

ABSTRAK

Pembangunan sumber manusia adalah penting dalam konteks negeri Sarawak untuk mencapai sebuah negeri maju menjelang tahun 2030. Justeru, kajian ini bertujuan meneroka tentang kebolehpasaran lepasan Sekolah Menengah Teknik (SMT) dari perspektif pekerja industri dan majikan di negeri Sarawak. Terdapat lima objektif dalam kajian ini, iaitu untuk meneroka tentang kebolehpasaran lepasan SMT dalam aspek kemahiran kebolehpasaran, kelayakan akademik, kompetensi dan sifat peribadi serta isu-isu kebolehpasaran dari perspektif pekerja industri dan majikan di Sarawak. Kajian ini melibatkan 18 orang informan yang terdiri daripada 12 orang pekerja industri dan enam (6) orang majikan. Data kajian kualitatif ini dikumpul dengan menggunakan temu bual separa berstruktur. Transkrip temu bual telah dianalisis dengan menggunakan kaedah analisis kandungan. Dapatan kajian ini menunjukkan bahawa lepasan SMT perlu melengkapkan diri dengan kemahiran kebolehpasaran, kelayakan akademik, kompetensi dan sifat peribadi yang menyumbang kepada kebolehpasaran mereka serta peka terhadap isu-isu kebolehpasaran di industri. Kajian ini juga telah membincangkan beberapa implikasi kajian terhadap pelbagai pihak yang berkepentingan. Dalam pada itu, beberapa cadangan untuk kajian masa hadapan juga telah dibincangkan. Hasil daripada kajian kebolehpasaran ini dapat memanfaatkan bakal pekerja industri, khususnya lepasan SMT yang akan berkecimpung dalam bidang pekerjaan supaya mereka lebih bersedia seawal usia persekolahan sebelum memasuki pasaran kerja dalam aspek-aspek seperti kemahiran kebolehpasaran, kelayakan akademik, kompetensi, sifat peribadi dan peka terhadap isu-isu yang berkaitan dengan kebolehpasaran di industri.

Kata kunci: Kebolehpasaran, lepasan SMT, pekerja industri, majikan

The Employability of Technical Secondary School Leavers from the Perspectives of Industrial Workers and Employers in Sarawak

ABSTRACT

Human resource development is important in the context of the state of Sarawak in order to achieve a developed state by the year 2030. This study aims to explore about the employability of technical secondary school (SMT) leavers from the perspectives of industrial workers and employers in the state of Sarawak. There are five objectives in this study, namely to explore the employability of SMT leavers on the employability skills, academic qualifications, competencies and personal traits as well as employability issues from the perspective of industrial workers and employers in Sarawak. This study involved 18 informants consisting of 12 industrial workers and six (6) employers. The data of this qualitative study were collected by using semi-structured interview. Interview transcripts were analyzed using content analysis method. The findings of the study showed that SMT graduates need to equip themselves with employability skills, academic qualifications, competencies and personal traits that contribute to their employability and be aware of the employability issues in the industry. This study has also discussed about some of the implications of the study to various stakeholders. In the meantime, some suggestions for future studies have also been discussed. The results of this employability study can benefit prospective industrial workers especially SMT leavers who will be in the field of employment so that they are better prepared well ahead before they enter the workforce in terms of employability skills, academic qualifications, competencies, personal traits and be sensitive towards the issues related to employability in the industry.

Keywords: *Employability, SMT leaver, industrial worker, employer*