Abstract

Employability refers to one person’s job opportunities taking into account its personal characteristics and social context. Different authors have related employability and self-efficacy. The main objective of this work consists on testing a one-dimensional conception of perceived employability and analysing its relations with self-efficacy in the job-seeking process. Sample was composed by 462 university students and graduates. An Employability Perception Scale and a Job-seeking Self-Efficacy Scale were elaborated. First of them was a one-dimensional scale aimed to evaluate the employability perception of trained persons without professional experience. The second one is a specific scale for the evaluation of job-seeking behaviours self-efficacy trained through universities' professional orientation services. Results show, through exploratory and confirmatory factorial analysis, the one-dimensionality of both scales and a Pearson’s correlation between them of .56.

Keywords

Perceived employability, self-efficacy, job-seeking process, labor market.