

An Empirical Study of Graduates' Attributes, Graduates' Skills, Job Mismatch, and Unrealistic Salaries as Unemployment Factors Among Malaysian Graduates

Nur Fatin Izzati Jeffri

Department of Postgraduate and Professional Studies,
Faculty of Business and Management, Universiti Teknologi
MARARA, Shah Alam, Selangor, Malaysia

Ramita Abdul Rahim

Corresponding Author

ramita@uitm.edu.my

Department of Technology and Supply Chain Management Studies. Faculty of Business and Management, Universiti Teknologi MARA Puncak Alam Campus, Selangor, Malaysia and Institute of Continuing Education & Professional Studies (iCEPS) Level 2, UiTM-MTDC Technopreneur Centre, Universiti Teknologi MARA (UiTM) 40450 Shah Alam, Selangor, Malaysia

ABSTRACT

Malaysian graduates today face challenges and struggles in the employment market. For the past few years, the unemployment problem has gotten worse. The rising unemployment rate is a serious issue since it could harm Malaysia's educational system's reputation and, as a result, cause some employers to lack confidence in the capabilities of our local graduates. Malaysian universities produce a large number of graduates, but an amazingly small percentage of those graduates find gainful employment. This problem develops when graduates seek to succeed in their academic achievements rather than practicing and cultivating traits within themselves. Employers today prefer graduates with working experience. Graduates who are selective about getting a job with a high salary do not fit the requirements for employment. So, it is crucial to address the issue's underlying cause immediately. This study is to determine the relationship between graduates' attributes, graduates' skills, job mismatch, unrealistic salaries, and unemployment among Malaysian graduates. This study used a self-administered questionnaire that was distributed among alumni of a public university. The sampling technique used was purposive sampling. The sample size was determined by G*Power analysis. Data was analyzed by multiple regression analysis using SPSS version 26.0 as a tool to examine the relationship for each variable. The findings of this study reveal that there is a positive relationship between the four factors that contribute to unemployment among Malaysians, and the most important factor contributing to unemployment is graduates' attributes. The findings have suggested significant factors to improve for graduates, parents, a body of government, education institutions, as well as the industry sector.

Keywords: Graduates' Attributes, Graduates' Skills, Job Mismatch, Unrealistic Salaries, Unemployment, Malaysia

INTRODUCTION

Unemployment is one of the global issues that currently occur around the world, and this situation involves Malaysian graduates aged between 18 and 30 years old and above. According to [1], as long as a person is actively participating in the labour market, they may eventually lose their job. Therefore, if the issue of unemployment among graduates is not fixed, it will inevitably contribute to the issues of the unemployed graduates, the nation, society, and even the entire country. Additionally, if the nation's unemployment rate increases, turbulence and protests will spread across the country and also threaten trade. Thus, graduates who have experienced long-term unemployment might experience severe trauma and low self-esteem. It is because the longer they are unemployed, the more pressure society and their family may put on them. Other than that, the biggest challenge of being unemployed is that graduates could start thinking negatively about the littlest things and feel like they are useless.

In addition, unemployment is one of the most prominent challenges facing graduates of higher education institutions. It is because most of the graduates are unemployed when they complete their studies, and no job openings are offered to them. Unemployment locks people in poverty, which makes them less able to generate economic growth in the future as they lose skills and become unemployable. Due to the movement control order (MCO), some firms have difficulties paying their workers' salaries. Additionally, the firm also needs to reduce its operational costs, which will lead to a staff reduction and might stop the creation of new employment opportunities. Consequently, this pandemic made the economy worse and increased the number of unemployed people in Malaysia. According to [2], the continuous operation of all business activities contributed to a further improvement in the state of the Malaysian labour market, which in turn increased demand for both goods and services as well as employment, bringing the country's unemployment rate down to 3.7% in July 2022 from 3.8% the previous month. Therefore, each university in Malaysia, such as Universiti Teknologi MARA (UiTM), Universiti Pendidikan Sultan Idris (UPSI), Universiti Kebangsaan Malaysia (UKM), and many more, will produce many graduates when they have completed their studies at the university, but the Department of Statistics Malaysia (DOSM) revealed that the percentage of graduates getting jobs after graduation is still lower.

On the other hand, most Malaysian graduates demand a high salary or benefits, have weak attitudes or personalities, and have a poor command of the English language. Besides, they are also too choosy about the job or company to apply, and this will cause them to be unemployed [3]. There are five reasons why Malaysian graduates are not employed by the company, which are: lack of industrial training, lack of problem-solving skills, poor English language skills, job-hopping, and lack of confidence. Meanwhile, [4] article proves in his article that salary, pickiness, and bad attitudes are not the reasons for Malaysian graduates being unemployed, but the backgrounds of the unemployed graduates themselves are. Besides, poor actuarial planning for job demands, standards, and controls with higher education paths is one of the main causes of unemployment among graduates of higher education institutions. Additionally, the other prominent causes of unemployment are the incompatibility of graduate knowledge and skills with the needs and requirements of the labour market, as well as the inconsistency of educational policy with the needs of economic growth. According to the article [5], it stated that

the unemployment rate around the country is a lagging indicator, which meant that it responds to changing economic conditions rather than influencing or predicting them. It shows that when the economy grows at a healthy rate, the job market is overflowing and the unemployment rate in the country will drop. Therefore, the purpose of the current study is to examine the relationship between graduates' attributes, graduates' skills, job mismatch, and unrealistic salaries during unemployment. Besides, the researcher also wants to identify which factors are most contributing to unemployment among Malaysian graduates located in the Klang Valley.

LITERATURE REVIEW

Graduates' Attributes and Unemployment

Employers have the opinion that students are too concentrated on their academic results to the point where they are less able to practise the skills, which is supported by a study by [9]. Besides, focusing more on extracurricular activities and academic subjects is considerably more crucial for obtaining a future job than developing positive character traits. The study was also supported by [17], where there are some situations where graduates have trouble adapting their skills to the workplace. Although it is thought that graduates without strong qualities may have trouble finding employment in the future, this is not the most crucial quality for the sector. Meanwhile, the article Unemployment Crisis among Fresh Graduates shows a statistically significant relationship between the candidate's attributes and economic instability. This study was conducted concurrently with the [18] study, which showed that certain job candidates are picky about where they work. Therefore, based on the discussion above, this study has formulated the following hypothesis:

- H1: There is a relationship between graduates' attributes and unemployment among Malaysian graduates.

Graduates' Skills and Unemployment

Nowadays, graduates are more focused on achieving good academic achievement than practically preparing themselves, which is the main factor in unemployment and a lack of soft skills among them [19]. This finding showed a positive relationship between a lack of skills and unemployment. Next, graduate's ability to find employment has also proven to depend on their technical and employability abilities. However, graduates cannot secure employment based on employability skills alone. Besides, there are five important soft skill criteria required by employers in the workplace, such as communication skills, teamwork, decision-making and problem-solving, creative and critical thinking, and programme and project management skills [15]. From the results of the study, it can be concluded that all the soft skills criteria given are important and necessary for the employer in the search for the current workforce, and a graduate with technical skills without sufficient soft skills will not get a job. Since employability skills are one of the factors of employment, career possibilities nowadays are extremely limited and have become more competitive for graduates. Thus, it shows that there is a relationship between a lack of skills and unemployment. Additionally, in South Africa, a serious problem in the training and education system is graduate unemployment, which is a concern due to a lack of skills [20]. The finding confirmed the positive relationship between a lack of skills and unemployment. Therefore, based on the previous study, this study has formulated the following hypotheses:

- H2: There is a relationship between graduates' skills and unemployment among Malaysian graduates.

Job Mismatch and Unemployment

The difficulty for graduates to understand a field of work that is outside of their field of qualification makes job mismatch another factor that contributes to unemployment among Malaysian graduates. For example, an engineering graduate who joins a financial organisation would need more time to become proficient in the role; as a result, this mismatch hinders their capacity to stay in that position. The statement was supported by [7], which in the study shows there is a positive relationship between job mismatch and unemployment among graduates due to job unavailability and the need for income. Similarly, in a previous study, the findings showed that job mismatch and unemployment have a positive relationship when most of the participants strongly agreed that not many skills were required in the market and there was an imbalance between skill demand and skill supply. In addition, the graduates who hold the greatest knowledge and skills in their field get hired first [6]. There is a strong correlation between graduate unemployment and job mismatch. The result shows that the graduates' experience difficulties at work because it is common for them to accept positions with core competencies unrelated to their educational background. Therefore, based on the discussion above, this study has formulated the following hypotheses:

- H3: There is a relationship between job mismatch and unemployment among Malaysian graduates.

Unrealistic Salaries and Unemployment

According to the recent survey done by [10], the claim by employers that graduates often ask for unrealistic salaries turned out to be unfounded. Instead, [11] said that the survey shows that half of the unemployed degree holders and two-thirds of the unemployed diploma holders expected salaries of less than RM 2,500 and RM 2,000, respectively. According to a survey conducted by JobStreet.com in October 2011 with 571 human resource professionals, the biggest cause of recent graduates' unemployment was their irrational demand for high pay and employment benefits. The result revealed that an unrealistic salary is significantly related to unemployment among graduates. This statement was supported by [21], who showed that most candidates always seek out positions with a higher salary, and this can cause them to be unemployed. Additionally, graduates nowadays are desperate to seek jobs due to the limited supply. So, if there are any job offers with salaries lower than they should be, most graduates would accept them to survive in the current economy. The salary mostly depends on the firm since the demand is greater than the supply. However, some firms are taking advantage of this situation by offering lower salaries. Therefore, based on the discussion above, this study has formulated the following hypotheses:

- H4: There is a relationship between unrealistic salaries and unemployment among Malaysian graduates.

RESEARCH METHODOLOGY

The research design that was applied to this study is a correlational study. Data collection was performed among unemployed Malaysian graduates located in the Klang Valley who had graduated from public universities and experienced unemployment for at least six months from the date they completed their studies. The sampling technique that has been used is the non-probability technique, which is a purposive sampling technique. This study used the purposive sampling technique because the researcher was able to discover and choose participants who had knowledge about or experience with the issue or phenomenon under study. This study used G*Power analysis to identify the total sample size, which has been determined to be 129.

However, this study has successfully collected 155 responses for data analysis. The unit of analysis for this study is the individual. The questionnaire was adapted from a past research study and consists of six sections, namely Section A, Section B, Section C, Section D, Section E, and Section F, and was validated by an expert. The instrument validation process can help to gain accurate results from the findings, which can provide precise answers to the research question. The researcher distributed the questionnaires by using a link from a Google Form. Each questionnaire was attached to a cover letter indicating the objectives of this study as well as the assurance of the confidentiality of the responses. The cover letter is attached to the first page of the questionnaires as an introduction to the research. A pilot study has been conducted, and online questionnaires have been distributed to 34 respondents after the necessary amendments and corrections were made based on the previous content validity. Based on the Cronbach's alpha for the pilot study, it shows the strength of association for all the items is good or very good where the Cronbach's alpha is > 0.7 [12] for each of the sections, including dependent variables and independent variables for this study.

FINDING AND ANALYSIS

The greatest predictor of an outcome among a group of factors can be determined using multiple regression analysis by running SPSS 26.0. Additionally, multiple regression analysis was employed to clarify whether there was a significant relationship between the study's variables. In this study, the researcher used multiple regression analysis to explore the relationship between graduates' attributes, graduates' skills, job mismatch, and unrealistic salaries towards unemployment.

Respondent's Profile

Table 1 illustrates the demographic profile of respondents. The findings show the majority of the respondents were female, which was 125 (80.6%). Meanwhile, there were only 30 (19.4%) males. The next findings show the majority of the respondents were from the young age group, which ranges in age from 24 to 26 years old (63.2%), followed by 21 to 23 years old (20.0%), 18 to 20 years old (7.7%), 27 to 29 years old (4.5%), and above 30 years old (4.5%). The qualification of the respondent showed that the majority were bachelor's degree holders, which are 83 (53.5%), followed by STPM/diploma holders, which are 61 (39.5%), 11 (7.1%) master's degree holders, and 0 (0.00%) are Ph.D. holders. The unemployment duration of the respondents shows that the longest period of the respondent's unemployment is between 6 months and 12 months, which is 140 (90.3%) respondents, 12 months to 18 months 8 (5.2%), 24 months and above 4 (2.6%), 18 months to 24 months 3 (1.9%). The year of graduation shows that majority respondents are in the year 2021, which is 75 (48.4%), followed by 2020, 26 (16.8%), and 2019 24 (15.5%), 2016, 15 (9.7%), 2018, 10 (6.5%), and 2017, 5 (3.2%).

Table 1 Respondent's Profiles of This Study

Respondents' Profile	Variables	Frequency	Valid Percentage (%)
Gender	Male	30	19.4
	Female	125	80.6
	TOTAL	155	100
Age	18 – 20 years old	12	7.7
	21 – 23 years old	31	20.0
	24 – 26 years old	98	63.2
	27 – 29 years old	7	4.5
	Above 30 years	7	4.5
	TOTAL	155	100
Qualification	STPM/Diploma	61	39.4
	Bachelor's Degree	83	53.5
	Master's Degree	11	7.1
	PhD	0	0
	TOTAL	155	100
Unemployment Duration	6 months – 12 months	140	90.3
	12 months – 18 months	8	5.2
	18 months – 24 months	3	1.9
	24 months and above	4	2.6
	TOTAL	155	100
Year of graduated	2016	15	9.7
	2017	5	3.2
	2018	10	6.5
	2019	24	15.5
	2020	26	16.8
	2021	75	48.4
	TOTAL	155	100

Findings

Graduates' Attributes and Unemployment:

The results for the graduates' attributes and unemployment show the R^2 is .16 with explained 16.1% of variance (R Square). Next, the model is fit as the F statistics is 29.400 ($F > 1$) and the p-value is .000 which shows the result is significant because it is less than the critical value ($p < .05$). Meanwhile, the value for Durbin-Watson was 1.470 which was in the range of 1.5 to 2.5 as one of the assumptions for regression analysis.

Table 2 Regression Analysis of Graduate's Attributes and Unemployment
Coefficients

Independent Variable	Standard	Collinearity			
	Coefficients	t	Sig.	Statistics	
	Beta			Tolerance	VIF
Graduates' Attributes	.401	5.422	.000	1.000	1.000
R Square		.161			
F		29.400			
Sig. of F value		.000			
Durbin Watson		1.470			

In addition, collinearity statistics indicated that the result met the requirement for regression with the value of $VIF < 10$, $Tolerance > .1$. Based on the analysis, the result shows that there is a positive relationship between graduates' attributes and unemployment when the Beta value is significant ($\beta = .401$, $p = .000$, $p < 0.05$). Hence, the research hypothesis for this study is accepted and research objective is archived. In the past, numerous investigations have been conducted by the previous study to determine the relationship between graduates' attributes and unemployment. A study by [9] mentioned, most of the graduates are too focused on their academic achievements during studying until having a lesser ability to practice and develop the attributes in themselves. It is because, the graduates believed when they are performing in academic, it will help them to get offer a job by the company as soon as possible but instead having a graduates' attributes is very important for the employer to look forward.

Graduates' Skills and Unemployment:

The results for the graduates' skills and unemployment in table 3 show the R^2 is .15 with explained 15.8% of variance (R Square). Next, the model is fit as the F statistics is 28.631 ($F > 1$) and the p-value is .000 which shows the result is significant because it is less than the critical value ($p < .05$). Meanwhile, the value for Durbin-Watson was 1.493 which was in the range of 1.5 to 2.5 as one of the assumptions for regression analysis.

In addition, collinearity statistics indicated that the result met the requirement for regression with the value of $VIF < 10$, $Tolerance > .1$. Based on the analysis, the result shows that there is a positive relationship between graduates' skills and unemployment when the Beta value is significant ($\beta = .397$, $p = .000$, $p < 0.05$). Hence, the research hypothesis for this study is accepted and research objective is archived.

Table 3 Regression Analysis of Graduates' Skills and Unemployment
Coefficients

Independent Variable	Standard	Collinearity			
	Coefficients	t	Sig.	Statistics	
	Beta			Tolerance	VIF
Graduates' Skills	.397	5.351	.000	1.000	1.000
R Square		.158			
F		28.631			
Sig. of F value		.000			
Durbin Watson		1.493			

This finding has supported by [13], who claims to make sure the company thrives the objective of the business, companies are always looking for employees who have a lot of ability, and capabilities and can multitask while performing their duties. Meanwhile, this statement was supported by [14], mentions that strong academic performance is no longer a guarantee for Malaysian graduates to secure a better job.

Job Mismatch and Unemployment:

The results for the job mismatch and unemployment show the R^2 is .27 with explained 27.3% of variance (R Square). Next, the model is fit as the F statistics is 57.554 ($F > 1$) and the p-value is .000 which shows the result is significant because it is less than the critical value ($p < .05$). Meanwhile, the value for Durbin-Watson was 1.685 which was in the range of 1.5 to 2.5 as one of the assumptions for regression analysis.

Table 4 Regression Analysis of Job Mismatch and Unemployment
Coefficients

Independent Variable	Standard	Collinearity			
	Coefficients	t	Sig.	Statistics	
	Beta			Tolerance	VIF
Job Mismatch	.523	7.586	.000	1.000	1.000
R Square		.273			
F		57.554			
Sig. of F value		.000			
Durbin Watson		1.685			

In addition, collinearity statistics indicated that the result met the requirement for regression with the value of $VIF < 10$, $Tolerance > .1$. Based on the analysis, the result shows that there is a

positive relationship between job mismatch and unemployment when the Beta value is significant ($\beta=.523$, $p=.000$, $p<0.05$). Hence, the research hypothesis for this study is accepted and research objective is archived. This result can be concluded with the findings of [15], mentions that job opportunities for graduates have become low and this is because of a lot of competition among graduates.

Unrealistic Salaries and Unemployment:

The results for the unrealistic salaries and unemployment show the R^2 is .18 with explained 18.6% of variance (R Square). Next, the model is fit as the F statistics is 35.043 ($F>1$) and the p-value is .000 which shows the result is significant because it is less than the critical value ($p<0.05$). Meanwhile, the value for Durbin-Watson was 1.597 which was in the range of 1.5 to 2.5 as one of the assumptions for regression analysis.

Table 5 Regression Analysis Unrealistic Salaries and Unemployment

Coefficients					
Independent Variable	Standard	Collinearity			
	Coefficients	t	Sig.	Statistics	
	Beta			Tolerance	VIF
Unrealistic Salaries	.432	5.920	.000	1.000	1.000
R Square		.186			
F		35.043			
Sig. of F value		.000			
Durbin Watson		1.597			

In addition, collinearity statistics indicated that the result met the requirement for regression with the value of $VIF<10$, $Tolerance>.1$. Based on the analysis, the result shows that there is a positive relationship between unrealistic salaries and unemployment when the Beta value is significant ($\beta=.432$, $p=.000$, $p<0.05$). Hence, the research hypothesis for this study is accepted and research objective is archived. This finding can be supported by [16], where the first-time job applicant typically had larger expectations for salaries initially, but as they gained experience, they dropped those expectations due to unrealistic salaries.

Factors Most Contributing to Unemployment:

Referring to table 6 shows the model summary for this study including dependent variables (unemployment) and dependent variables (graduates' attributes, graduates' skills, job mismatch and unrealistic salaries). Based on the analysis, R-value represents the correlation between the dependent and independent variables. A value greater than 0.4 is taken for further analysis. In this case, the value is .965 which is good. Besides, the R-square shows the total variation for the dependent variable that could be explained by the independent variables. A value greater than 0.5 shows that the model is effective enough to determine the relationship. In this case, the value is .964 which is good.

Table 6 Model Summary

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.982 ^a	.965	.964	.55391	1.740

In addition, the adjusted R-square shows the generalization of the results. For example, the variation of the sample results from the population in multiple regression. It is required to have a difference between the R-square and Adjusted R-square minimum. In this case, the value is .964, which is not far off from .965 so it is good. Meanwhile, the value for Durbin-Watson was 1.740 which was in the range of 1.5 to 2.5 as one of the assumptions for regression analysis.

Table 7 Anova

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	50.937	4	12.734	1037.607	.000 ^b
	Residual	1.841	150	.012		
	Total	52.777	154			

Table 7 shows Anova result for this study including dependent variables (Unemployment) and dependent variables (Graduates' Attributes, Graduates' Skills, Job Mismatch and Unrealistic Salaries) together explained 98.2% of the variance (R Square = .965a) for unemployment among Malaysian graduates. Based on the analysis, it shows the result is highly significant and the model is fit as the F statistic is 1037.607 ($F > 1$), the p-value is .000b and it is less than the critical value ($p < 0.05$). Hence, the regression model is significant.

Table 8 Coefficients

Coefficients ^a								
		Unstandardized		Standardized		Collinearity		
		Coefficients		Coefficients		Statistics		
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	.214	.048		4.427	.000		
	MEAN_GA	.215	.014	.330	15.196	.000	.494	2.026
	MEAN_GS	.205	.016	.280	12.453	.000	.459	2.181
	MEAN_JM	.270	.019	.299	14.128	.000	.518	1.930
	MEAN_US	.232	.015	.296	15.815	.000	.664	1.506

Based on the analysis, shows in table 8, the largest beta coefficient (β) is graduates' attributes (β .330, $p=0.000$, $p<0.05$) which is 33.0% explaining the variance of unemployment. Thus, the finding can be concluded that graduates' attributes make the strongest unique contribution to explaining the unemployment among Malaysian graduates when the variance explained by all the other variables in the model was controlled for. It is because the power of a test is indicated by the value of Beta and the population regression coefficients are also shown by the beta value. Next, the second highest beta coefficient (β) is job mismatch (β .299, $p=0.000$, $p<0.05$) where 29.9% explaining to the variance of unemployment. Meanwhile, unrealistic salaries show (β .296, $p=0.000$, $p<0.05$) where 29.6% explains the variance of unemployment. Lastly, graduates' skills made less of a unique contribution to unemployment as the value beta (β .280, $p=0.000$, $p<0.05$) explains a 28.0% variance in unemployment. Thus, the result depicts that graduates' attributes, graduates' skills, job mismatch and unrealistic salaries made a unique and statically significant contribution as long as it was $p<0.05$ to the prediction of unemployment as well.

CONCLUSION

Based on the findings of the study, the researcher would like to suggest that graduates make every possible effort to obtain internships or part-time jobs while they are at a university to equip themselves with working experience. The reason for this is that when employers can see that graduates have the capacity to meet their needs, they are more likely to directly recruit them. The industry sector should also play an important role in creating job opportunities for fresh graduates. As for unreasonable compensation demands, it would be vital for the government and employers to adjust salaries in accordance with the country's inflation rate. Lastly, future studies should include external factors that may influence graduates' unemployment in the model results, such as personal traits, the competence of lecturers, and the standard of education. In addition, the researcher would recommend exploring this area by interviewing the respondent to get the root causes of unemployment and develop a sustainable model for graduate success factors. Future research should obtain more in-depth qualitative information from the respondents. Therefore, using both quantitative and qualitative methods would allow opportunities for future research to get a deeper and more detailed explanation of the findings.

References

- [1]. Md Razak, M. L., Mohd Yusof, A., Syazana, W. N., Jaafar, W. E., and Talib, A. H. *Factors influencing unemployment among graduates in Malaysia – An overview*. Journal of Economics and Sustainable Development, (2014). 5(11), 168-173.
- [2]. Department of Statistics Malaysia. *Graduates Statistics 2019*. Retrieved October 31, 2020, from https://www.dosm.gov.my/v1/index.php?r=column/cthemByCat&cat=476&bul_id=b3ROY1djSVROS2ZhclZaUWhLUVp5QT09&menu_id=Tm8zcnRjdVRNWWlpWjRlbmtlaDk1UT09 (2019)
- [3]. Zulkifli C. M. C. O., and Rajoo, S. *Unemployment Among Graduates in Malaysia*. International Journal of Economics, Commerce and Management United Kingdom, (2016). IV (8), 367–374.
- [4]. Ooi, T. K. *The findings of graduate tracer study 2007-2015: Broken Malaysia Dream*. KPRU Working Paper Political Studies for Change. (2018).
- [5]. *Unemployment by Country 2022*. Retrieved from <https://worldpopulationreview.com/country-rankings/unemployment-by-country>
- [6]. Hossain, M. I., Yagamaran, K. S. A., Afrin, T., Limon, N., Nasiruzzaman, M., and Karim, A. M. *Factors influencing unemployment among fresh graduates: A case study in Klang Valley, Malaysia*. International Journal of Academic Research in Business and Social Sciences, (2018). 8(9), 1494-1507. Retrieved from <https://pdfs.semanticscholar.org/b176/8c7d807d91a3d428da1a766ee2f67fc1145f.pdf>
- [7]. Kadir, J. M. A., Naghavi, N., and Subramaniam, G. *Unemployment among graduates-Is there a mismatch?* International Journal of Asian Social Science, (2020). 10(10), 583-592. Retrieved from <https://archive.aessweb.com/index.php/5007/article/view/3216>
- [8]. Salkind, Neil J. *Exploring Research. 8th Ed.* (2014). Upper Saddle River, Nj: Pearson Prentice Hall.
- [9]. Tahir, L. M., Samah, N. A., Omar, W., Mohammad, S., Latif, A. A., and Yusof, S. M. *Re-examine Malaysian HEIs graduates' employability: Comparing perspectives from graduates and employees*. The Turkish Online Journal of Design, Art and Communication - TOJDACISSN: 2146-5193, September 2018 Special Edition, p.1666-1685
- [10]. Khazanah Research Institute. (2019). *Survey: Our youths aren't demanding, nor are they picky*. Retrieved from: <http://www.krinstitute.org/>
- [11]. Zahid, S. J. *Do fresh grads expect unrealistic salaries? This survey says No.* (2018). Retrieved from malay mail: <https://www.malaymail.com/news/malaysia/2018/12/12/do-freshgrads-expect-unrealistic-salaries-this-surveysays-no/1702500>.
- [12]. Hair, J., Anderson, R. E., Tatham, R. L., and Black, W. C. (2003). *Multivariate data analysis (4th ed.)*. New Jersey: Prentice-Hall Inc.
- [13]. Schooley, R. *Why are Soft Skills Missing in Today's Applicants?* (2020). Retrieved from <https://digitalcommons.murraystate.edu>
- [14]. Ismail, N. A. *Graduates Characteristics and Unemployment: A study among Malaysian Graduates*. International Journal of Business and Social Science, (2019). Vol 2, 1. Retrieved from www.ijbssnet.com
- [15]. Nazron, M. A., Lim, B., and Nga, J. L. *Soft skills attributes and graduate employability: A case in Universiti Malaysia Sabah*. Malaysian Journal of Business and Economics (MJBSE). (2017). 4(3), 65-76.
- [16]. Abid, G., Arya, B., Arshad, A., Ahmed, S., and Farooqi, S. *Positive personality traits and self-leadership in sustainable organizations: Mediating influence of thriving and moderating role of proactive personality*. Sustainable Production and Consumption, (2021). 25, 299-311.

- [17]. Hanapi. Z., and Mohd Safarin Nordin. M.S. *Unemployment among Malaysia Graduates: Graduates' Attributes, Lecturers' Competency and Quality of Education*, Procedia - Social and Behavioral Sciences, Volume 112, (2014). Pages 1056-1063, ISSN 1877-0428.
- [18]. Subramaniam, V. and Wasiuzzaman, S. *Geographical Diversification, Firm Size and Profitability in Malaysia: A Quantile Regression Approach*. Heliyon, 5, e02664. (2019)
- [19]. Tengku Kamarul Bahrim, Tengku Amer Ikmal and Hassan Azahari, Hidayati Illiana and Zulkarnal, Nur Aqilah Amani and Sallehuddin, Nur Azzah and Mohd Yusop, Rashidah). *High rate of unemployment among graduates in Malaysia*, e-Journal of Media and Society (e-JOMS), (2019. 3. pp. 1-15. ISSN 2682-9193
- [20]. Pauw, K., Oosthuizen, M., and van der Westhuizen, C. *Graduate Unemployment in the Face of Skills Shortages: A Labour Market Paradox*. South African Journal of Economics, (2008). 76, 45-57.
- [21]. Sharmila Jayasingam, Yuji Fujiwara and Ramayah Thurasamy 'I am competent, so I can be choosy': choosiness and its implication on graduate employability, *Studies in Higher Education*, (2018). 43:7, 1119-1134.