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Factors that Affect Unemployment among Graduates

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Abstract: The problem of graduate unemployment in Malaysia has been a major source of public concern. Malaysian universities, public or private, produce a large number of graduates each year, yet a surprisingly low percentage get employed. This study aimed to determine the relationship between the factors that affect unemployment and unemployment among graduates. This research sent a web survey through social media apps such as WhatsApp. The population of this investigation is 3190 graduates of UTHM. The test measure for this investigation is 341 graduates sample size. 250 graduates took part and reaction to the inquiry. Quantitative approaches center on this consideration, and the test collect based on the test who replies to the surveys. The responses were analyzed by mean of frequency distribution, mean and standard deviation analysis by using Statistical Package for the Social Science (SPSS) software. Communication skills, know-how, job mismatch, and employability skills affect unemployment. The study indicated that communication skill, know-how, job mismatch, and employability skills positively correlate with unemployment. This research might help graduates get jobs and supervisors prevent problems early. Future studies should seek a bigger sample size and include all Malaysian states to acquire more accurate and dependable results, according to this study.

Keywords: Communication skill, Know-how, Job mismatch, Employability skill, Unemployment, graduates

1. Introduction

Recent years have seen a rise in graduate unemployment in Malaysia. Public and private institutions or can say as universities in Malaysia generate a lot of graduates every year, yet few of them find employment. The Malaysia Labour Force Survey revealed that unemployed people have access to employment but decided to decline it. They may be job-hunting or not within the designated time (Noor Azina, 2011). Realizing the severity of the issue, quick action is needed. First, graduates must conquer

themselves and adopt a positive mindset to better handle challenging job settings. Government should boost education and training. Finally, modify the instructional pattern.

In Malaysia, there are several variables that contribute to the unemployment of recent graduates. First, graduates who lack the ability to speak and write well in English are less likely to function well in the workplace and have low employability skills. Second, graduates lack the soft skills necessary to join the workforce. Thirdly, it's because recent graduates have a demanding attitude when choosing the right job, and they won't settle for one that doesn't meet their standards.

According to the Malaysian Department of Statistics, the number of jobless graduates rose from 165,200 in 2018 to 202,400 in 2019. (DOSM). DOSM head statistician Datuk Seri Dr Mohd Uzir Mahidin said graduate unemployment occur because of Covid-19 pandemic in Malaysia. Most firms, especially in the service industry, couldn't operate regularly, resulting in layoffs. Graduates compete with other graduates and experienced professionals. The Covid-19 outbreak has exacerbated unemployment. The COVID-19 epidemic causes a spike in unemployment. COVID-19 has caused an economic crisis and high unemployment in our country. Due to labour market competitiveness, many jobless people are job hunting.

According to a study released today by the Statistics Department (DOSM), Malaysian unemployment stands at 745,100 people. In June, there were 773,200 unemployed people. According to statistics from this month's Labor Force Statistics in Malaysia, the number of working persons increased by 0.6 percent to 15.07 million in July from 15.99 million in June. A new study from the Statistics Department (DOSM), Malaysian unemployment stands at 745,100 people. In June, 773,200 people were out of work. According to Malaysia's Labor Force Statistics for this month, the number of people who worked went up by 0.6%, from 15.99 million in June to 15.07 million in July.

Every year, Malaysian universities, public or private higher institutions produced a large number of graduates but the percentages of the graduates acquire a job at the end of the day is surprisingly low (Shamsuddin *et al*., 2013). This is due to the several factors that the graduates need to be aware of. Low communication skill (Juhdi *et al*., 2006), lack of knowledge (Hanapi & Nordin, 2014), job mismatch when selecting a job (Ariff *et al*., 2017) and employability skills (Mansour & Dean, 2016).

The dependent variable for the study was unemployment among UTHM graduates. These problems occur when the quantity of highly educated students much outweighs available employment opportunities, as they do in Malaysia and other rapidly developing nations. Independent factors for this study were communication skill, know-how, job mismatch, and employability skills. These four factors have an effect on unemployment rate participation, and each has been researched individually by previous researchers. The research questions of this study, what are the factors that affect unemployment among graduates and what is the relationship between the factors that affect unemployment and unemployment among graduates?

The research objectives will be, to identify the factors that affect unemployment among graduates and determine the relationship between the factors that affect unemployment and unemployment among graduates.

The scope of the study is, this survey will be done using a series of questions, and the respondents are graduates from faculties of Universiti Tun Hussein Onn Malaysia. Faculty of Technology Management and Business (FPTP), Faculty of Mechanical and Manufacturing Engineering (FKMP), Faculty of Electrical and Electronic Engineering (FKEE), Faculty of Applied Science and Technology (FAST), Faculty of Computer Science Technology and Information (FSKTM), Faculty of Technical and Vocational Education (FPTV), Faculty of Civil Engineering and Built Environment (FKAAB) and Faculty of Engineering Technology (FTK).

The significance of the study **is, t**he issue of graduate unemployment is a severe one that affects not only Malaysia but also other nations. This research will thus design a series of questions to assess the characteristics that impact graduate unemployment in order to assist students in acquiring additional skills. Using the findings to enhance the coursework is a way to make an improvement. As a result, it will be simpler for graduates to obtain employment following graduation. On the other side, students will focus on the factors that drive graduate unemployment. Students will rise to the challenge to enhance themselves in university life and make good use of opportunities to acquire additional experience and skills.

2. Literature Review

2.1 Conceptual Definition

a) Unemployment

The term "unemployment" refers to those who do not have jobs but are actively looking for work. This includes those whose employment interview has not yet been accepted by the company, according to Department of Statistics Malaysia, (*DOSM*, 2019). Due to the present economic scenario, employers are struggling to keep up with the growing national unemployment rate. Long-term unemployment, especially for recent college graduates, is problematic. Nonetheless, unemployment is a normal occurrence. According to (Hossain *et al*., 2018), without addressing unemployment, the nation, society, and country would suffer.

2.2 Factors of Unemployment Among Graduates

In this study, researchers from past studies have come out with few factors affecting unemployment among graduates such as:

a) Communication skill

In this research, the term general effective communication refers to the abilities necessary to communicate correctly and successfully (Spitzberg & Cupach, 1984) in the exchange of ideas, views, and information between the interviewer and the interviewee. Skills in speaking, listening, understanding, thinking, discussing, and having conversations in English are essential for success in an interview. According to experts, job interviews are the first step for recent grads into the workforce (Posthuma *et al*., 2002). Graduates' ability to effectively communicate is a major factor in determining whether or not they get recruited. However, recent grads as a whole lacked the communication skills necessary to succeed in the workforce. Due to inexperience, limited English proficiency, and a lack of interpersonal skills, this is the case.

b) Know-how

Most graduates are unskilled. High certificate grades are not necessary for employment. Job skills matter (Mohd Nazari Ismail, 2020). Worker skills and personality may impact team effectiveness. Employers must interview graduates to assess their personalities. Many firms claim that graduates lack appropriate skills. Besides, graduates with low qualifications also cause the employers to be less interested to hire them (Lai *et al*., 2021). In conclusion, skills and qualifications are both necessary to fulfill the requirement of employers and to get a job. Knowledge based skills can be classified into interpersonal skill, conceptual skill and critical skill. Graduates may only be trained in the right technical knowledge and not in soft skills (Dr. Noor Azina Ismail, 2011). Many young graduates leave universities without the right skills, attitudes, and understanding (Kaur & Singh, 2015).

c) Job mismatch

According to (Ariff *et al.*, 2017), a person is said to have a job mismatch if they are now employed in an area that does not correspond to the major that they studied in college. According to (Hossain *et al.*, 2018), because each profession has different demands, the supply of graduates is not equal to the real job demand, causing fresh graduates to confront the difficulty of unemployment. Because graduates have a tendency to take jobs whose primary responsibilities are not aligned with their degrees, they experience difficulties in the workforce. As a result of this skill gap, it would be difficult for a recent engineering graduate to succeed in a financial company job after graduation. As a consequence of this, graduates should not start a career that is in no way connected to the qualifications they have, but rather they should evaluate which risks are acceptable to take.

When deciding whether or not to recruit someone, factors such as a person's ethnicity, gender, and socioeconomic position are all taken into consideration (Morley, 2001). Graduates who come from economically disadvantaged backgrounds have a greater risk of being unemployed.

d) Employability skill

Employability is a lifetime process in which students acquire information and skills, as well as habits, qualities, and attitudes that will help them succeed in the job (Cole & Tibby, 2013). Meanwhile, (Mansour & Dean, 2016) employability is defined as a set of talents, abilities, firsthand knowledge, and experiential capabilities that enable graduates to obtain job and thrive in their desired sectors, so enhancing themselves, the employment, society, and the industry. According to the Malaysian Ministry of Education, the top reason of unemployment among graduates is a lack of skills.

Employability abilities pertain to knowledge, skills, and attitudes, and how they're employed and deployed. Employability skills are general, not job-specific, and cut across all industries, business sizes, and employment levels. To be a competitive advantage, they require both intellectual skills and talents. Insufficient skills lead to graduates' joblessness. Recent graduates are expected to have the skills and expertise to swiftly provide value to companies in today's job environment. Companies aren't interested in training employees from scratch.

As a result of observing and discussing the findings of previous studies, the following hypothesis was developed:

H1 : There is a significant relationship between communication skill and unemployment among graduates.

H2 : There is a significant relationship between know-how and unemployment among graduates.

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

H4 : There is a significant relationship between employability skills and unemployment among graduates.
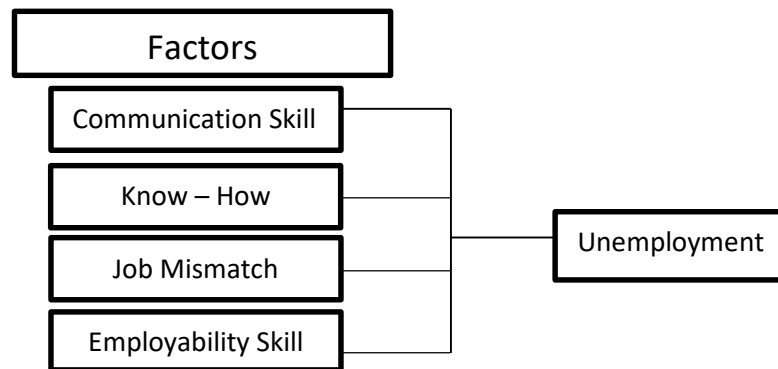
2.3 Conceptual Framework

Figure 1: Conceptual framework of this study

A conceptual framework serves to emphasize the independent and dependent characteristics of each variable. Communication skill, know-how, job mismatch and employability skill are factors that affect unemployment among graduates and are used as independent variables in this study while unemployment is the dependent variable.

3. Research Methodology

This methodology chapter should explain how various type of methodologies used in this research to gather and analysis the data collected.

3.1 Research Design

A research design is a collection of criteria for gathering and analysing data with the aim of balancing research objective relevance with efficiency and technique (Akhtar, 2016). Research is an important tool for discovering new facts and information, and research design is a strategy that specifies how researchers will obtain and analyse the necessary data. This study was conducted using quantitative methods, which were selected for this purpose. The objective measurement and numerical analysis of information gathered via surveys and questionnaires are the main focuses of quantitative research methods.

3.2 Sampling Design, Sample Size & Population

The population of this study is, graduates from UTHM which is 3190 graduates. Krejcie and Morgan table method has been used in this research to simplify the process of determining the sample size for the population. The sample size of this study is 341. In this study, a total of 250 sets of questionnaires will be distributed to graduates in UTHM. The batch that involved in this study is year 2021.

3.3 Research Instruments

A set of questionnaires are distributed to collect primary data from graduates on the factors that affect unemployment in UTHM. The questionnaire will prove to be the most effective tool for gathering information from responders. The questionnaire is the most effective way for gathering data from respondents. The questions were separated into various categories, including demographic evaluations, communication skills evaluations, job mismatch evaluations, employability skills evaluations and unemployment evaluations. Furthermore, the demographic component of the surveys contains questions about age, gender, marital status, educational level, duration of unemployment, and faculty of study. Five point likert scale was used for the respondents to score items depending on their level of agreement. Then, data analysis was carried out to assess the results of the study and to determine

whether the research would achieve the research objectives by using the Statistical Packages for Social Science (SPSS) tool.

4. Results and Discussion

This chapter will go through the research results that were discovered after 250 UTHM graduates completed filling up the questionnaires. The table below summarizes the findings of previous research that entails the factors that affect unemployment among graduates. According to table 1, this are the common factors related with unemployment among graduates. Communication skill, job mismatch, know how and employability are the factors that affect unemployment among graduates.

Table 1: Critical analysis of existing literature

Source	Factors	Findings
• (Alias *et al.*, 2013) • (Clement & Murugavel, 2018) • (Su-Hie *et al.*, 2017) • (Pandey & Prabhat, 2014)	Communication Skill	Graduates begin their careers with job interviews. Many employers are disappointed because graduates can't communicate well. English proficiency helps graduates explain themselves clearly and engages interviewers. Students who struggle with English have a harder difficulty getting jobs because they lack confidence.
• (Mohd Nazari Ismail, 2020) • (Lai *et al.*, 2021) • (S. Kaur & Singh, 2015)	Know-How	Most recent grads lack necessary skills. Employment does not require high certificate grades. Job skills are important. Graduates with inadequate skills can reduce the interest of potential companies in hiring new graduates. Skills and credentials are necessities in today's job market. Too many recent graduates of college lack employable knowledge, attitudes, and abilities.
• (Ariff *et al.*, 2017) • (Hossain *et al.*, 2018)	Job Mismatch	A person is considered to have a job mismatch if they are now employed in a field unrelated to their academic degree. Each profession has its own requirements, and because there are not enough graduates to meet the actual demand for jobs, recent graduates must deal with the challenge of unemployment.
• (Mansour & Dean, 2016) • (Mhinga & Kinghorn, 2013)	Employability Skill	Employability is a collection of skills, aptitudes, practical experience, and knowledge that enables graduates to find employment and succeed in their chosen industries or professions. Employers link the capacity for critical decision-making with critical thinking. There is a widespread perception that students are leaving colleges and universities unprepared for the workforce.

4.2 Response Rate

The population of the study is 3190 graduates in UTHM. Based on the Krejcie & Morgan table, the sample size of 341 respondents were required to take part in this study. However, the number of successfully return survey is 250 respondents, with the response rate of 73.31% as shown in table 2.

Table 2: Response rate

Population	Sample size	Total respondents	Percentages (%)
3190	341	250	73.31

4.3 Reliability Analysis

The degree to which a research approach yields predictable and consistent results is known as reliability. Cronbach's alpha is a way to figure out how reliable and consistent a scale or set of test items is. It developed into a method for evaluating the extent to which one is consistent. If the Cronbach's Alpha reliability value is at 0.9, this indicates that data collection is very good and effective with a high level of consistency. Whereas if the Cronbach's Alpha reliability value is less than 0.5, this indicates data collection should be dropped.

a) Reliability test

Table 3 shows the Cronbach's alpha value for independent variables and dependent variable. The reliability of Cronbach's alpha for communication skill, know-how, job mismatch and employability skill are 8.863, 0.800, 0.822 and 0.825 respectively, which indicates the consistency are very good. Whereas, the reliability of Cronbach's alpha for unemployment is 0.855 which indicates the consistency is excellent. All the variables shown acceptance and able to proceed with this study.

Table 3: Results of reliability test

Variables	Cronbach's Alpha
Independent Variables	
Communication Skill	0.863
Know-How	0.800
Job Mismatch	0.822
Employability Skill	0.825
Dependant Variable	
Unemployment	0.855

4.4 Descriptive Analysis (Demographic)

This section discussed the respondents' demographic information where in the questionnaire, the respondents' demographic part consists of questions of respondents' such as gender, age, marital status, educational level, duration of unemployment and faculty studied in UTHM. All the data obtained were analysed and shown as below and be used to design the research and present the meaningful survey response.

Table 4: Frequency and percentage for demographic respondents

Item	Frequency	Percentage (%)
Gender		
Male	140	56
Female	110	44
Total	250	100
Age		
21-23 years old	128	51.2
24-26 years old	69	27.6
27-29 years old	34	13.6
30 years and above	19	7.6
Total	250	100
Education Level		
Bachelor's Degree	238	95.2
Master	10	4
PhD	2	0.8
Total	250	100
Marital Status		
Single	229	91.6
Married	21	8.4
Total	250	100
Duration of Unemployment		
6-12 months	128	51.2
12-18 months	55	22
18-24 months	41	16.4
24 months and above	26	10.4
Total	250	100
Faculty Studied in UTHM		
FPTP	41	16.4
FKMP	28	11.2
FKEE	49	19.6
FAST	36	14.4
FSKTM	41	16.4
FPTV	24	9.6
FKAAB	20	8
FTK	11	4.4
Total	250	100

4.5 Descriptive Analysis (Variables)

   In this section, this research inspects the characteristic of each variables. Therefore, this research has examined the data obtained from the questionnaire and illustrated the mean and standard deviation for every variable, including graduates unemployment, communication skill, know-how, job mismatch and employability skills in UTHM. Likert scale based on questionnaires to measure dependent and independent variables. The level of rating is based on a mean score that obtains from each item in the questionnaires.

a) Section B : Graduates unemployment

   Table5 shows the analysis of mean and standard deviation of respondents' unemployment. Overall, the analysis of respondents' unemployment shows the average mean score which is 3.83 and standard deviation as 1.136. Moreover the highest mean score in respondents' unemployment is the

unemployment affects the socio-economis status of the family which shows 3.98 and standard deviation 1.242. Besides, the lowest mean score in respondents' unemployment is item 5 (I am personally affected by the prejudices against the unemployed) which shows 3.68 and standard deviation 1.139.

Table 5: Mean and standard deviation for unemployment among graduates

Items	Mean	Standard Deviation	Evaluation Level
Unemployment affects the socio-economics status of the family	3.98	1.242	High
Our education system also responsible for the high unemployment among graduates	3.83	1.133	High
Graduates do not want to do work on avery low wage, so they remain unemployed	3.78	1.132	High
Government is not keen in providing jobs to the graduates	3.91	1.043	High
I am personally affected by the prejudices against the unemployed	3.68	1.139	High
I am trying to find a job as quickly as possible	3.80	1.131	High
Total	3.83	1.136	High

b) Section C: Factors that affect unemployment among graduates

Table 6 shows the analysis of mean and standard deviation for factors that affect unemployment among graduates. Overall, the mean for communication skill is 3.82 with a standard deviation of 1.045 followed by know-how which shows the score of mean of 3.96 and standard deviation as 0.908. The mean for job mismatch is 3.77 with a standard deviation of 1.031 whereas for employability skill, the mean scored will be 3.94 and standard deviation as 0.930. Among these four factors, the dominant factor affecting unemployment among graduates in UTHM, will be know-how due to it obtained the highest total average mean which is 3.96.

Table 6: Mean and standard deviation for factors that affect unemployment among graduates

Items	Mean	Standard Deviation	Evaluation Level
Communication Skill	3.82	1.045	High
Know-How	3.96	0.908	High
Job Mismatch	3.77	1.031	High
Employability Skill	3.94	0.930	High

4.6 Normality Analysis

The researcher used the Kolmogorov-Smirnov to determine the normality of the data since the respondent sample exceeds 50. The data distribution is normal if the significant is more than 0.05 (p > 0.5) and the data distribution is abnormal if the significant is less than 0.05 (p < 0.05). Based on table 4.5, the result shows that p-value is 0.00 which is smaller than 0.05 (0.00 > 0.05), thus the data is not normally distributed. In this study, both tests showed the data were not normal where the Kolmogorov-Smirnov and Shapiro-Wilk significant values were both 0.000.

Table 7: Analysis for normality test

Variable	Kolmogorov- Smirnov[a]			Shapiro-Wilk		
	Statictic	df	Sig.	Statictic	df	Sig.
Unemployment (Dependent Variable)	0.163	250	0.000	0.922	250	0.000

4.7 Correlation Analysis

In this study, correlation analysis is used to determine the relationship between independent variables such as communication skill, know-how, job mismatch and employability skill followed by dependent variable such as unemployment among graduates.

a) Correlation between unemployment among graduates and communication skill

Table 8: Correlation between unemployment among graduates and communication skill

			Unemployment
Spearman's rho	Communication Skill	Correlation Coefficient	0.540**
		Sig. (2-tailed)	0.000
		N	250

Table 8 shows the result of relationship between unemployment among graduates and communication skill by using Spearman's Rho correlation coefficient. There is a positive correlation between these two variables which shows the value of 0.540 which is more than 0.05 (P>0.05). Therefore, it shows there is a significant relationship between unemployment and communication skill.

b) Correlation between unemployment among graduates and know-how

Table 9: Correlation between unemployment among graduates and know-how

			Unemployment
Spearman's rho	Know-How	Correlation Coefficient	0.524**
		Sig. (2-tailed)	0.000
		N	250

Table 9 shows the result of relationship between unemployment among graduates and know-how by using Spearman's Rho correlation coefficient. There is a positive correlation between these

two variables which shows the value of 0.524 which is more than 0.05 (P>0.05). Therefore, it shows there is a significant relationship between unemployment and know-how.

c) Correlation between unemployment among graduates and job mismatch

Table 10: Correlation between unemployment among graduates and job mismatch

			Unemployment
Spearman's rho	Job Mismatch	Correlation Coefficient	0.515**
		Sig. (2-tailed)	0.000
		N	250

Table 10 shows the result of relationship between unemployment among graduates and job mismatch by using Spearman's Rho correlation coefficient. There is a positive correlation between these two variables which shows the value of 0.515 which is more than 0.05 (P>0.05). Therefore, it shows there is a relationship between unemployment and job mismatch.

d) Correlation between unemployment among graduates and employability skill

Table 11: Correlation between unemployment among graduates and employability skill

			Unemployment
Spearman's rho	Employability Skill	Correlation Coefficient	0.480**
		Sig. (2-tailed)	0.000
		N	250

Table 11 shows the results of relationship between unemployment among graduates and employability skill by using Spearman's Rho correlation coefficient. There is a positive correlation between these two variables which shows the value of 0.480 which is more than 0.05 (P>0.05). Therefore, it shows there is a significant relationship between unemployment and employability skills.

5. Conclusion

This chapter will discuss the overall studies that has been conducted. The conclusion will be based on the information gather from Chapter 1 till Chapter 5 in this study.

a) Discussion of research question 1: What are the factors that affect unemployment among graduates

Table 12: Factors that affect unemployment among graduates

Source	Factors	Findings
• (Alias *et al*., 2013) • (Clement & Murugavel, 2018) • (Su-Hie *et al*., 2017) • (Pandey & Prabhat, 2014)	Communication Skill	Graduates begin their careers with job interviews. Many employers are disappointed because graduates can't communicate well. English proficiency helps graduates explain themselves clearly and engages interviewers. Students who struggle with English have a harder difficulty getting jobs because they lack confidence.

• (Mohd Nazari Ismail, 2020) • (Lai *et al.*, 2021) • (S. Kaur & Singh, 2015)	Know-How	Most recent grads lack necessary skills. Employment does not require high certificate grades. Job skills are important. Graduates with inadequate skills can reduce the interest of potential companies in hiring new graduates. Skills and credentials are necessities in today's job market. Too many recent graduates of college lack employable knowledge, attitudes, and abilities.	
• (Ariff *et al.*, 2017) • (Hossain *et al.*, 2018)	Job Mismatch	A person is considered to have a job mismatch if they are now employed in a field unrelated to their academic degree. Each profession has its own requirements, and because there are not enough graduates to meet the actual demand for jobs, recent graduates must deal with the challenge of unemployment.	
• (Mansour & Dean, 2016) • (Mhinga & Kinghorn, 2013)	Employability Skill	Employability is a collection of skills, aptitudes, practical experience, and knowledge that enables graduates to find employment and succeed in their chosen industries or professions. Employers link the capacity for critical decision-making with critical thinking. There is a widespread perception that students are leaving colleges and universities unprepared for the workforce.	

The first objective of this study was to identify the factors that affect unemployment among graduates. The factors that affect unemployment among graduates that discussed throughout this research will be communication skill, know-how, job mismatch and lastly employability skill. There is a wide variety of factors at play that contribute to graduates' lack of effective communication skills. The surrounding environment, the attitudes of the pupils, insufficient use, a lack of listening skills, and a lack of confidence are among these concerns. The surrounding environment is one of the primary reasons why graduates are unable to communicate successfully, particularly in English (Su-Hie *et al.*, 2017). Having been equipped with technical skill only is no longer sufficient as the natures of jobs have changed and thus require more skills from the job incumbent. From the graduate aspect, it has been identified that many graduates do not possess the qualities required by employers. (Rahman *et al.*, 2011) stated that Malaysian graduates lack both the technical and generic skills.

In addition to technical skills in the field, graduates must also have skills that are generic. (Cairney, 2000) states that the industry in the era of knowledge-based economy requires graduates who are able to work independently, able to manage themselves, to work in teams, to adapt to change, to solve complex problems, and to think in a creative and innovative way.

As a consequence, graduates have difficulties obtaining employment that match their skills and credentials (Juhdi *et al.*, 2006).

b) Discussion of research question 2: What is the relationship between the factors that affect unemployment and unemployment among graduates

Table 13: Analysis of correlation result

Unemployment	Communication skill	Know-How	Job Mismatch	Employability Skill
	0.540	0.524	0.515	0.480

Based from the analysis of correlation that was discussed in chapter 4, the results of relationship between dependent variable which is unemployment among graduates followed by independent varaibales such as communication skill, know-how, job mismatch and employability skill by using Spearman's Rho correlation coefficient is positive. There is a positive correlation between these five variables which shows the value of communication skill (0.540), know-how (0.524), job mismatch (0.515) and employability skill (0.480) which is more than 0.05 (P>0.05). Therefore, it shows there is a significant relationship between unemployment and the independent variables which are communication skill, know-how, job mismatch and employability skill. Based from this, graduates in UTHM have difficulties in having proper communication skill, lack of knowledge in working a particular field, having job that does not correspond to their set of talents and certifications and low employability skills.

5.2 Limitation of Study

Numerous study constraints uncovered during the course of the research will be mentioned in this section. The findings of this research do have a few limitations. The graduates of UTHM who are now unemployed were the focus of this study. The survey received responses from a total of only 250 graduates, making the sample size somewhat modest. As a consequence of this, the outcome could not be very accurate and might not be sufficient in some manner to assist in the acquisition of the genuine and better discoveries.

Due to the fact that the researcher is doing the study for the first time, there is a difference between them in terms of experience, competence, and knowledge. Each phase of the research procedure required a certain degree of skill and background knowledge in order to be accomplished properly. In addition, the researcher had a tough time engaging with the participants and getting the information they required because the only platform accessible to them for doing so was a Google Form, which could only be accessed through smart phone or email. Moreover, the issue of honesty is an integral part of this study. To offer the researcher with reliable data, it is vital that the respondents answer the questionnaires freely and truthfully. This is a variable that the researchers were unable to control, but it should be noted regardless. In the meanwhile, the integrity of respondents' questionnaire responses is a significant aspect in generating good outcomes.

5.3 Recommendation for further studies

As limitations were existed in this study so there are a few recommendations for future researcher. First, the study should not only focus in public sector. It should cover more to private sector in order to gain more information about unemployment. Likewise, the researcher suggests to include other variables to measure unemployment among graduate so that this will be able to enhance the accuracy of the understanding the driver that could impact or improve unemployment. This research may spread the type of respondents not only limited to UTHM students but also open to other university students. This study only investigates factors affecting unemployment among graduates in UTHM. The results do not represent other university students.

The next recommendation is to use language that can help respondents understand the questions and research content. Besides that, make sure not to use too many general sentences or blur sentences in questionnaires because it confuses when respondents answer the questionnaires. Furthermore, in addition to the quantitative method, a qualitative strategy that includes open-ended questions in the questionnaire might considerably improve the outcomes in future study. This investigation might assist the researcher in gaining a better understanding of the underlying facts and data from the respondents on the elements that impact the unemployment rate. To summarise, open-ended questions help the researcher to better comprehend and gather more information from respondents on the circumstances that caused them to become involved with graduates, as well as a better grasp of respondents' genuine views about the unemployment rate.

5.4 Conclusion

The research discovery has provided answers to three research questions. All factors, including communication skill, know-how, job mismatch and employability skills, have a positive relationship with the unemployment among graduates. Furthermore, all of the four factors contribute to unemployment. Consequently, organization is suggested to review in this aspect in order to improve the unemployment level among graduates. The study was conducted on a group of graduates from University Tun Hussein Onn Malaysia (UTHM). Throughout this investigation, the IBM Statistical Package for the Social Sciences (SPSS) application was utilised to analyse statistical significance as well as path of coefficients. The study focuses on a few characteristics that were derived from the pilot study's modest sample size.

Future researchers might thus expand this study by examining other characteristics and factors that have an impact on the unemployment rate of graduates at University Tun Hussein Onn Malaysia (UTHM).

Acknowledgement

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