



UTM
UNIVERSITI TEKNOLOGI MALAYSIA

FAKULTI SAINS SOSIAL DAN
KEMANUSIAAN

UHMT 1012 (GRADUTE SUCCESS ATTRIBUTE)

SEMESTER 1, 2020/2021

CASE STUDY: THE INCREASING NUMBER OF UNEMPLOYMENT

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The main objective of this case study is to investigate factors of the increasing numbers of unemployment. Unemployment happens everywhere around the world and some country has a higher rate of unemployment than others. Unemployment is affected in a certain country. In 2006, there is 132,900 graduates from various institutions all over Malaysia show that 30.7% of graduates remained unemployed six months after graduation. Several factors lead to this problem. There was the research that shows there are more female graduates in Malaysia that were unemployed. More female graduates in this country were unemployed because they lacked the relevant skills required in the labor market despite having excellent academic results. The number was much higher in comparison to male graduates. In Malaysia, the research institution of Malaysia economy (MIER) has stated that the possibilities of the unemployment rate will increase by 9.2% and the total number of people that will be unemployed is over 1.42 million. (Ismail, 2020)

One of the factors that cause an increase in the unemployment rate among fresh graduates is lack of experience. In this day and age, a good grade does not ensure a spot in a certain field. Companies nowadays priorities work experience rather than good grades but it does not mean that good grade isn't necessary. Companies put work experience as their main factor to choose an employee, in the meantime, good grades became a second or third factor in selecting an employee. Good grade come in handy when there are a lot of fresh graduates apply for the same job, then good grade is necessary. Big companies in the technology field such as Google, Facebook, Amazon, and others certainly employ people with 8 to 10 plus years of work experience because cannot afford to lose their productivity rate just because of less experience employee did not work well, etc. It is very hard to get employment for a Google, INC reported that Google receives 2 million job applications per year, to put in a different perspective, it is harder to get into Google than get into Harvard University where there were 40,248 applications submitted but just 1,980 were accepted making their acceptance rate only 4.5% in 2019 (Clark, 2019). Next, their several reasons why companies are prioritizing employee work experience rather than an employee without work experience. Firstly, in the learning process, students were learning textbook-based most of the time. Therefore, they were far behind in terms of real lives jobs because textbook-based learning just teaches the student about theories specific in a certain field but significant disadvantages were using this type of learning which is student practical time during lab session or intern is very limited. Consequently, students do not have enough time to implement their knowledge into a real skill.

Lastly, the biggest why companies selecting work experience employees is because, for a fresh graduate, they need to be provided additional training that will cost the company by doing so. An employee without experience may not finish their work in time because the new environment that they need to adapt for some time will be causing decreasing of their productivity on the jobs itself.

The second factor is lack of social and communication skill, communication skill in one of the basic generic skill that everybody needs to obtain to ease their work. When giving information, communication skill is very convenient. People without communication skills when giving information to others, tendency to mislead the information is high and it will cause a serious impact in a big organization especially important information. It will make all the work delayed and the productivity of the company will decrease. Communication skills also need when receiving information from others. A lot of people are unemployed because they didn't have the communication skill when receiving information from their senior or supervisor. When receiving information, people need to interpret the information then translate to work, this skill is very crucial when dealing with a lot of information to maintain prolificacy. Nowadays, people from rural around mostly move to the city trying to apply for a job. The reason that this scenario happens is because in rural places there is less job opportunity compare to a large city. Secondly, people from rural hoping by moving to the city can find a better job with a higher salary compared to just working in the rural. These phenomena will be causing higher competition among job seekers. In one research about the comparison of the listening abilities of rural and urban people by Donald J. Grandgenett and Neal F. Grandgenett, it stated that there was a significant difference between the general listening abilities of the rural and the urban-based on ninth grade. The urban female scored 68.20% and 58.35% for urban males, meanwhile the female student from rural scored 55.97% and 51.33% for rural male (Heaven, Clegg and Maguire, 2006). Since listening is one of the skills in communication skill, therefore people from rural have a higher rate of rejection in the application for a job.

Thirdly, fail in an interview session, there are few key factors for successful interviews. Firstly, solid IQ and EQ, IQ is the short term for Intelligence Quotient is measuring for our intelligence potential, which has no direct relationship to our present intelligence. The most common way to measure IQ is taking an IQ test, there is a lot of IQ test on the internet. EQ is

Emotional intelligence, in one article EQ can be described as the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges and defuse conflict (Segal, 2019). There are few ways to measure EQ, one of the ways is Self-Report. Self-Report is meant to track the personality traits. Next, measure EQ by taking the Multifactor Emotional Intelligence Scale (MEIS). MEIS will measure four stages of emotional intelligence which are identifying emotions, using emotional, understanding emotions, and managing emotions. Jobless people may have low IQ and EQ. People with low EQ will be causing a lot of problems among his or her colleagues because lack of empathizing will lead to misunderstanding among them and worst-case scenario their task will be abandon. Next up, in the interviewing session, the interview will measure our influence on the surrounding. The big why influence is one of the factors in employing people is because when a people have influence, they will have the courage to point out new ideas and share his or her opinion rather than following what the superiors said and not giving any commitment during collaboration or meeting sessions. Therefore, people that do not have influence will be the second choice in selecting an employee.

Lastly, now we are in the middle of the Covid-19 catastrophic that affected most of the world. In this pandemic, the economics of a country will automatically be going drop at a drastic rate because of several factors. The new norm that doesn't allow people to travel around the world making the tourism sector for the certain county will not gain any profit. Companies either it's big or small also get affected since there is a restriction about how many workers should allow work at a time. This will eventually reduce the number of products that could be produced by a certain company. Companies have lower demand will gain less profit and in the end, the workers get fired because they cannot afford to pay all worker with the current profit. International Labor Organization (ILO) predict over 1.25 billion workers all around the world will lose their job during this pandemic. To put it in a different perspective it's 38% of the earth's population that will lose their job. In one article titled "Employment Outlook, the 1st Quarter of 2020, Volume 4/2020, The Impact of COVID-19 on Loss of Employment (LOE)" it stated that this pandemic causing demand in the market is decreasing to 37 % from 42% and the number is predicted to increase along the year (Berita Harian, 2020).

In conclusion, the unemployment issue is impossible to solve as the world population will continue to grow in the 21st century, but at a much slower rate compared to the past. In 1959, there only 3 billion population in the world, but as time goes past, in 1999 there were 6 billion people in the world which doubled the value in 1959. It only took 40 years to double the value back then, nowadays the population rate is slower and it is estimated that it will take another nearly 40 years to increase by another 50% to become 9 billion by 2037. The latest world population projections indicate that the world population will reach 10 billion persons in the year 2057 (Worldometeer, 2020). The more people in the world, the more competition will be and the unemployment rate will keep increasing. In the modern era, there are a lot of Artificial Intelligence (AI) that will be and has been implemented in the industrial to replace humans to reduce cost. AI will increase the productivity of a certain industry since it can work 24/7 compare to human that has a limit. In the future, the usage of AI will increase and the consequence is it will cause an increased rate of unemployment in the world.

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