



THE EMPLOYABILITY SKILLS PERFORMANCE OF BUSINESS GRADUATES IN MALAYSIA: DO EMPLOYERS, GRADUATES AND ACADEMICIANS SPEAK THE SAME LANGUAGE?



 **Erni Tanius¹⁺**
Husna bt Johari²
Astri Yulia³
Heng Chin Siong⁴
Khairul Hanim Pazim⁵

¹*Faculty of Business and Accounting, Universiti Selangor, Shah Alam, Selangor, Malaysia*
Email: ernitanius@unisel.edu.my

²*Collage of Business, University Utara Malaysia, Kedah, Malaysia*
Email: husna@uum.edu.my

³*Faculty Education and Social Science, University Selangor, Berjuntai Bestari, Selangor, Malaysia*
Email: dr.astri@unisel.edu.my

⁴*Department of Human Resource Development, University Malaysia Sarawak, Malaysia*
Email: cscheng@fcs.unimas.my

⁵*School of Business & Economics, University Malaysia Sabah, Sabah, Malaysia*
Email: k_hanim@ums.edu.my



(+ Corresponding author)

ABSTRACT

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Employability skills may implicate and reflect the employment opportunity especially among the new graduates. This study aims to compare the performance of employability skills among new business graduates in Malaysia base on stakeholder perceptions; they are the employer, academician and new graduate. Besides, is to identify if there is any significant difference between their opinions. Three sets of questionnaires were established to evaluate employability skills; they are basic, applied, interpersonal and 21st-century skills. The result revealed that stakeholders rated the performance of new graduate high and interpersonal skill is the most performed. The result also revealed that they speak in a different language in which specific skills is the most important than the others. Accordingly, recommendations and limitations highlighted in this study.

Contribution/ Originality: This study contributes to the existing literature that provides practical evidence on the role of employers, academicians, and graduates in the employment opportunity. Besides, to offer the stakeholders some clear picture on current employability skills gap that links directly to the performance and sustainability of organization and country as the whole.

1. INTRODUCTION

Malaysia embarked on a Transformation Nasional 50 (TN50), aims to become a Top 20 nation by the year 2050. To realize this vision, Malaysia needs to attract high-quality investments that would create more high-paying, high skilled jobs for the local workforce. The quality of the workforce needs to increase otherwise the