



**“Effective Recruitment Sourcing Methods Towards Employment
Outcomes In Malaysia Marine And Heavy Engineering”**

MUHAMMAD ZAKI BIN AHMAD ZAINI

20092442144

BACHELOR OF BUSINESS ADMINISTRATION (HONS)

HUMAN RESOURCE

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA BANDARAYA MELAKA

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BANDARAYA MELAKA**

“DECLARATION OF ORIGINAL WORK”

I, MUHAMMAD ZAKI BIN AHMAD ZAINI, (I/C Number: _____)

Hereby, declared that,

- This work has not previously been accepted in substances for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

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ABSTRACT

Muhammad Zaki Bin Ahmad Zaini

Effective Selection Methods towards Employment Outcomes in Malaysia Marine and Heavy Engineering

Employment outcomes is a hiring success of organization needed to run company production towards organization goals. If company can identify effective sourcing methods to hiring success employment outcomes, company can increase their productivity and so, will increase the company sales. This research was conducted to determine the relationship between sourcing methods (advertisements, headhunters, and career fairs) with employment outcomes. The main objective is to identify the most influential sourcing method towards employment outcomes. This research was investigated in a sample of 132 employees by using questionnaires. Result showed that the most influential method is advertisements. Recommendation for future research also has been discussed.

Keyword – Employment Outcomes, Sourcing Methods (Advertisements, Headhunters, Career Fairs)

Paper type – Research Paper

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