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8.0 APPENDICES

Appendix-1

Graduate Attributes: Survey Results

	Importance for career (% ranked very/quite important)	Developed in degree (% ranked developed a lot/somewhat developed)
Self-confidence	97%	57%
Prioritising	97%	63%
Adaptability	96%	58%
Stress tolerance	94%	52%
Independence	94%	70%
Self management	94%	80%



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Source: Research Findings of Maher (2005)



Appendix-2

Rank Assigned on the Specific Skills and Training

Factor	Sample Groups				
	Employed Graduates	Unemployed Graduates	Under Graduates	Faculty Members	Employers
Communication	12	5.5	1	1	1
Leading	7	3.5	6.5	11.5	5.5
Decision-making	1	10.5	9.5	8.5	2
Participating	3	7	3.5	10	3.5
Forecasting	5	1.5	2	3	7
Motivating	9.5	8.5	5	7	9
Problem solving	3	8.5	11	2	3.5
Scheduling	7	13	12	5	10.5
Organizing	3	5.5	3.5	4	10.5
Learning	11	10.5	8	13	10.5
Understanding	9.5	3.5	9.5	11.5	12.5
Arbitrating	7	1.5	13	6	5.5
Creative thinking	13	12	6.5	8.5	8

1=Strongly Disagree, 13= Strongly Agree

Source: Findings of research done by Weligamage & Siengthai (Nov 2003)



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Appendix-3

Findings of Research Done by National Science Foundation

- 61.0% of the sample was employed while 30.5% was unemployed (Figure 1).
- The employment rate was highest (66.8%) among male graduates where as employment rate among female graduates was 53.0%. Further, unemployment rate was highest (39.8%) among female graduates and it was 23.6% among male graduates.
- Considerable number of graduates was absorbed into the private sector compared to the Government and the Semi-government sectors (Figure 2).
- The employment rate was highest (79.9%) among engineering graduates where as agriculture graduates showed the lowest employment rate (47.6%) (Table 1).
- In the area of engineering, the employment rate was highest among those specialized in 'textile and clothing technology' (93.8%) where as in the science stream, those specialized in 'statistics' and 'computer science' showed higher employment rates (almost 100% and 93.3% respectively). In the area of agriculture, the highest employment rate (66.7%) was among those specialized in 'agriculture extension'.
- The respective highest unemployed rates in the areas of engineering, science and agriculture were among those specialized in 'mineral & mining engineering' (20.0%), 'zoology' (58.3%), and 'soil science' (60.0%).
- Despite the fields of study, the highest employment rate (75.8%) was observed in graduates who have obtained first classes at their final year examination of the degree course (Table 2).

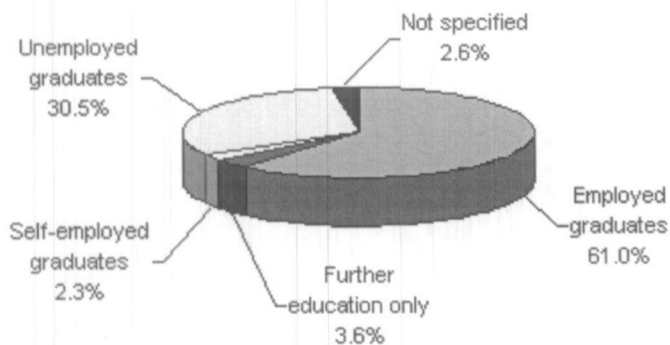


Figure 1: Current employment status of graduates

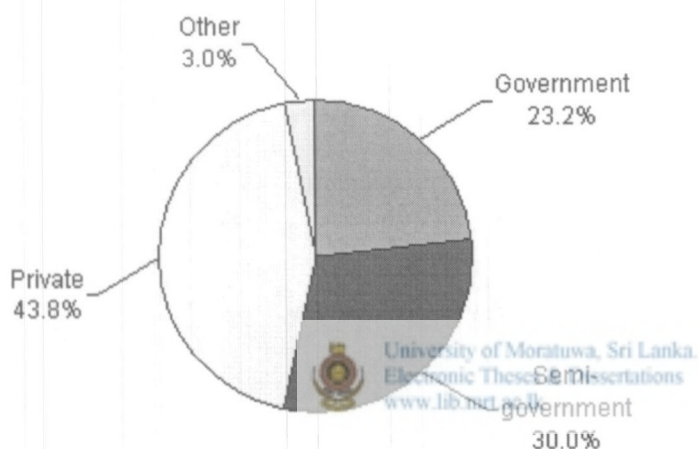


Figure 2: Sector of employment of graduates

Table 1: Employment rates / Unemployment rates by degree course

Degree course	Employment rate (%)	Unemployment rate (%)
Engineering	79.9	8.0
Science – special	67.9	22.9
Science – general	57.0	36.3
Agriculture	47.6	43.2

Table 2 : Employment rates / Unemployment rates by achievement at the final examination

Achievements	Employment rate	Unemployment rate
	(%)	(%)
First class	75.8	7.1
Second upper	62.1	25.7
Second lower	66.9	24.8
Pass	57.2	35.6

Source: Research findings of “Employment of Science, Engineering and Agriculture Graduates of 2000 / 2001” done by National science Foundation



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Appendix-4

Questionnaire for Employers

Employability of Fresh IT Graduates from Local Universities in the IT Industry

Dear Sir/Madam,

I am a postgraduate student of university of Moratuwa, engaged in a research study on the

“Employability of Fresh IT Graduates from Local Universities in the IT Industry” as a partial fulfillment of the Master of Business Administration (MBA in IT) degree program.



This questionnaire is a part of the research study. I would appreciate if you could spare 10 minutes of your precious time to fill the questionnaire.

Information contained in this questionnaire will remain completely confidential and be used solely for the academic purposes. Further, I am not requesting you to provide your name, company name etc, as I want to assure your anonymity.

Thank you.

R.C.L Perera

(lasanth@informatics.lk)

Q.1. Please indicate the importance that you give to each of the following criteria when recruiting fresh IT graduates from local universities to your organization.

(Please double click on the boxes to mark your choice)

	Skills	Importance				
		Extremely Important	Very Important	Somewhat Important	Not Very Important	Not at all Important
1.(a)	Oral communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(b)	Writing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(c)	Reading	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(d)	Basic arithmetic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(e)	Problem solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(f)	Creative & innovative ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(g)	Quick learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(h)	Decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(i)	Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(j)	Having positive attitudes towards work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(k)	Team work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(l)	Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(m)	Self confidence to carry out work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(n)	Ability to work without supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(o)	Adaptability & flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q.2. Please indicate the levels of competence that you look for in each of the following when you recruit fresh IT graduates from local universities.

(Please double click on the boxes to mark your choice)

	Criteria	Level of Competence				
		Extremely High	High	Somewhat High	Low	Extremely Low
1.(a)	Oral communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(b)	Writing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(c)	Reading	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(d)	Basic arithmetic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(e)	Problem solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(f)	Creative & innovative ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(g)	Quick learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(h)	Decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(i)	Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(j)	Having positive attitudes towards work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(k)	Team work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(l)	Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(m)	Self confidence to carry out work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(n)	Ability to work without supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



1.(o)	Adaptability & flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Q.3. Please indicate which of the following that have already been undertaken or that can be undertaken by you as an employer to improve the above mentioned competences in fresh IT graduates.

(Please double click on the boxes to mark your choice)

Measure	Already Taken	Can be Taken
Hosting employers events	<input type="checkbox"/>	<input type="checkbox"/>
Conducting research & developments with universities	<input type="checkbox"/>	<input type="checkbox"/>
Sponsoring training on the above competences after hiring	<input type="checkbox"/>	<input type="checkbox"/>
Others (Please specify)	<input type="checkbox"/>	<input type="checkbox"/>
.....	<input type="checkbox"/>	<input type="checkbox"/>
.....	<input type="checkbox"/>	<input type="checkbox"/>



General questions

(Please double click on the boxes to mark your choice)

Q.4. Please indicate the number of fresh local IT graduates that you have employed during last 2 years.

Less than 2 2-6 7-11 12-16 More than 16

Q.5. Please indicate the total number of fresh local IT graduates you have currently employed in your Organization.

Less than 5 5-10 11-15 16-20 More than 20

I am most grateful for your contribution to my research.

Appendix-5

Questionnaire for Graduates

Questionnaire for MBA Research

Employability of Fresh IT Graduates from Local Universities in the IT Industry

Dear Sir/Madam,

I am a postgraduate student of University of Moratuwa, engaged in a research study on the

“Employability of Fresh IT Graduates from Local Universities in the IT Industry” as a partial fulfillment of the Master of Business Administration (MBA in IT) degree program.



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This questionnaire is a part of the research study. I would appreciate if you could spare 10 minutes of your precious time to fill the questionnaire.

Information contained in this questionnaire will remain completely confidential and be used solely for the academic purposes. Further, I am not requesting you to provide your name, company name etc, as I want to assure your anonymity.

Thank you.

R.C.L Perera

(lasanth@informatics.lk)

Please indicate your experiences of the following, considering the situation you had when you got your 1st job in the IT industry.

Q.1. Please indicate the importance that you give to the following skills when you are applying for IT related job in the IT industry.

(Please double click on the boxes to mark your choice)

	Skills	Importance				
		Extremely Important	Very Important	Somewhat Important	Not Very Important	Not at all Important
1.(a)	Oral communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(b)	Writing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(c)	Reading	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(d)	Basic arithmetic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(e)	Problem solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(f)	Creative & innovative ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(g)	Quick learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(h)	Decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(i)	Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(j)	Having positive attitudes towards work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(k)	Team work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(l)	Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(m)	Self confidence to carry out work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(n)	Ability to work without supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(o)	Adaptability & flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q.2. Please indicate the levels of competence that you had in the following skills at the time you got your first job in the IT industry as a fresh IT graduate. Please indicate the ideal level of competence that you wish to have of the same at that time under 'ideal' column'.

(Please double click on the boxes to mark your choice)

	Skills	Level of Competence									
		At that time					Ideal				
		Extrem ely High	High	Somewhat High	Low	Extrem ely Low	Extrem ely High	High	Somewhat High	Low	Extrem ely Low
1.(a)	Oral communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(b)	Writing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(c)	Reading	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(d)	Basic arithmetic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(e)	Problem solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(f)	Creative & innovative ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(g)	Quick learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(h)	Decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(i)	Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(j)	Having positive attitude towards work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(k)	Team work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(l)	Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(m)	Self confidence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	to carry out work										
1.(n)	Ability to work without supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(o)	Adaptability & flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q.3. Please indicate which of the following that have already been undertaken or that can be undertaken by you to improve above mentioned skills in you.

(Please double click on the boxes to mark your choice)

Measure	Already Taken	Can be Taken
Properly prepared CV	<input type="checkbox"/>	<input type="checkbox"/>
Getting help from university career guidance unit	<input type="checkbox"/>	<input type="checkbox"/>
Register with Careers to find out jobs	<input type="checkbox"/>	<input type="checkbox"/>
Undergoing courses on your own funds to improve these skills	<input type="checkbox"/>	<input type="checkbox"/>
Others (Please specify):	<input type="checkbox"/>	<input type="checkbox"/>
.....	<input type="checkbox"/>	<input type="checkbox"/>
.....	<input type="checkbox"/>	<input type="checkbox"/>

General questions

(Please double click on the boxes to mark your choice)

Q.4. How long has it taken to find your first job in the IT industry after graduation (in Months)?

Less than 6 6-8 9-11 12-14 more than 14

Q.5. Your age (In Years)

Below 25 25-30 31-35 Above 35

Q.6. Your Gender: Male Female

Q.7. Your Degree & the University

Q.7. (a) Degree Bsc. in Comp. Science
 Bsc. (Hons) in Comp.Science
 Bsc. in Stat. & Comp. Science
 Bsc. (Hons) in Stat. & Comp. Science
 Bsc. in IT
 Bsc in Eng.
 Others (Please Specify)

Q.7. (b) University University of Moratuwa
 University of Colombo
 University of Kalamna
 University of Paradeniya
 University of Jayawardanapura
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 Others (Please specify)

I am most grateful for your contribution to my research.

Appendix-6

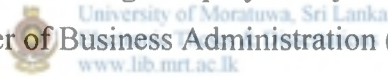
Questionnaire for Universities

Employability of Fresh IT Graduates from Local Universities in the IT Industry : A Study Addressing Employability Skill Development

Dear Sir/Madam,

I am a postgraduate student of university of Moratuwa, engaged in a research study on the

“Employability of Fresh IT Graduates from Local Universities in the IT Industry: A Study Addressing Employability Skill Development” as a partial fulfillment of the Master of Business Administration (MBA in IT) degree program.



This questionnaire is a part of the research study. I would appreciate if you could spare 10 minutes of your precious time to fill the questionnaire.

Information contained in this questionnaire will remain completely confidential and be used solely for the academic purposes. Further, I am not requesting you to provide your personal information, as I want to assure your anonymity.

Thank you.

R.C.L Perera

(lasanth@informatics.lk)

Q.1. Please indicate the importance that your department/university gives to the following competences in IT undergraduate degree programs.

(Please double click on the boxes to mark your choice)

	Skills	Importance				
		Extremely Important	Very Important	Somewhat Important	Not Very Important	Not at all Important
1.(a)	Oral communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(b)	Writing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(c)	Reading	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(d)	Basic arithmetic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(e)	Problem solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(f)	Creative & innovative ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(g)	Quick learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(h)	Decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(i)	Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(j)	Having positive attitudes towards work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(k)	Team work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(l)	Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(m)	Self confidence to carry out work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(n)	Ability to work without supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(o)	Adaptability & flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q.2. Please indicate the extent to which the department/ university addresses to develop following competences during the degree program. Please also indicate the ideal level of competence that the department/university could address during the degree program under 'ideal' column'.

(Please double click on the boxes to mark your choice)

	Criteria	Level of Competence									
		Present					Ideal				
		Extremely High	High	Somewhat High	Low	Extremely Low	Extremely High	High	Somewhat High	Low	Extremely Low
1.(a)	Oral communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(b)	Writing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(c)	Reading	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(d)	Basic arithmetic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(e)	Problem solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(f)	Creative & innovative ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(g)	Quick learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(h)	Decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(i)	Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(j)	Having positive attitudes towards work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(k)	Team work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(l)	Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(m)	Self confidence to carry out work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(n)	Ability to work without supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.(o)	Adaptability & flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q.3. (a) Does your department/ university have lecturers to address these competences in your IT undergraduate degree programs?

Yes No

Q.3. (b) If the answer is 'Yes' to the above, please indicate the number of lecturers that you have

Less than 2 2-4 more than 4

Q.4. Please indicate which of the following that have already been undertaken or that can be undertaken by the universities to improve the above mentioned competences in IT undergraduates.

(Please double click on the boxes to mark your choice)

Measure	Already Taken	Can be Taken
Industry placement period	<input type="checkbox"/>	<input type="checkbox"/>
Self presentation skills workshops	<input type="checkbox"/>	<input type="checkbox"/>
Time management techniques taught and practised	<input type="checkbox"/>	<input type="checkbox"/>
Practice assessment tests/mock interviews	<input type="checkbox"/>	<input type="checkbox"/>
Enterprise training and incubation units	<input type="checkbox"/>	<input type="checkbox"/>
Audits on degree programs	<input type="checkbox"/>	<input type="checkbox"/>
Labour market researches to find out opportunities in the IT industry	<input type="checkbox"/>	<input type="checkbox"/>
Organizing careers fairs	<input type="checkbox"/>	<input type="checkbox"/>
Curriculum revisions	<input type="checkbox"/>	<input type="checkbox"/>
Organizing business related lecture series	<input type="checkbox"/>	<input type="checkbox"/>
Others (Please specify)	<input type="checkbox"/>	<input type="checkbox"/>
.....	<input type="checkbox"/>	<input type="checkbox"/>
.....	<input type="checkbox"/>	<input type="checkbox"/>

General questions

(Please double click on the boxes to mark your choice)

Q.5. Name of the University:

- University of Moratuwa
- University of Colombo
- University of Kalamna
- University of Paradeniya
- University of Jayawardanapura
- Others (Please specify)

Q.6. Number of IT undergraduate degrees provided by the university:

- Less than 2
- 2-3
- more than 3

Q.7. Average number of IT undergraduate students passed out in a year:

- Less than 20
- 20-40
- 41-60
- 61-80
- 81-100
- more than 100

I am most grateful for your contribution to my research.

Appendix-7

Test Tables of IT Graduates

Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	Oral communication - Present	3.35	54	.87	.12
	Should be	4.39	54	.66	8.93E-02
Pair 2	Writing - Present	3.59	54	.74	.10
	Should be	3.91	54	.65	8.87E-02
Pair 3	Reading - Present	3.83	54	.64	8.67E-02
	Should be	4.00	54	.64	8.77E-02
Pair 4	Basic arithmetic - Present	4.20	54	.88	.12
	Should be	4.13	54	.62	8.38E-02
Pair 5	Problem solving - Present	3.83	54	.77	.10
	Should be	4.46	54	.57	7.80E-02
Pair 6	Creative/innovative - Present	3.69	54	.80	.11
	Should be	4.33	54	.61	8.36E-02
Pair 7	Quick learning - Present	4.00	54	.70	9.53E-02
	Should be	4.61	54	.53	7.20E-02
Pair 8	Decision making - Present	3.52	54	.75	.10
	Should be	4.17	54	.67	9.06E-02
Pair 9	Responsibility - Present	3.70	54	1.00	.14
	Responsibility - Should be	4.13	54	.83	.11
Pair 10	Positive attitudes - Present	4.11	54	.79	.11
	Should be	4.50	54	.64	8.67E-02
Pair 11	Team work - Present	4.09	54	.78	.11
	Should be	4.31	54	.82	.11
Pair 12	Punctuality - Present	4.00	54	1.01	.14
	Should be	4.11	54	.74	.10
Pair 13	Self confidence - Present	3.98	54	.79	.11
	Should be	4.35	54	.62	8.43E-02
Pair 14	Without supervision - Present	3.76	54	.85	.12
	Should be	4.11	54	.69	9.41E-02
Pair 15	Adapt.& flexi. - Present	3.80	54	.83	.1133
	Should be	4.24	54	.75	.10

Source: Survey Data

Paired Samples Correlations

		N	Correlation	Sig.
Pair 1	Oral communication	54	.449	.001
Pair 2	Writing	54	.389	.004
Pair 3	Reading	54	.322	.018
Pair 4	Basic arithmetic	54	.369	.006
Pair 5	Problem solving	54	.306	.024
Pair 6	Creative/innovative	54	.411	.002
Pair 7	Quick learning	54	.356	.008
Pair 8	Decision making	54	.469	.000
Pair 9	Responsibility	54	.686	.000
Pair 10	Positive attitudes	54	.486	.000
Pair 11	Team work	54	.453	.001
Pair 12	Punctuality	54	.377	.005
Pair 13	Self confidence	54	.361	.007
Pair 14	Without supervision	54	.273	.046
Pair 15	Adapt.& flexi.	54	.110	.428

Source: Survey Data

Paired Sample Test for Graduates Skill Level

		Paired Differences					t	df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Pair1	Oral communication	-1.04	.82	.11	-1.26	-.81	-9.256	53	.000
Pair 2	Writing	-.31	.77	.11	-.53	-.10	-2.994	53	.004
Pair 3	Reading	-.17	.75	.10	-.37	4.E-02	-1.642	53	.107
Pair 4	Basic arithmetic	7.41E-02	.87	.12	-.16	.31	.629	53	.532
Pair 5	Problem solving	-.63	.81	.11	-.85	-.41	-5.727	53	.000
Pair 6	Creative/innovative	-.65	.78	.11	-.86	-.44	-6.100	53	.000
Pair 7	Quick learning	-.61	.71	9.68E-02	-.81	-.42	-6.311	53	.000
Pair 8	Decision making	-.65	.73	9.95E-02	-.85	-.45	-6.516	53	.000
Pair 9	Responsibility	-.43	.74	.10	-.63	-.22	-4.216	53	.000
Pair 10	Positive attitudes	-.39	.74	.10	-.59	-.19	-3.874	53	.000
Pair 11	Team work	-.22	.84	.11	-.45	7.E-03	-1.946	53	.057
Pair 12	Punctuality	-.11	1.00	.14	-.38	.16	-.814	53	.419
Pair 13	Self confidence	-.37	.81	.11	-.59	-.15	-3.369	53	.001
Pair 14	Work without supervision	-.35	.93	.13	-.61	-1.E-01	-2.766	53	.008
Pair 15	Adaptability & flexibility	-.4444	1.0581	.1440	-.7332	-.1556	-3.087	53	.003

Source: Survey Data

Appendix-8

Test Tables of Universities

Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	Oral communication	3.15	27	1.03	.20
	-Present	4.44	27	.58	.11
Pair 2	Writing	3.41	27	.89	.17
	-Present	4.26	27	.66	.13
Pair 3	Reading	3.30	27	.91	.18
	-Present	4.33	27	.55	.11
Pair 4	Basic arithmetic	4.00	27	.83	.16
	-Present	4.48	27	.64	.12
Pair 5	Problem solving	3.41	27	.93	.18
	-Present	4.44	27	.64	.12
Pair 6	Creative/innovative	3.22	27	.80	.15
	-Present	4.44	27	.64	.12
Pair 7	Quick learning	3.04	27	.81	.16
	-Present	4.22	27	.58	.11
Pair 8	Decision making	3.19	27	1.04	.20
	-Present	4.19	27	.68	.13
Pair 9	Responsibility	3.30	27	.78	.15
	-Present	4.15	27	.77	.15
Pair 10	Positive attitudes	3.00	27	1.00	.19
	-Present	4.26	27	.86	.17
Pair 11	Team work	3.22	27	1.01	.19
	-Present	4.44	27	.58	.11
Pair 12	Punctuality	3.30	27	.87	.17
	-Present	4.30	27	.61	.12
Pair 13	Self confidence	3.26	27	.81	.16
	Self confidence	4.41	27	.57	.11
Pair 14	Without supervision	3.07	27	.73	.14
	-Present	4.33	27	.62	.12
Pair 15	Adapt.& flexi.	3.04	27	.94	.18
	-Present	4.26	27	.66	.13

Source: Survey Data

Paired Samples Correlations

		N	Correlation	Sig.
Pair 1	Oral communication	27	.533	.004
Pair 2	Writing	27	.472	.013
Pair 3	Reading	27	.329	.093
Pair 4	Basic arithmetic	27	.360	.065
Pair 5	Problem solving	27	.523	.005
Pair 6	Creative/innovative	27	.550	.003
Pair 7	Quick learning	27	.394	.042
Pair 8	Decision making	27	.656	.000
Pair 9	Responsibility	27	.568	.002
Pair 10	Positive attitudes	27	.493	.009
Pair 11	Team work	27	.417	.031
Pair 12	Punctuality	27	.264	.183
Pair 13	Self confidence	27	.343	.080
Pair 14	Without supervision	27	.538	.004
Pair 15	Adapt.& flexi.	27	.608	.001

Source: Survey Data



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Paired Samples Test for Universities

		Paired Differences					t	df	Sig. (2-tailed)
		Mean	Std Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Pair 1	Oral communication	-1.30	.87	.17	-1.64	-.95	-7.752	26	.000
Pair 2	Writing	-.85	.82	.16	-1.18	-.53	-5.410	26	.000
Pair 3	Reading	-1.04	.90	.17	-1.39	-.68	-6.001	26	.000
Pair 4	Basic arithmetic	-.48	.85	.16	-.82	-.15	-2.947	26	.007
Pair 5	Problem solving	-1.04	.81	.16	-1.36	-.72	-6.671	26	.000
Pair 6	Creative/innovative	-1.22	.70	.13	-1.50	-.95	-9.099	26	.000
Pair 7	Quick learning	-1.19	.79	.15	-1.50	-.87	-7.832	26	.000
Pair 8	Decision making	-1.00	.78	.15	-1.31	-.69	-6.624	26	.000
Pair 9	Responsibility	-.85	.72	.14	-1.14	-.57	-6.164	26	.000
Pair 10	Positive attitudes	-1.26	.94	.18	-1.63	-.89	-6.929	26	.000
Pair 11	Team work - Team work	-1.22	.93	.18	-1.59	-.85	-6.802	26	.000
Pair 12	Punctuality	-1.00	.92	.18	-1.36	-.64	-5.649	26	.000
Pair 13	Self confidence	-1.15	.82	.16	-1.47	-.82	-7.291	26	.000
Pair 14	Without supervision	-1.26	.66	.13	-1.52	-1.00	-9.976	26	.000
Pair 15	Adapt.& flexi.	-1.2222	.7511	.1445	-1.5193	-.9251	-8.456	26	.000



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