



EMPLOYER PERCEPTION OF EMPLOYABILITY AMONG FRESH GRADUATES

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ABSTRACT

Understanding about what is needed for the fresh graduate to know what the employers seek from them is what this study all about. Over the past twenty years, employability has become very important factor to most organization today. Most of the employers is looking for the recruit with high employability skill in order to help them to reach the organization goal. That is why, employability become one of the most valuable skill that is needed in fresh graduate nowadays.

The purpose of this study is to assess the relationship between high potential employee, work experience, and managerial capabilities with employers' perception on employability among fresh graduate. In addition, this study also aims to identify which type of variables is most likely to affect the perception of the employers. This study is a survey based on questionnaires as a means of data collection. The data is collected from the 150 respondents who may be derived from a population of 450 elements. Sample selection is based on convenience method. The data collected were subsequently evaluated using the Statistical Package for Social Science (SPSS) Version 21. Using SPSS, various tests were consolidated such as reliability analysis, frequency distribution, descriptive analysis, Pearson correlation analysis and multiple regression. The results showed that the leadership style included transformational leadership, transactional leadership, and transformational-transactional leadership style related to employee perceived on safety climate.

KEYWORDS: Employability, High potential employee, working experience, managerial capability

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