

**EMPLOYABILITY SKILLS:  
ICT COMPETENCIES AMONG FRESH GRADUATES**



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## **5.0 Report**

### **5.1 Proposed Executive Summary**

Information and Communication Technologies (ICTs) have become ubiquitous with current and future social and organisational development. The role of these technologies in national development is undeniably significant. Malaysia now in its journey towards vision 2020 transforming to become a developed nation were as Malaysia has changed tremendously in term of technology development. Therefore, it also has change the nature of work with the use high level of technology to compete in the global market. Information and Communication Technology (ICT) is expected to pervade in all fields of studies, occupations and most important is the world of work. It is believe that ICT skills are expected to provide potential employers for the organizations, since employers are looking for employees that are computer literate. A graduate who is not equipped with required skills may find difficulty to obtain employment. ICT skills is namely as one of required dimension skills to retain a job.

In the education fields, preparing student for the job market depends heavily on the field in which students major. If they major in management, the university departments design a program of study related with their knowledge of management area accompanying theory and a good working knowledge of the majors' field of studies. Of course the program of study provide graduates with a mix of skills and competencies required by the market, but still the university need to provide more than knowledge of an academic subject area.

The main aim of this study is to identify the level of Information Communication and Technology (ICT) competencies among fresh graduates. ICT competency is one of the employability skills needed in part of academic qualification. This paper discussed the gap of ICT competencies and the growing need for the development of advanced ICT skills among university graduates. ICT competency is required as one of employability skills seek by employers in order to be successful in today's global economy. This is due to the increased changing trends which revolve around knowledge creation and information sharing. Therefore, a set of 300 structured questionnaires is distributed among the fresh graduates from different background of studies in Universiti Teknologi MARA Sarawak. The Data will be analyzed using SPSS (version 17.0). The findings were used to provide suggestions on training need analysis (TNA) in order to reduce ICT competency gap among graduates. The result shows that ICT competencies are a strong demand for current market and business trend now a days in order to provide

### **5.3 Introduction**

Malaysia has implement regional development strategies in order to diversification of the economic base that led to increased income, improved living standards, higher quality of life and main objective is to balanced development in all states as to reduced disparities between region. Sarawak Corridor of Renewable Energy or SCORE is one of Malaysia journey toward vision 2020 within the nation. This is the country initiative to developed nation, economic growth and as well as improving the quality of life for the people of Sarawak. Therefore, the changes demand in work skills has changed in term of technology development to compete in the global market. Information and Communication Technology (ICT) is expected to pervade in all fields of studies, occupations and most importantly, in the world of work. It is believed that ICT skills are expected to help provide potential employees for organizations, as employers are looking for workers who are computer literate.

Universiti Teknologi MARA or UiTM provide diversity of programmes especially for Bumiputra students. In the field of education, preparing students for the job market depends heavily on the areas in which students intend to specialize. If they major in management, the university departments would have designed a program of study related to their area of knowledge of with the accompanying theory, and a good working knowledge of the majors' field of studies. Even though the program of study provide graduates with a mix of skills and competency required by the market, the university still needs to provide more than mere knowledge of an academic subject area.

#### **5.4 Brief Literature Review**

Technological advances and the accelerated transfer of information, along with related computer knowledge, skills, and abilities, have been of paramount importance in an information rich society. Many changes have occurred in this arena, and these changes have been especially important to vocational and technical programs in supporting workforce development. Computers have been pervasive in the work place, and in the home. The changes have shown how important such technologies have become in our daily lives. The technologies are important not only for people in the computer science field, but also for those who long a better quality of life.

Employability may be defined as: *'A set of skills, knowledge and personal attributes that makes an individual more likely to secure and be successful in their chosen occupation(s) to the benefit of themselves, the workforce, the community and the economy.'* (Yorke, 2006).

According to Sherer and Eadie (1987), "It encompasses the skills, knowledge and competencies that enhance a worker's ability to secure and retain a job, progress at work and cope with change, secure another job if he/she so wishes or has been laid off and enter more easily into the labour market at different periods of the life cycle. Individuals are most employable when they have broad-based education and training, basic and portable high-level skills, including teamwork, problem solving, information and communications technology (ICT) and communication and language skills. This combination of skills enables them to adapt to changes in the world of work."

Derek Stephens and Yvonne Hamblin (2006) also defined employability skills as the skills required to meet emerging employment trends and these are perceived by the agencies to be online skills, basic skills, research skills, awareness of legislation, web development, record management, application of IT within an organization, awareness of the library and information sector as whole.

According to the *Oxford English Dictionary*, "skill is a kind of knowledge". Roos and Trieman, 1980 define that the terms skills are common sense, but do not seem to be a useful definition for empirical work. The requirements for the definition of skill are measurability in relation to technological change. Skill is here defined as a set of required functions in each occupation. Related to the technological changes, there are