

**FACTORS INFLUENCING UNEMPLOYMENT FOR
FRESH GRADUATES AFTER COVID-19 IN KELANTAN**

FKP

MUHAMAD ANIQ ARIFIN BIN MOHD ZIN

PREMLA A/P PALANIVELU

NORAZILA BINTI ARBAIN

NURUL NADIA SYAHIRAH BINTI MAT NAZRI

UNIVERSITI

MALAYSIA

DEGREE OF ENTREPRENEURSHIP (COMMERCE) WITH HONORS

2024



FACTORS INFLUENCING UNEMPLOYMENT FOR FRESH
GRADUATES AFTER COVID-19 IN KELANTAN

by

MUHAMAD ANIQ ARIFIN BIN MOHD ZIN

PREMLA A/P PALANIVELU

NORAZILA BINTI ARBAIN

NURUL NADIA SYAHIRAH BINTI MAT NAZRI

A thesis submitted in fulfilment of the requirements for the degree of
Degree Of Entrepreneurship (Commerce) With Honours

Faculty of Entrepreneurship and Business

THESIS DECLARATION

I hereby certify that the work embodied in this thesis is the result of the original research and has not been submitted for a higher degree to any other University or Institution.



OPEN ACCESS

I agree that my thesis is to be made immediately available as hardcopy or on-line open access (full text).



EMBARGOES

I agree that my thesis is to be made available as hardcopy or on-line (full text) for a period approved by the Post Graduate Committee.

Dated from.....until.....



CONFIDENTIAL (Contain confidential information under the Official Secret Act 1972) *



RESTRICTED

(Contains restricted information as specified by the organization where research was done)*

I acknowledge that Universiti Malaysia Kelantan reserves the right as follows:

1. The thesis is the property of Universiti Malaysia Kelantan.
2. The library of Universiti Malaysia Kelantan has the right to make copies for the purpose of research only.
3. The library has the right to make copies of the thesis for academic exchange.

SIGNATURE

NAME: MUHAMAD ANIQ ARIFIN BIN MOHD ZIN

SIGNATURE OF SUPERVISOR

NAME: DR. SHAH ISKANDAR FAHMIE BIN RAMLEE

Date: 21 JANUARY 2024

SIGNATURE

NAME: PREMLA A/P PALANIVELU

SIGNATURE

NAME: NORAZILA BINTI ARBAIN

SIGNATURE

NAME: NURUL NADIA SYAHIRAH BINTI MAT NAZRI

Date: 21 JANUARY 2024

ACKNOWLEDGEMENT

We express our deepest gratitude to the people and institutions that have contributed to the successful completion of this research work. Above all, we express our gratitude to our exceptional instructor, Dr. Shah Iskandar Fahmie Bin Ramlee, for their invaluable guidance, assistance, and mentoring during this research. Their expertise and extensive experiences had a profound influence on the direction of our assessment, significantly contributing to its overall quality. We are also grateful to the participants of the study, whose willingness to share their experiences and opinions was crucial for the data gathering process. Their dedication is invaluable, and without their involvement, this endeavor would have been inconceivable. We express our gratitude to the people and departments of Universiti Malaysia Kelantan for their assistance and resources that facilitated the seamless conduct of this evaluation. Their assistance played a crucial role in successfully completing our investigation. We express our gratitude to our colleagues and friends who provided valuable comments and engaged in thoughtful discussions during the progress of this research. Their participation and ideas fundamentally influenced the essence of our investigation. Lastly, we should express our gratitude to our families for their unwavering support and understanding during the duration of our research. Their consolation and affection have been essential to our academic pursuits.

UNIVERSITI
MALAYSIA
KELANTAN

Table of Content

COVER PAGE	i
BLANK PAGE	ii
TITLE PAGE	iii
THESIS DECLARATION	iv
ACKNOWLEDGMENT	v
TABLE OF CONTENT	vi
LIST OF TABLES	viii
LIST OF FIGURES	x
ABSTRAC	xi
CHAPTER 1: INTRODUCTION	1
1.1 Background Of The Study.....	1
1.2 Problem Statement	3
1.3 Research Question	4
1.4 Research Objective	5
1.5 Scope Of The Study	6
1.6 Significance Of Study	6
1.7 Definition Of Term.....	7
1.8 Organization Of The Research	12
CHAPTER 2: LITERATURE REVIEW	14
2.1 Introduction.....	14
2.2 Previous Studies.....	16
2.3 Underpinning Theory	23
2.4 Hypothesis Statement.....	25
2.5 Conceptual Framework	27
2.6 Conclusion/Summary	29
CHAPTER 3: RESEARCH METHODS	30
3.1 Introduction.....	30
3.2 Research Design.....	31
3.3 Data Collection Methods	32

FACULTY ENTREPRENEURSHIP AND BUSINESS

3.4 Study Population	32
3.5 Sample Size.....	33
3.6 Sampling Techniques	34
3.7 Research Instrument Development.....	35
3.8 Measurement Of The Variables	37
3.9 Procedure For Data Analysis.....	37
3.10 Summary / Conclusion	39
CHAPTER 4: DATA ANALYSIS AND FINDINGS.....	41
4.1 Introduction.....	41
4.2 Pilot Test.....	41
4.3 Demographic Analysis.....	43
4.4 Descriptive Analysis.....	49
4.5 Correlation Between Employability Skills, Job Mismatch, Graduates Attribute, Unrealistic Salary, And Education Level	54
4.6 Multiple Regression Analysis.....	59
4.7 Summary.....	62
CHAPTER 5: DISCUSSION AND CONCLUSION.....	63
5.1 Introduction.....	63
5.2 Summary.....	63
5.3 Discussion.....	64
5.4 Implication Of The Study	68
5.5 Limitations Of The Study.....	69
5.6 Recommendation For The Future Research	70
5.7 Overall Conclusion Of The Study	71
REFERENCES	74
APPENDIX A - QUESTIONNAIRE	77
APPENDIX B – GANTT CHART	81

LIST OF TABLES

Table 3.1 Table of Sample size of by Krejcie and Morgan (1970)	33
Table 3.2: Distribution of the Questionnaire Item	36
Table 3.3: Likert Scale Value	37
Table 3.4: Research Objective and Data Analysis	38
Table 4.1: Scale of Cronbach’s Alpha	41
Table 4.2 Summary of Reliability Analysis for Pilot Test	42
Table 4.3: Age of Respondents	43
Table 4.4: Gender of Respondents	44
Table 4.5: Race of Respondents	45
Table 4.6: Shortage Worker in Industry Sector	46
Table 4.7: Factor influencing unemployment increase	47
Table 4.8: Descriptive Statistic for Employability Skills	49
Table 4.9: Descriptive Statistic for Job Mismatch.....	50
Table 4.10: Descriptive Statistic for Graduates Attribute	51
Table 4.11: Descriptive Statistic for Unrealistic Salary	51
Table 4.12: Descriptive Statistic for Education Level.....	52
Table 4.13: Descriptive Statistic for Unemployment.....	53
Table 4.14: Correlation Between Employability Skills and Unemployment.....	55
Table 4.15: Correlation Between Job Mismatch and Unemployment	55

FACULTY ENTREPRENEURSHIP AND BUSINESS

Table 4.16: Correlation Between Graduate’s Attribute and Unemployment.....56

Table 4.17: Correlation Between Unrealistic Salary and Unemployment 57

Table 4.18: Correlation Between Education Level and Unemployment.....58

Table 4.19: Summary Of Hypothesis Testing.....58

Table 4.20: Model Summary of Multiple Regression Analysis..... 59

Table 4.21: ANOVA Test..... 60

Table 4.22: Coefficients of Multiple Regression Analysis 60

Table 5.1: Summary of Objectives 72

FKP



LIST OF FIGURES

Figure 2.1 Theoretical Model of Human Capital Theory 25

Figure 2.2 Research Framework 27

Figure 4.1: Percentage of Respondent's Age 44

Figure 4.2: Percentage of Respondent's Gender..... 45

Figure 4.3: Percentage of Respondent's Race 46

Figure 4.4: Percentage of Respondent's Race 47

Figure 4.5: Factor Influencing Unemployment..... 48



ABSTRACT

This research project aims to investigate the factors influencing unemployment among fresh graduates in Kelantan following the COVID-19 pandemic. The study focuses on understanding the relationship between unrealistic salary expectations and unemployment, as well as the impact of educational levels and university prestige on employment opportunities. The research methodology includes a comprehensive literature review to establish the theoretical framework and hypothesis development. Data collection involves an online survey and pilot test analysis, with subsequent data analysis utilizing SPSS software. The study also explores the role of government financial assistance for graduates from less prestigious universities. The research findings are expected to provide valuable insights for policymakers, educational institutions and graduates in addressing the challenges of post-pandemic unemployment. This project is organized into three main chapters: Introduction, Literature Review, and Research Methodology. The successful completion of this research project is attributed to the support and guidance of the supervisor, Dr. Shah Iskandar Fahmie Bin Ramlee, and the active participation of the study's respondents.

ABSTRAK

Projek penyelidikan ini bertujuan untuk menyiasat faktor-faktor yang mempengaruhi pengangguran dalam kalangan siswazah baru di Kelantan berikutan pandemik COVID-19. Kajian ini memberi tumpuan kepada memahami hubungan antara jangkaan gaji yang tidak realistik dan pengangguran, serta kesan tahap pendidikan dan prestij universiti terhadap peluang pekerjaan. Metodologi penyelidikan termasuk tinjauan literatur yang komprehensif untuk mewujudkan rangka kerja teori dan pembangunan hipotesis. Pengumpulan data melibatkan tinjauan dalam talian dan analisis ujian rintis, dengan analisis data seterusnya menggunakan perisian SPSS. Kajian ini juga meneroka peranan bantuan kewangan kerajaan untuk graduan daripada universiti yang kurang berprestij. Penemuan penyelidikan itu dijangka memberikan pandangan yang berharga kepada penggubal dasar, institusi pendidikan dan graduan dalam menangani cabaran pengangguran pasca pandemik. Projek ini disusun dalam tiga bab utama: Pengenalan, Kajian Literatur, dan Metodologi Penyelidikan. Kejayaan menyiapkan projek penyelidikan ini adalah hasil sokongan dan bimbingan penyelia, Dr. Shah Iskandar Fahmie Bin Ramlee, dan penglibatan aktif responden kajian.

CHAPTER 1: INTRODUCTION

1.1 BACKGROUND OF THE STUDY

The topic for research that we have chosen is factors of unemployment among fresh graduates after Covid-19 in Kelantan. Graduate unemployment is a serious issue, as it makes graduates more vulnerable to unfavourable economic conditions. The graduate unemployment rate in Malaysia has been on the rise in recent years, and the COVID-19 pandemic has exacerbated the problem. Unemployment among fresh graduates in Malaysia has been on the rise in recent years, from 4.4% in 2020 to 90,000 in 2023 (source: Centre for Future Labour Market Studies (EU-ERA), "Malaysia Graduate Employment Outlook 2023", 2023). This is a significant increase, and it is a cause for concern for the Malaysian government and the Malaysian economy. Unemployment among fresh graduates is a significant problem that is affecting many countries around the world. According to the Department of Statistics Malaysia, the unemployment rate among fresh graduates in Kelantan increased from 5.8% in 2021 to 6.2% in 2022. This represents a 6.9% increase in the unemployment rate among fresh graduates in Kelantan over a one-year period.

In the present economic climate, unemployment is a major problem all throughout the world, not only in the industrialized nations. Nevertheless, numerous national factors contribute to the prevalence of this pervasive problem. The Department of Statistics Malaysia (DOSM) consistently releases labour market reports, and its data for 2021 revealed a surge in graduate unemployment, specifically among individuals holding degrees that were not directly correlated with the employment prospects that were available. Insights into the number of unemployed graduates, their demographic profiles, and the regions most impacted were detailed in these reports.

The World Bank article "The Economic and Social Consequences of Youth Unemployment" (2023) identifies several factors that contribute to youth unemployment, including the mismatch between the skills of graduates and the needs of the job market, the lack of job opportunities in the private sector, and the lack of social safety nets for young people. There are several factors that are contributing to the high unemployment rate among fresh graduates in Kelantan. One factor is the mismatch between the skills that employers need and the skills that graduates possess. Many graduates lack the practical skills and experience that employer are looking for. This is partly since the curriculum of many higher education institutions is not adequately aligned with the needs of the labour market. Another factor contributing to graduate unemployment in Kelantan is the lack of job opportunities in the state. Kelantan is a predominantly rural state with a relatively small economy. There are fewer businesses and industries in Kelantan compared to other more developed states in Malaysia. This means that there are fewer jobs available for fresh graduates

If no action is taken, then there will be an impact of graduate unemployment such as graduate unemployment can have several negative consequences for individuals and society. For individuals, graduate unemployment can lead to financial hardship, stress, and anxiety. It can also damage self-esteem and career prospects. For society, graduate unemployment can lead to a loss of productivity, economic growth, and social cohesion.

Conclusion, Unemployment among fresh graduates is a significant issue that has garnered substantial attention in recent years. The COVID-19 pandemic has further exacerbated the problem, leading to an increase in the unemployment rate among fresh graduates in Kelantan. There are several factors that are contributing to this problem, including the mismatch between skills and job requirements, the lack of job opportunities in the state, the impact of the COVID-19 pandemic, and the lack of soft skills among fresh graduates. Policymakers and educators need to

address these factors to reduce the unemployment rate among fresh graduates in Kelantan. This can be done by aligning the curriculum of higher education institutions with the needs of the labour market, providing more job opportunities in the state, helping fresh graduates to develop the soft skills that employers are looking for, and investing in education and training programs to help workers develop the skills they need to compete in the global economy.

1.2 PROBLEM STATEMENT

The problem of Unemployment among fresh graduates has been a topic of discussion for several years and has progressively evolved into a significant issue over time, causing anxiety among everyone else (Wahab, 2022). Since the onset of the COVID-19 pandemic in the first quarter of 2020, the Malaysian economy has seen a significant drop, resulting in a notable increase in unemployment rates among fresh graduates. Based on the official webpage of the Department of Statistics Malaysia for the year 2020, there was an increase in the number of jobless graduates from 170.3 thousand in 2019 to 202.4 thousand in 2020.

Furthermore, the increase in unemployment rates has also led to a strain on the overall decrease in consumer spending. Additionally, the lack of job opportunities has created a sense of disillusionment and frustration among individuals, potentially leading to social unrest and political instability. This situation often leads to confusion among university students over career prospects upon graduation. The implementation of this measure is expected to result in a decrease in overall student enrolments at universities, potentially leading to a shortage of young talents in Malaysia.

This phenomenon has resulted in economic inequality, reduced productivity, and a deficiency in human capital. Each year, a significant number of graduates are graduated by both public and

private universities. The graduates have several considerations that they need to give their attention to.

The Sustainable Development Goals (SDGs) are a collection of 17 worldwide objectives that were universally embraced by all United Nations Member States in 2015. These goals serve as a comprehensive appeal for action, to eliminate poverty, safeguard the environment, and guarantee universal peace and prosperity for all individuals by the year 2030. Sustainable Development Goal 8 aims to foster enduring, comprehensive, and sustainable economic development, as well as provide equitable access to productive jobs and decent work opportunities for all individuals. SDG 8, specifically target 8.5, endeavors to attain comprehensive and fruitful job opportunities, as well as equitable working conditions, for individuals of both genders, including young people and those with disabilities. Additionally, it seeks to provide fair remuneration for labour that has equivalent worth.

Based on several empirical investigations, it has been found that the primary determinants leading to unemployment among recent college graduates encompass a weak attitude, personality traits, and an absence of employability skills (Ghani, 2020). Additionally, inadequate communication abilities and work mismatches have been identified as factors contributing to unemployment (Kumar, K. H., & Salahudin, S. N., 2023). Hence, the objective of this study is to examine the factors that contribute to the unemployment rate among fresh graduates in Kelantan.

1.3 RESEARCH QUESTION

- I. What are the most influential factors that affect unemployment among fresh graduates?

II. Is there any relationship between employability skills and unemployment among fresh graduates after Covid-19?

III. Is there any relationship between job mismatch and unemployment among fresh graduates after Covid-19?

IV. Is there any relationship between graduate's attributes and unemployment among fresh graduates after Covid-19?

V. Is there any relationship between unrealistic salary and unemployment among fresh graduates after Covid-19?

VI. Is there any relationship between education level and unemployment among fresh graduates after Covid-19?

1.4 RESEARCH OBJECTIVE

This study aims to achieve the following objectives in alignment with the research question:

I. To identify which factors are most influential that affect unemployment among fresh graduates.

II. To determine the relationship between employability skills and unemployment among fresh graduates after Covid-19

III. To determine the relationship between job mismatch and unemployment among fresh graduates after Covid-19

IV. To determine the relationship between graduate's attribute and unemployment among fresh graduates after Covid-19

V. To determine the relationship between unrealistic salary and unemployment among fresh graduates after Covid-19

VI. To determine the relationship between education level and unemployment among fresh graduates after Covid-19

1.5 SCOPE OF THE STUDY

The research of this study is clearly to identify the factors influencing unemployment for fresh graduates after Covid-19 at Kota Bharu, Kelantan. This research is focusing on the employer as well in every commerce sector consisting of male and female (21 and above) at Kota Bharu which are involved in the commerce sectors and related to the business as well.

1.6 SIGNIFICANCE OF STUDY

The findings of this research are important for better understanding about unemployment for fresh graduates and the factors that affect employers. In this chapter, the researcher discusses the expected results and significance of the study. Some parties will get the benefit of this research.

The parties stated below:

1.6.1 Researchers

This study provides a preview for future research to get a better understanding about unemployment and factors influencing the fresh graduates in organizations whether it will affect the employer or not. It will help the researchers for the sake of making research about factors influencing fresh graduates after Covid-19 at Kota Bharu, Kelantan.

1.6.2 Employee

The result of this study provides a better understanding for the employee to get more knowledge and experience regarding the factors influencing unemployment and affect fresh graduates after Covid-19.

1.7 DEFINITION OF TERM

Cullen (2020) asserts that unemployment is an ongoing issue in society, which has been associated with material deprivation, social isolation, limited personal control, reduced future goals, and various adverse health effects. On the other hand, Elly (2015) argues that unemployment surveys fail to capture data on self-employed individuals and discouraged job seekers. Many workers find themselves in precarious employment situations, where they are unable to secure permanent positions despite their qualifications. They may be forced to work part-time when they desire full-time employment, or settle for jobs that do not fully utilise their skills and education. Some individuals who are classified as unemployed may be engaging in a less than enthusiastic job search in order to maintain their eligibility for unemployment benefits.

In accordance with Summers (2015), unemployment is a condition that occurs when individuals who are capable and willing to work find themselves without gainful employment. It is a multifaceted issue influenced by a complex interplay of economic, social, and personal factors. Economic recessions, shifts in labour market demands, and technological advancements that displace certain job roles are common drivers of unemployment. High levels of unemployment within a society can result in financial insecurity, decreased consumer spending and strained social welfare systems. Addressing and reducing unemployment is a priority for governments and policymakers, as it has profound implications for the well-being of individuals and the overall stability of economies.

Moreover, according to Khir (2006), terms of employability skills which graduates now lack in both technical knowhow and generic skills. Proficiency is the result of combining specialised knowledge and versatile skills, therefore, endeavours to enhance graduates' proficiency should encompass both aspects. This has been emphasised in the Ninth Malaysia Plan, as mentioned by Jailani (2006). Educational institutions have faced increasing demands to provide students with a well-rounded set of skills. Employers have been emphasising the importance of universities focusing on developing a wide range of essential skills that are applicable to various job opportunities. Thus, it is crucial for educational institutions to establish a strong partnership with industry in order to effectively address the demands and expectations of employers.

According to Bailey and Mitchell (2006), in order to thrive in the dynamic and highly competitive business landscape, organisations must seek employees who possess the necessary skills and abilities that will result in a significant return on investment in their workforce. Employability, from the employers' standpoint, encompasses work readiness. This entails having the necessary skills, knowledge, attitudes, and commercial understanding that allow new graduates to quickly contribute to organisational goals upon starting their employment (Mason, Williams & Cranmer, 2006). Employability abilities refer to fundamental talents that are essential for obtaining, retaining, and succeeding in a work (Robinson, 2000). Employability skills are universally applicable rather than being specialised to a particular profession or industry, and they are relevant for individuals at all levels of employment, ranging from entry-level positions to the highest-ranking positions.

Moreover, according to Robinson (2000), employability skills are defined as fundamental talents that are essential for obtaining, retaining, and excelling in a job. According to Buck and Barrick (1987), employability skills refer to the qualities of workers, apart from their technical

expertise, that make them valuable to the company. The employability skills include foundational abilities such as reading, fundamental arithmetic, and other basic skills. Additionally, they encompass advanced cognitive capabilities such as problem solving, decision making, and other higher-level thinking abilities. Furthermore, they encompass desirable personal qualities such as reliability, a good attitude, cooperativeness, and other affective skills and characteristics. Kearns (2001) has described generic talents as skills that are transferable and applicable to many jobs. The term "they" refers to the main competencies or key skills. However, these competencies go beyond the mentioned talents and include a variety of additional cognitive, personal, and interpersonal skills that are important for employability.

Gainer (2002) has compiled a list of skills that contribute to employability. These skills include communication, interaction, computer literacy, cultural awareness, ethical behaviour, personal management, vocational maturity, problem-solving, and career development. According to Overtom (2000), employability skills are a set of basic talents that can be transferred and are considered vital for the modern job in the 21st century. They are crucial for achieving professional success at every level of job and for every degree of schooling. Employability is a concept used to describe the abilities and qualities that people possess when they apply for job openings at firms.

Proficiency in employability skills is crucial for graduates to effectively navigate the dynamic landscape of the modern world. Graduates must possess the qualities of flexibility and adaptability, as well as the ability to solve problems communicate proficiently, think critically and creatively, and function as productive team members in the professional environment (Elias Salleh, 2004). In order for a firm to achieve success, it is essential that personnel possess not just technical knowledge and abilities, but also soft skills. Not meeting this requirements has been cited as a contributing factor to the skills gap among graduates (Bradshaw, 1989).

Additionally, according to Chao (2007), graduates may have attitudes related to their career goals, such as their desired industry, job role, and work-life balance. Some may be highly ambitious and career-focused, while others may prioritize a balance between work and personal life in career orientation while Allen and O'Brien (2006) say that it is important to note that graduates' attitudes can vary widely among individuals and may change over time as they gain more experience and encounter different life circumstances. These attitudes can also be shaped by the specific program of study, the culture of the educational institution, and the overall economic and social climate in which graduates find themselves. Graduates' attitudes toward change, innovation, and adaptability can impact their success in an evolving job market and society in adaptability.

In addition, Rafiq and Ahmed (2000) conducted research to examine the impact of mentoring on graduates' perception of the organisation as an internal tool. The internal tool focuses on effectively conveying its values to employees and assisting them in developing a clear understanding of what to anticipate in terms of perspective, skills, and the ability to adapt to new challenges through educational means.

The concept of an unrealistic salary is a crucial element that greatly impacts an individual's job choices. Salaries play a crucial role in influencing the calibre and number of individuals that organisations are able to attract to their positions. Pay level is determined by a variety of factors including qualifications, skills, experience, job level, industry, and location. It also varies from country to country and is influenced by regulations like the minimum wage. ILO has highlighted the significant impact of the minimum wage policy on addressing income inequalities and fostering inclusive growth (Samans, 2015). Malaysia has a relatively recent history when it comes to minimum wage. The country has shown great attention to detail in its labour policies, including

compensation matters, due to its export-oriented economy and reliance on foreign direct investments. Any action that has the potential to raise labour costs is bound to generate significant opposition and discussions from employers and the government.

Moreover, an unrealistic salary is one that deviates significantly from the industry norm, job market conditions and the financial capacity of an employer. Such compensation packages are often inflated, offering employees' wages or benefits far beyond what is typically expected for a given role, Linares (2015). Also, unrealistic salaries can create challenges for both employees and employers. For employees, they may lead to unrealistic expectations and job dissatisfaction when transitioning to roles with more typical compensation. For employers, offering unrealistic salaries can strain their financial resources, lead to budget constraints, and even disrupt the overall compensation structure within the organization. Striking a balance between offering competitive, fair, and sustainable salaries is essential to attracting and retaining talent while maintaining fiscal responsibility, Mint (2016).

Finally, the term of educational level is a crucial descriptor of an individual's academic attainment, signifying the highest degree of formal education they have completed. It serves as a key marker of a person's knowledge, expertise, and qualifications. Educational levels span a wide spectrum, encompassing elementary and secondary education, vocational and technical certifications, as well as undergraduate and graduate degrees. Higher educational levels are typically associated with more in-depth learning and specialization in a particular field, opening doors to a broader array of career opportunities, Rigveda (2000).

1.8 ORGANIZATION OF THE RESEARCH

Chapter 1: Introduction. This chapter presents a comprehensive review of the research. This chapter provides a brief analysis of the main variables contributing to unemployment among fresh graduates in Kelantan after the Covid-19 pandemic. The issue statement has been thoroughly provided, followed by the research question, research purpose, scope of the investigation, importance of the study, definition of words, and organisation of the proposal.

Chapter 2: Literature Review. This chapter focuses on doing a comprehensive analysis of existing literature, specifically exploring the many variables contributing to unemployment among fresh graduates in Kelantan after the Covid-19 pandemic. This chapter centres on the study's introduction, an examination of the underpinning theory, and previous studies relevant to this investigation. In this chapter, a hypothesis has been formulated to assess the validity of the theory, and a conceptual framework has been constructed using the variables that have been examined. Ultimately, a conclusion is included to concisely summarise the content of this chapter.

Chapter 3: Research methodology. This chapter centres on the research methods that the researcher will use to address all research questions. Hence, this chapter has many components, including an introduction section, a research design, and methods for data gathering. This chapter further includes details on the research population, the size of the sample, the procedures used for sampling, and the creation of tools utilised for conducting the study. Furthermore, this chapter emphasises the examination of variable measurement, protocols for data analysis, and the study's conclusion.

Chapter 4: Data analysis and Findings. LeCompte and Schensul describe research data analysis as the method through which researchers condense data into a narrative and examine it to

gain valuable insights. The data analysis method breaks down a large amount of data into smaller fragments, which is logical. There are three important events that take place during the data analysis process. One important aspect is data organisation. Summarization and classification go hand in hand to create a highly effective approach for data reduction, which is widely recognised. It assists in the exploration of patterns and themes in data, making them more accessible to identify and connect. The third and final method involves data analysis, where researchers utilise both top-down and bottom-up approaches.

Chapter 5: Discussion and Conclusion. All of your findings and arguments should be provided in the body of the article (particularly in the discussion and results sections). The conclusion should summarise and reflect on the information and arguments you've already presented, not propose new ones.

CHAPTER 2: LITERATURE REVIEW

2.1 INTRODUCTION

Multiple factors contribute to the high unemployment rate among recent graduates in Malaysia. According to Hanapi and Nordin (2013), the need for exceptional intelligence is one of the factors contributing to the problem of unemployment among Malaysian graduates. A significant proportion of Malaysian managers have a pessimistic view of graduates and have voiced the opinion that these graduates lack the necessary skills and competencies demanded by the business. In addition, the graduates fail to demonstrate a high level of performance in their profession and lack employability skills. In a study conducted in 2002, Hanapi and Nordin (2013) found that the Central Bank of Malaysia determined that international graduates have greater employability than Malaysian graduates. This is attributed to their superior skills, including technical proficiency, problem-solving abilities, and particularly strong communication skills in the English language.

The previous research has discovered that fresh graduates are in need of employability skills, a lack of understanding of the English language, and the ability to communicate. In addition, they are also picky about the work they do, and at the same time, they are demanding for the next compensation. This is the primary reason why new graduates are unable to find work (Zahiid, 2015).

The Graduate Tracer Ponder is maintained by the Ministry of Education. It monitors the status of higher education students six months after graduation to determine if they are employed, pursuing further studies, or still seeking employment. Comments are aggregated from both public and private universities and other educational institutions. In 2015, out of a total of 273,373

graduates, 45% obtained a Bachelor's Degree and 43% received Recognition. Out of the total, 53% of individuals were provided with specific job assignments, 18% opted to pursue better remuneration, and 24% of the graduates remained without employment. Among graduates of varying capacities, those with a Bachelor's degree had the highest unemployment rate, standing at 27.9%. Various factors imply a multitude of explanations, including the graduates' understanding of the job market, inadequate job opportunities in some sectors, and the long-lasting impact of financial institutions on education and social mobility.

A study conducted by the World Bank and Ability Organisation revealed that 90% of organisations believe that college graduates should have received more technical training before completing their studies. Additionally, 81% of respondents identified a significant deficiency in communication skills among graduates.

Fundamental reason for unemployment is bungle of aptitudes between later graduates and employers' requests. Delicate aptitudes are titanic components in securing entry-level graduates, and understudies from Malaysian colleges appear to be needed in those ranges. Indeed, at the early stages of enrollment, companies and instructive establishments do not continuously coordinate graduating understudies with passage level prospects. Benefit centres for career are underutilized and generally do not recognize companies' prerequisites.

According to the TalentCorp-World Bank evaluation, approximately half of the companies surveyed implemented internship programmes. These programmes can expose college students to various career paths and help them develop important soft skills that are valuable in any position.

2.2 PREVIOUS STUDIES

The previously discussed research included a comprehensive analysis of the factors that impact the rate of unemployment. The purpose of this is to locate, summarise, and critically analyse the opinions of other academics on the variables that influence unemployment. Consequently, prior research plays a crucial role in our study. Researchers have identified the following characteristics as drivers of unemployment among fresh graduates in Kelantan after the Covid-19 pandemic. 2.2.1 Unemployment among fresh graduates

The concept of unemployment pertains to a circumstance in which an individual actively engages in the pursuit of job opportunities but has difficulty in securing suitable work. Unemployment is often regarded as a fundamental indicator of the economic well-being of a nation (Hayes, 2023).

According to the December 2022 report released by the Department of Statistics Malaysia, the unemployment rate among those aged 15 to 24 years old is at 11.8%, while the overall unemployment rate is recorded at 3.6%. These findings indicate that Malaysia's young unemployment rate surpasses the general unemployment rate (Malaysiakini, 2023).

There are several elements that contribute to the issue of unemployment among recent college graduates. To begin with, it is important to address the issue of economic instability. Business sales and revenues drop during recessions, reducing corporate growth. When demand falls below expectations, corporations' trim costs by reducing salaries, stagnating, or not recruiting. These behaviors increase unemployment (Burke, 2019).

In addition, poor English and technical/soft skills lead to recent graduate unemployment. English remains Malaysia's business language. English proficiency has gone from being beneficial to necessary. However, many Malaysian fresh grads struggle with English. Businesses and industry stakeholders report that many recent Malaysian graduates lack the technical, problem-solving, and soft skills needed by employers for job success (Bob, 2021).

Several studies have been conducted to investigate the variables contributing to unemployment among freshly graduated college students. For example, research conducted by a group of students at Universiti Tunku Abdul Rahman revealed that employability, job mismatch, economic instability, and graduates' attributes are all noteworthy determinants that contribute to the issue of unemployment among recent graduates in Malaysia (Heng et al., 2023).

In research conducted by Ghani (2020), it was shown that there is a higher likelihood of unemployment among new graduates who exhibit unfavourable attitudes and personality traits. Hence, the problem of unemployment among recent graduates is a significant topic worthy of discussion. What are the variables that contribute to the issue of unemployment among fresh graduates in the state of Kelantan?

2.2.2 Employability skills and unemployment among fresh graduates

Skills that employers value most are those that are universally applicable. These are the kinds of abilities that are in high demand by businesses of all stripes. Employers always seek candidates with these abilities. Work effectively with people, put your knowledge to use to solve difficulties, and blend in with ease thanks to employability skills. They also include the workrelated abilities necessary for your success. These abilities are applicable to a wide variety of careers; hence they are sometimes referred to as "transferable skills." (Doyle, 2020).

According to a study conducted by Doyle (2020), it was found that employers consider employability qualities such as communication, team working, problem solving, and technology abilities to be crucial in meeting future job expectations. The integration of employability skills into the educational process aims to include them across all topics inside the classroom.

In accordance with a publication in the YAACOB (2022), it has been suggested that graduates must include digital abilities into their repertoire to effectively address contemporary difficulties. To effectively seize the possibilities, present in the realm of business, especially within the domain of online transactions, it is essential for graduates to acquire supplementary tools. To enhance their employability, individuals should emphasize the distinctiveness of their area of expertise as an added value. In addition, it is essential for graduates to capitalize on possibilities to enhance their expertise by using free sources via online training courses.

Kovacs et al. (2022) undertook research to investigate the personal skill requirements of employers in graduate and junior roles within the digital marketing area. The significance of soft skills has seen a substantial surge in perceived value over the last several decades, as shown by the outcomes of our research study. There was a notable increase in the prevalence of core marketing and fundamental soft skills, as well as proficiency in software and language, in job advertisements for positions in marketing and general management. Job advertisements for positions in marketing and general management showed a notable inclination towards requiring essential marketing competencies, fundamental soft skills, as well as proficiency in software applications and languages.

2.2.3 Job mismatch and unemployment among fresh graduates

The concept of "job mismatch" pertains to the situation when individuals are employed in occupations that do not align with their educational qualifications (IBRAHIM et al., 2022).

The phenomenon of job mismatch has profound consequences for workforce employment, including several aspects such as productivity, wages, human capital, competitiveness, and development. Mismatches arise when there is an imbalance between the educational background, professional domain, or skill set of workers and the established standards and responsibilities of a given position.

The presence or absence of adequate knowledge, skills, and competence in job positions may vary. Skill mismatches include several phenomena such as overeducation, undereducation, overqualification, under qualification, shortages, surpluses, gaps, economic and technological obsolescence, vertical and horizontal mismatches, as well as crowding out and bumping down effects (Velciu, 2017).

There exist four potential medium-term strategies that might be contemplated to mitigate the issue of graduate mismatch in Malaysia. These methods include the integration of demand side policy interventions, sectoral interventions aimed at minimizing graduate mismatch, the involvement of industries in the supply-side education, and the development of skill taxonomies (Darusman, 2020).

2.2.4 Graduates attributes and unemployment among fresh graduates

Graduate attributes are the skills, knowledge, and attitudes that graduates are expected to have developed during their time at university. They are essential for success in the workplace and

in life. Some key graduate attributes include communication and interpersonal skills, critical thinking and problem-solving skills, teamwork and collaboration skills, self-management and organization skills, creativity and innovation skills, and ethical and professional conduct. According to Ibrahim et al. (2022), graduate attributes are the skills, knowledge, and qualities that graduates should possess in order to be successful in their careers and lives. They are essential for success in the workplace and in life. Graduate attributes are important for a number of reasons. They help graduates to be successful in the workplace, and they also help them to be well-rounded and engaged citizens. Graduates with strong graduate attributes are more likely to be satisfied with their careers, and they are more likely to make a positive contribution to society.

According to Becker (1962), graduate attributes are the skills and knowledge that graduates acquire through their education and training. Unemployment among fresh graduates is largely due to a mismatch between the specific human capital that graduates possess and the specific human capital that employers are demanding. Signalling can also play a role in unemployment among fresh graduates. To address the problem of unemployment among fresh graduates, universities should focus on providing graduates with the specific human capital that employers are demanding, and governments should provide financial assistance to graduates from less prestigious universities.

In conclusion, graduate attributes are the skills, knowledge, and attitudes that graduates are expected to have developed during their time at university. They are essential for success in the workplace and in life. The article states that graduate attributes are developed through a combination of academic learning and extracurricular activities, and that they are essential for success in the global workplace.

2.2.5 Unrealistic salary and unemployment among fresh graduates

According to Heng et al. (2023), unrealistic salary expectations are salary demands that are too high for the level of experience and skills that a fresh graduate possesses. This can lead to unemployment among fresh graduates because employers are less likely to hire candidates who are asking for salaries that are significantly higher than the market rate. There are a few reasons why fresh graduates may have unrealistic salary expectations. First, they may not be aware of the market rate for their skills and experience. Second, they may be influenced by their peers or family members who have higher salaries. Third, they may be optimistic about their earning potential and believe that they deserve a high salary even though they have little experience.

Unrealistic salary expectations are one of the main reasons for unemployment among fresh graduates (Doyle, 2020). He argues that many fresh graduates have unrealistic expectations about what they can earn, and this can lead them to turn down job offers or to be passed over for jobs. There are a number of things that fresh graduates can do to avoid asking for unrealistic salaries. First, they should research the salary range for their desired position and experience level. They can do this by using online job boards, salary calculators, and talking to people who work in their field. Second, they should be realistic about their own skills and experience. Fresh graduates should not expect to be paid the same salary as a candidate with 10 years of experience. Finally, they should be willing to negotiate their salary. If a fresh graduate is offered a lower salary than they expected, they should try to negotiate for a higher salary or for other benefits, such as a signing bonus or more vacation days. Unrealistic salary expectations are not the only factor that contributes to unemployment among fresh graduates. Other factors, such as the state of the

economy, the level of competition in the job market, and the specific skills and experience required for the job, also play a role.

However, unrealistic salary expectations can be a major barrier to employment for fresh graduates. By being realistic about their salary expectations and by focusing on developing their skills and experience, fresh graduates can increase their chances of getting hired and reducing their risk of unemployment.

2.2.6 Education level and unemployment among fresh graduates

Education level and unemployment among fresh graduates are two interrelated factors. In general, fresh graduates with higher levels of education have lower rates of unemployment. However, there are several other factors that can also influence unemployment rates, such as the state of the economy, the industry or sector in which a graduate is seeking employment, and the specific skills and experience that employer are looking for.

According to a 2022 report by the World Bank, the global unemployment rate for young people aged 15-24 was 11.2%. However, there was a significant variation in unemployment rates across different education levels. For example, the unemployment rate for young people with tertiary education was 5.5%, compared to 13.6% for young people with secondary education and 17.9% for young people with primary education or less.

As Malaysia's higher education system has grown, it has led to an increase in the number of fresh graduates, but this has not been matched by a corresponding increase in the number of high-level jobs (Wahab, 2022). This has led to an increase in graduate unemployment, particularly among graduates from less prestigious universities and graduates with non-technical degrees.

Wahab cites a study by the Ministry of Higher Education (MOHE) that found that the unemployment rate among fresh graduates from public universities was 5.5% in 2021, while the unemployment rate among fresh graduates from private universities was 8.3%. The study also found that the unemployment rate among graduates with non-technical degrees was 6.5%, while the unemployment rate among graduates with technical degrees was 4.5%.

This suggests that higher levels of education can help to reduce unemployment rates for fresh graduates. However, it is important to note that education is not a guarantee of employment. There are a number of other factors that can also influence unemployment rates, such as the state of the economy, the industry or sector in which a graduate is seeking employment, and the specific skills and experience that employer are looking for. For example, fresh graduates with degrees in STEM fields (science, technology, engineering, and mathematics) are generally in high demand and have lower rates of unemployment. This is because STEM fields are growing rapidly and there is a shortage of qualified workers.

On the other hand, fresh graduates with degrees in humanities or social sciences may have more difficulty finding employment. This is because there are more graduates in these fields than there are jobs available. Overall, education level is an important factor that can influence unemployment rates for fresh graduates. However, it is important to note that education is not a guarantee of employment. There are several other factors that can also influence unemployment rates, such as the state of the economy, the industry or sector in which a graduate is seeking employment, and the specific skills and experience that employer are looking for.

2.3 UNDERPINNING THEORY

There are two theories that are involved in this study such as human capital theory and job matching theory. All these two theories aimed to study whether there is any relationship between factors influencing fresh graduates and unemployment rate after Covid-19 in Kelantan.

Becker (1962) proposed that some results in the labour market may be attributed to variables such as education, human capital, characteristics, and skills, as described by Human Capital Theory. An individual's human capital include skills, values, knowledge, and health, all of which contribute to their productivity. Effort put in the workplace and the availability of labour are adapted to mitigate the impact on income, health, and wealth. Securing financial stability throughout retirement requires careful consideration of employment options and strategic investments in one's education and skills. Becker's perspective heavily emphasises the role of education and training in enhancing individuals' productivity. By gaining these talents, individuals may enhance their productivity and thereby boost their future compensation. Investing in human capital is particularly crucial for those with better talents, since they tend to yield a greater return on their educational investments.

This concept relates to the abilities necessary for obtaining employment and the qualities possessed by graduates. By prioritising self-investment, graduates may enhance their skill set and significantly improve their employability. Furthermore, companies are more inclined to prefer graduates who exhibit a proactive approach and demonstrate initiative in continuously enhancing their skills and expertise.

According to job matching theory, if there is a discrepancy between the skills a graduate has and the skills needed in the job market, it will have a detrimental effect on the graduate's

income, productivity, and chances of finding employment (Tachibanaki, 1988). Consequently, in order to facilitate job placement, it is essential that graduates possess the requisite skills and qualifications that align with employers' expectations. According to matching theory, the unemployment or underemployment of fresh graduates with graduate-level capabilities is caused by mismatches between the talents possessed by graduates and the requirements of employers. These mismatches might arise due to several circumstances. Mason et al. (2009) emphasises that fresh graduates who have acquired employability skills via learning, teaching, and employability skills evaluation are more likely to get employment with satisfactory compensation.

This idea relates to the phenomenon of employment mismatch and its correlation with economic instability. Job mismatch occurs when graduates possess abilities and knowledge that are incompatible with the requirements of their chosen area of work. As a result, they face significant challenges in finding employment in their desired industry. Furthermore, during periods of economic instability, the labour market is prone to disruption, with either an excess of demand or an excess of supply. Often, there will be an excess of available labour, leading to graduates needing to seek employment in fields unrelated to their area of study. Nevertheless, there will be an issue of job mismatch, resulting in graduates being unable to get employment. Consequently, a self-sustaining loop is established, prompting graduates to seek additional characteristics that might enhance their employability in order to break that cycle.

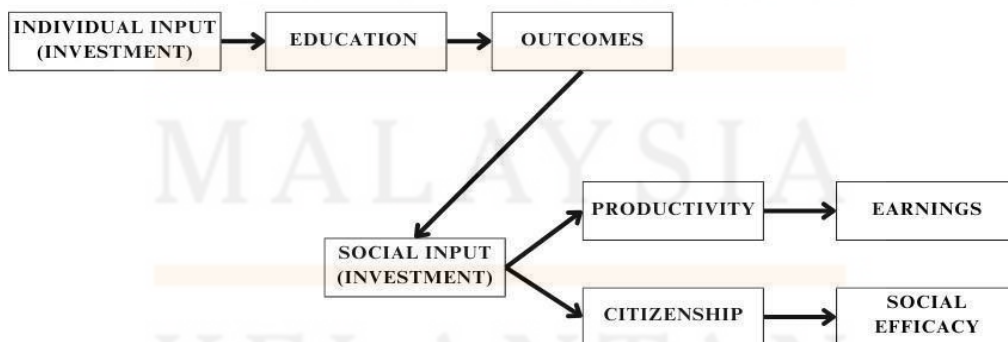


Figure 2.1: Theoretical Model of Human Capital Theory

2.4 HYPOTHESIS STATEMENT

Listed below are hypotheses that have been empirically confirmed in the context of this research.

H0: A change in employability skills will not give a significant change to unemployment among fresh graduates after Covid-19 in Kelantan.

H1: A change in employability skills will give a significant change to unemployment among fresh graduates after Covid-19 in Kelantan.

H0: A change in job mismatch will not give a significant change to unemployment among fresh graduates after Covid-19 in Kelantan

H2: A change in job mismatch will give a significant change to unemployment among fresh graduates after Covid-19 in Kelantan.

H0: A change in graduates attribute will not give a significant change to unemployment among fresh graduates after Covid-19 in Kelantan.

H3: A change in graduates attribute will give a significant change to unemployment among fresh graduates after Covid-19 in Kelantan.

H0: A change in unrealistic salary will not give a significant change to unemployment among fresh graduates after Covid-19 in Kelantan.

H4: A change in unrealistic salary will give a significant change to unemployment among fresh graduates after Covid-19 in Kelantan.

H0: A change in educational level will not give a significant change to unemployment among fresh graduates after Covid-19 in Kelantan.

H5: A change in educational level will give a significant change to unemployment among fresh graduates after Covid-19 in Kelantan.

2.5 CONCEPTUAL FRAMEWORK

The diagram in Figure 1 depicts the conceptual framework illustrating the link between independent variables and dependent variables in this research. The framework for both the independent variables and dependent variable is derived from the studies conducted by Hossain, Yagamaran, Afrin, Limon, Nasiruzzaman, and Karim (2018) and Kadir, Naghavi, and Subramaniam (2020). These studies demonstrate the direct relationship between various factors that influence unemployment among graduates, such as graduates' attributes, graduates' skills, job mismatch, unrealistic salary, and educational level. The dependent variable in this framework is unemployment.

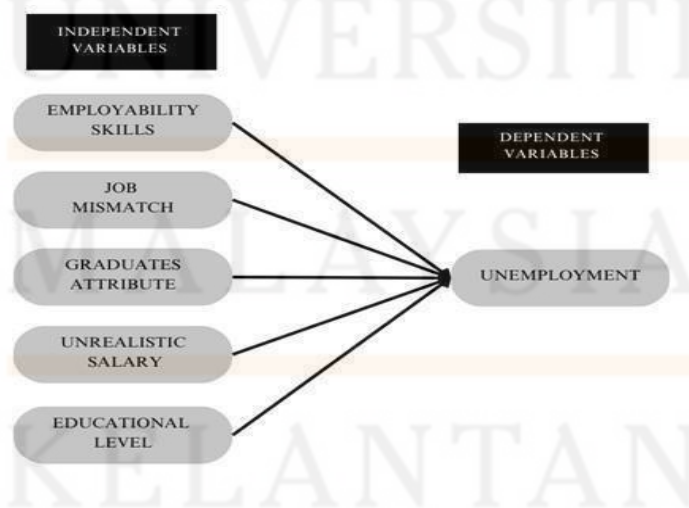


Figure 2.2: Research Framework

The reason for the current consideration is to look at the relationship between graduates' attributes, graduates' skills, job mismatch, unrealistic salary, and educational level of unemployment among college graduates. Besides, the analyst will be centred around the variables that contribute to unemployment among graduates and decide which fundamental figure that most impacts unemployed. Hence, based on the discourse, the analyst has defined theories for this consideration. Unemployment was an unforeseen problem that can be developed in any country over the world. Concurring to Hanapi and Nordin (2014) there are moreover circumstances where a few graduates confront troubles applying their properties to the working environment. As upheld by a think about by Tahir (2018) bosses accept that understudies are as well centred on their scholastic accomplishments to the point that they have lesser capacity to hone the abilities. In this manner, based on the discourse over, this thought has appeared around there's relationship between graduates' qualities and unemployment among graduates.

A genuine issue within the preparation and instruction framework is the issue of graduate unemployment which could be a concern due to the need for abilities (Pauw, Oosthuizen, & Van Der Westhuizen, 2008). Hence, this finding appeared there is a positive relationship between need of aptitudes and unemployment among graduates. In addition, based on the considered done by Hossain et al., (2018), the finding appears that job mismatch and unemployment have a positive relationship when most of the participants emphatically concurred that not numerous abilities that required within the advertise and there is an awkwardness between skill demand and skill supply. The inquiry shows that half of jobless confirmation level and half of unemployed degree levels, individually, expected compensation of less than RM 2,500 and RM 2,000 (Zahid, 2018). In this

manner, based on the discourse, the analysts have defined speculation as there is a relationship between unrealistic salary and unemployment among graduates.

2.6 CONCLUSION/SUMMARY

In conclusion, the literature review on the factors influencing unemployment among fresh graduates in Kelantan, Malaysia, highlights a complex transaction of different factors that contribute to this diligent issue. The survey demonstrates that graduate unemployment is not exclusively the result of one or two components but or maybe a combination of basic, instructive, financial, and personal components. The essential takeaway from this review is the requirement for an all-encompassing and multifaceted approach to address graduate unemployment within Kelantan.

In substance, tending to graduate unemployment within the Kelantan requires a comprehensive and facilitated exertion. The discoveries from this writing review emphasize that whereas there's no one-size-fits-all arrangement, a combination of methodologies centring on instruction, work, mental wellbeing, and territorial advancement can aid moderate the issue of unemployment among new graduates. Moreover, continuous investigation and information collection are fundamental to get to the advancing nature of graduate unemployment and adjust approaches in like manner. Eventually, the successful reduction of unemployment among new graduates within the Kelantan will require a collective commitment from all pertinent partners to impact enduring later.

CHAPTER 3: RESEARCH METHODS

3.1 INTRODUCTION

Researchers are required to do investigations on the methodologies used to examine each subject that the researcher desires to include into their research. This aligns with the fact that the factors influencing unemployment among recent graduates in Kelantan have escalated in the wake of the Covid-19 occurrence. The discipline of methodology provides a framework for researchers to organise their study effort in a way that facilitates the development of a precise plan. This allows the researcher to strategically schedule and advance the study endeavour.

Furthermore, the method urges the researcher to actively engage and participate in the field. Targeting research objectives and research subjects may not always align, since they are differentiated by the goals and progression of the study. However, it is crucial to use a suitable and attainable approach. The technique serves as a guiding framework for the researcher, directing their focus and approach instead of them having to choose a topic and develop a research proposal. Another research adheres to the appropriate methodological framework.

Furthermore, the researcher is impacted by the external environment via the methodology, as it provides a comprehensive comprehension of how to properly structure research objectives. This is then followed by a literature review, which is based on the selection of analysis methods such as interviews or questionnaires. The accurate understanding and recognition of the suitable research kind, strategy, philosophy, timeframe, and approach, together with the implementation of the relevant procedures and methods based on the research work, impact the methodology of the external environment.

The methodological study serves as the central hub, as it encompasses the whole investigation and is crucial for producing a high-quality work. To ensure an adequate study, it is essential to adhere to both the internal and external factors inside the methodological process.

3.2 RESEARCH DESIGN

In order to get the intended results, the research was conducted utilising a quantitative approach, which included the use of statistical and mathematical methods within its research design. According to Allen, M. (2017), the purpose of quantitative research is to develop knowledge and cultivate comprehend of the social environment. This is the aim of the study. Because of this, in order to get information on a certain group of people, which is also occasionally referred to as a sample population.

Therefore, the quantitative research that will be carried out in this study will determine the relationship between the factors influencing unemployment among fresh graduates after Covid-19 in Kelantan and the independent variables, namely, employability skills, job mismatch, graduates attribute, unrealistic salary, and educational level. Since it offers actionable knowledge that is beneficial for fresh graduates' growth, quantitative research is most frequently employed in this type of research.

3.3 DATA COLLECTION METHODS

Data collection is the systematic collecting of information from many sources to address research inquiries, and it encompasses two distinct ways of data collection. This research used primary data collecting techniques, namely using direct collection of primary data via surveys or questionnaires. Therefore, this research employs a questionnaire delivered via an online survey. The online questionnaire will be distributed on social media platforms to gather data from respondents. The intended participants for this research are employers and recent graduates in Kelantan who are specifically selected to complete the provided questionnaire in its entirety, since it is necessary to fulfil the study's criteria. Furthermore, the questionnaire was created using Google Forms, including the study subject, goal, and objective, along with ensuring the protection of respondents' personal data.

3.4 STUDY POPULATION

The study population refers to a particular group of the population of interest from which the sample is initially chosen (Hu, 2014). The study's sample population consisted of firms and business employers located in Kelantan, who had completed the registration process and adhered to the regulations set out by the firms Commission of Malaysia (SSM) in accordance with the Companies Act of 2016. Based on the Companies and Business Registered Statistic 2022, as reported by the Corporate Portal of the Companies Commission of Malaysia (SSM), the total number of registered companies and businesses in Malaysia was at 1,434,326 as of December 31, 2021. Among the study population, a total of 2,623 firms were in Kelantan.

3.5 SAMPLE SIZE

The sample size refers to the total number of completed responses obtained from a survey. It is termed a sample because it just reflects part of the group of individuals or targeted people whose views or behaviors you care about (Lakens, 2022). According to the table provided by Krejcie and Morgan (1970), the sample size for this research will consist of 335 respondents. This sample size has been determined based on the population size of about 2,623 firms in the region of Kelantan.

Table 3.1 Table of Sample size of by Krejcie and Morgan (1970)

TABLE 1
Table for Determining Sample Size from a Given Population

<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>
10	10	220	140	1200	291
15	14	230	144	1300	297
20	19	240	148	1400	302
25	24	250	152	1500	306
30	28	260	155	1600	310
35	32	270	159	1700	313
40	36	280	162	1800	317
45	40	290	165	1900	320
50	44	300	169	2000	322
55	48	320	175	2200	327
60	52	340	181	2400	331
65	56	360	186	2600	335
70	59	380	191	2800	338
75	63	400	196	3000	341
80	66	420	201	3500	346
85	70	440	205	4000	351
90	73	460	210	4500	354
95	76	480	214	5000	357
100	80	500	217	6000	361
110	86	550	226	7000	364
120	92	600	234	8000	367
130	97	650	242	9000	368
140	103	700	248	10000	370
150	108	750	254	15000	375
160	113	800	260	20000	377
170	118	850	265	30000	379
180	123	900	269	40000	380
190	127	950	274	50000	381
200	132	1000	278	75000	382
210	136	1100	285	100000	384

Note.—*N* is population size.
S is sample size.

3.6 SAMPLING TECHNIQUES

There are a variety of sampling methods that may be classified into two main categories: Probability Sampling and Non-Probability Sampling. Probability sampling involves randomization techniques to ensure that each element within a given population has an equitable opportunity to be included in the chosen sample. This method can also be referred to as random sampling (Singh, 2018). Non-probability sampling places a greater emphasis on the researcher's capacity to choose components for inclusion in a sample. Sampling outcomes might potentially exhibit bias, impeding the equitable inclusion of all components within a population in the sample. This sampling methodology is also referred to as non-random sampling (Elfil & Negida, 2017). Hence, this research used a non-probability sampling technique to ascertain the factors contributing to unemployment among fresh graduates in Kelantan after the Covid-19 pandemic.

3.6.1 Purposive Sampling Technique

The primary focus of this study revolved around the utilization of the purposive sampling method. This methodology is contingent upon the researcher's insight in selecting individuals to call out for participation. Researchers sometimes use a method of selecting a "representative" sample that aligns with their research objectives, either by implicitly favoring features or by intentionally targeting people with specified attributes. The use of this method is often seen in media practices for obtaining public views, as well as in qualitative research endeavors (Mishra & Alok, 2022). To establish the credibility and reliability of the data in this study, the researcher incorporates all employers associated with firms and businesses. Consequently, via the distribution of questionnaires to employers inside various firms and industries, the researchers aim to get a deeper understanding of their characteristics and behaviors.

3.7 RESEARCH INSTRUMENT DEVELOPMENT

The research instrument used in this research is based on the questionnaire and it is a primary source as quantitative research. The use of questionnaires is to help the researchers meet the objectives, complete and accurate information and easy for respondents to respond to the question as well as easy for researchers to record and evaluate the answers. This instrument is more appropriate because it is less expensive, less time consuming and requires less skill compared to interviewing people face to face.

Next, these questionnaires were developed in Malay and English language, so it helps respondents to understand the question. The questionnaire consists of 35 questions and divided into three sections which are demographic profile, dependent variables (Factor influencing unemployment), and independent variables (Employability Skills, Job Mismatch, Graduates Attribute, Unrealistic Salary, and Education Level). The questionnaire distributed to the research population included UMK students, employers and working residents. The randomly selected respondents had been chosen from aged 18 and above. The time given to them to answer all the questions is around 5 to 10 minutes. The format used:

I. Likert Scale

The Likert scale is necessary for respondents to indicate a degree of agreement or disagreement about the statement they need to answer. Each statement had five response classifications ranging from “strongly disagree to “strongly agree”. For this research, the questionnaire consisted of 3 sections that are going to be used. Each part was needed because of the data and information for researchers. The particular of each part are below:

Section 1

There were five multiple choice questions which are based on the respondent's demographic profile. The questions consist of age, gender, race, industry sector, and effects of unemployment increase.

Section 2

In this section, the researchers used the Likert scale. The questionnaire covered the dependent variable. It consumes the factors influencing unemployment and there are five questions.

Section 3

In this section, the researchers still used Likert scale. This questionnaire covered the independent variable. There were five subdivisions, which are employability skills, job mismatch, graduates attribute, unrealistic salary, and education level. Each subdivision contains different questions and consists of five questions for each subdivision and makes 25 questions overall.

Table 3.2: Distribution of the Questionnaire Item

Section	Aspect of Evaluation	Total Item	Question Number
Section 1	Respondent's Demographic Profile	5	1 – 5
Section 2	Factors influencing unemployment	5	6 - 10
Section 3	Employability Skills	5	11 – 15
	Job Mismatch	5	16 – 20
	Graduates Attribute	5	21 – 25

Unrealistic Salary	5	26 – 30
Education Level	5	31 – 35

3.8 MEASUREMENT OF THE VARIABLES

This study used the ordinal measuring scale for section 2 and 3. In this section, we used a five-point Likert scale. So, the respondent who answers the questionnaire needs to mark or circle the relevant answer for each statement given. Five-point Likert scale has been shown in Table 3.2 to measure the response in section 2 and 3.

Table 3.3: Likert Scale Value

Option	Degree
Strongly Disagree	1
Disagree	2
Neutral	3
Agree	4
Strongly Agree	5

3.9 PROCEDURE FOR DATA ANALYSIS

The data analysis method is shown in the table below. The objectives of the study have been classified and the explanation of the other methods of data collection has been discussed as well.

Table 3.4: Research Objective and Data Analysis

No.	Objective	Data Analysis Method
1.	To identify the key factors that affect unemployment among fresh graduates.	Pearson Correlation
2.	To determine the relationship between employability skills and unemployment among fresh graduates after Covid-19	Pearson Correlation
3.	To determine the relationship between job mismatch and unemployment among fresh graduates after Covid-19	Pearson Correlation
4.	To determine the relationship between graduate's attribute and unemployment among fresh graduates after Covid-19	Pearson Correlation
5.	To determine the relationship between unrealistic salary and unemployment among fresh graduates after Covid-19	Pearson Correlation
6.	To determine the relationship between education level and unemployment among fresh graduates after Covid-19	Pearson Correlation

3.10 SUMMARY / CONCLUSION

In conclusion, the study focuses on the factors influencing unemployment among fresh graduates in Kelantan after COVID-19. The methodology used in the research provides a platform for researchers to plan and advance their work, guiding them in the right direction. The external environment influences the methodology, as it offers a thorough understanding of programming research objectives and selecting appropriate research methods. The methodological study acts as the nerve centre, ensuring that both internal and external environments are followed in the methodological process.

The quantitative research design uses statistical and mathematical tools to determine the relationship between factors influencing unemployment among fresh graduates and independent variables such as employability skills, job mismatch, graduate attributes, unrealistic salary, and educational level. Data collection methods include primary data collection through surveys or questionnaires, with the target population being employers and fresh graduates after COVID-19 in Kelantan.

The study population includes firms and business employers in Kelantan who have completed the registration process and adhered to regulations set by the Firms Commission of Malaysia (SSM) in accordance with the Companies Act of 2016. The sample size refers to the total number of completed responses obtained from a survey, reflecting part of the group of individuals or targeted people whose views or behaviours are cared about.

This research uses a non-probability sampling technique to investigate the factors contributing to unemployment among fresh graduates in Kelantan after the COVID-19 pandemic. The purposive sampling method is used to select individuals to participate, aiming to establish

credibility and reliability of the data. The questionnaire, developed in Malay and English, consists of 35 questions divided into three sections: demographic profile, dependent variables (factors influencing unemployment), and independent variables (employability skills, job mismatch, graduate attributes, unrealistic salary, and education level). The respondents were randomly selected aged 18 and above, and the Likert scale was used to indicate agreement or disagreement. The questionnaire consisted of three sections: demographic profile, dependent variables, and independent variables.

The data analysis method includes Pearson correlations to identify key factors affecting unemployment among fresh graduates, determining the relationship between employability skills and unemployment, job mismatch, graduate attributes, unrealistic salary, and education level. The study's objectives include identifying the Pearson correlations, determining the relationship between employability skills and unemployment, determining the relationship between graduate attributes and unemployment, and determining the relationship between unrealistic salary and unemployment among fresh graduates.

CHAPTER 4: DATA ANALYSIS AND FINDINGS

4.1 INTRODUCTION

This chapter provides an explanation of the findings that were obtained by the researchers via the spread of the survey through the distribution of questionnaires to the respondents. In all, 335 individuals have responded to the survey by providing their responses to the questions that were presented, and the questionnaires have been successfully gathered. In order to do the analysis of the data, IBM SPSS statistics 33 was used.

4.2 PILOT TEST

Pilot test had been conducted to make sure the questions contained in the questionnaire were understood by the respondent and to describe the validity of the instrument. Questionnaires were distributed to respondents of this research or a group of people that have similar characteristics with the real respondent. After the questionnaire is returned, it needs to test the weaknesses that exist and need to modify it. If the Cronbach alpha value is more than 0.60, it shows the research instrument is acceptable reliability. To find out whether the instrument meets or falls short of the reliability standards, Table 4.1 shows the Cronbach's Alpha scales for each variable.

Table 4.1: Scale of Cronbach's Alpha

Cronbach's Alpha	Internal Consistency
$\alpha \geq 0.9$	Excellent
$0.9 > \alpha \geq 0.8$	Good
$0.8 > \alpha \geq 0.7$	Acceptable

FACULTY ENTREPRENEURSHIP AND BUSINESS

$0.7 > \alpha \geq 0.6$	Questionable
$0.6 > \alpha \geq 0.5$	Poor
$0.5 > \alpha$	Unacceptable

Source: Adapted from Habidin et al. (2015)

4.2.2 RELIABILITY TEST FOR PILOT TEST

Table 4.2 shows the independent variables and dependent variable reliability for this research. In order to determine whether or not the research instrument could be relied upon, a pilot test had been carried out. The instrument used is a questionnaire which is distributed to a group of 34 respondents with similar characteristics with actual respondents.

Table 4.2 Summary of Reliability Analysis for Pilot Test

Variables	Cronbach's Alpha	No of items	Level of Reliability
Unemployment	0.866	5	Good
Employability skills	0.955	5	Excellent
Job mismatch	0.949	5	Excellent
Graduate's attributes	0.958	5	Excellent
Unrealistic salary	0.821	5	Good
Education level	0.895	5	Good

4.3 DEMOGRAPHIC ANALYSIS

In this section, it shows the personal details of the respondent which included age, gender, race, industry sector, and factors influencing unemployment. The researchers calculated the frequencies only for the purpose of providing an explanation of the demographic background of the individuals who responded to the survey.

4.3.1 AGE

Table 4.3 shows most of the respondent's average age is 21 – 25 with 38.9%. Followed by 34.6% of respondents who are aged between 26 - 30 years old. There was a small number of respondents aged between 31 – 35 years old with 25.2%. The rest 1.3% were respondents that aged between 36 years old and above. The result is reflected in figure 4.3.

Table 4.3: Age of Respondents

Age (years old)	Frequency (n)	Percentage (%)
21 – 25	117	38.9
26 – 30	104	34.6
31 – 35	76	25.2
Others	4	1.3
Total	301	100

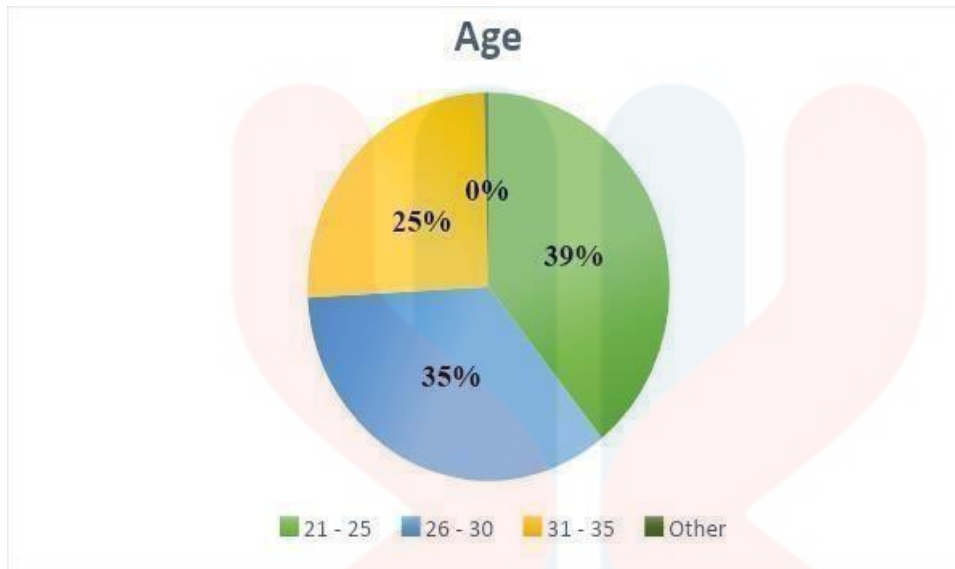


Figure 4.1: Percentage of Respondent's Age

4.3.2 GENDER

Table 4.4 shows the percentage of the respondent's gender. Most of the respondents have answered the questionnaire were male which is 55.8% with 133 respondents and followed by female by 44.2% with 168 respondents. The result is reflected in figure 4.4.

Table 4.4: Gender of Respondents

Gender	Frequency (n)	Percentage (%)
Male	168	55.8
Female	133	44.2
Total	301	100

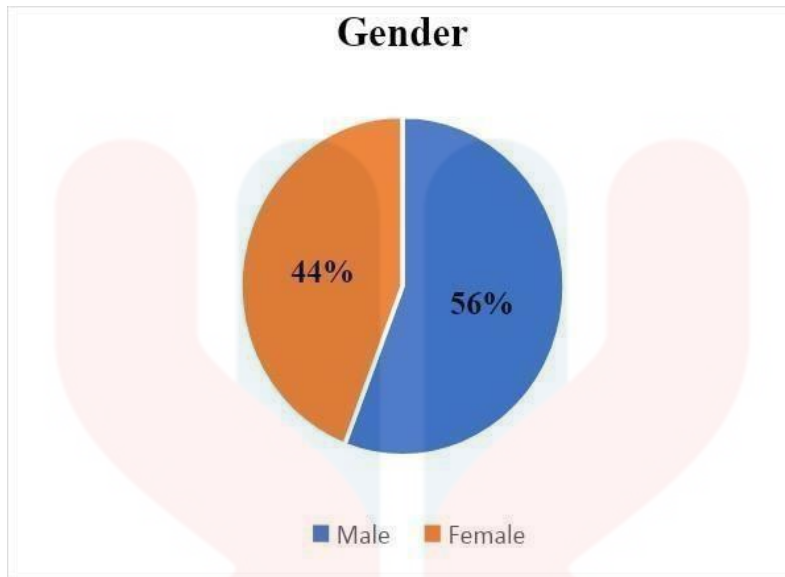


Figure 4.2: Percentage of Respondent's Gender

4.3.3 RACE

Table 4.5 show majority of the respondents answered the survey was Malay with 59.5% and followed by Indian with 25.2%. Lastly, Chinese was least race in answering the survey with 15.3%. The result has reflected in figure 4.5.

Table 4.5: Race of Respondents

Race	Frequency (n)	Percentage (%)
Malay	179	59.5
Indian	76	25.2
Chinese	46	15.3
Other	0	0
Total	301	100

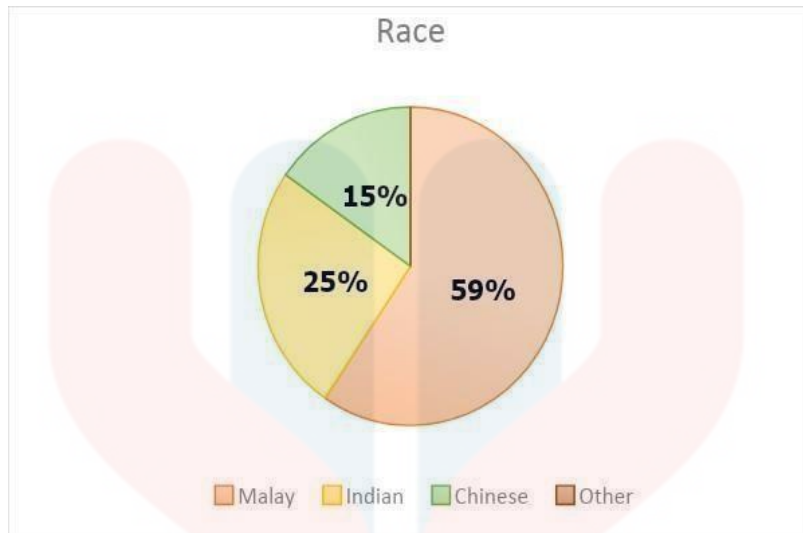


Figure 4.3: Percentage of Respondent's Race

4.3.4 INDUSTRY SECTOR

Table 4.6 shows the largest industry sector shortage in workers were in service with 30.9% (90). Followed by the drop shipping and wholesale with 23.3%. Retail just got 15.9% with 48 respondents and rest were the least sector in shortage workers. The result has reflected in figure 4.6.

Table 4.6: Shortage Worker in Industry Sector

Sector	Frequency (n)	Percentage (%)
Retail	48	15.9
Service	93	30.9
Drop-shipping	70	23.3
Wholesale	70	23.3

FACULTY ENTREPRENEURSHIP AND BUSINESS

Crowd-funding	19	6.3
Other	1	0.3
Total	301	100

FKP

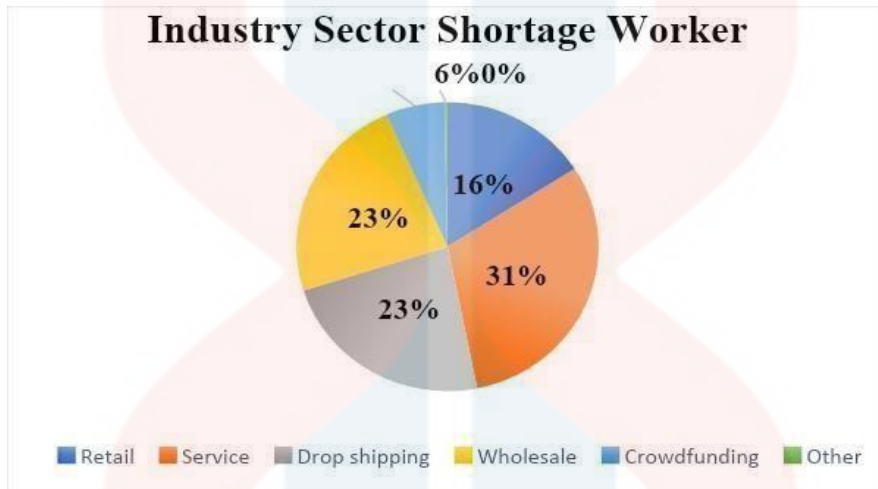


Figure 4.4: Percentage of Respondent's Race

4.3.5 FACTOR INFLUENCING UNEMPLOYMENT INCREASE

Table 4.7 shows the factor influencing unemployment increase. The most respondents pick was insufficient job market which is 26.6% of the overall respondents. Followed by 22.9% of low demand for graduates in field. Next, the respondent pick as the third factor was lack of networking opportunities which is 19.6%. Then the lowest factor influencing unemployment was high salary requested known as another factor with 0.3%.

Table 4.7: Factor influencing unemployment increase

FACULTY ENTREPRENEURSHIP AND BUSINESS

Race	Frequency (n)	Percentage (%)
Lack of Relevant Work Experience.	50	16.6
Lack of Networking Opportunities	59	19.6
Low Demand for Graduates in Your Field	69	22.9
Insufficient Job Market	80	26.6
Inadequate Soft Skills (e.g., communication, teamwork)	42	14
Other	1	0.3
Total	301	100

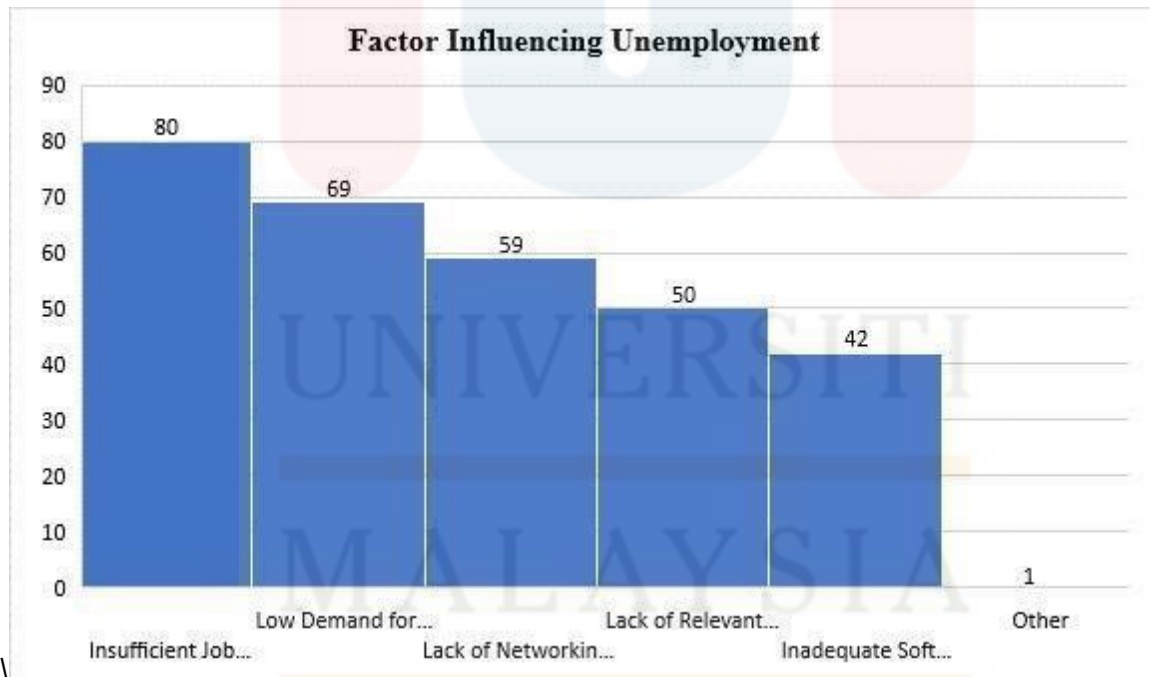


Figure 4.5: Factor Influencing Unemployment

4.4 DESCRIPTIVE ANALYSIS

The descriptive analysis comes out to find out the mean for each variable and to determine the most factor influencing unemployment for fresh graduates after Covid-19 in Kelantan. The response was scale by using 5-point Likert scale were 1 was anchored to “Strong Disagree”, 2 as “Disagree”, 3 as “neutral”, 4 as “Agree”, and 5 as “Strong Agree”. The score mean was based on Table 3.2 in Chapter 3.

Table 4.8: Descriptive Statistic for Employability Skills

	Statements	Mean	Score Mean
ES1	They do not have the relevant working skills.	4.51	High
ES2	They have poor command in English language.	4.00	High
ES3	They have poor communication skills.	4.51	High
ES4	They are lacking problem-solving skills.	4.15	High
ES5	They are lacking leadership qualities	4.25	High
Average Means for Employability Skills		4.28	High

Table 4.8 shows the descriptive statistics for employability skills. From the result, it shows those respondents high conscious about the employability skills. Among the employability skills, respondent do not have the relevant working skills (4.51) and they have poor communication skills (4.51). This is followed by respondent prefer lacking leadership qualities (4.25). Next, they are lacking problem-solving skills (4.15). Lastly, respondents have poor command in English language (4.00). Hence, the average means for employability skills is (4.28). It means the

respondents are agree that employability skills influencing unemployment for fresh graduates after Covid-19 in Kelantan.

Table 4.9: Descriptive Statistic for Job Mismatch

	Statements	Mean	Score Mean
JM1	There are no appropriate or relevant jobs on offer.	4.29	High
JM2	The job that offered are irrelevant to their qualification.	3.91	High
JM3	Is there imbalance between skill demand and skill supply in the economy.	4.33	High
JM4	Is it because of there are too many skills that required in the market?	4.21	High
JM5	Is it because of overqualified skills, they find difficult to obtain a job?	4.20	High
Average Means for Job Mismatch		4.19	High

Table 4.9 shows the descriptive statistics for job mismatch. From the result, it shows those respondents high conscious about the job mismatch. Among the job mismatch, respondent chose imbalance between skill demand and skill supply in the economy (4.33) and no appropriate or relevant jobs on offer (4.29). This is followed by respondent prefer because of there are too many skills that required in the market (4.21). Next, respondent think of overqualified skills, they find difficult to obtain a job (4.20). Lastly, respondents chose the job that offered are irrelevant to their qualification (3.91). Hence, the average means for job mismatch is (4.19). It means the

respondents are agree that job mismatch influencing unemployment for fresh graduates after Covid-19 in Kelantan.

Table 4.10: Descriptive Statistic for Graduates Attribute

	Statements	Mean	Score Mean
GA1	They are too choosy about the position offered by an organization.	4.40	High
GA2	They are lacking communication skills.	4.08	High
GA3	They are demanding for high salary.	4.33	High
GA4	They are unable to demonstrate problem-solving ability.	4.09	High
GA5	They are unable to work in a team (group)	4.30	High
Average Means for Graduates Attribute		4.24	High

Table 4.10 shows the descriptive statistics for graduate’s attribute. From the result, it shows those respondents high conscious about the graduate’s attribute. Among the graduate’s attribute, respondent too choosy about the position offered by an organization (4.40) and they are demanding for high salary (4.33). This is followed by respondent prefer they are unable to work in a team (group) (4.30). Lastly, respondents lacking communication skills (4.08). Hence, the average means for graduate’s attribute is (4.24). It means the respondents are agree that graduates attribute influencing unemployment for fresh graduates after Covid-19 in Kelantan.

Table 4.11: Descriptive Statistic for Unrealistic Salary

	Statements	Mean	Score Mean
US1	The starting salary for graduates is too low.	4.21	High

FACULTY ENTREPRENEURSHIP AND BUSINESS

US2	The firm offers me a salary that irrelevant to their position.	4.15	High
US3	They are interested in a highly paid job.	4.30	High
US4	Do you consider to be an unrealistic salary expectation for a university graduate in Malaysia?	4.05	High
US5	Do you believe that university programs adequately prepare students for salary expectations in the job market?	4.33	High
Average Means for Unrealistic Salary		4.21	High

Table 4.11 shows the descriptive statistics for unrealistic salary. From the result, it shows those respondents high conscious about the unrealistic salary. Among the unrealistic salary, respondent do believe that university programs adequately prepare students for salary expectations in the job market (4.33) and interested in a highly paid job (4.30). This is followed by respondent chose T\the starting salary for graduates is too low (4.21). Lastly, respondents consider to be an unrealistic salary expectation for a university graduate in Malaysia (4.05). Hence, the average means for unrealistic salary is (4.21). It means the respondents are agree that unrealistic salary influencing unemployment for fresh graduates after Covid-19 in Kelantan.

Table 4.12: Descriptive Statistic for Education Level

	Statements	Mean	Score Mean
EL1	Do you think that they are highly knowledgeable in industry?	4.30	High
EL2	The syllabus studies are unrelated to job industry.	3.91	High

FACULTY ENTREPRENEURSHIP AND BUSINESS

EL3	They highly qualified for the job available, or jobs offered	4.38	High
EL4	They are not qualified enough for the jobs they are seeking.	4.14	High
EL5	Too many graduates are applying for the job available.	4.20	High
Average Means for Education Level		4.19	High

Table 4.12 shows the descriptive statistics for education level. From the result, it shows those respondents high conscious about the education level. Among the education level, respondent highly qualified for the job available, or jobs offered (4.28) and think that they are highly knowledgeable in industry (4.30). This is followed by respondent prefer Too many graduates are applying for the job available (4.20). Lastly, respondents think the syllabus studies are unrelated to job industry (3.91). Hence, the average means for u education level is (4.19). It means the respondents are agree that education level influencing unemployment for fresh graduates after Covid-19 in Kelantan.

Table 4.13: Descriptive Statistic for Unemployment

	Statements	Mean	Score Mean
U1	Lack of relevant work experience	4.52	High
U2	Lack of networking opportunities	4.13	High
U3	Low demand for graduates in your field	4.44	High
U4	Insufficient job market	4.13	High
U5	Inadequate soft skills (e.g., communication, teamwork)	4.35	High
Average Means for Unemployment		4.31	High

Table 4.13 shows the descriptive statistics for education level. From the result, it shows those respondents high conscious about the education level. Among the education level, respondent pick lack of relevant work experience (4.52) and low demand for graduates in your field (4.44). This is followed by Inadequate soft skills (e.g., communication, teamwork) (4.35). Lastly, respondents (last mean). Hence, the average means for u education level is (4.31). It means the respondents are agree that education level influencing unemployment for fresh graduates after Covid-19 in Kelantan.

4.5 CORRELATION BETWEEN EMPLOYABILITY SKILLS, JOB MISMATCH, GRADUATES ATTRIBUTE, UNREALISTIC SALARY, AND EDUCATION LEVEL.

Below shows the hypothesis listed as to found out the relationship about the factor influencing unemployment for fresh graduates after Covid-19 in Kelantan. There were 5 independent variables which were employability skills, job mismatch, graduates attribute, unrealistic salary, and education level.

4.5.1 HYPOTHESIS TEST

This study had used correlation analysis to identify the relationship between dependent variable and independent variables. The dependent variable is unemployment and independent variables were employability skills, job mismatch, graduates attribute, unrealistic salary, and education level.

4.5.1.1 HYPOTHESIS H₁

H₁ There is significant relationship between employability skills and unemployment for fresh graduates after Covid-19 in Kelantan.

Table 4.14: Correlation Between Employability Skills and Unemployment

	Employability Skills	Unemployment
Employability Skills	1	.708**
Unemployment	.708**	1

** . Correlation is significant at the 0.01 level (2-tailed)

Table 4.14 show the correlation between employability skills and unemployment for fresh graduates after Covid-19 in Kelantan that indicate of (0.708) and at (0.01) levels (2-tailed). The null hypothesis was rejected after the use of Pearson correlation testing. It means this study accept alternate hypothesis (H1). Based on Table 3.6 “Guilford’s Rule of Thumb”, this indicates that the strength of relationship between employability skills and unemployment for fresh graduates after Covid-19 in Kelantan is strong. In summary, researchers can say that employability skills have positive relationship of unemployment for fresh graduates after Covid-19 in Kelantan.

4.5.1.2 HYPOTHESIS H₂

H₂ There is significant relationship between job mismatch and unemployment for fresh graduates after Covid-19 in Kelantan.

Table 4.15: Correlation Between Job Mismatch and Unemployment

	Job Mismatch	Unemployment
Job Mismatch	1	.621**
Unemployment	.621**	1

** . Correlation is significant at the 0.01 level (2-tailed)

Table 4.15 show the correlation between job mismatch and unemployment for fresh graduates after Covid-19 in Kelantan that indicate of (0.621) and at (0.01) levels (2-tailed). The null hypothesis was rejected with the use of Pearson Correlation testing. This investigation supports the alternative hypothesis (H2). Based on Table 3.6 “Guilford’s Rule of Thumb”, this indicates that the strength of relationship between job mismatch and unemployment for fresh graduates after Covid-19 in Kelantan is moderate. In summary, researchers can say that job mismatch have positive relationship of unemployment for fresh graduates after Covid-19 in Kelantan.

4.5.1.3 HYPOTHESIS H₃

H3 There is significant relationship between graduate’s attribute and unemployment for fresh graduates after Covid-19 in Kelantan.

Table 4.16: Correlation Between Graduate’s Attribute and Unemployment

	Graduates Attribute	Unemployment
Graduates Attribute	1	.613**
Unemployment	.613**	1

** . Correlation is significant at the 0.01 level (2-tailed)

Table 4.16 show the correlation between graduate’s attribute and unemployment for fresh graduates after Covid-19 in Kelantan that indicate of (0.613) and at (0.01) levels (2-tailed). Null hypothesis was rejected after Pearson Correlation testing was conducted. It means this study accept alternate hypothesis (H2). Based on Table 3.6 “Guilford’s Rule of Thumb”, this indicates that the strength of relationship between graduate’s attribute and unemployment for fresh graduates after Covid-19 in Kelantan is moderate. In summary, researchers can say that graduate’s

attribute have positive relationship of unemployment for fresh graduates after Covid-19 in Kelantan.

4.5.1.4 HYPOTHESIS H₄

H₄ There is significant relationship between unrealistic salary and unemployment for fresh graduates after Covid-19 in Kelantan.

Table 4.17: Correlation Between Unrealistic Salary and Unemployment

	Unrealistic Salary	Unemployment
Unrealistic Salary	1	.559**
Unemployment	.559**	1

** . Correlation is significant at the 0.01 level (2-tailed)

Table 4.17 show the correlation between unrealistic salary and unemployment for fresh graduates after Covid-19 in Kelantan that indicate of (0.559) and at (0.01) levels (2-tailed). Null hypothesis was rejected after Pearson Correlation testing was conducted. It means this study accept alternate hypothesis (H₂). Based on Table 3.6 “Guilford’s Rule of Thumb”, this indicates that the strength of relationship between unrealistic salary and unemployment for fresh graduates after Covid-19 in Kelantan is moderate. In summary, researchers can say that unrealistic salary have positive relationship of unemployment for fresh graduates after Covid-19 in Kelantan.

4.5.1.5 HYPOTHESIS H₅

H₅ There is significant relationship between education level and unemployment for fresh graduates after Covid-19 in Kelantan.

Table 4.18: Correlation Between Education Level and Unemployment

	Education Level	Unemployment
Education Level	1	.640**
Unemployment	.640**	1

** . Correlation is significant at the 0.01 level (2-tailed)

Table 4.18 show the correlation between education level and unemployment for fresh graduates after Covid-19 in Kelantan that indicate of (0.640) and at (0.01) levels (2-tailed). Null hypothesis was rejected after Pearson Correlation testing was conducted. It means this study accept alternate hypothesis (H2). Based on Table 3.6 “Guilford’s Rule of Thumb”, this indicates that the strength of relationship between education level and unemployment for fresh graduates after Covid-19 in Kelantan is moderate. In summary, researchers can say that education level have positive relationship of unemployment for fresh graduates after Covid-19 in Kelantan. Table 4.12: Summary of Hypothesis Testing

Table 4.19: Summary Of Hypothesis Testing

No.	Hypothesis	Result
1.	Employability skills has a significant relationship on unemployment for fresh graduates after Covid-19 in Kelantan.	Accepted
2.	Job mismatch has a significant relationship on unemployment for fresh graduates after Covid-19 in Kelantan.	Accepted
3.	Graduates attribute has a significant relationship on unemployment for fresh graduates after Covid-19 in Kelantan.	Accepted

- | | | |
|----|---|----------|
| 4. | Unrealistic salary has a significant relationship on unemployment for fresh graduates after Covid-19 in Kelantan. | Accepted |
| 5. | Education Level has a significant relationship on unemployment for fresh graduates after Covid-19 in Kelantan. | Accepted |
-

Table 4.19 show the summary of hypothesis testing. Based on table, all hypotheses were accepted. So, this research was related to factor influencing unemployment for fresh graduates after Covid-19 in Kelantan.

4.6 MULTIPLE REGRESSION ANALYSIS

Table 4.20: Model Summary of Multiple Regression Analysis

Model	R	R Square	Adjusted R Square	Std. Error of The Estimate
1	.736 ^a	.542	.534	.36587

a. Predictors: Constant, Employability Skills, Job Mismatch, Graduates Attribute, Unrealistic Salary, And Education Level

b. Dependent Variable: Unemployment

The result of model summary in Table 4.20 shows that R^2 for this model is (0.542) which assume 54% of unemployment for fresh graduates after Covid-19 in Kelantan (dependent variable) can be explained by employability skills, job mismatch, graduates attribute, unrealistic salary, and education level. This shows that employability skills, job mismatch, graduates attribute, unrealistic salary, and education level have relationship of unemployment for fresh graduates after Covid-19 in Kelantan. The remaining 46% cannot be explained by these independent variables and may be explained by other factors which are not included in this mode.

Table 4.21: ANOVA Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	46.739	5	9.348	69.833	<.001 ^b
	Residual	39.489	295	.134		
	Total	86.229	300			

a. Dependent variable: Unemployment

b. Predictors: Predictors: Constant, Employability Skills, Job Mismatch, Graduates Attribute, Unrealistic Salary, And Education Level

For ANOVA table, F-statistic needs to be interpreted. From the table 4.21, F-statistic is equal to 69.83 at 5 degrees of freedom with 5% level significant and p value at 0.000 ($p < 0.05$). So, the result of the test is significant. It means that this model is dependent to each variable which are employability skills, job mismatch, graduates attribute, unrealistic salary, and education level.

Table 4.22: Coefficients of Multiple Regression Analysis

Model	Unstandardized		Standardized		Coefficient	
	B	Std. Error	Beta	T	Sig.	
(Constant)	1.128	.178		6.324	<.001	
Employability skills	.472	.068	.476	6.889	<.001	
Job mismatch	.095	.070	.103	1.354	.177	
Graduates Attribute	.169	.067	.178	2.525	.012	

FACULTY ENTREPRENEURSHIP AND BUSINESS

Unrealistic salary	-0.199	.077	-0.216	-2.595	.010
Education level	.212	.074	.239	2.861	.005

From table 4.22, the results showed the standardized beta value for employability skills (0.476), $p < 0.05$ which was the largest among the five independent variables. Hence, 48% of employability is the most dominant factor that influences the unemployment for fresh graduates after Covid-19 in Kelantan. It indicates 1 unit increase in the unemployment will increase the quality by 48%. Next, job mismatch and graduates attribute were significant that influence the unemployment for fresh graduates after Covid-19 in Kelantan with the standardized beta values of (0.103) and (0.178) respectively. It shows that 10% of job mismatch and 19% graduates attribute contribute to factor influences unemployment for fresh graduates after Covid-19 in Kelantan. Lastly, the standardized beta value of the unrealistic salary is (-0.216). So, indicates there is negative correlation between unrealistic salary and unemployment for fresh graduates after Covid-19 in Kelantan. So, the researchers can interpret, 1 unit increase in the unemployment will decrease the unrealistic salary by 22%.

Then, all the independent variables which are employability skills, job mismatch, graduates attribute, and unrealistic salary shown the significant value less than 0.05 ($p < 0.05$), this indicate there is significant relationship between factor influences unemployment for fresh graduates after Covid-19 in Kelantan. Null hypothesis was rejected after Multiple Linear Regression testing was conducted.

Therefore, the equation of regression can be measured by below formula:

$$Y = \alpha + \beta X_1 + \beta X_2 + \beta X_3 + \beta X_4$$

Based on the findings shown in table 4.15, the regression equation is stated as follow:

$$\text{Unemployment} = 1.128 + 0.476 (\text{employability skills}) + 0.103 (\text{job mismatch}) + 0.178 (\text{graduates attribute}) - 0.216 (\text{unrealistic salary})$$

4.7 SUMMARY

The results of this research have been evaluated, and the statistical analysis that was performed on them can be found described in this chapter. The findings of this investigation have shown that the hypothesis was not rejected, and the outcome was positive. Chapter 5 will be the place where the subsequent discussion will take place.

CHAPTER 5: DISCUSSION AND CONCLUSIO

5.1 INTRODUCTION

This chapter will include a comprehensive analysis of the topic's significance, including a thorough discussion, a concise conclusion, exploration of limitations, recommendations, and recommendations for further study. This chapter will analyze the reasons behind the result, drawing upon the analysis provided in Chapter 4. It includes feedback on all the ideas presented in chapter 1, as well as an overview of the findings. The conclusion serves to summarize the findings and outcomes of the research. In concluding this study, it is important to acknowledge the presence of numerous limitations. Furthermore, it is recommended to gather further information to address these constraints.

5.2 SUMMARY

Chapter 4 of the research included doing a reliability analysis, which yielded an overall score of 0.866. This indicates that the strength of the relationship was very favourable. The average scores for employability skills (4.28), job mismatch (4.19), graduate's attribute (4.24), unrealistic salary (4.21), and education level (4.19) are high, indicating agreement among respondents with our statement. The research found a strong association between employability skills, job mismatch, graduate's attribute, unrealistic salary, and education level with unemployment. The alternative hypothesis was accepted, whereas the null hypothesis was denied. The combination of multiple linear regressions, employability skills, job mismatch, graduate's attribute, unrealistic salary, and education level (independent variables) accounted for 54.2% of the variation in unemployment among new graduates in Kelantan following the Covid-19 pandemic. The most influential factor affecting unemployment for fresh graduates in Kelantan

after Covid-19, out of the five independent variables, is employability skills, with a standardized beta value of 0.476.

5.3 DISCUSSION

5.3.1 DEMOGRAPHICS

The data from table 4.3 indicates that most employers who participated in the survey were in the age range of 21-25, accounting for 38.9% of the respondents. Meanwhile, there is a notable disparity in the hiring rates between female and male workers, with males being employed more often at a rate of 55.8%. The majority of those who responded to the poll were Malay, as seen in Table 4.5, which has 59.5% of the total. This is mostly since most of the population in Kelantan consists of Malays. According to the data provided by the city population website, the Malay population in Kelantan is recorded to be 1,712,263 million. According to Table 4.6, the service industry had the most shortfall of workers, accounting for 30.9% (90) of the total. According to the Economic structure of the Department of Statistics Malaysia, Kelantan's economic structure was dominated by the Services sector with a share of 68.9 per cent. The primary determinant of the rise in unemployment is the inadequate job market, accounting for 26.6% of the total respondents.

5.3.2 FACTOR INFLUENCING UNEMPLOYMENT AMONG FRESH GRADUATES

According to the descriptive statistics of the independent variables in chapter 4, it is evident that the mean score of all the independent variables was high. This indicates that factors such as employability skills, job mismatch, graduates attribute, unrealistic salary, and education level have a significant influence on the unemployment rate among fresh graduates. The average

score for employable abilities is 4.28, indicating a high consensus among respondents that these skills have a significant role in causing unemployment. Elias Salleh (2004) states that employability skills are crucial for graduates to effectively navigate the dynamic landscape of the contemporary world. Graduates need to be flexible and adaptable, to be able to solve issues, communicate effectively, think critically and creatively, and be able to function as successful team members in the workplace.

In addition, the mean job mismatch score was 4.19, indicating that respondents strongly believe there is a large discrepancy between the abilities possessed by graduates and the skills required for accessible employment. Velciu (2017) affirms that job mismatch has significant implications for workforce employment, including several factors such as productivity, wages, human capital, competitiveness, and development. Mismatches occur when there is a discrepancy between the educational background, professional domain, or skill set of workers and the specified standards and obligations of a particular job.

The average value for the independent variable "graduates attribute" was 4.24. According to Allen and O'Brien (2006), it is crucial to acknowledge that the views of graduates may significantly range across people and may evolve over time as they acquire more experience and face diverse life conditions. These views may also be influenced by the curriculum, the institutional culture, and the broader economic and social environment in which graduates are situated. The success of graduates in a dynamic job market and society may be influenced by their attitudes towards change, creativity, and flexibility.

Furthermore, the unrealistic salary had an average mean of 4.21, indicating a high level of unrealism. This demonstrates that companies see unreasonable compensation expectations as a

possible obstacle to securing employment. Excessive pay may pose difficulties for both workers and companies. Employees may have unreasonable expectations and work discontent while shifting to positions that provide salary that is more in line with industry norms. Providing too high pay to employees may burden companies financially, create budget limitations, and perhaps undermine the organization's entire compensation framework (Mint, 2016).

Finally, the average of the education level component was found to be 4.19. The increasing number of institutions of higher education in Malaysia has resulted in a surge in the quantity of recent graduates, although this has not been accompanied by an equal increase in the quantity of high-level employment opportunities (Wahab, 2022).

5.3.3 CORRELATION BETWEEN EMPLOYABILITY SKILLS, JOB MISMATCH, GRADUATE'S ATTRIBUTE, UNREALISTIC SALARY, AND EDUCATIONAL LEVEL

Firstly, this study has identified the relationship between employability skills and unemployment. According to Table 4.14, the correlation coefficient was 0.708 which indicates that both variables are correlated and had a positive relationship. employability skills contribute 71% to unemployment. From the result, the data was supporting H₁, where there was a significant relationship between the employability skills and unemployment. The result showed a high significant value which was less than 5%. Thus, the null hypothesis (H₀) should be rejected. According to the result, employability skills were influencing unemployment.

Secondly, this research has shown a correlation between job mismatch and unemployment. According to the Pearson correlation, the second hypothesis in Table 4.15 demonstrated a positive association between job mismatch and unemployment. The correlation coefficient of 0.00 was highly significant, indicating a link that is statistically significant at a level lower than 0.05. The

correlation coefficient between job mismatch and unemployment is 0.621, indicating the job mismatch contributes 62% to the overall unemployment. This study has confirmed the alternative hypothesis that there is a substantial correlation between job mismatch and unemployment.

Thirdly, this research has shown the correlation between the attributes of graduates and unemployment. Based on Table 4.16, the third hypothesis likewise rejected the null hypothesis (H_0) and accepted the alternative hypothesis, since there was a substantial association between graduates' attributes and unemployment, as shown by the slight high Pearson correlation. The result of the correlation coefficient was 0.613. Graduates account for 61% of the unemployment rate. It showed that graduates ascribe influence to unemployment.

Fourthly, this research has shown a correlation between unrealistic salary and unemployment. The table 4.16 displays a correlation coefficient value of 0.559, indicating a moderate degree of link between unrealistic salary and unemployment. An unrealistic salary is responsible for 56% of the causes of unemployment. The null hypothesis was rejected after the completion of Pearson Correlation testing, and this research supports the alternative hypothesis (H_4). The conclusion, with a significant p-value of less than 0.05, indicates a positive correlation between unrealistic salary and unemployment.

Finally, this research has shown the correlation between education level and unemployment. Table 4.17 displays a correlation coefficient value of 0.640, indicating a moderate degree of link between education level and unemployment. The level of education has a significant impact, contributing to 64% of the unemployment rate. The null hypothesis was rejected after the completion of Pearson correlation testing. This investigation supports the alternative hypothesis

(Hs). The outcome of the statistical test, with a significant p-value of less than 0.05, indicates a positive correlation between education level and unemployment.

5.3.4 MULTIPLE LINEAR REGRESSION

In multiple regression analysis, researchers input many independent factors, like employable skills, job mismatch, graduate's attribute, unrealistic salary, and education level, into a single regression equation of the same kind. The purpose is to forecast a single dependent variable, namely unemployment. Individual regression coefficients were calculated for each independent variable to determine their specific relationship with the dependent variable. This analysis enables researchers to assess the relative impact of employability skills, job mismatch, graduate's attribute, unrealistic salary, and education level on the unemployment rate among fresh graduates. The findings from the 4.5 multiple regression analysis indicate that employability skills, job mismatch, graduate's attribute, unrealistic salary, and education level together account for 54% of the unemployment rate among new graduates. According to Table 4.16, employable skills were the primary factor influencing the unemployment rate among new graduates, accounting for 48%.

5.4 IMPLICATIONS OF THE STUDY

The implications of the factors influencing unemployment for fresh graduates after COVID-19 in Kelantan are significant. The study identified several factors that contribute to unemployment among fresh graduates, including employability skills, job mismatch, graduates' attributes, unrealistic salary expectations, and education level. Policymakers and educators can use this information to develop targeted interventions that address these factors and help fresh graduates find employment.

The study also found that there is a correlation between unrealistic salary expectations and unemployment among fresh graduates. This suggests that fresh graduates may need to adjust their salary expectations to better align with the job market. Employers can also play a role in addressing this issue by offering fair and competitive salaries to fresh graduates. Furthermore, the study highlights the importance of soft skills, such as communication and teamwork, in the job market. Policymakers and educators can work to incorporate soft skills training into the curriculum of higher education institutions to better prepare fresh graduates for the job market.

Overall, the findings of this research project can inform policy and practice aimed at reducing unemployment among fresh graduates after COVID-19 in Kelantan. By addressing the factors identified in this study, policymakers and educators can help fresh graduates find employment and contribute to the economic growth and social cohesion of Kelantan.

5.5 LIMITATIONS OF THE STUDY

This study on the factors influencing unemployment for fresh graduates after covid-19 in Kelantan has some limitations. One limitation is the sample size, which consisted of only 200 respondents. This may not be representative of the entire population of fresh graduates in Kelantan, and the findings may not be generalizable to other regions or contexts.

Another limitation is the use of a self-reported questionnaire to gather data. This method may be subject to response bias, where participants may not provide accurate or truthful responses. Additionally, the questionnaire may not have captured all relevant factors that contribute to unemployment among fresh graduates.

Furthermore, the study did not explore the perspectives of employers or industry experts, which could provide valuable insights into the job market and the skills and attributes that employers are looking for in fresh graduates.

Despite these limitations, this study provides valuable insights into the factors influencing unemployment among fresh graduates after covid-19 in Kelantan. Future research could build on these findings by using larger and more diverse samples, incorporating multiple data collection methods, and exploring the perspectives of employers and industry experts.

5.6 RECOMMENDATION FOR THE FUTURE RESEARCH

Future research on unemployment among graduates should prioritize a comprehensive exploration of the role of emerging technologies in shaping employment landscapes. With the rapid advancement of technology, understanding the impact of automation, artificial intelligence, and digitization on job availability and the nature of work is crucial. Research in this area can provide valuable insights into the skills required for the jobs of the future and guide educational institutions in adapting their curricula to align with evolving industry needs.

Additionally, investigating the effectiveness of career counselling and guidance services for graduates is essential. A deeper understanding of the factors influencing graduates' career choices, the quality of available guidance, and the alignment of career counselling with market demands can inform the development of more effective support systems. Such research can contribute to the enhancement of career development programs, ensuring they play a proactive role in preparing graduates for successful entry into the job market.

One crucial avenue for future research involves a comprehensive examination of the alignment between the skills possessed by graduates in Kelantan and the demands of the local job market. Investigating the extent of skill mismatch will shed light on whether graduates are equipped with the qualifications sought by employers in key sectors within the state. This research can delve into the specific skills and competencies that industries prioritize, allowing for the identification of gaps and mismatches. Understanding these discrepancies will enable policymakers and educational institutions to tailor curricula and training programs to better align with the needs of the job market, ultimately enhancing graduates' employability.

Lastly, future research should explore the dynamics of remote work and its implications for graduate employment. The covid-19 pandemic has accelerated the adoption of remote work practices, and understanding how this shift influences job opportunities, especially for recent graduates, is paramount. Exploring the challenges and opportunities associated with remote work can guide educational institutions in equipping graduates with the necessary skills for a rapidly changing work environment and inform policies that facilitate a smooth transition into remote employment.

5.7 OVERALL CONCLUSION OF THE STUDY

The goal of this research is to look at the reasons for unemployment among recent graduates in Kelantan following COVID-19. This research has six key goals that have to be accomplished. Among them are determining which factors are most influential in affecting unemployment among fresh graduates, determining the relationship between employability skills and unemployment among fresh graduates after COVID-19, determining the relationship between job mismatch and unemployment among fresh graduates after COVID-19, determining the

relationship between graduates' attributes and unemployment among fresh graduates after COVID19, and determining the relationship between graduates' attributes and unemployment among fresh graduates after COVID-19.

As mentioned in Chapter 4, this study uses hypothesis computation to tailor the answer to research goals. Results were validated through a reliability analysis of the item, and the relationship between the dependent variable (unemployment among fresh graduates after COVID-19) and the independent variables like employability skills, job mismatch, graduate attributes, unrealistic salary, and education level was determined through a Pearson correlation test. All the factors point to a positive correlation, which is statistically significant. Hence, this research accomplished all of its goals.

Table 5.1: Summary of Objectives

No.	Hypothesis	Result
1.	Employability skills has a significant relationship on unemployment for fresh graduates after Covid-19 in Kelantan.	Accepted
2.	Job mismatch has a significant relationship on unemployment for fresh graduates after Covid-19 in Kelantan.	Accepted
3.	Graduates attribute has a significant relationship on unemployment for fresh graduates after Covid-19 in Kelantan.	Accepted

- | | | |
|----|---|-----------------|
| 4. | Unrealistic salary has a significant relationship on unemployment for fresh graduates after Covid-19 in Kelantan. | Accepted |
| 5. | Education Level has a significant relationship on unemployment for fresh graduates after Covid-19 in Kelantan. | Accepted |
-

- Singh, S. (2018). Sampling Techniques. Medium. Retrieved 8 November from <https://towardsdatascience.com/sampling-techniques-a4e34111d808>
- The World Bank. (2023, June 29). The Economic and Social Consequences of Youth Unemployment. [World Bank Blogs]. Retrieved 24 October 2023 from https://sobiad.org/eJOURNALS/journal_IJEF/archives/IJEFS2017-1/Putun.pdf
- Velciu, M. (2017). Job mismatch—effects on work productivity. SEA—Practical Application of Science(15), 395-398.
- Wahab, D. D. A. (2022). Resolving the problem of unemployed graduates. New Straits Times. Retrieved 24 October from <https://www.nst.com.my/opinion/columnists/2022/09/834827/resolving-problem-unemployed-graduates>
- Wahab, N. (2022). [The expansion of higher education in Malaysia has led to an increase in the number of fresh graduates, but this has not been matched by a corresponding increase in the number of high-level jobs.](https://archive.aessweb.com/index.php/5007/article/view/3216) Retrieved 24 October 2023 from <https://archive.aessweb.com/index.php/5007/article/view/3216>
- WORLD BANK GROUP (2023). Unemployment, youth total (% of total labour force ages 15-24) (modeled ILO estimate). Retrieved 24 October from <https://data.worldbank.org/indicator/SL.UEM.1524.ZS>
- YAACOB, Z. (2022). Fresh grads need digital skills. New StraitsTimes. Retrieved 28 October from <https://www.nst.com.my/opinion/letters/2022/03/781979/fresh-grads-need-digital-skills>
- Hossain, M. I., Yagamaran, K. S. A., Afrin, T., Limon, N., Nasiruzzaman, M., & Karim, A. M. (2018). [Factors influencing unemployment among fresh graduates: A case study in Klang Valley, Malaysia.](https://doi.org/10.17764/ijar.v8i9.1494-1507) *International Journal of Academic Research in Business and Social Sciences*, 8(9), 1494-1507.
- Abd Rahman, N. H., Ismail, S., Ridzuan, A. R., & Abd Samad, K. (2020). [The issue of graduate unemployment in Malaysia: Post Covid-19.](https://doi.org/10.17764/ijar.v10i10.834-841) *International Journal of Academic Research in Business and Social Sciences*, 10(10), 834-841.
- Husin, N. A., Rasli, S., Kumar, M. S. G., & Suppiah, G. (2021). [Unemployment crisis among fresh graduates.](https://doi.org/10.17764/aijssr.v10i1.1-14) *American International Journal of Social Science Research*, 10(1), 1-14.
- Seng, L. C. (2018). [Malaysia public universities' graduate employability policies: An analysis of first degree graduates unemployment and underemployment issues.](https://doi.org/10.17764/ijssr.v6i4.480-489) *International Journal of Social Science and Humanities Research*, 6(4), 480-489.
- Hanapi, Z. & Nordin, M.S. (2014). Unemployment among Malaysia graduates: Graduates' attributes, lecturers' competency and quality of education. *Procedia-Social and Behavioral Sciences*, 1056-1063.
- Herz, B. & Van Rens, T. (2011). Structural unemployment. *Economics Working Papers*, 1276. Retrieved from: <https://www.aeaweb.org/conference/2012/retrieve.php?pdfid=98>
- Ismail, N.A. (2011). Graduates' characteristics and unemployment: A study among Malaysian graduates. *International journal of business and social science*, 94-102.
- Kroft, K., Lange, F., Notowidigdo, M. J., & Katz, L. F. (2016). Long-term unemployment and the great recession: the role of composition, duration dependence, and nonparticipation. *Journal of Labour Economics*, 1123- 1167.
- Morley, L. (2001). Producing new workers: Quality, equality and employability in higher education. *Quality in Higher Education*, 131-138.

- Najib, A. (2016, February 18). Increase in Malaysia's unemployment rate trend - MIDF Research. Astro Awani News. Retrieved from: <http://english.astroawani.com/businessnews/increase-malysiasunemployment-rate-trend-midf-research-94955>
- Rahman, D. (2016, June 23). Malaysia's higher education mid-year report. The Star Online. <http://www.thestar.com.my/opinion/online-exclusive/whats-yourstatus/2016/06/23/malaysia-higher-education-2016/>
- Razak, M.I.M., Ahmad, I. & De Mello, G.(2014). Factors Influencing Unemployment Among Graduates in Malaysia. Lap Lambert Academic Publishing.
- Shamsuddin, A., Isa, K.H.M., Aziz, M.N., Mahfol, N.Z.N.M. & Alagari, T. (2013). Graduate unemployment :The awareness and perception of graduates towards Government's initiatives. International Journal of Business, Economics and Law,15-24.
- Sandelowski, M. (1995). Sample size in qualitative research. Research in nursing & health, 179-183. Samah, I.H.A., Razali, R. & Basri, H.H. (2015). Lifelong Learning And Youth Employability: Graduates In Malaysia. International Journal of Innovative Research and Advanced Studies (IJIRAS),25-29.
- UNESCO (2012). Graduate employability in Asia. Asia and Pacific Regional Bureau for Education. Retrieved from: <http://unesdoc.unesco.org/images/0021/002157/215706E.pdf>
- World Bank (2014). Malaysian Economic Monitor: Boosting Trade Competitiveness. Retrieved from <http://www.worldbank.org/en/country/malaysia/publication/malaysia-economic-monitor-june2014>
- Wardhana, F.S., Azizan, K.A., Ramli, M.R.,& Hsien, S.T.H. (2013). Unemployment Dynamic in Malaysia: Macroeconomics Paper. University of Malaya – Faculty of Business and Accountancy. Retrieved from:<https://firmansyahshidiqwardhana.wordpress.com/2012/10/20/unemployment-dynamic-in-malaysia-macroeconomics-paper/>
- Zahid, S. J. (2015). PM: Poor English eroding Malaysian Graduates' self-belief. Malaymail online .Retrieved from: <http://www.themalaymailonline.com/malaysia/article/pmpoor-english-erodingmalaysian-graduates-self-belief>

APPENDIX A - QUESTIONNAIRE

“FACTORS INFLUENCING UNEMPLOYMENT FOR FRESH GRADUATES AFTER
COVID-19 IN KELANTAN”

Greeting to all dear respondents,

We are final year student from Faculty of Entrepreneurship and Business (FKP) University of Malaysia Kelantan (UMK) pursuing Degree in Bachelor of Entrepreneurship (Commerce) with Honor. We currently doing a research survey about “Factors Influencing Unemployment for Fresh Graduates after Covid-19 in Kelantan”. Your participation in this research really appreciating. This questionnaire just takes a few minutes of your valuable times. Your answer will keep in private and being use for academic purposes only.

1. Age:

- 21 – 25
- 26 – 30
- 31 – 35
- Others

2. Gender:

- Male
- Female

3. Race:

- Malay
- Indian
- Chinese Others



4. Which industrial sector often experiences a shortage of workers?

- Retail
- Service
- Drop-shipping
- Wholesale
- Crowd-funding
- Others

5. What factors influencing unemployment increase?

- Lack of Relevant Work Experience.
- Lack of Networking Opportunities
- Low Demand for Graduates in Your Field
- Insufficient Job Market
- Inadequate Soft Skills (e.g., communication, teamwork).
- Other

SECTION B: DEPENDENT VARIABLES

This section will measure your experience intention in factor influencing unemployment. Please mark your answer based on the scale from 1 to 5.

Strongly Disagree (SD)	Disagree (D)	Neutral (N)	Agree (A)	Strongly Agree (SA)	
1	2	3	4	5	
Factors influencing unemployment					
	SD	D	N	A	SA

1. Lack of Relevant Work Experience.
2. Lack of Networking Opportunities
3. Low Demand for Graduates in Your Field

4. Insufficient Job Market
5. Inadequate Soft Skills (e.g., communication, teamwork).

SECTION C: INDEPENDENT VARIABLE

This section will measure your employability skills, job mismatch, graduates attribute, unrealistic salary, and economic instability. Please mark your answer based on scale from 1 to 5.

Strongly Disagree (SD)	Disagree (D)	Neutral (N)	Agree (A)	Strongly Agree (SA)
1	2	3	4	5

EMPLOYABILITY SKILLS	SD	D	N	A	SA
1. They do not have the relevant working skills.					
2. They have poor command in English language.					
3. They have poor communication skills.					
4. They are lacking problem-solving skills.					
5. They are lacking leadership qualities					

JOB MISMATCH	SD	D	N	A	SA
1. There are no appropriate or relevant jobs on offer.					
2. The job that offered are irrelevant to their qualification.					
3. Is there imbalance between skill demand and skill supply in the economy.					
4. Is it because of there are too many skills that required in the market?					
5. Is it because of overqualified skills, they find difficult to obtain a job?					

GRADUATES ATTRIBUTE	SD	D	N	A	SA
1. They are too choosy about the position offered by an organization.					
2. They are lacking communication skills.					

FACULTY ENTREPRENEURSHIP AND BUSINESS

3. They are demanding for high salary.
4. They are unable to demonstrate problem-solving ability.
5. They are unable to work in a team (group)

UNREALISTIC SALARY

SD D N A SA

-
1. The starting salary for graduates is too low.
 2. The firm offers me a salary that irrelevant to their position.
 3. They are interested in a highly paid job.
 4. Do you consider to be an unrealistic salary expectation for a university graduate in Malaysia?
 5. Do you believe that university programs adequately prepare students for salary expectations in the job market?

EDUCATION LEVEL

SD D N A SA

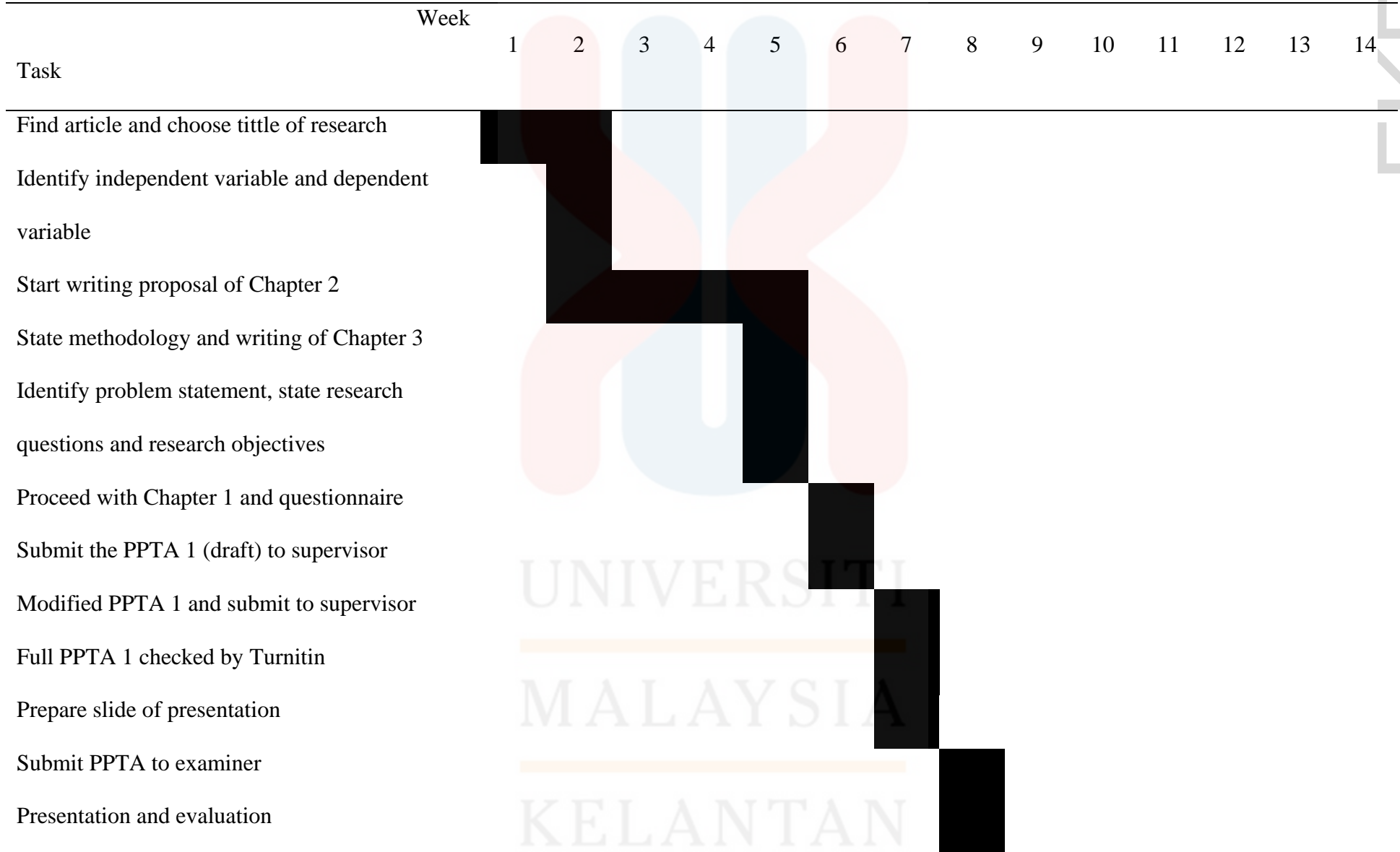
-
1. Do you think that they are highly knowledgeable in industry?
 2. The syllabus studies are unrelated to job industry.
 3. They highly qualified for the job available, or jobs offered
 4. They are not qualified enough for the jobs they are seeking.
 5. Too many graduates are applying for the job available.
-

FKP

UNIVERSITI
MALAYSIA
KELANTAN

FACULTY ENTREPRENEURSHIP AND BUSINESS

APPENDIX B - GANTT CHART



FEB

UNIVERSITI
MALAYSIA
KELANTAN

FACULTY ENTREPRENEURSHIP AND BUSINESS

Collect data through online survey

Conduct pilot test analysis

Start data analysis with using SPSS

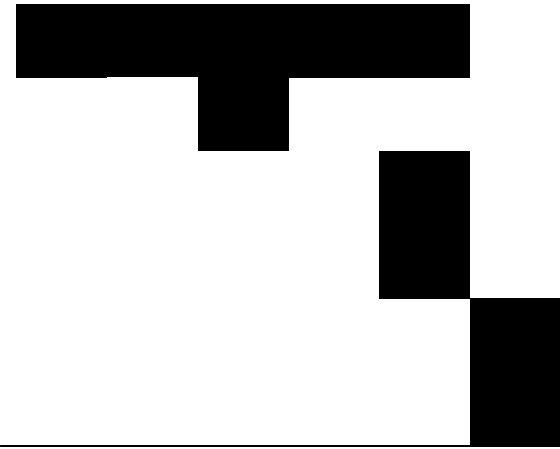
Start writing discussion and conclusion

Final check of the report

Submit final report to supervisor and examiner



UNIVERSITI
MALAYSIA
KELANTAN



FKP