UNIVERSITI TEKNOLOGI MARA

TECHNICAL REPORT

SELECTION OF EMPLOYEE AMONG HIGHER LEARNING INSTITUTION'S (HLIs) FRESH GRADUATES BY USING ANALYTIC HIERARCHY PROCESS (AHP)

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ABSTRACT

Fresh graduates have been wondering what are the criteria prioritized and demanded by public and private companies in hiring them as new employees. This has become a concern to the graduates knowing that there are graduates who failed to secure job. Firstly, this paper is intended to reveal the overall and natural results of what fresh graduates are looking for in the current period based on the six selected criteria for the employee selection and secondly, to recognize the quality ranking of students for each type of higher learning institutions (HLIs). The Analytical Hierarchy Process (AHP), a well-known process towards solving different decision-making problem, is used in this research. The results revealed that 'Communication Skill and Language Proficiency' is listed as the first criterion prioritized by firms and 'Student Involvement in Co-Curriculum' was the least selected in criteria ranking. Next, for the quality of HLIs, IPTA is ranked to be the top rank between HLIs while colleges are listed in the last place of the ranking. The study is hoped to be beneficial for fresh graduates, especially in preparing and enhancing the needed criteria to get hired and as guidelines for higher learning institutions in taking actions to improve the quality of their students regarding the related criteria.