

# Employers Views on Employability Skills of Makerere University Graduates

in Two Selected Chartered Universities in Uganda.

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## Abstract

Makerere University's mission is to be a thought leader in knowledge creation for societal growth (Makerere University Council, 2020). The study's goal was to examine how employers perceived the employability skills of Makerere University graduates. Eight departmental heads and deans per Chartered University responded to the study's three specific queries using the qualitative method. What are the individual endowments claimed by Makerere University graduates and are exhibited at work in the selected universities? What are the social skills claimed by Makerere University graduates and are exhibited at work in the selected Universities? And what are the job inevitable skills claimed by Makerere University graduates and are exhibited at work in the selected universities? According to the results of the thematic and content analyses, employers place a high

value on the graduates 'illustrated unique endowment abilities, such as creativity and problem-solving skills. In response to the second question, employers of Makerere University graduates felt that they demonstrated strong social competencies in their jobs, especially in the areas of communication and teamwork. The third question showed that Makerere University graduates have excellent knowledge transfer skills, which are crucial for their chosen job positions. They are also able to use computer software and technologies effectively. However, employers may prioritize certain skills over others based on their experiences, beliefs, and biases, leading to undervaluing of soft skills like communication and teamwork or certain academic backgrounds. In conclusion, the study worked towards developing more effective and inclusive skill requirements during work processes that value a wide range of employability skills that contribute to modern industrial production. The underlying structures of consciousness were highlighted shaping employer perceptions and identifying their biases and limitations.