



Notice for the PhD Viva-Voce Examination

Mr Sony Varghese, Registration Number: 1980160, PhD Scholar at the School of Business and Management, CHRIST (Deemed to be University), Bangalore will defend his PhD thesis at the public viva-voce examination on Monday, 08 September 2025 at 3.00 pm in Room No. 044, Ground Floor, R & D Block, CHRIST (Deemed to be University), Bengaluru – 560029, Karnataka, India.

Title of the Thesis	:	The Role of Learnability Quotient and Spiritual Intelligence on Employability among the Educated in South India
Discipline	:	Management
External Examiner - I	:	Dr Manisha Sharma Professor School of Business Management NMIMS Deemed-to-be-University Mumbai - 400056 Maharashtra
External Examiner - II	:	Dr Reeves Wesley J Professor School of Business Vellore Institute of Technology Kelambakkam - Vandalur Road Chennai - 600127 Tamil Nadu
Supervisor	:	Dr Jain Mathew Professor School of Business and Management CHRIST (Deemed to be University) Bengaluru - 560029 Karnataka

The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Place: Bengaluru
Date: 03 September 2025

Registrar (Academics)

ABSTRACT

This research, titled “Role of Learnability Quotient and Spiritual Intelligence on Employability among the Educated in South India,” examines how Learnability Quotient (LQ) and Spiritual Intelligence (SI) influence employability. It addresses a key issue in India’s job market: despite higher educational qualifications, many individuals still struggle to find suitable employment. The study highlights LQ—the ability to learn and adapt continuously—as a vital skill to meet changing job market demands. It also explores SI, which includes critical thinking, personal meaning, and self-awareness, as a factor that may support both learning and employability. The research used a descriptive design and collected data from 663 individuals aged 18 to 35 across five South Indian states. A structured questionnaire was used to measure LQ (through a newly developed scale), SI (using the SISRI-24), and employability (using a validated skill assessment tool). The data were analyzed using non-parametric tests (Mann-Whitney U, Kruskal-Wallis, Kendall Tau) and Structural Equation Modelling (SEM) for model validation. The findings show significant relationships between LQ, SI, and employability. Factors like gender and age affect LQ and employability, while education level mainly influences employability. The study presents a framework showing how LQ and SI work together to affect employability. It suggests practical steps for educators and policymakers, including age- and gender-sensitive programs, skill-based curriculum reforms, and integrated approaches that promote both cognitive and spiritual development. This research contributes to improving employability outcomes and reducing the gap between education and job market needs in India.

Keywords: *Learnability Quotient (LQ), Spiritual Intelligence (SI) and Employability*

Publications:

1. **Varghese, S., Ravikumar, T., Mathew, J., & Sathiyaseelan, B. (2024).** Impact of learnability quotient on employability of students: Mediating role of spiritual intelligence. *International Research Journal of Management Studies*, 5(4), 1292–1302. <https://doi.org/10.47857/irjms.2024.v05i04.01833>
2. **Varghese, S. (2024, July 30).** Measurement scale of Learnability Quotient of adults in India [Literary/Dramatic work]. Copyright Registration No. L-152144/2024. CHRIST University.
3. **Varghese, S., Ravikumar, T., Mathew, J., & Sathiyaseelan, B. (2025, February 28).** *Learnability Quotient among educated individuals: A measurement scale* (Indian Patent Application No. 202541013906 A)