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Appendix- A

Level three analysis – Cognitive variables

Multiple Comparisons							
Dependent Variable	(I) Category	(J) Category	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Critical thinking	Employer	Lecturer	-1.04074*	0.09032	0.00	-1.2534	-0.8281
		Student	0.09012	0.08127	0.51	-0.1012	0.2814
	Lecturer	Employer	1.04074*	0.09032	0.00	0.8281	1.2534
		Student	1.13086*	0.08815	0.00	0.9234	1.3384
	Student	Employer	-0.09012	0.08127	0.51	-0.2814	0.1012
		Lecturer	-1.13086*	0.08815	0.00	-1.3384	-0.9234
Problem solving	Employer	Lecturer	-.85833*	0.13869	0.00	-1.1848	-0.5319
		Student	.31944*	0.12479	0.03	0.0257	0.6132
	Lecturer	Employer	.85833*	0.13869	0.00	0.5319	1.1848
		Student	1.17778*	0.13535	0.00	0.8592	1.4964
	Student	Employer	-.31944*	0.12479	0.03	-0.6132	-0.0257
		Lecturer	-1.17778*	0.13535	0.00	-1.4964	-0.8592
Analysis	Employer	Lecturer	-0.03333	0.12786	0.96	-0.3343	0.2676
		Student	.29259*	0.11504	0.03	0.0218	0.5634
	Lecturer	Employer	0.03333	0.12786	0.96	-0.2676	0.3343
		Student	.32593*	0.12478	0.03	0.0322	0.6196
	Student	Employer	-.29259*	0.11504	0.03	-0.5634	-0.0218
		Lecturer	-.32593*	0.12478	0.03	-0.6196	-0.0322
Argumentation	Employer	Lecturer	-.83611*	0.14809	0.00	-1.1847	-0.4875
		Student	.40833*	0.13325	0.01	0.0947	0.722
	Lecturer	Employer	.83611*	0.14809	0.00	0.4875	1.1847
		Student	1.24444*	0.14452	0.00	0.9042	1.5846
	Student	Employer	-.40833*	0.13325	0.01	-0.722	-0.0947
		Lecturer	-1.24444*	0.14452	0.00	-1.5846	-0.9042
Interpretation	Employer	Lecturer	-.55556*	0.13744	0.00	-0.8791	-0.232
		Student	0.06667	0.12366	0.85	-0.2244	0.3577
	Lecturer	Employer	.55556*	0.13744	0.00	0.232	0.8791
		Student	.62222*	0.13412	0.00	0.3065	0.9379
	Student	Employer	-0.06667	0.12366	0.85	-0.3577	0.2244
		Lecturer	-.62222*	0.13412	0.00	-0.9379	-0.3065

Decision making	Employer	Lecturer	-1.07222*	0.14763	0.00	-1.4197	-0.7247
		Student	.38333*	0.13283	0.01	0.0707	0.696
	Lecturer	Employer	1.07222*	0.14763	0.00	0.7247	1.4197
		Student	1.45556*	0.14408	0.00	1.1164	1.7947
	Student	Employer	-.38333*	0.13283	0.01	-0.696	-0.0707
		Lecturer	-1.45556*	0.14408	0.00	-1.7947	-1.1164
Adaptive learning	Employer	Lecturer	-.62500*	0.15013	0.00	-0.9784	-0.2716
		Student	.36759*	0.13508	0.02	0.0496	0.6856
	Lecturer	Employer	.62500*	0.15013	0.00	0.2716	0.9784
		Student	.99259*	0.14652	0.00	0.6477	1.3375
	Student	Employer	-.36759*	0.13508	0.02	-0.6856	-0.0496
		Lecturer	-.99259*	0.14652	0.00	-1.3375	-0.6477
Executive function	Employer	Lecturer	0.19167	0.12718	0.29	-0.1077	0.491
		Student	.35833*	0.11443	0.01	0.089	0.6277
	Lecturer	Employer	-0.19167	0.12718	0.29	-0.491	0.1077
		Student	0.16667	0.12412	0.37	-0.1255	0.4588
	Student	Employer	-.35833*	0.11443	0.01	-0.6277	-0.089
		Lecturer	-0.16667	0.12412	0.37	-0.4588	0.1255
Oral and written communication	Employer	Lecturer	-.59514*	0.07862	0.00	-0.7802	-0.4101
		Student	.49931*	0.07073	0.00	0.3328	0.6658
	Lecturer	Employer	.59514*	0.07862	0.00	0.4101	0.7802
		Student	1.09444*	0.07672	0.00	0.9138	1.275
	Student	Employer	-.49931*	0.07073	0.00	-0.6658	-0.3328
		Lecturer	-1.09444*	0.07672	0.00	-1.275	-0.9138
Active listening	Employer	Lecturer	-0.03056	0.13566	0.97	-0.3499	0.2888
		Student	.89907*	0.12206	0.00	0.6117	1.1864
	Lecturer	Employer	0.03056	0.13566	0.97	-0.2888	0.3499
		Student	.92963*	0.13239	0.00	0.618	1.2413
	Student	Employer	-.89907*	0.12206	0.00	-1.1864	-0.6117
		Lecturer	-.92963*	0.13239	0.00	-1.2413	-0.618
Creativity	Employer	Lecturer	-0.33056	0.14434	0.06	-0.6703	0.0092
		Student	0.21019	0.12987	0.24	-0.0955	0.5159
	Lecturer	Employer	0.33056	0.14434	0.06	-0.0092	0.6703
		Student	.54074*	0.14086	0.00	0.2092	0.8723
	Student	Employer	-0.21019	0.12987	0.24	-0.5159	0.0955

		Lecturer	-.54074*	0.14086	0.00	-0.8723	-0.2092
System design	Employer	Lecturer	-0.27222	0.126	0.08	-0.5688	0.0244
		Student	-.46481*	0.11336	0.00	-0.7317	-0.198
	Lecturer	Employer	0.27222	0.126	0.08	-0.0244	0.5688
		Student	-0.19259	0.12296	0.26	-0.482	0.0969
	Student	Employer	.46481*	0.11336	0.00	0.198	0.7317
		Lecturer	0.19259	0.12296	0.26	-0.0969	0.482
Project management	Employer	Lecturer	-.45278*	0.14705	0.01	-0.7989	-0.1066
		Student	-0.30833	0.1323	0.05	-0.6198	0.0031
	Lecturer	Employer	.45278*	0.14705	0.01	0.1066	0.7989
		Student	0.14444	0.1435	0.57	-0.1934	0.4822
	Student	Employer	0.30833	0.1323	0.05	-0.0031	0.6198
		Lecturer	-0.14444	0.1435	0.57	-0.4822	0.1934

*. The mean difference is significant at the 0.05 level.

Appendix-B

Level three analysis – Intrapersonal variables

Multiple Comparisons								
Dependent Variable Tukey HSD	(I) Category	(J) Category	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval		
						Lower Bound	Upper Bound	
Adaptability	Employer	Lecturer	0.125	0.14216	0.65400	-0.2096	0.4596	
		Student	.58796*	0.1279	0.00000	0.2869	0.889	
	Lecturer	Employer		0.14216	0.65400	-0.4596	0.2096	
		Student		.46296*	0.13873	0.00300	0.1364	0.7895
	Student	Employer		-.58796*	0.1279	0.00000	-0.889	-0.2869
		Lecturer		-.46296*	0.13873	0.00300	-0.7895	-0.1364
Flexibility	Employer	Lecturer	-0.00556	0.1406	0.99900	-0.3365	0.3254	
		Student	.82407*	0.12651	0.00000	0.5263	1.1219	
	Lecturer	Employer		0.00556	0.1406	0.99900	-0.3254	0.3365
		Student		.82963*	0.13722	0.00000	0.5066	1.1526
	Student	Employer		-.82407*	0.12651	0.00000	-1.1219	-0.5263
		Lecturer		-.82963*	0.13722	0.00000	-1.1526	-0.5066
Personal Responsibility	Employer	Lecturer	-0.11111	0.15355	0.75000	-0.4726	0.2504	
		Student	0.18889	0.13816	0.35900	-0.1363	0.5141	
	Lecturer	Employer		0.11111	0.15355	0.75000	-0.2504	0.4726
		Student		0.3	0.14985	0.11300	-0.0528	0.6528
	Student	Employer		-0.18889	0.13816	0.35900	-0.5141	0.1363
		Lecturer		-0.3	0.14985	0.11300	-0.6528	0.0528
Social responsibility	Employer	Lecturer	-0.35278	0.15437	0.05900	-0.7162	0.0106	
		Student	-0.20463	0.1389	0.30500	-0.5316	0.1223	
	Lecturer	Employer		0.35278	0.15437	0.05900	-0.0106	0.7162
		Student		0.14815	0.15065	0.58800	-0.2065	0.5028
	Student	Employer		0.20463	0.1389	0.30500	-0.1223	0.5316
		Lecturer		-0.14815	0.15065	0.58800	-0.5028	0.2065
Continuous learning	Employer	Lecturer	-0.01806	0.10261	0.98300	-0.2596	0.2235	
		Student	.35972*	0.09232	0.00000	0.1424	0.577	
	Lecturer	Employer		0.01806	0.10261	0.98300	-0.2235	0.2596

		Student	.37778*	0.10013	0.00100	0.1421	0.6135
	Student	Employer	-.35972*	0.09232	0.00000	-0.577	-0.1424
		Lecturer	-.37778*	0.10013	0.00100	-0.6135	-0.1421
Curiosity	Employer	Lecturer	-.43889*	0.13849	0.00500	-0.7649	-0.1129
		Student	-0.20556	0.12461	0.22600	-0.4989	0.0878
	Lecturer	Employer	.43889*	0.13849	0.00500	0.1129	0.7649
		Student	0.23333	0.13516	0.19700	-0.0848	0.5515
	Student	Employer	0.20556	0.12461	0.22600	-0.0878	0.4989
		Lecturer	-0.23333	0.13516	0.19700	-0.5515	0.0848
Intellectual interest	Employer	Lecturer	-.49167*	0.13912	0.00100	-0.8192	-0.1642
		Student	-.32500*	0.12517	0.02700	-0.6197	-0.0303
	Lecturer	Employer	.49167*	0.13912	0.00100	0.1642	0.8192
		Student	0.16667	0.13577	0.43800	-0.1529	0.4863
	Student	Employer	.32500*	0.12517	0.02700	0.0303	0.6197
		Lecturer	-0.16667	0.13577	0.43800	-0.4863	0.1529
Initiative	Employer	Lecturer	-.36389*	0.14694	0.03700	-0.7098	-0.018
		Student	-0.05648	0.13221	0.90400	-0.3677	0.2547
	Lecturer	Employer	.36389*	0.14694	0.03700	0.018	0.7098
		Student	0.30741	0.1434	0.08300	-0.0301	0.645
	Student	Employer	0.05648	0.13221	0.90400	-0.2547	0.3677
		Lecturer	-0.30741	0.1434	0.08300	-0.645	0.0301
Self -direction	Employer	Lecturer	-.60556*	0.13684	0.00000	-0.9277	-0.2834
		Student	-0.10556	0.12312	0.66800	-0.3954	0.1843
	Lecturer	Employer	.60556*	0.13684	0.00000	0.2834	0.9277
		Student	.50000*	0.13354	0.00100	0.1856	0.8144
	Student	Employer	0.10556	0.12312	0.66800	-0.1843	0.3954
		Lecturer	-.50000*	0.13354	0.00100	-0.8144	-0.1856
Professionalism	Employer	Lecturer	.62500*	0.13969	0.00000	0.2962	0.9538
		Student	.81389*	0.12569	0.00000	0.518	1.1098
	Lecturer	Employer	-.62500*	0.13969	0.00000	-0.9538	-0.2962
		Student	0.18889	0.13633	0.35000	-0.132	0.5098
	Student	Employer	-.81389*	0.12569	0.00000	-1.1098	-0.518
		Lecturer	-0.18889	0.13633	0.35000	-0.5098	0.132
Responsibility	Employer	Lecturer	-0.00278	0.15129	1.00000	-0.3589	0.3534
		Student	0.22685	0.13612	0.22000	-0.0936	0.5473
	Lecturer	Employer	0.00278	0.15129	1.00000	-0.3534	0.3589

		Student	0.22963	0.14764	0.26700	-0.1179	0.5772
	Student	Employer	-0.22685	0.13612	0.22000	-0.5473	0.0936
		Lecturer	-0.22963	0.14764	0.26700	-0.5772	0.1179
Productivity	Employer	Lecturer	0.20972	0.10329	0.10700	-0.0334	0.4529
		Student	.53750*	0.09294	0.00000	0.3187	0.7563
	Lecturer	Employer	-0.20972	0.10329	0.10700	-0.4529	0.0334
		Student	.32778*	0.1008	0.00400	0.0905	0.5651
	Student	Employer	-.53750*	0.09294	0.00000	-0.7563	-0.3187
		Lecturer	-.32778*	0.1008	0.00400	-0.5651	-0.0905
Self-monitoring and evaluation	Employer	Lecturer	-.55556*	0.13992	0.00000	-0.8849	-0.2262
		Student	-0.11111	0.12589	0.65200	-0.4075	0.1852
	Lecturer	Employer	.55556*	0.13992	0.00000	0.2262	0.8849
		Student	.44444*	0.13655	0.00400	0.123	0.7659
	Student	Employer	0.11111	0.12589	0.65200	-0.1852	0.4075
		Lecturer	-.44444*	0.13655	0.00400	-0.7659	-0.123

*. The mean difference is significant at the 0.05 level.

Appendix- C

Level three analysis – Interpersonal variables

Multiple Comparisons							
Dependent Variable	(I) Category	(J) Category	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Teamwork	Employer	Lecturer	-0.03889	0.10029	0.92	-0.275	0.1972
		Student	0.17963	0.09023	0.116	-0.0328	0.392
	Lecturer	Employer	0.03889	0.10029	0.92	-0.1972	0.275
		Student	0.21852	0.09787	0.067	-0.0119	0.4489
	Student	Employer	-0.17963	0.09023	0.116	-0.392	0.0328
		Lecturer	-0.21852	0.09787	0.067	-0.4489	0.0119
Corporation	Employer	Lecturer	0.04167	0.12889	0.944	-0.2617	0.3451
		Student	0.1787	0.11596	0.273	-0.0943	0.4517
	Lecturer	Employer	-0.04167	0.12889	0.944	-0.3451	0.2617
		Student	0.13704	0.12578	0.521	-0.159	0.4331
	Student	Employer	-0.1787	0.11596	0.273	-0.4517	0.0943
		Lecturer	-0.13704	0.12578	0.521	-0.4331	0.159
Interpersonal skills	Employer	Lecturer	-0.15	0.10707	0.342	-0.402	0.102
		Student	0.03333	0.09633	0.936	-0.1934	0.2601
	Lecturer	Employer	0.15	0.10707	0.342	-0.102	0.402
		Student	0.18333	0.10449	0.187	-0.0626	0.4293
	Student	Employer	-0.03333	0.09633	0.936	-0.2601	0.1934
		Lecturer	-0.18333	0.10449	0.187	-0.4293	0.0626
Leadership	Employer	Lecturer	-0.23194	0.10637	0.076	-0.4823	0.0184
		Student	.24028*	0.0957	0.033	0.015	0.4656
	Lecturer	Employer	0.23194	0.10637	0.076	-0.0184	0.4823
		Student	.47222*	0.1038	0	0.2279	0.7166
	Student	Employer	-.24028*	0.0957	0.033	-0.4656	-0.015
		Lecturer	-.47222*	0.1038	0	-0.7166	-0.2279
Social influence with others	Employer	Lecturer	-0.075	0.1425	0.859	-0.4104	0.2604
		Student	0.00278	0.12821	1	-0.299	0.3046
	Lecturer	Employer	0.075	0.1425	0.859	-0.2604	0.4104

	Student	0.07778	0.13907	0.842	-0.2496	0.4051
Student	Employer	-0.00278	0.12821	1	-0.3046	0.299
	Lecturer	-0.07778	0.13907	0.842	-0.4051	0.2496

*. The mean difference is significant at the 0.05 level.

Appendix- D

SLASSCOM registered IT Companies

1. Sterling BPO Solutions (PVT) Ltd
2. Innova Strategies
3. Negete (Private) Limited
4. Google Asia Pacific Pte. Ltd.
5. Encyte
6. TeKnowledge Shared Services Pvt. Ltd
7. Kingslake
8. Enterprise Systems (Pvt) Ltd
9. SAKS
10. Aeturnum Lanka (Pvt) Ltd
11. athandz - Infoserve (Pvt) Ltd
12. Zaizi Asia (Pvt) Limited
13. GUI Solutions Lanka Pvt Ltd
14. JKCS - John Keells Computer Services
15. 99X Technology Limited
16. Cenmetrix (Pvt) Ltd
17. Hayleys Business Solutions International (Pvt) Ltd.
18. LK Domain Registry
19. WSO2 Lanka (Pvt) Ltd
20. MillenniumIT
21. B Sharp Lanka Pvt. Ltd.
22. Fortunaglobal Private Limited
23. Zone24x7 (Private) Limited
24. SimCentric Technologies (Pvt) Ltd.
25. H Connect (Pvt) Ltd
26. WNS Global Services Pvt.Ltd.
27. Brandix i3 (Pvt) Ltd.
28. Firstsource-Dialog Solutions (Pvt) Ltd
29. IFS Research & Development Pvt Ltd
30. CAKE LABS
31. Stax
32. LegalBase
33. AITKEN SPENCE BUSINESS SOLUTIONS
34. Virtusa (Pvt) Ltd
35. Ceynox Networks (Private) Limited.
36. Informatics (Pvt) Ltd
37. Motorola Solutions Lanka (Pvt) Ltd
38. Wavenet International (Pvt) Ltd
39. Dialog Axiata PLC
40. SYNERGEN Health Pvt Ltd
41. Xtreme Networks Private Limited
42. Softcodeit Solutions (Pvt) Ltd
43. Xiteb (Pvt) Ltd
44. InfoMate Pvt Limited
45. Navantis IT (Pvt) Ltd.
46. attune Lanka (Private) Limited
47. Tellida (Pvt) Ltd
48. Orion Development (Pvt) Ltd
49. Exilesoft Pvt Ltd
50. Seneru Information Technologies (Pvt) Ltd
51. AXIENTA (PVT) LTD.
52. Ridgecrest Group (Pvt) Ltd
53. Bhasha Lanka (Pvt) Ltd
54. Micronet Global Services (Pvt) Ltd
55. Atrenta Lanka (Pvt) Ltd

56. PSL Development (Pvt) Ltd
57. Infotainment (Private) Limited.
58. Global Tutor (Pvt) Ltd.
59. PEAK Colombo
60. Nibaya (Pvt) Ltd
61. AKLO Information Technologies (Pvt) Ltd.
62. Cambio Software Engineering (Pte) Ltd
63. AXIENTA
64. H One Pvt Ltd
65. Effective Solutions Pvt Ltd
66. ISM APAC (Pvt) Ltd
67. CN Global Lanka Pvt Ltd
68. Extreme SEO Internet Solutions
69. Just In Time Holdings (Pvt) Ltd
70. Organic Hug
71. Dcare
72. EagleEye
73. D-Care
74. SoftBeetles
75. ShopIn
76. Square Mobile
77. ProAccount Lanka (Pvt) Ltd.
78. Auxenta (Pvt) Ltd
79. Sampath Bank Plc
80. Sri Lanka Telecom (Services) Ltd
81. GoodAgile Lanka (Private) Limited
82. 3PRG
83. SachithraTest
84. Accenture Lanka Pvt Ltd
85. Calcey Technologies (Pvt) Ltd
86. ABS INFORMATION SYSTEMS (PVT) LTD
87. Four Corners Lanka (Pvt) Ltd
88. Volume Technology Centre (Pvt) Ltd
89. Insharp Technologies (Pvt)Ltd
90. Secquoro 360 (Pvt) Ltd
91. eBuilder Technology Centre Pvt Ltd
92. Information Systems Associates (Pvt) Ltd
93. CMA CGM Shared Service Centre Lanka (Pvt) Ltd
94. CICRA CONSULTANCIES (PVT) LTD
95. Netstarter Pty Ltd
96. Athandz Research (Pvt) Ltd.
97. Regus Lanka Number One (Pvt) Ltd
98. Accelerite
99. Softserve (Pvt) Ltd
100. Kerner Solutions
101. Creo 360 (Pvt) Ltd.
102. EMC (Benelux) B.V.
103. EFutures Private Limited
104. Content Management & Solutions (Pvt) Ltd
105. INEXIS CONSULTING
106. 99x Services (Pvt) Ltd
107. MAS LEGATO (Pvt) Ltd.
108. Silverleap Technology Private Limited
109. Zen Capital (Pvt) Ltd
110. Creative Search Technologies (Pvt) Ltd
111. Data One Solutions (Pvt) Ltd
112. Omobio (Pvt) Ltd.
113. Pro It Solutions(Pvt) Ltd
114. Finetech Consultancy (Pvt) Ltd.
115. Hemas Holdings PLC

- 116. VivCorp Lanka (Pvt) Ltd.
- 117. Nashaq Solutions Pvt Ltd
- 118. CingleVue International PVT LTD
- 119. Kaymu Lanka (Private) Limited
- 120. Third Space Global (Pvt) Ltd.
- 121. Informatics Institute of Technology Ltd
- 122. Spear Technologies (Pvt) Ltd.
- 123. Xpressjobs.lk (Pvt) Ltd
- 124. Informatics International Limited
- 125. Ontash (Pvt) Ltd.
- 126. Half Life (Private) Limited
- 127. Scribe On Time
- 128. Observer Jobs (Pvt) Ltd
- 129. Intervest Software Technologies (Pvt) Ltd

Appendix- E

University List

Government Universities

1. University of Moratuwa
2. University of Colombo
3. University of Peradeniya
4. University of Kelaniya
5. University of Ruhuna
6. Eastern University, Sri Lanka
7. University of Jaffna
8. University of Sri Jayewardenepura
9. South Eastern University of Sri Lanka
10. Rajarata University of Sri Lanka
11. Sabaragamuwa University of Sri Lanka
12. Wayamba University of Sri Lanka
13. Uva Wellassa University

Private higher education Institutes

1. Sri Lanka Institute of Information Technology (SLIIT)
2. National Institute of Business Management (NIBM)
3. The Open University of Sri Lanka
4. Aquinas College of Higher Studies
5. National School of Business Management Limited (NSBM)
6. BIT at University of Colombo
7. American College of Higher Education, Dehiwala
8. Auston Institute
9. Australian College of Business and Technology
10. BMS (Business Management School)
11. British College of Applied Studies
12. eBusiness Academy (eBA)
13. ESOFI Metro Campus
14. Excellence College of Management

15. Imperial Institute of Higher Education
16. Industrial Master
17. Informatics Institute of Technology
18. Institute of Technological Studies
19. International College of Business and Technology
20. Northshore College of Business & Technology
21. Pioneer Institute of Business and Technology
22. Edulink International Campus
23. AIMS College of Business & IT
24. Asia Pacific Institute of Information Technology (APIIT)
25. British School of Commerce
26. Gateway Graduate School
27. IDM Computer Studies
28. Matrix Institute of Information Technology
29. Singapore Informatics

Appendix-F

Employer Questionnaire

Please identify to what extent you agree with the following statements. Please tick the appropriate box of your choice

1. The graduates should possess the ability to think clearly in order to climb to the top in their jobs.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. The graduates should possess the ability to think rationally in order to climb to the top in their jobs.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. The graduates should also be able to understand the logical connection between the job that they perform and the organizational goals and objectives.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. The graduates must be able to solve problems relating to the work that they operate in the organization

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. The graduates that are being recruited must have the knowledge to analyze a given scenario

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. The graduates should be able to argue on the matters and the issues that will arise in their jobs.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. The interpretation skills are very important to an organization therefore it will be advantageous if the graduates have this skill with them.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. The graduates that are recruited need to have the ability to make some sort of decisions regarding the issues that will arise in their job role.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Quick learners are always essential for the success of any kind of task; therefore it will be much advantageous for an organization to have graduates with adaptive learning abilities.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. It would be much better if the graduates have some common knowledge about the executive functions in the organization.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. It will be an advantage for the graduates if they are able to communicate with wide variety of people, by maintaining proper eye contacts.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. The graduates should be able to present their ideas and views through expression

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. The graduates should be able to present their ideas and views through written communication.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Most of the graduates do not process proper communication skills; it will be advantageous if the graduates have increased their communication skills. This will benefit the organization and as well as the particular individual itself.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. There are people who used to talk more in the society but these people lack listening skills. For an organization it would be much better if the graduates have the skill of active listening.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. Not every individual has the ability to be creative however it will be much advantageous if the graduates that will be recruited have some kind of creativity with them.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. The graduates that will be recruited must have the ability to redesign the systems that will be handed over to them in a manner that will be ease for their continent usage.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. The recruited graduates should process the skills to do any kind of a project individually or within a group.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. The graduates must have the quality of being flexible according to the situations as this will aid the organization to carry out its operations in an effective manner.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. As the present environment is rapidly changing it will be advantageous for the graduates if they process the skill of being able to change according to the situation.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. In the present environment most of the younger generation does not consider about their responsibilities, therefore it is essential for the graduates to consider developing the confidence and strength to set realistic goals and fulfill potential personal responsibilities

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. In the present environment most of the younger generation does not consider about their responsibilities, therefore it is essential for the graduates to consider about their responsibilities towards the society

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. Everyday people tend to learn new things; therefore it is essential for the graduates to be aware that continuous learning is important to the growth of personal matters.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. Everyday people tend to learn new things; therefore it is essential for the graduates to be aware that continuous learning is important to the growth of organizational matters

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. The graduates should have the interest in doing any task which is assigned to them. Having interest in common is much advantageous.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Being curious about something will make an individual to have interest on it. Therefore it is essential for the graduates to have a little amount of Curiosity.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. The initiation of an individual for a particular task is important to the growth of the particular individual, therefore, the graduates must focus on being initiative in the jobs that they are involved in.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Every person should be aware of the ultimate destination that the particular individual is trying to achieve, therefore it is important for the graduates to have a self direction in their lives.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. The graduates must be in a state to undertake some sort of responsibility in the work they perform in the organization.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. The graduates must be quick in the work that they do in the organization. This will aid to increase the productivity of the particular graduate

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. The graduates must be quick in the work that they do in the organization. This will aid to increase the productivity and profit margins in the overall organization

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. Being professionalism at work place will let the others consider that a particular individual has a pleasant personality. Therefore it is important for the graduates to maintain professionalism in the work place.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. Individuals may have a benchmark that for their achievements. Therefore, it is important for the graduates to continuously compare their benchmarks with their actual outcomes.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. Involving in team work is important to graduates as this will provide a chance to share information. Inline the graduates must also learn to collaborate with each other in the team.

Strongly	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

35. Involving in team work is important to graduates as this will provide a chance to gain new information. Inline the graduates must also learn to collaborate with each other in the team

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. In teamwork it is important that the graduates are cooperating with each other

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. The graduates must process interpersonal skills

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. The recruited graduates must make sure to maintain the amount of trust that has been kept on them at the time of employment.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. The graduates must process negotiation skills

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

40. The graduates must having a vision of where he want to be and working to achieve the vision in order to process his duty

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41. The graduates must consist some sort of outgoing attitude as it is important to eliminate the level of stress at the work place.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

42. As organizations, we must conduct seminars about employment opportunities the graduates at their Study Period

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

43. As organizations, we must Communicate inputs for program design with the universities

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

44. As organizations, we must organizations must use the technique of university recruiting

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. As organizations, we must provide realistic job preview for the graduates to clear understand about the job level

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

46. As organizations, we must tends to hire management trainees to provide better prior knowledge about the industry.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. As organizations, we must conduct effective orientation programs to the graduates

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

48. As organizations, we must conduct Climate surveys of IT Skills to understand proper emerging necessities to the graduates

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. As organizations, we must provide skill development training programs for the graduates

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

50. As organizations, we must consider redesigning jobs which more suites to the graduates.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

About You

1. Gender

Male	Female
<input type="radio"/>	<input type="radio"/>

2. What is your highest education level

BSc	Master	Phd
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. For how long have you been in the IT industry

Less than 5 Years	5 -10 Years	10 – 20 Years
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. For how long have you been in the current working place

Less than 5 Years	5 -10 Years	10 – 20 Years
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Appendix- G

University Lecturers Questionnaire

Please identify to what extent you agree with the following statements. Please tick the appropriate box of your choice

1. During the degree program we give the students the ability to think clearly in order to climb to the top in their jobs.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. During the degree program we give the students the ability to think rationally in order to climb to the top in their jobs.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. During the degree program we give the students the ability to understand the logical connection between the job that they perform and the organizational goals and objectives.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. During the degree program we give the students the ability to solve problems relating to the work that they operate in the organization.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. During the degree program we give the students the ability that are being recruited must have the knowledge to analyze a given scenario.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. During the degree program we give the students the ability to argue on the matters and the issues that will arise in their jobs.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. During the degree program we give the students the ability the interpretation skills which are very important to an organization therefore it will be advantageous.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. During the degree program we give the students the ability to make some sort of decisions regarding the issues that will arise in their job role.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Quick learners are always essential for the success of any kind of task; therefore it will be much advantageous for an organization to have. During the degree program we give the students the ability with adaptive learning abilities.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. During the degree program we give the students the ability of some common knowledge about the executive functions in the organization.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. During the degree program we give the students ability of taking advantage if they are able to communicate with wide variety of people, by maintaining proper eye contacts.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. During the degree program we give the students the ability to present their ideas and views through expression.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. During the degree program we give the students the ability to present their ideas and views through written communication.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Most of the students do not process proper communication skills; it will be advantageous if the students have increased their communication skills. This will benefit the organization and as well as the particular individual itself. During the degree program we give the students this ability.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. There are people who used to talk more in the society but these people lack listening skills. For an organization it would be much better if the students have

the skill of active listening. During the degree program we give the students this ability.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. During the degree program we give the students the ability to be creative however it will be much advantageous if the students that will be recruited have some kind of creativity with them.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. During the degree program we give the students the ability to redesign the systems that will be handed over to them in a manner that will be ease for their continent usage.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. During the degree program we give the students the ability to process the skills to do any kind of a project individually or within a group.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. During the degree program we give the students the ability of being flexible according to the situations as this will aid the organization to carry out its operations in an effective manner.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. As the present environment is rapidly changing it will be advantageous for the students if they process the skill of being able to change according to the situation. During the degree program we give the students this ability.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. In the present environment most of the younger generation does not consider about their responsibilities, therefore it is essential for the students to consider developing the confidence and strength to set realistic goals and fulfill potential personal responsibilities. During the degree program we give the students this ability.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. In the present environment most of the younger generation does not consider about their responsibilities, therefore it is essential for the students to consider about their responsibilities towards the society. During the degree program we give the students this ability.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. During the degree program we give the students the ability of continuous learning. Since everyday people tend to learn new things; therefore it is essential for the students to be aware that continuous learning is important to the growth of personal matters.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. During the degree program we give the students the ability of continuous learning. Since everyday people tend to learn new things; therefore it is essential

for the students to be aware that continuous learning is important to the growth of organizational matters

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. During the degree program we give the students the ability of interesting in doing any task which is assigned to them . Having interest in common is much advantageous.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Being curious about something will make an individual to have interest on it. Therefore during the degree program we give the students the ability to have a little amount of Curiosity.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. The initiation of an students for a particular task is important to the growth of the particular student, therefore, during the degree program we give the students the ability of focusing on being initiative in the jobs that they are involved in.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Every person should be aware of the ultimate destination that the particular students is trying to achieve, therefore it is important during the degree program we give the students the ability of students to have a self direction in their lives.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. During the degree program we give the students the ability that must be in a state to undertake some sort of responsibility in the work they perform in the organization.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. During the degree program we give the students the ability that must be quick in the work that they do in the organization. This will aid to increase the productivity of the particular student.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. During the degree program we give the students the ability that must be quick in the work that they do in the organization. This will aid to increase the productivity and profit margins in the overall organization

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. Being professionalism at work place will let the others consider that a particular student has a pleasant personality. During the degree program we give the students the ability for maintaining professionalism in the work place.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. Individuals may have a benchmark that for their achievements. During the degree program we give the students the ability that must students to continuously compare their benchmarks with their actual outcomes.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. Involving in team work is important to students as this will provide a chance to share information. During the degree program we give the students the ability that must also learn to collaborate with each other in the team.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

35. Involving in team work is important to students as this will provide a chance to gain new information. During the degree program we give the students the ability that must also learn to collaborate with each other in the team.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. In teamwork it is important that the students are cooperating with each other. During the degree program we give the students this ability.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. The students must process interpersonal skills. During the degree program we give the students this ability.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. The recruited students must make sure to maintain the amount of trust that has been kept on them at the time of employment. During the degree program we give the students this ability.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. During the degree program we give the students this ability of process negotiation skills.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

40. The students must having a vision of where he wants to be and working to achieve the vision in order to process his duty. During the degree program we give the students this ability.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41. During the degree program we give the students the ability of must consist some sort of outgoing attitude as it is important to eliminate the level of stress at the work place.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

42. During the period of study the students must be taught about in the selection of the correct major of studies

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

43. During the period of study invite practitioners as guest speakers to gain more practicable knowledge to students

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

44. During the period of study Invite practitioners to provide inputs to program design

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. During the period of study as university lectures conduct graduate orientation program as a readiness to the industry work

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

46. During the period of study as university lectures establish job placement assistance unit

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. During the period of study students must be encouraged to participate in leadership activities by establish alumni association

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

48. After the study period the students must be managed closely until they find the correct job

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. Relationships with students must be maintained even after the study period

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

50. After the study period invite successful graduates to give career and motivation seminars

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

51. After the study period as the university, Organize job fairs with the help of industry participation to find out the jobs for jobless students

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. After the study period as the university, provide Mock Interviews/Mock Exams to build up their confident to face to the interviews in the industry

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

About You

1. Gender

Male	Female
<input type="radio"/>	<input type="radio"/>

2. Are you a permanent employee at the university

Yes	No
<input type="radio"/>	<input type="radio"/>

3. Are you working for the IT Faculty in the university

Yes

No

4. For how long have you been working in IT Faculty in the university

Less than 5 Years

5 -10 Years

10 – 20 Years

5. what is the class size of the IT degree program in the university

Less than 50

50-100

More than 100

Appendix- H

University Students Questionnaire

Please identify to what extent you agree with the following statements. Please tick the appropriate box of your choice

1. As a student I have been given the ability to think clearly in order to climb to the top in their jobs during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. As a student I have been given the ability to think rationally in order to climb to the top in their jobs during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. As a student I have been given the ability to understand the logical connection between the job that I perform and the organizational goals and objectives during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. As a student I have been given the ability to solve problems relating to the work that I operate in the organization, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. As a student I have been given the ability that I must have the knowledge to analyze a given scenario, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. As a student I have been given the ability to argue on the matters and the issues that will arise in my jobs, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. As a student I have been given the ability the interpretation skills which are very important to an organization therefore it will be advantageous, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. As a student I have been given the ability to make some sort of decisions regarding the issues that will arise in my job role, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Quick learners are always essential for the success of any kind of task; therefore it will be much advantageous for an organization to have, as a student I have been given the ability with adaptive learning abilities, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. As a student I have been given the ability of some common knowledge about the executive functions in the organization, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. As a student I have been given ability of taking advantage if I am able to communicate with wide variety of people, by maintaining proper eye contacts, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. As a student I have been given the ability to present my ideas and views through expression, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. As a student I have been given the ability to present my ideas and views through written communication, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Most of the colleagues do not process proper communication skills; it will be advantageous if the colleagues have increased their communication skills. This will benefit the organization and as well as the particular individual itself. As a student I have been given this ability during my degree program

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. There are people who used to talk more in the society but these people lack listening skills. For an organization it would be much better if I have the skill of active listening. As a student I have been given this ability during my degree program

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. As a student I have been given during my degree program, the ability to be creative however it will be much advantageous if I will be recruited have some kind of creativity with me

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. As a student I have been given the ability to redesign the systems that will be handed over to me in a manner that will be ease for their usage, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. As a student I have been given the ability to process the skills to do any kind of a project individually or within a group, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. As a student I have been given the ability of being flexible according to the situations as this will aid the organization to carry out its operations in an effective manner during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. As the present environment is rapidly changing it will be advantageous for me if I process the skill of being able to change according to the situation. As a student I have been given this ability during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. In the present environment most of the younger generation does not consider about their responsibilities, therefore it is essential for me to consider developing the confidence and strength to set realistic goals and fulfill potential personal responsibilities. As a student I have been given this ability during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. In the present environment most of the younger generation does not consider about their responsibilities, therefore it is essential for me to consider about my responsibilities towards the society. As a student I have been given this ability during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. As a student I have been given the ability of continuous learning during the degree program. Since everyday people tend to learn new things; therefore it is essential for me to be aware that continuous learning is important to the growth of personal matters.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. As a student I have been given the ability of continuous learning during the degree program. Since everyday people tend to learn new things; therefore it is essential for me to be aware that continuous learning is important to the growth of organizational matters

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. As a student I have been given the ability of interesting in doing any task which is assigned to me, during the degree program. Having interest in common is much advantageous.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Being curious about something will make me to have interest on it. Therefore as a student I have been given the ability to have a little amount of Curiosity, during the degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. The initiation of a student for a particular task is important to the growth of the particular student, therefore, as a student I have been given the ability of focusing on being initiative in the jobs that I am involved in during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Every person should be aware of the ultimate destination that the particular students is trying to achieve, therefore it is important the students. As a student I have been given the ability to see myself of self-direction in my life, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. As a student I have been given the ability that must be in a state to undertake some sort of responsibility in the work I perform in the organization, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. As a student I have been given the ability that must be quick in the work that I do in the organization, during my degree program. This will aid to increase the productivity within me.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. As a student I have been given the ability that must be quick in the work that I do in the organization during my degree program. This will aid to increase the productivity and profit margins in the overall organization

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. Being professionalism at work place will let the others consider that I am having a pleasant personality. As a student I have been given the ability for maintaining professionalism in the work place during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. Individuals may have a benchmark that for their achievements. As a student I have been given the ability that must to continuously compare my benchmarks with my actual outcomes, during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. Involving in team work is important to students as this will provide a chance to share information. As a student I have been given the ability that must also learn to collaborate with each other in the team during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

35. Involving in team work is important to students as this will provide a chance to gain new information. As a student I have been given the ability that must also learn to collaborate with each other in the team during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. In teamwork it is important that the students are cooperating with each other. As a student I have been given this ability during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. The students must process interpersonal skills. As a student I have been given this ability during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. After recruited I must make sure to maintain the amount of trust that has been kept on them at the time of employment. As a student I have been given this ability during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. As a student I have been given the ability of process negotiation skills during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

40. I must having a vision of where I want to be and working to achieve the vision in order to process my duty. As a student I have been given this ability during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41. As a student I have been given the ability of must consist some sort of outgoing attitude as it is important to eliminate the level of stress at the work place during my degree program.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

42. As a student I should contribute organizing university industry consultative sessions during my degree program

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

43. As a student I should participate to industrial visits organized by university during my degree program

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

44. As a student I should perform alumina society within university departments and continuously participate them

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. As a student I should keep good relationship with passed out seniors of the university

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

46. As a student I should properly prepare CV which indicates my all qualifications

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. As a student I should attending training courses using own funds

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

48. As a student I should attend University job fairs

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. As a student I should register with job centers

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

About You

1. Gender

Male

Female

2. Have you completed your higher education

Yes

No

3. What is your Age
