



UTM
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Individual Case Study

Unemployment Among Graduates in Malaysia

Course:

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Unemployment Among Graduates In Malaysia

Unemployment is a common issue in Malaysia. There are over 290000 graduates a year and 60 percent of them remain jobless after graduation including both public and private universities. From the year 2018 to 2020, the unemployment rate has increased from 3.35% to 3.38%. Although the increase of percentage is not too high but there are generally young people who are seeking for job and having troubles to enter job market. In 2016, there were 145800 unemployed graduates and the number of unemployed graduates has increased to 170300 in 2019. (Hossain *et al.*, 2018) During this Covid-19 pandemic, it is much more harder for all the graduates to get a job and some of them might feel hopeless and lose track of their future path. Therefore, this is the time for us to give our attention to joblessness. Employment opportunities are very important to young people especially graduates. They need a suitable job to achieve their dreams and mostly to solve their financial problems. Besides individual problems, unemployment would also give a negative impact to family, society and economy.

There are so many factors of unemployment among graduates in Malaysia. Firstly, most of the graduates are lack of skills and qualifications. In order to get a job, a high grade in certificate is not the main requirement. Job skill is the point. Graduates with memory skill, technology skill and quantitative skill is not enough. A graduate employer would look for someone with high demand skills such as communication skill, critical thinking skill, teamwork and leadership. These are all the skills that have been emphasized in the studies in college or universities. Employers are looking to employ someone who can give high commitment and can work well in a team as well as leading a team. Skills and the personality traits of a worker might affect the performance of a working team. This is why interview is needed for employers to observe the personality traits of a graduate. As a result, there are many employers complain that there are many graduates lack of suitable skills for their industry. Human Resource Deputy Minister, Awang Hashim has stated that Malaysian graduates could not secure their jobs is because they are lack of soft skills and their selective natural. He also added another reason of unemployment among graduates is because most of the graduates are failed to obtain information on job vacancies. Besides, graduates with low qualifications also cause the employers to be less interested to hire them. (Nazari., 2020) In conclusion, skills and qualifications are both necessary to fulfill the requirement of employers and to get a job.

The second factor of unemployment among graduates is that there are some graduates demand higher salary without work experience. During an interview, candidates are asked about how many salary they wish to get per month and the answer is mostly unrealistic and higher than the expectation of employers. This is the reason why they interview over and over again but still not get a job. Some of the graduates might think that they have high qualifications and they deserve to get a higher pay for their work. But without work experience, the employers do not know how much a candidate is worth a high salary.

Next, poor command of English language is one of the factor of unemployment among graduates. Since the official language of Malaysia is Bahasa Malaysia, most of the subjects are taught in Bahasa Malaysia instead of English during primary and

secondary school. Therefore, graduates might find it hard to learn and use English language when they proceed their studies in university or college. After graduate, they might also face a problem to communicate with workmates in English. This is very unfortunate because there are many companies and governments departments in Malaysia require the communication skill in English. (Ismail., 2011) According to “The Star News”, lack of qualified English teacher is one of the reason why graduates have a poor command in English language. There are many experienced teachers choose to teach in urban school and the new-trained teachers are usually posted on rural schools. Other factors such as dull of English textbooks and absence of reading habit also cause students lack of interest in English and do not manage well in this subject. (Jennifer., 2020)

Besides, employment are influenced by the market condition too. Market condition plays a different role in affecting the opportunity of employment. For example, the risk of economy decline and policy changes would affect the requirement of employment in a certain field. The fluctuating of economy structure and landscape can raise the level of uncertainty and cause the unemployment among graduates. Another factor of unemployment among graduates is foreign workers as the competitors for all the local graduates. In 2017, there are over 1.7 million foreign workers in Malaysia. Most of them are from Nepal, Indonesia, India, and Bangladesh. Local graduates have to compete with them to enter into the workforce. (Hossain *et al.*, 2018) Others factor such as graduates being choosy for jobs and poor character, attitude or personality also cause unemployment.

In order to cope with this situation, graduates must put many efforts in developing those soft skills. Soft skills include teamwork, creativity, problem-solving, critical thinking, adaptability and communication skill. Graduates must learn all these skills through the process in completing a task with other group members or finishing assignment during the time in university. The purpose of the assignment and task is to help graduates to adapt and be more flexible to work in different situation. Therefore, graduates can learn how to cope with their stress and manage their time well. These are all the requirements to perform well in a job.

Besides, work experience is very important. Graduates must accept the salary that is offered by the company if they really want the job. Graduates must know that they can gain more experience even though they get a low salary. With a great work experience, they can try to change their job for higher salary that they are satisfied with. Next, the government should help students by offering high quality training and promote workforce development. This is to help the graduates to prepare for industry skill needs. (Ibrahim, Mayuddin., 2017) Graduates should not miss the chance to get an internship to train themselves during semester break. This can help them understand better how the work environment works.

Besides industry skills, the government should consider the weakness of communication skill among the graduates. The biggest problem is that many graduates have difficulty to speak in English. The technique of speaking, writing and listening in English should widely promoted to all the students. Higher learning institution should stress among students the importance of mastering English language

to guarantee them to have a better job and future. Furthermore, the government should also adjust and upgrade the curriculum and activity to enhance graduates' employment prospects. Job market are changing rapidly as a result of a new development in the economy brought about by force such as globalization. Therefore, there is a need to study the requirement of market and adjust to the market condition. (Annie, Hamali., 2006)

In my opinion, both graduates and the government should take their responsibility to solve the problem of unemployment among graduates in Malaysia. No pain no gain. In order to get a job, all the graduates should understand their own value and learn through mistake to develop more skills. To understand the needs of job or a company, graduates must do many research to find a suitable job for themselves. I believe that getting a job is not just to make money but to get ourselves into a higher level of perspective to live a happy and secure life. So that, I hope that the unemployment rate in Malaysia would not rise again and for myself, I hope that I can develop more skills and get prepared for my own future.

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