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# ACROSS BORDERS

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AN OVERVIEW OF ISSUES IN  
MANAGEMENT & BUSINESS / SCIENCE & TECHNOLOGY  
/ SOCIAL SCIENCE & HUMANITIES  
2009-2011

## PROJECT TEAM

Dr. Roaimah Hj. Omar  
Dr. David Loh Er Fu  
Nor Raihan Abu Bakar  
Siti Zuraina Gafar@Abd Ghaffar  
Muhamad Hanapi Khamis  
Siti Nurshahidah Sah Allam

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**Division of Research, Industrial Linkages & Alumni  
Universiti Teknologi MARA**

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# **PREFACE**

Across Borders is designed for use in knowledge development in various disciplines. It is written to accommodate the interest of academicians and industry. The compilation of research abstracts from different fields provides valuable information to assist the expansion of knowledge and development. It also serves as a reference for Universiti Teknologi MARA (UiTM) Melaka Campus and the Division of Research, Industrial Linkages & Alumni.

The compilation of proceeding abstracts includes 83 research abstracts that are divided into 3 sections according to their respective disciplines; Management and Business, Science and Technology, and Social Science and Humanities.

It is hoped that this book would inspire its readers to undertake further research in the specific fields or disciplines.

# ACKNOWLEDGEMENT

The project team of this Across Borders would like to express their deepest appreciation to all the researchers from the various faculties for their participation. Without their on-going contributions the book would not be possible. We are indebted to the Rector of Universiti Teknologi MARA (UiTM) Melaka Campus and the Division of Research, Industrial Linkages & Alumni for mooted the idea of having this book and getting the project started.

We would like to sincerely thank all our friends, colleagues, and acquaintances for their roles, direct and indirect contributions and invaluable support in the compilation of the 83 proceeding abstracts.

## **EMPLOYABILITY AND MOBILITY IN THE “NEW CAREER” WITH SEX AS THE MODERATOR**

Rachel Samuel

Roaimah Omar

### **ABSTRACT**

The “new career” is seen as moving away from the traditional career. Literature on career gives prominence to this area of study as new challenges are faced in terms of globalization and liberalization of the trade markets. The respondents were 152 Masters in Business Administration (MBA) graduates who have been employed for a minimum of three years after their MBA and are currently employed in the manufacturing or service sectors. Data were collected via questionnaires. The changes in the attitude of men towards physical mobility were obvious where they portrayed a stronger attitude towards keeping their current job than moving beyond boundaries. Career mobility in terms of external, functional and organizational mobility was more obvious after obtaining the MBA. Women portrayed a lower boundaried mindset compared to men in relation to mobility mindset and organizational preferences. In the light of future global trends, this study sheds some light for employees on the importance of employability in maintaining their current job and pursuing future options.

### **KEYWORDS**

New Career, Employability, Mobility, Boundaried Mindset, Boundaryless Mindset