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# **“The Impact of Socio-emotional competencies, Socio-economic factors, and the Employability process on Employment Status”**

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## **Abstract**

The main purpose of this research is to empirically examine how factors like socio-emotional competencies, socio-economic factors, and employability process which are separate elements influence the employment status. We have employed SEM technique through Smart PLS. We have targeted the graduates who aged between 22-45 and above in Karachi, Pakistan. 250 participants are chosen as sample size in this research. According to this study SEC, SEF, and EP have an impact on both employed and unemployed employment status. These findings suggest a person's employment status is affected by these factors (SEC, SEF, and EP) and these are the key factors for unemployed, employed, or self-employed people can be useful to know that what can affect their employment status. The momentum research adds to the writing by tracking down that all factors are similarly viable because this study supports all three factors i.e. (SEC, SEF, and EP), and shows their significant impact on Employment status. In the practical context, the following research will help the practitioners to implement these variables for better and responsive employee management.

*Keywords: Socio-emotional, Socio-economic, employability, PLS-SEM, Karachi*

# **1. Introduction**

## **1.1 Background of the study**

Employability is characterized distinctively by researchers relying upon whether they embrace the point of view of administrative establishments (Tymon, 2013), society, instructive foundations, business associations, or individual points of view. Various measurements are utilized to quantify employability. Consequently, research on employability has delivered differentiating results. In all cases, in any case, the idea has been prepared to characterize the capacities and abilities of an effective worker or that which prompts employment (Wan Othman, Abdullah, & Romli, 2019).

Institutes endeavor to fabricate systems that take into account their alumni to effectively explore the work market. Graduates mean to gain the important abilities with which to get business and advance in their vocations. According to Viljoen and Dunga, (2013) hardly any investigations have analyzed ladies' employability. Associations seek to choose graduates who fit their work prerequisites. Models of employability examine employability through the recognizable proof of the components affecting it, and (all the more explicitly) the individual abilities required for the alumni to discover work and how to quantify them. Numerous examinations demonstrate that a few alumni can't acquire work regardless of the great learning results of their courses – which have been exceptionally planned by colleges based on research pointed toward obliging the work market (Chhinzer & Russo, 2018, Qureshi et al., 2021).

Recognizing these connections would empower one to decide the conditions under which employability abilities could improve an alumni's admittance to business. This establishes the limits for a successful employability hypothesis, as proposed by Dacre et al., (2007) which can engage public leaders to embrace training methodologies fit to specific districts to raise the business rate. Associations may accordingly plan necessities and preparing programs adjusted to new types of business. Moreover, students might be empowered to assess their own abilities to work with their way towards business. This investigation tends to employability from an individual viewpoint, regarding Rothwell and Arnold, (2007) and Vargas et al., (2018) the two of which allude to the alumni's capacity to acquire or look after work. In this methodology, business status fills in as the marker of an alumni's capacity, as examined by (Harvey,2001).

Thusly, the fundamental target of this paper is to investigate whether there is any impact of socio-emotional competencies, socio-economic factors, and employability process on employment status or not and if indeed, how; since it tends to be a vital factor for graduates and their main goal and vision later on. The delayed consequences of this assessment will most likely give educational implications similarly to practical ideas by suggesting the prerequisite for universities and their students to seek after their employment.

## **1.2 Problem Statement**

The significance of CSR has been evaluated by Pakistani as well as international researchers (Khaskheli et al., 2020; Khan et al., 2021; Ahmed et al., 2020). According to the study conducted in Chicago by Grafstein (2005) interests are determined by unemployment benefits. The utilized, the higher the schooling level, the pay, and the joblessness advantages of the jobless the more uncertain they are to question their employment status. Also, Harry et al. (2018) found at a rustic college in South Africa that poor financial status impacts employability. In an examination in India, Joy, (2020) investigated an alternate point of view on what social and social elements mean for work. He inferred that numerous elements identified with an understudy's culture that is social influence their working abilities. Now all of this incorporate the family climate, the positioning of the instructive foundation they joined in, and their financial and segment status.

Whereas, according to different researches in Pakistan being a developing country female students and employees have to consider many factors regarding their employment (Begum Sadaquat & Sheikh, 2011). Graduates have confronted separation in pay, incidental advantages, and openings for headway and admittance to intriguing positions. Furthermore, ladies were as yet expected to play out most of the family and youngsters getting a task, paying little mind to their work status. The power of custom had been overwhelmed by factors like proficiency and instruction levels of ladies in nations where ladies' cooperation rates are higher in the labor market. Nonetheless, the normal element is that ladies, as a more vulnerable segment and on sex thought, experience the ill effects of market segregation and henceforth, are pushed to isolate low-paying and low-status occupations in Pakistan (Townsend, 1988; Raza et al., 2020). Indeed, even in the assembling ventures, ladies are barred from numerous gifted positions and are moved in the lower-paid positions and enterprises (Subramanian, 1977; Banerjee, 1985).

This research aims to fill the gap in the previously conducted researches in Pakistan by combining all the important factors and variables (Socio-emotional competencies, Socio-economic factors, and Employability process) impacting Employment Status. Recommendations to the universities for their graduates, undergraduates or postgraduates and companies have been given based on the outcomes of the analysis.

### **1.3 Research Objective**

The main purpose of this research is to empirically examine how factors like socio-emotional competencies, socio-economic factors, and employability process which are separate elements influence the employment status.

### **1.4 Research Question**

The following study addresses the research question which is mentioned below.

What is the impact of socio-emotional competencies, socio-economic factors, and employability process on employment status?

### **1.5 Significance of the Research**

Research is having many stakeholders which will be focusing on their progress based on applying the core ideas of the research. The main benefits will be related to students who are graduate, under graduate or post graduate and people who are whether employed, unemployed or self-employed that are considering these factors when moving towards employment, this research can help them in accessing a lot of data in short span of time.

### **1.6 Limitations and Delimitations**

This research has several limitations like the study only undertakes the perceptions of private Pakistani universities based in Karachi thus the findings can be generalized for the private universities of Karachi or with similar technological infrastructure, not public institutes which has relatively limited sources and private institutes that are in different cities. Moreover, it has included only 5 institutes as the research population, future research needs to expand the horizon and include

more university for increasing the reliability and generalizability of the research. Furthermore, the sample size is 250, which is limited and can affect the validity of the research. Limited variables like socio-emotion competencies, socio-economic factors, and employability process are used in this research however there are other factors which influence the employment status and which can be used in future research.

## **1.7 Organization of the Study**

The rest of the study will follow this structure, chapter 2 will be literature review which will discuss the secondary data available in the premise of the following research topic, chapter 3 will be research methodology and discuss the methods used to collect and analyze data, in chapter no. 4 we will discuss about findings from the study and in 5<sup>th</sup> chapter we will discuss research implications, conclusions and recommendation for the future research.

## **2. Literature Review**

### **2.1 Theoretical background**

Maslow's theory of Hierarchy of needs explained the concept of motivation through the satisfaction of needs that are arranged in a hierarchical flow (Maslow & Lewis, 1987). He explained that every person has his own internal need that pushes him towards personal superiority and self-actualization that is fulfillment. Maslow further expanded that there are usually five different levels of prerequisites and at once the person satisfies his need at a certain stage of hierarchy, it will surely create an impact on his behavior. At this stage, his behavior will tend to diminish; this is now when a person puts forth a stronger and powerful impact on his behavior for the need to the subsequent level of the hierarchy (Maslow & Lewis, 1987). This hierarchy can be followed as biological needs, safety needs, love needs, esteem needs, and finally the self-actualization or fulfillment needs. This theory has been condemned for such spacious inflexibility. It is questioned by many scholars about the flow of hierarchy. Even Maslow himself interrogates the rationality of such rigid flow because every individual is more likely to have a diverse priority (King-Hill, 2015).

One of the most contemporary versions of personality models that are developed in the trait theory framework is Five-Factor Model also known as the global personality factors (Judge, Heller, & Mount, 2002). The big five personality traits in Five-Factor Model are the basic orientations to structure the personality of an individual to determine his feelings, cognitive behavior, and features of thinking being a human. This model of personality explained that every individual, irrespective of age, sex, tradition, or culture, has similar traits, on the other hand, they differ in expressions and intensity. Several researchers have claimed that Five-Factor Model is an incomplete theory of personality (or even not at all a personality-based theory). Despite their criticisms, the big five models are considered as one of the famous personality models used in several cross-cultural settings (Judge, Heller, & Mount, 2002).

## **2.2 Hypothesis Development**

### **Socio-emotional Competencies and Employment Status**

Emotional stability refers to the trait of a person who shows a great level of balance and stability when dealing with difficult situations. Such individual who shows the high level of emotional stability experience less negative emotions and always remain positive even in the uncertain situation (Judge & Bono, 2001). The quality of emotional stability is key to the job performance of individuals inside the workplace. Individuals who remain calm and under pressure deal with unpredictable and changing circumstances better than the ones who are reactive. It enhances their processing ability and problem-solving skills which increases their job performance (Salgado, 2003). Moreover, motivation can be achieved only through the representation of emotions to perform well and achieve success (Le, et al., 2011). Therefore, the following hypothesis is proposed:

**H1: Socioemotional competencies have a significant impact on Employment Status.**

### **Socio-economic Factor and Employment Status**

It has been contended that the importance of social jobs relies upon the financial setting inside what jobs are authorized. Instructive capabilities have been utilized as a proportion of financial position since they can be applied to all grown-ups and are more steady for the duration

of the existing course than other elective proportions of social definition (Arber and Cooper, 2000; Arber and Khat, 2002). Critical collaborations between business status and primary weakness, estimated through conjugal status and lodging residency, have been accounted for in the investigation of social determinants of ladies' wellbeing status (Arber, 1991). Besides, the assessment of expected contrasts in the part of business status and family requests in forming ladies' wellbeing between districts merits further consideration (Moss, 2002). Therefore, the following hypothesis is proposed:

**H2: Socioeconomic factors have a significant impact on employment status.**

### **Employment Process and Employment Status**

Assessing the effect of relational abilities on work achievement requires appraisal apparatuses that delicately measure the abilities needed for professional settings (Rietdijk et al. 2013). Various investigations have shown that individuals in non-lasting or brief agreement office work are presented to more regrettable working conditions than individuals in perpetual business contracts (Goudswaard, and Andries, 2002). Businesses additionally see qualifications in the hard-working attitude of various age gatherings. One view, verbalized by Filipczak (1994), is that 18-35 years of age representatives are sluggish and skeptical. They are seen as being uninterested in function as a lifestyle and as having no obligation to organizations or associations. Therefore, the following hypothesis is proposed:

**H3: The employment process has a significant impact on employment status.**

### **2.3 Empirical Study**

Jahoda et al., (2008) this investigation consider the effect of upheld work on the socio-enthusiastic prosperity of individuals with scholarly incapacities. An orderly inquiry was led. The survey included case-controlled and longitudinal investigations estimating results for (1) personal satisfaction (QOL), (2) public activity, and (3) self-sufficiency. While results for QOL, prosperity, and independence were to a great extent sure, there was an absence of saw social acknowledgment. The discoveries are deciphered in the light of methodological qualities and shortcomings.



Suggestions for the socio-passionate help needed by certain people in business and headings for future exploration are talked about.

Willems et al., (2005) investigated whether patients' financial status impacts specialist patient correspondence. This efficient audit, where 12 unique examination papers and meta-investigations were incorporated. Results show that patients from lower social classes get more negative socio-enthusiastic expressions and more order and less participatory counseling style, portrayed by fundamentally less data giving, fewer headings, and less socio-passionate and organization building expressions from their PCP. Specialists' open style is impacted by how patients convey: patients from higher social classes impart all the more effectively and show more full of feeling expressiveness, inspiring more data from their PCP. Patients from lower social classes are regularly impeded due to the specialist's misperception of their longing and need for data and their capacity to participate in the consideration cycle.

Thompson et al., (2013), In this investigation, investigated financial status (SES) and family structure as indicators of strengths among in-danger youth when taking an interest in schools-based coaching programs. 24 young people (13 young ladies) matured 13–18 ( $M = 16.21$ ,  $SD = 1.76$ ) partook. Young people finished pre-and post-test Developmental Assets Profile polls, which evaluated inner (for example social capability) and outer (for example support) resources. Halfway connections (age, number of kin controlled) showed gains in inward and outer resources were related with lower family SES. These affiliations were overwhelming because of connections between maternal word-related status and kid results. Maternal schooling was not an exceptional indicator of hazard among youth, recommending that more proximal elements may affect the viability of youth coaching.

The current examination by Kolvereid (1996) applied the hypothesis of arranged conduct to anticipate work status decision, characterized as the goal to enter an occupation as a compensation or salaried individual or as an independently employed one. The job of family foundation, sex, and earlier independent work experience was likewise researched. Utilizing an example of 128 Norwegian undergrad business understudies, the discoveries firmly support the hypothesis of arranged conduct as applied to work status decision aims. Besides, segment attributes

were found to impact business status decision expectations just by implication through their impact on disposition, emotional standard, and saw conduct control.

This study by Aloui, and Shams Eldin, (2020) plans to research how socio-passionate abilities and financial elements are identified with the employability of female alumni. Information was gathered from 102 alumni at the Tathleeth Faculty of Arts and Science. Using structure showing systems, our disclosures exhibit that monetary components influence the jobless, while socio-enthusiastic abilities influence the used. Employability capacities are seemed to influence both the jobless and monetary factors. Furthermore, the equilibrium effect of socio-energetic capacities and monetary factors on the association between employability capacities and business is unsupported. Accordingly, we reason that the assessment's results suggest the need of encouraging a theory of employability that explores the conditions under which employability capacities influence the employability of graduates. To this end, legitimate parts ought to be recognized to outline the establishments of a sufficient hypothesis.

Lappalailen (2015) inspected this investigation to analyze the Predictors of successful administration in the industry—should designing training center around conventional knowledge, character, or passionate insight. The outcomes procured from the administrative example were contrasted with subordinate insights as estimated through an emotive knowledge other-report and an overall administrative skill multi-source evaluation. The example contained 80 bosses and 354 subordinates working in seven associations in designing enterprises. The outcomes from the quantitative estimations flagged the most grounded connection for socio-enthusiastic insight and certain character measurements with effective authority. Numerical sensible insight showed no connection with the subordinate impression of good authority. These discoveries establish the framework for the consolidation of socio-emotive abilities into higher designing training.

Artazcoz et al., (2004), inspected this examination to investigate whether imbalances in wellbeing exist among housewives and utilized ladies, and to survey whether the connection between family requests and wellbeing contrasts by business status. Furthermore, for the two targets, we look at the expected changed examples by instructive level. The information has been taken from the 1994 Catalonian Health Survey (Spain). The example was drawn from all ladies matured 25–64 years who were utilized or full-time homemakers and wedded or living together.

These outcomes underline the need of thinking about the collaboration between family requests, business status, and instructive level in examining the effect of family requests on ladies' wellbeing just as in planning family approaches and projects of ladies' wellbeing advancement.

Stronks et al., (1996) led this examination to explore the significance of 'social/conduct' and 'realist/structuralist' clarifications for financial imbalances in wellbeing and to inspect the interrelationship between them. We utilized information from an overview among an example of the populace in the southeastern piece of the Netherlands. When examined independently, both conduct and underlying elements contributed considerably to noticed disparities in wellbeing. In a synchronous examination, the two gatherings of components had a considerable piece of their commitment in like manner. In our investigation, the aggregate (direct in addition to circuitous) commitment of underlying variables is bigger than that of social elements. Notwithstanding, due to, specifically, the cross-sectional character of the information, these examinations should not be viewed as the last answer with regards to the topic of the general commitment of social and underlying elements. All things being equal, they are a delineation of how their significance could be surveyed, producing the results of underlying conditions on the way of life into thought.

Contoyannis and Jones, (2004) considered this paper to foster a basic monetary model in which wellbeing is resolved (part of the way) by way of life, which relies upon inclinations, spending plan, and time requirements, and imperceptible attributes. We gauge a recursive exact detail comprising of a wellbeing creation work and decreased structures for the way of life conditions utilizing. We track down that resting soundly, working out, and no smoking in 1984 have emotionally beneficial outcomes on the likelihood of detailing brilliant or great SAH in 1991, and that these impacts are a lot bigger having represented endogeneity. The disappointment of epidemiological examinations to represent unnoticed heterogeneity can clarify their low gauges of the pertinence of way of life in the financial status–wellbeing relationship.

Ali and Ahmad, (2014) inspected this paper to explore the effect of food creation, school enlistment, expansion, populace development, per capita pay, and CO2 discharges. For analyzing (ARDL) slack methodology is utilized. The assessed results uncover that food creation, school enlistment has a positive and critical relationship with the future of the Sultanate of Oman. Then

again swelling and per capita, pay has a negative yet unimportant relationship. The outcomes show populace development has a negative and critical relationship.

Lorant et al., (2007) inspected this paper to survey whether a longitudinal change in financial variables influences the change of wretchedness level. In a planned associate examination utilizing the yearly Belgian Household Panel Survey (1992–1999), discouragement was evaluated utilizing the Global Depression Scale. Financial components were evaluated concerning the material way of life, training, business status and social connections. Results showed that a bringing down in material way of life between yearly waves was related with expansions in burdensome side effects and caseness of significant melancholy. Life conditions additionally impacted sadness. Stopping to live together with an accomplice expanded burdensome manifestations and caseness, and improvement in conditions decreased them; the adverse consequences were more grounded than the positive ones. The examination showed an unmistakable connection between deteriorating financial conditions and despondency.

Dvouletý and Lukeš, (2016) analyzed this paper to explore Self-Employment out of Unemployment: Do Self-Employment Policies Make a Positive Impact. They inspected 18 observational examinations distributed in the previous ten years that emphasize independent work out of joblessness and sum up the applied methodology, utilized information, factors, control gatherings and announced discoveries. Most investigations discover constructive outcomes of independent work approaches on the business status and individual pay of previous jobless people and expanded endurance paces of financed organizations. Then again, financed organizations fail to meet expectations standard ones. We underline that development can't be taken as a widely inclusive strategy objective. There are different objectives, for example, keeping up business-related abilities. We propose roads for future examination and strategy suggestions including correlation of impacts of different dynamic work market arrangements and considering neighborhood conditions.

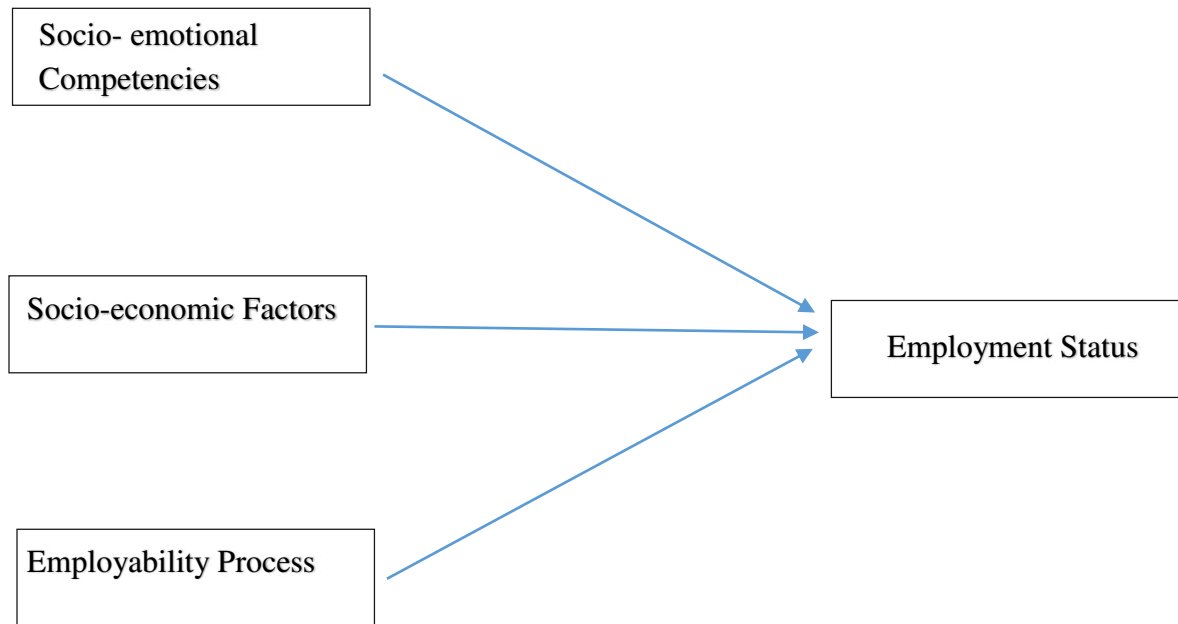
This paper by Le (1999) presents a survey of experimental investigations of independent work for the different work markets. Different speculations progressed in financial matters and social science literary works on independent work are tried. These incorporate the connection between administrative capacity and the affinity to act naturally utilized and the effect of monetary

limitations on section into independent work focused in financial models of business venture, and the connections between independent work decision and the idea of the work and gathering attributes (e.g., ethnic areas) pushed in sociological models of business. The proof shows that independent work results are altogether influenced by components like individual capacities, family foundation, word related status, liquidity requirements and ethnic territories.

The study by Tsutsumi, and Kawakami, (2004) surveys exact investigations of another word-related pressure model of exertion reward awkwardness at work to look at its legitimacy as a word-related pressure measure and the hypothesis-based mediation way to deal with word related pressure decrease. The exertion reward awkwardness model is substantial for showing an upsetting workplace that mirrors the current work market and predicts medical issues among a wide scope of working populaces. The distressing parts of work estimated by the exertion reward awkwardness model are not quite the same as those that appeared in the work request control model, and the unfriendly wellbeing impacts are free of one another, which proposes that the two models are reciprocal. The proof shows that it is effective to choose psychosomatic indications as short-range target results and debilitated leave as a medium-range target result of the hypothesis-based intercession.

Mason, Williams, and Cranmer, (2009) analyzed this paper and utilizes nitty-gritty data assembled at college division level, joined with graduate study information, to evaluate the effect of various types of employability abilities drive on graduate work market execution. We track down that organized work insight and manager inclusion in degree course plan and conveyance have clear constructive outcomes on the capacity of graduates to get work in 'graduate-level occupations. Notwithstanding, a proportion of departmental contribution in unequivocal educating and appraisal of employability abilities isn't fundamentally identified with work market execution.

## 2.4 Conceptual Model



## 3. Methodology

Research strategy is a planned process that how the exploration will be directed. These sections of methodology integrate the strategies and procedures associated with this exploration.

### 3.1 Research Purpose

There are three types:

- Exploratory
- Descriptive
- Explanatory

In this study explanatory research purpose is used because we are trying to identify the causes and effects of the phenomenon we are studying. Basically, explanatory research answers “why” questions.

## **3.2 Research Approach**

The three main approaches

- Quantitative research
- Qualitative research
- Pragmatic approach to research (mixed methods)

In this study quantitative research purpose is used because we are collecting and analyzing numerical data. Quantitative research is used to find patterns and averages, make predictions, test causal relationships, and generalize results to wider populations (Qazi et al., 2020).

## **3.3 Research Design**

In this study correlational research design is used as a correlational examination configuration estimates a connection between two factors without the scientist controlling both of them (Raza et al., 2021).

## **3.4 Sampling Technique**

In this study convenience sampling technique is used as it is a type of non-probability sampling method where the sample is taken from a group of people easy to contact or to reach (Raza et al., 2020).

## **3.5 Target Audience/Population**

We have targeted the graduates who aged between 22-45 and above in Karachi, Pakistan.

## **3.6 Sample Size**

250 participants are chosen as sample size in this research.

### **3.7 Statistical Technique**

To analyze the data, PLS-SEM will be used in the following study.

### **3.8 Questionnaire and Measurement Instrument**

The final instrument was developed based on the 5-Point Likert Scale and the current variables of the research was acquired from the crucial improvisations where the context of study to fit in it. The validity of the measurement instruments was done by the expert of the following research fields. The questions of the instruments were adapted from the previous studies.

### **3.9 Ethical Consideration**

We collected all the information from respondents voluntarily by questionnaire for our research and it won't harm any confidential information of any of our respondent. The identity of the participant remains unknown to the research team too. And we only assess the components which are relevant to our study and which we needed in our research.

## **4. Data Analysis**

### **4.1 DATA ANALYSIS**

The proposed research model was used to empirically analyze the data using the partial least squares structural equation modeling (PLS-SEM) technique, and Smart-PLS version 3 software was used to code the data and run the statistical analysis. PLS-SEM is known to be reliable in sample distribution and small sample size. We analyzed the correlation and covariance between CSR activities and their impact on brand attitude and preference. The evaluation was done in two steps. In the first step, a measurement model to establish the reliability and validity of the latent variables, that is, constructs were developed. In the second step, an assessment of the structural model to impute the relationship between the latent variables was performed (Ali et al., 2021; Raza et al., 2020).



## 4.2 Measurement Model

Usually, the measurement model is used to observe the extent of interrelationships and co-variation between the hidden construct. Schreiber et al., (2006). If Cronbach's alpha is more than 0.55 so the constructs will be considered reliable as suggested by (Tabachnick et al., 2007; Ali & Raza, 2017). Moreover, if composite reliability is more than 0.7 as suggested by (Nunnally, 1978) & (Raza et al., 2015) and average variance extracted is exceeding 0.5 as (Fornell & Larker 1981; Raza et al., 2021), suggested, then the study will pass the convergent reliability phase. As seen from the table the study has passed all these criteria as the Cronbach's alpha of all variables is above 0.55, whereas the value of compound reliability of items is also above 0.7 and these all variables have AVE greater than 0.5. This means that constructs are reliable for this study.

### 4.2.1. Convergent Validity

After accessing internal consistency, convergent validity was calculated for evaluating reflective indicators. For convergent validity, the outer loading and average variance extracted (AVE) of each item is above 0.70 and 0.50 respectively (Hair Jr et al., 2014; Qazi et al., 2020). According to the criteria discussed above, the results of this research are defensible (See table 4).

**Table 2 Measurement model results.**

Construct	Items	Loadings	Cronbach's $\alpha$	Composite reliability	AVE
SEC	SEC1	0.746	0.741	0.765	0.584
	SEC2	0.991			
	SEC3	0.873			
	SEC4	0.896			
	SEC5	0.811			
	SEC6	0.841			
	SEC7	0.732			
	SEC8	0.825			
	SEC9	0.746			
SEF	SEF1	0.959	0.891	0.710	0.620
	SEF2	0.835			
	SEF3	0.817			
	SEF4	0.775			
	SEF5	0.888			
EP	EP1	0.763	0.876	0.705	0.612
	EP2	0.743			
	EP3	0.982			

	EP4	0.957			
	EP5	0.928			
	EP6	0.906			
	EP7	0.869	0.973	0.746	0.857
	EP8	0.745			
	EP9	0.958			
	EP10	0.965			
	ES1	0.803			
	ES2	0.978			
	ES3	0.705			
	ES4	0.733			
<b>ES</b>	ES5	0.725	0.850	0.744	0.522
	ES6	0.821			
	ES7	0.729			
	ES8	0.850			
	ES9	0.867			
	ES10	0.751			

**NOTES:** BA= Brand Attitude, BP= Brand Preference, ECO= Economical Activities, ENV=Environmental, ETH= Ethical Activities

**Table 3: Summary Statistics**

<b>Correlation Matrix</b>				
	<b>SEC</b>	<b>SEF</b>	<b>EP</b>	<b>ES</b>
<b>SEC</b>	<b>0.841</b>			
<b>SEF</b>	0.589	<b>0.890</b>		
<b>EP</b>	0.586	0.491	<b>0.849</b>	
<b>ES</b>	0.587	0.491	0.397	<b>0.740</b>

**NOTES:** BA= Brand Attitude, BP= Brand Preference, ECO= Economical Activities, ENV=Environmental, ETH= Ethical Activities

In this table we can see that individual items in each construct have loaded in higher in their significant construct whereas the difference of cross-loading is also above the criteria which are suggested threshold is 0.5 described by Gefen & Straub (2005), it represents summary statistic the diagonal shows the square root of average variance extricated which provide us that each construct has correlation matrix.

#### 4.2.2. Discriminate Validity

The Discriminate Validity was estimated after joined legitimacy by using cross-stacking assessment and AVE, it addresses the square root AVE in inclining construction and fulfills the guideline, of Fornell and Larcker (1981). AVE should be higher than the connection b/w factors; exactly the same thing is occurred in Table 3 higher qualities are appearing in intense structure. It addressing that the techniques used in this examination are extraordinary, subsequently showing appropriate discriminant legitimacy.

**Table 4: Loadings and Cross Loadings**

	<b>SEC</b>	<b>SEF</b>	<b>EP</b>	<b>ES</b>
SEC1	<b>0.746</b>	-0.105	-0.337	0.168
SEC2	<b>0.991</b>	-0.396	0.517	0.393
SEC3	<b>0.873</b>	-0.844	0.191	0.124
SEC4	<b>0.896</b>	0.733	-0.681	0.342
SEC5	<b>0.811</b>	-0.196	0.598	-0.114
SEC6	<b>0.841</b>	-0.775	0.692	-0.454
SEC7	<b>0.732</b>	-0.423	-0.424	-0.219
SEC8	<b>0.825</b>	-0.717	-0.654	-0.423
SEC9	<b>0.746</b>	-0.438	-0.491	-0.717
SEF1	0.584	<b>0.959</b>	0.384	0.171
SEF2	0.788	<b>0.835</b>	0.887	0.479
SEF3	0.412	<b>0.817</b>	-0.454	0.264
SEF4	0.551	<b>0.775</b>	-0.194	0.146
SEF5	0.882	<b>0.888</b>	-0.423	0.370
EP1	-0.813	0.863	<b>0.763</b>	-0.542
EP2	-0.479	0.900	<b>0.743</b>	-0.114
EP3	-0.529	0.865	<b>0.982</b>	-0.454
EP4	-0.617	0.192	<b>0.957</b>	-0.219
EP5	0.790	-0.239	<b>0.928</b>	-0.423
EP6	0.267	-0.413	<b>0.906</b>	-0.167
EP7	-0.037	-0.264	<b>0.869</b>	0.171
EP8	-0.180	0.188	<b>0.745</b>	0.479
EP9	-0.465	0.350	<b>0.958</b>	0.264
EP10	0.133	-0.292	<b>0.965</b>	0.146
ES1	-0.392	-0.409	0.133	<b>0.803</b>
ES2	-0.854	-0.066	-0.392	<b>0.978</b>
ES3	-0.475	-0.454	-0.538	<b>0.705</b>
ES4	-0.958	-0.215	0.185	<b>0.733</b>
ES5	-0.538	-0.536	-0.539	<b>0.725</b>
ES6	-0.233	-0.293	-0.758	<b>0.821</b>
ES7	0.296	0.537	0.391	<b>0.729</b>
ES8	0.496	0.664	0.385	<b>0.850</b>
ES9	0.545	0.546	0.133	<b>0.867</b>
ES10	0.594	0.114	-0.392	<b>0.751</b>

**NOTES:** BA= Brand Attitude, BP= Brand Preference, ECO= Economical Activities, ENV=Environmental, ETH= Ethical Activities

In Table 4 we can see that outer loadings of variables are greater than inner loadings of correlation which indicates the cross-loading criteria which are greater than 0.8 (Henseler et al., 2015). The study fulfills these criteria as all values are greater than 0.8 of this study.

	SEC	SEF	EP	ES
SEC				
SEF	0.200			
EP	0.201	0.453		
ES	0.202	0.179	0.300	

**NOTES:** BA= Brand Attitude, BP= Brand Preference, ECO= Economical Activities, ENV=Environmental, ETH= Ethical Activities

In Table 5 we can see that the Heterotrait-Monotrait Ratio of correlation indicates that HTMT criteria which is not greater than 0.85. (Henseler et al., 2015, Raza et al., 2021). The study fulfills these criteria as all values are less than 0.85 of this study.

### 4.3 Structural Model

Structural Model has been used for analysis by investigating the standardized path. Standardized regression weight was used to analyze the value of every coefficient that is H3 is negative whereas all the other hypothesis that is H1, H2, and H4 are positive. One of the hypotheses was rejected and three of them were accepted.

**Table-6: Standardized regression weights for the research model**

Hypothesis	Regression Path	Effect type	SRW	P-Value	Remarks
<b>H1</b>	SEC -> EP	Direct effect	0.936	0.005	Supported
<b>H2</b>	SEF-> EP	Direct effect	2.407	0.011	Supported
<b>H3</b>	ES -> EP	Direct effect	0.022	0.006	Supported

### 4.4 Discussion

**H1:** The first part is describing the relationship between socio-emotional competencies and employment status, this study shows a relation between both variables which has a significant impact on employment status ( $P < 0.10$ ,  $\beta = 0.936$ ) which indicates that due to socio-emotional competencies the employment status will be increased. Numerous examinations demonstrate the

significance of enthusiastic skills for graduates to join up with occupations, for example, (Jameson et al., 2016). Thusly, social-enthusiastic ability can be named as a directed variable as depicted by Hair, (2017) that is, the variable that can change the strength of the connection or its course between two factors. Another study showed the impact of both passionate insight and intelligence quotient on the performance of graduates, which from the perspective of the workplace was defined as the ability to gain future employment.

**H2:** The second part is illustrating the socio-economic factor and employment status relationship, this study shows the relation between both variables which is a significant impact on employment status, ( $P < 0.05$ ,  $\beta = 2.407$ ) which referred that the employment status of employees is affected by the socio-economic factors, there is a significant relationship between socioeconomic factors and employment status. Harry et al. (2018) found that poor socio-economic status influences employability. This was confirmed by Pfau-Effinger, (2017) who stated that cultural values influence both women's decisions and economic considerations. Al-Mutairi et al. (2014) explored the importance of four primary groups of employability skills to the employer that impacts employment status: soft skills, graduates' knowledge; personal abilities; and team-working.

**H3:** The third part is describing the relationship between employment skills and employment status, this study shows the relation between both variables which are having a significant impact on employment status, ( $P < 0.01$ ,  $\beta = 0.022$ ) which indicates that if employment status is impacted by employee's skills, there is a significant relationship between employment skills and employment status. The employability skills and qualities that companies seek when selecting new employees are one of the learning outcomes. According to Branine, (2008) Higher education, however, does not guarantee the ability to secure employment, but rather serves to enhance employment chances as qualifications and skills enhance professional opportunities.

## **5. Conclusion**

### **5.1 Conclusion**

The target of this examination is to consider the effect of SEC, SEF, and EP on ES. What's more, to accumulate the information data was collected through questionnaires and then evaluated by partial least square equation model SMART PLS-SEM. According to this study SEC, SEF, and EP have an impact on both employed and unemployed employment status. These findings suggest a person's employment status is affected by these factors (SEC, SEF, and EP) and these are the key factors for unemployed, employed, or self-employed people can be useful to know that what can affect their employment status. The momentum research adds to the writing by tracking down that all factors are similarly viable because this study supports all three factors i.e (SEC, SEF, and EP), and shows their significant impact on Employment status. In the practical context, the following research will help the practitioners to implement these variables for better and responsive employee management.

### **5.2 Implications for Managers**

This study proved key dimensions of Socio-economic competencies, Socio-economic factors, and Employment skills in defining relationship with Employment status. In particular, this study assumed Employment Status of an employed, unemployed, and self-employed is affected by three major dimensions—SEC, SEF, and EP. Each measurement influenced the second-request build of Employment Status at an alternate level in the request for these three dimensions individually. Besides, this investigation gave a structure to clarify how the Employment status of a firm influenced the choices of people who are whether employed, unemployed or self-employed. This study can assist management to understand employee's behaviors or people who are unemployed, based on their perceptions of these three dimensions to establish their job management strategies appropriately. Findings from this study confirmed that socio-emotional competencies have less or no effect on self-employed and unemployed graduates. Whereas, SEC affects the employment status of employed people in the context of Pakistan. The overall finding is that Pakistani people consider these three factors and it has a significant impact on employment status. A firm can benefit from these findings by understanding what factors people consider when getting a job or getting hired and how they can satisfy and retain their employees. It can also benefit

managers in a way that what competency and employment skills they should be seeing in employees before hiring them on particular employment status.

### **5.3. Limitations / Future Recommendations**

This study analyzed how Socioeconomic competencies, Socioeconomic factors, and Employment skills influence Employment Status in the Pakistani industry. Results may not be generalizable to other industries without further study. In addition, the sample size was relatively small and does not accurately represent Pakistan's general population. Finance was one of the limitations if we would have enough resources we could have research outside of the city or country. Future research can consider using other approaches (e.g. projective techniques) to control such issues. Comparison studies of the factors (SEC, SEF, and EP) impacting employment status demonstrated by different companies (e.g. foreign employee vs local employees) or their effectiveness across different user groups in Pakistan could also be valuable for marketers. Universities can help graduates secure their employments through the help of this study.

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