



**ASIAN CONFERENCE
ON BUSINESS, ECONOMICS
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E - PROCEEDINGS ACBESS 2021



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The Effects of Human Capital Attributes on the Employability Readiness Among Engineering Graduates of the Higher Education Institutes in Oman

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Abstract: *The aim of this study is to investigate the effects of human capital attributes on the employability readiness of the engineering graduates of the Higher Education Institutes in Oman. The study adopted self-directed structured questionnaire which was distributed to a sample of engineering students and graduates from a number of colleges and universities. The study used structural equation modelling (SEM) to analyse the collected data. The findings of the statistical analysis of the study showed that Omani graduates signify professional ethics and morality, teamwork including respecting others, cooperating, negotiating, persuading, and contributing to discussions, Communication skills including listening and questioning, Capacity for lifelong learning including openness to new ideas, Creative thinking of the ability to develop and apply appropriate solutions, and Problem solving skills of the ability to analyse facts and situations as the top required skills of Readiness for Employability. Specifically, the findings of the study showed that the Human capital attributes factor has a high influence on the Readiness for Employability of the graduates in Oman. Finally, the study's implementations and recommendations could be transferred to the Gulf and Arab or other countries' contexts that have similar settings of HE systems and similar issues of skills gap and employability concern of their graduates.*

Key words: Human Capital Attributes, Employability Readiness, Engineering Graduates, High Education Institutes & Oman