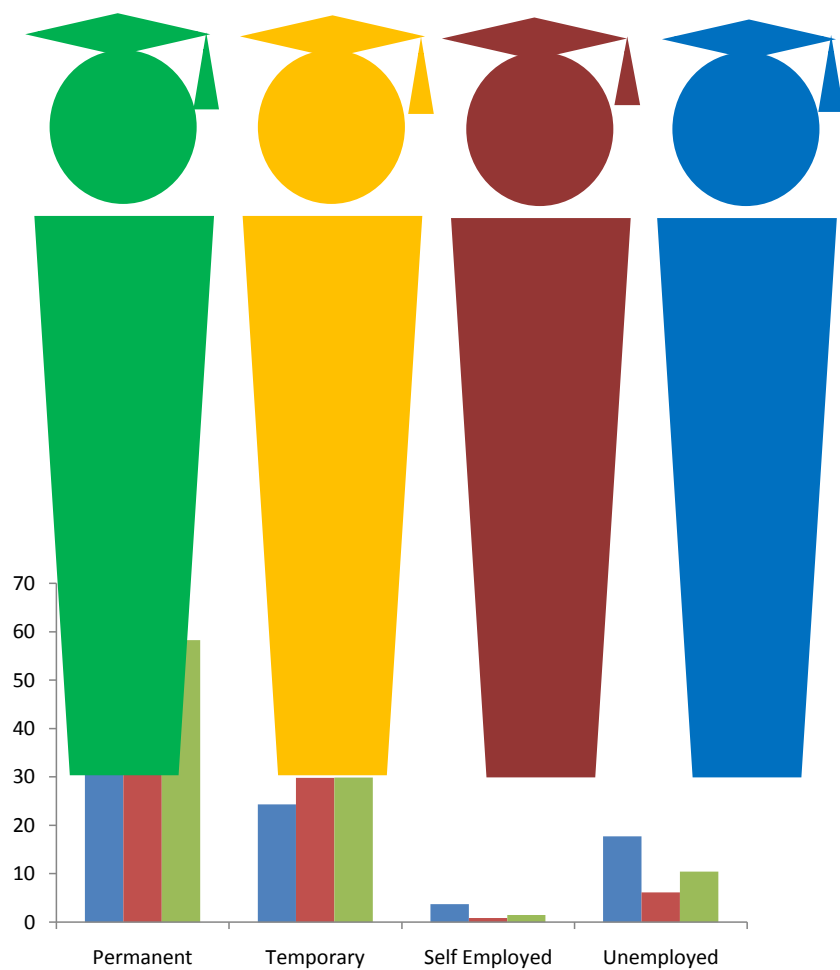


# EMPLOYABILITY SURVEY REPORT

## WAYAMBA UNIVERSITY OF SRI LANKA



**External Affairs Unit**  
**2015**



# **EMPLOYABILITY SURVEY REPORT**

## **WAYAMBA UNIVERSITY OF SRI LANKA**

**by**  
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**2015**

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## Preface

Job market in the rapidly developing world pursues employees with the right kind of knowledge, skills and capacities. The concept of knowledge based economy further demands correct workforce, which is furnished with the capacities of high technological applications. The concept of knowledge based economy creates effective linkages between researches and market; also it generates increasing demand for the university graduates in the dynamic job market. The successfulness of graduates in the working environment do not only depend on the knowledge but also graduates should have necessary skills, attitudes and capacities to compete in the job market. Preparation of young generation for the labour market has therefore become a critical responsibility for universities. Accordingly, the curricula of universities have been changing to improve the quality of their graduates to fit in to dynamic and divers job market.

Current higher education system in Sri Lanka has given attention to the employability rate of graduate students in relation to their area of study. This is because, preparation of graduates with capabilities to cater to the job market is one of the main objective in the higher education. Also the curricula of the universities pay more attention to mould their graduates with knowledge, skills and attitudes, which are considered as the assets of an employee. Indirectly graduate employability reflects the acceptance of the intellectually sound and knowledgeable young generation produced in universities by the entrepreneurs. Employability also indicates how the degree programmes suit with the current job market and how graduates are competent enough to obtain the position in the competitive job market. It is important to have the service of graduates for the national development as it is the only way of returning the state investment for the higher education. As such, the state universities in Sri Lanka are interested to analyse the employability states of their graduates.

Wayamba University of Sri Lanka, which was established in the year 1999 is the thirteenth national university of the country. Although it has having a short history of nearly two decades, Wayamba University of Sri Lanka has reached the seventh place in the national university ranking in year 2015. This reflects the fast development of the Wayamba University and the quality of degree programmes. Wayamba University of Sri Lanka consists with four faculties; Faculty of Agriculture and Plantation Management, Faculty of Applied Sciences, Faculty of Business Studies and Finance, and Faculty of Livestock, Fisheries and Nutrition. Each faculty consists of four departments making sixteen departments in the entire university. Most of the departments and the course combinations are unique to the Wayamba University of Sri Lanka and the objective of that diversification is to increase the employability of the graduates. This report shows the employability status of different faculties of Wayamba University of Sri Lanka in the year 2015 with a comparison to the past three years.



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Our special thanks go to the Assistant Registrars of the Faculty of Agriculture & Plantation Management, Faculty of Applied Sciences, Faculty of Business Studies & Finance and Faculty of Livestock, Fisheries & Nutrition for the support extended during the period of information collection.

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## **ABBREVIATIONS AND ACRONYMS**

AF	Aquaculture & Fisheries
LAS	Livestock & Avian Sciences
FST	Food Science & Technology
AN	Applied Nutrition
PM	Plantation Management
HLG	Horticulture & Landscape Gardening
BT	Biotechnology
AM	Agribusiness Management
IM	Industrial Management
MS	Mathematical Sciences
E	Electronics
CMIS	Computing & Information System
BM	Business Management
ABF	Accountancy & Business Finance
BF	Banking & Finance
IV	Insurance & Valuation





## Introduction

United Nation's Youth Employment Network has suggested to all countries about the need of reviewing, re-thinking and re-orienting the education, vocational training and labour market policies to prepare young people to suit with the job market in advance to the working life (UN 2001). Employability is considered as one of the development parameters and low employability creates social deterioration and unrest, making obstacles in the development of a country. Therefore, almost all Higher Education Institutions (HEIs) globally has paid much attention on the employability and are modifying teaching and learning processes to increase the rate of employability of their students (UNESCO, 2012; Charles Fernando 2007; McQuaid and Lindsay, 2005).

In the literature, employability is defined in several ways. Canadian labour force board (1994) defined the employability as the relative capacity of an individual to achieve meaningful employment given the interaction of personal circumstances and the labour market. UK government defined the employability as the development of skills and adaptable workforces in which all those capable of work are encouraged to develop the skills, knowledge, technology and adaptability to enable them to enter and remain in employment throughout their working lives HM Treasury (1997). Hillage and Pollard (1998) defined employability as the capability to move self-sufficiently within the labour market to realise potential through sustainable employment. For an individual, employability depends on the knowledge, skills and attitudes they possess, the way they use those assets and present them to employers and the context (e.g. personal circumstances and labour market environment) within which they seek work. According to the definition of McQuaid and Lindsay (2005), employability is depicted as an individual's ability to gain initial employment, maintain employment, move between roles within the same organisation, obtain new employment if required and secure suitable and sufficiently fulfilling work. All these definitions indicate the need of knowledge, skills, and attitudes of a candidate to obtain a job in competitive job market.

With new concepts and the rapid development in the technology, close relations have been developed between the researches and the industries. This situation created the concept of knowledge based economy, which twisted the rapid technological development in the industrial production sectors. As such, industries urged for the workforce with knowledge, skilfulness and positive attitudes. In the context of the new technological and industrial development, higher education sector received more attention from the job market for seeking correct work force. It gave alarms to HEIs to revisit their curricular and re-think about producing capable graduates not only for the intellectual aspects but also people capable for facing the challenging work environments. This motive forced on the HEIs to offer divers opportunities in higher education, which were more applied, practical oriented and accepted by the entrepreneurs. Therefore, new courses and degree programmes appeared in the reason past in the higher education was targeted at the opportunities in the job market to ensure the employability and to contribute to the national development plans.

There were several funding programmes initiated by the Sri Lankan government to improve the quality of the graduates produced by national universities. To encourage the necessary changes in the university curricular and to improve the quality of graduates in accordance

with the job market several competitive grants were initiated by the Ministry of Higher Education in Sri Lanka. As a new and the developing national university, Wayamba University of Sri Lanka was able to obtain several of the above competitive grants and effectively improved the standards of the teaching and learning environment to enhance the quality of the graduates. Four faculties in the university offered ten degree programmes and among the degree programmes two degrees are three years and others are four years in duration (Table 01).

Table 01. Different faculties, departments and degree programmes in the Wayamba University of Sri Lanka.

<b>Faculty</b>	<b>Departments contributing to the degree programme</b>	<b>Degree Programmes</b>	<b>Duration</b>
Faculty of Agriculture and Plantation Management	Department of Plantations Management	BSc in Agriculture	Four years
	Department of Horticulture & Landscape Gardening Department of Biotechnology Department of Agribusiness Management	BSc in Plantation Management (External)	Three years
Faculty of Applied Sciences	Department of Industrial Management	BSc (General)	Three years
	Department of Mathematical Sciences Department of Electronics Department of Computing & Information Systems	BSc (Joint Major)	Four years
Faculty of Business Studies and Finance	Department of Business Management	BSc (Special) in Business Management	Four years
	Department of Accountancy & Business Finance	BSc (Special) in Accountancy and Business Finance	Four years
	Department of Banking & Finance	BSc (Special) in Banking and Finance	Four years
	Department of Insurance & Valuation	BSc (Special) in Insurance and Valuation	Four years
Faculty of Livestock, Fisheries and Nutrition	Department of Aquaculture and Fisheries	BSc in Food Production and Technology Management	Four years
	Department of Livestock and Avian Sciences		
	Department of Food Science and Technology	BSc in Food Science and Nutrition	Four years
	Department of Applied Nutrition		

Except from the basic degree programmes university offers postgraduate programmes. All faculties have the facilities to do Ph.D. and M.Phil. degrees. Faculty of Business Studies and Finance offer MBA and Post Graduate Diploma in Business Management.

The uniqueness of the degree programmes offered by Wayamba University of Sri Lanka is their nature of job orientation. These degree programmes are not as the conventional theory based degrees and are more towards the industrial oriented applied degree programmes. As such, university has a close relation with the industries both in private and in the government sectors. Almost all degree programmes offer industrial affiliations for undergraduates to have hands on experiences in the actual working environments. The main objectives of these trainings are to prepare undergraduates for competitive job market and to get the attraction of the entrepreneurs. The feedback of the industries about the graduates helps to identify the improvements need to incorporate to the study programmes and the university always positively takes the constructive ideas of the entrepreneurs. The positive feedback of all these attempts taken by the university is reflected through the high employability rate of graduates of Wayamba University of Sri Lanka in the past three year period. Graduates of Wayamba University reported 84%, 90% and 84% of employability respectively in year 2012, 2013 and 2014. This is one of the highest employability rate reported among national universities in Sri Lanka.

The attractiveness of the degree programmes offered by the university is depicted by the ethnic diversity and the representing students from all districts of the country. Figure 01, shows the students registered for the academic year 2009/2010 from different administrative districts.

Present report is the fourth employability report consecutively published by the Wayamba University of Sri Lanka from the year 2012. This report is produced based on the information gathered from the graduates at their convocation. In fact this report gives information of the employability status of graduates during a period of five months after their final examination in the degree programmes of specialization and after one year period of the three year degree programmes.

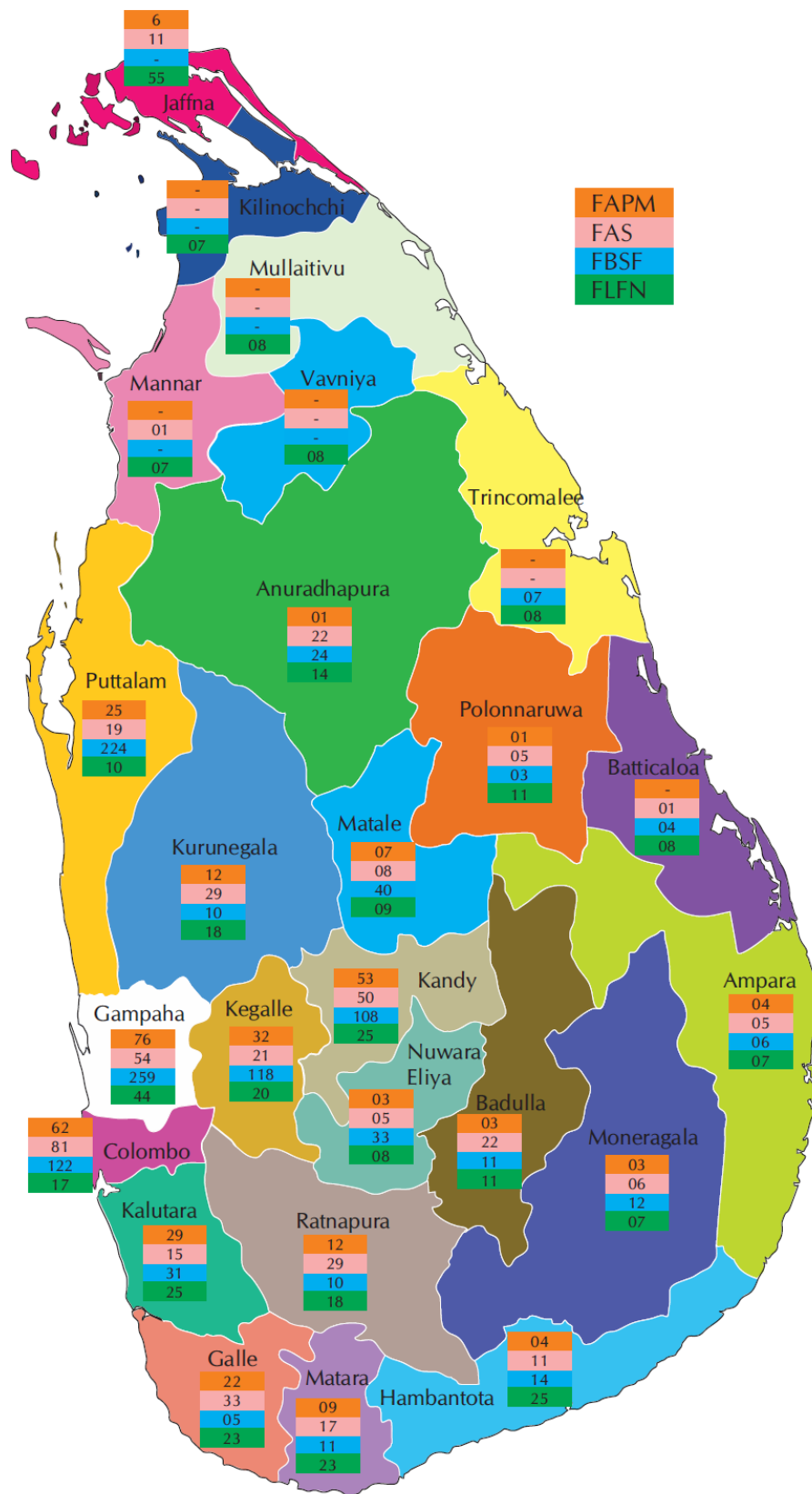


Figure 01. Student representation from different administrative districts of the country, in the batch of the academic year 2009/2010 (Source: Statistical Handbook 2014, Wayamba University of Sri Lanka)

## **Methodology**

Information needed for the preparation of this document was collected through a questionnaire (Annexure I). Information from the students graduated in the year 2015 was subjected to this analysis and information pertaining to this study was based on the duration between the completion of the degree programme and the convocation. Questionnaires were handed over to students one week before the convocation. Completed questionnaires were collected by the Assistant Registrars of the Faculty of Agriculture & Plantation Management, Faculty of Applied Sciences, Faculty of Business Studies and Finance and Faculty of Livestock, Fisheries and Nutrition at the convocation. The time durations between the final examination and the convocation were different among four faculties and in the Faculty of Agriculture and Plantation Management and Faculty of Livestock, Fisheries & Nutrition, it was reported as approximately five months, in the Faculty of Applied sciences it was reported as four months for Joint major degree programmes and one year for three year degree programmes. In the Faculty of Business Studies and Finance it was reported approximately as six months.

***FACULTY OF AGRICULTURE &  
PLANTATION MANAGEMENT***

**EMPLOYABILITY STATUS OF GRADUATES  
OF WAYAMBA UNIVERSITY OF SRI LANKA IN 2015**

**FACULTY OF AGRICULTURE & PLANTATION MANAGEMENT**

### Response rate

The census comprises the graduates of all four departments of the faculty. Composition of the distributed questionnaires and the respondents among four departments are given in the table 2. Rate of response was high among all graduates from four departments. Out of all the 100 graduates, 99 responded to this census.

Table 2. Graduate response to the questionnaire survey in Faculty of Agriculture and Plantation Management.

Department	No. of questionnaires sent	No. of questionnaires received
Plantation Management	16	16
Horticulture & Landscape Gardening	36	36
Biotechnology	15	15
Agribusiness Management	33	32
<b>Total</b>	<b>100</b>	<b>99</b>

### Employability status of graduates

Among the students responded, 21% were employed in permanent jobs while 34% were doing temporary jobs. Out of the students graduated from the Faculty of Agriculture and Plantation Management, 45% were unemployed during the period of the survey. Table 3, indicates the different categories of employment in relation to the field of specialization and figure 2, shows the rate of employability of the graduates of the Faculty of Agriculture and Plantation Management.

Table 3. Different categories of employments in relation to the field of specialization in Faculty of Agriculture and Plantation Management.

Department	Permanent	Temporary	Self Employed	Unemployed	Total
Plantation Management	4	6	0	5	15
Horticulture & Landscape Gardening	4	11	0	20	35
Biotechnology	4	5	0	6	15
Agribusiness Management	8	11	0	12	31
<b>Total</b>	<b>20</b>	<b>33</b>	<b>0</b>	<b>43</b>	<b>96</b>

(Note: 03 students in the sample have not been indicated the employability category as such, this analysis is based on the information of 96 students)

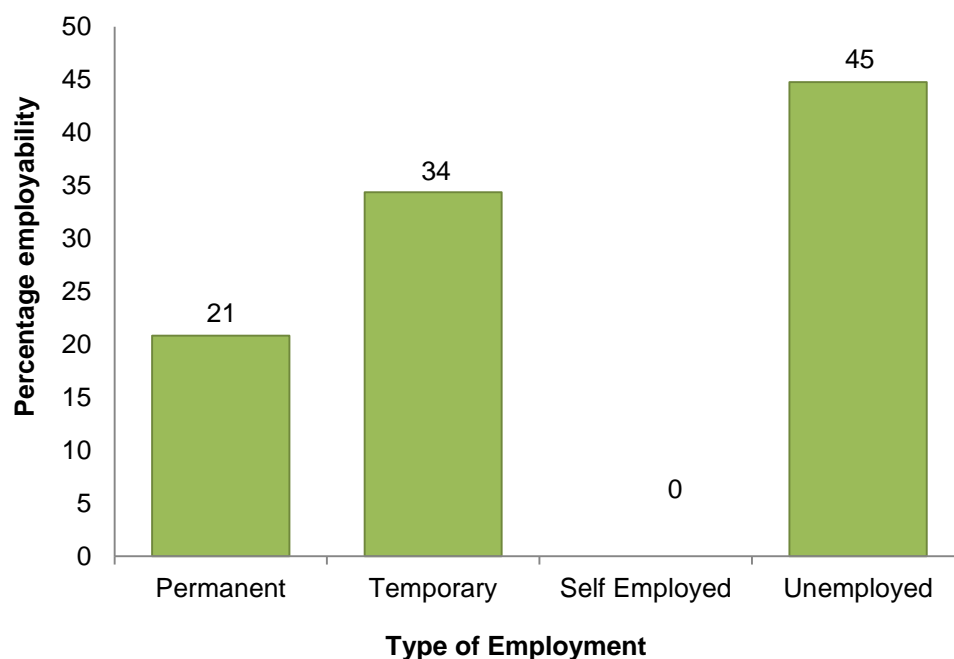


Figure 2. Percentage employability in different categories of employments in Faculty of Agriculture and Plantation Management.

### Monthly salary levels

Status of monthly basic salaries was based on the 52 respondents as others did not declare the income status in the questionnaire. Among the responded graduates 50% obtained from 20,000 to 29,999 rupees and 38% of graduates obtained 30,000-39,999 rupees as their monthly salary. These two groups represent the 88% of the total responded graduates for this question. One graduate falls into 50,000 to 59,999 category. Table 4, indicates the distribution of graduates in different salary levels in relation to their field of specialization and the figure 3, shows the distribution of monthly income levels of graduates of the faculty in the year 2015.

Table 4. Salary levels of graduates in relation to their field of specialization in the Faculty of Agriculture and Plantation Management

Monthly Salary Levels (LKR)	Department				Total
	PM	HLG	BT	AM	
0-9,999	0	0	0	0	0
10,000 - 19,999	0	2	1	1	4
20,000 -29,999	4	6	7	9	26
30,000 - 39,999	6	5	1	8	20
40,000 - 49,999	0	0	0	1	1
50,000 - 59,999	0	0	0	1	1
Above 60,000	0	0	0	0	0
<b>Total</b>	10	13	9	20	52



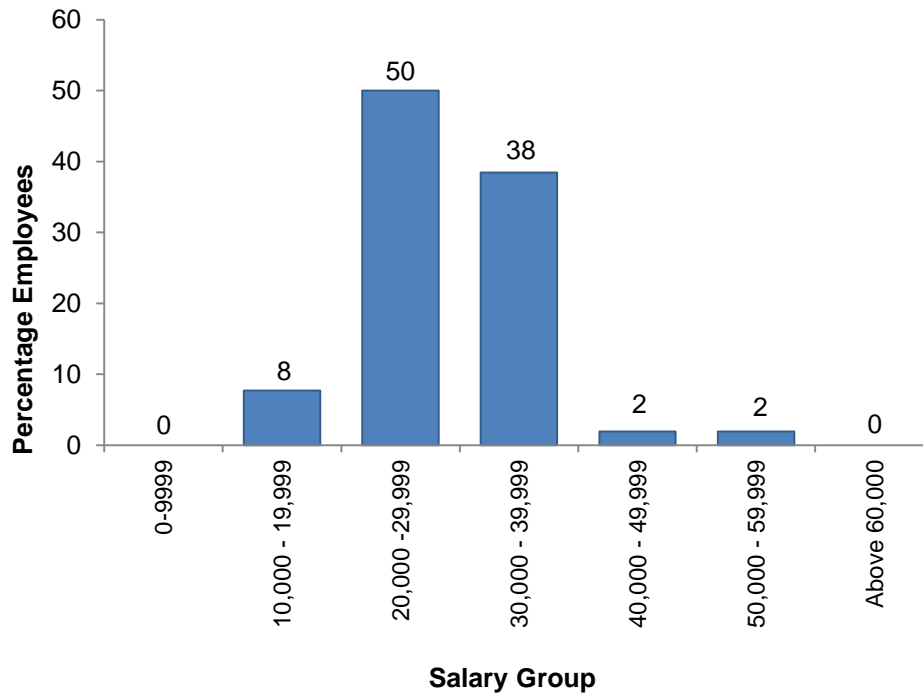


Figure 3. Percentage distribution of graduates in different salary levels in the Faculty of Agriculture and Plantation Management.

### Relevance of the degree programme to the job

Out of the 99 respondents 55 graduates answered this question and the information given by those 55 graduates were used for the analysis. Among all respondents 91% of graduates were employed in jobs, which have more than 50% of relevance to their field of study and 71% of graduates' had more than 75% of relevance of their fields of studies to the job. The following table (table 5) shows the relevance levels of the field of study to the jobs of graduates in each department and the graph (figure 4) indicates the relevance levels of the degree programme to their job.

Table 5. Relevance of the field of study to the job in Faculty of Agriculture and Plantation Management.

Department	Level of Relevance					
	Not Relevant 0%	10%	25%	50%	75%	100%
Plantation Management	0	0	0	1	4	5
Horticulture & Landscape Gardening	0	0	1	1	7	6
Biotechnology	0	0	0	5	1	4
Agribusiness Management	2	1	1	4	9	3
<b>Total</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>11</b>	<b>21</b>	<b>18</b>

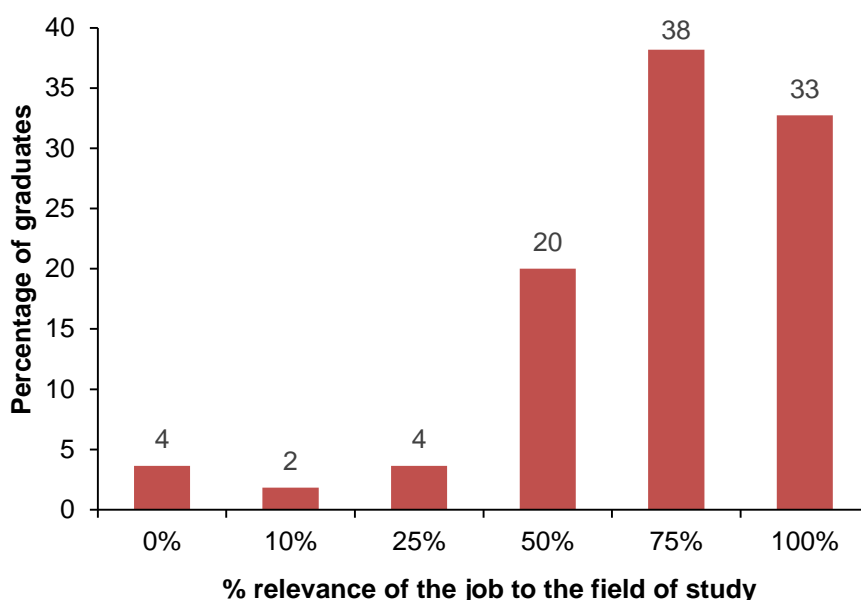


Figure 4. Percentage relevance of the field of study to the job in Faculty of Agriculture and Plantation Management.

### Postgraduate/other qualifications held at present

Postgraduate and other qualifications are some of the main factors that illustrate the need of a graduate to improve his/her knowledge and skills in a specific field. It can be an additional qualification for them to establish in their working environment or facilitate the movement on the ladder of hierarchy. Although it is impossible to complete postgraduate qualifications by the time of the survey, some of the graduates were qualified at least with a diploma. Out of the 99 respondents 28 possess the qualification of a diploma and one student was reading for M.Sc. Degree and four students are studying for LL.B. Degree. Table 6, shows the distribution among different postgraduate qualifications of graduates of the Faculty of Agriculture and Plantation Management.

Table 6. Postgraduate/other qualifications held by graduates in Faculty of Agriculture and Plantation Management

Department	Qualifications													
	MSc. re	MPhil	MBA	PhD	LL.B c	re	BIT c	re	Diploma c	CIMA CIM	CA	CMA	Other	
Plantation Management	0	0	0	0	0	0	0		4	0	0	0	6	
Horticulture & Landscape Gardening	1	0	0	0	1	0	1		6	1	1	0	5	
Biotechnology	0	0	0	0	1	2	1	1	5	0	0	0	2	
Agribusiness Management	0	0	0	0	0	0	0	0	13	2	0	5	8	
Total	1	0	0	0	2	2	2	1	28	3	1	5	21	

C – Denote the completion and, re- denote the current enrolment in programmes.

# ***FACULTY OF APPLIED SCIENCES***

**EMPLOYABILITY STATUS OF GRADUATES  
OF WAYAMBA UNIVERSITY OF SRI LANKA IN 2015**

**FACULTY OF APPLIED SCIENCES**

### Response rate

The census comprises the graduates of all four departments of the faculty. As it can be seen from the table below, the response rates were high among all graduates. Unlike the other three faculties, Faculty of Applied Sciences offers three years general degree programme and four year degree programmes. As such, students could not be categorized in to departments and they were grouped according to the degree programmes; Degree of Bachelor of Science (General) and Degree of Bachelor of Science (Joint Major). Out of all 86 graduates, 83 responded to this census (table 7).

Table 7. Graduate response to the questionnaire survey in Faculty of Applied Sciences.

Department	No. of questionnaires sent	No. of questionnaires received
Degree of Bachelor of Science (General)	47	44
Degree of Bachelor of Science (Joint Major)	39	39
<b>Total</b>	<b>86</b>	<b>83</b>

### Employability status of graduates

Among the students responded 55% were employed in permanent jobs while 32% were doing temporary jobs. 12% of the students graduated from the Faculty of Applied Sciences were unemployed during the period of the survey. One student of the respondents was self-employed during the said period. The following table (table 8) indicates the actual numbers of graduates in different categories of employment in relation to their specialization and the graph (figure 5, shows the rate of employability of the students of the faculty in different categories of employment.

Table 8. Different categories of employment in relation to the two categories of degree programmes in Faculty of Applied Sciences.

Degree	Permanent	Temporary	Self Employed	Unemployed	Total
Degree of Bachelor of Science General)	24	11	1	7	43
Degree of Bachelor of Science (Joint Major)	21	15	0	3	39
<b>Total</b>	<b>45</b>	<b>26</b>	<b>1</b>	<b>10</b>	<b>82</b>

(Note: Four students in the sample have not been indicated the employability category as such, this analysis is based on the information of 82 students)

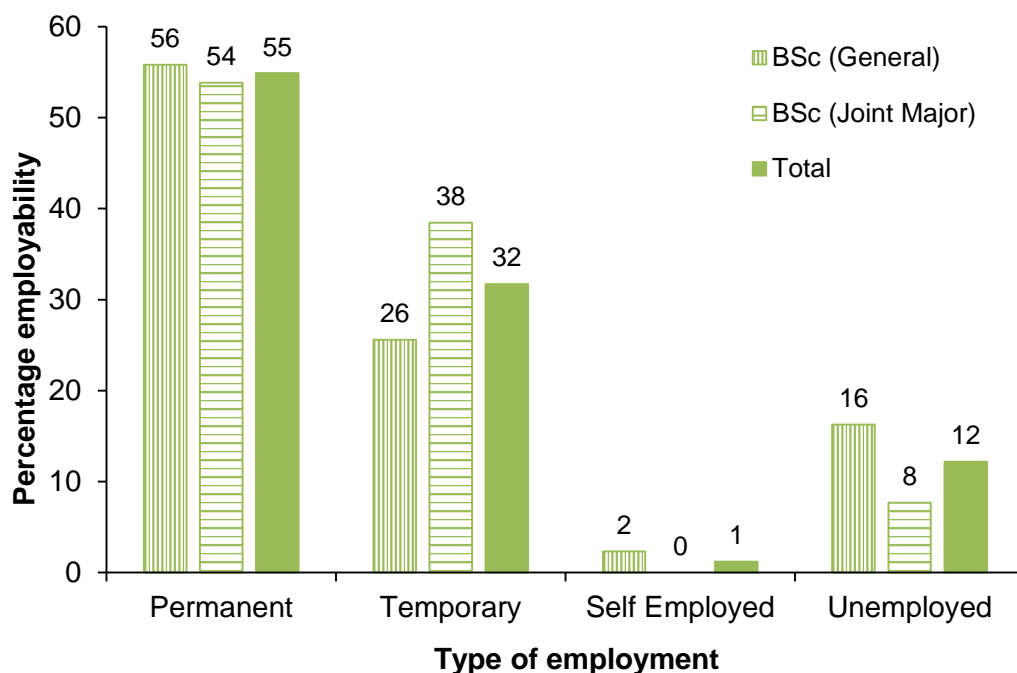


Figure 5. Percentage employability in different categories of employments in Faculty of Applied Sciences.

### Monthly salary levels

Status of monthly basic salaries was based on the 69 respondents as others did not declare the income status in the questionnaire. Out of the 69 students responded for the questionnaire, 82% obtained salaries above 30,000 rupees. Among the graduates responded 13% obtained above 60,000 rupees and 7% of graduates obtained above 50,000 rupees as their monthly salary. Graduates in the salary category of 20,000 to 29,999 rupees were reported as 14% while 42% graduates earn a monthly income ranging from 30,000 to 39,999 rupees. The lowest salary category was 10,000 to 19,999 rupees and 3% graduates fell into that category. The following table (table 9) and the figure 6, show the distribution of graduates among different salary levels in relation to their specialization and the frequency distribution of monthly income of employed graduates respectively.

Table 9. Salary levels of graduates in relation to the two categories of degree programmes in Faculty of Applied Sciences.

Monthly Salary Levels (LKR)	Degree		Total
	Degree of Bachelor of Science (General)	Degree of Bachelor of Science (Joint Major)	
0-9,999	0	0	0
10,000 - 19,999	0	2	2
20,000 -29,999	5	5	10
30,000 - 39,999	16	13	29
40,000 - 49,999	7	7	14
50,000 - 59,999	2	3	5
Above 60,000	3	6	9
<b>Total</b>	<b>33</b>	<b>36</b>	<b>69</b>

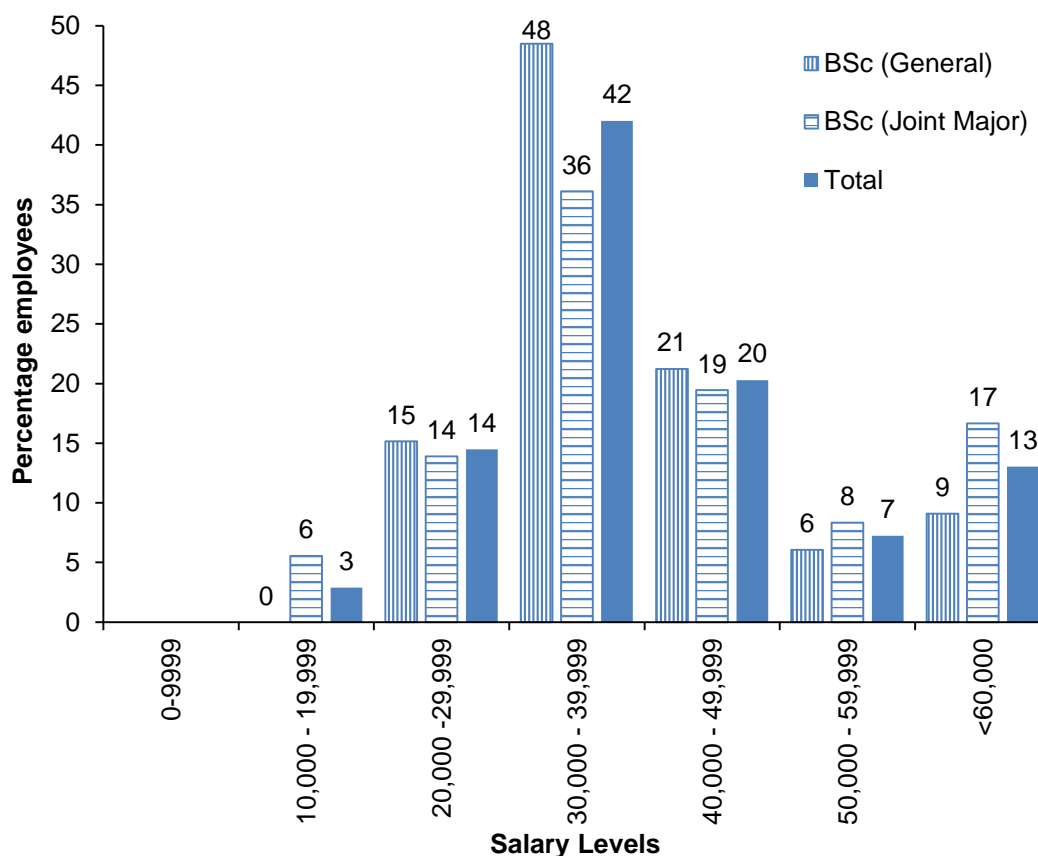


Figure 6. Percentage distribution of graduates in different salary levels in Faculty of Applied Sciences.

### Relevance of the degree programme to the job

Out of the 83 respondents 69 graduates answered this question. Among all respondents 88% of the graduates had more than 50% of relevance to their field of study. Among them 54% of the employed had jobs, which were higher than 75% of relevance to their fields of studies. Table 10, and the figure 7, show the distribution of students among different levels of relevance to their field of study and the percentage frequency of relevance to their degree respectively.

Table 10. Relevance of the field of study to the job in two categories of degree programmes in Faculty of Applied Sciences.

Degree	Level of Relevance					
	Not Relevant 0%	10%	25%	50%	75%	100%
Degree of Bachelor of Science (General)	0	1	2	9	9	13
Degree of Bachelor of Science (Joint Major)	0	2	3	15	12	3
Total	0	3	5	24	21	16

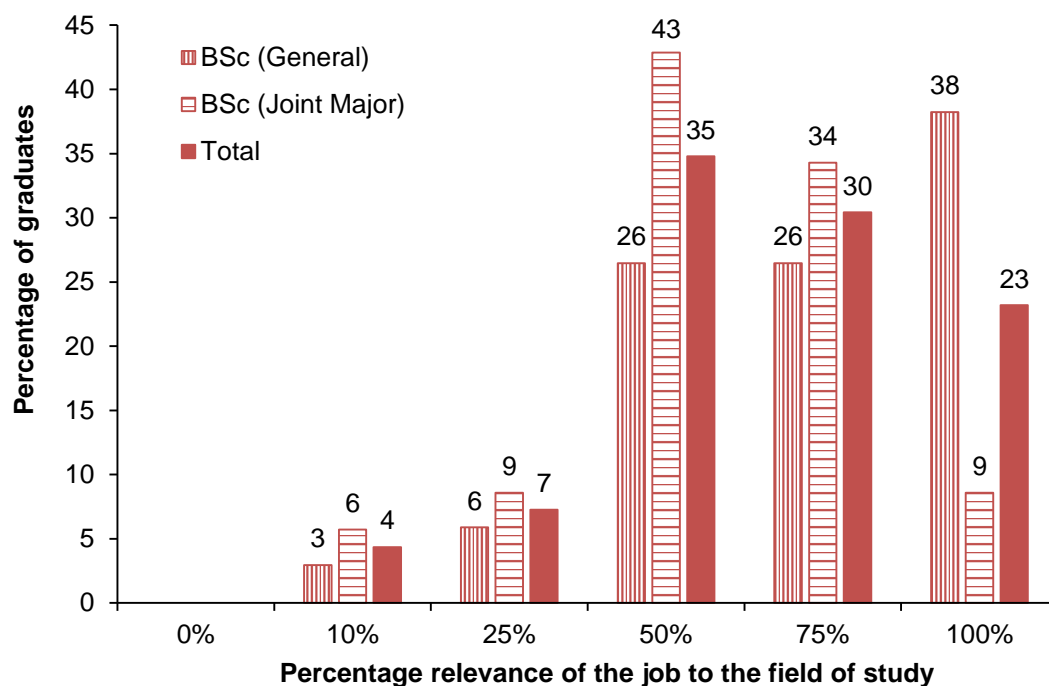


Figure 7. Percentage relevance of the field of study to the job in Faculty of Applied Sciences.

### Postgraduate/ other qualifications held at present

Among all respondents 20% graduates had a diploma and four were reading for the MSc and 3 were reading for the M.Phil. Another three were reading for an MBA degree. The following table (table 11) shows the postgraduate/other qualifications presently held by the graduates of the Faculty of Applied Sciences in 2015.

Table 11. Postgraduate/Other Qualifications held by graduates in Faculty of Applied Sciences.

Degree	Post graduate/ other qualification							
	MSc. (re)	MPhil (re)	MBA (re)	Diploma	CIMA CIM	CA	CMA	Other
Degree of Bachelor of Science (General)	0	1	1	8	2	0	0	3
Degree of Bachelor of Science (Joint Major)	4	2	2	9	2	2	1	0
<b>Total</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>17</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>3</b>

re- denote the current enrolment in programmes.

***FACULTY OF BUSINESS STUDIES &  
FINANCE***



**EMPLOYABILITY STATUS OF GRADUATES  
OF WAYAMBA UNIVERSITY OF SRI LANKA IN 2015**

**FACULTY OF BUSINESS STUDIES & FINANCE**

### Response rate

The census consists of the graduates of all four departments of the faculty. As it can be seen from the table below (table 12), the response rates were high among all graduates from four departments. Out of all the 201 graduates, 185 responded to this census.

Table 12. Graduate response to the questionnaire survey in Faculty of Business Studies and Finance.

Department	No. of questionnaires sent	No. of questionnaires received
Business Management	92	82
Accountancy & Business Finance	81	75
Banking & Finance	18	18
Insurance & Valuation	10	10
<b>Total</b>	<b>201</b>	<b>185</b>

### Employability status of graduates

Out of the students responded, 53% were employed in permanent positions while 23% were engaged in temporary jobs and 23% of the students graduated from the Faculty of Business Studies and Finance were unemployed during the period of the survey. Three of the respondents were self-employed at the time of the survey. Table 13, indicates the different categories of employment in relation to the field of study and the figure 8, shows the rate of employability in different categories of the graduates of the Faculty of Business Studies and Finance.

Table 13. Different categories of employment in relation to the field of specialization in Faculty of Business Studies and Finance.

Department	Permanent	Temporary	Self Employed	Unemployed	Total
Business Management	47	14	3	16	80
Accountancy & Business Finance	33	25	0	16	74
Banking & Finance	9	3	0	6	18
Insurance & Valuation	7	0	0	3	10
<b>Total</b>	<b>96</b>	<b>42</b>	<b>3</b>	<b>41</b>	<b>182</b>

(Note: Three students in the sample have not been indicated the employability category as such, this analysis is based on the information of 182 students)

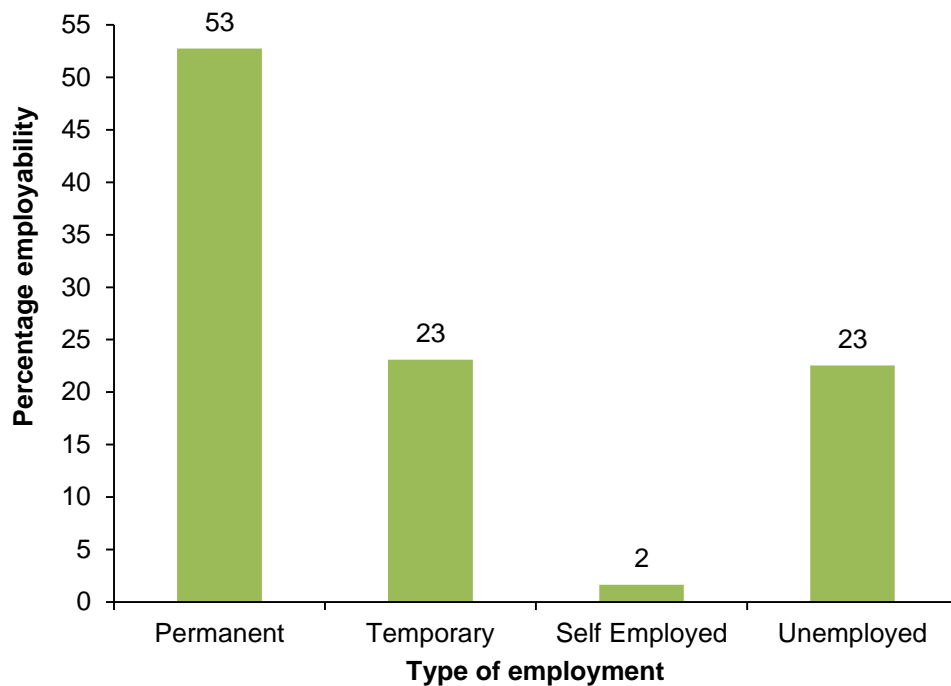


Figure 8. Percentage employability in different categories of employments in Faculty of Business Studies and Finance.

### Monthly salary levels

Status of monthly basic salaries was based on the 132 respondents as others did not declare the income status in the questionnaire. Out of the 132 students responded for the questionnaire 20% obtained salaries between 20,000-29,999 rupees. Majority of them (34%) were in the salary category of 30,000 to 39,999 rupees while 20% graduates obtained a monthly salary ranging from 20,000 to 29,999 rupees. Six graduates from the respondent obtained above 60,000 rupees as the monthly salary. The lowest salary category was 0 to 10,000 rupees and 3% graduates were in that category. The following table (table 14) indicates the distribution of graduates among different salary levels in relation to their field of specialization and figure 9, shows the distribution of employed graduates among different salary levels in 2015.

Table 14. Salary levels of graduates in relation to their field of specialization in Faculty of Business Studies and Finance.

Monthly Salary Group (LKR)	Department				Total
	BM	ABF	BF	IV	
0-9,999	0	4	0	0	4
10,000 - 19,999	9	11	1	1	22
20,000 -29,999	16	9	2	0	27
30,000 - 39,999	21	18	5	1	45
40,000 - 49,999	5	7	1	1	14
50,000 - 59,999	7	6	1	0	14
Above 60,000	4	0	1	1	6
<b>Total</b>	62	55	11	4	132

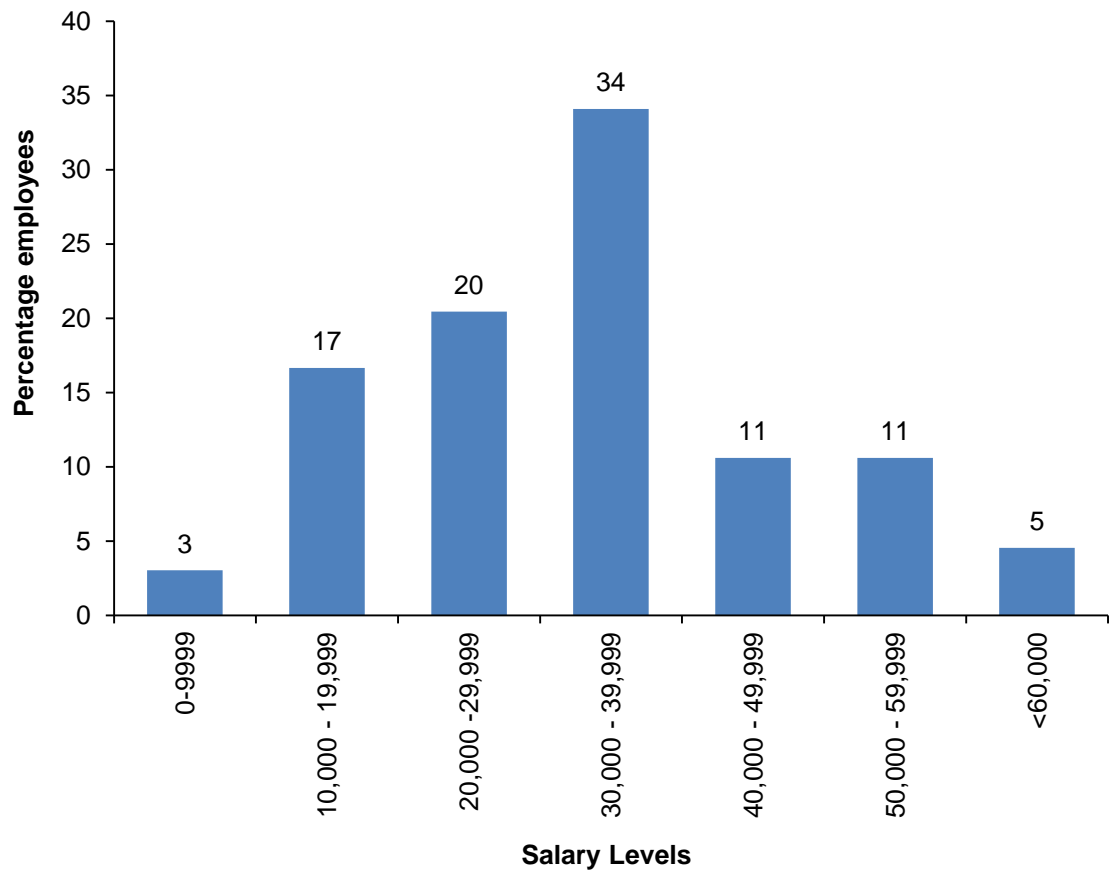


Figure 9. Percentage distribution of graduates in different salary levels in Faculty of Business Studies and Finance.

### Relevance of the degree programme to the job

Out of 185 respondents 141 graduates answered this question. Therefore the information of 141 was used for the analysis. Among all respondents 91% of graduates were employed in jobs, which had more than 50% of relevance to their field of study and jobs of 64% graduates had 75% of relevance to their fields of studies. Among all students 9% of respondents had low relevance of their jobs to the field of study. Table 15, shows the relevance of the field of study to their jobs and the figure 10 shows the relevance of the degree programme to their jobs.

Table 15. Relevance of the field of study to the job in Faculty of Business Studies and Finance.

Department	Level of Relevance					
	Not Relevant 0%	10%	25%	50%	75%	100%
Business Management	-	-	3	21	29	10
Accountancy & Business Finance	4	1	3	13	23	15
Banking & Finance	1	-	-	2	6	3
Insurance & Valuation	-	1	-	2	1	3
<b>Total</b>	<b>5</b>	<b>2</b>	<b>6</b>	<b>38</b>	<b>59</b>	<b>31</b>

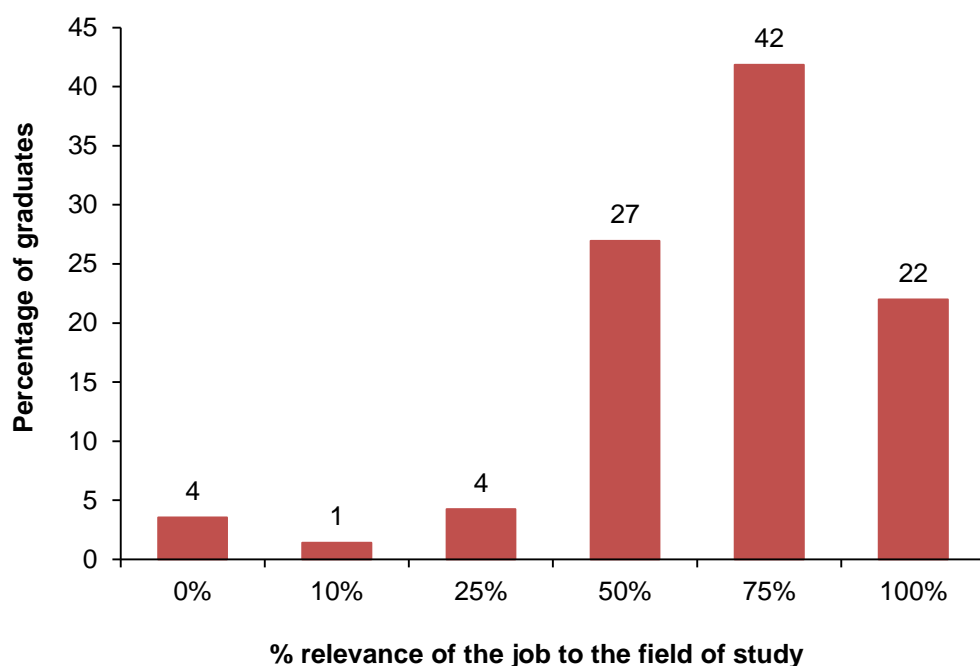


Figure 10. Percentage relevance of the field of study to the job in Faculty of Business Studies and Finance.

### Postgraduate/ other qualifications held at present

Out of all respondents 49% graduates were equipped with a qualification of Chartered Accountancy and 5% of graduates had CIMA/CIM qualifications. One graduate has completed the MBA and two were reading for the MBA degree. Graduates with a Diploma qualification were reported as 14%. Among the graduates, 26% have processed other qualifications, which have not been specified. Some students have processed more than one extra qualification. The following table (table 16) shows the postgraduate/ other qualifications presently held by graduates of the Faculty of Business Studies and Finance in 2015.

Table 16. Postgraduate/Other Qualifications held by graduate in Faculty of Business Studies and Finance.

Department	Postgraduate/ other qualifications								
	MSc.	MPhil	MBA (re) (c)		Diploma	CIMA CIM	CA	CMA	Other
Business Management	0	0	2	1	19	6	40	10	26
Accountancy & Business Finance	0	0	0		7	4	66	3	17
Banking & Finance	0	0	0		7	1	8	0	10
Insurance & Valuation	0	0	0		1	0	3	0	8
Total	0	0	3		34	11	117	13	61

***FACULTY OF LIVESTOCK  
FISHERIES & NUTRITION***

**EMPLOYABILITY STATUS OF GRADUATES  
OF WAYAMBA UNIVERSITY OF SRI LANKA IN 2015**

**FACULTY OF LIVESTOCK FISHERIES & NUTRITION**

### Response rate

The census consists of the graduates from all four departments of the faculty. As it can be seen from the table below (table 17), the response rates were high among all graduates from the four departments. Out of the 90 graduates, 85 responded to this census.

Table 17. Graduate response to the questionnaire survey in Faculty of Livestock, Fisheries and Nutrition.

Department	No. of questionnaires sent	No. of questionnaires received
Aquaculture & Fisheries	16	13
Livestock & Avian Sciences	21	21
Food Science & Technology	25	24
Applied Nutrition	28	27
<b>Total</b>	<b>90</b>	<b>85</b>

### Employability status of graduates

Out of the students responded, 26% were employed in permanent positions while 54% were doing temporary jobs and 19% of the students graduated from the Faculty of Livestock, Fisheries and Nutrition were unemployed during the period of the survey. One of the respondents was self-employed at the time of the survey. The following table (table 18) indicates the distribution of graduates in different categories of employment in relation to their field of specialization. Figure 11, shows the rate of employability of graduates of the Faculty of Livestock, Fisheries and Nutrition in different categories in the year 2015.

Table 18. Different categories of employment in relation to the field of specialization in Faculty of Livestock, Fisheries and Nutrition.

Department	Permanent	Temporary	Self Employed	Unemployed	Total
Aquaculture & Fisheries	4	5	0	4	13
Livestock & Avian Sciences	6	13	0	2	21
Food Science & Technology	11	9	0	4	24
Applied Nutrition	1	19	1	6	27
<b>Total</b>	<b>22</b>	<b>46</b>	<b>1</b>	<b>16</b>	<b>85</b>

(Note: This analysis is based on the information of 85 students)

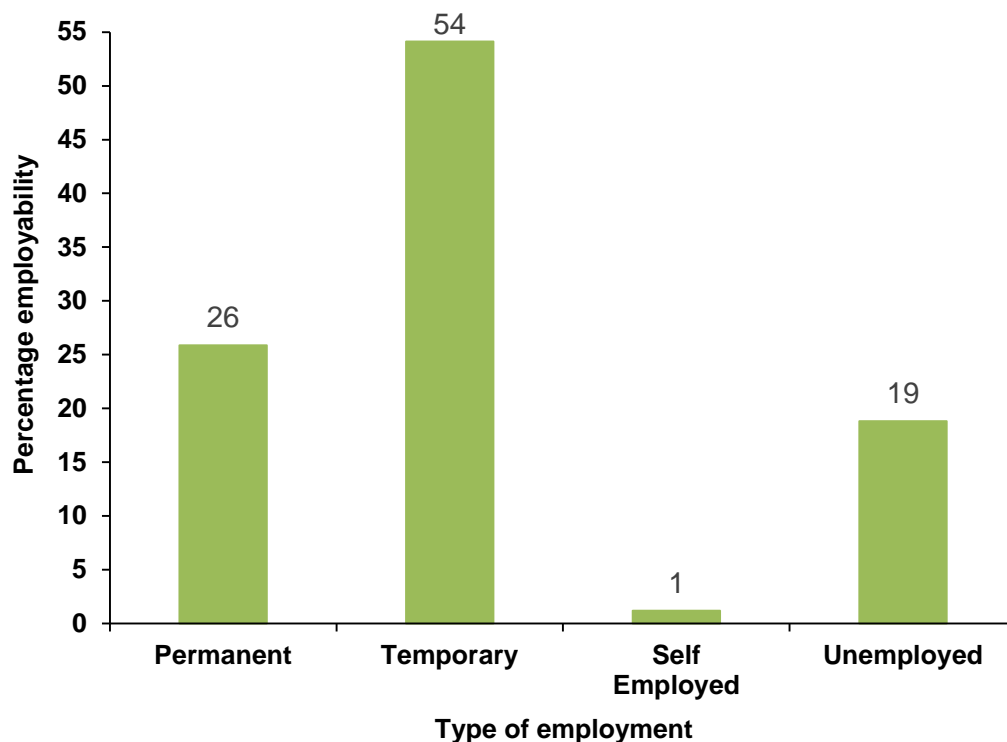


Figure 11. Percentage employability in different categories of employment in the Faculty of Livestock, Fisheries and Nutrition.

### Monthly salary levels

Status of monthly basic salaries was based on the 64 respondents as others did not declare the income status in the questionnaires. Out of the 64 students responded for the question 38% obtained salaries between 20,000-29,999 rupees. Majority of the graduates (42%) were in the salary category from 30,000 to 39,999 rupees. Seven of the responded graduates (11%) obtained rupees 40,000 to 49,999 and another two (3%) obtained rupees 50,000 to 59,999 as monthly salaries. The lowest salary level was from 10,000 to 19,999 rupees and 5% graduates were in that category. Table 19, indicates the salary scales of graduates in relation to their field of specialization. Figure 12, shows the percentage distribution of graduates of the Faculty of Livestock Fisheries and Nutrition in different monthly salary levels in 2015.

Table 19. Salary levels of graduates in relation to their field of specialization in Faculty of Livestock, Fisheries and Nutrition

Monthly Salary Group (LKR)	Department				Total
	AF	LAS	FST	AN	
0-9,999	0	0	0	1	1
10,000 - 19,999	0	3	0	0	3
20,000 -29,999	2	9	8	5	24
30,000 - 39,999	5	5	6	11	27
40,000 - 49,999	2	0	4	1	7
50,000 - 59,999	0	1	0	1	2
Above 60,000	0	0	0	0	0
<b>Total</b>	9	18	18	19	64

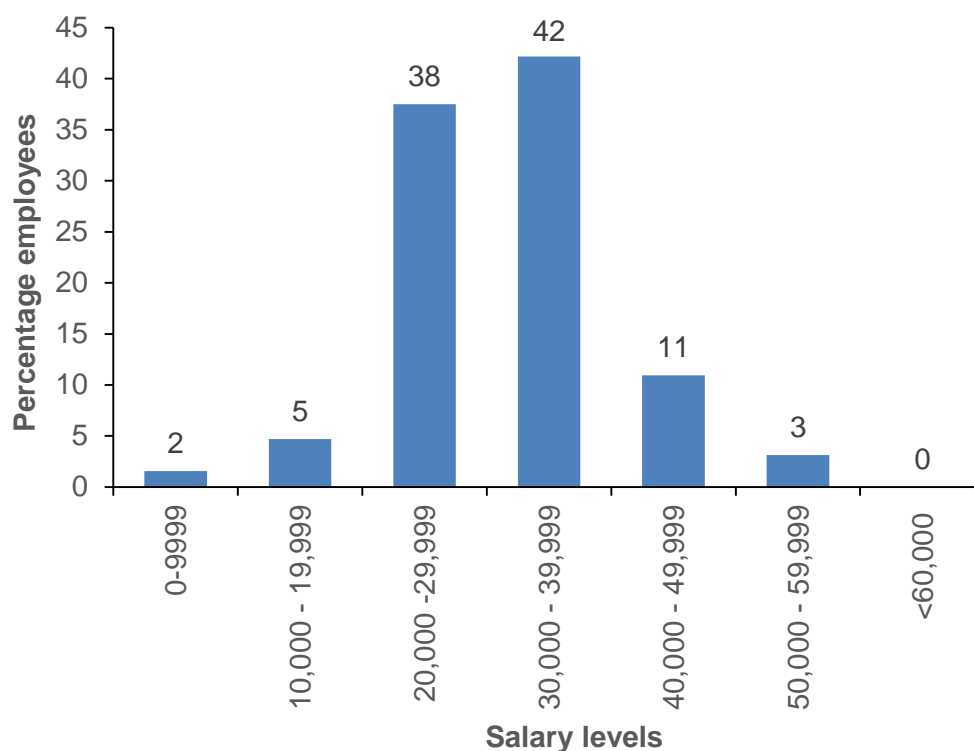


Figure 12. Percentage distribution of graduates in different salary levels in Faculty of Livestock, Fisheries and Nutrition.

### Relevance of the degree programme to the job

Out of the 85 respondents 68 graduates answered this question and the information of those 68 was used for the analysis. Among all respondents 94% of the graduates had more than 50% of relevance to their field of study to the current job while 78% of graduates had more than 75% of relevance to their fields of studies. Only 6% of the respondents had a low relevance to their field of study. The following table (table 20) indicates the relevance of the field of specialization to the job and the figure 13, shows the relevance of their degree programme to the job.

Table 20. Relevance of the field of study to the job in Faculty of Livestock, Fisheries and Nutrition.

Department	Level of Relevance					
	Not Relevant 0%	10%	25%	50%	75%	100%
<b>Aquaculture &amp; Fisheries</b>	0	1	0	0	5	3
<b>Livestock &amp; Avian Sciences</b>	0	0	2	5	5	6
<b>Food Science &amp; Technology</b>	0	0	0	0	9	11
<b>Applied Nutrition</b>	0	0	1	6	10	4
<b>Total</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>11</b>	<b>29</b>	<b>24</b>



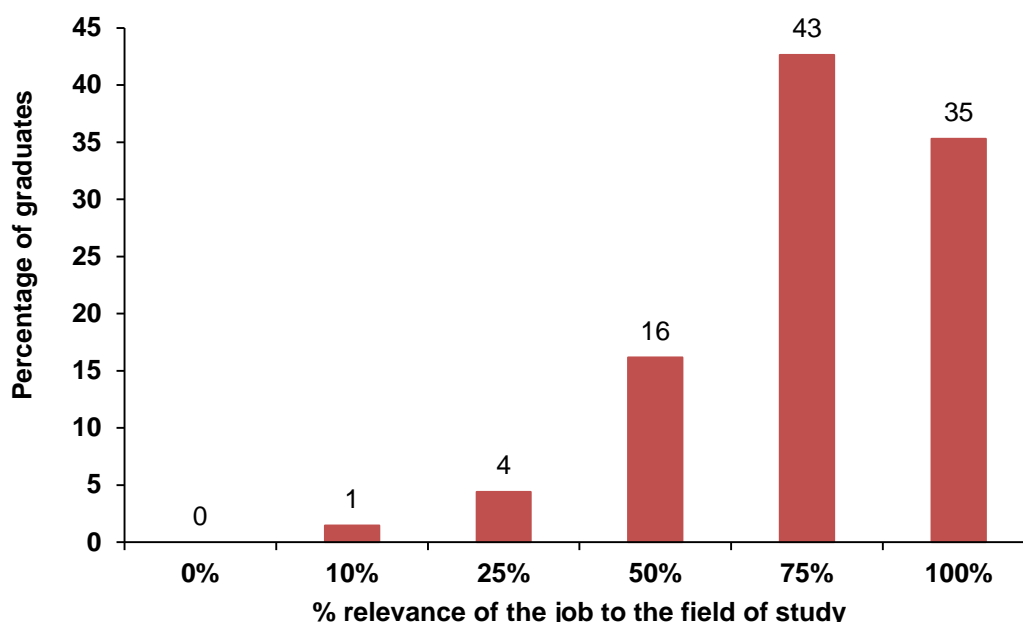


Figure 13. Percentage relevance of the field of study to the job in Faculty of Livestock, Fisheries and Nutrition.

### Postgraduate/Other Qualifications held at present

Among all respondents 24% graduates possessed the qualification of a diploma and 16% of them had other qualifications, which have not been specified. Among the respondents 4 graduates (5%) were following MSc. degree programmes and one was following an M.Phil. degree. The following table (table 20) shows the postgraduate/ other qualification presently held by the graduates of the Faculty of Livestock Fisheries and Nutrition in 2015.

Table 20. Postgraduate/Other Qualifications held by graduates in Faculty of Livestock, Fisheries and Nutrition.

Department	Postgraduate/other qualifications					
	MSc. (re)	MPhil (re)	BIT (re)	Diploma	CMA	Other
<b>Aquaculture &amp; Fisheries</b>	1	1	0	3	1	1
<b>Livestock &amp; Avian Sciences</b>	1	0	1	5	0	5
<b>Food Science &amp; Technology</b>	1	0	0	3	0	5
<b>Applied Nutrition</b>	1	0	0	9	0	3
<b>Total</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>20</b>	<b>1</b>	<b>14</b>

## Comparison of employability of the period of 2012 to 2015

This analysis is based on data of the employability reports published by Wayamba University of Sri Lanka in 2012 and 2013 (Jayakody D.S. 2012, 2013 and Wijenayake and Perera 2014). Data for the year 2015 were obtained from the present employability survey. Permanent jobs obtained by graduates were comparatively high in year 2013. However, gradual reduction of permanent jobs can be observed from 2013 and in 2015 and it was 13% less than compared to year 2013. There is no change in temporary jobs during the period of 2012 to 2015. Rate of self-employment was reported low during the study period. Gradual increase of unemployed graduates can be observed from 2014 and 2015. Figure 14, indicates the rate of employability of the graduates of Wayamba University of Sri Lanka from 2012 to 2015.

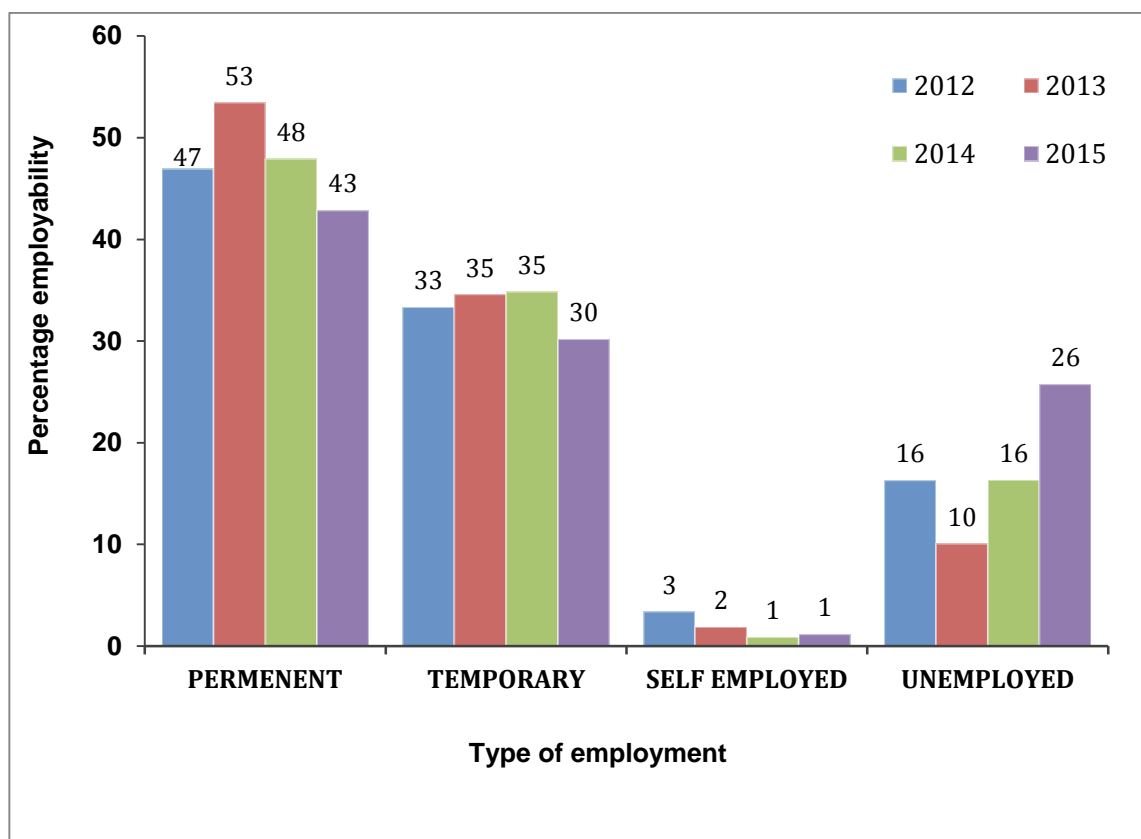


Figure 14. Mean employability of graduates of Wayamba University of Sri Lanka from year 2012 to 2015.

### Employability rate of graduates in individual faculties

Faculty of Business Studies and Finance and Faculty of Applied Sciences have comparatively higher rates of employability than Faculty of Livestock Fisheries and Nutrition and Faculty of Plantation Management. Following graphs indicate the individual performances of four faculties in employability (Figure 15).

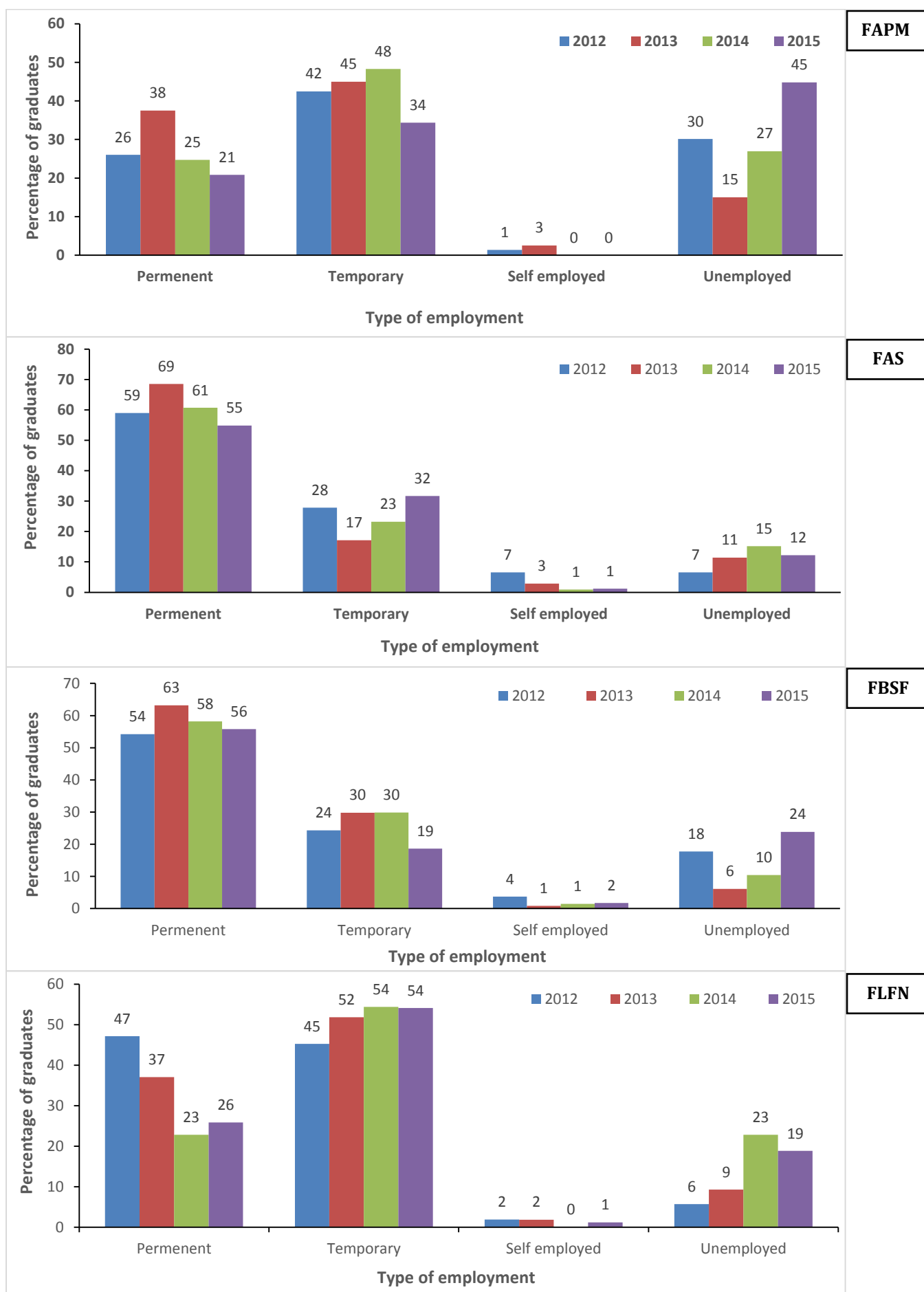


Figure 15. Employability rate of graduates in different faculties from 2012 to 2015. (**FAPM** – Faculty of Agriculture and Plantation Management, **FAS** – Faculty of Applied Sciences, **FBSF**- Faculty of Business Studies and Finance, **FLFN** – Faculty of Livestock, Fisheries and Nutrition).

## Comparison of salary levels of graduates in the period from 2012 to 2015

During the period from 2012 to 2015 the highest percentage of graduates obtained salaries in the range of rupees 20000 to 30000. Compared to the year 2012 the mean salary level has increased in 2013 to 2015. More than 77% of graduates obtained a minimum salary of 20000 rupees or above. In the year 2015 increase of salary levels can be observed and highest percentage of graduates (39%) fell in to the salary category of 30,000 – 39,999 rupees and 61% of graduates obtained above 30,000 rupees as their salary.

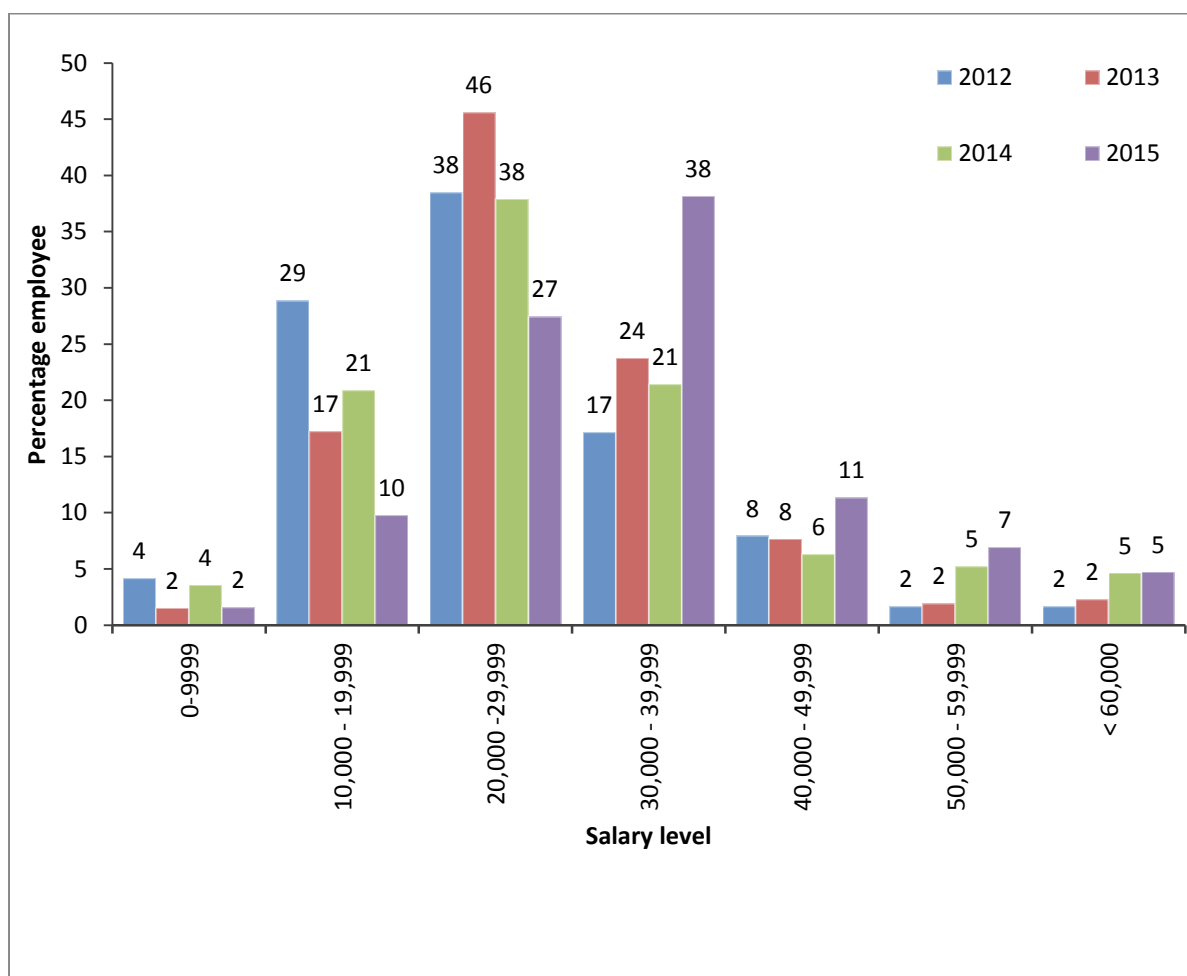


Figure 16. Salary levels of graduates during the period of 2012 to 2015

## Comparison of salary levels of graduates in the four faculties during the period from 2012 to 2015

Among the four faculties, students graduated from the Faculty of Applied Sciences obtained comparatively high level of salaries. However, a significant difference of salary levels cannot be observed among this four faculties. Increase of salary levels of graduates can be observed in the four faculties in 2015 (figure 17).

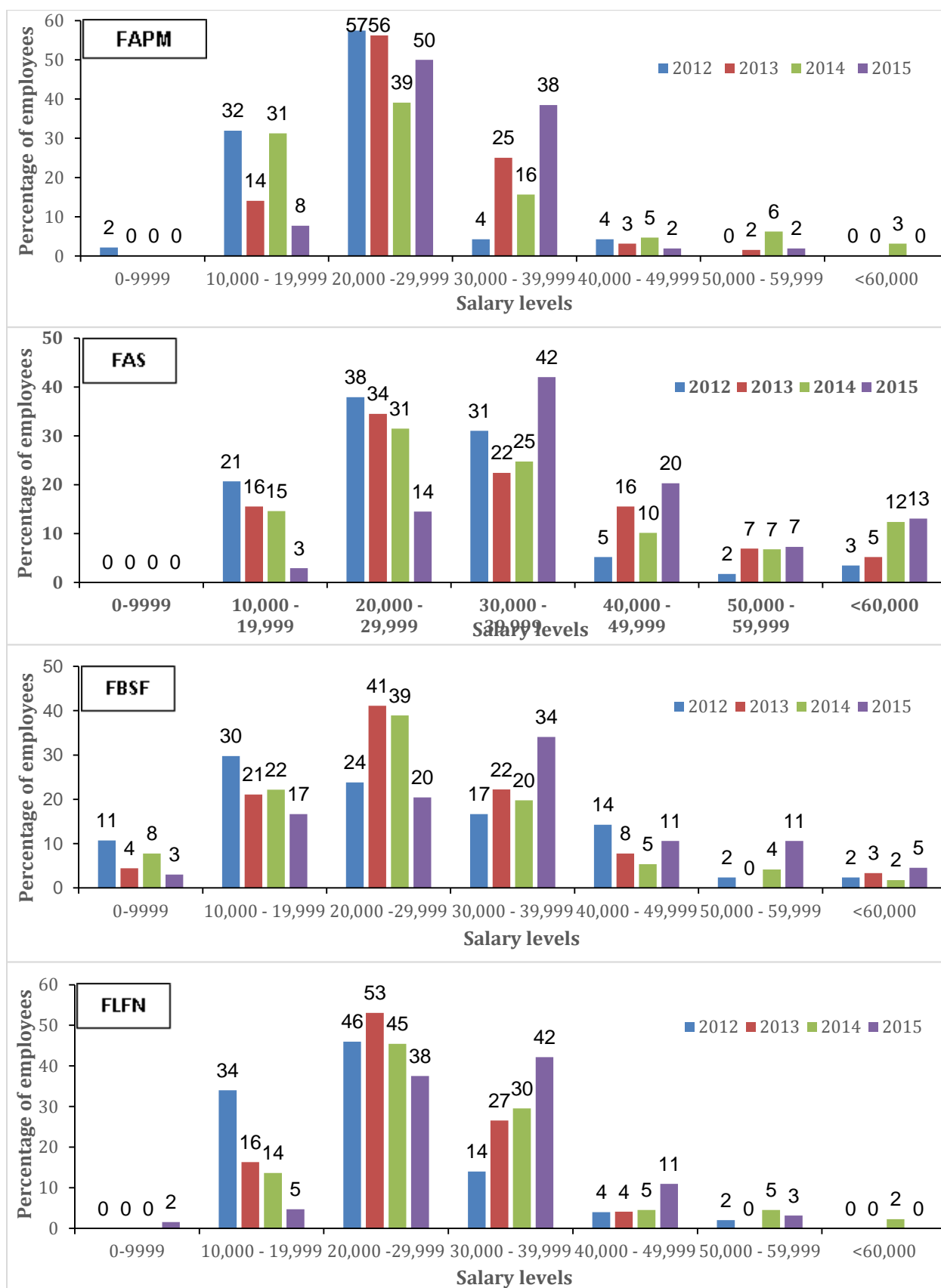


Figure 17. Different salary levels obtained by graduates in individual faculties.  
(FAPM – Faculty of Agriculture and Plantation Management, FAS – Faculty of Applied Sciences, FBSF- Faculty of Business Studies and Finance, FLFN – Faculty of Livestock, Fisheries and Nutrition).

## Comparison of the job to the field of study during the period of 2012 to 2015

During the period of concern more than 73% of students were employed in the jobs , which had more than 50% of relevance to the field of study. In year 2015, the relevance of the job to the field of study was significantly higher and reported 95% of students had more than 50% relevance. Among the students graduated in 2012, 2013, 2014 and 2015 had more than 75 % relevance to their jobs to field of study as follows 65%, 51%, 55% and 69% respectively (figure 18).

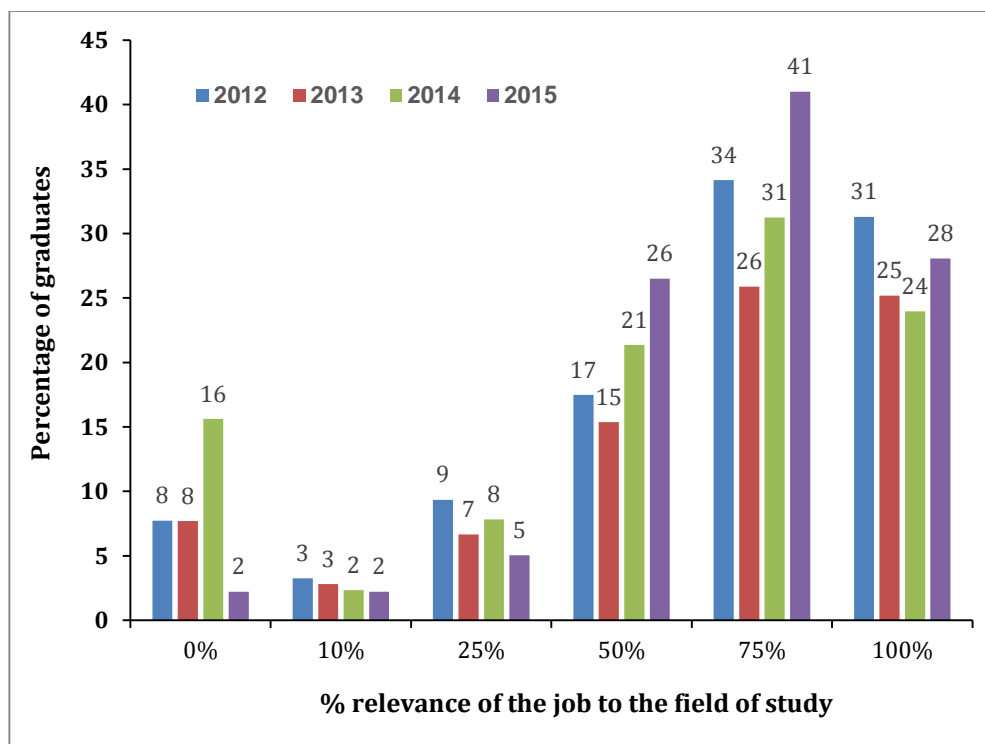


Figure 18. Comparison of percentage relevance of jobs to the field of study in the four faculties during the period of 2012 to 2015.

## Support of the degree programme for personal development

Support of the degree programme for personal development is considered in five criteria (figure 19). All criteria received good responds and the highest marks were received by the criteria of “personal growth” and was received mean value of 4.23, which equals to 84.6% marks. This was the highest ranked criteria by graduates in all faculties. Second highest marks were received for the criteria of “future career development” and was received 4.04 mean value equals to 80.8% of marks. The criteria of “obtaining an employment” received the third highest mean value (3.94), which equals to 78.8% of marks. The lowest marks were received for the criteria of “development of entrepreneurship”. The mean value of 3.78 was received for this criteria, which equals to 75.6% of total marks. This is the criteria, which received the lowest marks from all Faculties. The radar graphs (Figure 19) indicate the graduates evaluation of the respective degree programmes to their personal development. Although, evaluation of the graduates about these five criteria is at satisfactory levels still the qualities of the entrepreneurship has to be given more emphasis in possible causes and or career guidance activities in four faculties. Also, faculties have to give proper attention to further improvements of relevant areas to improve the entrepreneurship.

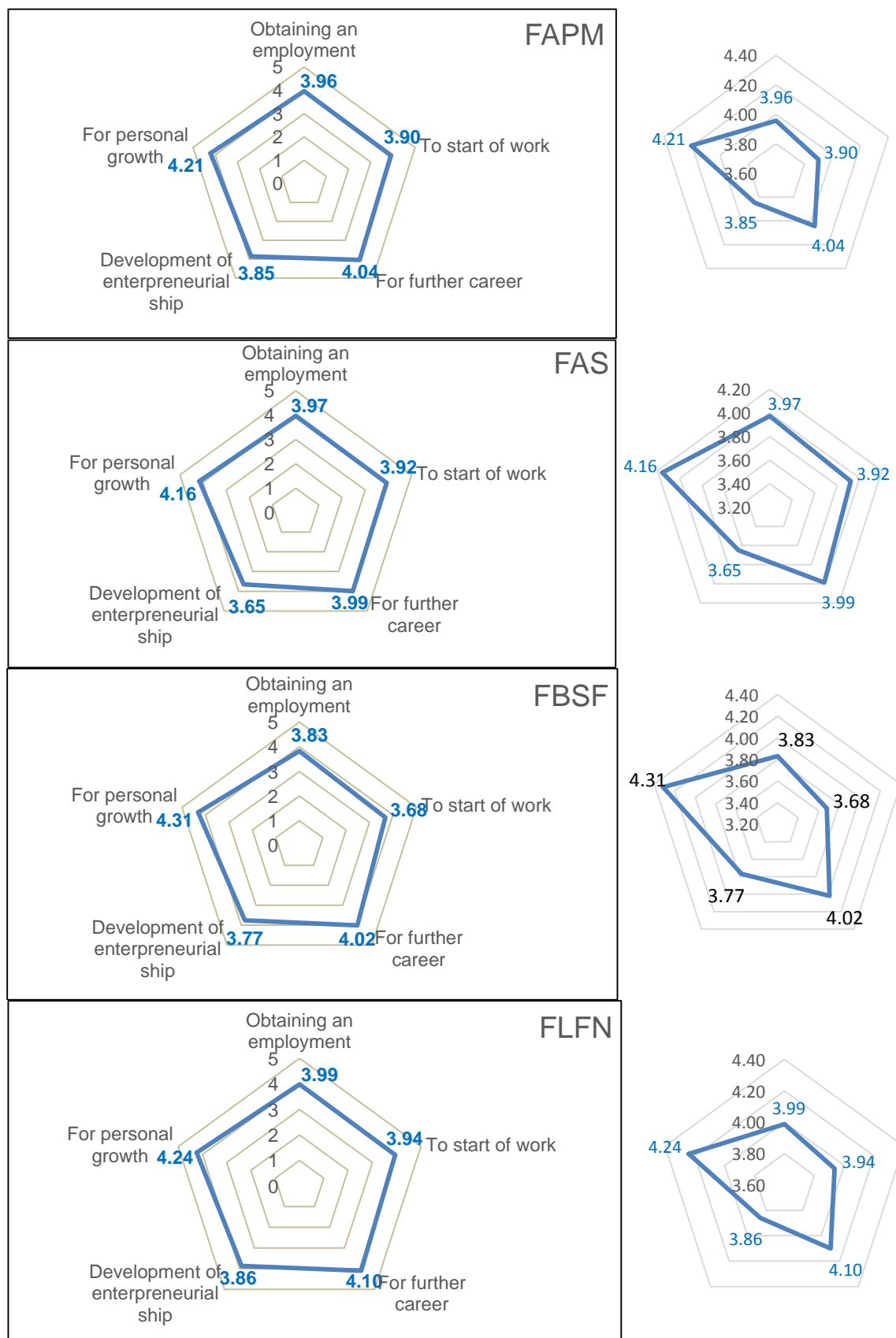


Figure 19. Graduate's evaluation of their degree programme for the personal development. Each faculty is represented by two graphs in two different scales for detailed information. (FAPM – Faculty of Agriculture and Plantation Management, FAS – Faculty of Applied Sciences, FBSF- Faculty of Business Studies and Finance, FLFN – Faculty of Livestock, Fisheries and Nutrition).

### **Satisfactory levels of different services of faculties**

Some selected services rendered by the faculties were checked through this survey. The levels of selected services were at satisfactory levels according to the scores given by the students (Figure 20) . Academic and academic supportive services are similarly ranked and mean rates were received as 4.14 (82.8%) and 4.12 (82.4) respectively. Lowest values were obtained by the administrative services, which received 3.90 (78%). Results indicate a good satisfactory level of all services provided by the university. However, still there is a room to improve all services provided by the university and should be considered under staff development activities and provide regular trainings to university staff.

### **Satisfactory levels of different facilities in faculties**

Present survey is intended to check the students' satisfaction on selected services in the four faculties. Facilities on lecture rooms, laboratories and equipment, computer and network facilities, facilities on computer rooms and sports facilities were checked. The mean ranking on computer and network facilities, facilities in lecture rooms, and computer rooms were ranked above four and were received values; 4.23(84.6%), 4.20 (84%) and 4.11(82%) respectively. Overall ranking for laboratories was 3.99 (79.8%) and sports facilities received the lowest rank obtaining 3.80 (76%) marks. Figure 21, indicates the ranking of different facilities by graduates in the present survey.



## Satisfactory levels of different services of faculties

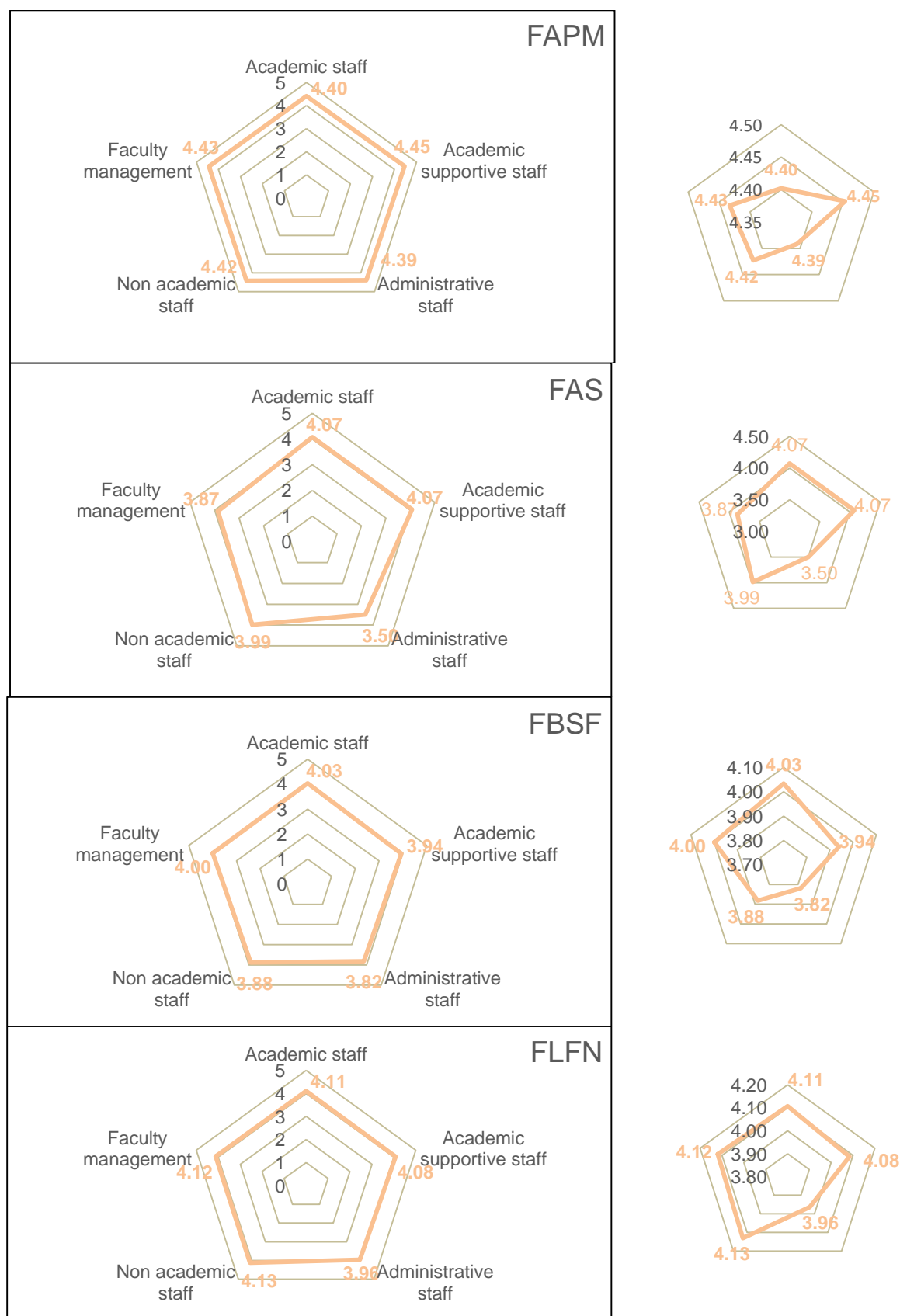


Figure 20. Satisfactory levels of different services of faculties. Each faculty is represented by two graphs in two different scales for detailed information. (FAPM – Faculty of Agriculture and Plantation Management, FAS – Faculty of Applied Sciences, FBSF- Faculty of Business Studies and Finance, FLFN – Faculty of Livestock, Fisheries and Nutrition).

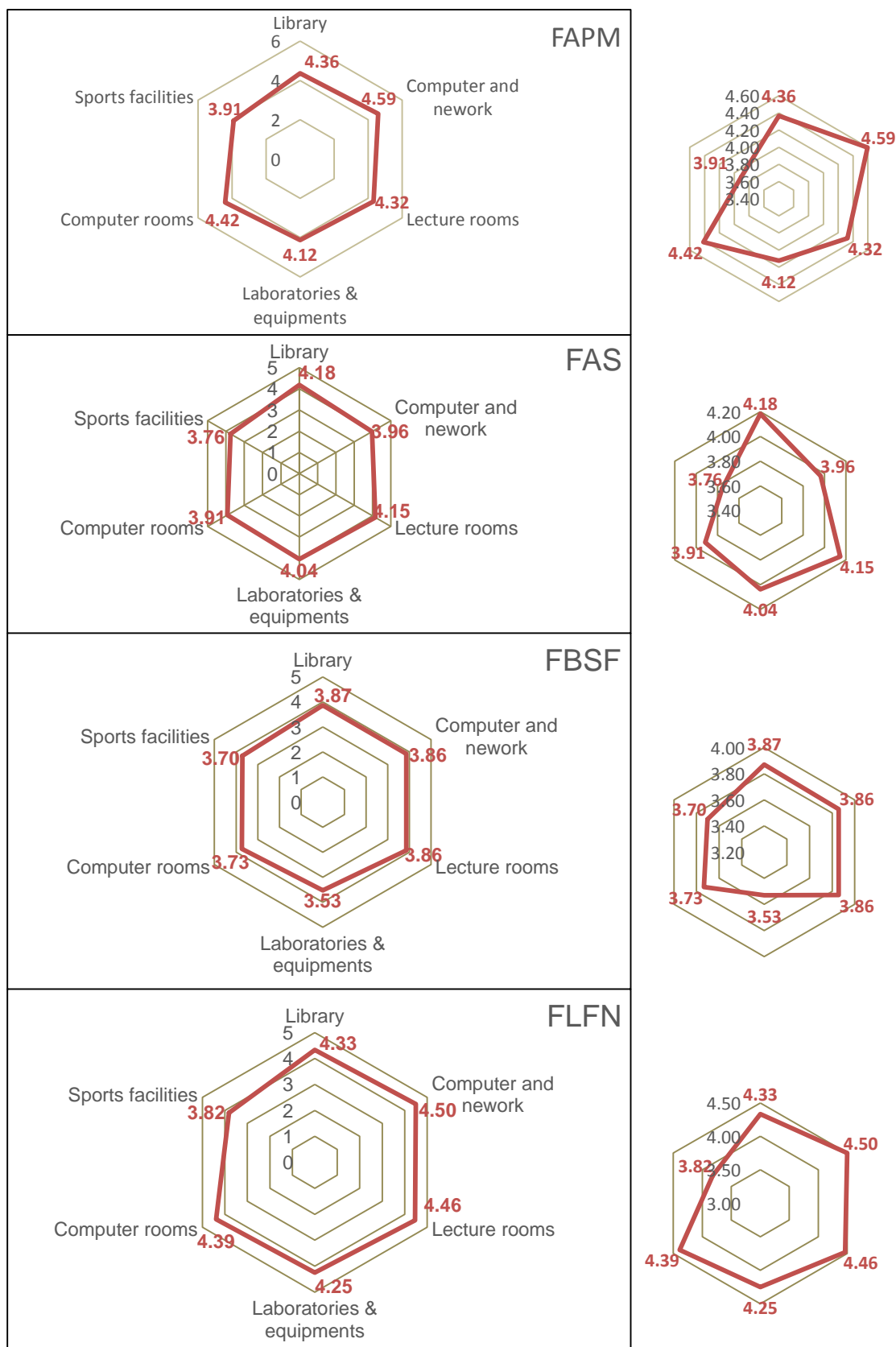
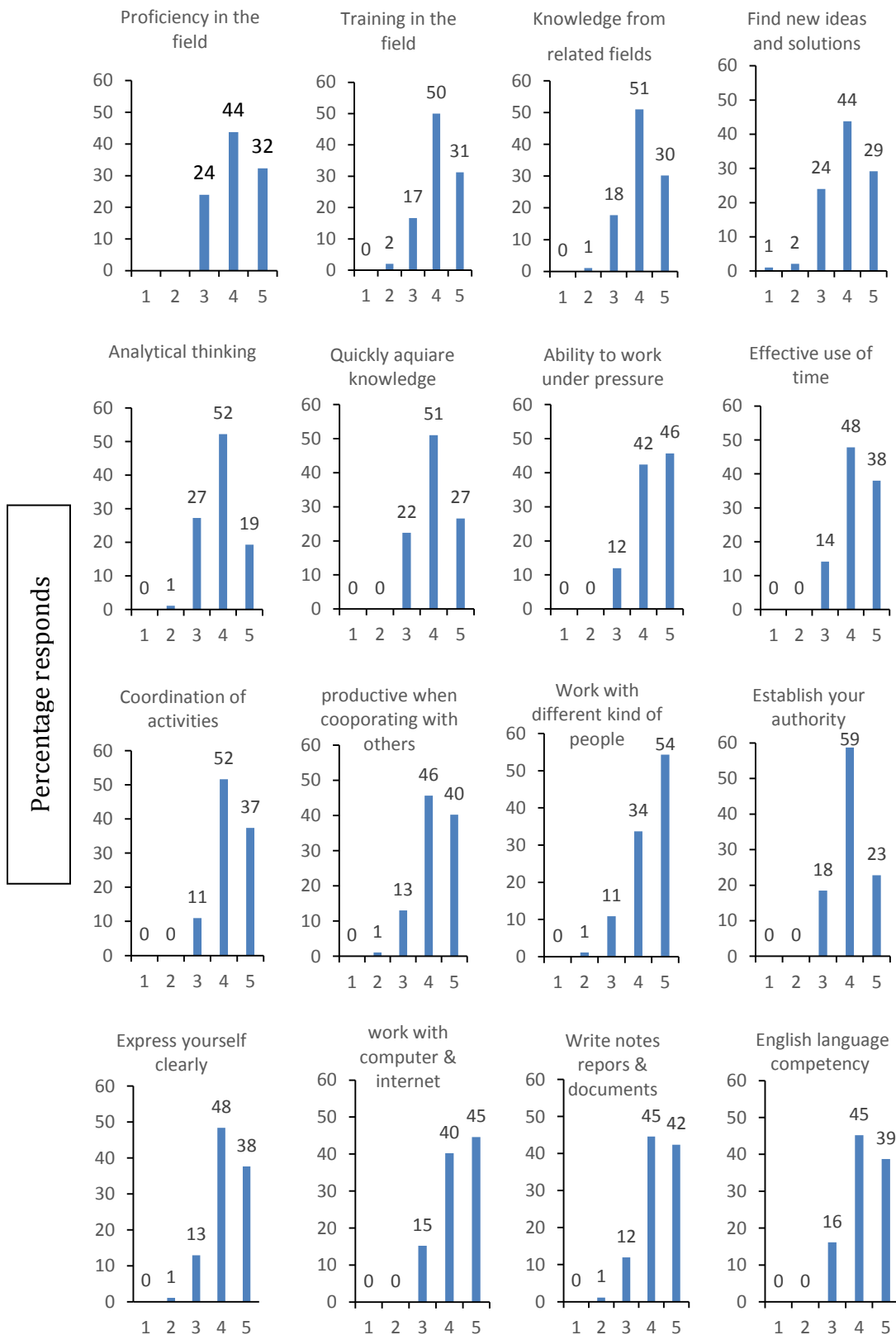


Figure 21. Satisfactory levels of different facilities of faculties. Each faculty is represented by two graphs in two different scales for detailed information. (FAPM – Faculty of Agriculture and Plantation Management, FAS – Faculty of Applied Sciences, FBSF- Faculty of Business Studies and Finance, FLFN – Faculty of Livestock, Fisheries and Nutrition).

## **General and specific competencies/skills earned through the degree programme**

There were sixteen competencies/skills, which were thought to be more useful in the working environment that were checked in this survey. According to the responses of the graduates, level of improving skills during the undergraduate period is at satisfactory stands. Figure. 22, 23, 24 and 25 indicate the students responses for all sixteen skills in the four faculties. In all four faculties majority of students had 80% of satisfaction for the support given to improve the skills in their degree programmes. Figure 26., indicates a comparison of the four degree programmes to show the percentage of students, who rated 80% or above for different competencies/skills. Above 80% of graduates from the Faculty of Livestock, Fisheries and Nutrition had higher than 80% of satisfaction on the support received from the study programme to improve the skills. Second highest overall performances were indicated by the students from the Faculty of Agriculture and Plantation Management. Other two faculties had similar performances in skills development. However, all faculties should individually give the attentions to improve the skills, where it is necessary to facilitate the future employability and the career performances of graduates of Wayamba University of Sri Lanka.



### Ranking for general and specific competencies

Figure 22. Evaluation on General and specific competencies earned during the study programme by students graduated from Faculty Agriculture & Plantation Management.

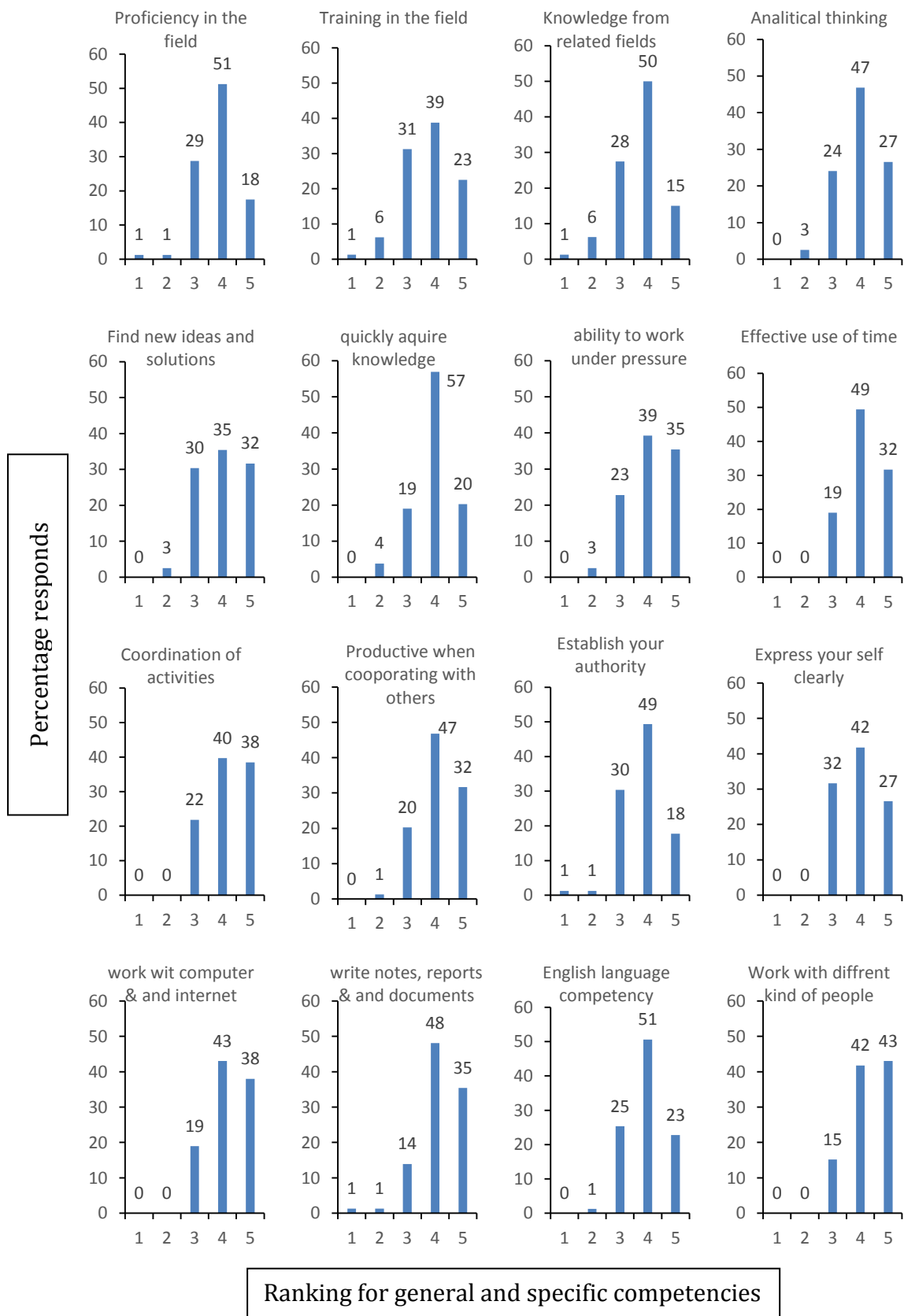


Figure 23. Evaluation on General and specific competencies earned during the study programme by students graduated from Faculty of Applied Sciences.

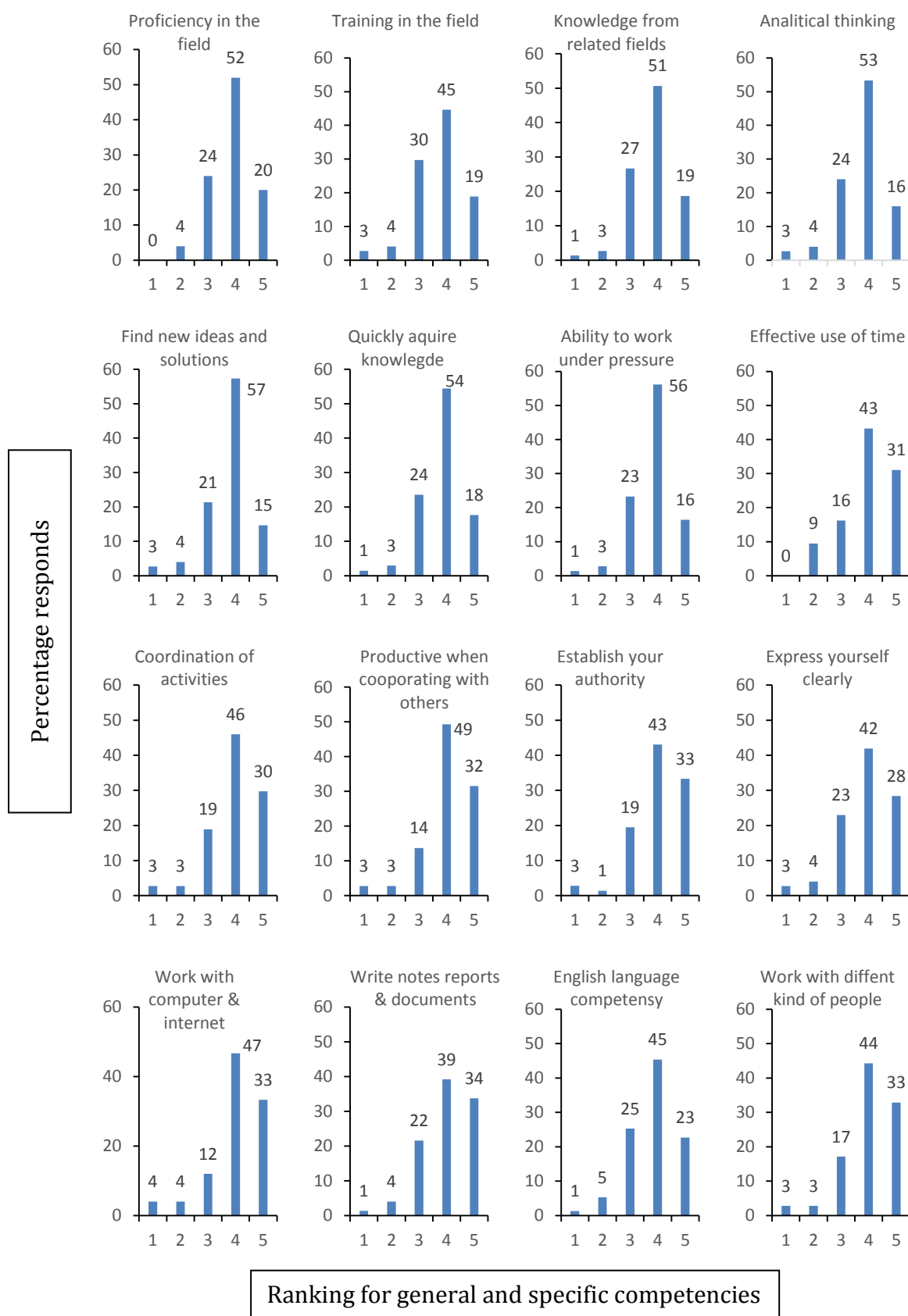
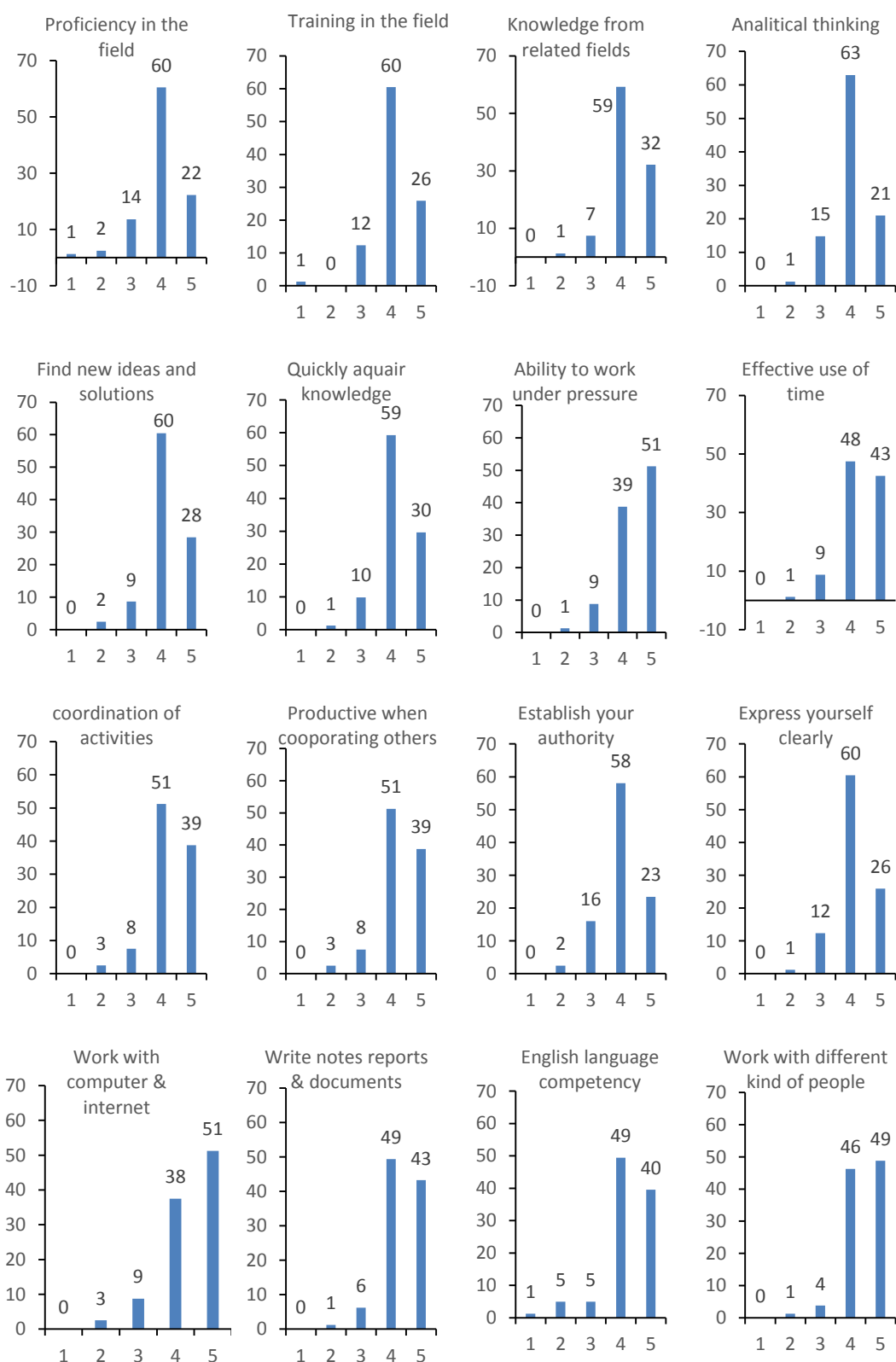


Figure 24. Evaluation on General and specific competencies earned during the study programme by students graduated from Faculty of Business Studies and Finance.

Percentage responds



Ranking for general and specific competencies

Figure 25. Evaluation on General and specific competencies earned during the study programme by students graduated from Faculty of Livestock, Fisheries and Nutrition.

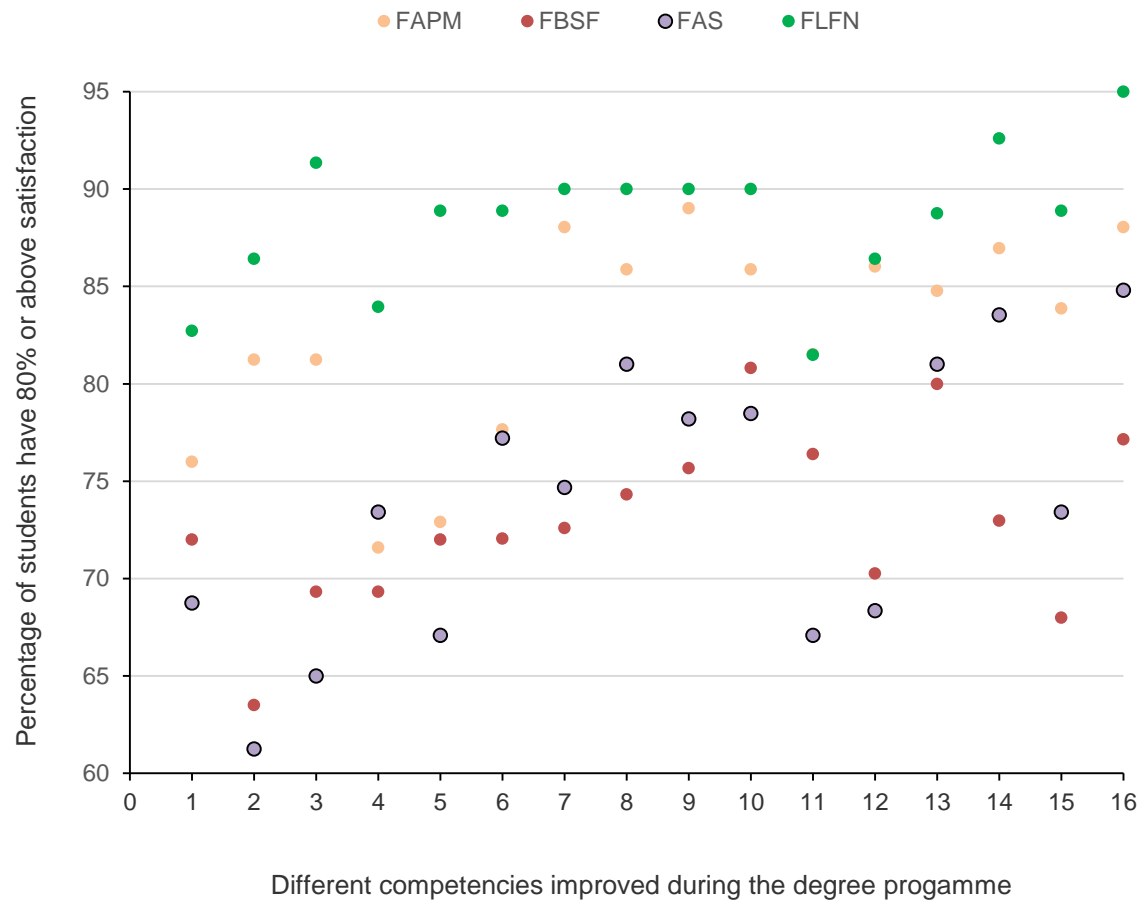


Figure 26. Percentage of students, who have 80% or above satisfaction of the support given by the study programme to improve their skills.

- 1- Proficiency in the field
- 2- Training in the field
- 3- Knowledge from related fields
- 4- Analytical thinking
- 5- Ability to find new ideas and solutions
- 6- Ability to quickly acquire knowledge
- 7- Ability to work under pressure
- 8- Ability to use time efficiently
- 9- Ability to coordinate activities
- 10- Ability to productive when cooperating with others.
- 11- Ability to establish your authority
- 12- Ability to express yourself clearly
- 13- Ability to work with computer & internet
- 14- Ability to write notes, reports and documents
- 15- Ability to write and read in second foreign language
- 16- Ability to work with people with various backgrounds



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## EMPLOYABILITY SURVEY - QUESTIONNAIRE

External Affairs Unit of the WUSL is collecting information on recently graduated students to assess their employment status. This information will help the University for future changes/improvements of the degree programmes of the four Faculties. Kindly devote few minutes of your valuable time to answer the questions given below. Some of the questions could be answered with a “√” in the related box. We assure that all personal information will be kept confidentially.

1. **Name:** .....  
.....

2. **Address:** .....  
.....

**Tel:** ..... **E-mail:** .....

3. **Age:** ..... **Sex:**

Male		Female	
------	--	--------	--

4. **University Index Number/Registration Number:** .....

5.

<b>Faculty:</b>			
<b>Type of the Degree:</b>	<b>3 years</b>		<b>4 Years</b>
<b>If you have obtained a four year degree indicate the department/s of specialization:</b>			
<b>Academic year:</b>			
<b>Name of the degree:</b>	<b>Year of Graduation</b>	<b>Grade of the degree</b>	
		<b>First Class</b>	
		<b>Second Upper</b>	
		<b>Second Lower</b>	
		<b>Pass</b>	
		<b>Unsuccessful</b>	

6. (a) Presently are you employed? 

Yes		No	
-----	--	----	--

(b) If no, give reasons .....  
.....

(c) If your answer for the question No. 06 (a) is ‘YES’, please provide following information.

<i>Present position at the working place (Job)</i>	<i>Nature of the position (Permanent/Temporary/Contract basis/Training)</i>	<i>Self Employment – Please Explain</i>	<i>Salary (Rs.) (Monthly)</i>

7. (a) To what extent your degree programme a good base for;

Not at all

Very much

1

2

3

4

5

obtaining an employment?					
the start of work?					
further career?					
development of entrepreneurial					
your personal growth					

8. (a) Is your degree relevant to your present occupation: .....

(b) If yes, indicate the percentage relevancy of the degree to your current occupation

10%		25%		50%		75%		100%	
-----	--	-----	--	-----	--	-----	--	------	--

9. (a) Are you satisfied with your job ( If yes give the reasons): .....

.....  
.....

(b) Are you dissatisfied with your job (If yes give the reasons): .....

.....  
.....

10. How long it took to get the first appointment after graduation: (if applicable).....

.....

11. Do you have additional Educational / Professional qualifications?

Yes	
No	

12. If yes please specify;

Qualification	Name of the Qualification	
	Completed	Reading
<i>Diploma</i>		
<i>M.Sc.</i>		
<i>M.Phil</i>		
<i>MBA</i>		
<i>Ph.D</i>		
<i>LL.B</i>		
<i>CIMA</i>		
<i>Chartered Accountancy</i>		
<i>CMA</i>		
<i>Other</i>		

13. Your G.C.E. (A/L) results at entry to University:

<i>School Attended</i>				
<i>A/L Year</i>				
<i>Subjects</i>				
<i>Grade</i>				
<i>Entry Attempt (1,2,3)</i>				
<i>Medium</i>				
<i>District</i>				
<i>Z Score</i>				

14. G.C.E. (O/L) result of English Language: .....

15. Any other comment related to your employability (if applicable) .....

16. General satisfaction with the study programme.

Not at all Very much  
1 2 3 4 5

(a) I was satisfied with my study 

--	--	--	--	--

(b) Satisfactory levels of services Not at all Very much  
1 2 3 4 5

Academic Staff					
Academic Supportive Staff					
Administrative Staff					
Non Academic Staff					
Overall Faculty Management					

(c) Satisfactory level of facilities Not at all Very much  
1 2 3 4 5

Library					
Computer & Network facilities					
Lecture Rooms					
Laboratories & Equipment					
Computer Rooms					
Sports facilities					

17. General and specific competences obtained during your study programme.

Very Low Very High  
1 2 3 4 5

a. Proficiency in your field					
b. Training in your field					
c. Knowledge from related fields					
d. Analytical Thinking					
e. Ability to find new ideas & solutions					

- f. Ability to quickly acquire knowledge
- g. Ability to work under pressure
- h. Ability to use time efficiently
- i. Ability to coordinate activities
- j. Ability to productive when cooperating with others
- k. Ability to establish your authority
- l. Ability to express yourself clearly
- m. Ability to work with computer & internet
- n. Ability to write notes, reports and documents
- o. Ability to write and read in second foreign language
- p. Ability to work with people with various backgrounds


18. Were you involved in extracurricular activities in your university life?

Description	Yes	No	Remarks
Student Associations			
Organizing Workshops & Seminars			
Charities			
Sports			
Cultural activities			
Other			

19. Were you obtained any awards / achievements?

Description	Awards / Achievement

20. Suggest changes of study programs or anything else you wish to let the faculty know.

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Signature:.....

Date: .....