

EMPLOYABILITY SKILL AND CAREER CHOICES AMONG VOCATIONAL SKILL STUDENTS

Zakaria.N^{1,*}, Ismail.N¹, Yamin.NA¹

¹ Faculty of Technical and Vocational Education, UTHM

*Correspondence: norma@uthm.edu.my

Abstract

Employability Skills terminology is widely used in many countries it is the basic skills needed in the 21st century. This study aims to look at the relationship between career choices employability skills among vocational skill student. This study participated by 106 third year vocational students in vocational colleges participated in this study. The instrument used was a questionnaire. Data were analyzed by descriptive and inferential. The findings of the relationship employability skills with career choices recorded value is .742, which also proved a strong relationship between these variables. In conclusion, the employability skills are need to be improved by applying more effective by the vocational training to ensure they are eligible for employment after graduation. The study also proved that the employability skills of students affect them more likely to choose a career in the same field with the course they have chosen.

Keywords: *employability, career choice*

1.0 INTRODUCTION

Tenth Malaysia Plan (RMK-10), from 2011 to 2015 had, employment in Malaysia is expected to grow 2.4% per year to 3.2 million workers, an increase of 1.4 million jobs, mainly in the services sector. This amount is higher than the 0.9 million jobs created in the Ninth Malaysia Plan (RMK-9). Thus, in this period of economic 10MP is expected to remain in full employment with an unemployment rate estimated at 3.1% in 2015, a decrease from the previous year by 3.3%.

This proves that the chances of getting a job in this country is very high, provided one is willing to work hard and explore employment opportunities, especially in the private sector. Government plays a role as economic counselor who is always concerned about social justice and the creation of more job opportunities in various sectors for the graduates. Through the Economic Transformation Programme (ETP), launched in 2010, is expected to generate a total of 3.3 million jobs by 2020.

However, unemployment among graduates is still a major problem in the country. According to McIntosh (2008), Beckton (2009), and Rusmin (2010), the attitude of graduates who choose jobs, less confident of their abilities, lack of ethics and moral values, skills, technology, soft skills and ability to adapt in the workplace a source increase in unemployment despite available job opportunities are actually very much. Principal Statistics of Labour Force, Malaysia stated that until December 2012, the unemployment rate in Malaysia is about 391,400 people, an increase of 42,100 people compared to the previous year (JPM, 2013). According to the Ministry of Higher Education in 2011, the example of graduates weakness include they have no confidence to try new things and do not have the Employability skills are expected.

The unemployment problem is also influenced by other factors, among which is the level of confidence or self-efficacy graduates cannot assure prospective employers to employ them (Ministry of Higher Education, 2012). According Abtholuddin (2013), lack of confidence or self-efficacy will cause workers cannot produce a good performance in carrying out assigned work.

In addition, the employability skills are also an important aspect in ensuring a person qualifies graduates for employment. The study by the Apostle et.al (2009), stating technical graduates mostly rely solely on their academic qualifications to get a job, they are less competent non-technical skills, better known as the Employability skills. This is the main problem the employer does not take technical graduates to work with them.

The existence of Vocational College (VC) as the successor of Technical and Vocational Education (TVE) from 2012 is a continuation of the system that began in 1964. PTV needs of emerging abreast of changes from era to era of industrial economy based economy. Most employers now require students who will be employees who not only have technical skills but also requires employability skills to improve productivity and competitiveness. Students with employability skills that will be able to adapt to all types of work and versatility. According Hasan (2002), among the graduates of educational institutions not a place in the labor market is because they do not have the skills or soft skills employability skills. Prospective employers are less optimistic about the graduates of the institutions, especially in the aspect of personality, appearance, self-confidence, lack of communication skills, the ability to make decisions is limited and not able to work in groups.

Therefore, identifying the skill level of the Employability of graduates The VC can help them improve the skills that will make employers more confidence to hire them according to their chosen careers. Technical and vocational education system plays a role as possible in order to provide an education system that can meet the demands of skilled labor and professionals (Hamzah Bakar & Kazilan, 2006). Selection of the right career is very important because according Amla (2011) career is work experience that affects the lifestyle and well-being. Therefore, choosing a career is an important planning in the life of a student. It should be in line with the course taken by students in the VC to enable them to be competent in completing a given task while working in the future. According to Ahmad Shaharuddin et al., (2010) to obtain the desired career, students must have academic abilities, technical skills and Employability skills. As in the 10MP which emphasizes a combination of soft skills and efficiency of the workforce in terms of human capital development which will provide the workforce that is able to face the challenges of the 21st century. (10 th Malaysia Plan, 2011). Therefore, VC graduates must be ready to equip themselves with these skills and establish a high self-efficacy for natural plop jobs later (Kamro, 2012).

2.0 METHODOLOGY

This research is a quantitative exploratory study. The findings of the study group will be generalized to the population. Selection of the design review is compatible with the main focus of this study as the studies related to the Employability skills are often carried out on technical and vocational students as a study of Mohd. Khawari, S (2008), Ivan (2007) and Abdul Rahim (2010). Colleges were selected for this study is Vocational College Batu Pahat and Muar. He was selected on factors both have the same course that the course of construction technology, electronic technology and welding technology and its students are also in the same semester. A total of 107 samples of students as the sum of two vocational colleges. The sample selection was made based on a combination of survey sampling stratified by vocational colleges and so random. According to Cohen, Cresswell (2008), layered sampling carried out by separating the population into homogenous groups in which each group has the same characteristics. In this study, the characteristics of which can be classified according to vocational colleges is different. This is to ensure that the proportion of students in each vocational colleges is balanced. Layered sampling method also provides a higher level of accuracy by ensuring that each group is represented at the same rate in the sample and the population (Cresswell, 2008).

3.0 RESULT AND DISCUSSION

Inferential analysis conducted to test whether there is a significant relationship between employability skills of students with their career choice. There is a strong and positive relationship between employability skills of students with their career choices by reading the ETA.742. Exhibited a positive correlation in the results of this analysis show that certain vocational college students with employability skills that they have being successful career in the same field with their present course.

Table 3.1

Relationship	ETA Value
Employability Skill vs Career Choice	.742

The correlation coefficient for the relationship between employability skills and career choice.

The findings of this study show that there is a strong and positive relationship between employability skills of students with their career choice. This shows that students who have high employability skills are more likely to choose a career in the same field with their present course. According to Mohd. Khawari, S.(2008), the employability skills are the skills that are important because it can improve the efficiency and quality of an individual to be more competent in the world of work. This explains that students who have high employability skills will develop their skills and become a good worker.

Students who believe that they have a high employability skills such as problem solving skills, working with others, creative and critical thinking, positive attitude and responsibility are more likely to choose a career in the same field with the courses they follow now. This is because they believe, exposure to the course now will help in the formation of their skills before entering the workforce will come.

It can be conclude that, employability skills possessed by an election will affect their careers. Students who believe they have a good employability skills easily choose the right career with the skills and interests. However, students who are still in doubt with the Employability skills they will be difficult to determine what the appropriate career with them.

4.0 CONCLUSION

The selection of students' career expectations are also researchers whose students will be more likely to choose a career in the same field with the course being followed. Based on the experience of the researcher himself, even if a student involved in the study were not interested in them, but the students will try its level their best to accept and love their field of study. This is because the interest and love it can be nurtured through various means, including the role of the lecturer alone can attract students to continue their studies. After successfully fostered interest, this will make the students plan to venture into the deeper and in will make them choose to work in the same field.

5.0 REFERENCES

- Abtholuddin. F. (2013). *Hubungan antara efikasi sendiri dan kemahiran belaiar dalam kalangan pelajar kejuruteraan* (Doctoral dissertation, Universiti Tun Hussein Onn Malaysia).
- Ahmad, S. , Mohd, I. N., Ismail, K. & Selamat, J. (2010). Generic competency profile among students in institute of higher learning: A case of Universiti Kebangsaan Malaysia (UKM), Malaysia. *College Student Journal*, 44(3): 811-820.

Amla Mohd Salleh. (2010). *Pendidikan Kerjaya dan Pembangunan Modal Insan*. Bangi

- Beckton, J. (2009). "Educational Development Units: The Challenge of Quality Enhancement in a Changing Environment" dalam L. Bell, H. Stevenson & M. Neary [eds]. *The Future of Higher Education*. New York: Continuum International Publishing Group, ms.57-68.
- Cohen, L., Manion, L., & Morrison, K. (2007). *Research methods in education*. New York
- Cresswell, J. (2008). *Educational research: Planning, conducting and evaluating quantitative and qualitative*. Australia: Allen & Unwin.
- Hamzah, R. Bakar, A.R., & Kazilan, F. (2006). Pengintegrasian kemahiran employability dalam pembelajaran: pandangan pengajar pusat latihan teknikal dan vokasional di Malaysia. Prosiding semin, zr kebangsaan telcnic dan vokasional (278-283). Skudai: Penerbit UTM.
- Hasan.(2002). Ciri-ciri Kualiti Pelajar untuk Keperluan Pekerja Pada Masa Ini. *Seminar Antara Industri dan Institusi Pendidikan Awam*. UTM : Bangi
- Ivan, H. (2007). *Perlaksanaan pendidikan dan latihan teknik-vokasional di German Malaysian*. Unpublised Tesis. Universiti Putra Malaysia.
- JPM [Jabatan Perangkaan Malaysia]. (2013). "Perangkaan Utama Tenaga Buruh Malaysia, Disember 2012: Siri 18 Bil.02/2012". Tersedia [online) pula dalam http://www.statistics.gov.my/portal/images/stories/files/LatestReleases/employment/Labour_Force_Indicator_Malaysia_Dec_2012BM.pdf [accessed in Batu Pahat, Johor, Malaysia: 12hb Julai 2015]
- Kamro. M. (2012). *Kesediaan menceburi kerjaya kejuruteraan hinaan dalam kalangan nelaier jurusan binaan bangunan di Sekolah Menengah Vokasional* (Doctoral dissertation, Universiti Tun Hussein Onn Malaysia). *Kebangsaan Teknik Dan Vokasional*. Skudai: Penerbit UTM. ms. 39- 43.
- McIntosh, S. (2008). *Education and Employment in OECD Countries*. Paris, Perancis: UNESCO [United Nations].
- Mohd. Khawari, S.(2008) *Kemahiran Emloyability Dalam Kurikulum Bagi Memenuhi Kehendak Industridi Universitu Tun Hussein Onn Malaysia*. Thesis Sarjana.
- Abdul Rahim, R. (2010). Minat kerjaya, efikasi sendiri keputusan kerjaya, kemahiran employability dan pilihan kerjaya pelajar vokasional pertanian di Semenanjung Malaysia.(Tesis Master yang tidak diterbitkan). Universiti Putra Malaysia. Malaysia.
- Rusmin, R. (2010). "Graduan 'Ulat Buku' Tak ke Mana: Tiga Kelemahan Nyata Siswa ialah Kurang Kemahiran Berkomunikasi, Tidak Pandai Bawa Diri, dan Pemikiran Kurang Kritikal" dalam akhbar Harian Metro. Kuala Lumpur, Malaysia: 6hb Disember, ms.v4 dan v7.