

4.4 Objective 2:- To identify perception of business' students on their employment readiness skills.

This discussion will be base on four skill, they are basic skill, applied/technical skills/interpersonal skills and 21st century skills.

Table 4 shows that mainly respondents ready for their basic skills, they also said their active listener (M= 4.26) followed by their excellent in sharing of ideas in various mediums, finally respondents said their able to interpret meaning of text in job manual M=4.2), the least of readiness skill is in expressing an idea in writing. The detail is in table 4.

Table 4: Descriptive Frequency Basic Skill

No	Question	Mean	Standard Deviation
1	I'm able to interpret meaning of a text in job manual	4.2000	.65739
2	I'm good expressing an idea in writing	3.7900	1.06846
3	I'm able to speak clearly and concisely	4.1000	.95633
4	I'm an active listener	4.2600	.95233
5	I'm able to locate information easily	4.1700	.73744
6	I'm able to find solution for complex issues	4.0900	.96777
7	I'm excellent in sharing of ideas in various mediums	4.2550	.80823

Similar with basic skill, mainly majority of respondent said their ready for applied/technical skill with the main skill that they were ready are: respondent said they are able to work independently (M=4.41); work with a diversity of people (M=4.25); and their ability to create new way of doing something (M=4.25) and the least is to lead a group of people (M=3.97) as shown in table 5.

Table 4: Descriptive Frequency Applied/Technical Skill

No	Question	Mean	Standard Deviation
1	I'm able to work with a diversity of people	4.2500	.74179
2	I know how to use suitable technology for task given	4.2000	.86820
3	I'm able to lead a group of people	3.9700	.93459
4	I'm able to create new way of doing something	4.2450	.87682
5	I'm able to work independently	4.4100	.75814
6	I'm punctuality person	4.1800	.79420
7	I'm responsible with my action	4.3400	.71902
8	I'm excellent in software and hardware of a computer	4.1000	.76349

On the areas of interpersonal skill, again respondents said they are ready as shown in table 5, they indicate that they are able to cooperate with their working partner (M 4.42), the second one; they have ability to motivate other during social interaction (M 4.395) and finally their ability in adapting various environment condition (M 4.38). The less readiness are the ability to follow in a task instruction given and in identifying and choosing alternative solution in an organization (M 4.21). The details is in table 5.

Table 5: Descriptive Frequency Interpersonal Skill

No	Question	Mean	Standard Deviation
1	I have ability to influence others	4.2550	.71592
2	I'm able to follow in a task instruction given	4.2100	.78035
3	I'm able adapting in a various environment condition	4.3800	.79925
4	I'm have ability to motivate other during social interaction	4.3950	.65661
5	I able to cooperate with my working partner	4.4200	.66014
6	I'm able to communicate with the correct tone with individuals	4.2550	.78936
7	I'm able to identify and choosing alternative solution in an organization	4.2100	.73389

21st Century Skill

As overall respondent perceived that they are ready for 21st century skills. Table 6 shows that the ability to come up with new ideas from a different angle to solve a problem is their main readiness (M 4.37); intelligence and a general aptitude to learn (M 4.284) and they able to contribute to the organization's commercial success (M 4.275). The least is the ability to work team and communicate with diverse kinds of people (M 4.14).

Table 6: Descriptive Frequency 21st Century Skill

No	Question	Mean	Standard Deviation
1	I have knowledge and skill to solve occupational specific problem.	4.2650	.65338
2	I'm able to work team and communicate with diverse kinds of people	4.1400	.91903
3	I'm able to contribute to the organization's commercial success	4.2750	.85029
4	I'm able to come up with new ideas from a different angle to solve a problem	4.3700	.78497
5	I'm able to commitment with organizational strategy and processes	4.2600	.69629
6	I'm intelligence and a general aptitude to learn.	4.2850	.87614

5. Conclusion

As the conclusion, majority of respondents claimed that their ready for employment skill especially in term of listening skill, lifelong learning and good self-direction, teamwork and collaboration and finally in their ability to come up with new ideas and to approach problems from a different angle.

Even though majority of respondent said their ready for employment but further study is still needed because this study only concentrate to a program in a private higher institution, therefore the perception is only from the small group. Future study should include more programs and more higher learning institution (public and private) hence, we will get more accurate perception. It is also suggest that the main stakeholder in education, government, student and higher learning institution collaborate to enhance the job readiness among graduates in Malaysia. The government should

prioritise the agenda of improving the quality standard and to make sure higher learning institution offers courses that base on employer need for current and future employment. For the higher learning institute, they should work together with employer to make sure there are matching between syllabus and employer needs, and reduce the skills mismatch and unemployment rate.

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Author Profile

Erni Tanius received B.A in Economic from Universiti Kebangsaan Malaysia and MSc in Human Resource Development from Universiti PUTRA Malaysia in 1986 and 1996. She has more than 25 years experienced mainly as human resource practices before joined as a academician in 2003. Currently she serves as a lecture at Universiti Selangor, Malaysia.

