

This study analyzes Self-Perceived Employability attributes among employees and its impact on Organizational Performance of private and public sectors in respect of key supporting variables i.e. personal attributes, occupational attributes, subjective career success, professional commitment, and internal and external labour markets. The twenty first century recognizes tremendous benefits of Self-Perceived Employability Attributes as a key of success for employees' better performance as well as for organizational development. After presenting a theoretical frame work; a conceptual model is proposed and tested with AMOS (Analysis of Moment Structure) statistic technique to examine the impact of self-perceived employability attributes on organizational performance. Disproportionate stratified random sampling method was used to collect data from employees of private and public sectors' organizations of twin cities, Rawalpindi and Islamabad, Pakistan through a structured questionnaire. The sample size (n= 464) is selected from total population of this study. This empirical investigation uses regression analysis, Tukey Test for mean difference, and mean and standard deviation for data analysis with SPSS 15.0 version.

The findings validate the proposed model with significant correlation between self-perceived employability attributes and organizational performance either in internal or external markets. This study, therefore strongly advocates the implementation of self-perceived employability attributes among employees for better organizational performance by means of improving employee's performance either in private or public sectors. The self-Perceived Employability attributes have a remarkable and immense importance in developing countries and especially in Pakistan so that growing human inventory can be trained and effectively used for sustained growth and human development.

Findings of the study support educational qualifications that play vital role to enhance self-perceived employability attributes. Furthermore, as qualification increases, the self-perceived attributes also boost up and then business education contributes more as compared to other categories of education. Eventually, organizational performance will also be enhanced significantly.

In the light of regression analysis, the findings of the study significantly maintain training, especially during service, which plays a dynamic role not only to enhance Self-Perceived Employability Attributes but also organizational performance. It is generally observed that feminine gender shows better attributes than masculine gender. Table 4.70 favours that private sector considers Self-Perceived Employability more important for better organizational output than the public sector. Thereupon, the findings of the study support self-perceived employability attributes which significantly enhance organizational performance for achieving sustainable development and competitive advantage.