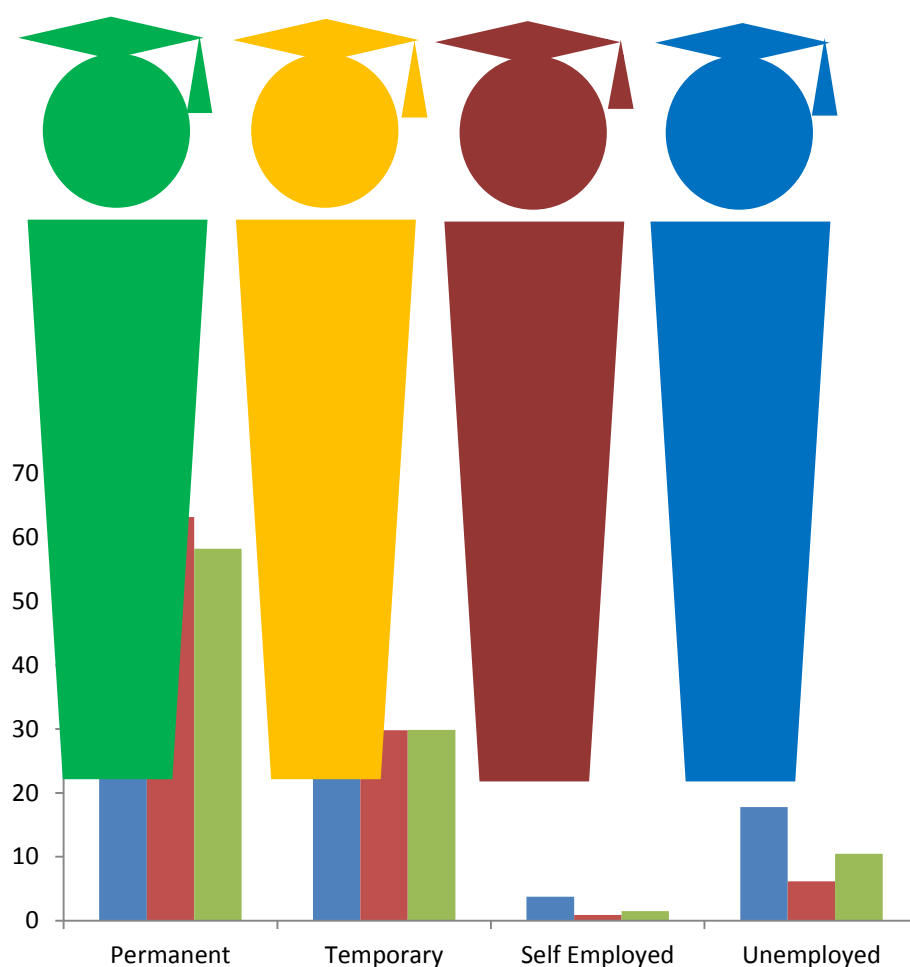


EMPLOYABILITY SURVEY REPORT WAYAMBA UNIVERSITY OF SRI LANKA



**External Affairs Unit
2021**



EMPLOYABILITY SURVEY REPORT

WAYAMBA UNIVERSITY OF SRI

LANKA

by

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Preface

The employability of state university graduates draws great attention in the education policy forums in Sri Lanka. University graduates should be able to find jobs after graduation and contribute to the country's economic development. There are various measures, such as curriculum reforms and entrepreneurship skill development programs, introduced by the universities to increase the employability of graduates over the years. These changes are necessary to sustain decent employability rates among graduates in years to come when the realities of the world economic development trends are considered. With the prevailing adverse economic conditions in the country, university graduates are entitled to play a bigger role in supporting the country's economic development. Graduate employability surveys of universities have been mandated to continuously monitor how fast fresh graduates integrate into society after graduation. Employability surveys are designed to estimate the success rates of graduates to secure jobs soon after completion of the degree program. The graduate surveys also measure the effectiveness of state investment in higher education. Further, the universities should use the findings of employability surveys to improve the relevance of their programs.

Universities should support the challenge of the realization of a knowledge-based economy in Sri Lanka by promoting research and innovations, thus leading to commercialized products and services. Thorough exposure to research and development will train university graduates in creating and developing innovative solutions that can be turned into marketable products. Therefore, the universities naturally inherit the responsibility to guarantee that their graduates are equipped with the right knowledge, skills, and attitudes to support the realization of a knowledge-based economy in the country. The university system is currently implementing mechanisms to probe the effectiveness of education for making a positive impact through quality assurance schemes. Trends observed in employability surveys will reveal the effectiveness of such changes soon.

Wayamba University of Sri Lanka was established as the thirteenth national university in 1999 and currently consists of six faculties: the Faculty of Agriculture and Plantation Management, the Faculty of Applied Sciences, the Faculty of Business Studies and Finance, the Faculty of Livestock, Fisheries & Nutrition, and the newly established Faculty of Technology and the Faculty of Medicine. The institutional review completed in 2018 rated the university with a B to recognize that the university has been performing well for the past five years. Moreover, The Wayamba University of Sri Lanka has ranked 10th among Sri Lankan universities in some rankings as of 2023 and ranks better concerning employability than most of the young universities in the country. Consequently, Wayamba University of Sri Lanka aims to improve every aspect of education quality, thus further improving the employability of graduates.

This report shows the employability status of five faculties (except the Faculty of Medicine, which is yet to produce graduates) of Wayamba University of Sri Lanka that produced graduates in the year 2021 with a performance comparison to the past years. The findings of this employability report should be carefully considered in decision-making processes to improve the acceptance rate of graduates by society at large.

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We are highly thankful to the Vice Chancellor and the Registrar of Wayamba University of Sri Lanka for their support by providing necessary guidance, approvals, and support for collecting information from the faculties. Also, we sincerely thank the Deans of the respective Faculties for their facilitation and support in the data collection process.

We appreciate the role of the Deputy Registrar (Examinations) and his staff in handing over the questionnaires to the graduates in time for the survey. Also, our special thanks go to the Assistant Registrars and their staff in the Faculty of Agriculture & Plantation Management, Faculty of Applied Sciences, Faculty of Business Studies & Finance, Faculty of Livestock, Fisheries & Nutrition, and Faculty of Technology for the support extended during the period of data collection.

Last but not least, a special thanks goes to the Statistical Officer of the University and the Management Assistant of the Unit of External Affairs for the work related to data entry and analysis.

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ABBREVIATIONS AND ACRONYMS

FAPM	Faculty of Agriculture and Plantation Management
FAS	Faculty of Applied Sciences
FBSF	Faculty of Business Studies and Finance
FLFN	Faculty of Livestock, Fisheries, & Nutrition
FOT	Faculty of Technology
WUSL	Wayamba University of Sri Lanka
UGC	University Grant Commission
UNYEN	United Nations Youth Employment Network
HEI	Higher Educational Institutes
AHEAD	Accelerating Higher Education Expansion and Development

INTRODUCTION

Even though all state universities increasingly conduct activities to create more career opportunities for future graduates, a certain percentage of graduates need help finding appropriate employment within the first six months after graduation. Thus, for better understanding, the University Grant Commission (UGC) of Sri Lanka has mandated all state-sector universities to keep track of employability numbers annually and steer the systems to achieve the target of a 95% overall graduate employability rate. Accordingly, the quality and relevance of the country's university education have been consistently reviewed and upgraded through various support mechanisms by the UGC to broaden the employability rate of graduates of the university system.

As a relatively new university in the country, Wayamba University of Sri Lanka (WUSL) has been recording an above-average graduate employability rate starting from the early batches of graduates in its short history. However, in the recent past, there have been apparent changes in employment rates mainly caused by the inconsistencies of the time frames of conducting employability surveys for numerous practical reasons. The only viable option to conduct the employability survey with the most participation is to mandate submitting survey responses at the convocation. Though the generally acceptable time limit for conducting employability surveys is six months from graduation, the time elapsed from the date of completion of the degree to the date of convocation changes every year due to many unforeseeable factors in our system, and it contributes to fluctuations in the employability numbers of the faculties. Thus, the resulting employability numbers portray a distorted picture of trends. Moreover, COVID-19 pandemic disruptions caused significant delays in graduation and the date of convocation in the 2021 survey round. Consequently, the university had been closed for nearly two months before starting online teaching and learning activities after the first wave of Covid 19 pandemic in Sri Lanka. However, WUSL is trying to catch up on the teaching and learning activities missed during the COVID-19 pandemic. The WUSL has been monitoring the employability rates of the graduates for the last seven years and continues to monitor it for the 2021 graduates. The findings have been useful for making strategic decisions to maintain healthy employability rates among its graduates.

The overall employability is a critical indicator of the economic development of a country. The employability of the graduate population is considered a highly important factor for the stability of a country. Certain global initiatives have recommended that universities transform their traditional strictly academic curricula towards a blended form to emphasize practical application relevance and intellectual enlightenment. The United Nations Youth Employment Network (UNYEN) has recommended that all countries review, rethink, and redirect education, vocational training, and labour market policies to prepare the young community for adaptation to labour market work (UN, 2001). Employability is seen as one of the developmental parameters, and low employability leads to social deterioration and disruption that hampers the

development of a country. As a result, almost all the higher education institutions worldwide have been closely monitoring their graduates' employability and are changing teaching and learning processes to increase the employability of their students (UNESCO, 2012; Fernando, 2007; McQuaid and Lindsay, 2005).

In Sri Lanka, the notion of entrusting responsibility to the government for providing decent employment to all graduates has recently been heavily questioned. It is important to improve the quality and relevance of degree programs to enable any reasonable graduate to secure suitable employment within the prescribed time. This paradigm shift brings about an important sense of responsibility for students' education. Gauging the employability of graduate populations may become subjective owing to the variability of the nature of employment in a country. Employability is defined in several ways in the literature. Canadian Labour Force Board (1994) defines employability as the relative ability of an individual to achieve meaningful employment given the interaction of personal circumstances and the job market. The British government defined the employability and development of skills and adaptive workforce in which all they enter into employment and remain able to work, develop skills, knowledge, technology, and adaptability to be encouraged about their lives HM Treasury (1997). Hillage and Pollard (1998) define employability as the ability to move on the labour market sufficiently to reach the potential through sustainable employment. For an individual, employability depends on knowledge, skills, and attitudes that define how they use these assets and provide employers and context. McQuaid and Lindsay (2005) described employability as the ability of an individual to obtain initial employment, sustain employment, move between roles within the same organization, obtain new jobs when needed, and ensure work adequately and satisfactorily. All these definitions point to the need for a candidate's knowledge, skills, and attitudes to find employment in a competitive labour market.

Through several elements in every degree program offered by the Wayamba University of Sri Lanka, students are exposed to industrial environments and professionals before graduation. Almost all degree programs in WUSL now include industrial training or in-plant training components in which students go to the industry and get exposed to industrial needs. These exposures have developed close relations between the students, academics, and industries. The environment thus becomes supportive of a knowledge-based economy. Industry experts have engaged in many activities at the University to help identify necessary knowledge, skills, and attitudes for present-day graduates. In the new technological and industrial development context, the higher education sector received more attention from the job market for seeking the correct workforce. It prompted higher educational institutes (HEIs) to revisit their curricula and re-think about producing capable graduates not only for the intellectual aspects but also for people capable of facing challenging work environments. As a result, HEIs started to offer more diverse opportunities in higher education, which are more applied, practical-oriented, and desired by entrepreneurs. Therefore, new courses and degree programs

initiated in the recent past in higher education have targeted the opportunities in the job market to ensure employability and to contribute to the national development plans.

Several funding programs, such as Accelerating Higher Education Expansion and Development Operation (AHEAD) supported by the World Bank, have been channeled directly to the Universities to improve the quality of the graduates produced by the national universities. The Ministry of Higher Education initiated various competitive grants in Sri Lanka to encourage changes in the university curriculum and improve graduates' quality in the job market. As a new and developing national university, Wayamba University of Sri Lanka obtained several competitive grants to conduct development-oriented research, innovation, and commercialization and improve the quality of teaching, learning, and assessment. These grant schemes should have effectively improved the teaching and learning environment standards to enhance the graduates' quality.

Among six Faculties of the university, five faculties currently producing graduates, namely, the Faculty of Agriculture & Plantation Management, Faculty of Applied Sciences, Faculty of Business Studies & Finance, Faculty of Livestock, Fisheries & Nutrition, and Faculty of Technology, offer 18 degree programs out of which one-degree programs are three years and others are four years in duration as shown in **Table 01**.

Table 01: Faculties and Departments with Degree Programmes Currently Having Graduating Students.

Faculty	Departments Relevant for Survey	Degree Programmes (Duration)
Agriculture and Plantation Management	Plantations Management Horticulture & Landscape Gardening Biotechnology Agribusiness Management Bio systems Engineering	BSc in Agriculture (<i>Four years</i>) Bachelor of Biosystems Technology Honours (<i>Four years</i>)
Applied Sciences	Industrial Management Mathematical Sciences Electronics Computing & Information Systems	BSc (General) (<i>Three years</i>) BSc (Joint Major) (<i>Four years</i>) BSc (Special) in Industrial Management (<i>Four years</i>) BSc (Special) in Applied Electronics (<i>Four years</i>) BSc (Special) in Mathematics with Statistics (<i>Four years</i>)

		BSc (Special) in Computer Science (<i>Four years</i>)
Business Studies and Finance	Business Management Accountancy & Business Finance Banking & Finance Insurance & Finance	BSc (Special) in Business Management (<i>Four years</i>) BSc (Special) in Accountancy and Business Finance (<i>Four years</i>) BSc (Special) in Banking and Finance (<i>Four years</i>) BSc Honours in Insurance and Finance (<i>Four years</i>)
Livestock, Fisheries and Nutrition	Aquaculture and Fisheries Livestock and Avian Sciences Food Science and Technology Applied Nutrition	BSc Honours in Food Production and Technology Management (<i>Four years</i>) BSc Honours in Food Science and Nutrition (<i>Four years</i>)
Technology	Construction Technology Electrotechnology Mechanical & Manufacturing Technology Nano Science Technology	Bachelor of Engineering Technology Honours in Construction Technology (<i>Four years</i>) Bachelor of Engineering Technology Honours in Electrotechnology (<i>Four years</i>) Bachelor of Engineering Technology Honours in Mechanical and Manufacturing Technology (<i>Four years</i>) Bachelor of Engineering Technology Honours in Material and Nano Science Technology (<i>Four years</i>)

In addition to the five faculties listed in **Table 01**, the Faculty of Medicine has yet to produce graduates. Besides undergraduate degree programs, the university offers external degree programs and postgraduate programs. All the faculties have provisions for granting research-based M.Sc., M.Phil., and Ph.D. Degrees. Moreover, the Faculty of Business Studies and Finance offers an MBA and Post Graduate Diploma in Business Management, and the Faculty of Agriculture and Plantation Management offers a Master of Agri-Enterprise & Technology Management degree.

The uniqueness of the degree programs offered by the Wayamba University of Sri Lanka is their nature in job orientation. These degree programs differ from conventional theory-based degrees and are tailored to industries. The university has developed close relationships with industries both in the private and public sectors through various stakeholder programs. Almost all the degree programs offer industrial affiliations for undergraduates to have hands-on experience in actual working environments. The main objective of this training is to prepare the undergraduates for the competitive job market and to attract entrepreneurs. The feedback obtained from the industries about the performance of graduates helps to identify improvements needed to incorporate into the study programs. The university is optimistic about the entrepreneurs' and stakeholders' constructive ideas and criticisms. The positive approach to all these attempts taken by the university is reflected in the high employability rate of graduates of the Wayamba University of Sri Lanka recently. The recent batches of graduates of Wayamba University of Sri Lanka reported overall employability numbers as 84%, 90%, 84%, 75%, 65%, 64%, 67%, 71% in the years 2012, 2013, 2014, 2015, 2017, 2018, 2019 and 2020 respectively. These figures indicated the above-average employability rates among national universities in Sri Lanka. According to the current employability survey for 2021 graduates, the overall graduate employability rate is 68%. The employability rates recorded vary among faculties due to various factors described below.

It is important to note a significant variation between the last dates of degree completion (effective date) and the date of conducting this employability survey at the University convocation. In the current survey, these variations are more significant due to Covid 19 disruptions. As a result, the University had to postpone the convocation several times. The convocation for the 2021 graduates was held on November 29, 30, and December 1, 2022. Therefore, it is not recommended to conclude the performance of the faculties by comparing the employability numbers recorded for graduates from different faculties. **Table 02** lists the time elapsed between the completion date of the degree program and the date of conducting the employability survey.

Wayamba University of Sri Lanka receives undergraduate students from almost all the administrative districts of Sri Lanka. The undergraduates from the University's academic year 2015/2016 graduated in 2021. **Figure 01** shows the distribution of the undergraduates among administrative districts based on their qualifying district at the university entrance.

Table 02: Time Elapsed from the Date of Degree Completion to the Date of Employability Survey conducted

Faculty	Date of Completion of Degree	Time Elapsed from Date of Degree Completion to Survey
Faculty of Agriculture & Plantation Management	08-04-2021	01 year 07 months 21 days
Bachelor of Biosystems Technology Honours	08-07-2021	01 year 04 months 21 days
Faculty of Applied Sciences:		
General	30-12-2021	11 months 01 day
Joint Major	23-12-2021	11 months 08 days
Special in Mathematics with Statistics	01-10-2021	01 year 02 months
Special in Industrial Management	01-10-2021	01 year 02 months
Special in Applied Electronics	08-11-2021	01 year 23 days
Special in Computer Science	23-12-2021	11 months 08 days
Faculty of Business Studies & Finance	21-09-2021	01 year 02 months 09 days
Faculty of Livestock Fisheries & Nutrition	20-05-2021	01 year 06 months 09 days
Faculty of Technology	15-10-2021	01 year 01 months 14 days
	18-03-2022	08 months 11 days

The present report is considered the 9th employability report consecutively published by Wayamba University of Sri Lanka from the year 2012. This report is produced based on the information gathered from the graduates at their convocation. This report provides information on graduates' employability status during twelve to twenty-four months after their final examination in the degree programs of specialization. Most graduates have secured jobs within one year after graduation, as the recent information indicates. As mentioned earlier, due to the Covid 19 pandemic from March 2020 to Feb 2022, the convocation of the university and conducting the employability survey of graduates had been significantly delayed.

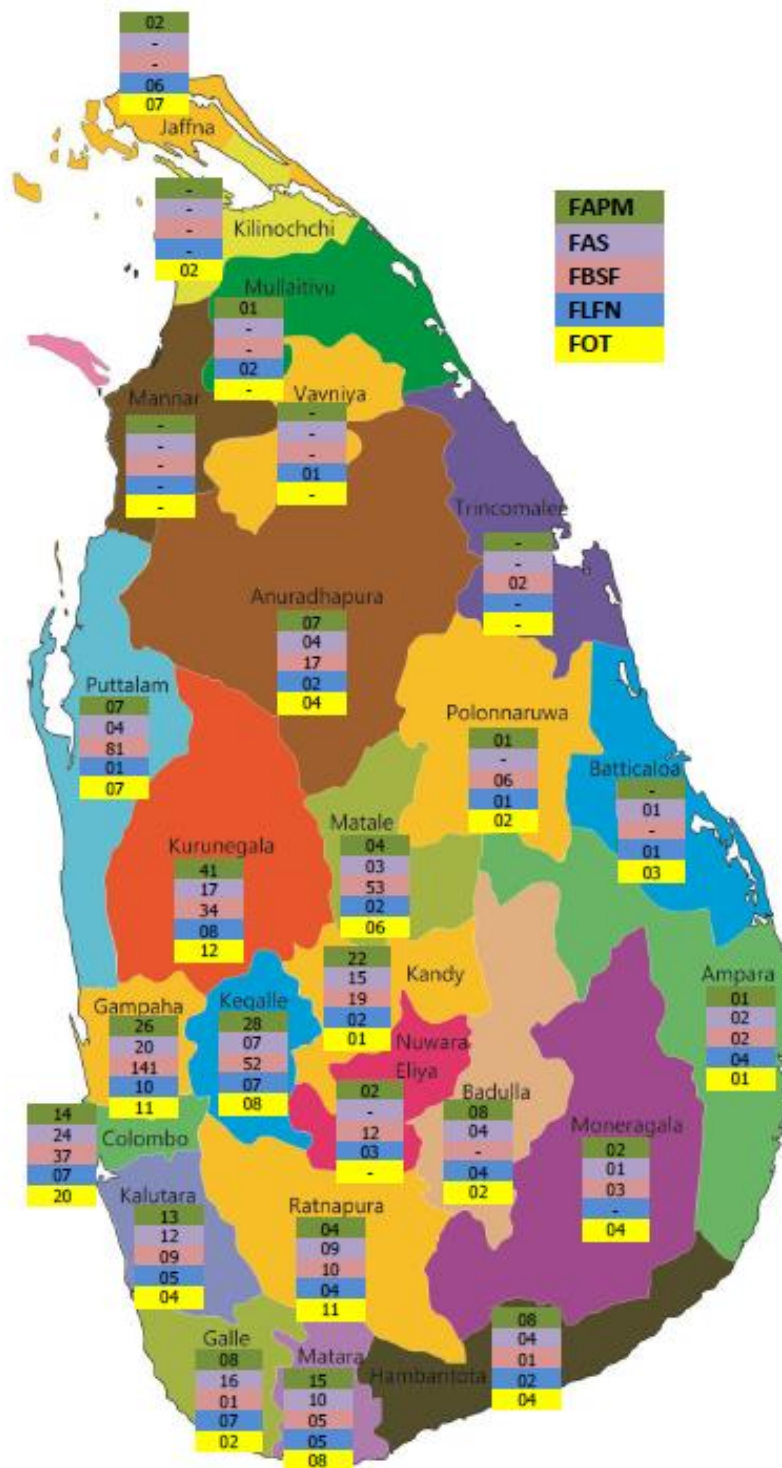


Figure 01. Residential areas of graduate representation from different administrative districts of the country, in the batch of the academic year 2015/2016, those who were graduated in year 2021 (Source: Statistical Handbook 2019, Wayamba University of Sri Lanka).

The University receives student enrolments from throughout the country, as shown in **Figure 01**, indicating the number of entrants for each faculty's graduating batch of the academic year 2015/2016.

One indicator of public trust in the University is the demand for its courses from prospective entrants in the selection process of the UGC. The Minimum Z-score margins are decided by considering the demand for a particular course and available student capacity. **Table 03** to **Table 08** shows the minimum Z-Scores required to be admitted to various courses of study for each district for each academic year from 2012/2013 to 2019/2020. The trends can be used to sense the public perception and the demand for the degree programs offered by the University.

Table 03: Minimum Z-Scores required to admit to various courses of study in respect of each district for the academic year 2012/2013.

	Academic Year	2012/2013									
	Syllabus	Old Syllabus					New Syllabus				
	Faculty	FAPM	FAS	FBSF	FLFN		FAPM	FAS	FBSF	FLFN	
	Degree Programme	Agriculture	Applied Science (PHY. Sc)	Management	Food Science & Nutrition	Food Production & Technology Management	Agriculture	Applied Science (PHY. Sc)	Management	Food Science & Nutrition	Food Production & Technology Management
	District										
1	Colombo	0.8333	0.7276	1.5743	1.3661	1.1884	0.9938	1.0168	1.5484	1.4712	1.3404
2	Gampaha	0.7778	0.7228	1.5747	1.4487	1.0751	1.0223	0.9907	1.4971	1.4173	1.3552
3	Kalutara	0.9117	0.8461	1.5651	1.3769	1.0982	1.0456	1.0041	1.4235	1.4390	1.2658
4	Matale	0.5729	0.8738	1.4886	0.8701	1.2551	0.8813	0.9155	1.2110	1.2317	0.7590
5	Kandy	0.897	0.6945	1.4305	1.2167	1.2136	1.0455	1.0098	1.4449	1.5018	1.3099
6	Nuwara Eliya	0.5143	NQC	1.3443	1.1729	1.0633	0.5966	0.1272	1.2115	1.1229	1.1049
7	Galle	0.9434	0.8153	1.4291	1.5109	1.2522	1.0566	1.0097	1.5047	1.4730	1.3157
8	Matara	0.8754	0.8537	1.3452	1.4423	1.1220	1.0405	1.0161	1.4444	1.4411	1.3339
9	Hambanthota	0.8624	0.8060	1.2330	1.5033	1.1796	1.0473	0.9149	1.4499	1.4157	1.2353
10	Jaffna	0.4094	0.0150	0.5118	0.8786	0.7384	0.9402	0.9500	1.1802	1.5102	1.3534
11	Kilinochchi	-0.1152	NQC	0.6182	0.5945	0.2247	0.0317	0.0119	0.9948	0.9330	0.5953
12	Mannar	NQC	NQC	0.3060	-0.4772	NQC	0.4344	0.1874	0.9789	0.5900	0.2392
13	Mullaitivu	-0.1583	NQC	0.7111	-0.1475	-0.2284	0.2197	-0.2405	0.8783	0.6328	0.1553
14	Vavuniya	NQC	NQC	0.7530	NQC	NQC	0.5991	0.5135	1.2001	1.1458	0.9616
15	Trincomalee	0.2306	NQC	0.2316	1.1119	NQC	0.8079	0.1876a	1.0322	1.3676	0.7842
16	Batticaloa	0.6819	NQC	0.4258	1.3201	1.0703	0.9348	0.5737	1.2464	1.5251	1.1835
17	Ampara	0.2809	-0.0290	0.5795	0.5851	0.5026	0.9206	0.9067	1.2016	1.3353	1.2834
18	Puttalam	0.4874	0.1851	1.3667	1.1311	0.5321	0.8903	0.7529	1.3325	1.3517	1.1799
19	Kurunegala	0.9056	0.8602	1.5816	1.3863	1.2067	1.0170	1.0084	1.3836	1.5287	1.2282
20	Anuradhapura	0.7369	0.7762	1.4048	1.3531	1.0165	0.8454	0.7631	1.2860	1.3048	0.9100
21	Polonnaruwa	0.6483	0.2070	1.4179	1.2752	0.9171	0.8257	0.3265	1.2257	0.9082	0.7219
22	Badulla	0.8686	0.7159	1.4131	1.3694	1.2826	0.9901	0.7653	1.4039	1.5093	1.1063
23	Moneragala	0.3904	0.3762	1.5884	1.3191	0.6038	0.6797	0.5824	1.3757	0.7543	0.7917
24	Kegalle	0.9377	0.7679	1.4548	1.4209	1.2901	1.0561	1.0084	1.3525	1.5159	1.3015
25	Ratnapura	0.8637	0.8351	1.4855	1.4447	0.9666	0.9867	0.7803	1.4373	1.4660	1.3224

Table 04: Minimum Z-Scores required to admit to various courses of study in respect of each district for the academic year 2013/2014.

	Academic Year	2013/2014									
	Syllabus	Old Syllabus					New Syllabus				
	Faculty	FAPM	FAS	FBSF	FLFN		FAPM	FAS	FBSF	FLFN	
	Degree Programme	Agriculture	Applied Science (PHY. Sc)	Management	Food Science & Nutrition	Food Production & Technology Management	Agriculture	Applied Science (PHY. Sc)	Management	Food Science & Nutrition	Food Production & Technology Management
	District										
1	Colombo	0.9167	NQC	1.8995	NQC	NQC	0.9931	1.0794	1.7388	1.4963	1.3840
2	Gampaha	0.1884	NQC	1.6286	NQC	NQC	0.9338	1.0305	1.6130	1.4836	1.3209
3	Kalutara	NQC	NQC	0.8681	0.3280	NQC	0.9945	1.0521	1.6752	1.4366	1.2648
4	Matale	0.3685	NQC	1.3026	NQC	NQC	0.8601	0.9133	1.3943	1.5351	1.3115
5	Kandy	NQC	NQC	1.5700	0.7710	NQC	0.9985	1.0250	1.5868	1.4790	1.2304
6	Nuwara Eliya	0.4739	NQC	0.8521	NQC	NQC	0.6217	0.3365	1.3742	1.1012	1.0326
7	Galle	NQC	0.5089	1.4817	NQC	0.7589	1.0187	1.0783	1.6848	1.5072	1.3848
8	Matara	0.3906	NQC	1.4757	NQC	NQC	1.0226	1.0820	1.6503	1.5130	1.4267
9	Hambanthota	0.7054	NQC	1.9658	NQC	0.6697	1.0096	1.0364	1.5705	1.5301	1.1671
10	Jaffna	0.1546	NQC	0.8519	NQC	NQC	0.8669	0.9573	1.2289	1.5049	1.4139
11	Kilinochchi	NQC	NQC	NQC	NQC	NQC	0.4453	0.4081	1.0351	1.0387	0.6494
12	Mannar	NQC	NQC	NQC	NQC	NQC	0.5869	0.6087	1.1997	0.9164	0.6459
13	Mullaitivu	NQC	NQC	1.576	NQC	NQC	0.4342	0.6334	1.0075	0.7877	0.7582
14	Vavuniya	NQC	NQC	1.2841	NQC	NQC	0.9197	0.7927	1.3091	1.3405	1.1752
15	Trincomalee	0.5709	NQC	NQC	NQC	NQC	0.8518	0.4824	1.3043	1.4648	1.1942
16	Batticaloa	0.3541	NQC	NQC	NQC	NQC	0.8216	0.9185	1.3889	1.5302	1.4133
17	Ampara	NQC	NQC	1.4011	0.6350	NQC	0.8880	0.9171	1.3752	1.4570	1.3699
18	Puttalam	NQC	NQC	NQC	NQC	NQC	0.8013	0.6496	1.4859	1.3982	1.3021
19	Kurunegala	0.6740	NQC	1.8354	1.0273	NQC	1.0149	1.0627	1.5512	1.4838	1.2194
20	Anuradhapura	0.4530	NQC	0.8994	0.9478	NQC	0.8693	0.7412	1.5042	1.3464	1.2162
21	Polonnaruwa	-0.0495	NQC	1.5315	NQC	NQC	0.7272	0.5572	1.3856	1.3360	0.8530
22	Badulla	0.2933	NQC	1.9732	NQC	NQC	0.9170	0.9158	1.5223	1.4103	1.0984
23	Moneragala	0.8067	NQC	1.9852	0.6055	NQC	0.7266	0.8651	1.5821	1.1552	1.1448
24	Kegalle	0.3953	NQC	1.5951	0.3611	NQC	1.0202	1.0386	1.4791	1.526	1.3063
25	Ratnapura	0.2249	NQC	0.6410	1.2150	NQC	0.9733	0.9341	1.5857	1.4618	1.3348

NQC: Not Qualified Candidate

Table 05: Minimum Z-Scores required to admit to various courses of study in respect of each district for the academic year 2014/2015 and 2015/2016.

	Academic Year	2014/2015					2015/2016				
	Syllabus										
	Faculty	FAPM	FAS	FBSF	FLFN		FAPM	FAS	FBSF	FLFN	
	Degree Programme	Agriculture	Applied Science (PHY. Sc)	Management	Food Science & Nutrition	Food Production & Technology Management	Agriculture	Applied Science (PHY. Sc)	Management	Food Science & Nutrition	Food Production & Technology Management
	District										
1	Colombo	1.0064	1.0169	1.5601	1.5122	1.4341	1.0871	0.9922	1.5221	1.5824	1.5176
2	Gampaha	0.9945	0.9704	1.4905	1.4973	1.3952	1.0867	0.9642	1.4779	1.5346	1.5043
3	Kalutara	1.0456	1.0215	1.5078	1.4735	1.2638	1.0990	0.9539	1.4757	1.5849	1.4612
4	Matale	0.9604	0.8154	1.4001	1.5509	1.3226	1.1015	0.9575	1.4797	1.6053	1.3673
5	Kandy	1.0469	1.0160	1.4932	1.4188	1.2970	1.1184	0.9580	1.4782	1.4360	1.3696
6	Nuwara Eliya	0.6731	0.5973	1.2793	1.2227	1.1313	1.0976	NQC	1.4776	1.1605	1.1425
7	Galle	1.0614	1.0305	1.5475	1.5455	1.4348	1.0898	1.0411	1.4940	1.5910	1.4801
8	Matara	1.0411	1.0205	1.5551	1.5562	1.4532	1.1224	1.0174	1.5076	1.6100	1.5039
9	Hambanthota	1.0568	1.0101	1.4900	1.5646	1.4525	1.0871	1.0168	1.4754	1.6029	1.4213
10	Jaffna	0.9653	0.9303	1.3459	1.5664	1.4571	1.2778	0.9802	NQC	1.6045	1.5175
11	Kilinochchi	0.9926	0.4366	1.2874	1.1744	0.7065	NQC	NQC	NQC	0.9572	0.7837
12	Mannar	0.7771	0.1454	1.2036	1.3089	0.9736	NQC	NQC	NQC	1.1255	0.8011
13	Mullaitivu	0.6393	0.2082	1.1924	1.0221	0.9287	NQC	NQC	NQC	0.7763	0.7342
14	Vavuniya	0.7536	0.9595	1.2965	1.5338	1.0436	NQC	NQC	NQC	1.6083	1.4638
15	Trincomalee	0.8363	0.3705	1.1953	1.5623	1.4560	NQC	0.9629	1.5445	1.5896	1.4764
16	Batticaloa	0.8042	0.8163	1.3221	1.5080	1.4488	NQC	0.9496	NQC	1.5257	1.3706
17	Ampara	0.9146	0.8327	1.3065	1.5349	1.4580	NQC	0.9345	1.5097	1.4981	1.4853
18	Puttalam	0.8342	0.6905	1.4306	1.4857	1.4492	1.0867	0.9845	1.4756	1.4322	1.4849
19	Kurunegala	1.0413	0.9875	1.4210	1.5390	1.3051	1.0987	0.9294	1.474	1.5618	1.5114
20	Anuradhapura	0.8738	0.7783	1.3368	1.3794	1.353	1.2931	0.9390	1.4759	1.4128	1.3785
21	Polonnaruwa	0.8814	0.5886	1.3242	1.4484	0.9953	NQC	NQC	1.4859	1.5985	1.0133
22	Badulla	0.9421	0.8868	1.4006	1.4910	1.2083	1.0984	0.9300	NQC	1.5270	1.3724
23	Moneragala	0.7394	0.6697	1.4664	1.1464	1.1208	NQC	0.9585	1.4781	1.2659	1.2649
24	Kegalle	1.0622	1.0304	1.5130	1.5456	1.4258	1.1126	0.9435	1.4740	1.6107	1.5056
25	Ratnapura	1.0319	0.8646	1.4811	1.5274	1.4120	1.1112	0.9403	1.4742	1.5336	1.4808

NQC: Not Qualified Candidate

Table 06: Minimum Z-Scores required to admit to various courses of study in respect of each district for the academic year 2016/2017 and 2017/2018.

	Academic Year	2016/2017							2017/2018						
	Syllabus														
	Faculty	FAPM		FAS	FBSF	FLFN		FOT	FAPM		FAS	FBSF	FLFN		FOT
	Degree Programme	Agriculture	Biosystems Technology	Applied Science (PHY. Sc)	Management	Food Science & Nutrition	Food Production & Technology Management	Engineering Technology	Agriculture	Biosystems Technology	Applied Science (PHY. Sc)	Management	Food Science & Nutrition	Food Production & Technology Management	Engineering Technology
	District														
1	Colombo	1.0944	1.5830	1.0197	1.4570	1.5306	1.4081	1.4152	1.0762	1.5453	0.9866	1.4282	1.5195	1.3970	1.3669
2	Gampaha	1.0353	1.6013	0.9949	1.4112	1.5663	1.4607	1.4216	1.0559	1.4497	0.9677	1.4252	1.4769	1.3623	1.3651
3	Kalutara	1.1266	1.6078	0.9761	1.4095	1.5732	1.4131	1.4231	1.0945	1.5255	0.9935	1.4263	1.5188	1.3542	1.3884
4	Matale	NQC	1.6075	1.0314	1.4122	1.5964	1.3788	1.4921	1.2018	1.4730	NQC	1.4249	1.5308	1.3689	1.4017
5	Kandy	1.1065	1.6015	0.9727	1.4110	1.4681	1.3527	1.4367	1.0859	1.4611	0.9815	1.4271	1.4984	1.3392	1.3617
6	Nuwara Eliya	NQC	1.6294	NQC	1.4112	1.3181	1.2431	1.4621	NQC	1.4802	NQC	1.4250	1.3872	1.1885	1.4529
7	Galle	1.0967	1.6393	1.0166	1.4509	1.5898	1.4396	1.4286	1.0783	1.5166	0.9901	1.4299	1.5457	1.4086	1.3887
8	Matara	1.1441	1.6458	1.0264	NQC	1.5946	1.4317	1.5072	1.1131	1.4695	1.0050	NQC	1.5051	1.4102	1.4064
9	Hambanthota	1.0421	1.6014	0.9867	1.4098	1.6252	1.3782	1.4257	1.0794	1.4229	1.0072	1.4645	1.5119	1.3525	1.3943
10	Jaffna	1.0528	1.6232	1.0250	NQC	1.6123	1.4924	1.4440	1.2337	1.4749	0.9861	NQC	1.5254	1.4133	1.3826
11	Kilinochchi	NQC	NQC	NQC	NQC	0.8628	0.4100	NQC	NQC	NQC	NQC	NQC	1.1113	0.8612	NQC
12	Mannar	NQC	NQC	NQC	NQC	1.4685	0.9494	NQC	NQC	NQC	NQC	NQC	1.3797	1.2048	1.4077
13	Mullaitivu	NQC	NQC	NQC	NQC	1.1143	0.7429	NQC	NQC	1.6111	NQC	NQC	1.3349	0.9906	NQC
14	Vavuniya	NQC	NQC	NQC	NQC	1.4398	1.1139	1.5196	NQC	NQC	NQC	NQC	1.3671	1.3448	1.4337
15	Trincomalee	NQC	NQC	1	1.4197	1.4649	1.4053	NQC	NQC	NQC	1.0106	1.4285	1.5543	1.3274	NQC
16	Batticaloa	NQC	NQC	1.0040	NQC	1.5235	1.4389	1.4247	1.2309	1.4803	NQC	NQC	1.4643	1.3447	1.4396
17	Ampara	1.078	NQC	1.0310	1.4722	1.5888	1.2553	1.4458	1.0832	1.4315	1.0261	1.4316	1.4578	1.1575	1.3791
18	Puttalam	1.0553	1.6302	1.0364	1.4287	1.3577	1.3681	1.4402	1.0618	1.6069	0.9738	1.4286	1.4266	1.3120	1.3672
19	Kurunegala	1.1022	1.5903	0.9780	1.4095	1.5330	1.4513	1.4357	1.0784	1.5076	0.978	1.4267	1.4704	1.3921	1.3623
20	Anuradhapura	1.0820	1.5821	NQC	1.4160	1.4730	1.4260	1.4406	1.0524	1.4412	NQC	1.4397	1.3727	1.3223	1.3677
21	Polonnaruwa	NQC	NQC	NQC	1.4114	1.3689	1.4205	1.4451	NQC	NQC	NQC	1.4532	1.3015	1.2743	1.3846
22	Badulla	1.0561	1.6175	1.0032	1.4106	1.4552	1.2967	1.4541	NQC	1.5537	1.0217	NQC	1.4443	1.2859	1.3792
23	Moneragala	1.0727	1.6034	0.9708	1.4239	1.2660	1.2500	1.4760	1.0580	1.5707	1.0288	1.4402	1.2917	1.2876	1.3661
24	Kegalle	1.1156	1.6115	0.9767	1.4145	1.5923	1.4232	1.4279	1.0696	1.4744	0.9873	1.4261	1.4522	1.4038	1.3924
25	Ratnapura	1.0625	1.5931	0.9727	1.4252	1.5285	1.3961	1.4404	1.0696	1.4373	0.9628	1.4321	1.4874	1.3862	1.3601

NQC: Not Qualified Candidate

Table 07: Minimum Z-Scores required to admit to various courses of study in respect of each district for the academic year 2018/2019.

	Academic Year	2018/2019							
	Syllabus								
	Faculty	FAPM		FAS	FBSF	FLFN		FOT	FOM
	Degree Programme	Agriculture	Biosystems Technology	Applied Science (PHY. SC)	Management	Food Science & Nutrition	Food Production & Technology Management	Engineering Technology	Medicine
	District								
1	Colombo	1.0901	1.5751	0.9761	1.4006	1.4513	1.3284	1.4993	1.9087
2	Gampaha	1.0854	1.5543	0.9540	1.3924	1.4871	1.3336	1.5013	1.8047
3	Kalutara	1.0966	1.5799	0.9497	1.4175	1.5197	1.3569	1.5109	1.7953
4	Matale	1.1162	1.5496	NQC	1.4044	1.5523	1.2225	1.5448	NQC
5	Kandy	1.1181	1.5780	0.9860	1.3986	1.4655	1.3102	1.5424	1.7944
6	Nuwara Eliya	1.1296	NQC	NQC	1.4056	1.3765	1.2164	1.5564	1.6427
7	Galle	1.0977	1.6394	1.0049	1.4415	1.5363	1.3821	1.5052	NQC
8	Matara	1.0898	1.6206	1.0273	NQC	1.5449	1.3628	1.5001	NQC
9	Hambanthota	1.0970	1.5731	0.9871	1.4045	1.5449	1.3358	1.5255	NQC
10	Jaffna	1.1195	1.5444	NQC	NQC	1.5332	1.3432	1.5210	NQC
11	Kilinochchi	NQC	NQC	NQC	NQC	0.9675	0.9028	NQC	NQC
12	Mannar	NQC	NQC	NQC	NQC	1.2573	1.0388	1.7634	1.6373
13	Mullaitivu	NQC	NQC	NQC	NQC	1.0352	0.6348	1.5652	NQC
14	Vavuniya	NQC	NQC	NQC	NQC	1.4356	1.1191	1.5085	NQC
15	Trincomalee	NQC	2.0053	NQC	1.4128	1.4680	1.3853	1.5024	1.7047
16	Batticaloa	NQC	1.7048	0.9973	1.4185	1.4721	1.3277	1.5781	NQC
17	Ampara	1.0939	NQC	1.0216	1.4336	1.4873	1.2005	1.5497	1.6537
18	Puttalam	1.0838	1.6243	0.9495	1.3986	1.4361	1.2951	1.5978	1.7182
19	Kurunegala	1.0961	1.5831	0.9576	1.3937	1.4795	1.3351	1.5094	1.8034
20	Anuradhapura	1.1314	1.5914	NQC	1.3959	1.3644	1.3643	1.5154	1.6629
21	Polonnaruwa	NQC	NQC	NQC	1.3941	1.2886	1.2560	1.5813	1.4792
22	Badulla	1.0862	1.5617	0.9622	1.4046	1.4767	1.1856	1.6290	NQC
23	Moneragala	1.1177	1.6400	0.9583	1.4116	1.3061	1.2731	1.4999	1.5298
24	Kegalle	1.1020	1.5827	0.9822	1.3959	1.5253	1.3333	1.6470	1.7461
25	Ratnapura	1.0890	2.0559	0.9531	1.4004	1.5330	1.3457	1.5045	NQC

NQC: Not Qualified Candidate

Table 08: Minimum Z-Scores required to admit to various courses of study in respect of each district for the academic year 2019/2020.

	Academic Year	2019/2020								2019/2020							
	Syllabus	Old Syllabus								New Syllabus							
	Faculty	FAPM		FAS	FBSF	FLFN		FOT	FOM	FAPM		FAS	FBSF	FLFN		FOT	FOM
	Degree Programme	Agriculture	Biosystems Technology	Applied Science (PHY. Sc)	Management	Food Science & Nutrition	Food Production & Technology Management	Engineering Technology	Medicine	Agriculture	Biosystems Technology	Applied Science (PHY. Sc)	Management	Food Science & Nutrition	Food Production & Technology Management	Engineering Technology	Medicine
	District																
1	Colombo	0.6948	NQC	0.4979	1.2470	1.1434	1.0107	1.7467	1.7147	1.0427	1.5173	0.9960	1.4260	1.4539	1.2702	1.3344	NQC
2	Gampaha	0.6951	1.6664	0.4991	1.2297	1.1957	1.0187	1.6650	1.5636	1.0294	1.4496	0.9950	1.4204	1.4708	1.2994	1.3330	1.9238
3	Kalutara	0.7169	NQC	0.5435	1.2499	1.1947	0.9800	NQC	1.7103	1.0277	NQC	1.0515	1.4302	1.5003	1.3483	1.3548	NQC
4	Matale	0.7023	NQC	0.5843	1.2345	1.2208	1.0190	1.9827	1.5703	NQC	1.4465	1.0301	1.4246	1.3013	0.7767	1.3868	1.9473
5	Kandy	0.7109	1.6011	0.4998	1.2319	1.1990	0.9856	1.6667	1.6789	1.0448	1.4430	1.0024	1.4216	1.5409	1.3100	1.3526	1.9852
6	Nuwara Eliya	0.6998	NQC	NQC	1.2354	1.0914	0.8427	1.6601	1.4323	1.1197	1.4484	NQC	1.4351	1.1645	1.0917	1.3722	1.8684
7	Galle	0.7442	NQC	0.5538	1.2484	1.2350	1.0433	1.6769	NQC	1.0453	1.4501	1.0509	1.5466	1.5573	1.3550	1.3511	NQC
8	Matara	0.7012	1.6284	0.5670	NQC	1.2434	0.9940	1.6427	1.6665	NQC	1.5028	0.9991	NQC	1.5796	1.2784	1.4192	NQC
9	Hambanthota	0.6992	NQC	0.5475	1.2622	1.2174	0.9961	1.6928	1.6171	NQC	1.4498	1.0046	NQC	1.4368	1.2326	1.4627	NQC
10	Jaffna	0.7532	NQC	NQC	NQC	1.2179	0.8883	1.6465	NQC	1.1475	NQC	1.0036	1.4923	1.5806	1.1008	NQC	NQC
11	Kilinochchi	NQC	NQC	NQC	NQC	0.5404	0.1956	NQC	NQC	NQC	1.6667	NQC	NQC	0.6568	0.6286	NQC	NQC
12	Mannar	0.8176	NQC	NQC	NQC	1.0173	0.4472	NQC	1.5686	NQC	NQC	NQC	NQC	1.2408	0.4474	NQC	NQC
13	Mullaitivu	NQC	NQC	NQC	NQC	1.1766	0.4542	NQC	NQC	NQC	NQC	NQC	NQC	0.5614	0.1244	NQC	NQC
14	Vavuniya	NQC	NQC	NQC	NQC	1.0071	0.5766	NQC	1.5403	NQC	NQC	NQC	NQC	0.9971	0.8745	1.5814	1.7894
15	Trincomalee	0.7282	NQC	NQC	1.3367	1.0578	0.9047	NQC	1.6108	NQC	1.5276	NQC	1.4352	1.2125	1.0480	NQC	NQC
16	Batticaloa	NQC	NQC	0.5037	NQC	1.2140	0.7379	1.6513	NQC	1.2115	1.5611	NQC	NQC	1.4483	1.1990	1.5341	NQC
17	Ampara	0.8804	NQC	0.5038	1.2338	1.1624	1.0077	1.8209	1.5994	1.0292	NQC	1.1417	1.4475	1.4106	1.3466	1.3430	NQC
18	Puttalam	0.6994	NQC	0.5759	1.3575	0.9635	0.8494	1.7354	1.5154	1.1087	1.5488	NQC	1.4204	1.4168	1.2323	1.3278	1.9267
19	Kurunegala	0.7214	1.6418	0.4989	1.2300	1.1465	0.9818	1.6499	1.6216	1.0631	1.4418	0.9997	1.4272	1.5165	1.2165	1.3429	2.0436
20	Anuradhapura	NQC	1.6448	NQC	1.2300	0.9873	0.8939	1.8069	1.4217	NQC	1.4374	NQC	1.4302	1.3310	1.3708	1.3479	1.7481
21	Polonnaruwa	NQC	NQC	NQC	1.2343	0.8968	0.7623	NQC	1.4072	NQC	1.5335	NQC	1.4406	1.1775	0.9443	1.3624	1.8430
22	Badulla	0.7352	1.6763	0.5997	1.4024	1.1345	0.9052	NQC	1.5337	1.0701	1.4418	NQC	1.5028	1.5391	1.2625	1.3616	1.9109
23	Moneragala	0.6960	1.6333	0.5055	1.2345	1.1102	0.9187	1.6917	1.4013	NQC	1.4497	NQC	NQC	1.0491	0.7443	1.3515	1.6753
24	Kegalle	0.6963	NQC	0.5164	1.2305	1.2324	1.0031	1.6450	1.6064	1.0903	1.4692	1.0215	1.4271	1.5712	1.2839	1.4004	2.1362
25	Ratnapura	0.6939	NQC	0.5081	1.2430	1.1824	0.9861	1.7312	1.6039	NQC	1.4752	0.9953	1.4947	1.5624	1.2117	1.3282	NQC

NQC: Not Qualified Candidate

Methodology

Information needed to prepare the employability survey report was collected through the questionnaire (Annexure I). Information from the students who graduated in the year 2021 was subjected to this analysis, and information about this study was based on the duration between the completion of the degree program and the convocation. Questionnaires were handed over to students before the convocation. However, during this survey round, convocation had been postponed several times due to the COVID-19 pandemic. The convocation for the 2021 graduates was finally held on November 29th, 30th, and December 1st, 2022. Thus, there is a significant time gap between completing the degree program and gathering information from the graduates. Completed questionnaires were collected by the Assistant Registrars of the Faculty of Agriculture & Plantation Management, Faculty of Applied Sciences, Faculty of Business Studies & Finance, Faculty of Livestock, Fisheries and Nutrition, and Faculty of Technology at the convocation. The time duration between the final examination and the convocation differed among the four faculties, as shown in **Table 02** above.

Then, the collected survey questionnaire forms were entered into computers by the university statistical officer, her staff, and the Unit of External Affairs staff. The university statistical officer then analyzed the data, and the information was handed over to the Coordinators of External Affairs for further analysis and reporting. The information was analyzed, compared, and reported by two Coordinators of the External Affairs Unit.

Chapter 1

Employability Survey Results 2021: Faculty of Agriculture and Plantation Management (FAPM)

The FAPM currently offers two-degree programs, the Bachelor of Science (BSc) in Agriculture (Honors) and the Bachelor of Biosystems Technology (BBST) Honours, in addition to an External Degree in Agriculture and Plantation Management and a Master in Agri Enterprise Technology Management (M.AETM). Additionally, two Diploma level courses are also offered: Diploma in Food Business and Marketing (DFBM) and Diploma in Agriculture and Plantation Management (DAPM). The faculty consists of five departments of study, namely Agribusiness Management, Biotechnology, Biosystems Engineering, Horticulture and Landscape Gardening, and Plantation Management. Agribusiness Management, Biotechnology, Horticulture, Landscape Gardening, and Plantation Management provide the service to the BSc in Agriculture degree and the support extended to run the BBST degree together with the Department of Biosystems Engineering.

Response Rate of FAPM for Employability Survey

The census described in Chapter 1 comprises the internal graduates of the FAPM. The questionnaire was distributed among all graduates eligible to obtain the degree at the General Convocation of Wayamba University of Sri Lanka, held in November and December 2022. The total number of eligible graduates for the Convocation from the faculty was 214; among them, 208 responded to the distributed questionnaire. The percentage of responses to the questionnaire was 97%. **Table 1.1** indicates the number of students who responded to the questionnaire from different specialization programs offered by five departments in the faculty (BSc in Agriculture students are specialized in four different departments, namely, Agribusiness Management, Biotechnology, Horticulture, Landscape Gardening, and Plantation Management).

Table 1.1: Response rates for the questionnaire by the graduates in FAPM, who were eligible to obtain the degree at general convocation (including 4 lateral entry students).

Department	No. of Questionnaire Sent	No. of Questionnaire Received
Agribusiness Management	214	46
Biosystems Engineering		80
Biotechnology		16
Horticulture & Landscape Gardening		39
Plantation Management		27
Total	214	208

Demography of Graduates

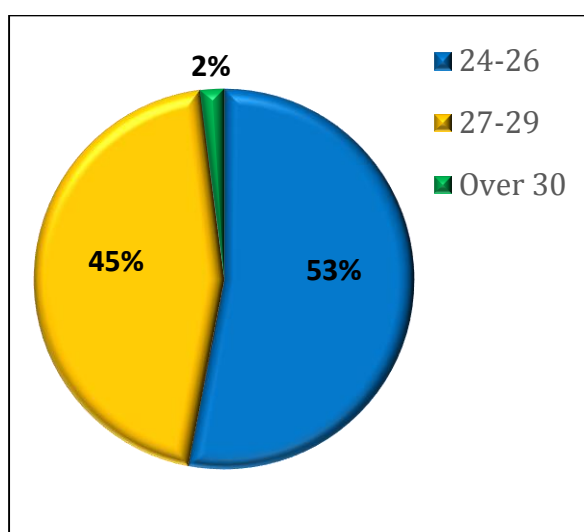
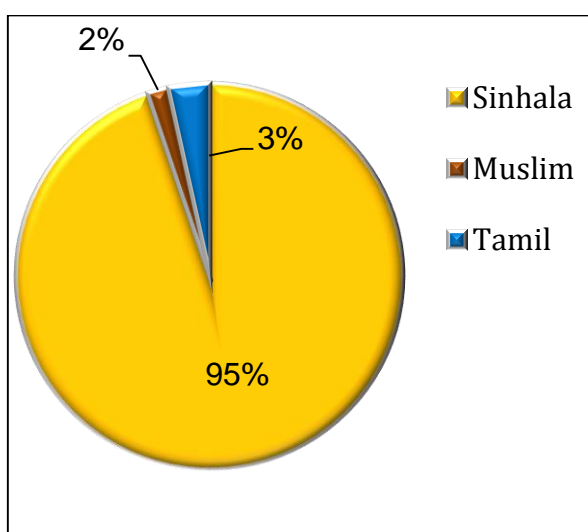
The female student population was significantly higher in the FAPM. Females represented 75% of the total graduates in the faculty. The composition of the gender of graduates in different specialization areas is given in **Table 1.2**.

Table 1.2 Gender compositions of graduates in FAPM.

Department	Female	Male	Total No. of graduates	Female %	Male %
Agribusiness Management	32	14	46	70	30
Bio Systems Engineering	62	18	80	78	22
Biotechnology	15	1	16	94	6
Horticulture & Landscape Gardening	31	8	39	79	21
Plantation Management	17	10	27	63	37
Total	157	51	208	75	25

Most students were within the age range of 24-26 years and reported as 53%. Out of the total graduates, 45% were in the age group of 27-29 years old. 2% of graduates fall into the age category above 30 years in FAPM (**Figure 1.1**). A higher age group was reported due to lateral entry.

Three ethnic groups were represented among the total graduates. Sinhala is the main ethnic category and reported as 95% of the total graduates from the FAPM in 2021. Muslim and Tamil ethnic categories were reported as 2% and 3% respectively (**Figure 1.2**).

**Figure 1.1.** Age structure of the graduates of the FAPM.**Figure 1.2.** Representation of different ethnic groups in the FAPM.

Students from semi-urban areas represented the highest proportion of the graduate population and were reported as 57%. Students from rural and urban areas were reported as 30% and 13%, respectively, among the graduates of FAPM in 2021 (**Figure 1.3**).

Students who entered from the second and third attempts in the A/L examination represented 53% of the total graduate population of FAPM in 2021. Among all graduates (2021) of FAPM, only 47% entered the university at their first A/L attempt (**Figure 1.4**).

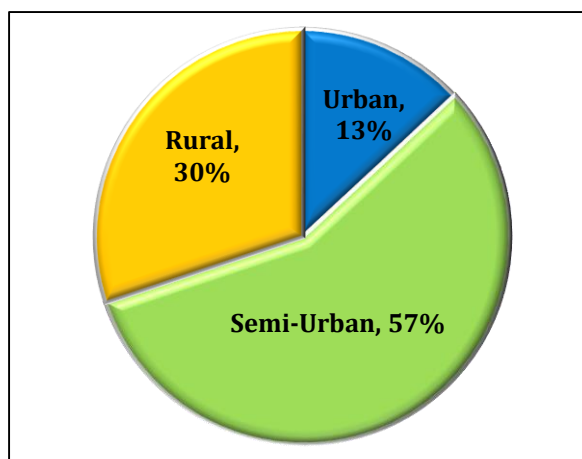


Figure 1.3. Residential areas of graduates.

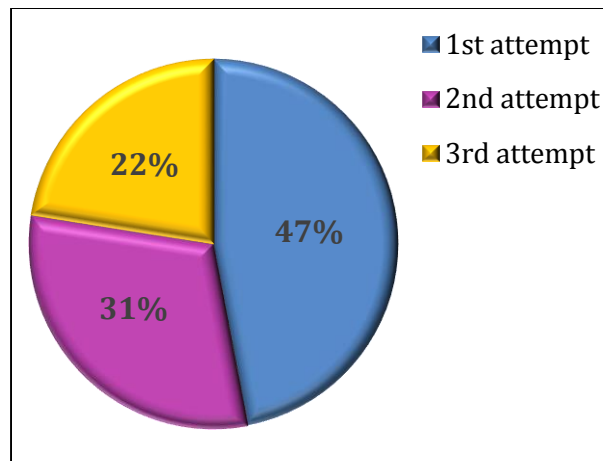


Figure 1.4. Number of A/L attempts for university entrance.

The linguistic medium of the A/L examination of graduates is given in **Figure 1.5**. Most (91%) students sat for the A/L examination in Sinhala medium. It was reported that only 6% and 3% of students sat for the A/L examination in Tamil and English, respectively.

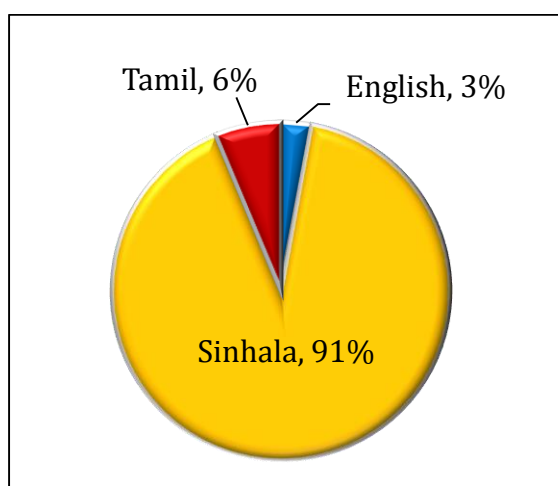


Figure 1.5. Linguistic medium of A/L examination of graduates.

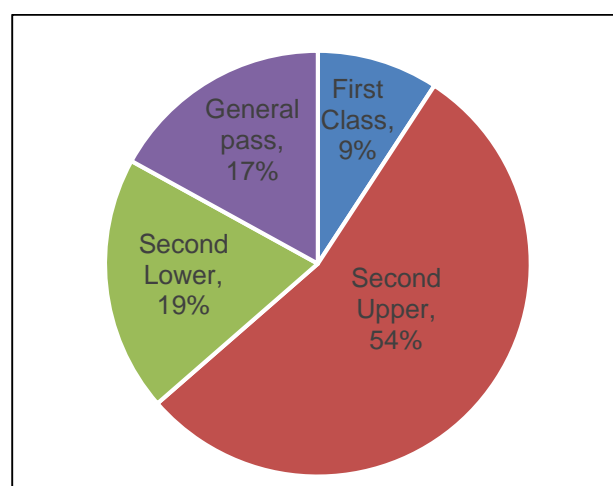


Figure 1.6. Overall performance of graduates in FAPM.

Academic Performances of Graduates

The prevalence of the First Class passes after the final examination of the graduates of 2021 in FAPM was 9%. Second Class Upper division passes were reported as 54%. Second Class Lower division and General passes were obtained by 19% and 17% of the students, respectively (**Figure 1.6**). The total number of students who obtained different grades and the percentage distribution of different grades among different specialization streams of FAPM are given in **Table 1.3** and **Figure 1.7**, respectively.

Table 1.3. Performance of graduates in different specialisations in the FAPM.

Department	First Class	Second Upper	Second Lower	Pass	Total
Agribusiness Management	5	27	7	5	44
Biosystems Engineering	6	40	21	13	80
Biotechnology	5	9	0	2	16
Horticulture & Landscape Gardening	1	24	7	7	39
Plantation Management	2	12	5	8	27
Total	19	112	40	35	206

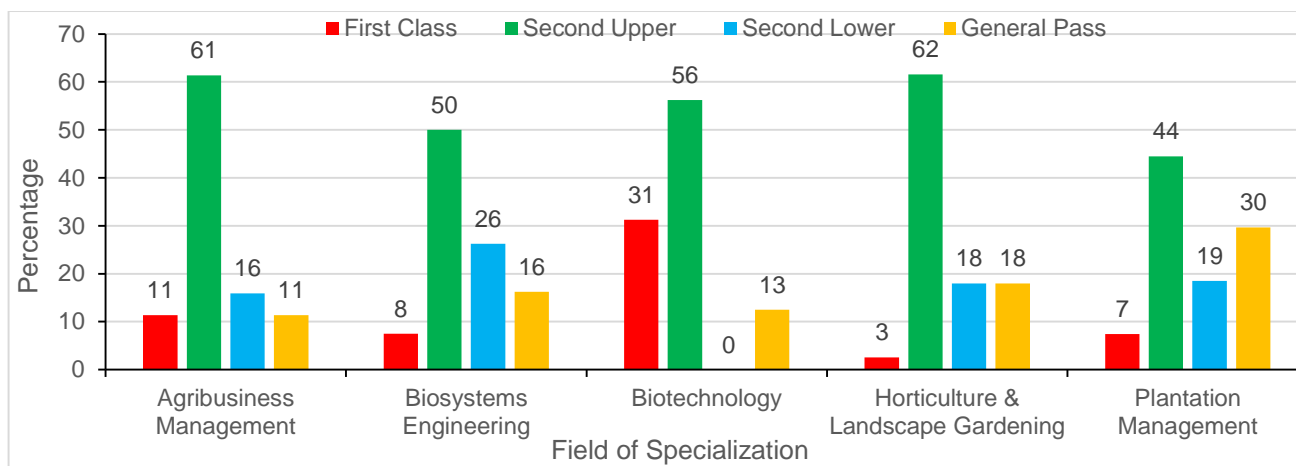


Figure 1.7. Percentages of different grades obtained by students in different specialization programmes offered by FAPM.

Employability Status of Graduates

Among the faculty graduates, 55% have obtained their first job within one year, ten months, and 17 days from the final examination. Employability of Graduates by Degree Programmes and Specialisations in the FAPM are given in **Tables 1.4** and **1.5**, respectively. **Table 1.6** indicates the different categories of employment of the graduates. Of those, 56% have obtained permanent jobs, 19% were in temporary jobs, 16% were contracted, and 9% were in training periods (**Figure 1.8**). In this analysis graduates in training categories were also considered as employed.

Table 1.4. Employability of graduates by degree programmes in the FAPM.

Degree	Employed	Unemployed	Total	Employed	Unemployed	Total
B.Sc. (Agriculture)	76	48	124	61%	39%	100%
Bachelor of Biosystems Technology	36	44	80	45%	55%	100%
Total	112	92	204	55%	45%	100%

Table 1.5. Employability of graduates by specialisations in the FAPM.

Department	Employed	Unemployed	Total
Agribusiness Management	25	21	46
Biosystems Engineering*	36	44	80
Biotechnology	13	3	16
Horticulture & Landscape Gardening	18	17	35
Plantation Management	20	7	27
Total	112	92	204
%	55	45	100

*Represents students who obtained the degree BBST; no specialization is granted.

Table 1.6. Different categories of employments of graduates in FAPM.

Department	Contract basis	Permanent	Temporary	Training	Total
Agribusiness Management	9	12	1	2	24
Biosystems Engineering	5	23	6	0	34
Biotechnology	1	5	6	1	13
Horticulture & Landscape Gardening	2	9	3	3	17
Plantation Management	0	10	4	4	18
Total	17	59	20	10	106

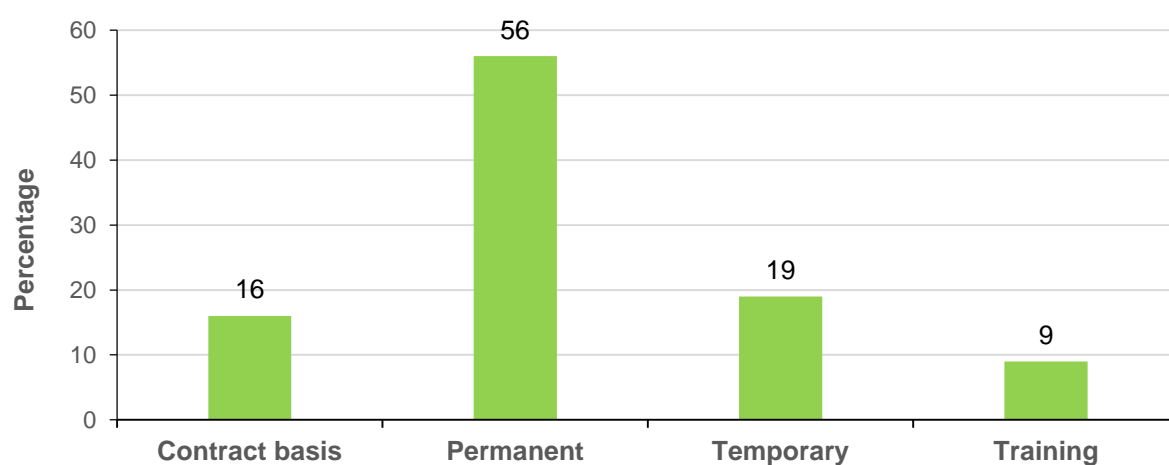


Figure 1.8. Percentage enrolments of graduates of FAPM in different employment categories.

Different Sectors of Employers

The private sector employed most graduates (81%), and the public sector job enrolment was reported as 5%. Job enrolment in semi-government institutions was reported as 10% respectively. NGOs were reported as 3%, and others as 1% (**Figure 1.9**).

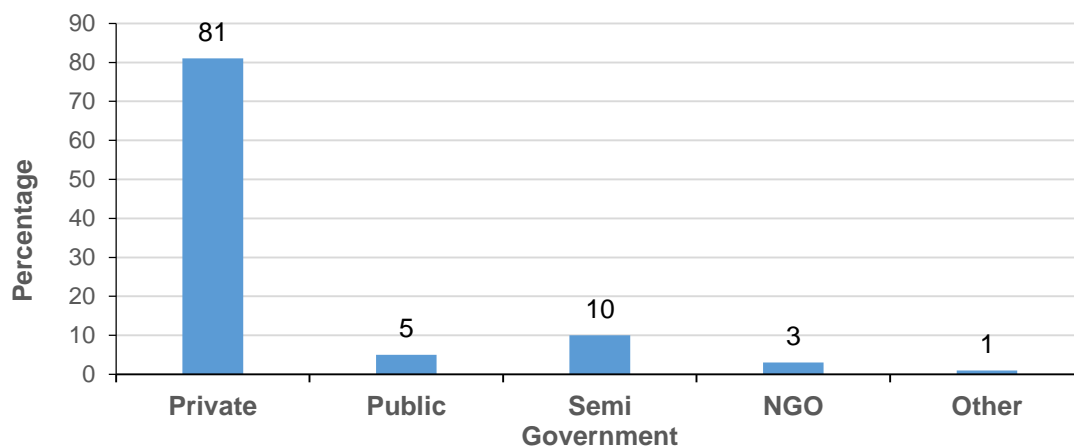


Figure 1.9. Percentage job enrolments of graduates of FAPM in different sectors.

Monthly Salary Levels of Employed Graduates of FAPM

Salary level distributions among different specializations are indicated in **Table 1.7**. Most of the respondents (75%) have obtained above Rs. 40,000/- as the monthly salary for their first job, and 19% were employed for the range of Rs. 30,000 to 39999 monthly salaries. (**Table 1.7** and **Figure 1.10**).

Table 1.7. Salary levels of employed graduates of FAPM.

Monthly Salary (LKR)	Agribusiness Management	Bio Systems Engineering	Biotechnology	Horticulture & Landscape Gardening	Plantation Management	Total Respondents from Each Category
20000-29999	2	2	0	0	1	5
30000-39999	3	9	2	0	4	18
40000-49999	10	12	6	10	5	43
50000-59999	4	6	1	1	3	15
60000-69999	3	2	2	1	1	9
70000-79999	0	2	0	0	0	2
80000-89999	1	0	1	0	0	2
90000-99999	0	0	0	1	0	1
Total respondents from each department	23	33	12	13	14	95

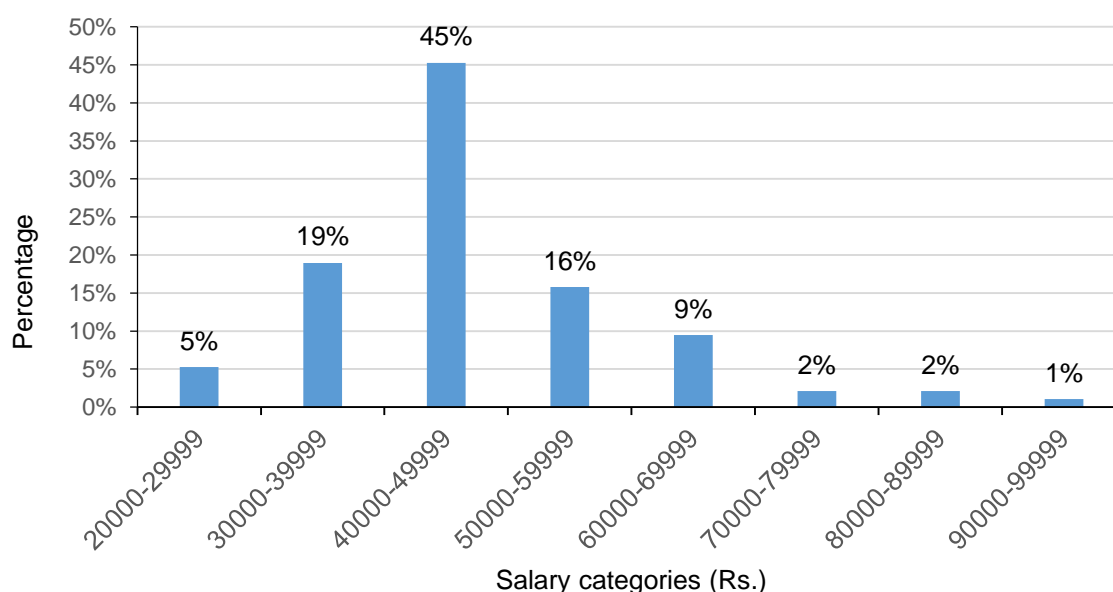


Figure 1.10. Percentage distribution of the employed graduates in different salary levels.

Perceived Relevance of the Degree Programme to Current Employments of Graduates of FAPM

The perceived relevance of the degree program to the occupation of graduates indicates how the existing training provided by the degree program fits with the current job market and the market requirements. One hundred-seven graduates have responded to this question, and the statistics of their responses are given in **(Table 1.8)**. The present survey has indicated that 75% of the graduates of FAPM were employed in highly relevant jobs (more than 75% relevance) to their

degree program or the specialization area. It was reported as 12%, when considering the 50% relevance of their education to the current occupation (**Figure 1.11**).

Table 1.8. Perceived relevance of degree to employment.

Department	Perceived relevance of degree to employment				Total
	25%	50%	75%	100%	
Agribusiness Management	2	6	11	5	24
Bio Systems Engineering	4	2	23	11	40
Biotechnology	3	1	5	5	14
Horticulture & Landscape Gardening	2	3	6	6	17
Plantation Management	3	1	4	4	12
Total responses in each category	14	13	49	31	107

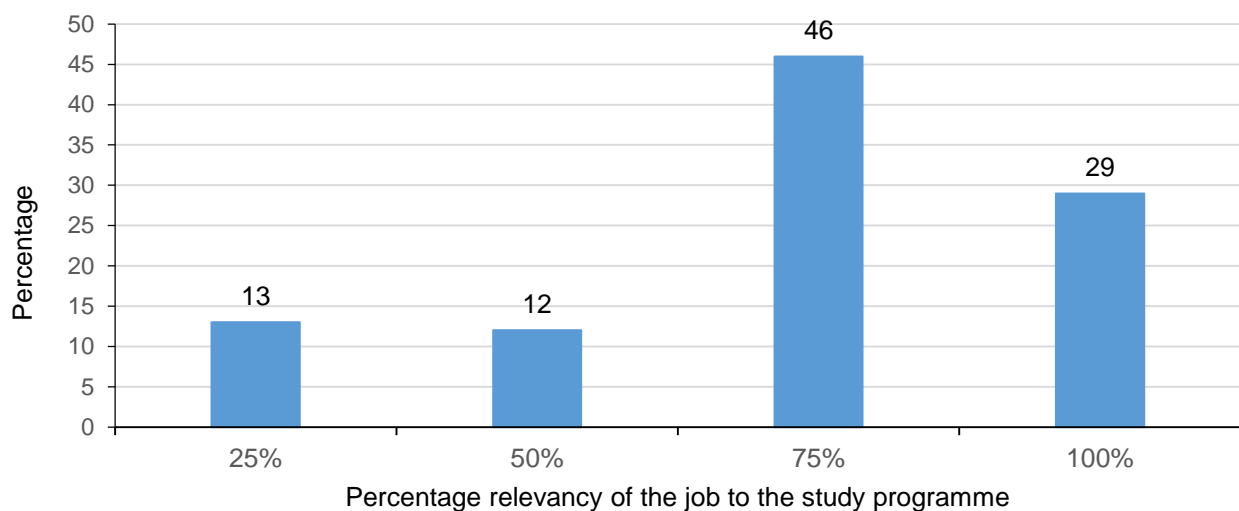


Figure 1.11. Percentage relevance of the degree to employment.

Level of Job Satisfaction among Graduates of FAPM

Among all responses, 23% were very satisfied with their current occupation, while 52% were in the satisfied category. Together with these two categories, 75% of graduates were satisfied with their jobs (**Figure 1.12**).

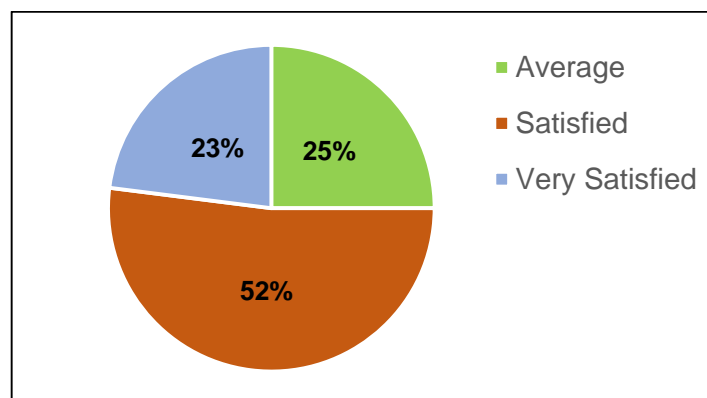


Figure 1.12. Level of satisfaction of the current employment.

Most Influential Factors to Obtain Present Job

According to their evaluation, the degree, field of study, English proficiency, personality, and soft skills have been ranked in the first category. Class of degree, previous work experience, other professional qualifications, and computer literacy also have a high influence on finding a job. Motivation of the students to gather supportive qualifications to excel in the job market can be planned through career guidance activities. The university projects, the reputation of the university, undergraduate research projects, research experiences, and personal contacts have less influence on finding a job (**Figure 1.13**).

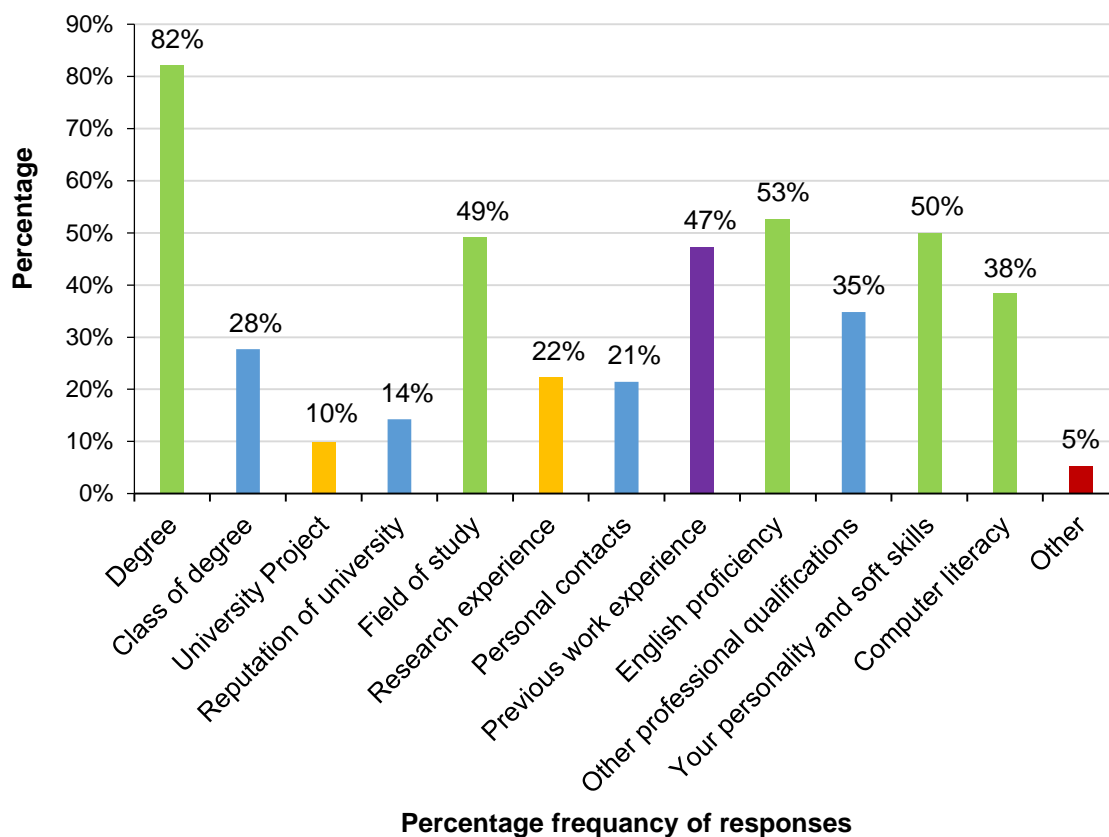


Figure 1.13. Most influential factors to obtain the present job.

Help from University Education to Career Development

Support of the degree program to students' career development, jobs, and personal growth was satisfactory, with averaging scores about 4 out of 5 on the Likert scale. It indirectly indicates the support of the curriculum for necessary knowledge and skills for the working environment. However, ratings for support for the starting period of employment and to become entrepreneurs have received average scores. Support from the degree program to develop entrepreneurial skills received the lowest rating, indicating the need for further attention (**Figure 1.14**).

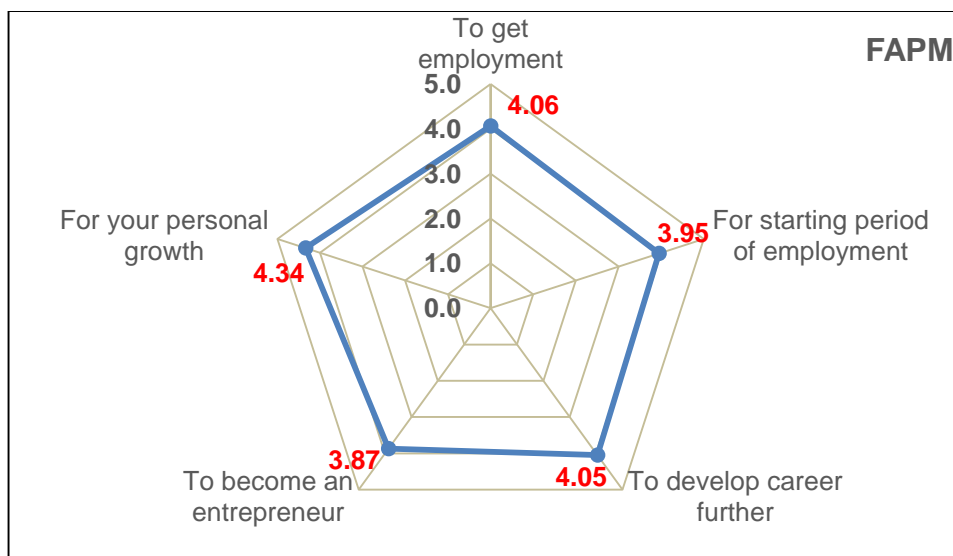


Figure 1.14. Support from the university education to career development as rated by FAPM graduates.

Additional Qualifications (Postgraduates, Professional or Other) held by Graduates of FAPM

A considerable number of students who graduated from the FAPM had additional qualifications. For instance, 38 have been following such programs, and 72 have completed Diploma Level courses at the time of the survey. Among additional qualification holders, 30 students have other qualifications that have not been categorically indicated (**Table 1.9**). Of the responded graduates, 29 were reading for their Post Graduate Degrees, including MSc. (25) and MPhil. (1) and MBA (3). This information indicates students' attentiveness to their career development and the intention to be more skilful and knowledgeable in a competitive society.

Table 1.9. Additional qualifications of graduate at the period of survey (C denotes the completed and R denotes the continuation of the programmes).

Department	Diploma		MSc		MBA		MPhil	CIMA	Other	
	C	R	C	R	C	R	R	R	C	R
Agribusiness Management	15	1	0	4	1	3	1	1	5	1
Bio Systems Engineering	27	1	2	8	0	0	0	0	9	0
Biotechnology	3	1	0	2	0	0	0	0	2	1
Horticulture & Landscape Gardening	17	0	1	6	0	0	0	0	9	0
Plantation Management	10	2	0	5	0	0	0	1	2	1
Total	72	5	3	25	1	3	1	2	27	3

Chapter 2

Employability Survey Results 2021: Faculty of Applied Sciences (FAS)

Response Rate of FAS for Employability Survey

The questionnaire was distributed among all students in the Faculty of Applied Sciences (FAS) who are eligible to receive the degrees at the General Convocation of Wayamba University of Sri Lanka held in December 1st 2022. This survey comprised of all specialization programmes offered by the FAS. The response rate for the questionnaire was high in all degree programmes and overall response rate was 97% (**Table 2.1**). Duration of the date of degree completion and the survey is given in the **Table 02** under the Introduction of the report.

Table 2.1. Response rates for the questionnaire by graduates in FAS, who were eligible to obtain the degree at General Convocation held at December 2022.

Degree programme	No. of Questionnaire Sent	No. of Questionnaire Received
B.Sc. (General)	209	109
B.Sc. (Joint Major)		66
B.Sc. (Special) in Applied Electronics		4
B.Sc.(Special) in Computer Science		9
B.Sc.(Special) in Industrial Management		7
B.Sc. (Special) in Mathematics with Statistics		7
Total		202

Demography of Graduates

Among the total graduates of the FAS, around 48% were females and 52% were males. According **Table 2.2**, more female students were graduated from specialization programmes.

Table 2.2: Gender composition of graduates in FAS.

Degree Program	Female	Male	Total no. of graduates	Female %	Male %
B.Sc. (General)	33	76	109	30	70
B.Sc. (Joint Major)	45	21	66	68	32
B.Sc. (Special) in Applied Electronics	2	2	4	50	50
B.Sc.(Special) in Computer Science	5	4	9	56	44
B.Sc.(Special) in Industrial Management	5	2	7	71	29
B.Sc. (Special) in Mathematics with Statistics	6	1	7	86	14
Total	96	106	202	48	52

Majority of the students were within the age range of 27-29 and reported as 66%. Of the total graduates 29% were in the age group of 24-26 years. Moreover, in the FAS, 5% of the graduates fall into the age category above 30 years (**Figure 2.1**).

Three ethnic groups were represented among the total graduates and namely Sinhala, Tamil, and Muslim. Sinhala, Tamil, and Muslim ethnic groups were represented as 98%, 1%, and 1% were respectively in graduate population (**Figure 2.2**).

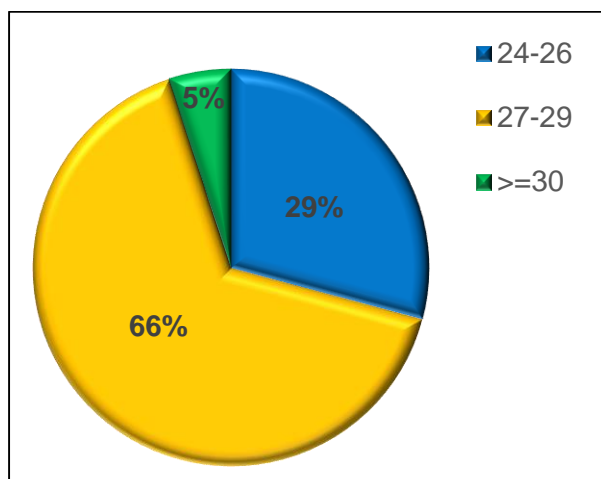


Figure 2.1. Age structure of the graduates in the FAS.

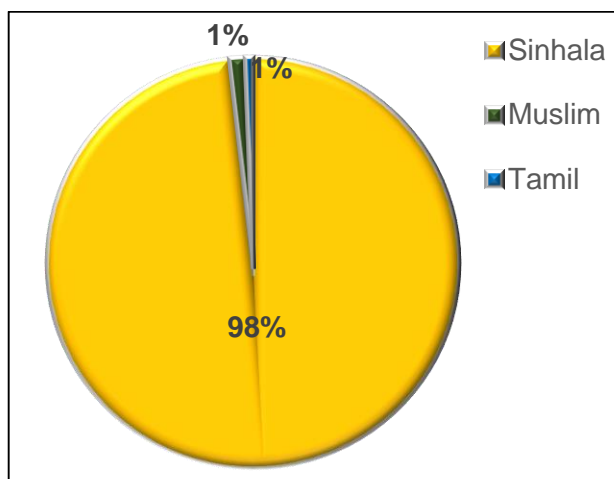


Figure 2.2. Representation of different of ethnic groups in the FAS.

Students from semi-urban areas have represented 47% of the graduate population in 2021. Students from rural and urban areas were reported as 32% and 21% respectively (**Figure 2.3**).

Among total graduate population in FAS, 13% had single attempt in Advanced Level Examination. Majority of the Students (61%) had second attempt and 26% got entered to the University at their third attempt of Advanced Level Examination (**Figure 2.4**).

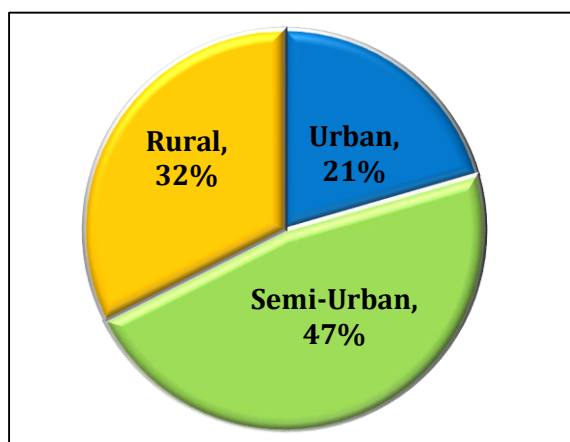


Figure 2.3. Residential areas of graduates

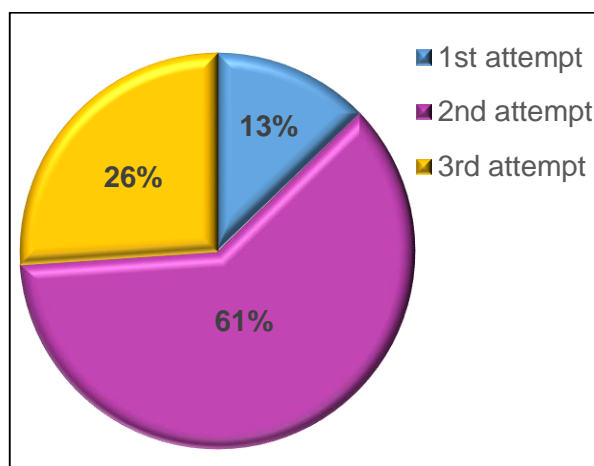


Figure 2.4. Number of A/L attempts for University entrance

Medium of instruction of A/L education of the majority (95%) of graduates was in Sinhala. Tamil and English medium A/L candidates were reported as 3% and 2% respectively (**Figure 2.5**).

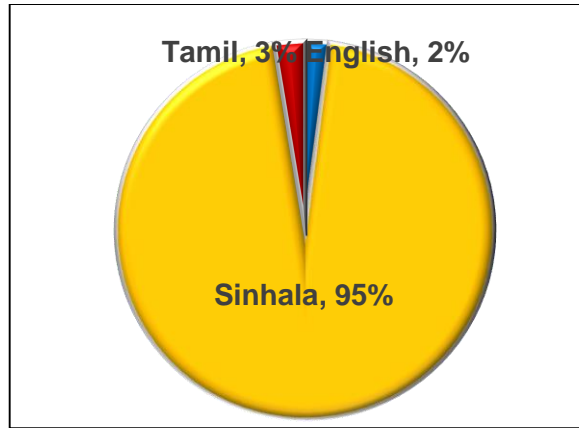


Figure 2.5. Linguistic medium of A/L examination of graduates

Academic Performances of Graduates

There were 09 first class reported among 189 respondents and it was around 5% among total respondents. Second Class Upper Passes were reported as 17% while 12% obtained Second Class Lower Passes at General Convocation held in December, 2022. Other students (66%) had obtained General Passes in the final examination (**Figure. 2.6**). **Table 2.3** indicates the number of students with their respective grades at the final degree examination and **Figure 2.7** indicates the percentage distribution of different grades among degree programmes of FAS.

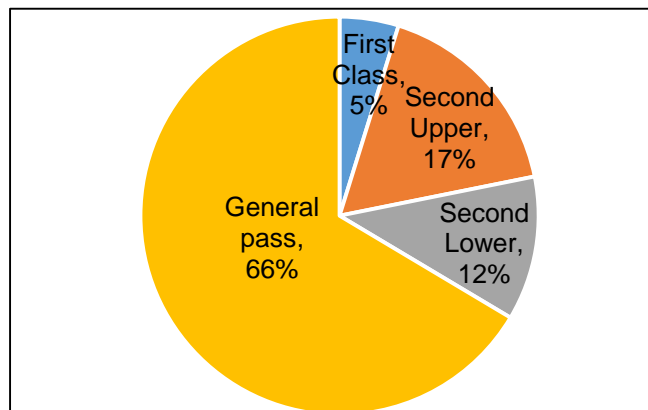


Figure 2.6. Overall performance of graduates in FAS

Table 2.3: Performance of graduates in different degree programmes in FAS

Degree	First Class	Second Upper	Second Lower	General Pass	Total
B.Sc. (General)	0	0	3	93	96
B.Sc. (Joint Major)	0	18	16	32	66
B.Sc. (Special) in Applied Electronics	1	2	1	0	4
B.Sc.(Special) in Computer Science	4	4	1	0	9
B.Sc.(Special) in Industrial Management	2	5	0	0	7
B.Sc. (Special) in Mathematics with Statistics	2	3	1	1	7
Total	9	32	22	126	189

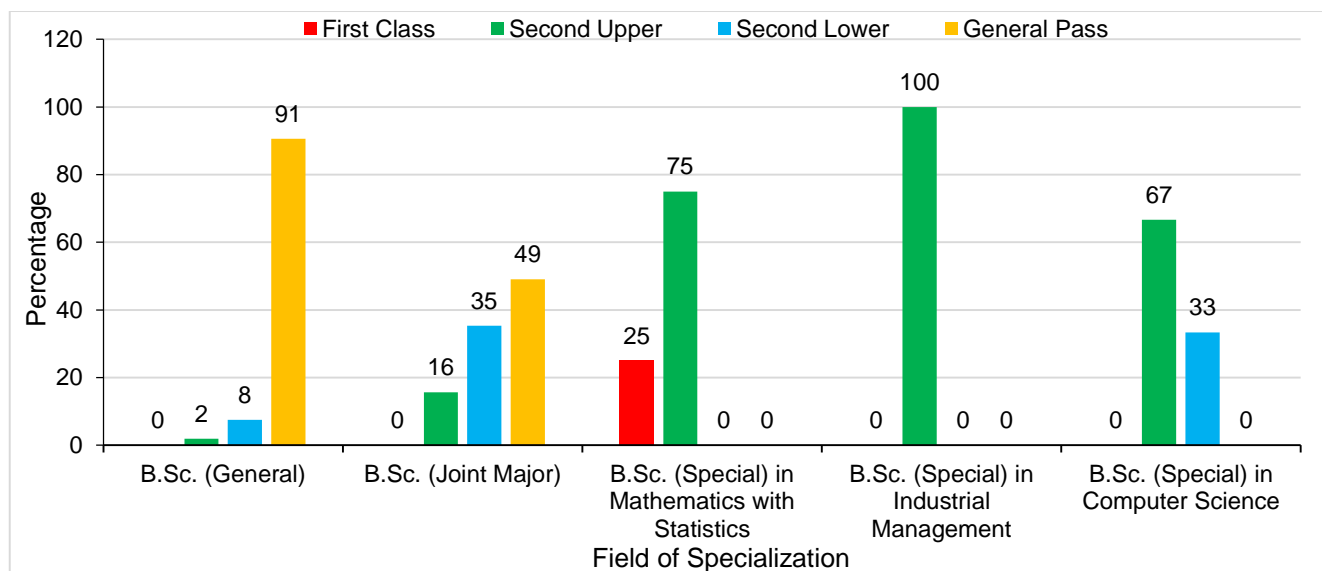


Figure 2.7: Percentages of different grades obtained by students in different degree programmes offered by FAS.

Employability Status of Graduates

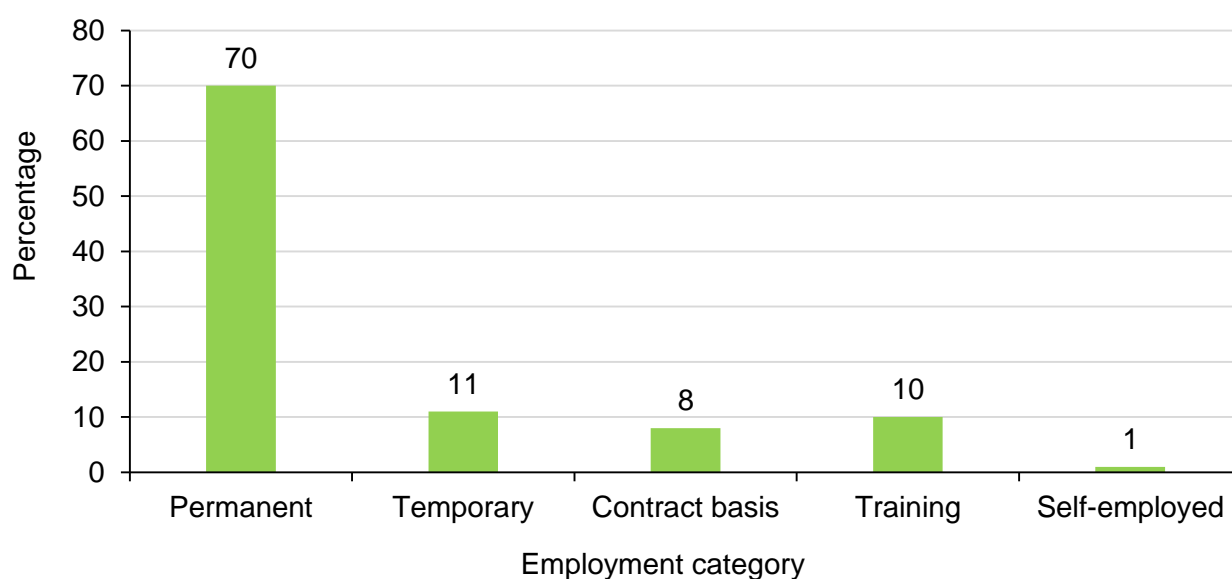
Among 202 total graduates, 154 said they were employed at the time of the survey. Thus, the employability rate of the graduates in FAS at the general convocation held in December 2022 was 76% (**Table 2.4**). **Table 2.5** shows the enrolment of graduates in different employment categories. According to **Figure 2.8**, 70% have obtained permanent jobs, while 19% of them were in temporary and contract positions, 10% were in training and 1% were self-employed. In this analysis graduates in training attachments were considered as employed.

Table 2.4: Employability of Graduates by Degree Programmes in FAS

Degree	Employed	Unemployed	Total	Employed	Unemployed	Total
B.Sc. (General)	76	33	109	70%	30%	100%
B.Sc. (Joint Major)	55	11	66	83%	17%	100%
B.Sc. (Special) in Applied Electronics	4	0	4	100%	0	100%
B.Sc.(Special) in Computer Science	9	0	9	100%	0	100%
B.Sc.(Special) in Industrial Management	5	2	7	71%	29%	100%
B.Sc. (Special) in Mathematics with Statistics	5	2	7	71%	29%	100%
Total	154	48	202	76%	24%	100%

Table 2.5: Different categories of employments of graduates in FAS

Degree	Permanent	Temporary	Contract basis	Training	Self-employed	Total
B.Sc. (General)	54	2	6	10	1	73
B.Sc. (Joint Major)	41	6	4	4	0	55
B.Sc. (Special) in Applied Electronics	0	3	0	0	0	3
B.Sc.(Special) in Computer Science	7	1	0	1	0	9
B.Sc.(Special) in Industrial Management	3	2	2	0	0	7
B.Sc. (Special) in Mathematics with Statistics	2	3	0	0	0	5
Total	107	17	12	15	1	152

**Figure 2.8.** Percentage enrolments of graduates of FAS in different employment categories.

Different Sectors of Employers

Total of 151 graduates had answered for this question. 81% of the graduates who responded this question were employed in the private sectors. Percentage employability in public sector and semi government sector were reported as 12% and 3% respectively. Foreign and Other sector were reported as 3% and 1% respectively (**Figure 2.9**).

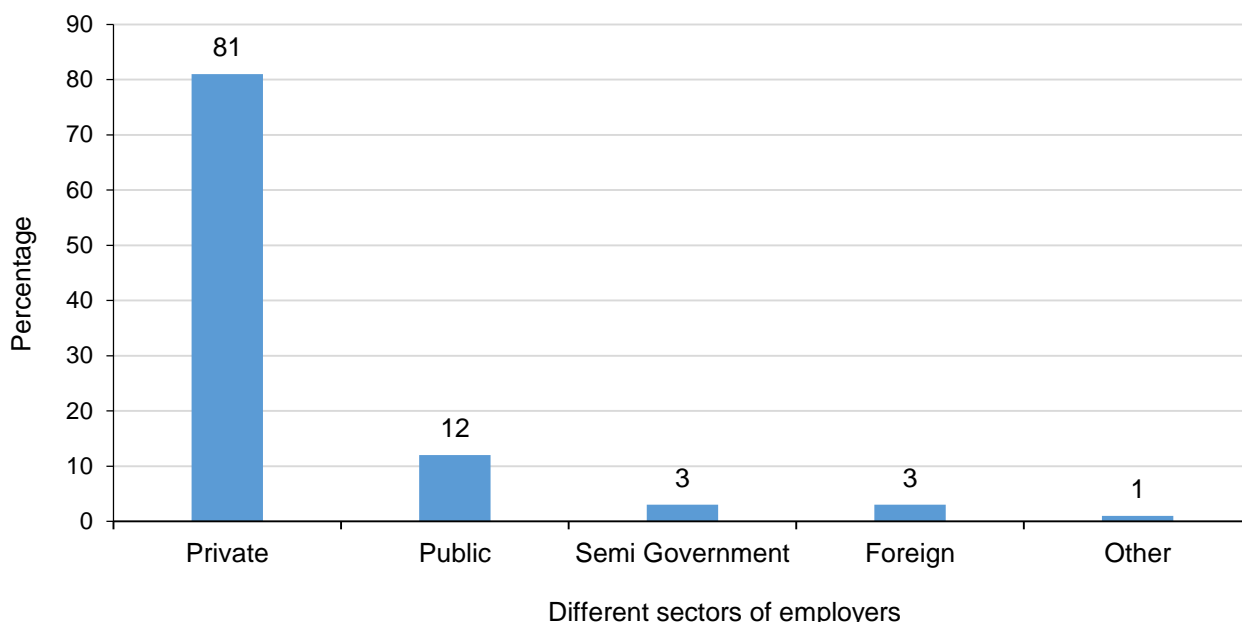


Figure 2.9. Percentage job enrolments of graduates of FAS by different sectors of employers.

Monthly Salary Levels of Employed Graduates of FAS

Among all employed graduates of FAS in 2021, 121 graduates had answered for this question. **Table 2.6** indicates the distribution of graduates among different salary scales. Majority of students (21%) had received salaries between Rs. 40,000 to 49,999 scales. 2% of graduates were in Rs. 20,000 to 29,999 category and another 8% of graduates were in the Rs. 30,000 to 39,999 category. Salaries of 48% students were in the above Rs. 50,000 categories and 19% of students were in the over Rs. 100,000 (**Figure 2.10**).

Table 2.6. Salary levels of employed graduates of FAS

Monthly Salary (LKR)	B.Sc. (General)	B.Sc. (Joint Major)	B.Sc. (Special) in Applied Electronics	B.Sc. (Special) in Computer Science	B.Sc. (Special) in Industrial Management	B.Sc. (Special) in Mathematics with Statistics
10000-19999	0	1	0	0	0	0
20000-29999	2	1	0	0	0	0
30000-39999	7	3	0	0	0	0
40000-49999	11	5	3	0	3	3
50000-59999	9	9	0	2	1	1
60000-69999	14	9	0	0	1	0
70000-79999	1	1	0	1	0	0
80000-89999	3	1	0	1	0	0
90000-99999	3	2	0	0	0	0
Over 100000	11	6	0	4	2	0
Total respondents	61	38	3	8	7	4

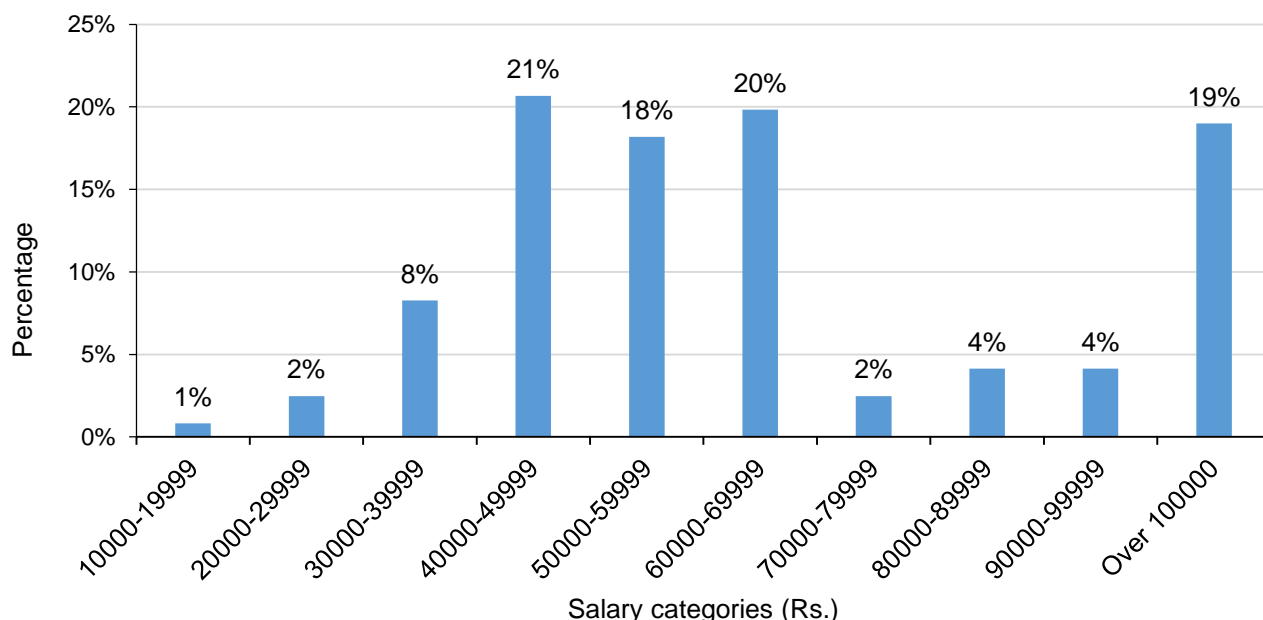


Figure 2.10. Percentage distribution of employed graduates by different salary levels

Perceived Relevance of the Degree Programme to Current Employments of Graduates of FAS

Perceived relevance of the degree programme to the employment indicates employers' recognition of the knowledge and training provided by the course units. Its direct indication is the relevance of the training given by the University to the needs of the industry. Majority of the students graduated from FAS in different degree programmes had high relevance to the job and their knowledge gained from the University (**Table 2.7**). **Figure 2.11** indicates the percentage of students in relation to different levels of relevancy of the job to the study programme. Among the respondents of this question, 58% of graduates were employed in jobs with the relevance of higher than 75%. More than 84% employed graduates in the faculty had over 50% relevance of their jobs to the study programme. Only 16% of students had indicated the low levels (below 25%) of matching their Degree to the current occupation.

Table 2.7. Perceived relevance of degree to employment

Degree	Perceived relevance of degree to employment					Total
	10%	25%	50%	75%	100%	
BSc (General)	2	17	18	23	9	69
BSc.(Joint Major)	0	4	17	26	6	53
B.Sc. (Special) in Applied Electronics	0	0	0	1	3	4
B.Sc.(Special) in Computer Science	0	0	0	2	7	9
B.Sc.(Special) in Industrial Management	0	0	2	3	1	6
B.Sc. (Special) in Mathematics with Statistics	0	1	1	3	1	6
Total responses in each category	2	22	38	58	27	147

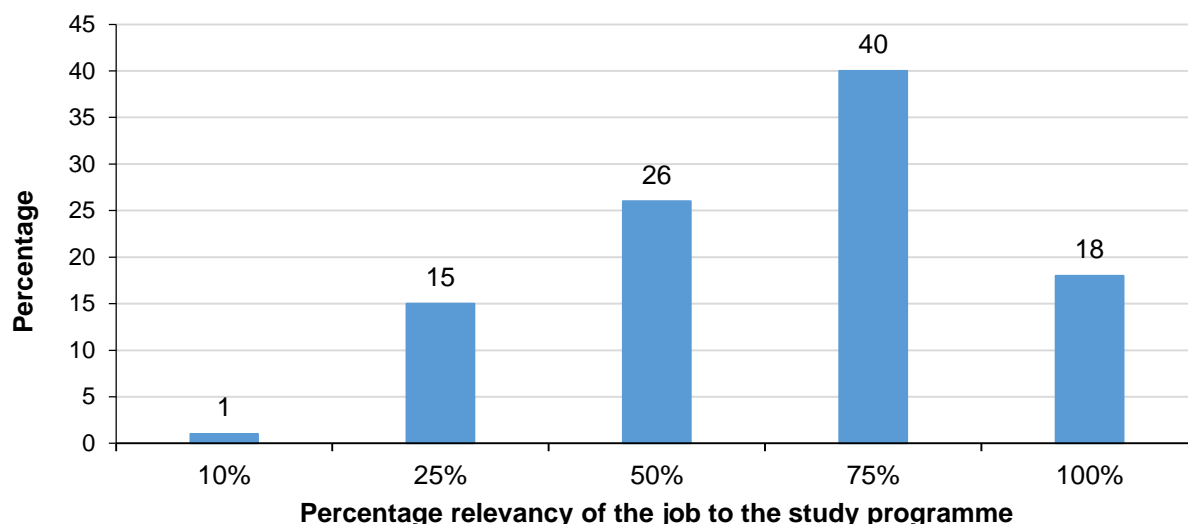


Figure 2.11 Percentage relevance of the degree to employment

Level of Job Satisfaction among Graduates of FAS

This question was answered by 155 students. Among all respondents 26% were very satisfied about the present job and 50% percent of graduates were satisfied with the current employment. Present survey indicated that 23% of graduates had average satisfaction about their employment. 1% percent of graduates were dissatisfied with the current employment (**Figure 2.12**).

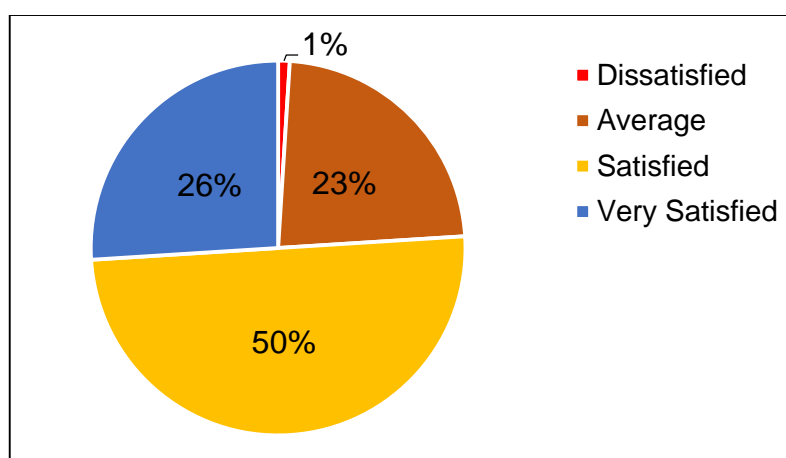


Figure 2.12. Level of satisfaction of the current employment

Most Influential Factors to Obtain Present Job

This question was answered by 154 students. Students could give multiple answers for this question (Annexure 1). According to **Figure 2.13**, Degree was the main influencing factor to find the job. 66% of the graduates mentioned like that. Field of study, personality and soft skills, proficiency in English and computer literacy, previous work experiences and field of study had influence in finding the current occupation. Most importantly the class of the degree, reputation of the university, research experience and personal contacts had minor influences in finding the jobs of the graduates of FAS.

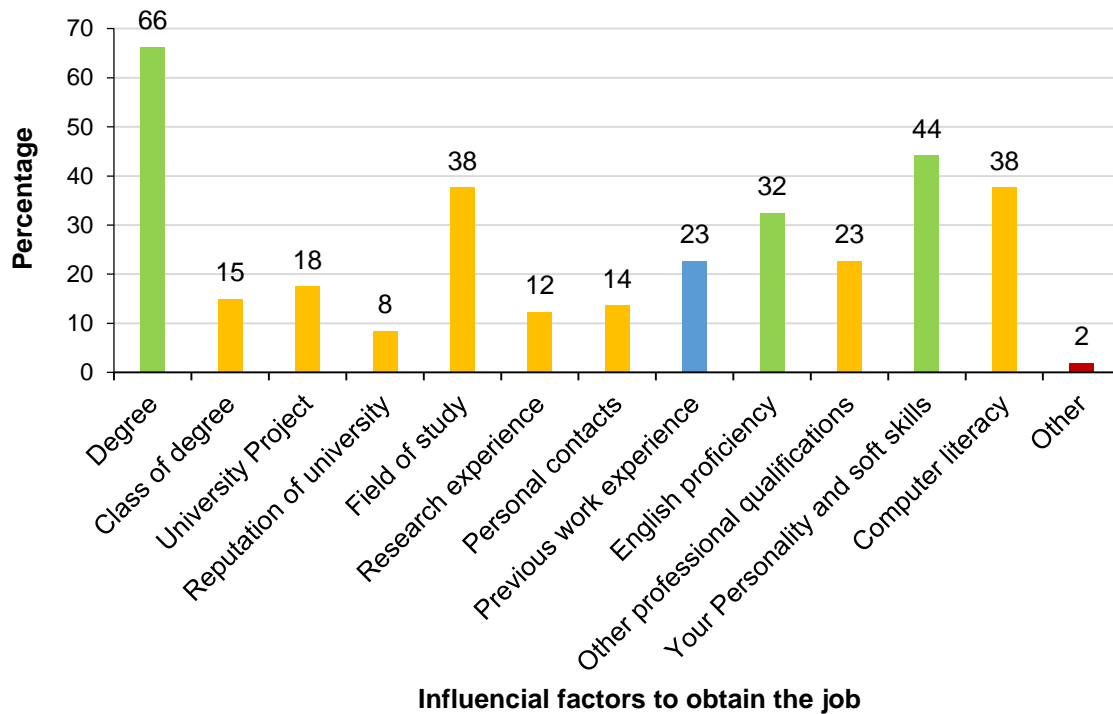


Figure 2.13. Most influential factors to obtain the present job.

Help from University Education to Career Development

Support of the degree programme to the career development was at satisfactory levels with average scores of nearly 4 out of the 5 in the Likert scale. Graduates have indicated that the University education has high influence on personal growth. The entrepreneurial skills obtaining through the degree programme has received comparably low rates (**Figure 2.14**). As such, the faculty has to pay considerable attention to this aspects and provide opportunities for the students to improve necessary competencies in entrepreneurial skills.

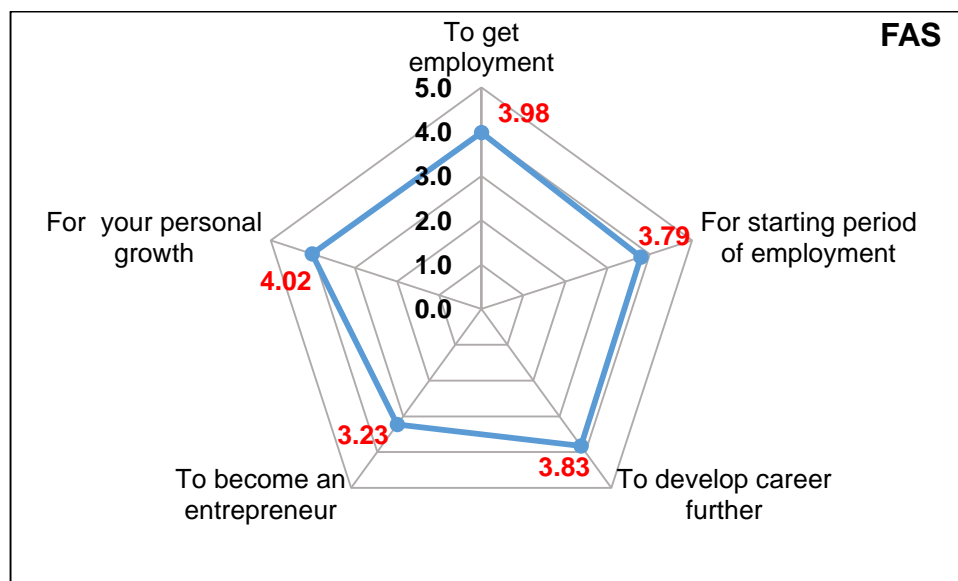


Figure 2.14. Support from the university education to career development as rated by FAS graduates

Additional Qualifications (Postgraduates, Professional or other) held by Graduates of FAS

Considerable number of students graduated from the FAS had additional qualifications. Among the graduates of FAS, 54 of them have completed Diploma level courses and 23 of them are reading for different kind of proficiency at the period of survey (**Table 2.8**). This information indicates the eagerness of the students to be more skilful, knowledgeable and proficient in their career paths and to be an empowered personal to excel in highly competitive business environment.

Table 2.8. Additional qualifications of graduate at the period of survey. (C denotes the completed and R denotes the continuation of the programmes).

Degree	Diploma		MSc		MBA	CIMA		Other	
	C	R	C	R	R	C	R	C	R
B.Sc. (General)	25	5	0	2	0	0	2	15	5
B.Sc. (Joint Major)	20	1	1	1	1	1	3	10	1
B.Sc. (Special) in Applied Electronics	2	0	0	0	0	0	0	0	0
B.Sc.(Special) in Computer Science	3	0	0	0	0	0	0	0	0
B.Sc.(Special) in Industrial Management	2	0	0	1	0	0	1	2	0
B.Sc. (Special) in Mathematics with Statistics	2	0	0	0	0	0	0	1	0
Total	54	6	1	4	1	1	6	28	6

Chapter 3

Employability Survey Results 2021: Faculty of Business Studies and Finance (FBSF)

Response Rate of FBSF for Employability Survey

Graduates of the four Departments of the Faculty of Business Studies and Finance were subjected to this study. The questionnaire was distributed among all students eligible to receive degrees in the General Convocation of Wayamba University of Sri Lanka held in November 29th and 30th, 2022. The response rate for the questionnaire was reported as 75% (**Table 3.1**).

Table 3.1. Response rates for the questionnaire by graduates in FBSF, who were eligible to obtain the degree at General convocation held at February 2022.

Department	No. of Questionnaire Sent	No. of Questionnaire Received
Accountancy & Business Finance	259	193
Banking & Finance	21	14
Business Management	198	152
Insurance & Finance	25	18
Total	503	377

Demography of Graduates

Among the total graduates of the faculty of Business Studied & Finance 69% were females and 31% were males. (**Table 3.2**).

Table 3.2: Gender composition of graduates in FBSF

Degree	Female	Male	Total	% Female	% Male
Accountancy & Business Finance	134	59	193	69	31
Banking & Finance	9	5	14	64	36
Business Management	107	45	152	70	30
Insurance & Finance	11	7	18	61	39
Total	261	116	377	69	31

Age structure at the graduation for FBSF in 2021 is given in the **Figure 3.1**. Majority of the students were within the age range of 24-26 years and reported as 63%. Others were in the age range of 27-29 years (37%).

Sinhala, Tamil and Muslim ethnic groups were reported as 98%, 1%, 1% respectively (**Figure 3.2**).

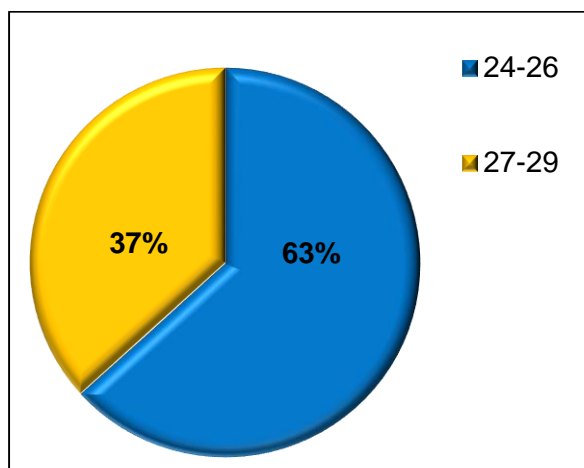


Figure 3.1. Age structure of the graduates in the FBSF.

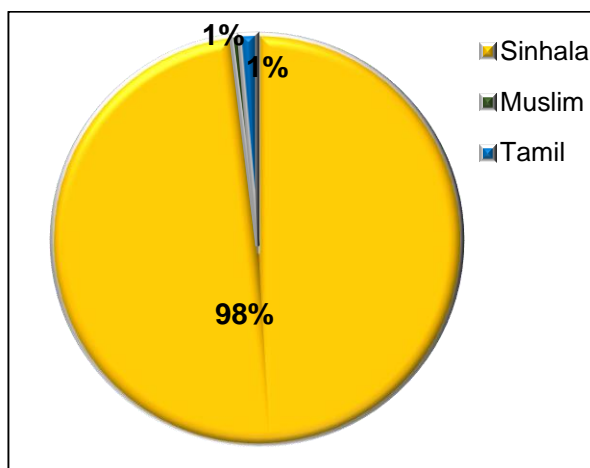


Figure 3.2. Representation of different ethnic groups in the FBSF

Majority of the students graduated in FBSF came from semi-urban areas of the country and was reported as 52%. Students from rural and urban areas were reported as 30% and 18% respectively among graduates (**Figure 3.3**).

Majority of the graduates in year 2021 were entered to the university at their first attempt in A/L examination and it was 60%. Students entered to the university at second A/L attempt were reported as 36% and students in third attempt were reported as 4% (**Figure 3.4**).

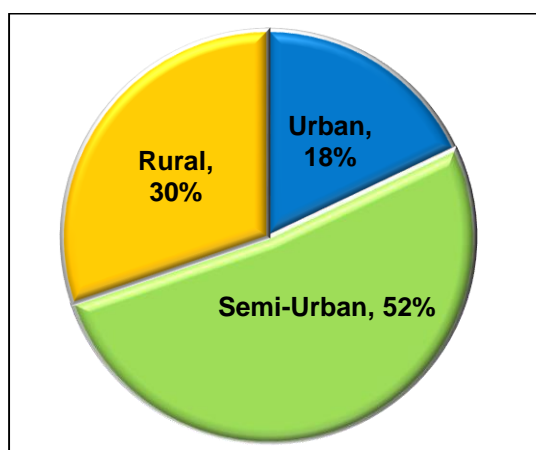


Figure 3.3. Residential areas of graduates

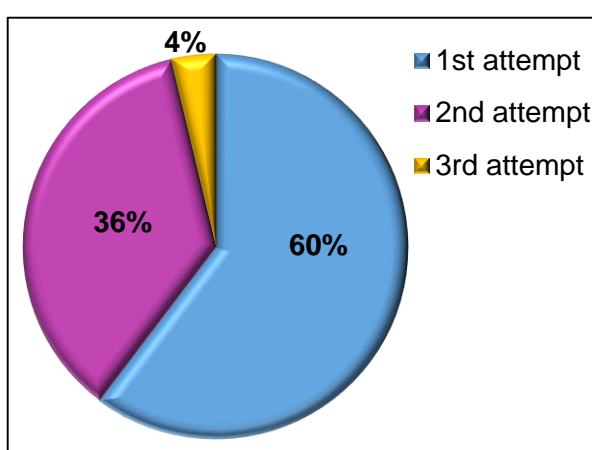


Figure 3.4. Number of A/L attempts for university entrance

Medium of A/L education of the majority (96%) of graduates were in Sinhala. Tamil and English medium A/L candidates were reported as 1% and 3% respectively (**Figure 3.5**).

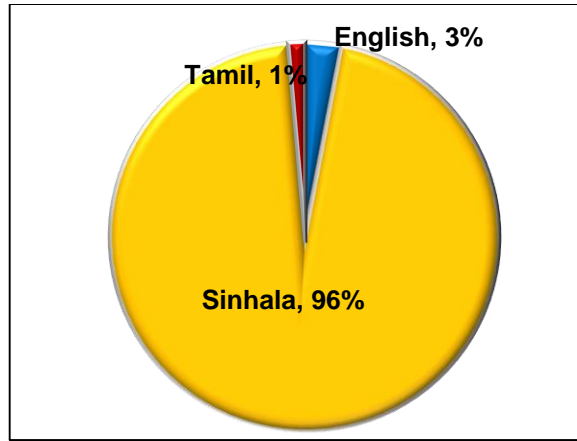


Figure 3.5 Medium of instruction of A/L examination of graduates

Academic Performances of Graduates

This question was answered by 363 graduates. **Table 3.3** shows the academic performance of the students of FBSF at General Convocation held in November 2022. Out of the FBSF graduates 6% have obtained first class pass and 27% have obtained second class upper pass (**Figure 3.6**). Another 26% have obtained second class lower pass and 40% reached to level of general pass. **Table 3.3** and **Figure 3.7** indicate the percentage distribution of different grades among graduates in different specialization programmes of FBSF. While 10% of BSc (Special) Degree in Business Management graduates obtained first class passe and only 4% of BSc (Special) Degree in Accountancy and Business Finance graduates obtained first class pass.

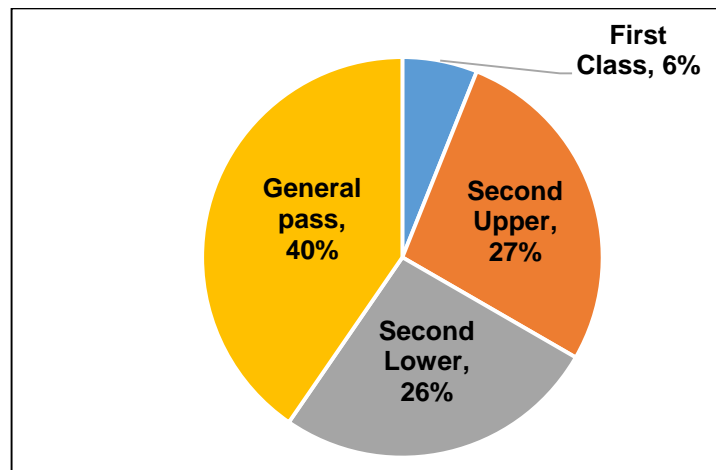


Figure 3.6. Overall performance of graduates in FBSF.

Table 3.3. Performance of graduates in different degree programmes in FBSF

Department	First Class	Second Upper	Second Lower	General Pass	Total
Accountancy & Business Finance	7	46	54	79	186
Banking & Finance	1	1	4	8	14
Business Management	14	45	33	53	145
Insurance & Finance	1	7	3	7	18
Total	23	99	94	147	363

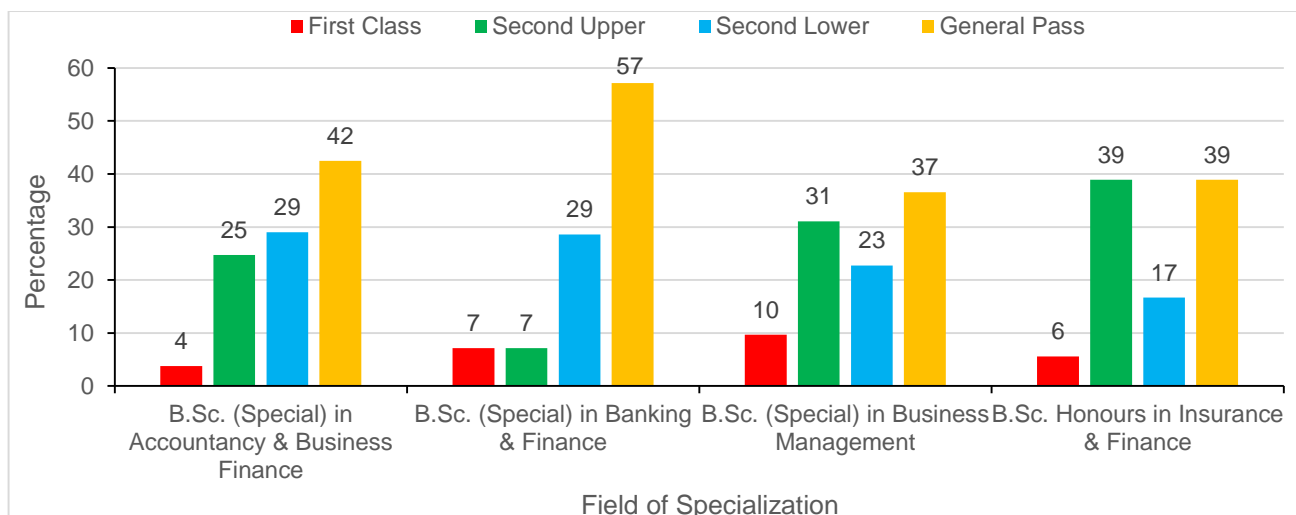


Figure 3.7. Percentages distribution of grades among graduates in different specialization programmes offered by FBSF.

Employability Status of Graduates

Employability status of the graduates in FBSF at the general convocation held in November 2022 were given in the **Table 3.4**. Total number of 377 students have answered for this question. Among all graduates of FBSF, 70% were employed at the time of the survey. However, it should be noted that the time lag between the final examination and the survey (date of the General Convocation 2022) is different for different degree programmes offered by the faculty and it is given in **Table 02** under the Introduction of the report. **Table 3.5** shows the different categories of employment of graduates. Out of all responded graduates, 64% have obtained permanent jobs, 8% of them were in temporary positions, 15% in contract basis, 13% were in training (**Figure 3.8**).

Table 3.4: Employability of Graduates by Degree Programmes in FBSF

Degree	Employed	Unemployed	Total	Employed	Unemployed	Total
B.Sc. (Special) in Accountancy & Business Finance	143	50	193	74%	26%	100%
B.Sc. (Special) in Banking & Finance	9	5	14	64%	36%	100%
B.Sc. (Special) in Business Management	101	51	152	66%	34%	100%
B.Sc. Honours in Insurance & Finance	12	6	18	67%	33%	100%
Total	265	112	377	70%	30%	100%

Table 3.5. Different categories of employments of graduates in FBSF

Department	Contract basis	Permanent	Temporary	Training	Total
Accountancy & Business Finance	22	79	19	22	142
Banking & Finance	2	5	0	1	8
Business Management	13	72	3	10	98
Insurance & Finance	1	11	0	1	13
Total	38	167	22	34	261

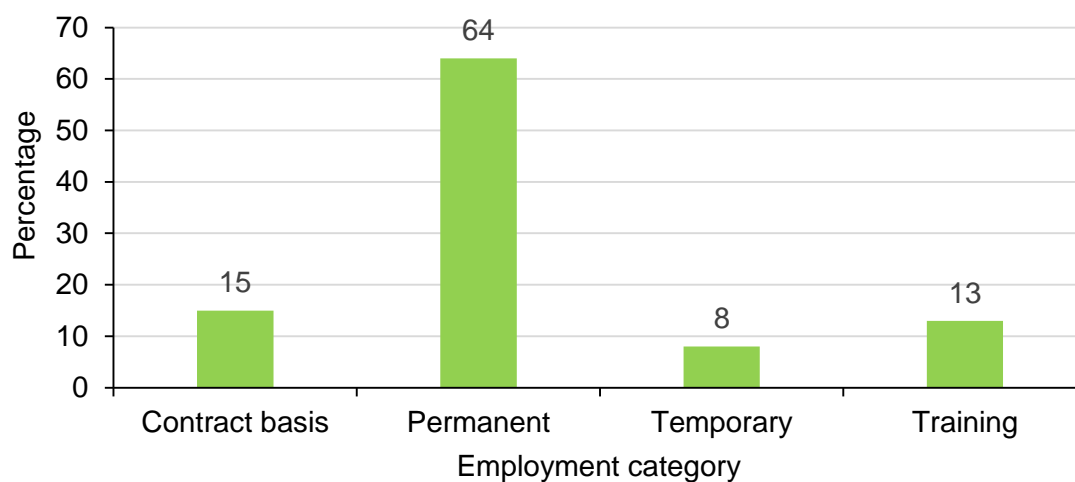


Figure 3.8. Percentage enrolments of graduates of FBSF in different employment categories.

Different Sectors of Employers

Among responded graduates, 255 had answered this question. Majority (91%) of the graduates were employed in private sector institutions. Comparatively low employability was reported in public and semi-government sectors and reported as 2% and 4% among the employed graduate in FBSF. Foreign, NGO & other reported as 1%, 1% and 1% (**Figure 3.9**).

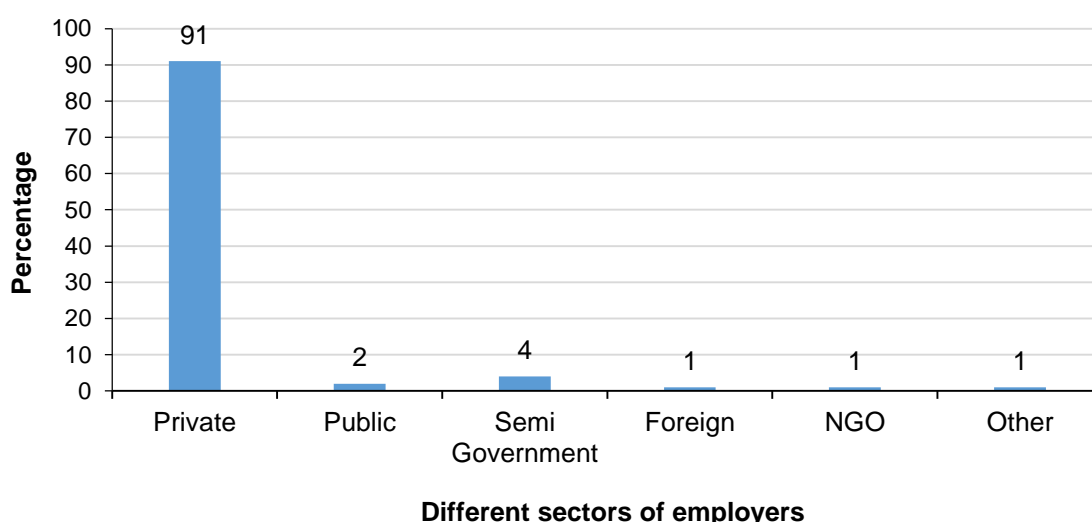


Figure 3.9. Percentage job enrolments of graduates of FBSF in different sectors of employers.

Monthly Salary Levels of Employed Graduates of FBSF

Table 3.6 shows the distribution of graduates among different salary scales. Total number of students responded to this question was 216. Majority of the students (28%) had obtained salaries between Rs. 40,000 to 50,000. 31% of graduates have received salaries more than Rs. 50,000 (**Figure 3.10**). Among the responded graduates, 7% obtained salaries in the range of Rs. 10,000 to 20,000 and 14% of graduates obtained salaries in the range of Rs. 20,000 to 30,000 (**Figure 3.10**) and only 3% of students received salaries over Rs. 100,000 (**Table 3.6**).

Table 3.6. Salary levels of employed graduates of FBSF

Monthly Salary (LKR)	Accountancy & Business Finance	Banking & Finance	Business Management	Insurance & Finance	Total
10000-19999	12	1	2	0	15
20000-29999	21	1	9	0	31
30000-39999	25	1	15	2	43
40000-49999	33	1	24	3	61
50000-59999	8	0	17	5	30
60000-69999	11	0	4	0	15
70000-79999	4	0	2	0	6
80000-89999	1	2	1	0	4
90000-99999	2	0	2	0	4
Over 100000	6	0	1	0	7
Total	123	6	77	10	216

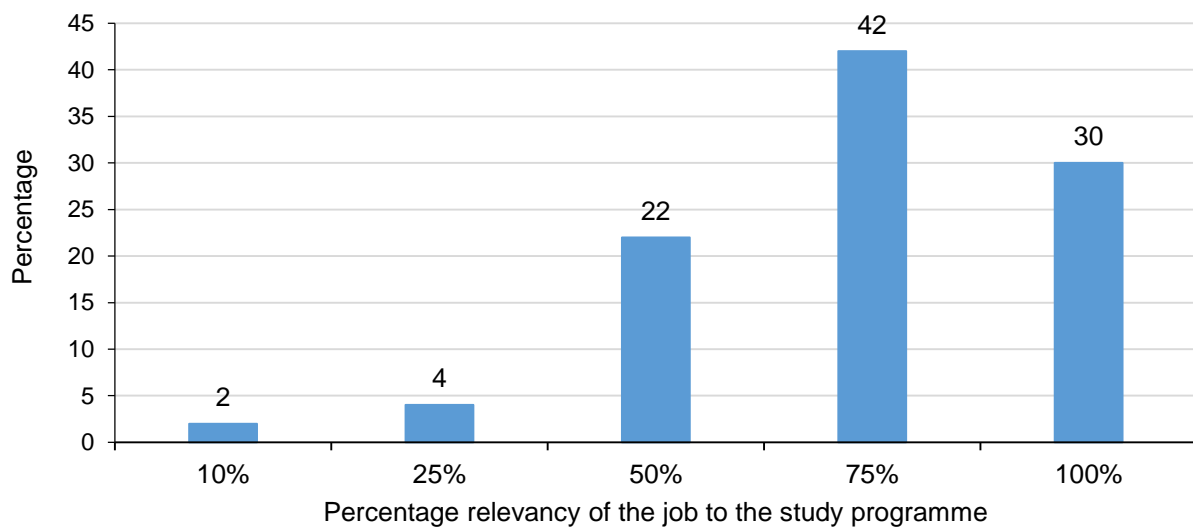
**3.10.** Percentage distribution of employed graduates in different salary levels

Perceived Relevance of the Degree Programme to Current Employments of Graduates of FBSF

Perceived relevance of the degree programme to the employment indicates employers' recognition of the knowledge and training provided by the university as relevant to the needs of the industry. Among all employed graduates of the faculty, 272 had responded this question. Majority of the graduates from the faculty had been employed in jobs, which had high relevance to the university studies (**Table 3.7**). **Figure 3.11** indicates that 72% of graduates were employed in jobs with higher than 75% matching to the field of study. More than 22% of the employed graduates in the faculty said 50% of relevance of degree to employment. Low percentage of students (around 6%) were perceived that their job relevance to the field of study is less than 25% (**Figure 3.11**).

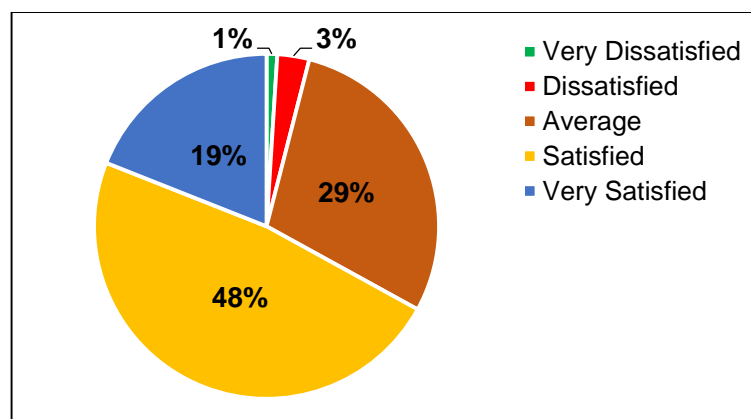
Table 3.7. Perceived relevance of degree to employment

Department	Perceived relevance of degree to employment					Total
	10%	25%	50%	75%	100%	
Accountancy & Business Finance	2	5	32	49	48	136
Banking & Finance	0	0	4	2	1	7
Business Management	2	5	20	54	23	104
Insurance & Finance	0	0	2	4	5	11
Total responses in each category	4	10	58	109	77	258

**Figure 3.11.** Percentage relevance of the degree to employment.

Level of Job Satisfaction among Graduates of FBSF

Total number of graduates answered this question was 258. Out of total responded graduates, 19% of them were very satisfied and 48% of graduates were satisfied with their jobs. Average satisfaction level was reported as 29%. Students in dissatisfied and very dissatisfied categories were 3% and 1% respectively (**Figure 3.12**).

**Figure 3.12.** Level of satisfaction of the current employment

Most Influential Factors to Obtain Present Job

This question was answered by 265 employed graduates. Graduates could give multiple answers for this question. According to their own evaluation, Degree, previous work experiences, English proficiency and other professional qualifications are the most important factors to obtain the current job. Personality and computer literacy also have high influence for finding a job. Motivation of the students to gather supportive qualification to excel in the job market can be planned through career guidance activities. Class of the degree, undergraduate research project, and reputation of the university, field of study, research experiences and personal contacts have less influence for finding a job. **(Figure 3.13).**

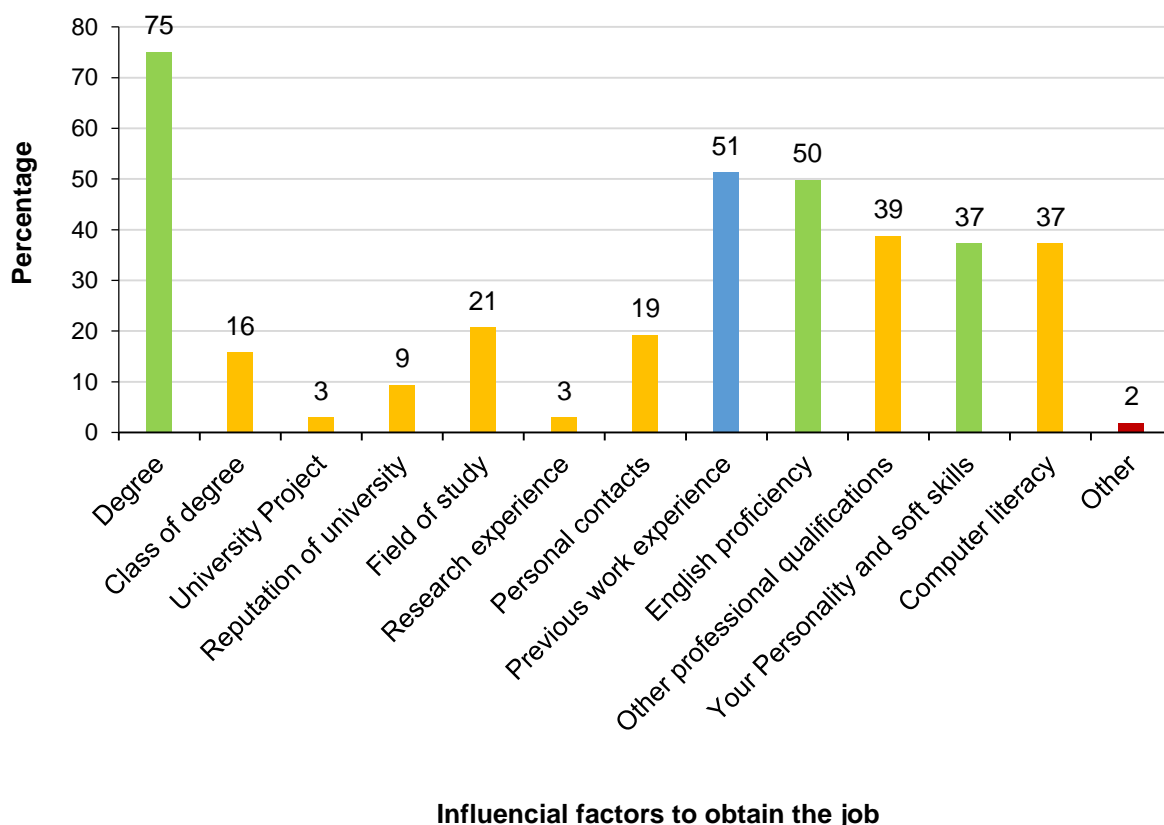


Figure 3.13. Most influential factors to obtain the present job

Help from University Education to Career Development

Support of the degree programme to the career development was at satisfactory levels with average scores of nearly 4 out of the 5 Likert scale. Support of the degree for the further career development received highest score and the second highest score was received to personal growth. Both scores were above the value 4 in five scaled Likert scale. Support to the degree programme to develop the entrepreneurship has received the lowest value indicating the need of further attention in the study programme to improve entrepreneurial skills **(Figure 3.14).**

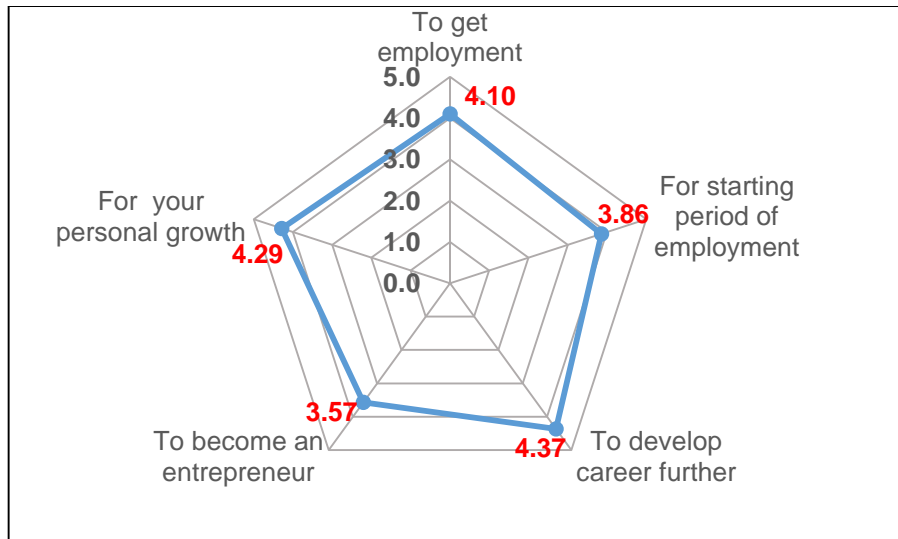


Figure 3.14. Support from the university education to career development as rated by FBSF graduates

Additional Qualifications (Postgraduates, Professional or other) held by Graduates of FBSF

Most of the graduates were following professional, post graduate or other courses to improve their qualifications. Chartered Accountancy courses are the most popular among the students, followed by CMA and CIMA courses. Few recent graduates are reading for post-graduate programs such as MSc and MBA. **Table 3.8** shows the responses on additional qualifications of the graduates.

Table 3.8. Additional qualifications of the graduates at the period of survey. (C denotes the completed and R denotes the continuation of the programmes).

Department	Diploma		Chartered Accountancy		CIMA		CMA		MSc		MBA		LLB	Other	
	C	R	C	R	C	R	C	R	C	R	C	R	R	C	R
Accountancy & Business Finance	26	5	4	130	2	11	2	37	0	1	0	2	0	34	26
Banking & Finance	2	2	0	2	0	0	0	0	0	0	0	0	0	2	4
Business Management	54	14	4	28	3	5	1	6	1	1	1	4	2	20	18
Insurance & Finance	9	2	0	6	0	0	0	1	0	0	0	0	0	1	2
Total	91	23	8	166	5	16	3	44	1	2	1	6	2	57	50

Chapter 4

Employability Survey Results 2021: Faculty of Livestock, Fisheries, & Nutrition (FLFN)

Response Rate of FLFN for Employability Survey

This census comprises the graduates of four Faculty of Livestock, Fisheries & Nutrition Departments. The questionnaire was distributed among all students eligible to obtain degrees in the General Convocation of Wayamba University of Sri Lanka in November 2022. The average response rate for the two-degree programs was 91%, while the response rate for the B.Sc. in Food Science & Nutrition degree was 90%, and for the B.Sc. in Food Production & Technology Management degree was 92% (**Table 4.1**).

Table 4.1. Response rates for the questionnaire by graduates in FLFN, who were eligible to obtain the degree at general convocation in November 2022.

Degree	No. of questionnaires sent	No. of questionnaires received
B.Sc. in Food Science & Nutrition	60	54
B.Sc. in Food Production & Technology Management	25	23
Total	85	77

Demography of Graduates

Similar to the previous year, the female percentage was significantly higher among the graduates in the faculty. Among the graduates of FLFN in 2021, females were reported as 68%, and males were reported as 32%. The gender distribution among different specialization programs is given in the following table (**Table 4.2**).

Table 4.2. Gender composition of graduates in FLFN.

Department	Female	Male	Total No. of graduates	Percentage female	Percentage male
Applied Nutrition	17	8	25	68	32
Aquaculture & Fisheries	3	5	8	38	62
Food Science & Technology	21	8	29	72	28
Livestock & Avian Sciences	11	4	15	73	27
Total	52	25	77	68	32

Most of the graduates were in the range of 27-29 years old at their graduation. The percentage of the graduates in this age group was reported as 84%. Students in 24-26 years of age were the second largest category and were reported as 13%. Students aged thirty years or above were reported as 3% (**Figure 4.1**).

Three ethnic groups were represented in the graduates' population. They were represented in Sinhala, Muslim, and Tamil ethnic groups as 82%, 3%, and 15% respectively (**Figure 4.2**).

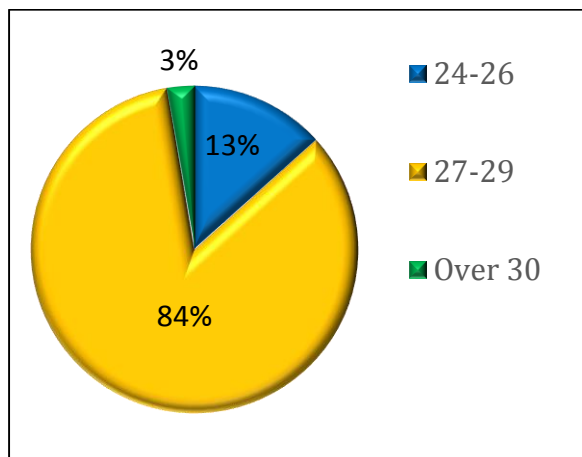


Figure 4.1. Age structure of the graduates in the FLFN.

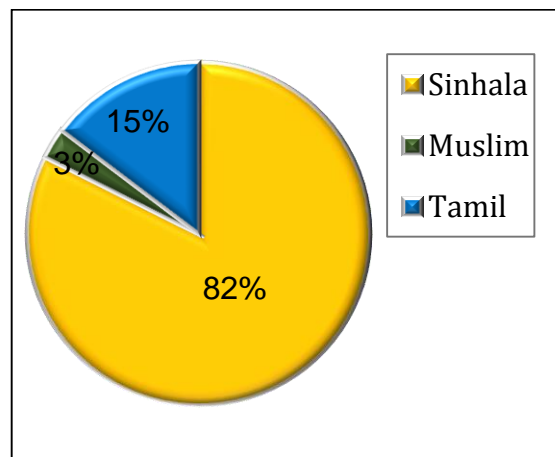


Figure 4.2. Representation of different ethnic groups in the FLFN.

Most of the graduates in the FLFN were in semi-urban areas of the country, representing 53% of the total graduates of the FLFN. Graduates from urban and rural communities were represented as 21% and 26%, respectively (**Figure 4.3**).

Most students entered University on the second attempt in the A/L examination, and it was reported as 52%. Students who entered the University at the first A/L attempt was 9%, and 39% of graduates in the faculty entered the University at their third attempt (**Figure 4.4**).

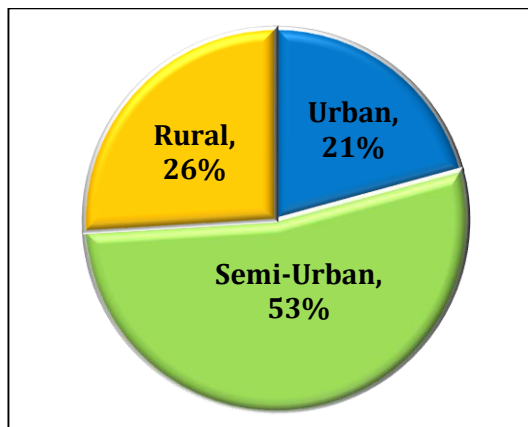


Figure 4.3. Residential areas of graduates.

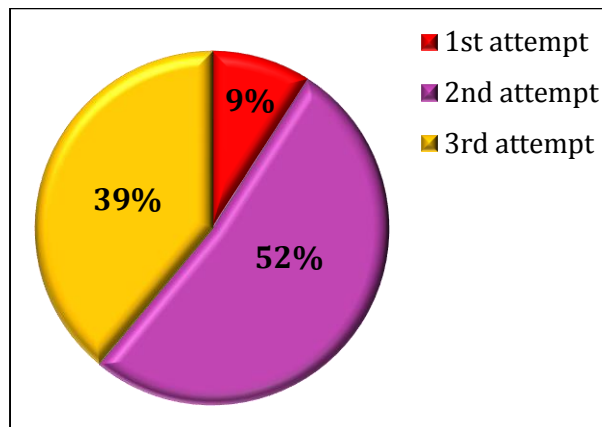


Figure 4.4. Number of A/L attempt for university entrance.

The linguistic medium of A/L education of 79% of graduates was in Sinhala. Tamil and English medium A/L candidates were reported as 17% and 4%, respectively (**Figure 4.5**).

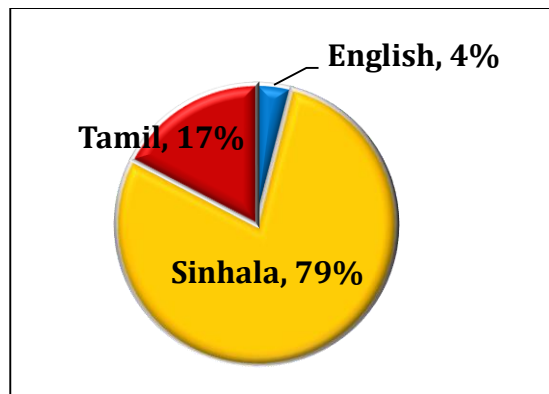


Figure 4.5 Linguistic medium of A/L examination of graduates.

Academic Performances of Graduates

Among the graduates in the year 2021 of the FLFN, seventy-six students answered this question. Accordingly, 7% obtained First Class passes, 35% have achieved a Second-Class Upper division pass, 28% have reached a Second-Class Lower division pass, and 30% have obtained a General pass (**Figure 4.6**). **Table 4.3** indicates the number of students with their respective grades at graduation, and **Figure 4.7** indicates the percentage distribution of the final grades among different specialization programs in FLFN.

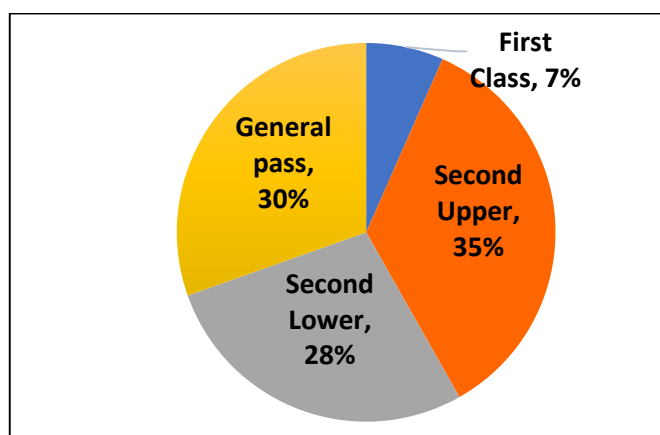


Figure 4.6. Overall performances of graduates in FLFN.

Table 4.3 Performance of graduates in different degree programmes in FLFN.

Department	First Class	Second Class Upper	Second Class Lower	General pass	Total
Applied Nutrition	2	7	7	9	25
Aquaculture & Fisheries	-	1	4	2	7
Food Science & Technology	2	13	8	6	29
Livestock & Avian Sciences	1	6	2	6	15
Total	5	27	21	23	76

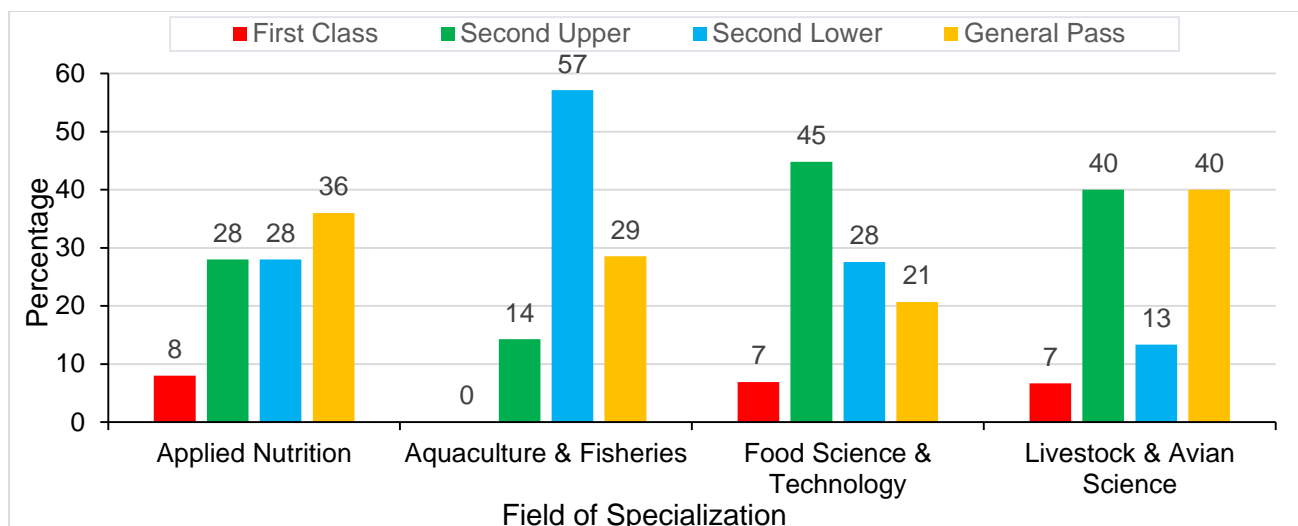


Figure 4.7. Percentages of different grades obtained by students in different fields of specialization offered by FLFN.

Employability Status of Graduates

The employability status of the graduates in FLFN is given in the **Table 4.4**. Among all graduates of FLFN, 77% of students were employed at the time of the convocation. 60% of the employed graduates were engaged in permanent jobs, 30% were in temporary positions, and 5% were working on as contract basis (**Table 4.5**. and **Figure 4.8**.). **Table 4.5**. and **Figure 4.8**. are based on only 57 responses from a total of 77 graduates of FLFN.

Table 4.4. Employability of graduates by degree programmes in FLFN.

Degree	Employed	Unemployed	Total	Employed	Unemployed
B.Sc. in Food Science & Nutrition	45	9	54	83%	17%
B.Sc. in Food Production & Technology Management	14	9	23	61%	39%
Total	59	18	77	77%	23%

Table 4.5. Different categories of employments of graduates in FLFN.

Department	Contract basis	Permanent	Temporary	Training	Total
Applied Nutrition	1	11	8	1	21
Aquaculture & Fisheries	0	5	0	0	5
Food Science & Technology	0	15	5	2	22
Livestock & Avian Sciences	2	3	4	0	9
Total	3	34	17	3	57

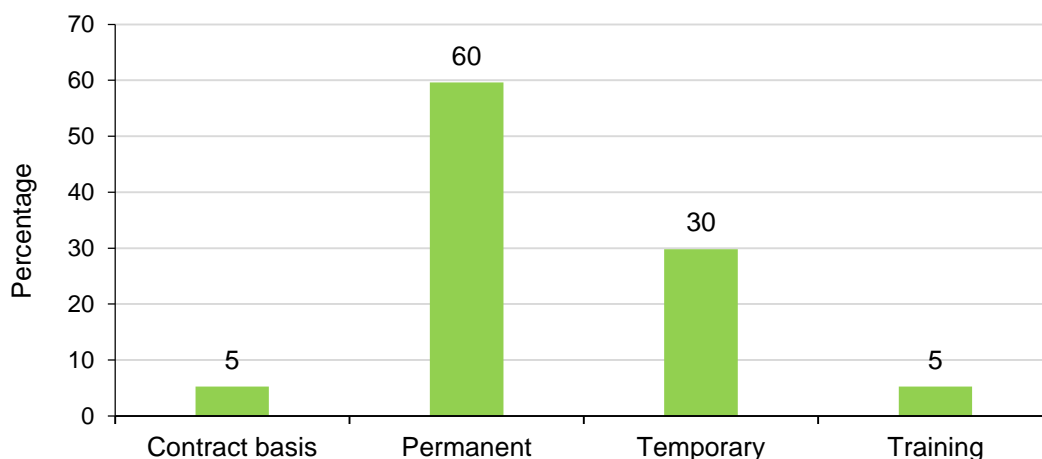


Figure 4.8. Percentage enrolments of graduates of FLFN in different employment categories.

Different Sectors of Employers

Fifty-seven graduates answered this question. The employability of graduates in private, public, and semi-government sectors was reported as 65%, 26%, and 7%, respectively. Among all graduates in the FLFN, 2% were employed in another category but not disclosed (**Figure 4.9**).

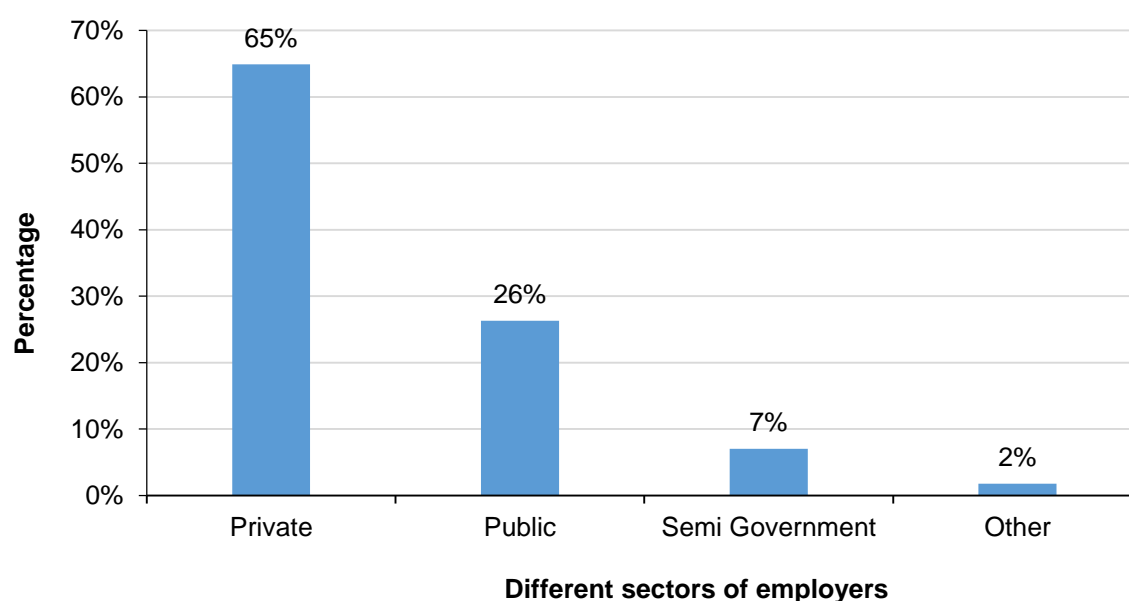


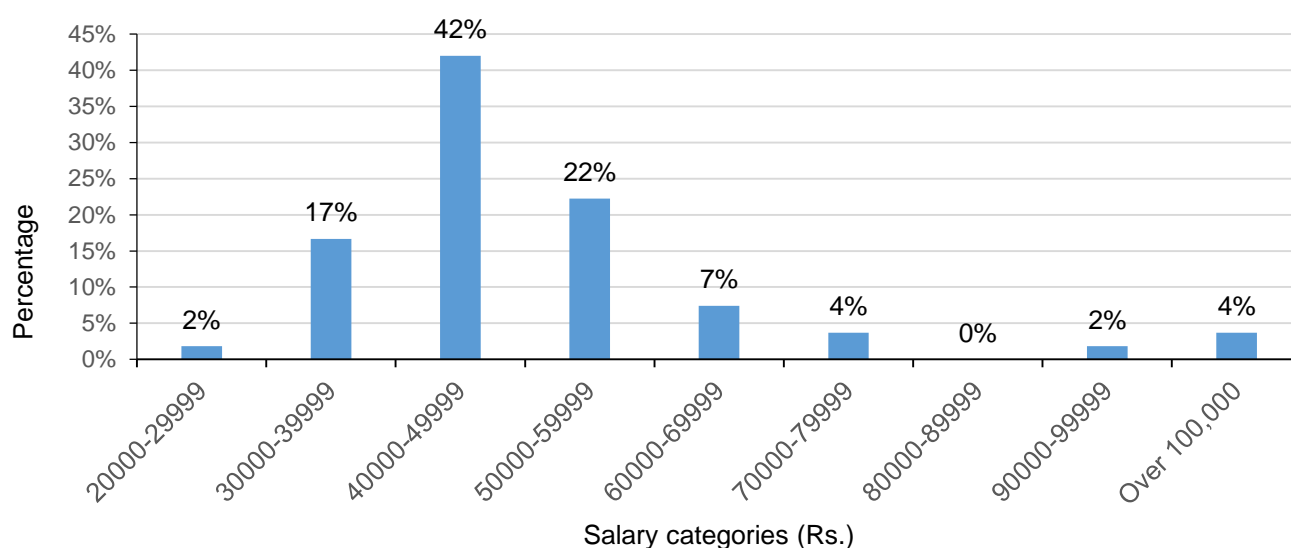
Figure 4.9. Percentage job enrolments of graduates of FLFN in different sectors of employers.

Monthly Salary Levels of Employed Graduates of FLFN

This analysis was done based on the responses of 54 graduates. **Table 4.6** indicates the distribution of graduates among different salary scales. Most students (42%) obtained salaries between Rs. 40,000 to 49,999. The second most employed salary range was Rs. 50,000 to 59,999, and as a percentage it is 22% were employed in this salary category. The lowest salary category reported was Rs. 20,000-29,999, and only 2% of graduates were in this category. 39% of the graduates out of the responded graduates exceeded more than Rs. 50,000 monthly salary (**Figure 4.10**).

Table 4.6. Salary levels of employed graduates of FLFN.

Monthly Salary (LKR)	Applied Nutrition	Aquaculture & Fisheries	Food Science & Technology	Livestock & Avian Sciences	Total
20000-29999	1	0	0	0	1
30000-39999	4	1	3	1	9
40000-49999	9	1	8	5	23
50000-59999	3	0	8	1	12
60000-69999	1	1	1	1	4
70000-79999	0	1	0	1	2
80000-89999	0	0	0	0	0
90000-99999	1	0	0	0	1
Over 100,000	1	0	1	0	2
Total respondents	20	4	21	9	54

**Figure 4.10.** Percentage distribution of employed graduates in different salary levels.

Perceived Relevance of the Degree Programme to Current Employments of Graduates of FLFN

Perceived relevance of the degree program to employment indicates employers' recognition of the knowledge and training provided by the degree program as relevant to meet the needs of the industry. Most of the students who responded to this question were employed in jobs highly relevant to their field of study (**Table 4.7**). **Figure 4.11** indicates the percentage of students with different levels of job relevancy to the study program. Among the respondents (58), 74% of graduates were employed in jobs with a level of relevance higher than 75%. More than 86% of the employed graduates in the faculty had over 50% relevancy of their jobs to the study program (**Figure 4.11**).

Table 4.7. Perceived relevance of degree to employment by specialization.

Department	Perceived relevance of degree to employment				
	10%	25%	50%	75%	100%
Applied Nutrition	1	1	2	10	7
Aquaculture & Fisheries	0	0	2	4	0
Food Science & Technology	3	2	2	2	13
Livestock & Avian Sciences	0	1	1	5	2
Total respondents	4	4	7	21	22

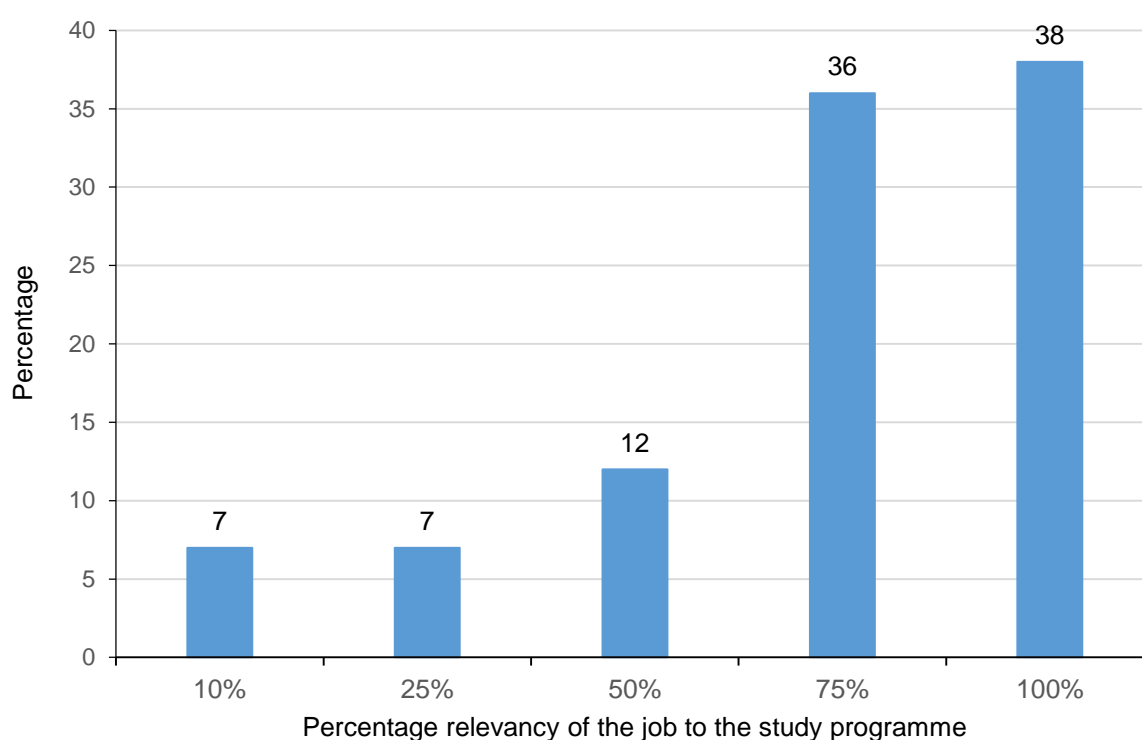


Figure 4.11. Percentage relevancy of the degree to employment.

Level of Job Satisfaction among Graduates of FLFN

Job satisfaction is the main factor in continuing the same job for long. Of the responded students to the questionnaire, 61 were answered to this question. Among the students, 21% of them were very satisfied with their present occupation, and 57% were in the category of satisfied. However, 18% of students were in average satisfaction with their job. Graduates in the category of dissatisfied were 3% (**Figure 4.12**).

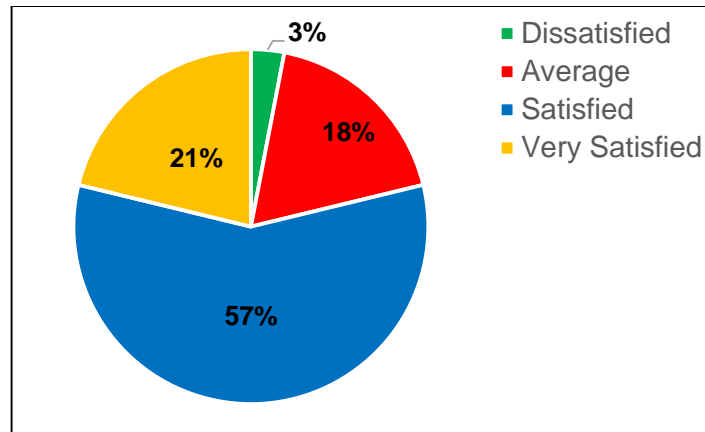


Figure 4.12. Level of satisfaction of the current employment.

Most Influential Factors to Obtain Present Job

Fifty-nine students answered this question. Students could give multiple answers to this question (Annexure 1). From the frequency of the answers, degree, personality & soft skills, field of study, and proficiency in English were indicated as the most influential factors in obtaining a job for graduates of FLFN. Previous work experiences have a considerable influence on finding a job. Class of the degree, personal contacts, and other professional qualifications were the factors in the third category of importance to obtain the job. According to the responses, undergraduate projects, reputation of the university and computer literacy had minor influence in finding a job for a graduate in FLFN (**Figure 4.13**).

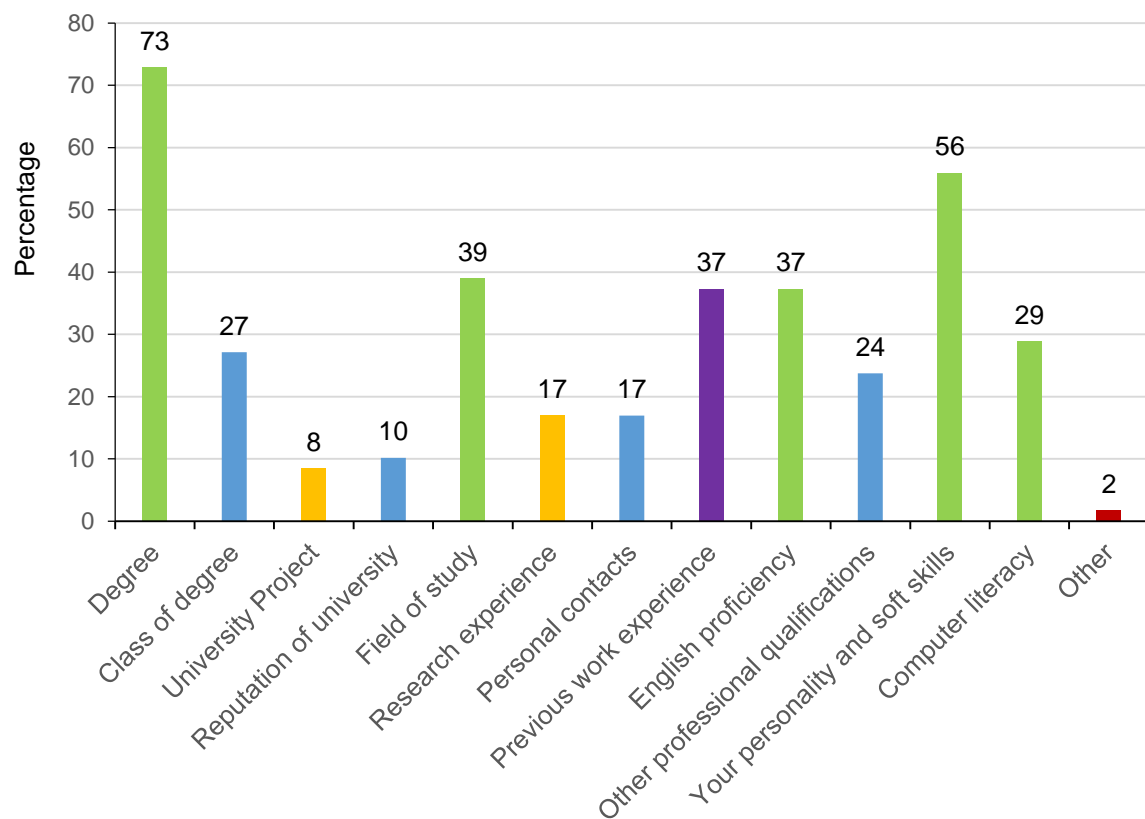


Figure 4.13. Most influential factors to obtain the present job.

Help from University Education to Career Development

Evaluation of the support of the degree program to the career development of graduates has received average marks. The highest score was received for the criteria of personal growth (4.41) (**Figure 4.14**). Support for the degree program to develop entrepreneurial skills received the lowest value (3.46). Results indicate the need for further study program attention to improve entrepreneurial skills. The overall results of this question indicate the need for further development to empower graduates with the necessary skills and attitudes to be successful in their future careers. It is important to have a feedback survey to obtain the suggestions of graduates for improving necessary skills for career development. Necessary improvements can be incorporated into the study programs based on experts' consultations, stakeholder feedback, and feedback from the faculty alumni.

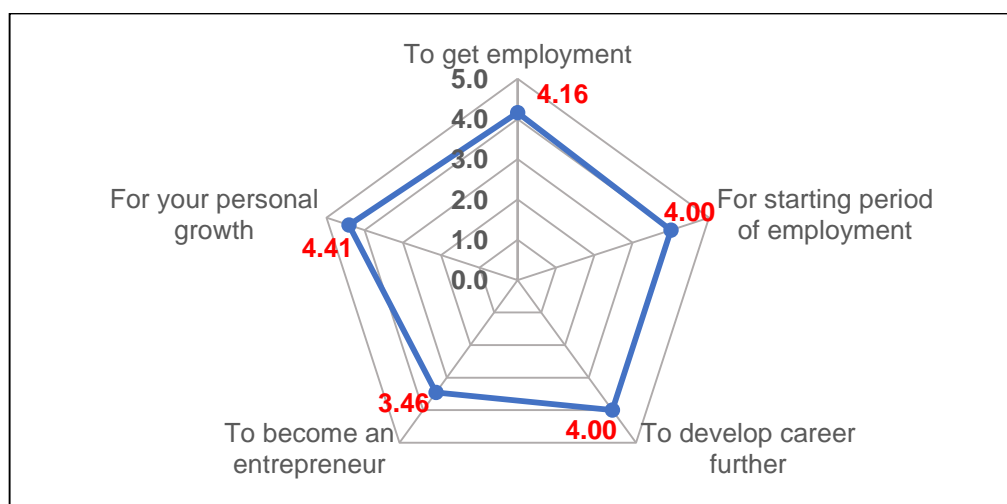


Figure 4.14. Support from the university education to career development as rated by FLFN graduates.

Additional Qualifications (Postgraduates, Professional or other) held by Graduates of FLFN

Among the graduates of the FLFN, 46 had additional qualifications, and 25 were reading for such proficiency during the survey period (**Table 4.8**). This information indicates the eagerness of the students to be more skilful, knowledgeable, and proficient in their career paths and to be empowered personnel to excel in the competitive world.

Table 4.8. Additional qualifications of graduate at the period of survey (C denotes the completed and R denotes the continuation of the programmes).

Department	Diploma		MSc	MBA	MPhil	Chartered	Other	
	C	R	R	R	R	R	C	R
Applied Nutrition	4	3	3	0	0	1	0	0
Aquaculture & Fisheries	1	0	1	1	0	0	1	1
Food Science & Technology	13	2	4	0	2	0	1	1
Livestock & Avian Sciences	1	2	3	1	0	0	0	0
Total	19	7	11	2	2	1	2	2

Chapter 5

Employability Survey Results 2021: Faculty of Technology (FOT)

Response Rate of FOT for Employability Survey

This census comprises the graduates of the Faculty of Technology (FOT). The questionnaire was distributed among all graduates eligible to obtain the degree at the General Convocation of Wayamba University of Sri Lanka held in November 29th and 30th and December 1st, 2022. Total number of eligible graduates for the Convocation from the Faculty was 100 and among them 64 have responded to the distributed questionnaire. This year reports first graduates from the Faculty of Technology. The percentage of response for the questionnaire was 64%. **Table 5.1** indicates the number of students responded to the questionnaire from different specialization programmes offered by four departments in the faculty. Time lag between the completion of the Degree programme and the survey date (the date of the General Convocation 2022) for each degree programme is given in the **(Table. 02)** under the Introduction section of the report.

Table 5.1: Response rates for the questionnaire by the graduates in FOT, who were eligible to obtain the degree at general convocation

Department	No. of Questionnaire Sent	No. of Questionnaire Received
Construction Technology	100	6
Electrotechnology		7
Mechanical & Manufacturing Technology		13
Nano Science Technology		38
Total	100	64

Demography of Graduates

Male student population was significantly higher in the FOT. Males represented 73% of the total graduates in the Faculty. Composition of the gender of graduates in different specialization areas are presented in **Table 5.2**.

Table 5.2 Gender composition of graduates in FOT.

Department	Female	Male	Total No. of graduates	% Female	% Male
Construction Technology	1	5	6	17%	83%
Electrotechnology	3	4	7	43%	57%
Mechanical & Manufacturing Technology	0	13	13	0%	100%
Nano Science Technology	13	25	38	34%	66%
Total	17	47	64	27%	73%

Two ethnic groups were represented among the total graduates. Sinhala is the main ethnic category and reported as 98% of the total graduates from the FOT in 2021. Tamil ethnic category was reported as 2% (**Figure 5.1**).

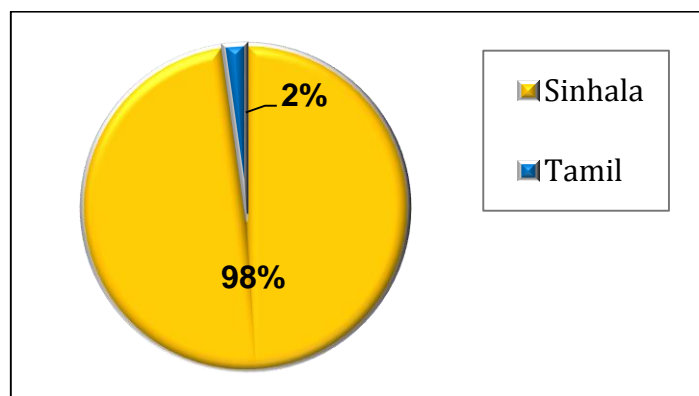


Figure 5.1. Representation of different ethnic groups in the FOT.

Students from semi-urban areas have represented the highest proportion of the graduate population and was reported as 63%. Students from rural and urban areas were reported as 23% and 13% respectively among the graduates of FOT in 2021 (**Figure 5.2**).

All graduates of FOT in 2021 Students entered to the university at their first A/L attempt.

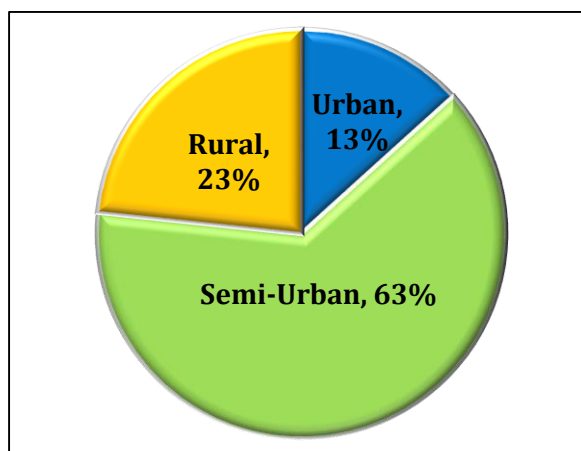


Figure 5.2. Residential areas of graduates

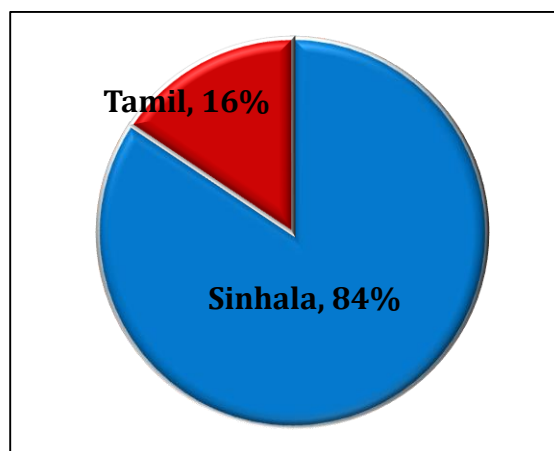


Figure 5.3. Linguistic medium of A/L examination of graduates

Medium of instruction of the A/L examination of graduates is given in **Figure 5.3**. Accordingly, majority (84%) of the students sat for the A/L examination in Sinhala medium. It was reported as 16% for the students who sat for the A/L examination in Tamil medium.

Academic Performances of Graduates

Among all the graduates who responded, there were 14% of Second Class Upper division passes. Second Class Lower division and General passes were obtained by 30% and 56% of the students respectively (**Figure 5.4**). Total number of students obtained different grades and the percentage distribution of different grades among different specialization streams of FOT is presented in **Table 5.3** and **Figure 5.5** respectively.

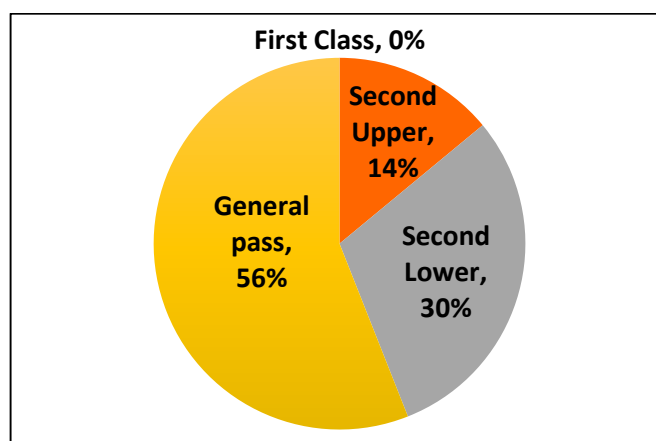


Figure 5.4. Overall performance of graduates in FAPM.

Table 5.3. Performance of graduates in different specialisations in the FOT

Department	First Class	Second Upper	Second Lower	Pass	Total
Construction Technology	0	0	3	3	6
Electrotechnology	0	0	3	4	7
Mechanical & Manufacturing Technology	0	1	0	1	2
Nano Science Technology	0	8	13	28	49
Total	0	9	19	36	64

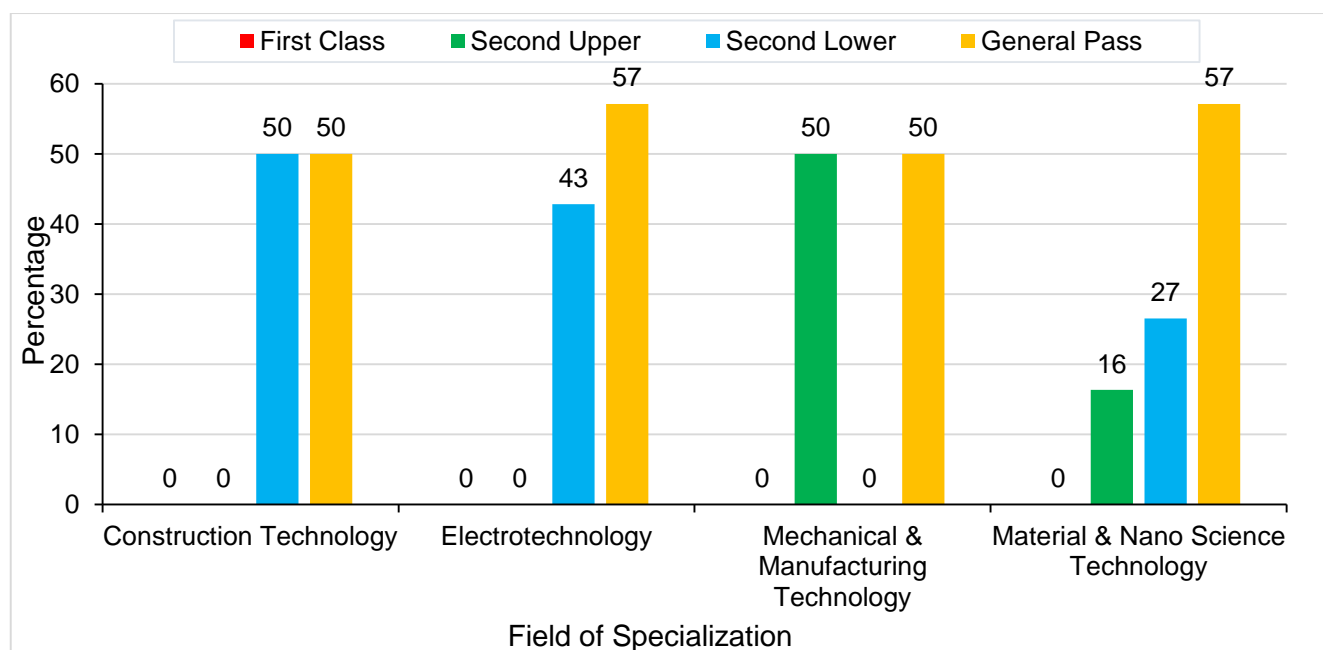


Figure 5.5. Percentages of different grades obtained by students in different specialization programmes offered by FOT.

Employability Status of Graduates

This analysis is based on the responses of 64 students. Among the graduates of the faculty, 59% of (38 students) them have managed to obtain their first job within one year and 01 months and 14 days period from the final examination. **Table 5.5** indicates the different categories of employment of the graduates. There were 46% graduates have obtained permanent jobs, 14% of graduates have obtained temporary jobs, 23% have obtained contract basis jobs and 17% have obtained training jobs (**Figure 5.6**). It should be noted that, graduates who are in in training categories were considered as employed.

Table 5.4 Employability of Graduates by specialisations in the FOT

Department	Employed	Unemployed	Total
Construction Technology	2	4	6
Electrotechnology	5	2	7
Mechanical & Manufacturing Technology	1	1	2
Nano Science Technology	30	19	49
Total	38	26	64
%	59%	41%	100%

Table 5.5. Different categories of employments of graduates in FOT

Department	Contract basis	Permanent	Temporary	Training	Total
Construction Technology	0	1	0	1	2
Electrotechnology	2	1	2	0	5
Mechanical & Manufacturing Technology	3	4	0	2	9
Nano Science Technology	3	10	3	3	19
Total	8	16	5	6	35

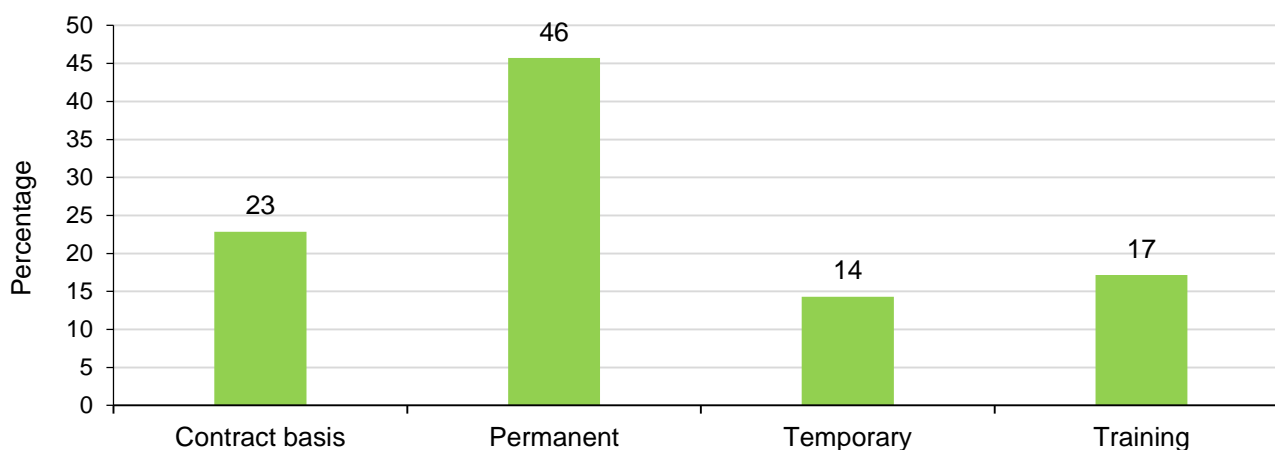


Figure 5.6. Percentage enrolments of graduates of FOT in different employment categories.

Different sectors of employers

The vast majority of the graduates (83%) were employed in the private sector, and 8%, 3%, 3%, 3% of graduates were employed in the public sector, semi-government sector, foreign and NGO sectors respectively (**Figure 5.7**).

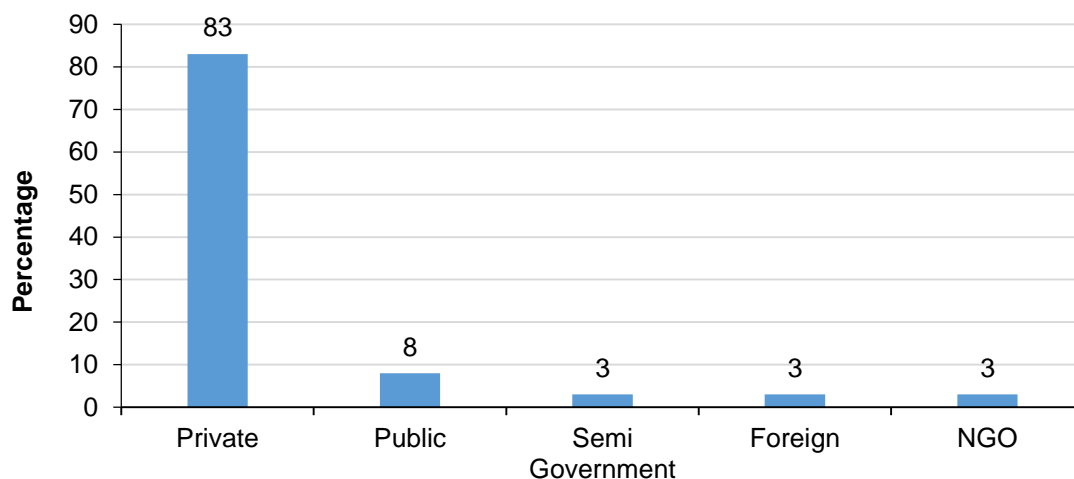


Figure 5.7. Percentage job enrolments of graduates of FOT in different sectors of employers.

Monthly Salary Levels of Employed Graduates of FOT

From the total employed graduates (38) only 34 had answered this question. Salary level distributions among different specializations were indicated in the **Table 5.6**. The majority of the responded graduates (56%) have obtained above Rs. 50,000/- as the monthly salary for their first job and 26% was employed for the range of Rs. 40,000 to 49999 monthly salaries. (**Table 5.6** and **Figure 5.8**).

Table 5.6. Salary levels of employed graduates of FOT

Monthly Salary (LKR)	Construction Technology	Electrotechnology	Mechanical & Manufacturing Technology	Nano Science Technology	Total Respondents from Each Category
20000-29999	0	0	2	0	2
30000-39999	0	0	0	4	4
40000-49999	1	2	2	4	9
50000-59999	0	0	2	9	11
60000-69999	0	1	1	1	3
80000-89999	1	1	0	1	3
Over 100,000	0	0	2	0	2
Total respondents from each department	2	4	9	19	34

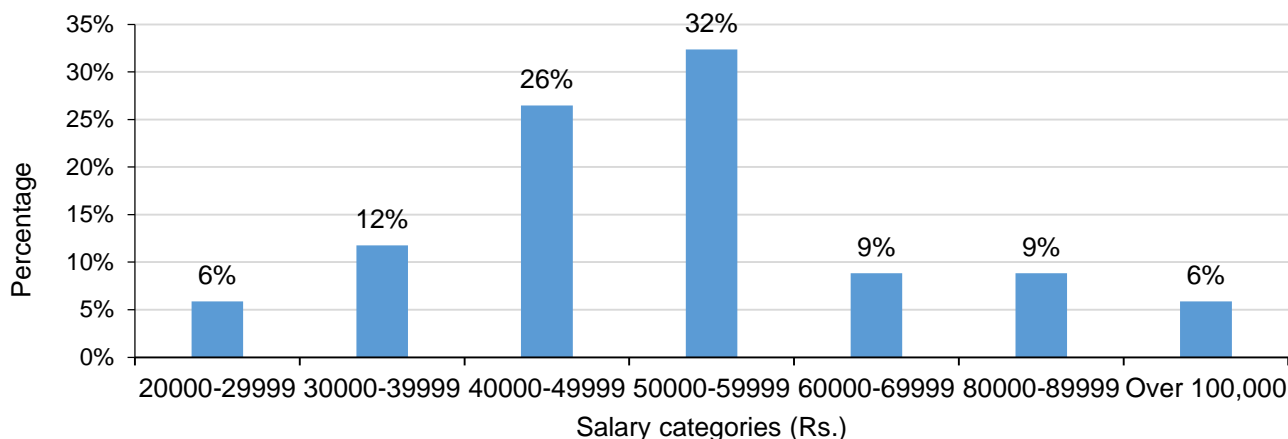


Figure 5.8. Percentage distribution of the employed graduates in different salary levels

Perceived Relevance of the Degree Programme to Current Employments of Graduates of FOT

Perceived relevance of the degree programme to the occupation of graduates is an indicator of how the existing academic program provided by the degree programme fit with the current job market and the market requirements. There were 34 graduates who have responded to this question and the statistics of their responses were given in **(Table 5.7)**. The present survey has indicated that 46% of the graduates of FOT were employed in jobs that were highly relevant (more than 75% relevance) to their degree programme and the specialization area. It was reported as 29%, when considering the 50% relevance of their education to the current occupation. There were 35% of graduates perceived that their degree is only 25% or less relevant to current employment **(Figure 5.9)**.

Table 5.7. Perceived relevance of degree to employment

Department	Perceived relevance of degree to employment					Total
	10%	25%	50%	75%	100%	
Construction Technology	0	0	0	2	1	3
Electrotechnology	1	0	1	2	1	5
Mechanical & Manufacturing Technology	1	2	2	1	2	8
Nano Science Technology	1	3	7	3	4	18
Total responses in each category	3	5	10	8	8	34

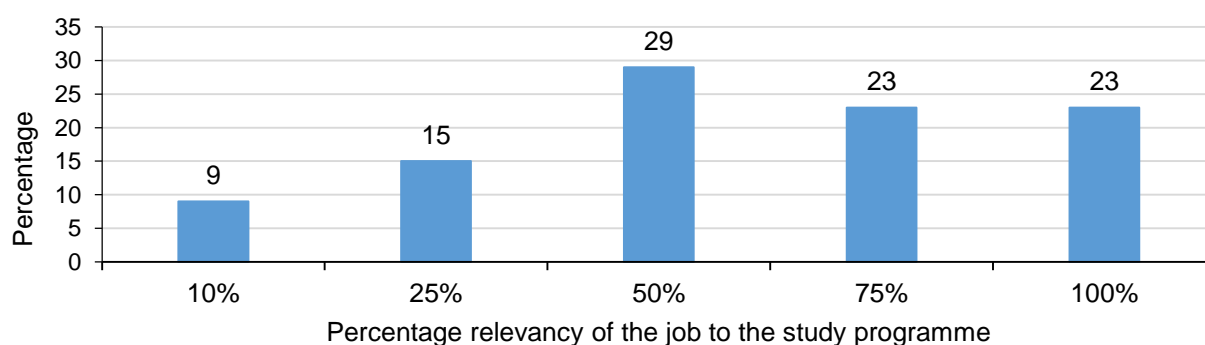


Figure 5.9. Percentage relevance of the degree to employment.

Level of Job Satisfaction among Graduates of FOT

Total number of 37 graduates have answered this question. Among all responded, 22% of them were very satisfied with their current occupation while 27% of them were in satisfied category. Together with these two categories 49% of graduates were satisfied with their present job. Average level of satisfaction was reported as 43% and 3% and 5% graduates have fallen in to dissatisfied and very dissatisfied about their current jobs (**Figure 5.10**).

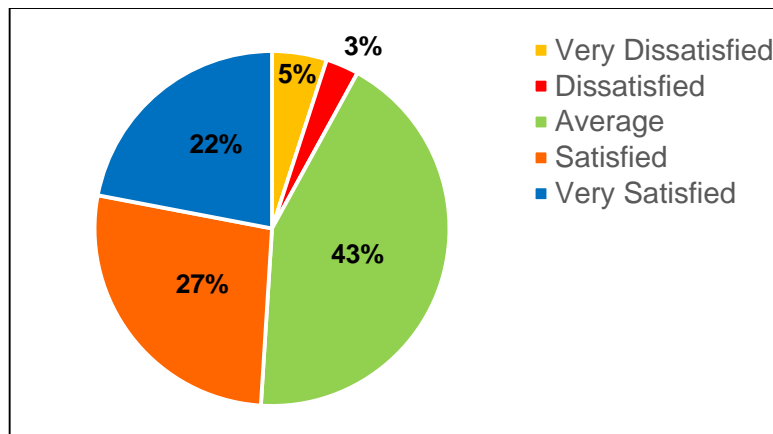


Figure 5.10. Level of satisfaction of the current employment

Most Influential Factors to Obtain Present Job

This question was answered by 38 of the employed graduates. Graduates could give multiple answers for this question. According to their evaluation the Degree, field of study, Personality and soft skills have been rank in the most influential factors to obtain present job. The previous work experience, other professional qualifications, University project, English proficiency and computer literacy also have high influence for finding a job. Class of the degree, reputation of the university, and the personal contacts have less influence for finding a job. (**Figure 5.11**).

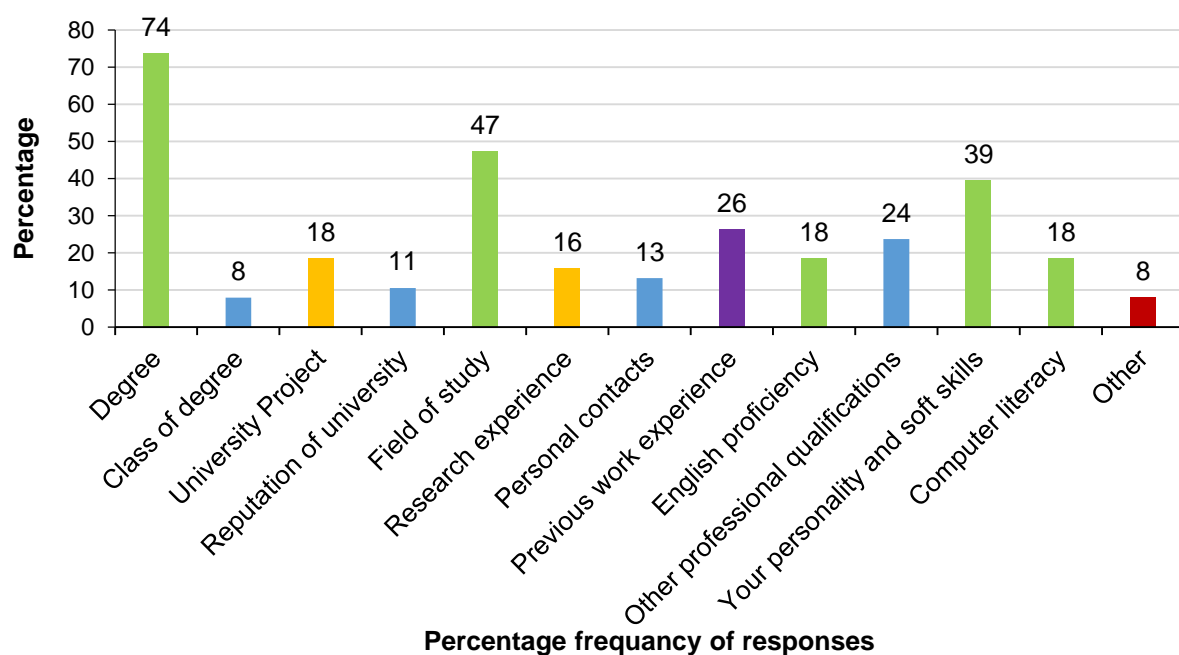


Figure 5.11. Most influential factors to obtain the present job

Help from University Education to Career Development

Support of the degree programme to students' career development, to get a job and their personal growth were at average levels because score above 4 out of the 5 Likert scale were reported in one aspect (For your personal growth). The rating for support for the starting period of employment, to become entrepreneur and to develop career further and to get employment have received less than 4 out of the 5 Likert scale. Support from the degree programme to develop entrepreneurial skills received the lowest rating (3.43) indicating the need of further attention in that respect (**Figure 5.12**).

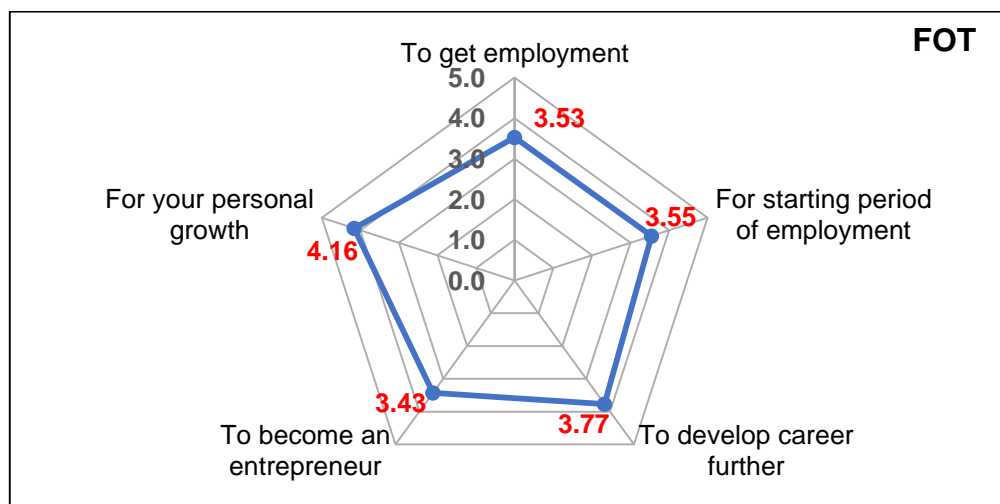


Figure 5.12. Support from the university education to career development as rated by FOT graduates

Additional Qualifications (Postgraduates, Professional or other) held by Graduates of FOT

Considerable number of students graduated from the FOT had additional qualifications. There were 15 graduate have already completed Diploma Level courses at the time of the survey. Among additional qualification holders, 4 students have some other qualifications, which have not been categorically indicated (**Table 5.8**). This information indicates the attentiveness of students about their career development and the intention to be more skilful and knowledgeable personal for the competitive society.

Table 5.8. Additional qualifications of graduate at the period of survey. (C denotes the completed and R denotes the continuation of the programmes).

Department	Diploma		Other	
	C	R	C	R
Construction Technology	1	0	0	0
Electrotechnology	3	0	1	0
Mechanical & Manufacturing Technology	3	1	0	0
Nano Science Technology	8	2	3	1
Total	15	3	4	1

Chapter 6

Overall and Individual Faculty Level Comparison of Indicators from 2012 to 2021

Comparison of Overall Employability from 2012 to 2021

This analysis is based on data from the employability reports published by Wayamba University of Sri Lanka from 2012 to 2021. (Jayakody 2012, 2013; Wijenayake and Perera 2014; Wijenayake and Pallegedara 2015; Wijenayake and Wickramasinghe 2017; Wijenayake and Wickramasinghe 2018; Wijenayake and Wickramasinghe 2019; Kandegama and Pallegedara 2020; Wickramasinghe and Pallegedara 2021). Data for the year 2021 were obtained from the present employability survey. According to **Figure 6.1**, the highest overall job enrolment of the graduates at Wayamba University of Sri Lanka was reported in 2013 and was reported as 90%. However, employability trends cannot be easily compared by the recorded employability numbers because the time elapsed from the completion date of the degree to the time of the survey varies significantly from year to year due to various factors. Based on the recorded survey data, a reduction in overall employability at General Convocation can be observed from 2013 to 2021.

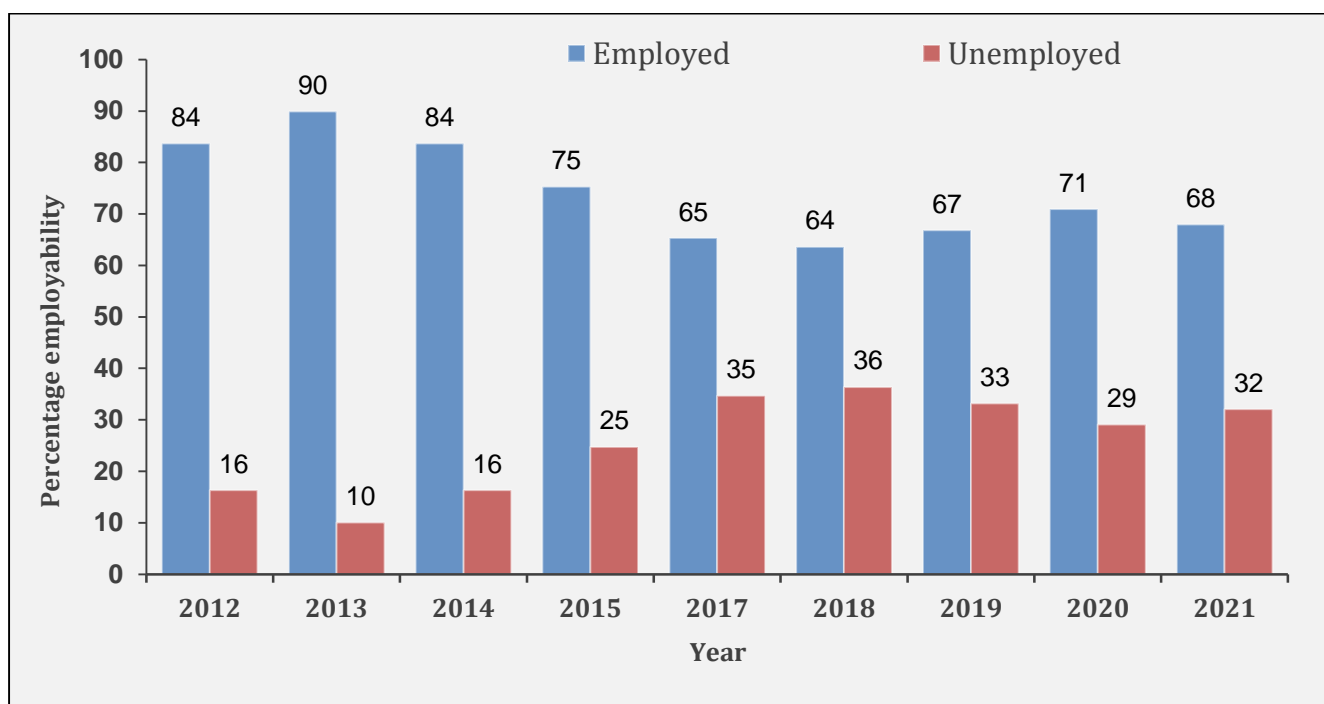
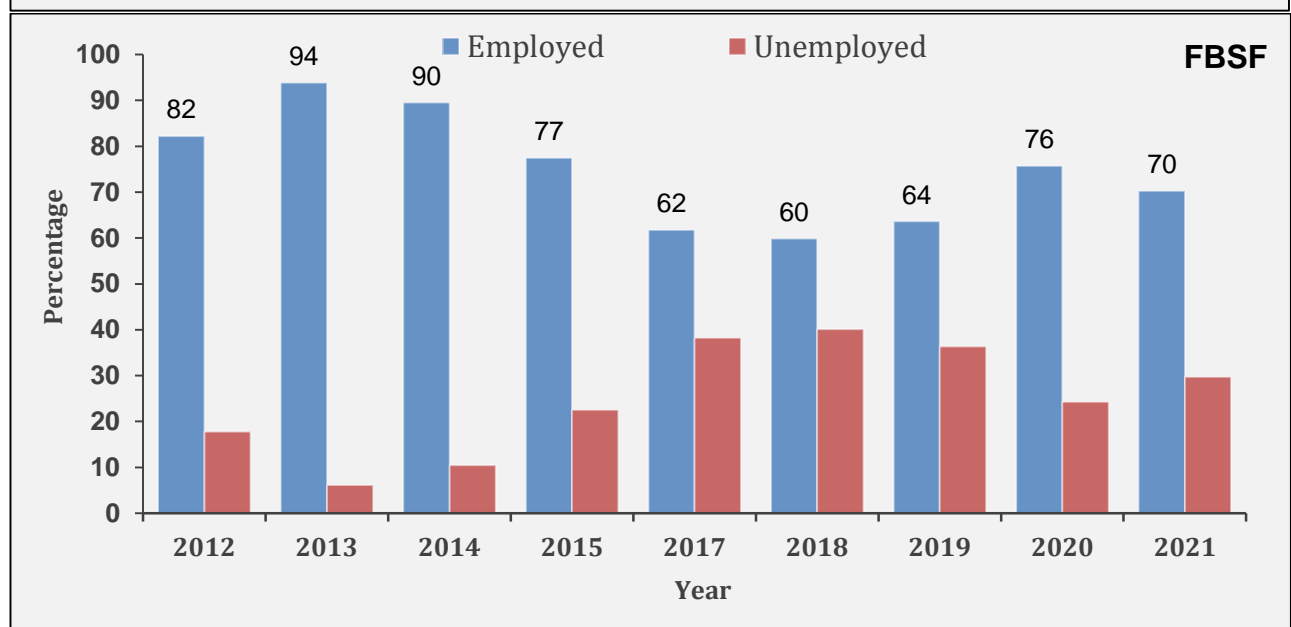
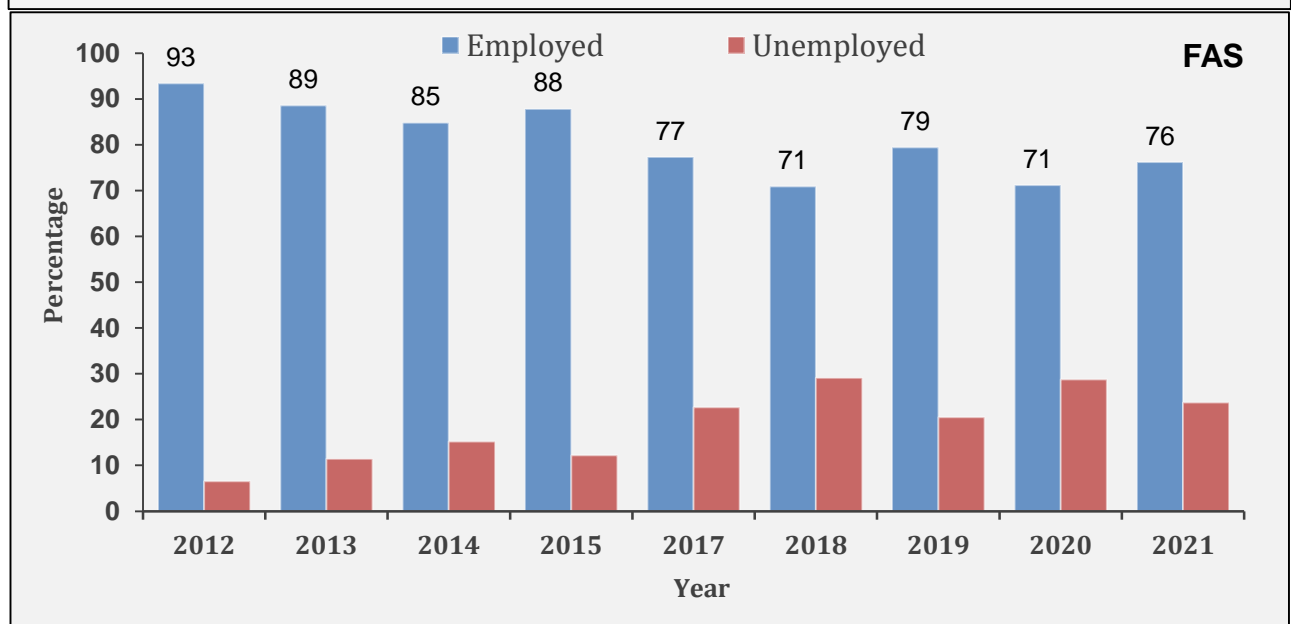
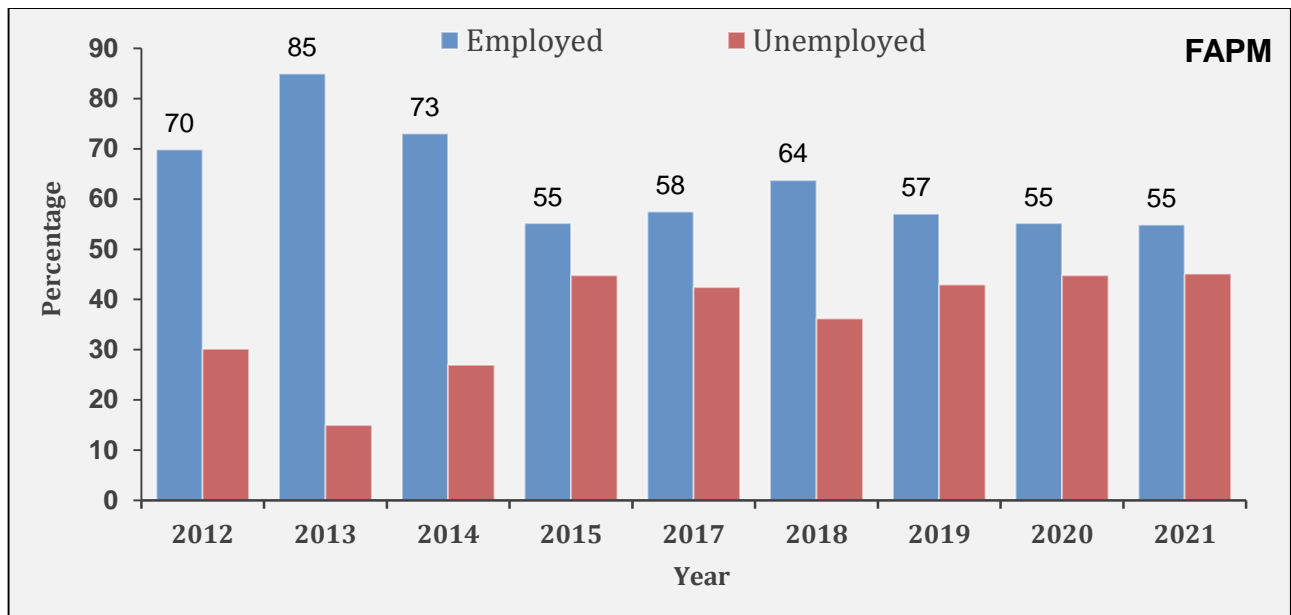


Figure 6.1. Employability status of graduates of Wayamba University at their respective convocations.

Employment rates of graduates of FAPM ranged from 55% to 85% in the last nine employability surveys, and the lowest employment rates were reported in the years 2015, 2020, and 2021. FAS has maintained its employability rate above 70% at all nine rounds of the employability surveys. FAS has shown its lowest employability rate in the years 2018 and 2020. The FBSF reported its lowest employability rate in 2018 at 60%. FLFN reported the lowest rate of employability in the year 2018, and it was 69%. The employability rate of the graduates of FLFN has maintained above 69% during nine surveys, indicating the second-highest rate of employability among all faculties (**Figure 6.2**).



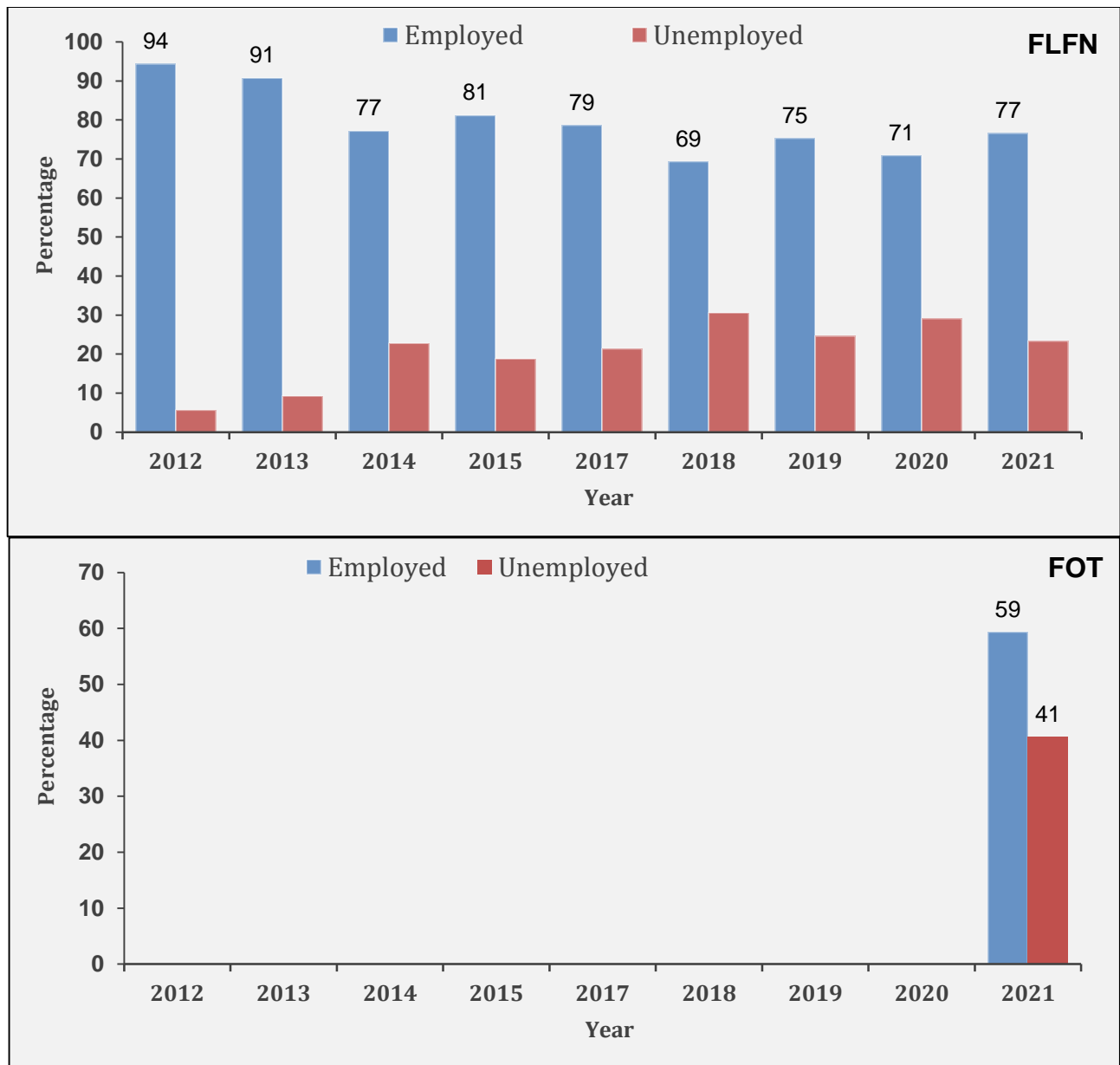


Figure 6.2. Employability status of graduates of different faculties at their respective convocations.

In 2021, permanent job positions have slightly decreased, while temporary positions slightly increased compared to 2020. Self-employment and entrepreneurial graduates remain negligible, similar to the last few years (**Figure 6.3**). These surveys have been conducted at the last nine General Convocations, and no follow-up tracer surveys of the graduates were conducted after one year of graduation. A follow-up tracer survey may be helpful to see a clear picture of employability over time.

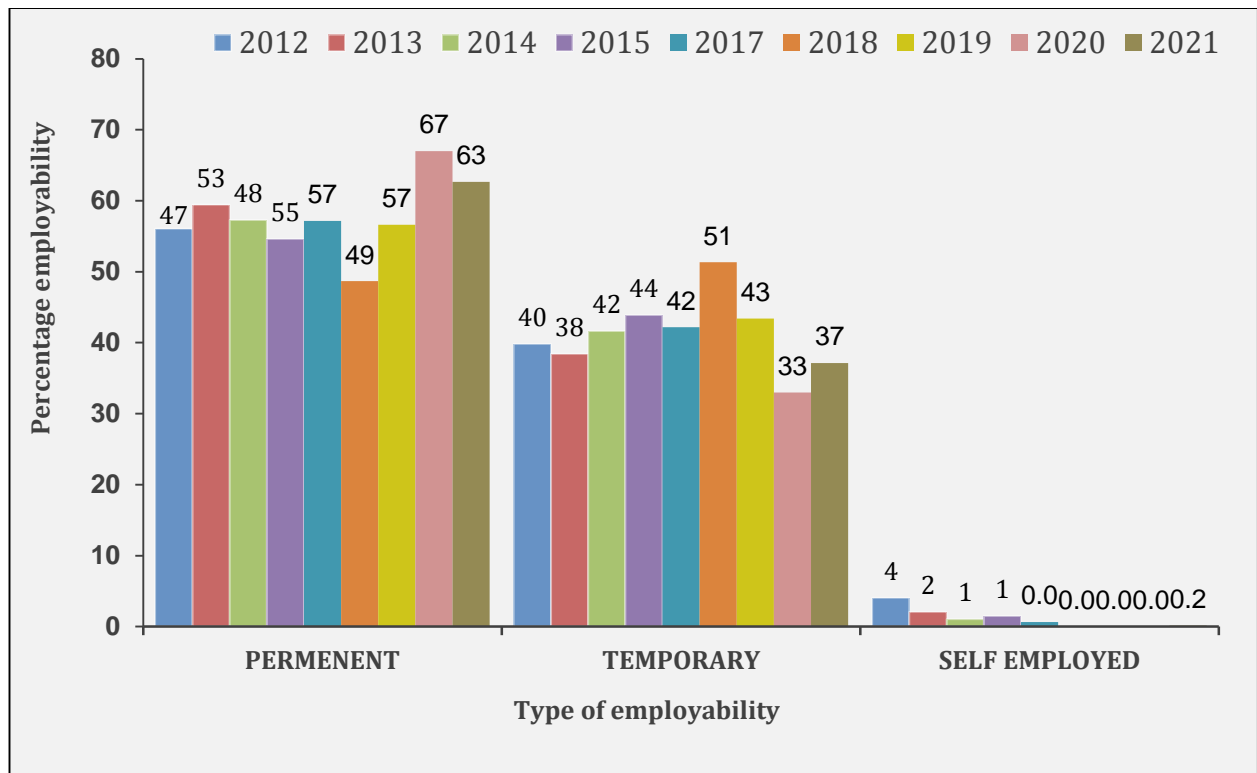
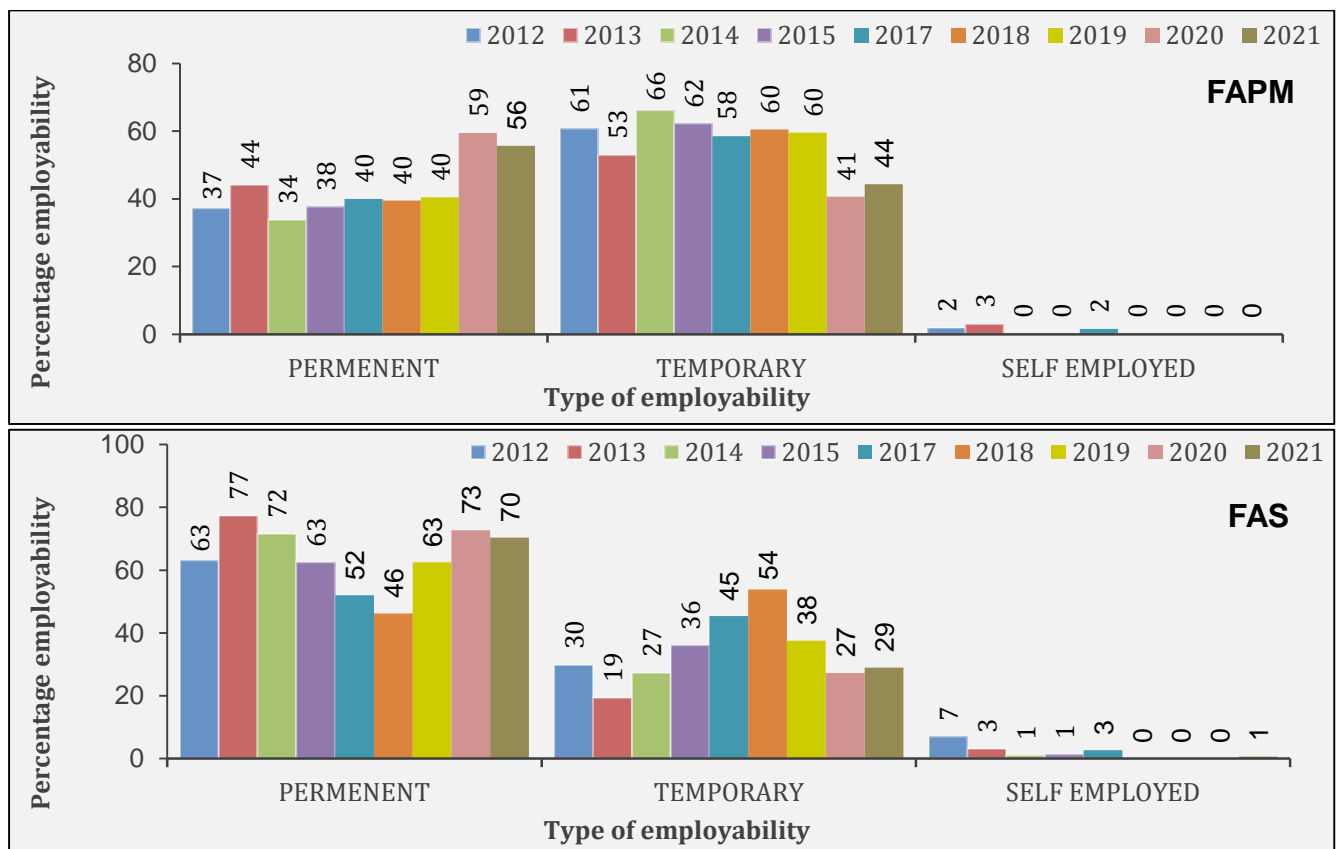


Figure 6.3. Type of employment of graduates from year 2012 to 2021.

The graduates of FAS secured the highest percentage of permanent job positions in 2020 (73%), while graduates of FBSF secured the second highest rate of permanent jobs (70%) in 2020. In all four faculties, self-employment and entrepreneurs were negligible for the last few years (**Figure 6.4**).



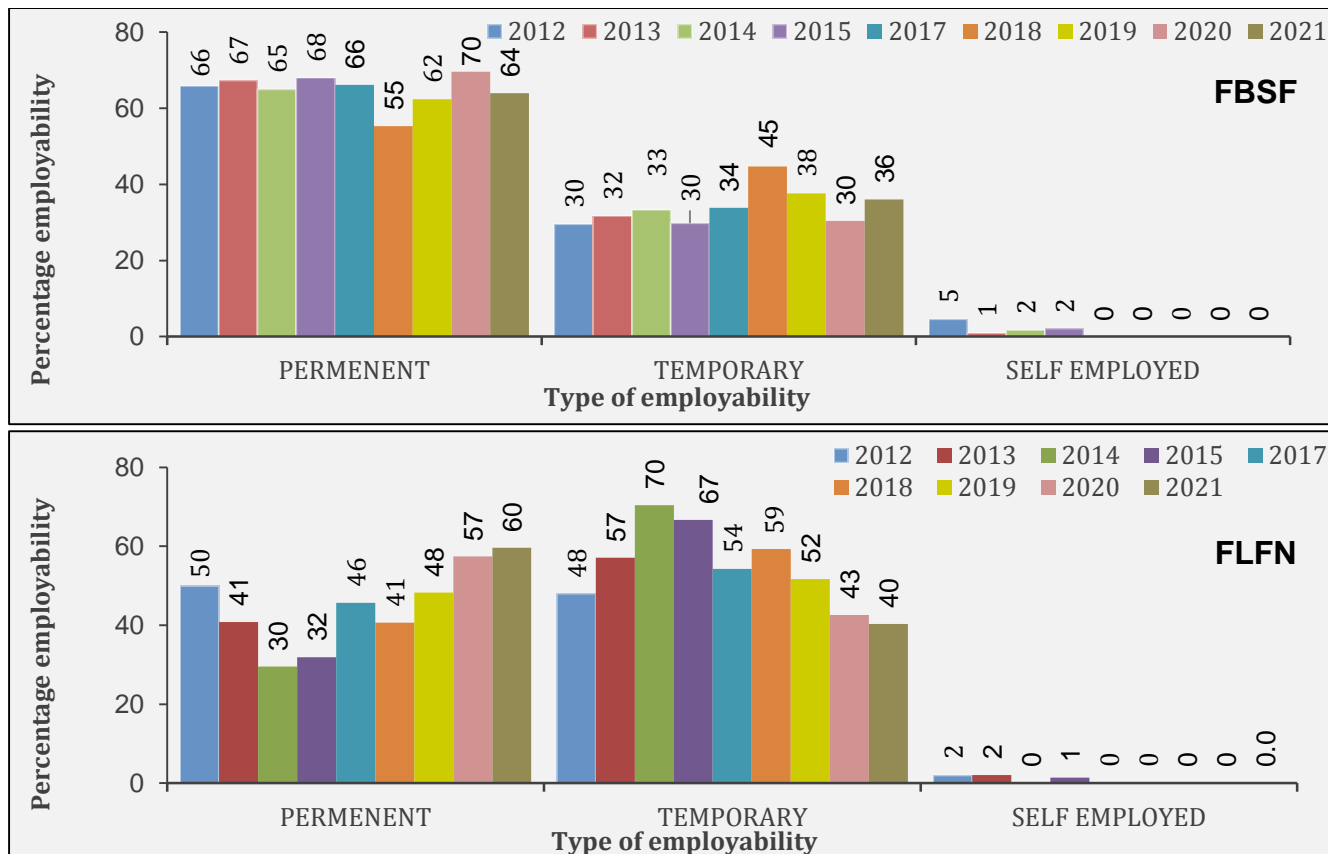


Figure 6.4. Type of employment of graduates in different faculties from 2012 to 2021.

Comparison of salary levels of graduate from 2012 to 2021

Salary levels of graduates have been increasing from 2012 to 2021. However, the salary levels of the graduates cannot be compared easily because inflation of the economy has significantly increased over the years. The Main salary category in 2012 was Rs. 20,000–29,999, which has been shifted to Rs. 40,000–49,999 in 2021. Among the graduates, 24% have received more than Rs. 60,000 as their salary in 2021 (**Figure 6.5**).

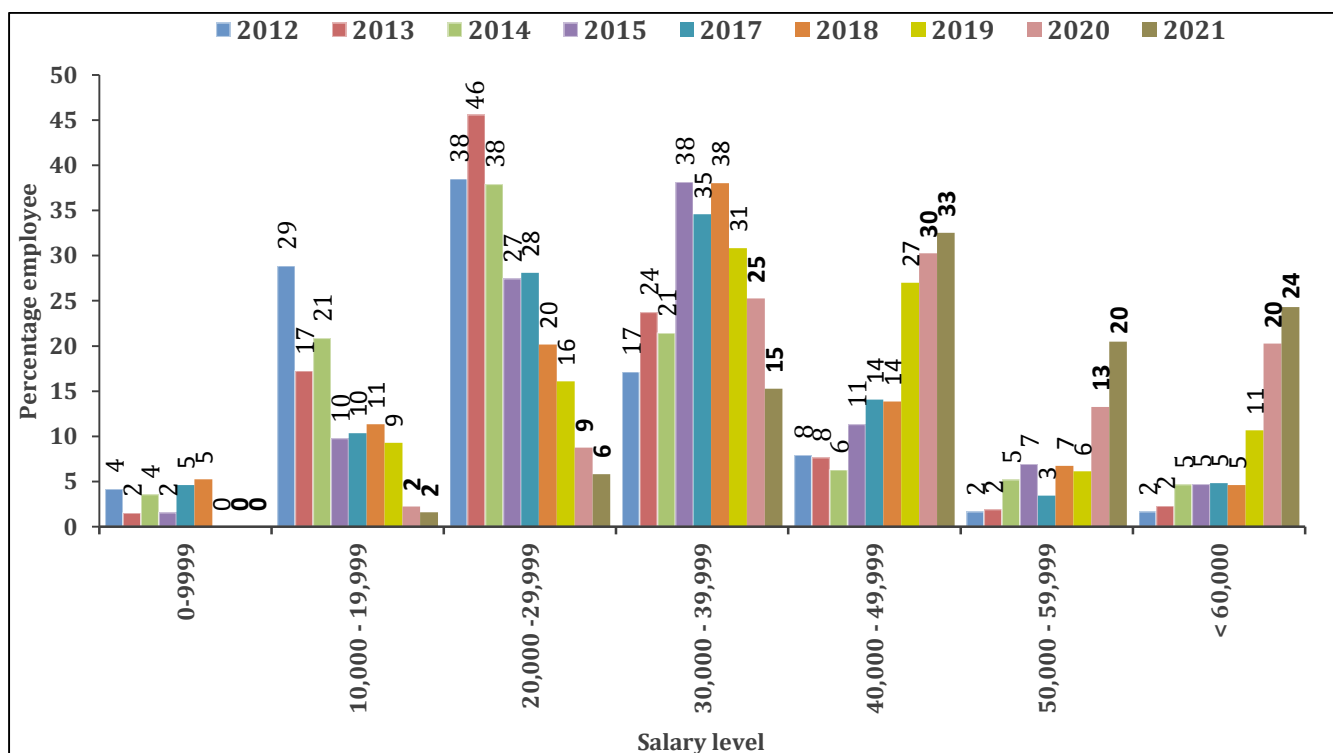


Figure 6.5. Salary levels of graduates during the period of 2012 to 2021.

Comparison of Salary Levels of Graduates in Individual Faculties from 2012 to 2021

Most graduates' salaries in all faculties ranged between Rs. 20,000 - 49,999. Graduates in the Faculty of Applied Sciences obtained a comparatively high salary over the last few years. 89% of graduates obtained salaries of more than Rs. 40,000 in FAS in 2021, while 75%, 59%, and 81% of FAPM, FBSF, and FLFN graduates received salaries of more than Rs. 40000 in 2021 (**Figure 6.6**).

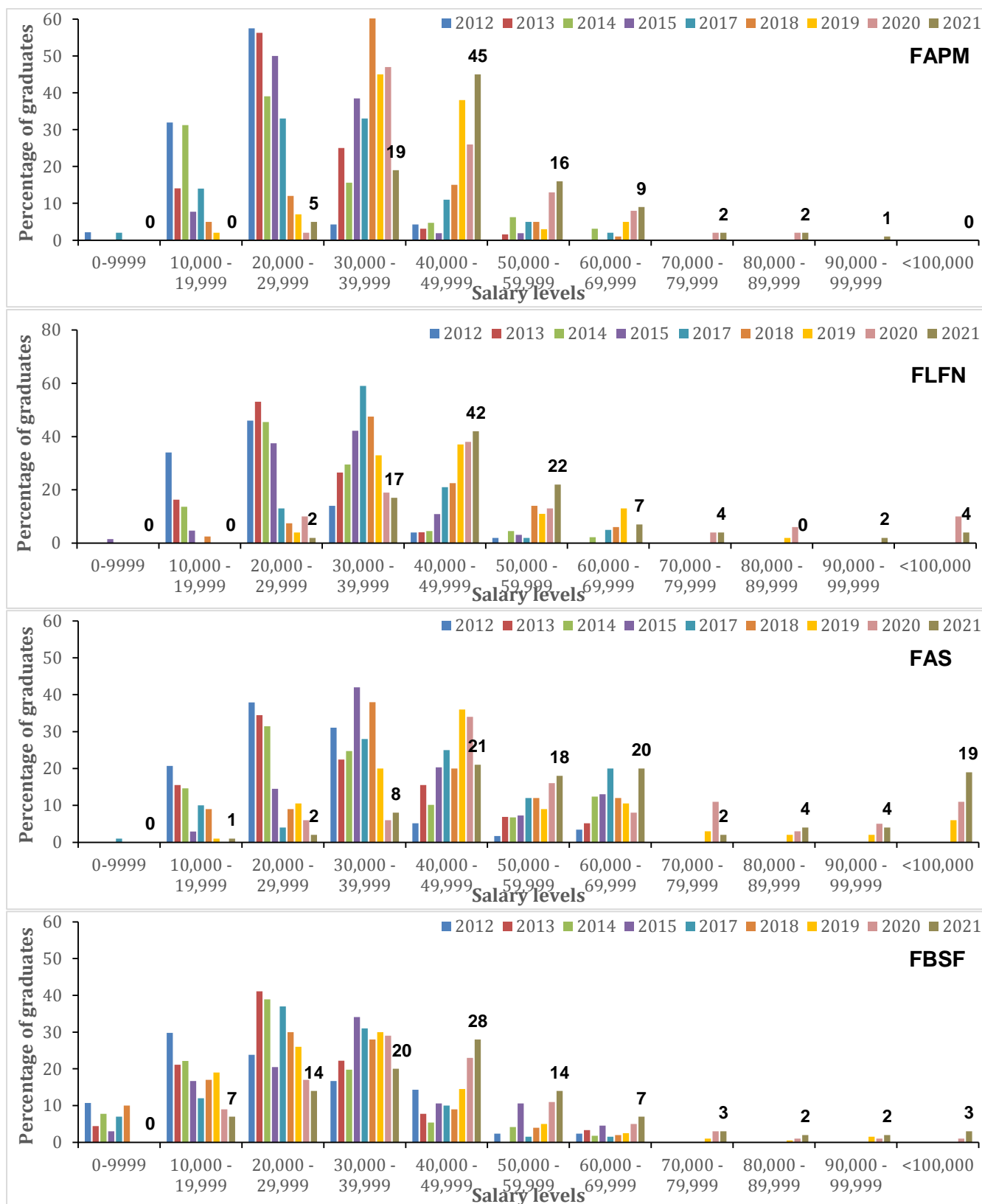


Figure 6.6. Different salary levels obtained by graduates in individual faculties.

Comparison of Perceived Relevance of Degree to Employment During 2012 to 2021

According to graduate perceptions, the high relevance of the job to the field of study can be witnessed from the statistics during the period of the year 2012 to the year 2021. There is a slight decrease in the relevance of the job to the field of study. In 2012, more than 63% of graduates reported above 75% relevance to the field of study, which was reported as 58% in 2021 (**Figure 6.7**). Although the degrees offered by the four faculties are not professional courses, obtaining jobs in highly relevant fields to study is indeed a noticeable fact. These results indicate the job market's acceptance of "Wayamba Graduates" and employers' recognition of their knowledge and skills.

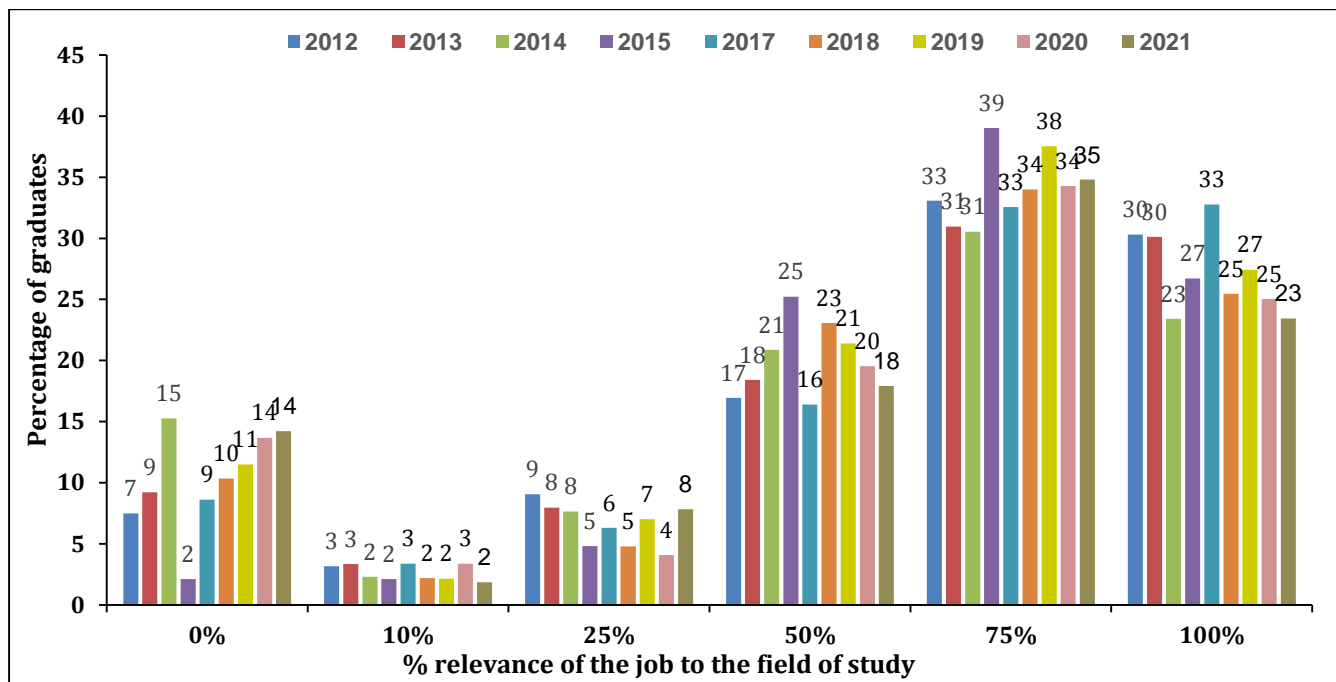
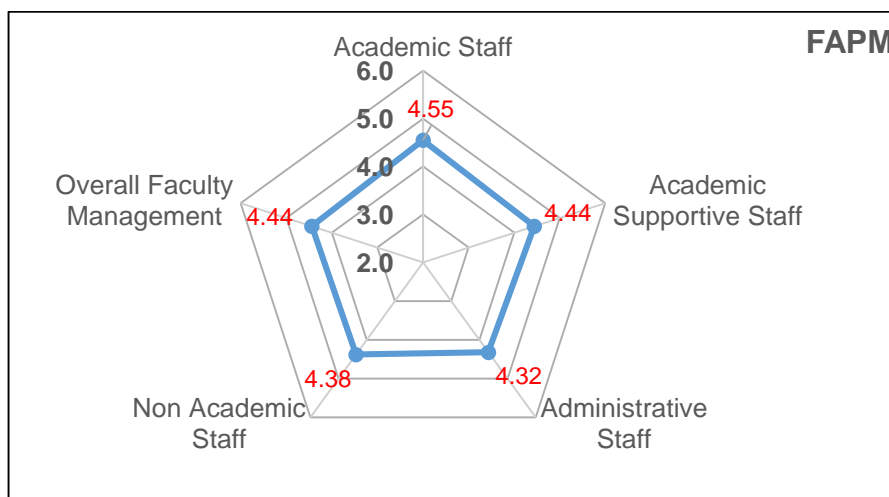


Figure 6.7. Comparison of percentage relevance of jobs to the field of study of graduates during the period of 2012 to 2020.

Levels of Satisfaction over Faculty Services as Rated By Graduates

The satisfaction level of graduates on selected services provided by the faculties was examined in this survey. A five-category Likert scale was used to rate the different services. The graduates rated that all services provided by the Faculties are satisfactory (more than four on the Likert scale) (**Figure 6.8**).



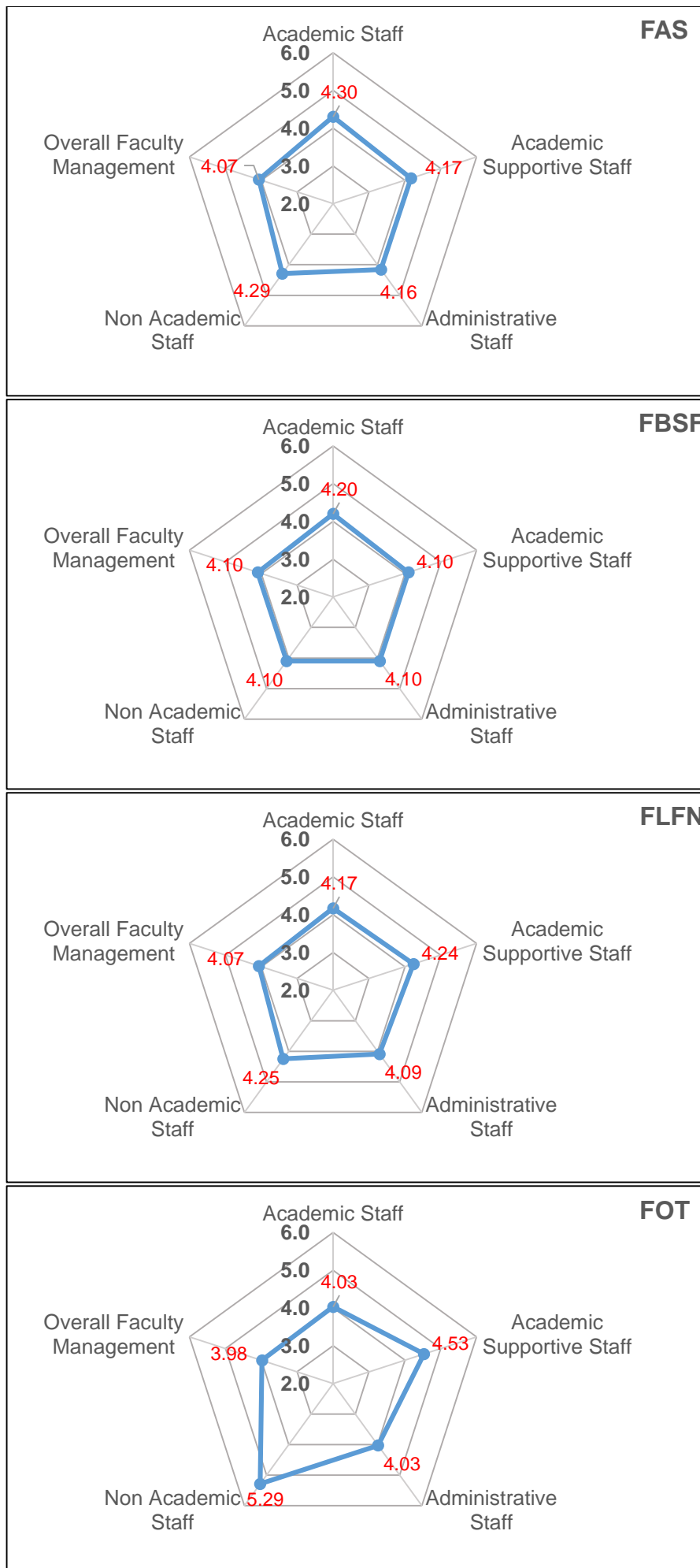
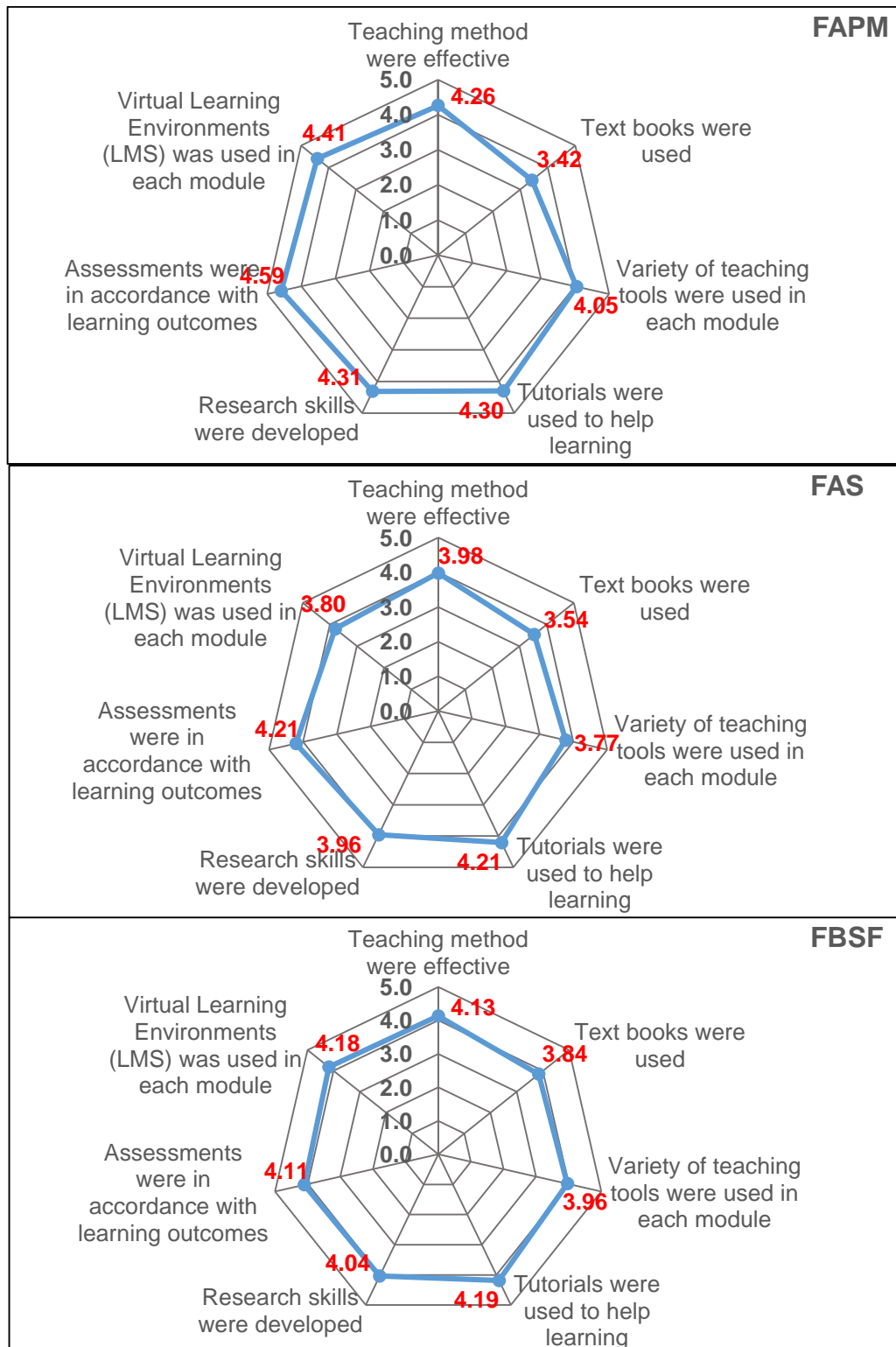


Figure 6.8. Satisfactory levels of different services provided by faculties.

Evaluation of Undergraduate Teaching

The graduate's views on teaching methods used in different faculties were examined in this survey. According to the graduates, all faculties use different teaching methods and strategies satisfactorily. The use of textbooks was given the lowest Likert scale rating for all Faculties (**Figure 6.9**). However, it should be noted that there is room for further developments in these aspects.



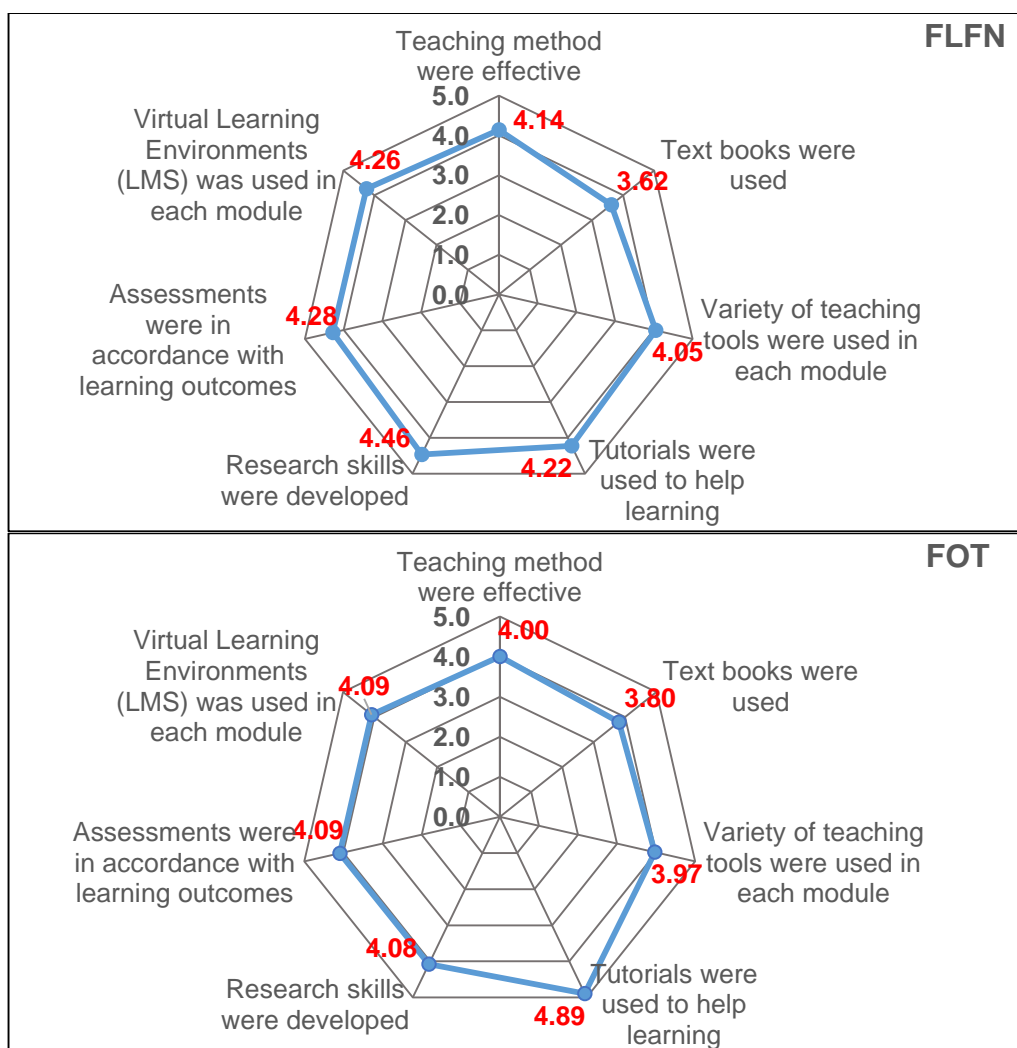
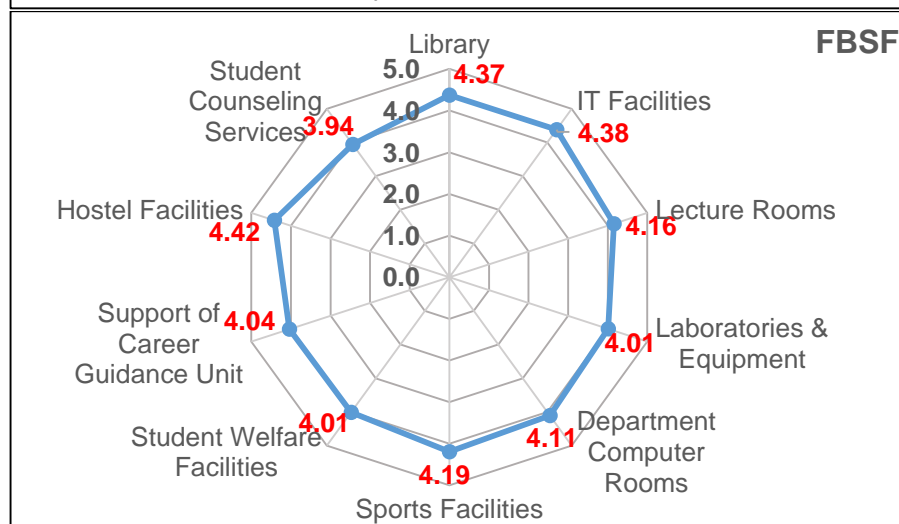
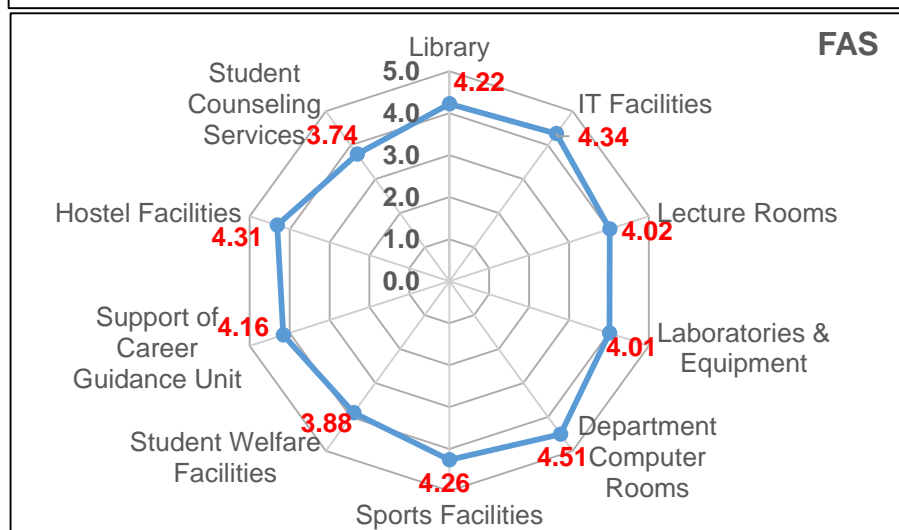
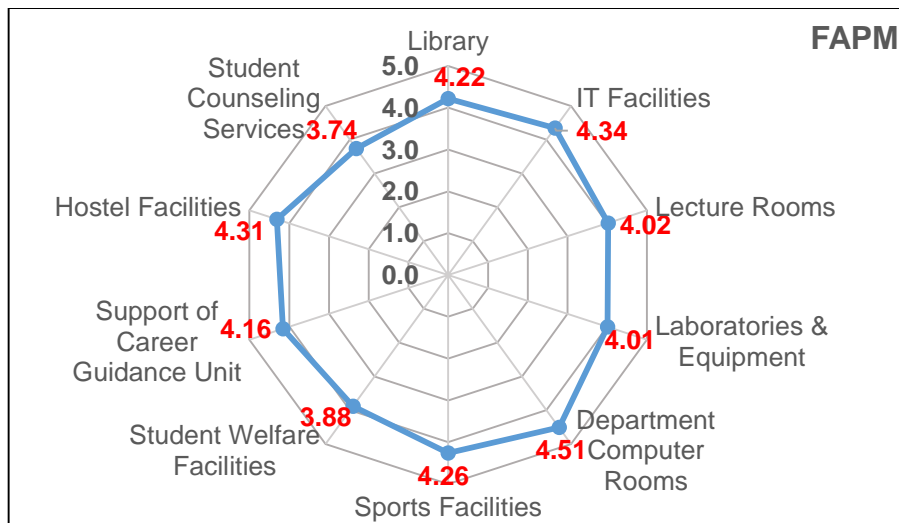


Figure 6.9. Evaluation of faculty teaching strategies

Levels of Satisfaction Over Faculty Facilities as Rated by Graduates

Available facilities in the respective faculties greatly influence teaching and learning. The following radar charts indicate the students' satisfaction with selected facilities in five faculties using five categories of the Likert scale (**Figure 6.10**).

According to the graduates' view, most facilities provided were rated above 04 marks. However, student counseling services and welfare facilities received comparatively low marks among all Faculties. Thus, it indicates a need to give more attention to this aspect by all faculties. Critical analysis of the existing student counseling mechanism and changes are necessary to improve proper student counseling and welfare services in all faculties. Career guidance services have also received low rates (less than 04 on the Likert scale with five marks) in the FOT. Therefore, further attention is needed to improve the career guidance activities according to the requirements of the FOT (**Figure 6.10**).



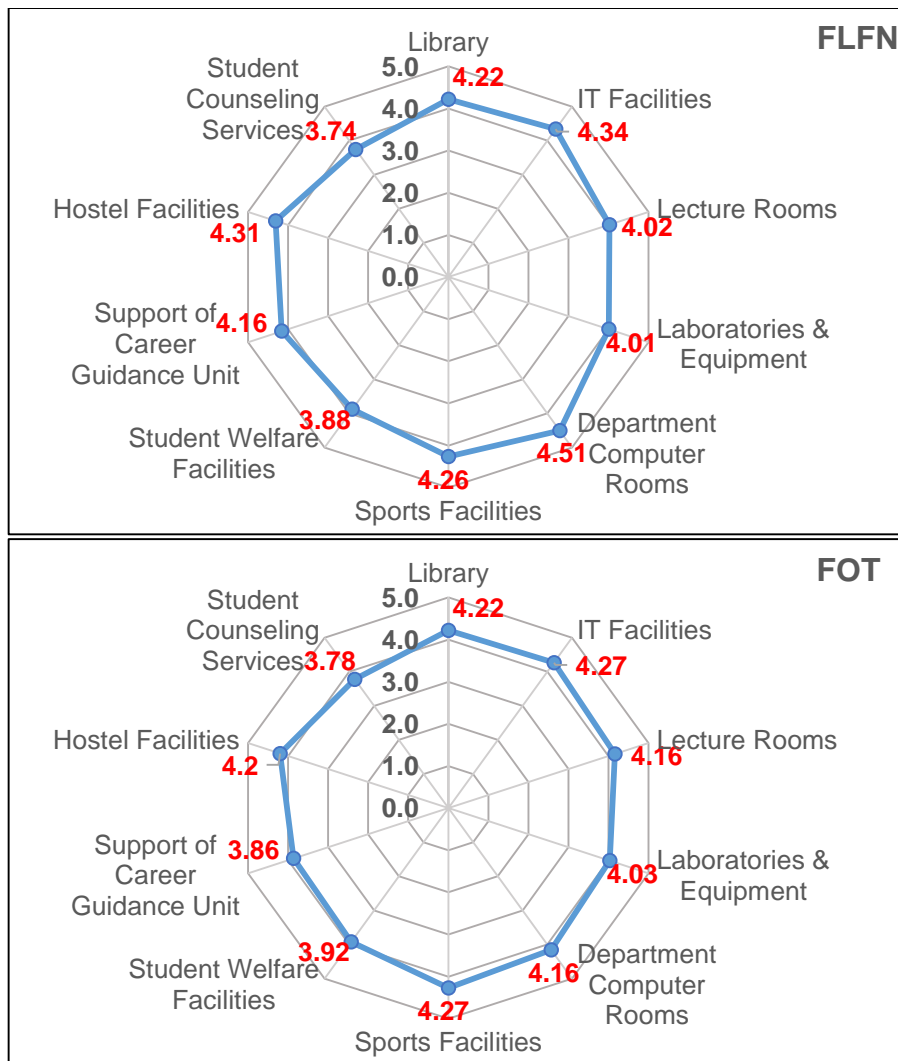


Figure 6.10. Satisfactory levels of different facilities available in faculties.

General and Specific Competencies/Skills Earned Through Degree Programmes

There were fifteen competencies/skills thought to be more useful in the working environment, which were examined in this survey. The results in **Figure 6.11** indicate the student's responses for all fifteen skills in the five faculties. Graduates of FLFN and FAPM have indicated high satisfaction with competencies compared with FAS, FOT, and FBSF (**Figure 6.11**). Present results indicate the need for individual attention of faculties to improve the skills necessary to facilitate the future employability and career performances of the Wayamba University of Sri Lanka graduates.

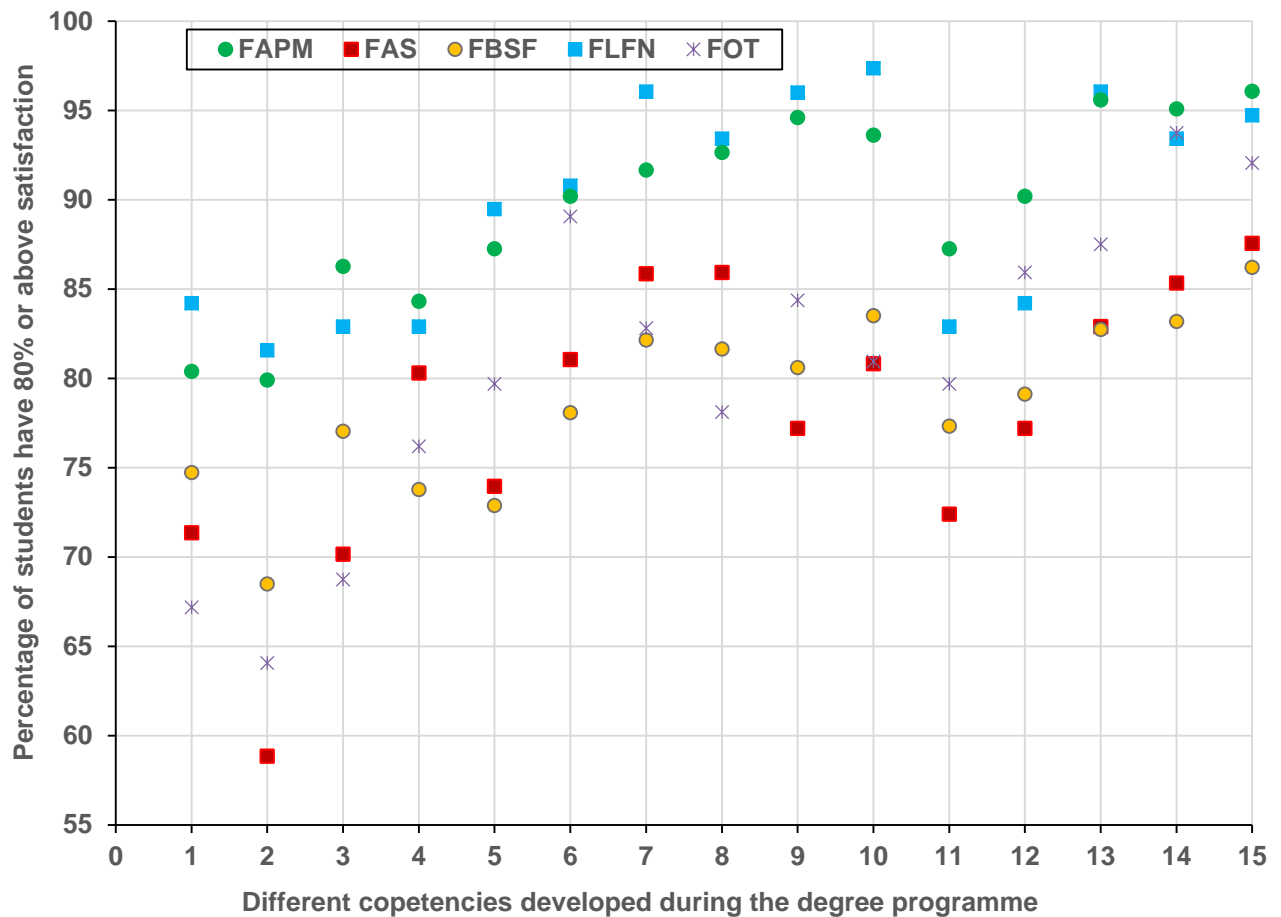


Figure 6.11. Percentage of students, who have 80% or above satisfaction of the support given by the study programme to improve their skills. Numbers denote following proficiencies/skills;

- 1- Proficiency in your field
- 2- Training in your field
- 3- Knowledge in related fields
- 4- Analytical thinking ability
- 5- Ability to create 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 be 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 work with people with various backgrounds

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EMPLOYABILITY SURVEY – QUESTIONNAIRE

The External Affairs Unit of WUSL conducts an employability survey on recent graduates. The information gathered from this survey will help the University and UGC to steer future university degree programmes to be more effective. As a proud fresh graduate of Wayamba University, you are kindly invited to take part in the survey by filling this questionnaire. Please provide accurate information to the best of your knowledge. The University will keep all your private details confidential.

01.

Personal Details and Contact Information															
Name with initials															
Gender (Mark with √)	Male		Female		Age										
In which sort of area you grew up	Urban			Semi-Urban			Rural			Foreign Country					
Ethnicity				District						AGA division					
Permanent Postal Address															
Phone	Mobile							Home							
Private Email															

02.

University Education Information										
University Index Number/ Registration Number										
Name of Degree										
Academic year										
Type of Degree (Mark with √)		General		Joint Major		Special		Other		
Faculty										
Duration of Degree Programme (Mark with √)			3 years				4 Years			
If you have obtained a four-year degree, please indicate the department(s) of specialization.										
Year and Month of Registration at University					Year and Month of Last Examination at University					
Honor Grade of Degree (Mark with √)					First Class					
					Second Upper					
					Second Lower					
					Pass					

03. (a) Are you presently employed (or self-employed)? (Mark with √)

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

(b) If no, please give reasons: (Mark with √) ☐ Looking for jobs, but haven't got a one yet
☐ Planning to start business ☐ Planning to go abroad ☐ Not looking for a job
☐ Other:

(c) If your answer for the question No. 03 (a) is 'YES", please provide following information.

Job title and workplace	
Type of employment (Permanent/Temporary/ Contract-basis / Part-time/ Training)	
Please give information if you are an Entrepreneur or Self Employed	
Sector (Private/Public/Semi-government /NGO/ Foreign/Other)	
Date of first appointment	
Date of current appointment	
Monthly Salary (or income) (Rs.)	

04. How did you learn about the vacancy for the present job (If applicable)?
☐ Newspaper ☐ Gazette ☐ Online ☐ Personal contacts ☐ Competitive Exam
☐ Via Internship (training) ☐ Via University ☐ Job fair/Career Guidance
☐ Continuing with same job held during university education
☐ Other If other, please specify
.....
.....

05. What do you consider as the most important factor(s) in getting the present job (if applicable)?
(Please check all that applies)

☐ Degree ☐ Class of degree ☐ University Project ☐ Reputation of university ☐ Field of
study ☐ Research experience ☐ Personal contacts ☐ Previous work experience ☐ English
proficiency ☐ Other professional qualifications ☐ Your personality and soft skills
☐ Computer literacy ☐ Other if other, please specify
.....

06. (a) To what extent did your degree provide a support for the followings;

	Not at all				Very much
	1	2	3	4	5

To get employment					
For starting period of employment					
To develop career further					
To become an entrepreneur					
For your personal growth					

07. (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%	
-----	--	-----	--	-----	--	-----	--	------	--

08. How satisfied are you with your present job?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Very Dissatisfied	Dissatisfied	Average	Satisfied	Very Satisfied

Please give reasons for your response:

.....

09. Do you have additional Educational / Professional qualifications?

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

10. If yes please specify the additional qualification(s):

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

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

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

12. Your English language proficiency levels and details:

a) Oral:

<input type="checkbox"/> Very Poor	<input type="checkbox"/> Poor	<input type="checkbox"/> Average	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
---------------------------------------	----------------------------------	-------------------------------------	----------------------------------	---------------------------------------

b) Written:

<input type="checkbox"/> Very Poor	<input type="checkbox"/> Poor	<input type="checkbox"/> Average	<input type="checkbox"/> Good	<input type="checkbox"/> Very Good
---------------------------------------	----------------------------------	-------------------------------------	----------------------------------	---------------------------------------

c) Medium of G.C.E. (A/L):.....

d) Grade for G.C.E. (O/L) English Language:

13. General satisfaction on the university degree programme.

	Not at all	1	2	3	4	Very much	5
(a) I was satisfied with the study programme:							
(b) Satisfaction levels on services							
Academic Staff							
Academic Supportive Staff							
Administrative Staff							
Non Academic Staff							
Overall Faculty Management							
(c) Satisfaction level on facilities							
Library							
IT Facilities							
Lecture Rooms							
Laboratories & Equipment							
Department Computer Rooms							
Sports Facilities							
Student Welfare Facilities							
Support of Career Guidance Unit							
Hostel Facilities							
Student Counseling Services							
(d) Rate the followings regarding teaching & learning:							
Teaching methods were effective:							
Text books were used							
Variety of teaching tools were							
Used in each module:							
Tutorials were used to help							
Learning:							
Research skills were developed:							
Assessments were in accordance							
with learning outcomes:							
Virtual Learning Environments							
(LMS) was used in each module							

14. 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 in related fields					
d. Analytical thinking ability					
e. Ability to create 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 be 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 work with people with various backgrounds					

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

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

16. Did you receive any awards/ recognition of achievements?

Description	Award/ Achievement

17. Please provide suggestions for any improvements needed in the study programmes and anything else you need to communicate to the faculty:

.....

.....

Signature:

Date: