

THE INFLUENCE OF GRADUATE'S EMPLOYABILITY SKILLS
TOWARDS MANAGEMENT'S PERCEPTION: CASE OF PT. BANK
RAKYAT INDONESIA (BRI) TBK MEDAN, INDONESIA

GRADUATE'S EMPLOYABILITY SKILLS

JUNE 2011

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A thesis submitted to the Faculty of Business Management in partial fulfillment of the
requirements for the degree Master of Human Resource Management,
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DECLARATION

I declare that the substance of this project paper has never been submitted for any degree or post graduate programs and qualifications.

I certify that all the supports and assistance received in preparing this project paper and all the sources abstracted have been acknowledge in this stated project paper.

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ABSTRACT

More than 14 million of Indonesian unemployed university graduates are out of work for more than six to one year. This caused by they cannot compete with other graduates and not fulfill employer's requirements of employability skills or known as non-technical skills of graduates. Graduates more concern of their technical skills and excellent result that it would be supports your non-technical skills. Besides that, this is also become suggestion through universities need to do more in improvement of graduate's chances in the labour market and trained them to develop their skills so that they can handle graduate's unemployment issues. The purpose of this study is to identify six dimensions of graduate's employability skills towards management's perceptions in PT Bank Rakyat Indonesia (BRI) Tbk. To attain the objective of this study, a quantitative method was employed and data were collected through questionnaire. The questionnaire was adapt from Mohd Yusof Husain, Seri Bunian Mokhtar, Abdul Aziz Ahmad, and Ramlee Mustapha (2010) regarding the importance of employability skills and Azami Zaharim, Yuzainee Md Yusoff, Mohd. Zaidi Omar, Azah Mohamed, Norhamidi Muhamad and Ramli Mustapha (2009) for employer's perception. A total of 60 questionnaires were distributed to the all management level of PT Bank Rakyat Indonesia (BRI) Tbk., and perfectly received 60 (100%) used for analysis. Mean, standard deviation, Pearson correlation coefficient and linear regression were used to achieve objective the study. The result from mean analysis show that management's perception levels on employability skills are high for all dimensions, where the mean was above 4.00. Pearson Correlation Coefficient shows that the basic skill has stronger relationship with management's perceptions ($r \leq .620$; $p < 0.05$). Linear regression analysis shows that only the basic skill ($\beta \leq .404$; $p < 0.05$) was influence to the management's perceptions in PT. Bank Rakyat Indonesia (BRI) Tbk. Medan, Indonesia. This study suggest that graduates must look back at their soft skills and follow what management's requirements so that they can prepared it before they enter job market. Besides that, the universities as higher institution and employers should work together in terms of develop graduates skills and decides what major things that job market looking for from graduates for now and future.

ABSTRAK

Lebih daripada 14 juta graduan universiti di Indonesia adalah menganggur atau tidak mempunyai pekerjaan untuk lebih daripada 1 sampai 6 tahun. Ini kerana mereka tidak dapat bersaing dengan graduan lain dan tidak memenuhi keinginan majikan dari segi kemahiran bekerja atau dikenali sebagai kemampuan bukan teknikal. Para graduan yang lebih menitikberatkan keputusan peperiksaan mereka daripada kemahiran teknikal dan kurang memfokuskan kemampuan bukan teknikal. Selain itu, kajian ini juga menjadi asas kepada pihak universiti untuk melaksanakan penambahbaikan dalam meningkatkan peluang lulusan university dalam pasaran tenaga kerja dan melatih mereka dalam mengembangkan kemahiran sehingga mereka dapat menangani masalah persaingan di dunia kerja. Oleh itu kajian ini bertujuan untuk mengenalpasti hubungan antara enam dimensi kemahiran kerja (kemahiran asas, kemahiran berfikir, kemahiran berkomunikasi, kemahiran interpersonal, kemahiran sistem dan teknologi; dan kualiti individu) para graduan terhadap persepsi pengurusan di PT Bank Rakyat Indonesia (BRI) Tbk, Medan, Indonesia. Kajian ini berbentuk kuantitatif iaitu soal selidik diedarkan kepada responden. Soal selidik ini diadaptasi daripada kajian yang dilakukan oleh Mohd Yusof Husain, Seri Bunian Mokhtar, Abdul Aziz Ahmad, dan Ramlee Mustapha (2010) mengenai kemahiran kebolehpasaran siswazah dan Zaharim Azami, Yusoff Md Yuzainee, Mohd. Zaidi Omar, Azah Mohamed, Norhamidi Mohamad dan Ramli Mustapha (2009) tentang persepsi majikan. Untuk mencapai objektif kajian sebanyak 60 soal selidik telah diedarkan kepada pekerja peringkat pengurusan di PT Bank Rakyat Indonesia (BRI) Tbk, dan telah diterima secara lengkap 60 (100%) dan digunakan untuk dianalisis. Min dan sisihan piawai, korelasi pearson dan pekali regresi linier digunakan untuk mencapai tujuan kajian. Hasil dari analisis min menunjukkan bahawa persepsi pengurusan terhadap kemahiran bekerja adalah pada peringkat tinggi bagi kesemua dimensi kebolehpasaran siswazah iaitu nilai min melebihi 4.00. Analisis Korelasi Pearson menunjukkan bahawa kemahiran asas mempunyai hubungan kuat dengan persepsi pengurusan ($r \leq 0,620$; $p \leq 0,005$). Dalam analisis regresi linier menunjukkan bahawa hanya kemahiran asas ($\beta \leq .404$; $p < 0.05$) mempengaruhi persepsi pengurusan di PT. Bank Rakyat Indonesia (BRI) Berhad. Medan, Indonesia. Kajian ini menunjukkan bahawa lulusan harus melihat kembali pada 'soft skill' mereka dan mengikuti keperluan daripada pihak majikan sehingga dapat mempersiapkan diri sebelum memasuki pasaran kerja. Selain itu, universiti sebagai lembaga pendidikan tertinggi dan pihak majikan turut bekerja sama dalam hal mengembangkan kemahiran graduan dan memutuskan hal utama yang perlu dipersiapkan oleh para untuk sekarang dan masa depan.

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CHAPTER 1

INTRODUCTION

1.0 BACKGROUND OF STUDY

Employability skills is often debated with various implication which biased towards stating that employability skills is a preparation for the graduates to successfully get a job and to develop in their career (Mohamad Sattar R., Md Yusop I., Napsiah I., Muhammad Rashid R., Rose Amnah A. R., 2010). Nowadays, more than thousands of fresh graduate has entered job market in each year. Many of them have success to get their suitable job and the rest being unemployed or still being job hopping to get a job that appropriate for them. Some of them has fill the requirement that employer needs, such as knowledge, skill, attitude and ability which are very useful and needed to contribute in an organization. The graduates believe if they have excellent cumulative grade point average (CGPA) they will get the job easily but in fact when they applying that position and undergo some test such interview or writing test they cannot do it well, do not speak good English even, or even express themselves appropriate. This is because graduate over-reliance of their qualification during study and do not have prepared to face challenged is compete with others. The unemployment rates among graduates are the highest in the country especially Indonesia like Muhaimin Iskandar stated as Ministry of Manpower and Transmigration of Indonesia whereby the increasing number of unemployed for every year, the University also have responsibility to plan career development for their graduates before they entered job market (Kompas: February 10, 2011). The University should expand their relations with employers or organizations to

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