



**PERCEIVED EMPLOYABILITY AMONG
UNDERGRADUATE STUDENTS AT
FACULTY OF BUSINESS AND MANAGEMENT,
UNIVERSITI TEKNOLOGI MARA (UiTM) PERLIS
BRANCH**

**NURUL JASMIN SOFHIA BINTI JAMALUDIN
2016340515**

**BACHELOR OF BUSINESS ADMINISTRATION WITH HONORS
(HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS AND MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
PERLIS**

JANUARY 2020

ACKNOWLEDGEMENT

Alhamdulillah, first of all I would like to thank Allah as finally I am able to finish this final year project in order to fulfil the course Industrial Training Project Paper (HRM672). I have put all of my efforts in completing this project. However, it would not have been possible without the support and help from many individuals. I would like to express my deepest appreciation to those who support and help me in completing this task.

A big thanks I address to my supervisor, Miss Zulaiha binti Ahmad for all of the guidance that I have received while completing this project. She gives her best explanation and guidance which makes me clear on what I should do. I also want to thanks my second supervisor, Dr. Ahmad Nizan bin Mat Noor for the guidance in completing this project. Without their guidance, I would not be able to provide this complete project properly.

A big thanks I address to my beloved friend that always stick together and also help me in completing this project even though they are also busy with their own project. Hope that all of our efforts will give a lot of benefits to us. I would like to express my deepest thanks to my parents for their support and encouragement. These are my source of strength and helped me to give my best in finishing this project.

Lastly, to those who had involved and contributed directly or indirectly to this assignment, I am very grateful to them for the effort and initiative that they have shown in our assignment until I have successfully completed my project.

ABSTRACT

Unemployment is a rising issue in Malaysia especially for the youth or in the other terms the fresh graduates. It is important for the undergraduate students to acquire several qualities in themselves in order to obtain a job. Therefore, the study of perceived employability is conducted in order to see the relationship of several factors which are self- efficacy, career adaptability, university reputation, labour market and also gender, that may affect the employability among business undergraduate students of Universiti Teknologi MARA (UiTM) Perlis branch..In this study, the researcher used convenience sampling in order to get the result among the respondents. 196 questionnaire have been distributed through hard copy for the students of semester of September 2019 and also have been distributed through Google Form platform for the students of the previous semsters. However, only 104 have returned and answered the questionnaire. The result showed that only university reputation have a significant relationship with the perceived employability while the other three factors which are the self- efficacy, career adaptability and also labour market have been rejected. Meanwhile, the gender did not have a significant difference with the perceived employability. The university should create a longer period of hours for practical training and also encourage more abroad industry to build a link with the university in order to enhance the perceived employability of the students. This study in the future can also focused on the different programmes and different university as well as the post graduate students in order to obtain a clear result on this topic.

Keywords: perceived employability, university, fresh graduates.

TABLE OF CONTENTS

ACKNOWLEDGEMENT

ABSTRACT

LIST OF TABLES vi

LIST OF FIGURES vii

CHAPTER 1: INTRODUCTION

| | | |
|-----|---------------------------------|---------|
| 1.0 | Introduction | 1 |
| 1.1 | Background of Study | 1 - 2 |
| 1.2 | Problem Statement | 3 - 5 |
| 1.3 | Research Questions | 6 |
| 1.4 | Research Objectives | 6 |
| 1.5 | Significance of Study | |
| | 1.5.1 Researcher | 7 |
| | 1.5.2 University | 7 |
| | 1.5.3 Future Research | 7 |
| 1.6 | Scope of Study | 7 - 8 |
| 1.7 | Limitation of Study | |
| | 1.7.1 Lack of cooperation | 8 |
| | 1.7.2 Difficult to find journal | 9 |
| | 1.7.3 Time constraint | 9 |
| 1.8 | Definition of Terms | 10 – 11 |

CHAPTER 2: LITERATURE REVIEW

| | | |
|-----|-------------------------|---------|
| 2.0 | Introduction | 12 |
| 2.1 | Perceived Employability | 12 - 15 |
| 2.2 | Self- Efficacy | 15 - 16 |
| 2.3 | Career Adaptability | 16 - 17 |
| 2.4 | University Reputation | 18 - 19 |
| 2.5 | Labour market | 19 - 20 |
| 2.6 | Gender | 21 - 22 |

CHAPTER 1:

INTRODUCTION

1.0 INTRODUCTION

In this chapter, it will discuss about the background of study, problem statement, research questions and research objectives, significance of study, scope of study, limitations of study and also the definition of terms.

1.1 BACKGROUND OF STUDY

Unemployment is a common and not a new issue in the world and also in Malaysia (Hossain, et. al., 2018). Another issue that are on rise these days is the unemployment of the youth especially after graduated from their colleges and universities (The Star, 2018). It is very difficult for the fresh graduates to obtain a proper job as the economic situations is not good. This issue should be resolved quickly as it may bring a negative consequences if there is no initiatives to settle the issue (The Star, 2018).

It is important for the fresh graduates to ensure that they acquire the quality of being suitable for paid work. Thus, the perceptions of the graduate regarding their employability should be analysed (Chow, Wong & Lim, 2019). This perception is known as perceived employability.

Perceived employability is also known as self- perceived employability (Rothwell, Herbert & Rothwell, 2008; Gunawan, Creed & Glendon, 2018), graduate employability (Pool et al., 2014; Gunawan, Creed & Glendon, 2018) and also as employability (Hillage & Pollard, 1998; Harvey, 2001; Knight & Yorke, 2004; van der Heijde & van der Heijden, 2005 ; van der Heijde, 2014; Gunawan, Creed & Glendon, 2018).