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Political Skills, Career Self-Efficacy, and Their Roles in Linking Personality Traits to Self-Perceived Employability in Education

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Abstract

In 1990s, the changes in the atmosphere of the business and change in paradigm from the technological to the economy of knowledge has resulted in the world of business evolution. Due to these severe changes many institutions were required and even forced to take few steps through which they can help graduates by introducing them to the corporate world. Moreover, on the researchers of management has been put in immense pressure in order to discover the cause-and-effect relationship in the employability. However, in the employability field skills has gained importance and edge. The previous literature has been given the importance to the association of personality traits, emotional intelligence and employability. Furthermore, this study will explore and provide fundamental understanding of personality factors that are traits of personality and influence of emotional intelligence on employability on the undergraduate students. In addition, to add more knowledge in the body of this study, a conceptual clarity of the variables consents the opportunity for understanding the experiences and the concepts of employability consequences and the constructs.

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INTRODUCTION

Many industries have faced a labor shortage in the 20th century starting period which forced the people to form and implement the employability concept that further intended to identify such individuals those are capable and efficient enough to work and to find and get such individuals in the market of labor (Beveridge's, 1909, as cited in Berntson, 2008). Dichotomic employability concept is the foremost employability concept to get presented in the modernized era or world. As per the name advocates, the focus of dichotomic employability is on contradictory factor of unemployable and employable individuals apart from taking their consideration on how much they are willing to work. In 1950, this notion is evolved and it engrosses as a disadvantage for the

individual regarding social medical employability (Gazier, 2001). Furthermore, in the year 1960 this notion has been matured greatly and it started focusing more on manpower while encompassing the argument for including the distance in between the individual's work environment and their abilities that was also reflected the notion of manpower employability policy. Later and in that era, employability main focus was on the rehabilitation of the individuals of the workforce for overcoming the challenges of the employment easily (Forrier & Sels, 2003).

Employability

Many studies have determined the variation in the numerous employability aspects. However, the most known perception of most of the authors on defining the employability comprises potentials of elasticity, ingenuity, and flexibility (Curtis & McKenzie, 2001). Moreover, employability is quantified as a construct and talent in literature that has been present previously. According to Hillage & Pollard (1998), employability means the talent which is yet to be explored in order to secure rewarding jobs and shift labor markets toward self-sufficiency. This would help in recognizing the potential of an individual with the help of sustainable employment. Outin (1990) also defined it as a means of construct which is made of four attributes; organizational training, labor market and government situations, occupation-based skills, individual quality. These four attributes together enhance employment chance. Meanwhile, Tseng (1972) defined employability as a labor market which makes sure to strengthen the linkage between skills and occupational knowledge. Report of Dearing (1997) also made a statement that employability is an integration of skills that are developed through real-life scenarios, hence, it is not wrong to say that it has a broader scope. According to Robinson (2000), employability helps in job performance because of certain skills that are meant to be utilized during the task. Fugate et al. (2001) used psycho construct approach to explain employability, hence, it was linked with three magnitudes which allow workforce to identify career opportunities when adapt nature of work vigorously.

Brown, Hesketh and Williams (2004) also shed light on employability and argued that there is a need of contrasting skills that should be acquired by workforce to maintain any sort of employment. Similarly, they formed the definition on the basis of their approach of employability and in what way employees relatively stand in comparison with other employees with other job hunters in the organizational hierarchy and also focuses on how any individual is being encountering the standards of an explicit job (Brown & Hesketh, 2004). According to Berntson (2008) employability has been stated as a spectacle that is founded on the discernment of every individual and their probability to get hired for improved job. Three different perceptions of employability have been mentioned by Carbery and Garavon (2005) that has also been further endorsed by numerous authors. According to them, employability also reflects on the willingness of individual's capability to adapt with work environment and develop the progressive nature regarding the employment. The next view emphasizes on the employee and their widespread situations which may also be responsible for hindering or supporting an employee employability if such type of opportunities of training is been offered by the companies. Sanders and De-Grip (2004) argued that employability helps individuals to remain competitive and attractive in market. This impression is totally based upon creating, acquiring, a fulfilling the work by doing extra efforts at their best and highest level (Heijden, 2005). Hillage & Pollard (1998) viewed employability as a multi-dimensional concept which is a combination of various attributes. Such as one's ability to secure job, ability to safeguard

the very first job, ability to be able to be transferred at various position within organization. De Vos, De Hauw and Heijden (2011) claimed equally particular and impartial basics are unified thru employability.

In previously presented literature, the situation seems harmless towards saying employability a varied notion which is distinct by authors by means of numerous elements and parameters. Moreover, employability focus is not been determines and literature is very limited currently from the perspective of the student. A construct of student perceived employability is been developed by Rothwell (2007) recently which keenly focus on undergraduate which further defines employability as the aptitude to get hired on the basis of level of qualification. In reference of the influencing perceived employability of student's factors has very limited literature in connection to indicators, antecedents, and predictors (Pool & Qualter, 2013). Similarly, the existing study focuses on the ex-student's unemployment along with their employability making Rothwell's (2007) ideal dimension to use in the current study. Therefore, a distinctive approach is been used in the current study to inspect student-perceived employability amid undergraduates of Malaysia.

Factors influencing employability

The aspects that effects employability are personal factors, individual factors, and organizational factors. Previous literature review has recognised a wide range of factors which may influence employability that is also discussed in the following segment.

Individual factors

There are enormous individual factors that effects the employability. As per the existing literature, it has been identified that individuals' factors consist of two parts (Holmes, 2001). First level which influences employability consist of listening skills, writing skills, and academic performance (Ng *et al.*, 2010). Moreover, in the second level same individual factors are summarized in high order grouping such as functional and soft skills etc. (Lievens & Sackett, 2012; Ryneset *et al.*, 1997). However, as of the perspective of the undergraduate, Finch, Hamilton, Baldwin & Zehner (2013) directed a inclusive study which assessed 46 individual factors that influence employability.

The research clarifies that 46 individual aspects intend to be considered in 7 high order complex groups. Likewise, Finch and Colleagues' (2012) acknowledged personal set of skills, professionalism, and listening skills to inspect individual employability. Though, the results of current study seem reliable in accordance with Holmes' (2001) study which postulated three high order groups that could have association with individual's employability. For example, specific skills yet basic or advanced skill set that are required to perform specific job. Pre-employment skillset such as know-how of labor market or professional behavior.

Fundamental skill set that is linked with education. In studies of employability, internal employability factors are also of great importance such as motivation, emotional intelligence, and traits of personality. Also, demographic factors such as academic reputation, gender, and age are known as individual employability key aspects (Rothwell & Arnold, 2007). Hence, individual employability spirit relies on the individual capability of dealing with the individual factors in order to develop and use the erudite skillset to effectively merge in the market of job.

Personal circumstances factors

The factors of personal circumstance are vital in order to foresee the individual employability (Stoloff *et al.*, 1999). Factors list are not agreed upon unchanging debate (Berntson, 2008). For instance, access of private transport and walking capacity required in the distance or route or to work (Clarke, 2009). Standards of household and its permission to official and unofficial financial support sources (Loi & Ngo, 2010) and individuals and support family networks, similarly support networks for communal such as official and unofficial predominantly individuals who are suitable for job seeking (Berntson *et al.*, 2008) etc. furthermore, numerous personal factors are also determined through different studies such as demand factors that may include preferences of employer, work culture, and level of personal motivation for seeking work or job is also important Mc Quaid and Lindsay (2005). According to Harvay, Moon, Geal and Bower (1997), abundant personal factors are determined in the study of individual which enlighten character factors in trials of makings. Also, personal factors are inspected from the perspective of employer. Several individual efforts identified personal factors which has improved the probabilities of employment in late 90's. However, "Association of Graduate Recruiters (1995)" quantified self-awareness, self-promotion, and management of career as apposite trials of employability. Additionally, it was recommended that capacities should be reflected by personal factors, attitudes, and behavior that are measured in extra generic nature which further effects the outcomes of work (Marock, 2008).

Moreover, study of Gou *et al.*, (2009), privileges employability is steady through practical conduct of individual underneath dissimilar conditions.

Organizational factors

Two distinct levels of organizational factors that may affect employability are also identified in existing literature of employability (De Grip *et al.*, 2004). Foremost factor amid all the organizational factor is pre-employment which consist of educational foundations that also take major responsibility for providing each individual with good piece of abilities, skills, and knowledge. In addition, previous studies have determined the educational institution's role in academic reputation form (Rothewell, 2007). Reserchers also examined that employers are seen stressing over the education quality and institution which is being given to students. Furthermore, employers or organizations are preferring to hire reputable institutions and universities graduates as in these universities or institutions education quality and atmosphere has been measured important (Hillage & Pollard, 2009). Also, organizational factors recognized as post-employment aspects which emphasis on the entities afterward employment inside the organization. Workforces' emphasis on daily events or activities that is; enduring knowledge, educating new skillset, and learning skills in order to comprehend association with intra-organizational and inter-organizational errands (Bernston, 2001).

Moreover, also advisable to the companies to motivate every individual in creating a good position of themselves in the market of job. Predominantly at the level of organization, handling and preparing individual knowledge along with the skill to work in the efficient areas while adopting innovative skillset over unceasing improvement (Marock, 2008). From now, ability of individual for coping with innovative patterns of service that evolves around the employee career is referred to employability (Baruch, 2004; Coetzee & Schreuder 2011). Prior literature determined that there is extensive

research span on employability. factor list outspread as of individual to organizations aspects that may directly or may be indirectly influences the employability of the individuals. Wide research immersed that employability of individual can be attained and established by personal, individual, and organizational factors. However, these discrete aspects has also been determined by Rothwell (2008); Malkund 2008 and Berston). Personal factors are situations recognized by Mcquaed and Lindsey, 2005 as type of culture of work, personality and family aspects that may affects individual employability. At last, factors of organization define environment of organization, culture of organization etc. researchers recommended to work on progressive level for inspecting the widespread knowledge around employability associated problem.

Personality traits

As per the above arguments, possessions have been taken by individuals of their jobs and to perform actively. Though, meta-competencies likeness in the career of the individuals is measured indispensable resources for nourishing employability of individuals' is obligatory (Baruch, 2004; Coetzee, 2008; Fugate *et al.*, 2004; Savickas, Nota & Rossier *et al.*, 2009). Authors recognized traits of personality as a "career meta-competency" which effect employability of the entity's (Baruch, 2004; Coetzee, 2008; Fugate *et al.*, 2004; Potgieter, 2012; Sinclair, 2009). Nevertheless, *by what means* the differences of individual influences theoretical and contextual differences by enhancing competence in radical skill where employability is not reported. Furthermore, managing of employability at the level of student level includes meta-analysis of personality by five factors though it has limited literature (Judge 2006; Hurtz & Donovan 2000; Hogan & Holland, 2003).

In addition, few academics have reviewed the part of estimates of explicit amendments that reflects in the context of soft skills (Tracy M. Kantrowitz, 2005). Association among self-perceived employability and skills has remained extensive but personality too play a role in regulating the association among them is also very partial. For instance, if a schoolchild is extrovert, then there is a more chance for the student to work on the skills of communication and later may suited better to attain the sales person job. Despite the fact, students' perception round the self-perceived employability might upsurge. Also, traits of personality standing has been noticed in the prior literature but a very minor consideration has given to student's level and on in what method it regulates employability and skills. Therefore, available literature mostly dictates the aspect of the skills while considering the perspective of student, employer, or faculty. Few researches similarly emphasis on teachers by depending on the industry or market (Ramlee, 2002). Furthermore, review of literature is advising that not a one effort is been made for drawing out the backgrounds anatomically overall that contains, emotional intelligence, personality factors, employability from the perspective of the student and factors of skills. In the literature of employability, differences of individual are denoted as different personality deposition. There are numerous studies on traits of personality that emphasis on consequences of work; such as career success and performance of job (O'Boyle, Forsyth, Banks, &McDaniel, 2012; Leary & Denton, 2013).

Above and beyond outcome of work, traits of personality are measured as robust predictor for the achievement of academia, employability, and career success (Arikpo, Oden, Dim, Eloma, 2013). From the perspective of employability of individual literature, extent to which entities have the capacity to manage the impulsive demands of career. The significant aspect of adaptableness and its tactics has been discussed amid scholars

that may attributed towards exclusive personality types (Welbourne et al., 2007). Personal interest and traits of personality influence the complete employability of the people irrespective of their current employment status (Fruyt, 2001). Working individuals usually notch high on resourcefulness, extroversion and thoroughness and score near to the ground on neurosis and openness to practice. However, uncertainty of underlying direction is considered emblematic in numerous correlational researches (Fruyt & Mervielde, 2009). Besides, numerous other discoveries authorize those individualities influences employability (Dunn et al. 1995; De Fruyt & Mervielde; 1999a).

In the literature of personality and employability, Wickramasinghe and Perera (2010) examined traits of personality of the applicants as a noteworthy concept while evaluating the applicant's employability. The studies have also assessed the relationship among implications of the recruiters' personality traits and the assessment of applicant's employability. (Michaels, Feild, William, & Gilesand, 2013) Likewise, Qureshi, Wall, Humphries and Balani (2016) stated that traits of personality influences employability. Additionally, employability directories cover in all the basic magnitudes of the personality which is well-defined by the five-factor personality model (John & Srivastava, 1999). furthermore, From the viewpoint of a Malaysian, traits of personality are found significantly in a relation with the employability (D'Silva & Hamid, 2014). Though, the research engrossed on the orientation of employability and personality's extrinsic factors such as "(religion and culture)". The association in between particular traits of personality and employability is also recommended in the literature. "the individualities of reactivity, openness to experience, and adaptability", are measured as crucial determinants of employability. The degree to which the aspects of demographic which includes age, gender, and race influences employability (Poropat, 2009). Besides, significant positive relationship between in traits of personality and employability questionnaire is determined and which also permits the researchers to inspect distinct features towards the employability (Nauta, 2009; D'Silva & Hamid, 2014).

Seibert and Kraimer (2001) explored a thoroughly that by what method differences of individual influences vocation and work consequences. Also, research advises that entities which score high on sociability are firmly working and will always aspect to learn new skills. Besides, openness to experience means that the individual is prepared to use new method think, trusting, warm, and kind. Such personalities portray a communal and personal behavior. Moreover, Extroversion indicates persons who are assertive, active, and are proficient to receipts any professional decision at all stage of life. Hence, an association is seen among traits of personality and employability (Judge et al., 1998). The current study intent to assess this relationship.

H1: the effect of personality trait and self-perceived employability

Skills and self-perceived employability

Individual proficiencies make possibilities and supports in career development constantly (Heidjen & Heidjen, 1996). Furthermore, for individual employability the employability skills play a major role of the predictors (Finch et. al., 2012; Lievens & Sackett, 2012; Nickson, Warhurst, Hurrell & Cullen, 2012), which comprises of communication skills (Ariana, 2010; Graham et. al., 2010; Andrews & Higson, 2008; Gray, 2010; Gardner, Milne, Stringer & Whiting, 2005; Cooper, 1997; Goby and Lewis, 2000), personal skills (Wellman, 2010; Borghans, Weel, & Weinberg, 2008).

Identical assumptions more likely occurs from Malaysian perspective which is also resulting in Malaysian students' unemployment (Razak, Yusof, Syazana, Jaafar, & Talib, 2014; Hanapi & Nordin, 2014). However, prior studies determined six employability skills which includes communication, numeracy (Nurita & Ainon 2004), teamwork and collaboration (Rasul, Ismail, Ismail, Rajuddin & Rauf, 2009), critical thinking skills, problem solving skills (Omar, Manaf, Mohd, Kassim, & Aziz, 2012) management of information, and literacy, (Suresh, 2006). Though,

similar results are determined as predictors in Australia, United States, and Canada by the employability of students. In the literature section, a detailed argument is present related to the assessment. Nevertheless, uncommon experimental research is done largely in comparative to employability skills and self-perceived employability of the student's which may fallouts into limited data, consequences, and analysis (Pool and Qualter, 2013).

Moderating effect of political skills on the personality trait and employability

Political skills are also considered as a vital measure for social skills in accordance to acquisition to career advancement and acquisition of job (Pfeffer, 1981). The present construct denotes the human behavior ability to regulate according to the condition demand that may also influences other human being (Ferris et al., 2005, 2007). Persons who are skilled administratively possesses social competencies which also improves their organizational and personal goal, in previously present literature it has been believed that organizations are in the political grounds (Mintzberg, 1989).

Also, political skills are very important in order to influence the behavior in the companies by persuasion, negotiation, and manipulation. Similarly, one more important skill which may need to fit in the organization is political skill. It should be used as an additional exploring factor to overlook employability of students. Previous literature highlighted that individual ability can be improve due to political skills which may be needed to retain and attain a job (Ferris et al., 2005). Though, a detailed political skill understanding may affect the employability achievement which is desirable (Davis & Peake, 2014). The existence of political skills may result in having the capability to foresee the student's leadership style. Preceding researches had overlooked this segment in regard of skills context. Correspondingly, Political skills have a significant positive relation with academic achievement, outcomes of remaining work, and performance. Additionally, political skill is connected with high performance of job and projected ratings of the managers. Thus, Political skills is considered as strong predictor for performance of job of the managers when compared with monitoring of leadership, and self-efficacy (Ferris et al., 2006; Semadar et al., 2006; Treadway, Ferris, Duke, Adams, & Thatcher, 2007; Jawahar et al., 2008). Students' perspective and their thoughtfulness related to political skills with respect to attainment of job and employability is measured.

At the level of student, Geyer (2014) indorses models of progress for the political skill significances on the behaviors of student. Ferris, et al. (2011) acclaims upcoming study and philosophy development to improve understanding of the association among political skills, self-efficacy, retention, grade point average, and rates of graduation. The setting of college is prepared with the scenarios for the under graduates for regulating the political skills that students will require in their career or professions later. Moreover, association with the consultants and faculty, trainings with represent student services, member's and officer's part students learning and connection in-between informal and

formal prospect with respect to political skills. Numerous universities in Malaysia have been introducing themselves with the programs for skills enhancement and for this also adding knowledge by identifying problems to further take corrective actions for the betterment (Omar, Bakar & Rashid, 2012). Gap have been found in the existing literature and for which more research is required concerning characteristics of the students and employment which may needed to back students in respect of placement and searching of job (Sander et al., 2002).

H2: political skills moderate in-between traits of personality and self-perceived employability.

Career Decision self-efficacy

Decision making within the careers of Chinese graduates is enticing the research attentions recently. Expansion rates in the higher education is resulting in destructive competition within the job market and graduates' admission is becoming precedence for most of the undergraduates (PRC Ministry of Education, 2006).

However, greatest number of graduate and undergraduates are not involving themselves in professional events for decision-making in teachings. Surveys have assessed an extensive figure of Chinese graduate have excessive distress in making examination of career plans by lacking confidence in identifying jobs which can be first one as well (He & Zhou, 2006; Wang, Ma, & Cao, 2006). Supplementary study that should be based on evidenced is important to categorize the factors which may be responsible for substituting the development of career decision-making in Chinese graduate. However substantial study is conducted in Western backgrounds which determined steady background and interpersonal issues concerning to making career choice, but author don't know that predictable aspects influence individuals with cultural values of collectivism-oriented (Brown, 2002; Leong & Hardin, 2002).

Career decision self-efficacy As a Mediator

Noteworthy relationship has been seen in between FFM and CDSE of personality in different researches "(e.g., extroversion, low neuroticism, and conscientiousness)" in the China and US students of college (Chen, Feng, & Zuo, 2006; Hartman & Betz, 2007). Intensifying studies has extended this research by exploring the mediating role while mediator is considered CDSE in the comparison with adaptive and personality behavior needed in career (e.g., Rogers, Creed, & Glendon, 2008). Particularly, people from dissimilar racial or ethnic backgrounds shall be responsible for exchanging the assurance procedure of the career inversely has been determined. Wang, Jome, Haase, and Bruch (2006) quantified that undergraduate of the White university possesses self-determining personality after the procedure of assurance such as CDSE totally mediating the connotation within career of commitment and sociability. Furthermore, Asian American and color Asians undergraduates possess sociability and neurosis assurance of career via CDSE. Nevertheless, this study by Wang, Jome, et al. (2006) lacks containing the scales of agreeableness, conscientiousness, and openness.

Undoubtedly, previous suggestion of the optimistic connotation midst self-efficacy and perceived employability. it has been suggested by Creed, Bloxsome, and Johnston (2001) employability may consider responsible for enhancing actions which comprises of training and teachings that further affects the levels of self-efficacy in people who are jobless. Whereas conducting an analysis that is a cross-lagged, Berntson et al. (2008)

scrutinized the ultimate connection among “perceived employability and self-efficacy” along with deep-seated that self-efficacy has been absolutely projected by perceived employability. In addition, Yousaf and Sanders (2012) recent study instructs that perceived employability might result in self-efficacy consolidation. CDSE is academically derived from Bandura's (1986) self-efficacy theory and experimental study (Betz & Klein, 1996) unquestionably uncovered that CDSE is strongly associated to prevalent self-efficacy as it likely to envisage that CDSE will probably be effected by perceived employability.

H3: Career decision mediates self-efficacy among personality traits and self-perceived employability

Data & Materials

In the current section, material of data and adopted methodology is discussed. The research intended for the qualitative approach for evaluating pretesting theory and the instrument used in order to measure the variables have been adopted from the previous literature. As this study is cross sectional for which data has been gathered from individuals of different education institutes. In the meantime, research is keen target the education sector so lecturers and professors are considered as sample for this research. Sampling method used in this research is non probability as it is done on the basis of convenience of the individuals and questionnaires in staffrooms were distributed.

The instructors and lecturers were guided briefly regarding the study and they assure their willingness to be involved religiously. However, 400 questionnaire was distributed in numerous universities also in different time and 298 useful responses has been received by the author in the return. Sample size was calculated by using the Daniel Sopers calculator which determined 133 sample of the total population. Moreover, in fewer exceptions personality traits sample size was considered acceptable less than 250 (Ranwala and Dissanayake, 2016). In addition, sample size of 298 would be considered appropriate to evaluate the influence.

Personality traits. For assessing the dimensions of personality within model of five factor, a big five personality test known as BFI was the widely used construct. The construct comprises of 44 items designed in a way to examine the dimensions of five personality (Gosling et al., 2003). Nevertheless, due to the construct nature, few limitations have been seen in BFI while measuring the dimensions of the personality within wide study because the entire process is considered tedious by the participants. Gosling et al. (2003) presented a briefer form that was based only upon 10 items by making itself adequate for measuring traits of personality. However, “(TIPI) Ten-item personality inventory” guarantees validity and reliability because of its level of acceptance; discriminant and convergent validity etc. Many studies claimed marked TIPI an appropriate construct (Akhtar, 2018; Jackson et al., 2014). Moreover, as stated previously, 10 items scale was selected to gauge the construct which is group on 5 pairs namely, “agreeableness, extraversion, conscientiousness, emotional stability and openness to experience.” Also, convergent, reliability and discriminant validity has been measured via AVE and criterion of Fornell- Larcker (Hair et al., 2010). Values of AVG of the construct comprises 0.54, 0.58, 0.61, 0.59 and 0.55 Furthermore, constructs specified adequate rates of convergent validity because value of AVE was more than 0.50. Likewise, square root value of AVE of every construct was more than “paired correlations” amid constructs, therefore, it justifies

Fornell-Larcker criterion. Consequently, author can claim that TPI scale exhibit acceptable levels of divergent validity.

Self-perceived Employability: "is measured via scale of self-perceived employability by Rothwell et al. (2009). Construct was only based upon 16 items that covers 3 dimensions which are very important for comprehending self-perceived employability. Likert scale was used by the author of same nature henceforth it ranges from "Strongly disagree to Strongly agree". It is determined that all items were joint of composite perceived self-employability.

Career Decision Self-Efficacy: Construct for measuring career decision is self-efficacy that has been adopted from Betz et al. (1996). This construct has been used for assessing the personal level of the competency of the respondent that was needed by every individual for handling certain tasks or errands. Questionnaire comprises of 25 items and scale was of same nature therefore it ranges from "strongly disagree to strongly agree". Avg value was higher than 0.5, hence it is fulfilling the criteria. Also, alpha value was more than 0.7.

Political Skills: interpersonal influence construct has been chosen to measure the variable which is adopted from Ferris et al. (2005). The construct consists of only 4 items which aims to assess the respondent's ability to adapt different behaviors in contextual conditions which further helps them to attain their goals or objectives. Construct has been adopted from the study of Lvina et al. (2022). Subsequently, construct alpha value was 0.78 and its AVE value was 0.59, therefore, criteria has been fulfilled in this scenario as well.

Response Rate

The study intended to assess dimensions of personality traits and self-perceived employability in the presence of mediator and moderator i.e., career decision self-efficacy and political skills sector of education. As deliberated earlier, total 400 questionnaires have been distributed out of which 298 were only usable. Moreover, in Table 4.1, rate of frequency has been specified.

Table 4.1 exemplifies the responses details of the frequency rate.

Table 1.
Response Rate

Response	Freq/Rate
Distributed questionnaire	400
Usable questionnaires	298
Usable response rate %	74.5%

Data Analysis

This study used PLS-SEM to assess the relationship. This model is considered suitable for the circumstances reliable results are produced in complex framework case. Also, it is appropriate for the data which is non-normal and focuses on conservation hypothesis testing by doing analysis of path coefficient. Therefore, structural model and measurement model were evaluated as it is said in the methodology. Subsequently, the PLS methodology's first step is measurement model and stepping further author examined the models of reliability and validity that has already been discussed in above section.

Descriptive Statistics

Descriptives analysis evaluation is equally significant for understanding the data characteristics. However, in the below table i.e., 4.2, it has been observed clearly that AVG mean value is 2.2121 trailed by "CO 4.1243, ES 2.2455, ET 4.1513, OE 2.3829, PE 3.4521, CDSE 2.5601 and PS 3.5210". Also, values of standard deviation of all constructs are described in the below Table that is 4.2.

Table 2.
Descriptives

Variable	N	Mean	Std. deviation
AG	298	2.2121	.8348
CO	298	4.1243	.7410
ES	298	2.2455	.7748
ET	298	4.1513	.8580
OE	298	2.3829	.9224
PE	298	3.4521	.5431
CDSE	298	2.5601	.6741
PS	298	3.5210	.5341

Measurement Model

Convergent Validity and Reliability

As, in the above sections values of reliability and validity has already been discussed. Though, detailed picture of the values of convergent reliability and validity are explained in the current section. Internal consistency has been measured by composite reliability and validity has been measured by the value of Cronbach alpha also, AVR estimations has been used by the author.

In addition, Fornell Larcker criterion and HTMT has been utilized for discriminant validity. Moreover, in previous researches, level of approximation of composite reliability shall be in-between 0 and 1. Nevertheless, suggested scale should be equal to 0.7 or more. According to Henseler et al., (2012) alpha values should be considered satisfactory if they are 0.6 or above. In addition, below table i.e., 4.3 illustrates values of every construct which also shows it is fulfilling the suggested criteria, henceforth, it is confirming reliability model. Values of AVE are also equal to or above 0.5, hence, it also confirmed convergent validity.

Table 3.
Convergent Validity

Variables	Cronbach Alpha	CR	AVE
AG	.68	.93	.54
CO	.71	.82	.58
ES	.65	.91	.61
ET	.75	.71	.59
OE	.70	.79	.58
PE	.89	.81	.58
CDSE	.74	.77	.62
PS	.78	.76	.59

Discriminant validity

As declared above, discriminant validity has been measured for assessing how every construct distinguish itself from other (Churchill, 1979). Fornell- Larcker criterion has been used by the author as it is considered as a suitable and satisfactory method. However, discriminant validity in this method is recognized when “AVE square root value of each variable is greater than the highest correlation of construct in comparison with other construct” (Henseler et al., 2009). Furthermore, author also recognized discriminant validity by opposing another construct with Average square root. Below table i.e., 4.4 specifies that bold values are reflecting high correlation of the variables. Additionally, matrix of HTMT has also been used for checking the discriminant validity. In the current scenario, discriminant validity is recognized when slanting values were less than 0.9 that is clearly present in the below i.e., Table 4.5.

Table 4.
Fornell-Larcker

	AG	CO	ES	ET	OE	PE	CDSE	PS
AG	.944							
CO	.630	.808						
ES	.632	.734	.814					
ET	.579	.647	.448	.769				
OE	.676	.630	.329	.210	.653			
PE	.564	.432	.401	.312	.124	.564		
CDSE	.432	.421	.320	.299	.211	.305	.653	
PS	.321	.402	.439	.123	.201	.111	.354	.451

Table 5.
HTMT Matrix

	AG	CO	ES	ET	OE	PE	CDSE	PS
AG	.814							
CO	.510	.812						
ES	.401	.604	.820					
ET	.392	.457	.548	.729				
OE	.276	.310	.219	.460	.783			
PE	.414	.310	.501	.302	.422	.564		
CDSE	.312	.220	.410	.399	.311	.215	.453	
PS	.320	.202	.491	.223	.290	.122	.234	.551

All the above-mentioned tables evidently portrays that the model of measurement of the study is confirming the constructs' validity and reliability. Henceforth, in the next step author has proceeded with the assessment of structural model for further assessing the proposed hypothesis.

STRUCTURAL MODEL

Direct relationship

Hypothesis 1-17 have been assessed with the assistance of structural models. Firstly, direct influence has been determined within the 1-5 hypothesis when model has been introduced with a mediator that is career decision self-efficacy. Secondly, relationship in-

between mediator and IV's have also been tested that covers hypothesis 6-10 and after that, relationship in-between mediator and DV has also been tested that covers hypothesis 11. Also, hypothesis 12 and 16 have assessed for evaluating the mediating path coefficient that is also enlightened the following section. Moreover, Table 4.6 is illustrating that significant self-perceived employability which is positively affecting due to three traits of personality that is open to experience, agreeableness, and conscientiousness and it is supporting hypothesis 1,2 and 5. Moreover, in emotional stability and extraversion case, insignificant relationship has been found as p-values were more than 5% and results are supporting hypothesis 3 and 4. In case of career-decision self-efficacy, positive significant connection has been determined which has been influencing due to CO, ES, ET, and AG but relationship among CDSE and OE is not significant which shows results are not supporting hypothesis 10. At last, a positive significant relation has been seen in-between career decision self-efficacy and perceived employability.

Table 6.

	Beta coefficient	T-stats	p-values	Decision
AG-> PE	0.34	7.184	0.01	Supported
CO -> PE	0.14	6.725	0.05	Supported
ES -> PE	0.03	1.497	0.41	Not supported
ET -> PE	-0.12	2.689	0.52	Not supported
OE -> PE	0.29	7.128	0.01	Supported
AG-> CDSE	0.13	5.184	0.02	Supported
CO -> CDSE	0.32	4.725	0.00	Supported
ES -> CDSE	0.297	2.497	0.03	Supported
ET -> CDSE	0.247	12.689	0.007	Supported
OE -> CDSE	0.133	0.0128	0.29	Not Supported
CDSE -> PE	0.35	8.321	0.006	Supported

Direct Effect

Mediation Effect

Analysis of mediation has been performed by the author for evaluating the indirect path coefficient as mediator has also been acknowledged in the current study. Numerous techniques of mediation have been utilized by several researchers over the time Baron & Kenny method, Sobel method, etc. between all the popular method is considered bootstrapping and effect one that has been used in this research (Preacher & Hayes, 2004).

Primarily, bootstrapping was used to valuate direct path when mediator is not present. Far ahead, mediator has been introduced by the author and association amid "IVs and Med and Med with DV" was assessed. Though, it is not adequate in explaining the effect of the mediator. Therefore, two substantial path coefficient products have been divided by standard error that suggests an indirect estimation of path. Whereas, table 4.7 is illustrating self-perceived employability and traits of personality is been mediated by career decision self-efficacy. Moreover, values of path coefficient also revealing that association among PE, ET, AG, and EC is been mediating due to CSDE but in case of open to experience and CO, it has been failed in order to mediate the relationship.

Table 7.
Indirect Effect

	Path coefficient	T-stats	p-values	Decision
AG -> CDSE -> PE	0.28	2.076	0.038	Supported
CO -> CDSE -> PE	0.13	0.695	0.371	Not supported
ES -> CDSE -> PE	0.18	7.076	0.038	Supported
ET -> CDSE -> PE	0.33	0.895	0.371	Not supported
OE -> CDSE -> PE	0.098	9.076	0.001	Supported

Moderation effect

Lastly, test of moderation has been achieved for evaluating the result of moderation of political skills. However, moderating consequence can measure via interacting standings that is predictors consequence of the explicit moderator and uncertainty the term found significant which indicates that effect of moderation has been conventional. Moreover, in this study, interacting term such as PS*CDSE has been introduced that supposes to moderate the association of perceived employability and career-decision self-efficacy. Below table that is 4.8 clearly shows that political skills is a substantial moderator because it is moderating the association between perceived employability and CDSE as p-value 0.05 and beta value is 0.231 therefore, H17 is acceptable.

Table 8.
Moderation Test

	Path coefficient	T-stats	p-values	Decision
PS*CDSE -> PE	0.231	4.963	0.05	Supported

CONCLUSION

The present of study accepted past findings which indicates that trait of personality greatly influences outcomes of career. It has been concluded by the author as per the past literature that self-perceived employability, has been studies widely by different scholars over the different time and years. Also, vast literature is present for individual to organizational factors that somehow directly and indirectly influences individual employability. furthermore, current results reinforced that individual employability can be developed and attained by organizational, individual, and personal factors i.e. factors related to personality (Rothwell 2008, Malkund 2008; Berston, 2007). "Personal factors (Personality factors and career self-efficacy)" were recognized by the Mcquaed and Lindsey, 2005 as family, work culture, and factors of personality which effects the individual's employability. At last, factors of organization define environment of organization, culture of organizational etc. Moreover, authors recommended to present researcher to work on progressive level for examining the wide knowledge regarding issues of employability for better understanding.

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Questionnaire

Personality Traits

Rate your behavior by the rating (Strongly Disagree, Disagree, Neutral, Agree, and Strongly Agree)

I see myself as someone who

S.no	Questions	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1.	Worries a lot	5	4	3	2	1
2.	Gets nervous easily	5	4	3	2	1
3.	Remains calm in tense situations	5	4	3	2	1
4.	Is talkative	5	4	3	2	1
5.	Is outgoing, sociable	5	4	3	2	1
6.	Is reserved	5	4	3	2	1
7.	Is original, comes up with new ideas	5	4	3	2	1
8.	Values artistic, aesthetic experiences	5	4	3	2	1
9.	Has an active imagination	5	4	3	2	1
10.	Is sometimes rude to others	5	4	3	2	1
11.	Has a forgiving nature	5	4	3	2	1
12.	Is considerate and kind to almost everyone	5	4	3	2	1
13.	Does a thorough job	5	4	3	2	1
14.	Tends to be lazy	5	4	3	2	1
15.	Does things efficiently	5	4	3	2	1

Rate your behavior by the rating (Strongly Disagree, Disagree, Neutral, Agree, and Strongly Agree)

I see myself as someone who

S.n	Questions	Strongly	Disagree	Neutral	Agree	Strongly
	Political Skills					
1.	Spend a lot of time and effort networking with others.	5	4	3	2	1
2.	Know a lot of important people and I am well connected.	5	4	3	2	1
3.	It is important that people believe I am sincere in what I say and	5	4	3	2	1
4.	Communicating with others, try to be genuine in what I say and	5	4	3	2	1
5.	Always seem to instinctively know the right thing to say or do to	5	4	3	2	1
6.	Good intuition or savvy about how to present myself to others.	5	4	3	2	1
7.	Easy for to develop good rapport with most people	5	4	3	2	1
8.	Able to make most people feel comfortable and at ease around	5	4	3	2	1

SECTION C Employability

Rate your behavior by the rating (Strongly Disagree, Disagree, Neutral, Agree, and Strongly Agree)

I see myself as

S.n o	Questions	Strongly	Disagree	Neutral	Agree	Strongly Agree
1.	Achieve high grades in relation to studies	5	4	3	2	1
2.	Regard my academic work as top priority	5	4	3	2	1
3.	Employers are eager to employ graduates from my University	5	4	3	2	1
4.	Status of this University is a significant asset to me in job seeking	5	4	3	2	1
5.	Employers specifically target this University in order to recruit individuals from my subject area(s)	5	4	3	2	1

6.	University has an outstanding reputation in my field(s) of study	5	4	3	2	1
7.	lot more people apply for my degree than there are places available	5	4	3	2	1
8.	Chosen subject(s) rank(s) highly in terms of social status	5	4	3	2	1
9.	People in the career I am aiming for are in high demand in the external labor market	5	4	3	2	1
10.	Degree is seen as leading to a specific career that is generally perceived as highly desirable	5	4	3	2	1
11.	There is generally a strong demand for graduates at the present time	5	4	3	2	1
12.	There are plenty of job vacancies in the geographical area where I am looking	5	4	3	2	1
13.	Can easily find out about opportunities in my chosen field.	5	4	3	2	1
14.	The skills and abilities that I possess are what employers are looking for	5	4	3	2	1
15.	Generally confident of success in job Interviews and selection events.	5	4	3	2	1
16.	Could get any job so long as my as my education	5	4	3	2	1



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