

UNIVERSITI TEKNOLOGI MARA

**RELATIONSHIP BETWEEN HUMAN RESOURCE
MANAGEMENT (HRM) PRACTICES AND
EMPLOYABILITY AMONG UNIVERSITI
TEKNOLOGI MARA SPORTS GRADUATES**

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Research project is submitted in fulfilment of the requirement for
Bachelor of Sports Management (Hons.)

Faculty of Sports Science and Recreation

February 2022

AUTHOR'S DECLARATION

I declare that the work in this thesis was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the results of my own work, unless otherwise indicated or acknowledged as referenced work. This research has not been submitted to any other academic institutions or non-academic institution for any degree or qualification.

Hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for undergraduate, Universiti Teknologi MARA, regulating the conduct of my study and research.

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ABSTRACT

Currently, turnover intention has become an issue debated in Malaysia. It has become a worldwide issue due to the dissatisfaction with Human Resource Management (HRM) practices and employability skills of an individual in the organization. The objective of this study was to explore the level of HRM practices and employability as well as examining the relationship between HRM practices and employability among UiTM sports graduates. Besides, 370 UiTM sports graduates were used in carrying out this study. The data has been obtained through a questionnaire consisting of 26 items divided into five practices of HRM; recruitment and selection, training and development, reward, performance appraisal and participation and communication. Meanwhile, 20 items were used to measure employability. The data were analyzed using Pearson correlation. The findings show all practices of HRM were at a moderate level and the graduates' employability was at a high level. Besides, there is also a significant and moderate positive relationship between five practices of HRM and employability among UiTM sports graduates ($p = .00 < .05$). Therefore, understanding about HRM practices and employability enable graduates and organizations prepared with relevant practices and skills needed in achieving organizational goals.

Keywords: Human Resource Management (HRM) Practices, Employability, Sports Graduates

ACKNOWLEDGEMENT

Firstly, I would like to thank and praise Allah SWT for the precious time and opportunities that have been given to me in completing the research project successfully. My deep sense and gratitude are given to my supervisor, Puan Nur Dalilah binti Dahlan for the continuous encouragement, patience and valuable ideas in assisting me to complete the writing of this thesis.

My appreciation is also directed to my family especially my parents Hj. Safwan bin Hj. Ahmad and Hjh. Roszifah binti Othman who always educate and support me in completing this research project. Besides, a big thanks and appreciation to my friends that always assists me during the study.

Moreover, I would dedicate my thanks to the respondents who took part in the study for giving me cooperation and commitment in providing useful information. I highly appreciate and thanks also to lecturers of the Faculty of Sports Science and Recreation for guiding me. Lastly, thanks to everyone that contributes directly or indirectly to this study.

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