

**UNIVERSITI TEKNOLOGI MARA
FACULTY OF ADMINISTRATIVE SCIENCES AND POLICY
STUDIES**



**EMPLOYABILITY SKILLS BASED ON THE EMPLOYERS
PERCEPTION**

**MOHAMAD AMIRUL HAQQIM BIN SHOFIAN
2013868972
NURUL FAZREN BINTI KAMARUZZAMAN
2013653236**

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ABSTRACT

The main aim of this study was to identify the perception of employers concerning the employability skills needed in the job market. Other than that, the aim of this study was to identify the dominant graduate employability skills as perceived by employers and the differences between the perception of employers in public universities and the perception of employers in private universities regarding employability skills. Seven variables that make up employability skills based on past research were examined in this study. Data were collected through sets of questionnaires intended to see employers' perception on employability skills. The results of this study revealed that human skill is the most dominant skill perceived by the employers among the seven employability skills. Moreover, there is no significant difference between public and private universities regarding the employers' perception on employability skills. For recommendation, a similar study can be conducted by future researcher by comparing graduates' and employers' perception. Apart from that, a study with a larger scale can be conducted in the future to get an employers' perception as a whole.

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CHAPTER ONE

INTRODUCTION

1.1 Introduction

This chapter focuses the background of the study which is on the perceptions of the graduates regarding their employability skills. It also emphasizes on the perceptions of the employers regarding their demand on employability skills. Section 1.2 discusses the background of the study, Section 1.3 explains the problem statement and Section 1.4 states the research questions. Section 1.5 on the other hand states the research objectives and Section 1.6 is on the information regarding the scope of the study. In addition, Section 1.7 explains the significant of study and finally Section 1.8 is all about definition of terms and concept.

1.2 Background of the Study

Many fresh graduates do not equipped themselves with the required skills and this is lead to the problem for them to enter the world of work successfully. It is important for students to be taught in school on what they need to succeed (McCoy, 1991). The Malaysian Government had conducted a survey on the country's graduates and it was founded that nearly 60,000 graduates have no jobs due to little experience, poor English and communication skills and continued their studies with courses which are not demand by the job market nowadays (Malaysian Today, 2005).

Employability skills are the required skills to own, keep in order to be succeed on a job (Robinson, 2000). The opinion of the employers on what are employability skills is 'work readiness' and by that, skills possession, knowledge, attitudes and understanding that would make graduates able to productively contribute to the organization's objectives (Mason, Williams, & Crammer, 2006). On the other hand,

CHAPTER 2

LITERATURE REVIEW

2.1 Introduction

This chapter provides a review of the literature on employability skills on employers' perception and its association towards graduates' perception. Section 2.2 explains on employability skill. Section 2.2.1 explains on employer needs. Section 2.2.2 will reflect on the differential perception between employers and graduates with regards to employability skills. Section 2.3 will provide the conceptual framework. Finally, Section 2.4 identifies the hypothesis of the study.

2.2 Employability skills

The term employability can be understood as a set of achievements that contain skills, understanding and personal attributes that make an individual more likely to feel protected and be successful in his/her chosen occupation to the benefit of him/herself, the workforce, the community and the economy (Yorke & Knight, 2004). Enhancing employability skills of the graduates' is not a new topic and policy makers are still making plans to upsurge graduates' skills to meet the requirement of the current workforce. Higher education institutions are one of the key players in improving employability skill and it also becomes their duty to identify how they can boost skills of their "future employees". Employability skills is the capability of graduates to gain employment according to their educational standard. (Dearing, 1997). The major inspiration in joining university for the majority of students is not to study a particular subject in depth, but to develop their employment status (Stewart & Knowles, 2000).