

**THE INDONESIAN UNDERGRADUATE STUDENTS' PERCEPTIONS  
OF CAREER CHOICE IN SMALL AND MEDIUM-SIZED ENTERPRISES  
AND MULTINATIONAL CORPORATIONS**

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**UNIVERSITI UTARA MALAYSIA**

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AND MULTINATIONAL CORPORATIONS**

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by  
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## **ABSTRACT**

The main purpose of this study was to investigate the perceptions in career choice whether in Small and Medium-sized Enterprises (SMEs) and Multinational Corporations (MNCs) based on sample of Indonesian undergraduate students. The main aim of this study was to determine if gender and academic background influenced these perceptions. In addition, this study tried to identify several job factors that influenced their choice.

A sample of 150 Indonesian undergraduate students was used by distributed a set of questionnaire. An original version of questionnaire from previous research conducted by Teo and Poon (1994) was used. This questionnaire was pre-tested before distributed to the main respondent. The main purpose of pre-testing was to determine the understandability of the items in the survey questionnaire and to identify potential weaknesses and problems in the data collection and analysis.

The findings of the study indicated that from ten academic majors surveyed, all students preferred working in MNCs than SMEs. Three job factors that significantly influenced students' perceptions working in SMEs are responsibility given (RG), and involvement in decision making (IDM). While pay, working conditions (WC), managerial quality and relationships (MQR), and responsibility given (RG) were significantly influenced students' working in MNCs.

## ABSTRAK

Objektif utama kajian ini adalah untuk mengkaji persepsi dalam pemilihan kerjaya sama ada dalam syarikat Perusahaan Kecil dan Sederhana (PKS) dan Syarikat Multinasional (MNC) berdasarkan sampel pelajar Indonesia pra siswazah. Kajian ini bertujuan untuk mengenalpasti sama ada jantina dan latarbelakang akademi pelajar mempengaruhi persepsi ini. Selain itu, kajian ini juga cuba mengenalpasti beberapa faktor pekerjaan yang boleh mempengaruhi pemilihan mereka.

Sampel sebanyak 150 pelajar Indonesia pra siswazah digunakan dalam kajian ini melalui pengedaran set soalan kajiselidik. Versi asli soalan kaji selidik daripada kajian terdahulu yang dijalankan oleh Teo dan Poon (1994) digunakan dalam kajian ini. Soalan kaji selidik ini dilakukan pra-uji terlebih dahulu sebelum diedarkan kepada responden. Tujuan utama pra-uji ini adalah untuk mengenalpasti kefahaman setiap item dalam soalan kaji selidik dan untuk mengenalpasti potensi kelemahan dan masalah dalam pengumpulan data dan analisis.

Hasil kajian menunjukkan bahawa daripada sepuluh kajian utama akademi, semua pelajar lebih suka bekerja di syarikat MNC daripada di PKS. Tiga faktor pekerjaan yang mempengaruhi persepsi pelajar bekerja di PKS adalah berdasarkan kepada tanggungjawab yang diberi, dan dalam pembabitan dalam pembuatan keputusan. Sementara factor gaji, keadaan tempat kerja, kualiti pengurusan dan perhubungan dan tanggungjawab yang diberikan mempengaruhi persepsi pelajar bekerja di MNC.

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## **DEDICATION**

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# CHAPTER ONE

## INTRODUCTION

### 1.1 Introduction

The first chapter will discuss the background of the research which explains the general ideas on the scope of the study. The research problems are then stated, followed by the purpose of the study and also the significance of the study.

### 1.2 Background of the study

Small and medium-sized businesses sectors are rapidly increasing today. Small businesses play a critical role in the success of national economy (Grubb III, Harris, and MacKenzie, 2007). Difficulty to find a job and entrepreneurship soul emerging are one that triggering its condition. The previous research by the Small Business Administration Office of Advocacy states small firms represent 99.7% of all employer firms and pay half of all private sector employees (SBA Office of Advocacy, 2006). The Small Business Administration defines a small business as one with fewer than 500 employees (Perry, 2001). One of the critical issues facing by the small medium-sized enterprises (SMEs) is quality of its human resources. It is rarely we can find a university graduate willing to work in a SMEs sector. Usually they prefer choose to work in large

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