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# Insights



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## RECTOR'S MESSAGE



Congratulations Faculty of Business and Management of Universiti Teknologi MARA Cawangan Kedah, Kampus Sungai Petani on the publication of the 6<sup>th</sup> Volume of FBM Insights!

I am very pleased to know that there are more than 40 authors and more emerging issues are being presented in this latest volume of FBM Insights. This portrays that UiTM Kedah Branch is actively involved in disseminating business related information and knowledge to the public.

I hope this bulletin can provide an opportunity for the Faculty of Business and Management staff to produce more academic materials and develop their skills in academic and creative writing. Furthermore, more initiatives should be launched to support this life-long process.

Again, well done to the Faculty of Business and Management and those who were involved directly and indirectly with the publishing of FBM Insights Vol.6. I wish FBM Insights all the best and continue to grow and move rapidly forward in the future.

**Prof. Dr. Roshima Haji Said**  
Rector  
Universiti Teknologi MARA (UiTM)  
Cawangan Kedah



السلام عليكم ورحمة الله وبركاته

Assalamualaikum warahmatullahi wabarakatuh

Welcome to the 6<sup>th</sup> Edition of FBM Insights 2022. This edition boasts 40 articles by the academics of Faculty of Business and Management UiTM Kedah Campus. The topics involved a broad range of business and management knowledge. Congratulations to all authors for your endless support and valuable contribution to the newsletter.

FBM Insights was mooted in 2020 and it came about with the intention to encourage and improve research writing activities among the lecturers of UiTM Kedah's Business and Management Faculty. As the editions progressed, the support from the academics has not faltered. I hope the support continues in editions to come.

I would like to congratulate the editors and the committee for the hard work and perseverance in managing the newsletter. All the best to everyone and thank you again.

**Dr. Yanti Aspha Ameira Mustapha**  
FBM Insights Advisor

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# **MALAYSIA: FACTORS INFLUENCING UNEMPLOYMENT AMONG GRADUATES**

Jamilah Laidin

Faculty of Business and Management, Universiti Teknologi MARA, Cawangan Kedah  
jamil138@uitm.edu.my

Nor Azira Ismail

Faculty of Business and Management, Universiti Teknologi MARA, Cawangan Kedah  
noraz788@uitm.edu.my

Shahiszan Ismail

Faculty of Business and Management, Universiti Teknologi MARA, Cawangan Kedah  
shahiszan157@uitm.edu.my

The COVID-19 outbreak has reduced global economic growth, boosted unemployment, and exacerbated poverty and hunger (United Nation, 2021). According to the International Labour Organisation (ILO), there will be 207 million unemployed people worldwide in 2022, which will be a 21 million increase over what it was in 2019. The ILO also estimates that the total number of hours worked globally in 2022 will be roughly 2 percent below its pre-pandemic level when adjusted for population growth, which corresponds to a deficit of 52 million full-time equivalent occupations (assuming a 48-hour workweek).

This pandemic will surely have an impact on the substantial population of young people who are jobless. The youth unemployment rate in 2021 was 17.89 percent, up 0.68 percent from the previous year. The majority of young people who are unemployed are graduate students. In Malaysia, the unemployment rate for new graduates for 2020 rose to 25 percent, up from 13.8 percent in 2019 (Consultant, 2021).

## **CONTRIBUTING FACTORS**

Here, two (2) main factors contribute to why graduates are unemployed in Malaysia. Firstly is because of job mismatch or qualification mismatch. According to Berlingieri & Erdsiek (2012), a job mismatch occurs when a worker has either a higher or lower degree of skills or qualifications than what is required to complete the job. Nowadays, young graduates struggle to find their first job, and the majority of them take jobs that do not match their expectations or qualifications. On the other hand, firms struggle to find the talent they need to fill open positions. There are huge gaps between the needs of businesses and the goals of education systems. A large number of graduates across many fields have been produced as a result of the expansion of higher education. But this expansion is imbalanced with labor market demand. Since there may be an imbalance between the supply of graduates and the demand in the labor market as higher education expands, the labor market should be monitored more attentively. For instance, Universiti Malaya (UM) canceled 20 of its academic programs after a review found that they were no longer relevant to the market demands and the economy's current situation. (Muhammad Yusri, 2022).

Second, there is a shortage of soft skills among graduates, which results in their inability to perform well in the workplace and poor employability skills. Employability skills are a collection of achievements, comprehensions, and personal qualities that reflect a person may be better able to deploy the desired job and succeed in their career choice (Nazron et al. 2017). Based on a survey conducted by the Central Bank of Malaysia in 2002, Malaysian graduates are less skilled than international graduates. Among the skills that Malaysian graduates are less skilled in: are technical expertise, problem-solving abilities, and communication abilities, particularly in the

English language. Later, Ranjit (2009) also discovers in his study there are 10 areas where Malaysian graduates are particularly lacking, including management, problem-solving, communication, leadership, creativity, critical thinking, proactiveness, self-confidence, and interaction skills. The majority of businesses believe that recent graduates are unprepared for the workplace (Abelha et al., 2020).

## CONCLUSION

The graduate student must be accountable for their own career path development to unlock their full potential. The graduates are therefore encouraged to take advantage of short-term training programs available to help them develop the abilities needed for employability skills. Meanwhile, businesses should choose people based on their abilities and morals, and they should offer employment possibilities for personal self-realization. Employers need to view employees' personal values as a competitive asset that supports their development on both a personal and professional level. Higher education institutions also should act as mediators among businesses, graduates and government by improving the quality of curricula of courses offered to meet the needs of employers.

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