

UNIVERSITI TEKNOLOGI MARA

**THE EMPLOYERS' AND STUDENTS'
PERSPECTIVES TOWARD THE GENERIC SKILLS
OF GRADUATES AS AN INDICATOR OF
WORK READINESS**

NORAZLIYATI YAHYA

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AUTHORS' DECLARATION

I declared that the work in this dissertation was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the result of my own work, unless otherwise indicated or acknowledges as referred work. This dissertation has not been submitted to any academic institution or non-academic institution for any degree or qualification.


I hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Teknologi MARA, regulating of my study and research.

Name of Students : **Norazliyati binti Yahya**

Student I.D. No. : **2009905123**

Program : **Master of Education (Educational Management and Leadership)**

Dissertation Title : **The Employers' and Students' Perspectives Toward The Generic Skills of Graduates As An Indicator of Work Readiness**

Signature : 

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ABSTRACT

This study examines the employers' and students' perspectives towards university graduates' work readiness as indicated by their generic skills. The specific objectives of the study are 1) to examine the perception of employers and students (science and social science based) towards generic skills required and displayed by fresh graduates; 2) to examine the perception of science and social science students towards generic skills being taught at the universities; 3) to identify the mismatch between employers' and students' perceptions (science and social science based) toward generic skills required in terms of level of priority; and 4) to determine the priority of generic skills in term of rank as perceived by employers and students (science and social science based). This study used simple random sampling and samples of this study consist of 33 employers and 107 students. The data were collected using an instrument in the form of a questionnaire and the data was analysed using descriptive statistic analysis. From the study, the findings revealed that graduates' generic skills were lower than the requirements of the employers and there were mismatches between the required generic skills as perceived by employers and students as found in Communication Skills, Critical Thinking and Problem Solving Skills, Leadership Skills and Lifelong Learning and Information Management. There were also mismatches between the generic skills being emphasised in the universities and generic skills displayed by graduates as perceived by employers and students as found in Teamwork Skills, Critical Thinking and Problem Solving Skills and Communication Skills. Further analysis revealed that there were also mismatches between employers' and students' perceptions toward generic skills required in terms of level of priority as found in Integrity and Professional Ethics, Critical Thinking and Problem Solving Skills, Teamwork Skills and Lifelong Learning and Information Management. The study suggested the rank of generic skills as perceived by employers in the final part of the analysis as an effort to improve the acquisition of generic skills amongst the students of higher education institutions. It is hoped that this study could provide significant insights and contribute to the improvement in the development and implementation of generic skills through the curriculum of the university in order to foster a better acquisition of generic skills among the university students.

ABSTRAK

Kajian ini menyelidik perspektif majikan dan pelajar terhadap kesediaan bekerja graduan seperti yang ditunjukkan melalui kemahiran insaniah mereka. Objektif khusus kajian ini adalah 1) mengkaji pandangan majikan dan pelajar (aliran sains dan sains sosial) terhadap kemahiran insaniah yang dikehendaki dan yang ditunjukkan oleh graduan baru; 2) mengkaji pandangan pelajar sains dan sains sosial terhadap kemahiran insaniah yang diajar di universiti; 3) mengenalpasti ketidaksepadanan di antara pandangan majikan dan pelajar (aliran sains dan sains sosial) terhadap kemahiran insaniah yang dikehendaki dari segi tahap keutamaan; 4) menentukan keutamaan kemahiran insaniah dari segi kedudukan mengikut pandangan majikan dan pelajar (aliran sains dan sains sosial). Kajian ini menggunakan persampelan rawak mudah dan sampel kajian ini terdiri daripada 33 orang majikan dan 107 orang pelajar. Data kajian dikumpulkan menggunakan instrumen berbentuk soalselidik dan data dianalisis menggunakan analisis statistik secara diskriptif. Dapatan kajian menunjukkan bahawa kemahiran insaniah graduan adalah lebih rendah daripada yang dikehendaki oleh majikan dan terdapat ketidaksepadanan di antara kemahiran insaniah yang dikehendaki mengikut pandangan majikan dan pelajar seperti yang didapati dalam Kemahiran Komunikasi, Kemahiran Berfikir secara Kritis dan Penyelesaian Masalah, Kemahiran Kepimpinan dan Pembelajaran Berterusan dan Pengurusan Maklumat. Terdapat juga ketidaksepadanan di antara kemahiran insaniah yang ditekankan di universiti dengan kemahiran insaniah yang ditunjukkan oleh graduan mengikut pandangan majikan dan pelajar seperti yang didapati dalam Kemahiran Berkerja dalam Kumpulan, Kemahiran Berfikir secara Kritis dan Penyelesaian Masalah dan Kemahiran Komunikasi. Kajian lebih lanjut menunjukkan terdapat lagi ketidaksepadanan di antara pandangan majikan dan pelajar terhadap kemahiran insaniah yang dikehendaki dari segi tahap keutamaan seperti yang didapati dalam Integriti dan Etika Profesional, Kemahiran Berfikir secara Kritis dan Penyelesaian Masalah, Kemahiran Berkerja dalam Kumpulan dan Pembelajaran Berterusan dan Pengurusan Maklumat. Kajian ini mencadangkan kedudukan kemahiran insaniah mengikut pandangan majikan dan pelajar pada bahagian akhir analisis sebagai suatu usaha untuk memperbaiki penguasaan kemahiran insaniah di kalangan pelajar institut pengajian tinggi. Adalah diharapkan kajian ini dapat menyediakan pandangan yang jelas dan menyumbang kepada penambahbaikan dalam pembangunan dan pelaksanaan kemahiran insaniah melalui kurikulum universiti untuk memupuk penguasaan kemahiran insaniah yang lebih baik di kalangan pelajar universiti.