

## Mapping Factors Impacting Graduate Work Readiness Using A Structural Equation Modelling Approach

**K Magagula**

*Regenesys Business School, South Africa*

**K K Govender**

*Regenesys Business School and University of KwaZulu-Natal (South Africa)*

### Abstract

The paper reports the findings of a survey conducted among a sample of students from a private higher education institution (business school) in South Africa, to examine relationships hypothesized between work readiness and career self-efficacy, career exploration and self-perceived employability. The data was analysed using correlation analysis and structural equation modelling. The results revealed that work readiness was influenced significantly and positively by career self-efficacy, career exploration and self-perceived employability. Thus, relevant executives of higher education institutions should take note of the recommendations from this study, as this will contribute to graduate development and addressing a key attribute, namely work-readiness.

**Keywords:** Work Readiness, Career self-efficacy, Career Exploration, Self-Perceived Employability.

Full Text: [PDF](#)



This work is licensed under [Creative Commons Attribution 4.0 License](https://creativecommons.org/licenses/by/4.0/).

European Journal of Economics, Law and Social Sciences ISSN 2519-1284 (print) ISSN  
2510-0429 (online)

Copyright © IIPCCCL-International Institute for Private, Commercial and Competition law