

## University Students' Intention to Pursue Overseas Jobs A Case of the University of Peradeniya

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**ABSTRACT:** Sri Lanka is experiencing skilled worker migration and it is increasing year by year. Graduates are one of the most valuable skilled worker groups Sri Lanka produces and it is clear that some of them are leaving the country in order to work in other countries. Yet, it is unclear why these individuals leave or whether their decision to leave is consistent with their objectives while at the university. This paper uses the theory of planned behavior to understand the behavioral intention to pursue overseas work identifying the relevant antecedent factors and also to assess whether the actual behavior is facilitated by the perceived behavior toward overseas jobs. The study involved collecting data from 200 undergraduates and 397 graduates (202 migrated graduates, 196 graduates in Sri Lanka) of the University of Peradeniya. Data were analyzed using hierarchical multiple regression analysis and hierarchical logistic regression analysis. Findings showed attitudes and self-efficacy fully and subjective norms partially contribute to the prediction of behavioral intention towards overseas career. Both perceived behavioral control and behavioral intention had contributed to predict actual behavior.

**Keyword:** Graduates' behavioral intention, overseas job intention, university students' career planning

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