

# A Comparison between Self-Report and Other-Rated Measurements of Perceived Employability in a Sample of Italian University Students

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**Abstract:** Theoretical Background - Research in the vocational and career field has chiefly adopted self-report to measure one's perceived employability (PE). However, many scholars have advocated using multi-source approaches that consider PE reported by significant others to minimise methodological issues. Goal. This study aims to provide evidence that two different rating sources of PE (i.e. self- vs other-rated) provide comparable information. In particular, we tested the self-PE – other-PE relationship and the relationship between PE and human capital indicators. Moreover, we examined the relationship between career management (i.e. career engagement) and PE. Methods We surveyed 341 university students. Each participant was asked to complete the variables' scales and involve a significant other (e.g. a relative or a study fellow) to respond to PE items. Results Self- and other-rated PE measurements were not related. Self- and other-rated PE showed different correlation patterns with relevant correlates, while only self-rated PE was revealed to be predicted by career engagement. Discussion The results warn about the adoption of other-ratings of employability, especially when the source used is not acquainted with the labour market. This has implications for research and practice about the involvement of family/friendship relationships in people's career development.

**Keywords:** perceived employability, university students, multi-source study

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