



UNIVERSITI PUTRA MALAYSIA

**EMPLOYABILITY SKILLS OF MALAYSIAN COMMUNITY COLLEGE
STUDENTS**

MUHD KHAIZER BIN OMAR

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STUDENTS**

By

MUHD KHAIZER BIN OMAR

**Thesis Submitted to the School of Graduate Studies, Universiti Putra
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Science**

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Chair: Professor Ab Rahim bin Bakar, PhD

Faculty: Educational Studies

Preparing the vocational education and employability skills of students is a vital in the higher education environment. The issue is how to induce a vocational experience to enhance students' employability skills. If it is possible to give a realistic experience, the next challenge what is the best ways to measure if the students have actually developed their employability skills. This research is about to investigate the level of employability skills among the students. This study was conducted by administering a questionnaire to 329 students of various community colleges in Malaysia. The questionnaire contained employability skills items from Secretary's Commission on Achieving

Necessary Skills (SCANS), in addition to questions reflecting age, gender, working experience, academic achievement and field of study. Descriptive and inferential statistics, such as the t-test, ANOVA, and Pearson Product-Moment Correlation, were used to analyze the data. The results revealed that the level of employability skills of community college students was at a high level with (Mean = 3.63, S.D. = 0.47), comprises basic skills (Mean = 3.66, S.D. = 0.59), thinking skills (Mean = 3.61, S.D. = 0.62), resources (Mean = 3.52, S.D. = 0.55), informational (Mean = 3.55, S.D. = 0.59), interpersonal skills (Mean = 3.72, S.D. = 0.71), system and technology skills (Mean = 3.53, S.D. = 0.62), and personal qualities (Mean = 3.86, S.D. = 0.59) respectively. The study also found that there was a positive relationship between age and employability skills. In addition, the findings also showed a significant difference between the employability skills of thinking skills [$t(323) = 2.59, p < 0.05$] and the system and technology skills [$t(323) = 1.98, p < 0.05$] based on gender, where the males have better skills than females. In addition, there was no significant difference between students in terms of employability skills and possession or lack of working experiences. ANOVA analysis results showed that there were no significant differences between the mean values of employability skills and field of study and students' academic achievement. The researcher believes that the decisions and requirements resulting from this study can serve to guide the selection, diagnosis, training and development of students at community colleges. Emphasis should be placed so that it needs to be realized in public institutions,

technical and vocational education and industry involvement. Education should be able to expand the relationship with the industry by engaging curriculum that reflects the employability skills.



Abstrak tesis yang dikemukakan kepada Senat Universiti Putra Malaysia
sebagai memenuhi keperluan untuk ijazah Master Sains

**KEMAHIRAN EMPLOYABILITI PELAJAR KOLEJ KOMUNITI DI
MALAYSIA**

Oleh

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Mac 2011

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Menyediakan pendidikan vokasional dan kemahiran employability pelajar adalah penting dalam institusi pendidikan tinggi. Persoalannya adalah bagaimana mendorong pengalaman vokasional mereka untuk meningkatkan kemahiran employability sebelum menempuhi alam pekerjaan. Sekiranya wujud pengalaman realistik yang diberikan melalui proses pengajaran dan pembelajaran, cabaran seterusnya adalah apakah cara terbaik untuk mengukur kemahiran employability pelajar melalui perkembangan kemahiran mereka untuk bekerja. Tujuan utama kajian ini adalah untuk mengkaji tahap kemahiran employability yang dimiliki pelajar semasa mengikuti pengajian di

Kolej Komuniti. Seramai 329 orang pelajar tahun akhir dari 38 buah kolej komuniti yang terdapat di Malaysia telah digunakan sebagai sampel dalam kajian ini. Data diperolehi dengan menggunakan soal selidik yang diadaptasikan daripada Secretary's Commission on Achieving Necessary Skills(SCANS). Analisis deskriptif dan inferensi seperti ujian-t, ANOVA dan Pearson Product Moment Correlation Coefficient telah digunakan untuk menjawab persoalan-persoalan kajian. Hasil kajian yang diperolehi mendapati bahawa tahap kemahiran employability pelajar Kolej Komuniti pada keseluruhannya adalah di tahap tinggi iaitu memiliki (Min=3.63, S.P.=0.47), di mana kemahiran asas (Min=3.66, S.P.=0.59), kemahiran berfikir (Min=3.61, S.P.=0.62), kemahiran sumber/daya (Min=3.52, S.P.=0.55), kemahiran informasi (Min=3.55, S.P.=0.59), kemahiran interpersonal (Min=3.72, S.P.=0.71), kemahiran sistem dan teknologi (Min=3.53, S.P.=0.62), dan kualiti personal (Min=3.86, S.P.=0.59). Selain itu, dapatan juga menunjukkan terdapat perbezaan yang signifikan antara kemahiran employability bagi aspek kemahiran berfikir [$t(323)=2.59$, $p<0.05$] dan kemahiran sistem dan teknologi [$t(323)=1.98$, $p<0.05$] berdasarkan jantina, di mana pelajar lelaki lebih memiliki kemahiran tersebut berbanding pelajar lelaki. Selain itu, tidak ada perbezaan yang signifikan antara pelajar dalam kemahiran kebolehkeraan dengan faktor umur dan pengalaman kerja. Keputusan analisis ANOVA menunjukkan bahawa tidak ada perbezaan yang signifikan antara kemahiran employability dengan bidang pengajian dan pencapaian akademik pelajar secara

keseluruhannya. Pengkaji percaya bahawa keputusan dan keperluan yang dihasilkan dari kajian ini dapat berfungsi untuk membimbing pemilihan, diagnosis, latihan dan pembangunan pelajar di kolej komuniti. Penekanan harus diletakkan keperluan ini supaya ianya dapat direalisasikan di institusi pengajian awam, pendidikan teknik dan vokasional dan penglibatan industri. Pendidikan seharusnya dapat memperluaskan hubungan dengan industri dengan melibatkan kurikulum yang mencerminkan kemahiran employability.

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I certify that a Thesis Examination Committee has met on 24 March 2011 to conduct the final examination of Muhd Khaizer Bin Omar on his thesis entitled “Employability Skills of Malaysian Community College Students” in accordance with the Universities and University College Act 1971 and the Constitution of the Universiti Putra Malaysia [P.U.(A) 106] 15 March 1998. The committee recommends that the student be awarded the Master of Science.

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DECLARATION

I declare that the thesis is my original work except for quotations and citations which have been duly acknowledged. I also declare that it has not been previously, and is not concurrently, submitted for any other degree at Universiti Putra Malaysia or at any other institution.

MUHD KHAIZER BIN OMAR

Date: 24 March 2011

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LIST OF ABBREVIATIONS

M	Mean
S.D.	Standard Deviation
CGPA	Cumulative Grade Point Average
SME	Small Medium Industry
SPM	Malaysian Certificate of Education
SPMV	Malaysian Vocational Certificate of Education

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