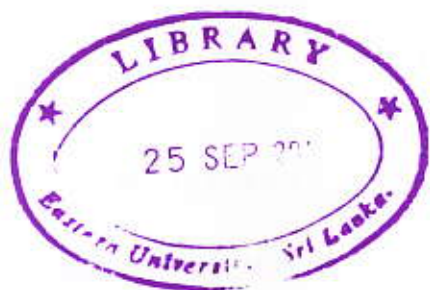


**PRESENT EMPLOYMENT STATES OF EXTERNAL
GRADUATES OF FACULTY OF COMMERCE AND
MANAGEMENT, EASTERN UNIVESITY.**



KRISHNAPILLAI PUSHPARASA



**DEPARTMENT OF MANAGEMENT
FACULTY OF COMMERCE & MANAGEMENT
EASTERN UNIVERSITY, SRILANKA**

2011

ABSTRACT

Present employment states initiatives by an organization are a key retention tool to keep the best talent within its fold. It is one of the greatest motivators to keep an employee happy and engaged. Most organizations think so, and consider it a part of their critical human resource strategy. From the graduate's point of view Present employment states initiatives gives them a clear focus about their career track, the blind spots that they have to overcome and the final goal to be reached. This focused approach works to their advantage from their everyday work to long-term aspirations.

The research study has intended the title, "present employment states of external graduates of faculty of commerce and management, eastern university". The objective of this research study is to see the states of external graduates of faculty of commerce and management, Eastern university. The research study's conceptualization framework has two variables such as individual factors (knowledge, skills, attitude, and personal interest) and organizational factors (motivation, organizational culture, and organizational commitment).

Primary and secondary data were used in this study. Primary data were collected from questionnaires and interviews and secondary data collected from faculty of commerce and management reports. 40 peoples were selected as sample and questionnaires were issued to them to collect the data.

The study found that the discussed two variables mostly indicate high level of employment states here individual factors mean value is moderately (3.32) and organization factors mean value is highly (3.80). Therefore the Faculty of Commerce and Management and organization mostly consider in individual factor than organizational factors to their future success.

TABLE OF CONTENTS

Acknowledgement	i
Abstract	ii
Table of Contents	iii

DETAILS	PAGE N
---------	--------

Chapter 01 Introduction	01-03
--------------------------------	--------------

1.1 Background of the Study	01
1.2 Research Problem	02
1.3 Research Questions	03
1.4 Research Objectives	03
1.4.1 Main objective	02
1.4.2 Special objective	02
1.5 Significance of the Research	03
1.7 Limitations of Research	03

Chapter 02 Literature Review	04-25
-------------------------------------	--------------

2.1 Introduction	04
2.2 Education System in Sri Lanka	04
2.2.1 Education	04
2.2.2 Education Structure	05
2.2.3 Eastern university of Srilanka	06
2.2.4 Faculty of Commerce & Management	06
2.2.5 History of External degrees	07
2.2.6 About External Degree programmes in Faculty of Commerce & Management, Eastern University	09
2.2.7 Course Structure	09

2.2.8 Enrollment of external candidates	10
2.2.9 Combination of Subjects	10
2.2.10 Overhaul in external degree courses: Parliamentary Corrs	10
2.2.11 UGC looks into lapses in External Degrees	11
2.3 Employment	12
2.3.1 Employer	12
2.3.2 Employee	12
2.3.3 Becoming an employee	12
2.3.4 Organizing	13
2.3.5 Models of the employment relationship	13
2.3.6 Employed Population	14
2.4 Unemployment	17
2.4.1 Introduction of Unemployment	17
2.4.2 Common Definition of unemployment	17
2.4.3 Type of unemployment	18
2.4.4 A Profile of Unemployment	18
2.4.5 Unemployment and Education	19
2.5 Research Related Articles	21
2.6 Summary	25
Chapter 03 Conceptualization and Operationalization	26-30
3.1 Introduction	26
3.2 Conceptualization Framework	26
3.2.1 Individual Factors	27
3.2.2 Organizational Factors	27
3.3 Operationalization	29
3.4 Summary	30

Chapter 04 Methodology	31-48
4.1 Introduction	31
4.2 Methods of Data collection	31
4.3 Selection of Samples	32
4.3.1 Sampling	32
4.3.2 Sample Size	32
4.3.3 Selected Sample	32
4.4 Method of Measurement	33
4.5 Evaluation Method	34
4.6 Data presentation, data analysis and evaluation	34
4.6.1 Method of data evaluation of the present employment states of External Graduates of Eastern University	35
4.7 Summary	36
Chapter 05 Data Presentation and Analysis	37-59
5.1 Introduction	37
5.2 Personal Information	37
5.3 Research Information	38
5.3.1 Individual Factors	50
5.3.2 Organizational Factors	44
5.4 Cross Tab analyzing on Personal Information with Research Information	51
5.5 Summary	59

Chapter 06 Discussions	60-64
6.1 Introduction	60
6.2 Discussion on Personal Information	60
6.3 Discussion on Research Information	61
6.3.1 Individual Factors	61
6.3.2 Organizational Factors	63
6.4 Summary	64
Chapter 07 Conclusions and Recommendations	65-72
7.1 Introduction	65
7.2 Conclusions	65
7.3 Recommendations	66
7.4 Implication of the Research Study	72
7.5 Summary	72
References	VIII
Appendix I - Survey questionnaire- English	