

Determinants of Career Performance of Accountancy and Finance Graduates: A Study at Rajarata University of Sri Lanka

B.M.D.N. Kumari^{1,*} and C.T. Gamage²

*Department of Accountancy and Finance, Faculty of Management Studies,
Rajarata University of Sri Lanka, Mihintale, Sri Lanka^{1,2}*

*Corresponding author: dew3navo@gmail.com

Abstract

Career performance has become an essential measure of how well graduates transition into the professional world and succeed in their chosen fields. This study aims to investigate the determinants of Career Performance of Graduates from the Department of Accountancy & Finance, Faculty of Management Studies at Rajarata University of Sri Lanka. Among 400 Accountancy & Finance graduates of the Rajarata University of Sri Lanka, 182 graduates participated in this study. A structured questionnaire consisting of a five-point likert scale was used to rate the importance of each determinant. A quantitative approach was used for the study, and a convenience sampling method was used to collect data from the respondents. Descriptive statistics, correlation analysis, and regression analysis were used as the analytical tools. The findings revealed that the professional qualifications and professional skills of the graduates significantly impact on the graduates' career performance, while internship experience affects it insignificantly. Internship experience had $B = .111$ and $p = .122$, while professional qualifications recorded $B = .256$ and $p = .001$, and professional skills demonstrated $B = .504$ and $p = .001$, indicating that only professional qualifications and professional skills significantly contributed to career performance. Also, this research not only improves understanding of the factors affecting the graduates' career performance but also offers practical recommendations for undergraduates, educational institutions, and professional bodies to better align their programs with the preferences and needs of accountancy and finance graduates aspiring to demonstrate successful career performance.

Keywords: career performance, internship, professional qualification, professional skills