



**A STUDY ON THE FACTORS THAT INFLUENCE THE EMPLOYABILITY OF
FRESH GRADUATES IN MALAYSIA**

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ABSTRACT

In Malaysia, the rate of unemployment among fresh graduates is high since many graduates are found lacking of what are needed to acquire and maintain their jobs. The objective of this study is to determine the factors that influence the employability of fresh graduates in Malaysia.

The independent variables of this research consist of interpersonal skills and personality. They are 100 respondents from public and private companies in Gombak, Selangor. All independent variables show positive relationship towards the dependent variables.

This study refers to primary data for supporting the sampling technique. Meanwhile, the researchers used questionnaires as the method to collect all the data from the 100 respondents in completing the research objective. Plus, the data of this study, was analyzed and interpreted into readable and informative data through Reliability Analysis, Descriptive Analysis and Pearson's Correlation.

The result of the study shown in this research completely agrees that interpersonal skills and personality had influence employability of fresh graduates in Malaysia. In addition, personality are the most influence factor to employability of fresh graduates in Malaysia.

Keyword: Interpersonal skills, personality, Malaysia graduates.

CHAPTER 1

INTRODUCTION

1.0 CHAPTER OVERVIEW

This chapter will address the background of study, problem statement, and focus on the objectives and the research question in order to get full finding on this research. It is also as the overview and ideas why this study being conducted, and how significant of this study. It also shows the limitation that researchers have to face while conducting this study.

1.1 BACKGROUND OF STUDY

Employability is not just “one-off” preparation of work. Employability is defined as the ability to gain and maintain a job in a formal organization (Fugate, Kinicki, & Ashford 2004; Hillard & Pollard, 1998). It is important to be able to cope with change and to create and seize career opportunities after the initial entry into the world of work, so individuals need to develop the skills to manage their continuing career development, including transitions. The introduction of employability into the business environment has not only impacted on organizational career structures and employment, it has become a concern to the students nowadays (Fugate, Kinicki, & Ashford 2004; Hillard & Pollard, 1998).

Currently, unemployment among the graduates becomes an issue not only in Malaysia but also around the world. Unemployment occurs when a person who is actively searching for employment is unable to find work. Unemployment are classified into two which are the actively unemployed and inactively unemployed. According to The Department of Statistics Malaysia (2011) found that the unemployment rate in Malaysia had increased from 3.2% in 2007 to 3.7% in 2009. As reported by the Bernama (2014), on the 28 April 2014, the Malaysia’s unemployment rates remain stagnant at 3.3% in January 2014 from the same period last year.