Group 25

# FACTORS INFLUENCING TERTIARY EDUCATION STUDENTS' INTENTION TO WORK IN SINGAPORE

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# DECLARATION

We hereby declare that:

(1) This undergraduate research project is the end result of our own work and that due acknowledgement has given in the references to ALL sources of information be they printed, electronic, or personal.

(2) No portion of this research project has been submitted in support of any application for any other degree or qualification of this or any other university, or other institutes of learning.

(3) Equal contribution has been made by each group member in completing the research project.

(4) The word count of this research report is __19014 words__.

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# DEDICATION

This dissertation is dedicated to:

Our supervisor,

Ms Claudia Lau

For guided us throughout the completion of this research study.

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For given us the chance to execute this research project.

Families and friends,

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| | |
|---|---|
| KC | Kampar Campus (UTAR) |
| $R^2$ | R Square |
| SAS | Statistical Analysis Software |
| SD | Standard Deviation |
| SLC | Sungai Long Campus (UTAR) |

# PREFACE

Nowadays, many Malaysian preferred to work abroad, especially in Singapore. It is necessary for us to understand the reasons Malaysian chose Singapore as their working destinations. Thus, it is vital to examine the underlying factors that influence tertiary education students' intention to work in Singapore.

Generally, there are four important variable factors that have close linkage with tertiary education students' intention to work in Singapore, which are Salary and Compensation, Career Prospects, Quality of Life, and Family and Friends Influence. This study examined these four determinants to know whether they are significantly affecting students' intention to work in Singapore.

This research is prepared to assist the researchers in managerial, academic and policy maker field to identify the important factors that affect students' intention to work in Singapore. This is because not all the students have the intention to work in Singapore. Therefore, this research was conducted to find out more useful information about factors that affect students' intention to work in Singapore.

## ABSTRACT

Researchers found that the intention of students to work in Singapore is increasing recently. There are many factors that may influence student's decision to work abroad. The main objective of this study is to examine the factors influencing tertiary education students' intention to work in Singapore.

In this research study, the researchers mainly focus on the four factors which are salary and compensation, career prospects, quality of life, and family and friends influence. The primary data had been gathered by distributing questionnaires to the final year students with a sample size of 357 respondents. Cronbach's Alpha used to test the reliability of each variable.

Pearson Correlation Coefficient and Multiple Linear Regression Analysis are used to examine the relationship between independent variables and dependent variables. The four independent variables showed a significant relationship towards students' intention to work in Singapore.

This research was conclude with the discussion of findings, implications of the study, limitations of the study and recommendation for future research.


Keywords: Salary and Compensation, Career Prospects, Quality of Life, Family and Friends Influence, Students' Intention, Work in Singapore.

# CHAPTER 1: INTRODUCTION

## 1.0 Introduction

This research is to analyse on factors influencing tertiary education students' intention to work in Singapore. This research begins with the research background, problem statement, objectives of the research, following by research questions, significance of the study, chapters' layout and conclusion.

## 1.1 Research Background

Malaysian diaspora were the issue covered widely by the alternative media and both the mainstream. Diaspora is defined as the movement of people from their home country to live and work in other countries (Oxford Dictionaries, 2016). Many Malaysians nowadays chose to work in Singapore, for such professionals in engineering, medicine, construction, legal, ICT services, banking and others worked in service and manufacturing industry (Teh, 2015). As highlighted in World Bank report 2011, the main factor of emigration of Malaysians to another country was related to the low salary and benefits offered in home country. According to the Malaysia's Human Resource Ministry (Teh, 2015), approximately 350,000 Malaysians worked in Singapore and approximately 386,000 Malaysians had permanent Singapore's residency status, the report also concluded that about 20% of Malaysian graduates chose to leave the country (Teh, 2015). Many Malaysians preferred to work abroad recently (Mustafa, 2015).

According to Adam McKenna, Malaysians preferred to work abroad rather than work in Malaysia due to low starting salary of fresh graduate, nepotism working culture, ringgit Malaysia declined and promised career opportunities (Malaysian

Digest, 2016). Hiring professionals and skilled workers in Johor Bahru was another problem arising, as locals attracted to a higher exchange rate in Singapore especially small and medium enterprises (SMEs) (Musa, 2016). Malaysian workers were willing to sacrifice their times to travel from Johor Bahru to Singapore (Musa, 2016). Apart from gaining a higher exchange rate, the locals who worked in Singapore had a higher promoting chance to transfer their job in other countries based on years of working experiences in Singapore (Musa, 2016). The locals trained to be more multi-skilled and multi-task since Singapore's companies mainly focused on human capital development (Musa, 2016).

Talent outflow due to ethnicity and geographical proximity as highlighted by the Organisation for Economic Co-operation and Development (OECD), approximately 88% of Malaysians went to Singapore was Chinese origin (Malay Mail Online, 2015). This was a serious problem as the losing of talent being replaced by uneducated and unskilled foreigners (Malay Mail Online, 2015). The New Economic Policy (NEP) was being blamed for driving the country's non-Malays to exit the country for claiming Singapore in close proximity to Malaysia and similar cultural factors (Malay Mail Online, 2015).

## 1.2 Problem Statement

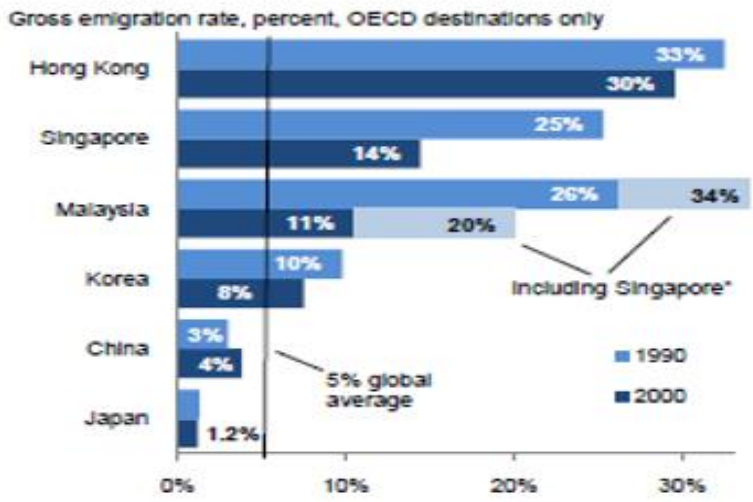
Human capital was one of the important sources to fulfil high income economy and Malaysian Government wishes to achieve its vision 2020 to transform Malaysia from middle to high income nation (World Bank, 2011). Tertiary education students who were high skilled human capital played important role to accomplish high income nation (Economic Transformation Programme a Roadmap for Malaysia, 2010). However, Malaysia facing severe outflow of high-skilled human capital issue and it had been a subject of debate in Malaysia over the few decades (World Bank, 2011). This critical issue led the government faces difficulty in accomplishing the vision of a high income nation.

The inflows of large number foreign labours affected the labour force and economy of Malaysia (Malay Mail Online, 2015). Foreign workers are taking over work from local workers whereas unemployment rate of locals became higher. Athukorala and Devadason (2011) stated Malaysian workers unwilling to do difficult, dirty and unsafe task especially in construction, manufacturing, and plantation sectors. This is because of low wages offered in Malaysia while 600,000 locals willing to work those tasks in Singapore as good compensation was offered, mentioned by Rajaretinam (Coconuts KL, 2016). Zaihid indicated 1.5 million Bangladeshis will be move in if Malaysians not taking up those jobs over the next three years (Asri, 2016).

A new employment survey depicted 93% of Malaysians intended to work abroad in searching for jobs and experience (Malay Mail Online, 2015). Ishak and Abdul Aziz (2014) stated most of the Malaysians left to work abroad were professional status, such as accountants, architects, engineers, lawyer and technicians.

Figure 1.0 indicated the number of skilled Malaysians living abroad is increasing, with 20% of Malaysian graduates chose to leave for OECD countries especially Singapore. The analysis conducted by the World Bank, Malaysia's brain drain problem had not improved.

Figure 1.0: Brain Drain Intensity.




Source: Docquler, Lowell and Marfouk (2007)

Note: *To illustrate that adding Singapore (residents) makes a big difference; not for international comparison since others are OECD only

Singapore has gone through a rapid transformation during the last 45 years. The participation rates grew as living conditions and availability of medical facilities improved (Siddiqui, 2010). In recent two decades, rapid increased of immigration to Singapore was driven by the forces of Singapore's ambitions to remake the city into a world leading knowledge hub (Yeoh & Lin, 2013).

## 1.3 Research Objectives

### 1.3.1 General Objective

The general objective of this research is to identify and understand the factors that cause tertiary education students' intention to work in Singapore. The research examined whether there are any relationship between independent variables and dependent variable.

### 1.3.2 Specified Objectives

I. To determine whether salary and compensation affect tertiary education students' intention to work in Singapore.
II. To determine whether career prospects affect tertiary education students' intention to work in Singapore.
III. To determine whether quality of life affect tertiary education students' intention to work in Singapore.
IV. To determine whether family and friends influence affect tertiary education students' intention to work in Singapore.

## 1.4 Research Questions

I. Do factors (salary and compensation, career prospects, quality of life and family and friends influence) affect tertiary education students' intention to work in Singapore?
II. Which independent variable (salary and compensation, career prospect, quality of life, and family and friends influence) has the greatest influences on tertiary education students' intention to work in Singapore?

## 1.5 Significance of the study

The important of this research project is to examine the factors influencing tertiary education students' intention to work in Singapore. This research prospective to be beneficial for those groups of people such as government, organisation, policy makers, public, economists and researchers in future. An understanding of the relationship between the four independent variables such as salary and compensation, career prospects, quality of life, family and friends influence and the dependent variables tertiary education students' intention to work in Singapore. This would help the Ministry of Education Malaysia offered sufficient employment opportunities for fresh graduates. Employee always seek for better job satisfaction. Throughout this research, Malaysian government can compared the job reward and incentives that provided in Malaysia and Singapore. Government can take action to retain the talent and high skilled employee in Malaysia.

This research provided organisations a distinct idea in attracting and retaining tertiary education students' work in Malaysia. Policy makers may obtain precious insights on the variables while execute a new policy, introduce the useful policy and approaches or amend the existing policy to suit with the tertiary education student's job expectation in order to reduce brain drain. In the end, this will lead and support Malaysian government to attain the Economic Transformation Programme target from middle to high income nation by year 2020 (Economic Transformation Programme A Roadmap For Malaysia, 2010). Moreover, it improved the overall growth of the country economy, education and living standards. Throughout this research, it brought more information to enhance the public awareness and have better understanding on brain drain issue that affect country's economic position. Tertiary education students' intention to work in Singapore may have large impact on stability of the country's economic conditions.

Thus, cautions should be taken. Economists and researchers can refer to this research by introducing the effective ways to solve or prevent further problem of tertiary education students' intention to work in Singapore.

## 1.6 Chapter Layout

**Chapter 1: Introduction**

Chapter 1 discusses the research topic. This chapter explained research background, problem statement, general and specific objectives, research question, hypotheses of study and significance of study.

**Chapter 2: Literature review**

Chapter 2 discusses literature reviews from reading materials that support this research. This chapter summarizes all the result of the reading material and concludes them to support this research. Next, this chapter review the relevant theory, theoretical models, proposed conceptual framework and hypotheses development for this research.

**Chapter 3: Methodology**

Chapter 3 includes all research design and how researchers do the research such as research design of this research, sampling design, research instrument, constructs measurement and data preparation process. The method of collecting information or data and target of respondents towards the research will be discussed in this chapter.

**Chapter 4: Research Results**

Chapter 4 is about the patterns for results and analyses of the results by using different method which is interrelated to the research questions and hypotheses. Statistical Analysis System (SAS) is widely applied to test and interpret the results.

**Chapter 5: Discussion and Conclusion**

Chapter 5 summarizes the result for research findings and explains the major findings. The limitations for this research are explained in this chapter and recommendations are provided for future research. Follow by the conclusion of the research topic.

## 1.7 Conclusion

This chapter concludes the background and problem statement of the research, research objectives segregated into general and specified objectives, forming of research questions, hypotheses of the study, the importance of the research study and overview of the whole research project chapter layout. All these information presented in a way of summarization and readers able to understand the whole research study.

# CHAPTER 2: LITERATURE REVIEW

## 2.0 Introduction

This chapter illustrates dependent variable (intention to work in Singapore) and independent variables (salary and compensation, career prospects, quality of life, family and friends influence) and reviewed the relevant conceptual models. The researchers can form a conceptual framework that linked the dependent variable to independent variable. Conceptual framework and hypotheses development also included in this chapter.

## 2.1 Review of the Literature

### 2.1.1 Independent Variable: Salary and Compensation

Many Malaysian professionals and highly skilled people left Malaysia due to unsatisfactory compensation and less benefits. They believed that left to developed countries for better salary and compensation benefits, higher currency exchange and better employment policy (Ghazali, Kusairee, Tan, Yasin, & Yasoa, 2015). Accountants from Malaysia attracted to developed countries which provided higher salary and compensation. This gave a mind-set of better living experience in overseas (Jauhar & Yusoff, 2011).

Tax system attracted professionals to work in Singapore with the low flat rate of income tax compared with other developed countries such as United

Kingdom (UK), United States of America (USA), Canada and Australia that enabled expatriates to retain higher portion of income (Jauhar, Ghani, Joarder, Subhan, & Islam, 2015). People chose to migrate to Organisation for Economic Co-operation and Development (OECD) countries (referred to Australia, Canada, France, China, Germany, India, Switzerland, Japan, Ireland, Netherlands, Taiwan, New Zealand, Singapore, USA, UK) to work. This led to high intention of people to work in OECD countries. The wages received by migrants from the rest of the world were much lower than the migrants from OECD countries (Harrison, Britton & Swanson, 2004). Hong Kong, Singapore, and the UK were the main destinations of outflow of Malaysian professionals. Accounting professionals was thinking to leave Malaysia for better salary and compensation packages in developed countries, if they unsatisfied with low salary and poor compensation packages (Jauhar et al., 2015).

A study of Harter (2002), tangible rewards was the reason why people had intention to join and leave an organisation. Groenhout (2012) stated many skilled-labour in less-developed countries moved to western countries to opt for higher salaries and better living standard. Study of Bashir, Xu, Zaman and Akhmat (2014) (as cited in Sjaastad, 1962), stated a person who intended to work in overseas always moved from low income countries to higher income countries. A person would moves out when the present value of expected earnings exceeded the present value of cost. However, it was hard to explain the people who had intention to move out for economic factors in high income countries. This observation argued that good salary and compensation packages were the factors affected people's intention to work in overseas (Bashir et al., 2014). Liew (2013) stated professionals work abroad because of their contribution of ability were inconsistent with the wages received from home country. Malaysian professionals expected high pay earned in Singapore to support their families.

Jauhar and Yusoff (2011) identified good salary and compensation packages showed a positive relationship with intention to work abroad. Dissatisfaction

of paid was another important factors that affected the nurses in Belgium to have intention to leave for better option of salary and
compensation jobs (Estryn-Behar et al., 2007). Harrison et al. (2004) stated migrants from OECD countries were able to receive higher wages and sent it back to home countries to support their families. According to Ishak and Abdul Aziz (2014), the increased in cost of living was much higher than increased in market rate of salaries although the salaries in Malaysia had been increasing from time to time.

**H1**: There is a significant relationship between salary and compensation and tertiary education students' intention to work in Singapore.

**H1Ø**: There is no significant relationship between salary and compensation and tertiary education students' intention to work in Singapore.

### 2.1.2 Independent Variable: Career Prospects

Career prospects could be identified as chances or probability for future success in a career or profession (Collins, 2016). The career opportunity outside the home organisation motivate a person to move. People seek for a better degree of professionalism with promising economic and social benefits by moving to another country. As mentioned by Tutik, Takeshi and Utomo (2014), people with tertiary education searched for better condition and opportunity for them and their beloved. People tended to search for a highly qualified work or career when they found that local supplies were not qualified or not enough qualified for them. According to Johannes, Marloes and Jaap (2009), expatriates intended to leave their home country when they perceived lack of career prospects in their home organisation. A more interesting and promising career opportunity was provide outside the home organisation as perceived by expatriates.

People tended to work abroad when they perceived the limited career prospects and career development in their home organisation. The growth opportunities and development available in other countries attracted individuals to move into that country. Johannes et al. (2009) (as cited in Forster and Johnsen (1996) found expatriates tended to perceive unfavourable career prospects if there was lacked of career supported by the home organisation. Ghazali et al. (2015) (as cited in Oosthuizen and Ehlers, 2007) stated the inadequate career advancement opportunity or promotion that perceived by the worker would motivated the skilled workers whether to leave their home country. A study of Ghazali et al. (2015) (as cited in Sanchez- Arnau and Calvo, 1987), people tended to find job opportunities abroad when there was an imbalanced number between the pools of people trained and the opportunities that occurred in the developing country.

Choong, Keh, Tan, Lim and Tho (2013), the professional careers offered in the Malaysia's job market was still inadequate especially in skill-intensive and knowledge sectors as said by Wan Saiful, which was a CEO of Institute of Democratic and Economics Affairs (IDEAS). Ghazali et al. (2015) stated the limited chances in the specific area of expertise particularly for their career prospects motivated people migrate to other country. Certain professional occupation may not be offered by Malaysia's employer (World Bank, 2011). Majority of skilled migrants were in the professions of accountants, computer specialists, scientists, academics and managers since these skilled migrants realised the importance of career development's opportunity (Tutik et al., 2014). There were pull and push factors that influenced students to stay in the host countries. The example of push factors were the economic instability, little possibility for advancing in career and lower expected income in the home country. The pull factors were bigger chances for further development in the specialised area of study and better career advancement's prospects in the host country (Tutik et al., 2014).

Ishak & Rashid (2015) stated that Malaysian construction professionals left their country because of career related factors such as the low professional development, lack of employment opportunities, low employee's job

appreciation and recognition, low salary received, discrimination in the organisation and poor working environment. Therefore, national culture or relevant regulations would affect the working climate such as the intention of a person whether to stay or not to stay in a country because of the uncomfortable feeling to work in a particular country (Tutik et al., 2014).

**H2**: There is a significant relationship between career prospects and tertiary education students' intention to work in Singapore.

**$H_2Ø$**: There is no significant relationship between career prospects and tertiary education students' intention to work in Singapore.

### 2.1.3 Independent Variable: Quality of Life

The Free Dictionary (2016) (www.thefreedictionary.com), defined quality of life as the person satisfaction or dissatisfaction with the cultural or intellectual conditions under which he or she lived. Diener, Suh, Lucas and Smith (1999) stated the concept of quality of life was broadly encompassed on how an individual measured the quality of multiple aspects of their life. Diener et al. (1999) stated that these aspects included an individual's satisfaction with work and personal relationships, emotional reactions to life occurrences, sense of satisfaction and life fulfilment.

Differences in quality of life affected in the decision to emigrate or to remain abroad (World Bank, 2011). Javed (2011) mentioned that young people were attracted to stay in rich countries because of individual freedom, general peace in rural and urban areas, rule of law and justice as well as high standard of living.

As mentioned by Ishak and Aziz (2014) the environment or surrounding category comprised of lower quality lifestyle such as safety and cleanliness. This factor had some impact in persuading Malaysia professionals moved to other countries. Bashir, Xu, Zaman, and Akhmat (2014) defined that people

moved to other countries due to the argument of individuals and families migrated for non-pecuniary reasons and quality of life advantages. Lower quality lifestyle included bad work-life balance experienced in Malaysia highly impact in the construction sectors (Ishak & Aziz, 2014).

Some of the skilled workers seek for better career opportunities outside the country and some left for a better quality of living (Foo, 2011). Ravendran (2008) pointed that Malaysians migrated to work in the Australia and United Kingdom due to pull factors such as better quality of life and work life balance.

**H3**: There is a significant relationship between quality of life and tertiary education students' intention to work in Singapore.

**H3Ø**: There is no significant relationship between quality of life and tertiary education students' intention to work in Singapore.

### 2.1.4 Independent Variable: Family and Friends Influence

Family and friends played important roles in influencing the students' intention to work abroad (Ghazali et al., 2015). Baruch, Budhwar and Khatri (2007); Brown (2002) and Suanmali and Saengsathien (2015) agreed that family members and friends influenced students' intention to work abroad. Family defined as social unit of two or more persons combined by marital, blood ties and had a shared commitment to the interrelationship (Oxford Dictionaries, 2016). Collins (1998) stated that blood ties were significant in the definition of family since it bonds among related individuals of kinship networks and caused for concerned. A blissful family composed of loving, caring and supporting (Collins, 1998).

Chen, Yien, Huang and Huang (2011) stated that family was the most influenced role for the students. Kraimer, Wayne and Jaworski (2001) and Chen et al (2011) also declared family helped individuals to undergo pressure

through essential methods by providing sufficient assistance, information, emotional support and affirmation for individuals. Family and friends who experienced living and working abroad influenced students' intention to follow (Vandenbrande, 2010). Family members always encouraging and supporting to work abroad based on the attractive experiences of family members during working abroad (Wahab, 2014).

Friends gave patron, assistance and support as the family members (Oxford Dictionaries, 2016.). Oxford Dictionaries (2016) defined friends were the people who always together with, likely to influence the belief as well as behaviour of individuals and more reliable as family members to influence intentions' to work abroad. Word-of-mouth communication influenced students' intention to work abroad since they more trusted towards their family and friends (Mazzarol & Soutar, 2002). Students intended to work abroad because of the desires to be reunited with family members or friends already living abroad or work abroad for years (Gliosaite, 2004).

**H4**: There is a significant relationship between the family and friends influence and tertiary education students' intention to work in Singapore.

**H4Ø**: There is no significant relationship between the family and friends influence and tertiary education students' intention to work in Singapore.

### 2.1.5 Dependent Variable: Tertiary Education Students' Intention to Work in Singapore

Singapore is located in the heart of Southeast Asia. Singapore is rated as the best labor force in the world. Singapore is a worldwide financial centre with a multicultural population and tropical climate. The expatriates now living in the country describes Singapore is a comfortably diverse, outstanding tax system, safe living environment, pros business environment and stable lifestyle country (Hawksford, n.d.).

Present government's economic policies bring effect to Malaysia's currency depreciation. As a result, a higher cost of living for Malaysians and unemployment rate is increasing especially among graduates (Malaysiakini, 2016). Moreover, nowadays the Singapore Dollar (SGD) to Malaysian Ringgit (MYR) conversion is 1 SGD equal to 3.023 MYR (XE Currency Converter, 2016). This favourable exchange rate make Malaysian worker more monetary sense to work in Singapore.

The other reasons Malaysian intend to work in Singapore is geographical location. Singapore is separated from Malaysia by a strait. This close proximity allows Malaysian worker to go home much more frequently without the need for expensive flights. Similar culture such as language and food allows easier transition (Malaysian Digest, 2016).

Refer to the Figure 2.0, it indicated the size of the Malaysian diaspora by country destination from year 1980 until year 2010. In year 1980, the figure showed approximately 120,104 Malaysia residents diaspora to Singapore. The figure showed approximately 194,929 residents in year 1990 and another 303,828 residents in 2010 diaspora to Singapore. The results showed that Malaysia's residents diaspora to Singapore was increased in year 1980 to 2010. Thus, researchers assumed that the intention to work in Singapore among Malaysia residents will increase in future.

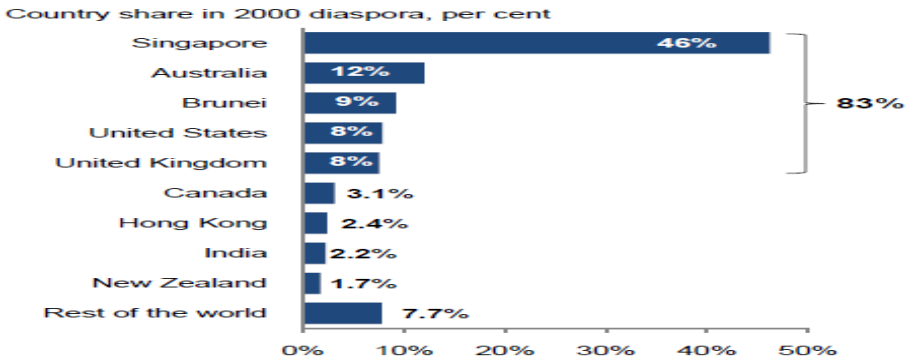
Figure 2.0: The Malaysian diasporas was spread out around the world, but concentrated in Singapore.

| | Historical series | | | Most recent | |
|---|---|---|---|---|---|
| | 1980 | 1990 | 2000 | value | year |
| Balanced sample total | 285,623 | 431,292 | 611,809 | .. | .. |
| Unbalanced sample total | 286,102 | 452,109 | 657,574 | .. | .. |
| Singapore (residents only) | 120,104 | 194,929 | 303,828 | 385,979 | 2010 |
| Australia | 31,598 | 72,628 | 78,858 | 92,334 | 2006 |
| Brunei | 37,544 | 41,900 | 60,401 | 60,401 | 2000 |
| United States | 11,001 | 32,931 | 51,510 | 54,321 | 2005 |
| United Kingdom | 45,430 | 43,511 | 49,886 | 61,000 | 2007 |
| Canada | 5,707 | 16,100 | 20,420 | 21,885 | 2006 |
| Hong Kong | .. | 12,754 | 15,579 | 14,664 | 2006 |
| India | 23,563 | 11,357 | 14,685 | 14,685 | 2001 |
| New Zealand | 3,300 | 8,820 | 11,460 | 14,547 | 2006 |
| Other countries | 7,855 | 17,179 | 50,947 | .. | .. |

Source: The World Bank (2011). Malaysia Economic Monitor: Chapter 3: Brain Drain

From Figure 2.1, researchers could see most of the popular destination that Malaysian chose to go was Singapore. In year 2010, Singapore ranked the highest percentage (46%) of the worldwide diaspora as compared to other countries such as Australia (12%), Brunei (9%), US (8%), UK (8%), Canada (3.1%), Hong Kong (2.4%), India (2.2%), New Zealand (1.7%) and rest of the world (7.7%).

Figure 2.1: In year 2000, the five largest destination countries hosted 80 percent of the diasporas.




Source: The World Bank (2011). Malaysia Economic Monitor: Chapter 3: Brain Drain

According to Wahab (2014), the push and pull factors such as salary and compensation, economic condition, family influence, career dissatisfaction and job opportunities would influence the student's intention to work overseas. Lack of career prospect, less attractive compensation, quality of life and sense of social injustice would influence the intention to work abroad ( Choong et al. 2013).

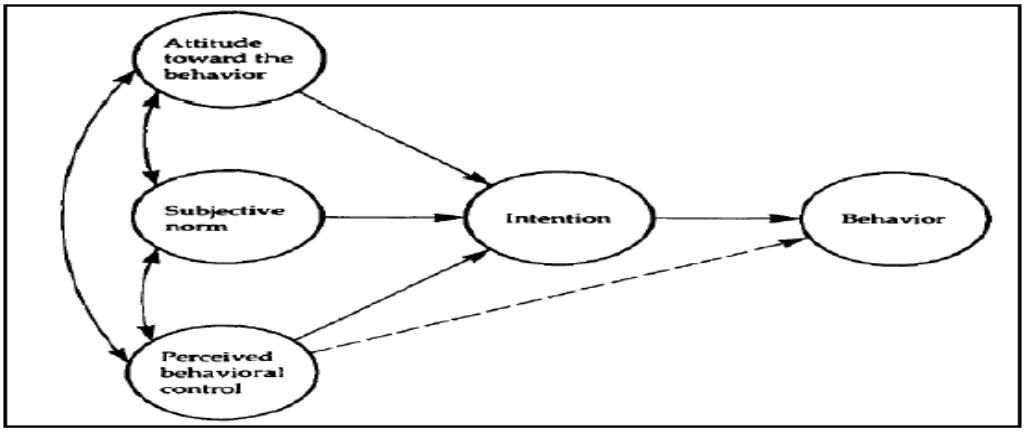
Nowadays, the world widely needs of international employees mobility is increasing. It was a critical norm for employee selection for being capable to encourage an employee's intention to work abroad at the phased of employment. Cognitions acted as mediators of the relationship between individuals' personality traits and the intention to work abroad as stated by the theory of planned behaviour (TPB) (Remhof, Gunkel, & Schlaegel, 2014).

**H5**: There is a significant relationship between the independent variables (salary and compensation, career prospects, quality of life, family and friends influence) and dependent variable (tertiary education students' intention to work in Singapore).

**H5Ø**: There is no significant relationship between the independent variables (salary and compensation, career prospects, quality of life, family and friends influence) and dependent variable (tertiary education students' intention to work in Singapore).

## 2.2 Review of the relevant theory

Figure 2.2: The Theory of Planned Behavior




Source: Ajzen, I. (1991).The Theory of Planned Behavior.Organizational Behaviour and Human Decision Process, 50, 179-211.

The theory of reasoned action (TRA) formulated a model that had possible advantages for forecasted the intention to carry out a behaviour in line with normative beliefs and an individual's attitudinal (Ajzen & Fishbein, 1969, 1980). This model was expanded to adapt addition of perceived behavioural control and the resulted model was name the theory of planned behaviour (TPB). TPB was a theory which forecasted deliberate behaviour since behaviour could be deliberative and planned (Ajzen, 1991).

The greatest estimator of behaviour was intention, that intention was the cognitive indication of a person's preparedness to exercise a specific behaviour, and as being the directed factors of behaviour. Intention affected important beliefs or detailed about the possibility that carried out a particular behaviour would led to a specific result. Over the times, intentions could be changed. The lengthy the time period between intention and behaviour, the bigger the probability that unanticipated incidents would bring changed in intentions (Ajzen & Fishbein, 1969, 1980).

The TRA and TPB started with examined at behavioural intentions as being the directed factors to behaviour. Behavioural intention was a sign of how difficult people were read to attempt and of how much an endeavoured they were planned to apply, in order to practice the behaviour. The behavioural intention affected by three elements: person's attitude towards the exercised the behaviour, the perceived behavioural control and the subjective norms (Ajzen, 1985).

The first element to describe intention was attitude towards the behaviour and it means the extent on a person who had a positive or negative assessment towards the behaviour. The favourable outcomes that obtained by people would affect by the positive attitude towards performed that behaviour (Autio, Keeley, Klofsten, Parker & Hay, 2001).

Subjective norm was the second determinants of behavioural intention. This was the impact of social forced that was recognise by the individual (normative beliefs) to exercise or not exercise a certain behaviour. This weighted by the individual's motivation to undertake with those perceived anticipation (motivation to carry out) (Ajzen, 1985). A positive subjective norm was occurred when individuals recognised the performed behaviour was favourable (Armitage & Conner, 2001).

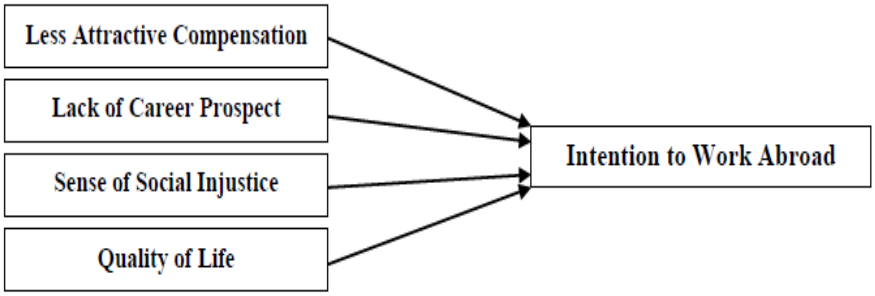
Perceived behavioural control was the third factors of behavioural intention and interpreted as the individual's belief regarded how simple or hard carried out the behaviour would be. It frequently reflected actual behavioural control. Perceived behavioural control could anticipated behavioral achievement when came along with behavioral intention (Ajzen, 1991) (Ajzen, 1991).

This research only examined until the intention variable. Intention was being taken captive what was the motivational factors that affect individuals behavior (Ajzen, 1991).The main factor in TPB was individual's intention to carry out a given behavior (Ajzen, 1991).

Individual's behaviour was control by their intention to carry out such behaviour. Intention could measures how strong an individual willing to try and how much efforts put in to perform behaviour. Individuals were more favour to carry out the behaviour when they had strong intention to undertake the behaviour (Ajzen, 1991).

## 2.3 Review of Theoretical Models

Figure 2.3: Theoretical Model: Propensity to work abroad among generation Y working adults in Malaysia.




Source: Choong, Y. O., Keh, C. G., Tan, Y. T., Lim, Y. H., &Tho, M. S. (2013). Propensity to work abroad among generation Y working adults in Malaysia. *Proceeding of the International Conference on Social Science Research*, 695-705.

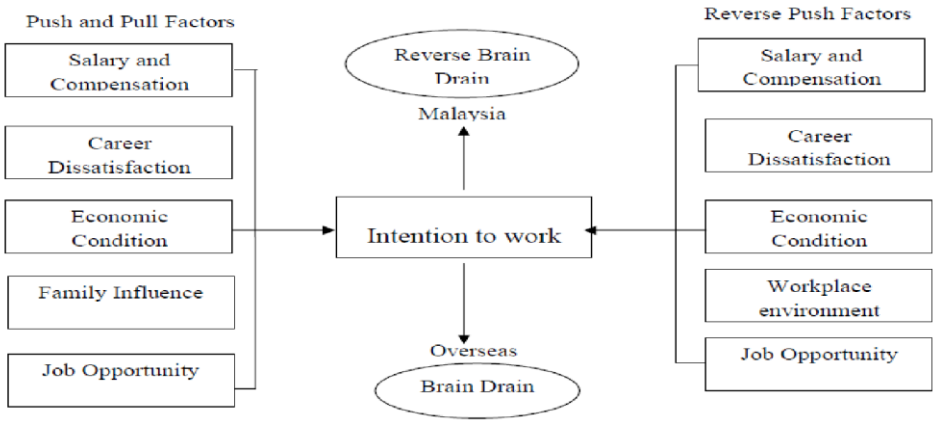
In Figure 2.3, researchers adopted less attractive compensation as factor because Jauhar and Yusoff (2011) found that higher salary had positive impact to brain drain. Wahab (2014) indicated many Chinese Malaysians preferred to work in Singapore because of less attractive compensation offered in local and higher currency exchange in Singapore. They refused to come back due to higher wages offered in Singapore (Choong et al., 2013). Developed countries also offered higher salary to attract Malaysian accountants (Jauhar & Yusoff, 2011).

The figure showed that career prospect was one of the key variables that influenced the intention to work abroad since Malaysia offered limited high-skilled jobs

especially in intensive skill and knowledge sectors. Specific skills and knowledge were value and useful for job offers (Van der Heijden, Van Engen & Paauwe, 2009). Tansel and Gungor (2003) stated the pull factors such as high salary, better job opportunities and better social as well as cultural environment as factors influenced Turkish students' return intentions. An individual would like to work abroad that offered better career prospects due to limited job opportunities in the professional sector. Thus, researchers adopted this factor in their research study.

Figure 2.3 showed that quality of life influenced the intention to work abroad. Javed (2011) stated that differences in working conditions between richer and poorer countries tended to attract professionals inflow to developed countries. He added that youths attracted to stay in rich countries because of higher standard of living, general peace and tranquillity in urban and rural areas, individual freedom, also rule of law and justice to avoid robberies happen. Iravani (2011) stated high quality manpower from less developed countries moved to developed countries were due to a better styles of living. Thus, researchers adopted this factor as their independent variable of research study.

Figure 2.4: Theoretical Framework: The Occurrence of Brain Drain in Malaysia: Perceptions on to Work or not to Work Overseas in the Future




Source: Wahab, M. A. (2014). The occurrence of brain drain in Malaysia: perceptions on to work or not to work overseas in the future. *Journal of Emerging Trends in Economics and Management Sciences, 5(5), 480-489.*

According to Figure 2.4, brain drain occurred when students determined to work overseas. Thus, students as target population could supply more idea into the information on the tendency of future brain drain. The results supported the research hypotheses that the push and pull factors such as economic condition, salary and compensation, career dissatisfaction, job opportunities and family influence would influence the students' intention to work overseas. The researched also showed that the reversed push factors would change the direction of this relationship.

As stated by Wahab (2014) (as cited in Ang, 2012; Foo, 2011), where majority Malaysians' agreed that good perks are more important than having high job satisfaction, because they thought they worked to live where it supposed to be lived to work. There were several reasons why Malaysians Chinese preferred to work in Singapore due to a lots of similarity in terms of culture, geographical proximity was nearer with all these similarity. Singapore provided good salary and compensations, well-managed government and high exchange rate (Wahab, 2014).

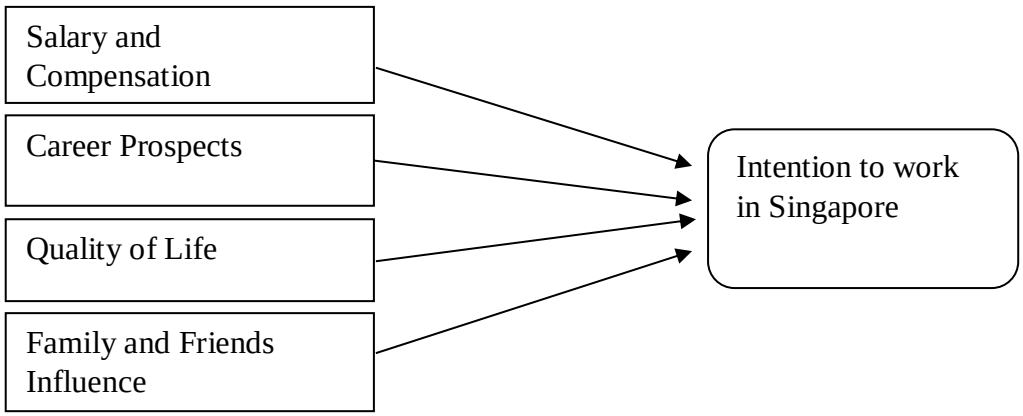
According to Wahab (2014) (as cited in Zigura and Law, 2009); The World Bank (2011), one of the factors that caused Malaysians brain drain was because of lacked of career prospects or opportunity in Malaysia. In the study of Wahab (2014), lacked of career opportunities offered in the public sector were also one of the pushed factors that caused brain drain among Indian and Chinese Malaysians.

The researched stated that among the targeted population of the research, 41% had relatives or family members worked overseas. Furthermore, 58% have shown their intention to work overseas and 42% more likely to work in Malaysia (Wahab, 2014).

There were a lot of career offered in Malaysian labour market. It was simple to obtain a better job in Malaysia similarity to the companies. Profession in Malaysia gave many chances to their employees to work overseas and had showed the positive relationship with the dependent variable intention to work overseas (Wahab, 2014).

## 2.4 Proposed Conceptual Framework

Figure 2.5: The Conceptual Model in this study




Source: Developed for research

Figure 2.5 showed several factors that led to the intention of Malaysia's tertiary education student to work in Singapore. Salary and compensation, career prospects, quality of life and family and friends influence led to the intention of tertiary education students to work in Singapore.

Salary and compensation used as one of the independent variable in this study since it was the top factor which lead to intention to work in Singapore among students in both theoretical models (Figure 2.3 and Figure 2.4). Wahab (2014) stated salary and compensation as push and pull factor which influenced student's intention to work overseas. Better salary schemed offered by the organisation in Singapore attracted Malaysian to work abroad.

Career prospects used as the second independent variable in this study since both theoretical models (Figure 2.3 and Figure 2.4) used this factor. World Bank (2011) indicated career prospects covered approximately 66% and was the largest factor contributed to brain drain symptom. People preferred work abroad for their better

career development and seek for suitable job that matched with their skills and qualification.

Researchers used quality of life as third independent variable since it was one of the factors used in a theoretical model (Figure 2.3) (Choong et al. (2013)). Singapore was ranked as the top one Asia country in the most recent Mercer's survey 2015 for quality of life (Singapore Economic Development Board, 2016). People who chose to work in Singapore because of the cleanliness, modern and healthy environment. Singapore also scores high on safety and low crime rates.

Researchers used family and friends as fourth independent variable since one of the theoretical model (Figure 2.4) adopted this as pull and push factor (Wahab, 2014). Family played an important role in encouraging and supporting a person to work abroad based on their family member's previous experience. The desired to reunite with family or friends who is lived or worked in other countries motivated a student to work abroad.

Study of Wahab (2014) (as cited in Tyson, Jeram, Sivapragasam and Azlan, 2011; Portes, 1976; Winston, 2014) stated it was normal for people with highly educated and skilled migrated to countries that can easier to entry in scientific, technological and professional career. This had shown that economic condition would affect the students' intention to work overseas. However, the economic condition affected from time to time. Therefore, the researchers did not use the economics factor which can only be used for the current state of the research period (Wahab, 2014).

The study stated the sense of social injustice enhanced generation Y working adults' decision to work abroad. According to Choong et al. (2013) and Ghazali et al. (2015) many of Malaysians outflow to abroad and majority was non-bumiputera, especially Chinese. This was because the differentiation of ethnic in the education policies. Many Chinese Malaysians worked abroad to Singapore due to more favourable treatment from their government, close proximity to local, higher salary as well as

compensations (Wahab, 2014). However, researchers rejected to use this factor due to the treatment of Malaysians will be same as the foreigners who worked in their countries. Malaysians workers might be treated unfairly or discriminated by locals since they were not their residents. Dr. Barr said that Singapore was racist towards its minorities that bring the disturbance (Fenn, 2014).

## 2.5 Summary of Hypotheses Development

Table 2.0: Summary of Hypotheses Development

| |
|---|
| **Hypothesis 1:** |
| **H1**: There is a significant relationship between salary and compensation and tertiary education students' intention to work in Singapore.<br><br>**H1Ø**: There is no significant relationship between salary and compensation and tertiary education students' intention to work in Singapore. |
| **Hypothesis 2:** |
| **H2**: There is a significant relationship between career prospects and tertiary education students' intention to work in Singapore.<br><br>**H2Ø**: There is no significant relationship between career prospects and tertiary education students' intention to work in Singapore. |
| **Hypothesis 3:** |
| **H3**: There is a significant relationship between quality of life and tertiary education students' intention to work in Singapore.<br><br>**H3Ø**: There is no significant relationship between quality of life and tertiary education students' intention to work in Singapore. |
| **Hypothesis 4:** |
| **H4**: There is a significant relationship between family and friends influence and tertiary education students' intention to work in Singapore.<br><br>**H4Ø**: There is no significant relationship between family and friends influence and tertiary education students' intention to work in Singapore. |
| **Hypothesis 5:** |
| **H5**: There is a significant relationship between the independent variables (salary and compensation, career prospects, quality of life, family and friends influence) and dependent variable (tertiary education students' intention to work in Singapore).<br><br>**H5Ø**: There is no significant relationship between the independent variables (salary and compensation, career prospects, quality of life, family and friends influence) and dependent variable (tertiary education students' intention to work in Singapore). |

Source: Developed for research

## 2.6 Conclusion

This chapter reviewed journals and articles to identify the dependent variable which was tertiary education students' intention to work in Singapore. This chapter examined on the dependent variable (intention to work in Singapore) and independent variables (salary and compensation, career prospects, quality of life, family and friends influence) and the relevant theoretical models. Furthermore, this research had proposed a conceptual framework and hypotheses were develop to study the relationship between the independent variables and the dependent variable.

# CHAPTER 3: RESEARCH METHODOLOGY

## 3.0 Introduction

This chapter discusses the research methodology that explains the way of research is carried out in terms of research design, data collection methods, sampling design, research instrument, constructs measurement, data processing, data analysis and conclusion.

## 3.1 Research Design

This research is a quantitative research. The reason why researchers choose quantitative research is researchers want to test the hypotheses that researchers had set up earlier. The second reason why this research is quantitative research is this research most often used causal research as well. Researchers choose causal research is because it can effectively identify the factors that influence tertiary education students intention to work in Singapore. Casual research enable researchers have a better understanding about the relationships between independent variables (salary and compensation, career prospects, quality of life, family and friends influence) and the dependent variable (tertiary education students' intention to work in Singapore) (Sekaran & Bougie, 2013).

## 3.2 Data Collection Methods

Data collection is critical when carry out the research. Data sources is critical for the result validity. Incorrect data may cause to unfavourable result. The data collection methods apply in this research is primary and secondary data.

### 3.2.1 Primary Data

Primary data is the first hand data which received from target respondents and not publish yet. Primary data divided into two approaches: interactive survey and non-interactive media. Interactive survey requires two way interactions whereas non-interactive media does not facilitate two way communications (Sekaran & Bougie, 2013). Paper questionnaires is under the category of non-interactive media and uses in this research by collecting primary data from the respondents. In person drop-off survey method is the questionnaires are printed and also distributed to the target respondents and the complete questionnaires will collect back within a time frame that have been set. Target respondents needs to fill up the questionnaires based on their perception and knowledge to improve the accuracy of the research. The reason of using primary data in this research because researchers can control the accuracy of the data collected and ensure the respondents understand the question of the survey.

### 3.2.2 Secondary Data

Secondary data is the data collected and recorded by someone else before the research and for a purpose other than the current researches. Secondary data of this research are collected through different sources and databases, which comprised of online journal and articles that published by other authors,

scholars and specialists, book at library, online newspaper, statistical report and studies of other researchers on the related field (Sekaran & Bougie, 2013).

## 3.3 Sampling Design

The sampling is the process of collecting the information from a sample (a part of the population) of a population (the whole group of individuals that need to study). The result of the sample will be applied as an estimation of the large population and conduct the research based on the sample. This is because the whole information from a large group of people is difficult to be collected by the researcher. Therefore, the researcher must select the correct people from the sample for the target population to ensure the accuracy of the result (Sekaran & Bougie, 2013).

### 3.3.1 Target Population

Target population is the group of people to whom the researches want to adopt the research results. The target population of this research is Malaysian tertiary education of final year UTAR students (KC and SLC). Final class year students are from year 3 to year 5 (semester 1 to 3). Tertiary education in Malaysia also defined as higher education and consist of postgraduate and undergraduate education level. UTAR is private university under Ministry of Higher Education (MOHE). The age of tertiary education students is from age 18 onwards and the time taken to complete the studies is between 3 to 5 years.

### 3.3.2 Sampling Frame and Sampling Location

In our research study, the target population was final year university student from UTAR. This population provided us more accurate data since they were tertiary education student and more closer to our research study. Researchers distributed the questionnaire to the final year UTAR student in KC and SLC. Researchers conducted survey (questionnaires) during weekday. The duration for researchers distributed questionnaires was around 4 days from 13th till 15th June in KC and collected back the questionnaires on the spot. Researchers distributed and collected back the questionnaires within 1 day in SLC at 17th June. Researchers went to SLC by Electric Train Service (ETS) and public bus.

### 3.3.3 Sampling Elements

The respondents involved in this research were Malaysian students studied in KC and SLC. The respondents were identify whether they were Malaysians through observation before distribution of questionnaire. They were segregated into age, gender, race and year of study.

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### 3.3.4 Sampling Technique

Sampling methods includes probability sampling and non-probability sampling. Probability sampling refers to every element of the population has chance to be chose. Non-probability sampling refers to a sampling technique that units of the sample are chose on the basis of convenience or personal judgment. The selected units in population are unknown.

The sampling design that used in this research is convenience sampling. It is a non-probability design that acquired individuals or units conveniently available and the units selecting is made randomly (Sekaran & Bougie, 2013). Convenience sampling is an easy approach, save time and least cost as

compared to other sampling method. Therefore, it is the best method to conduct this research.

### 3.3.5 Sampling Size

Saunders, Lewis and Thornhill (2009) stated that a large quantity size of sampling is better because it could help to provide a more reliability and accurate result.

The research will be conducted by using personal distribute method. Population of final year students in UTAR KC is 3,709 whereas SLC is 1,775 and total amount is 5,484 (Division of Admissions and Credit Evaluation, 2016). The appropriate sample size is 357 referred to Sekaran and Bougie (2013) which the population is over 5,000. The ratio of UTAR KC and SLC is 241 to 116 as the researchers calculated. For instance, KC, 3,709 students divided by total amount of 5,484 equals to 67.6% then times with 357 to get 241; SLC, 1,775 students divided by 5,484 equals to 32.4% and times with 357 to get 116.

Therefore, the researchers have distributed 241 sets of questionnaire to final year students at UTAR KC and 116 sets of questionnaire to final year students at UTAR SLC. A total set of 357 questionnaires were distributed by hands to UTAR final year students in KC and SLC.

# 3.4 Research Instruments

## 3.4.1 Questionnaire

The questionnaires divided into three parts and written in English. Section A comprises of questions on the respondents' demographic profile. In this section, there are 6 questions on the respondents' age, faculty of study, gender, locations and trimester of study, race, and residential state of the respondents.

Section B consists of 25 questions to test on the dependent and independent variables of the respondents' intention to work in Singapore. This section is using five point Likert Scales. There are five alternatives to choose from strongly disagree to strongly agree, which 1 indicates Strongly Disagree (SD), 2 indicates Disagree (D), 3 indicates Neutral (N), 4 indicates Agree (A) and 5 indicates Strongly Agree (SA).

## 3.4.2 Pilot Test

Pilot study is conducted prior the full study in order to have a better research result. It can be referred as pre-test, which is a small-scale study that able to produce a better result before designing a full study (Zikmund, Babin, Carr & Griffin, 2010). The main purpose is to test the feasibility of the research questions, whether the respondents understand the questions, the accuracy, validity and reliability of the questionnaire. Therefore, feedbacks are collected and researchers can proceed to the actual study.

A total of 30 sets of questionnaire were distribute for pilot test and a total of 357 sets for actual study. 241 KC students participated in this study which conducted from 13$^{th}$ to 16$^{th}$ June 2016. 116 SLC students participated in this study on 17$^{th}$June. All the researchers were involve. The researchers travelled to SLC by

ETS from Kampar and back on the same day. All questionnaires were collect and Statistical Analysis System Enterprise 7.1 (SAS) software was use to run the reliability test on the questionnaire.

## 3.5 Constructs Management (Scale and Operational Definition)

### 3.5.1 Origin Construct

Table 3.1: Source Model of Construct Measurement

| Item | Modification | Author/ Resource | Adopted/ Adapted/ Developed from Study |
|---|---|---|---|
| Salary and Compensation | | | |
| 1. If I work overseas, I would receive a higher job pay. | 1. I would receive high salary if I work in Singapore. | Gaiduk, Gaiduk, and Fields, 2009 | Adapted |
| 2. My job pay matches the work that I do. | 2. My job pay matches the work that I do in Singapore. | Gaiduk et al., 2009 | Adapted |
| 3. Salary level offered is still low in Malaysia. | 3. Salary level offered in Malaysia is low. | Wahad, 2014 | Adopted |
| 4. Salary level offered is unequal to our profession. | 4. I predict the pay in Malaysia will not increase as fast as the rising of living cost. | Wahad, 2014 | Adapted |
| 5. I feel that my work is being valued. | 5. I feel my work is being valued if I work in Singapore. | Gaiduk et al., 2009 | Adapted |

| Item | Modification | Author/ Resource | Adopted/ Adapted/ Developed from Study |
|---|---|---|---|
| Career Prospects | | | |
| 1. My job requirement is clear. | 1. My job requirement is clear if I work in Singapore. | Lee, Lee, Teng, Wong, and Yee, 2014 | Adapted |
| 2. Greater opportunity for further development in area of specialty. | 2. My long term career development can be achieved by working in Singapore. | Tansel and Gungor, 2003 | Adapted |
| 3. Greater opportunity to advance in professions. | 3. I have a greater chance to achieve my career goal success if I work in Singapore. | Tansel et al., 2003 | Adapted |
| 4. I felt that my skills and expertise are put in their best use. | 4. I can enhance my expertise if I work in Singapore | Barzegar, Afzal, Tabibi, and Delgoshaei, 2012 | Adapted |
| 5. I felt that my skills and expertise are put in their best use. | 5. I can enhance my skills if I work in Singapore. | Barzegar et al., 2012 | Adapted |

| Item | Modification | Author/ Resource | Adopted/ Adapted/ Developed from Study |
|---|---|---|---|
| Quality of Life | | | |
| 1. I believe that standards of living are better abroad. | 1. I believe the working in Singapore is better. | Junaimah et al., 2011 | Adapted |
| 2. How satisfied or dissatisfied are you with your local area as a place to live? | 2. I am more satisfied with Singapore as a working if compared with Malaysia. | Tansel et al., 2003 | Adapted |
| 3. I feel unsecured in my living place. | 3. I believe job security in Singapore is higher if compared with Malaysia. | Tansel et al., 2003 | Adapted |
| 4. Opportunities to improve standard of living. | 4. I have opportunities to improve my standard of living by working in Singapore. | Leong and Soon, 2010 | Adapted |
| 5. Able to lead an enjoyable life. | 5. I able to lead an enjoyable life by working in Singapore. | Leong et al., 2010 | Adapted |

| Item | Modification | Author/ Resource | Adopted/ Adapted/ Developed from Study |
|---|---|---|---|
| Family and Friends Influence | | | |
| 1. My family's opinion have influenced me to stay abroad to find employment. | 1. I am influenced by my family to work in Singapore. | Liew, n.d. | Adapted |
| 2. My family are influential in my decision whether to return to find employment or not. | 2. My family is influential in my decision on where I should work. | Liew, n.d. | Adapted |
| 3. People who are important to me would think that I should do an overseas job. | 3. Friends who are important to me would think that I should work in Singapore. | Weerasinghe, and Kumar, 2014 | Adapted |
| 4. People whom I respect would expect me to do an overseas job. | 4. Friends whom I respect would expect me to work in Singapore. | Weerasinghe et al., 2014 | Adapted |
| 5. People who influence my behaviour/decisions would think that I should do an overseas job. | 5. Friends are influential in my decision to work in Singapore. | Weerasinghe, et al., 2014 | Adapted |

| Item | Modification | Author/ Resource | Adopted/ Adapted/ Developed from Study |
|---|---|---|---|
| **Intention to work in Singapore** | | | |
| 1. If a job opportunity for you is available there, will you be willing to go? | 1. I am willing to work in Singapore if a job opportunity is available. | Lee et al., 2014 | Adapted |
| 2. I will consider to live in another country. | 2. I will consider to work in Singapore. | Lee et al., 2014 | Adapted |
| 3. I believe Singaporean employer will treat me with equality. | 3. I believe Singaporean employer will treat me with equality. | | Developed |
| 4. Between Malaysia and Singapore, if all things being equal, I will still choose to work in Singapore. | 4. Between Malaysia and Singapore, if all things being equal, I will still choose to work in Singapore. | | Developed |
| 5. I expected to do an overseas job in the near future (soon after graduation). | 5. I expect to work in Singapore in the near future (within 3 months from graduation). | Weerasinghe et al., 2014 | Adapted |

## 3.5.2 Scale Measurement

### 3.5.2.1 Nominal Scale

Sekaran and Bougie (2013) stated nominal scale is the most elementary level of measurement and it is used to classify the object into different groups.

Example of Nominal Scale question:

- What is your gender?

☐ Male

☐ Female

### 3.5.2.2 Ordinal Scale

According to Sekaran and Bougie (2013), ordinal scale is a ranking scale. It allowed things to be arranged based on the concept they possess.

Example of Ordinal Scale question:

- What is your age?

☐ 18 – 22 years old

☐ Above 22 – 26 years old

☐ Above 26 – 29 years old

☐ Above 29 years old

#### 3.5.2.3 Likert Scale

This measurement can be call interval scale and it is a standard survey rating scale. The researcher uses a range of rating scale to get the respond from the respondent. For instance, there are five alternatives to choose from, strongly disagree to strongly agree, which 1=Strongly Disagree (SD), 2=Disagree (D), 3=Neutral (N), 4=Agree (A) and 5=Strongly Agree (SA).

For example:

| No | Question Items | SD | D | N | A | SA |
|---|---|---|---|---|---|---|
| **Salary and Compensation** | | | | | | |
| 1 | I would receive high salary if I work in Singapore. | 1 | 2 | 3 | 4 | 5 |

## 3.6 Data Processing

### 3.6.1 Data Checking

After collection of 30 set questionnaires from the target respondents, the researchers started the checking of questionnaires that received. Firstly, the researchers checked back the entire questionnaire that filled up by the respondents to find out whether there are any questionnaires that filled wrongly or missing data occur. There is no missing data in this research because researchers is at the site to check the entire questionnaire that filled up by the respondents when collecting the questionnaires. If there had missing data, the researchers able to notice immediately and requested the respondents filled up completely. Through data checking, the researchers able to realize the problems and took corrective actions to the questionnaires

before an actual survey was conduct. In this research nothing changes in pilot test and the researchers proceed to checking the actual data. Researchers had distribute 357 questionnaires in this research study. 241 questionnaires to KC and 116 questionnaires to SLC. The questionnaires 100% collected back in this research.

### 3.6.2 Data Editing

This research had conduct the data checking and adjusted those illogical responses, illegal codes and omission or inconsistency responses. Omission happened due to the reasons of the participants could have been reluctant or unable to answer the question. The researcher can fill up missing data that had found in the questionnaire. In this research nothing changes in pilot test and the researchers proceed to actual data.

### 3.6.3 Data Coding

In the process of coding, the researchers allocated unique number to represent each alternative for respondents to answer in different questionnaires. The result showed in computer after the analysis of data had been done. In Section A of the questionnaire, the questions were about the respondents' demographic information. In question 1, researchers code '1=Male, 2=Female, 99=Missing data' for gender question. In Section B of the questionnaire, 25 questions were the factors that influencing tertiary education students' intention to work in Singapore. Researchers coded from '1' as strongly disagree until '5' as strongly agree and 99=Missing data in SAS software.

For example:


### 3.6.4 Data Transcribing

Data transcribing was transcribe the data into database (SAS software) for analyse the data.

## 3.7 Data Analysis

The major statistical techniques applied were described and the findings of the data analysis were summarized in this part. Statistical Analysis System Enterprise Guide (SAS) software was use to interpret data that have collected.

### 3.7.1 Descriptive Analysis

Descriptive analysis is one of the ways to interpret the collected data into a form that make researchers easier to understand. Researchers summarized the data collected from questionnaire under Section A for demographic question, and Section B covered the factors influence tertiary education students' intention to work in Singapore. These data were compute and narrated in tables, bar chart, histogram, and pie chart.

### 3.7.2 Scale Management (Reliability Test)

Reliability of the measurement will be tested in this research to ensure consistency and stability. The closer Cronbach's alpha is to 1, the higher the internal consistency reliability. Reliability will be ranged as follow:

Table 3.2: Rule of Thumb of Reliability Test

| **Level of reliability** | **Coefficient Alpha ranges** |
|---|---|
| Poor reliability | Less than 0.60 |
| Fair reliability | 0.60 to 0.70 |
| Good reliability | 0.70 to 0.80 |
| Very good reliability | 0.80 to 0.95 |

Source: Sekaran, U. & Bougie, R. (2010). *Research methods for business: A skill building approach* (5th ed.) Cichester, West Sussex: John Wiley & Sons, Inc.

## 3.7.3 Inferential Analysis

Researchers used Pearson Correlation Coefficient Analysis and Multiple Regression Analysis in this study to ensure the reliability of research.

#### 3.7.3.1.1 Pearson Correlation Coefficient Analysis

Pearson correlation analysis used for testing all hypotheses. This described the purpose of a correlation design as to investigate the extent to which variation in one or more factors based on correlation coefficient. The correlation stated the relationships between variables of the research. This analysis used to analyse the co-variation of intentions' to work in Singapore and the four independent variables (salary and compensation, career prospects, quality of life, and family and friends influence).

#### 3.7.3.2 Multiple Linear Regression Analysis

Multiple linear regression analysis referred to analyse more than one independent variable to explain the variance in the dependent variable. It tested all the hypotheses. Thus, researchers can analyse and predict the relationship of one dependent variable with few independent variables.

## 3.8 Conclusion

Chapter Three described the methodology that used to carry out the research design and data collection methods which separated into primary and secondary data, sampling design, research instrument, constructs measurement, data processing and data analysis which include descriptive analysis, scale measurement and inferential analysis. Data collected from the questionnaire were code into SAS software for analysis.

# CHAPTER 4: RESEARCH RESULTS

## 4.0 Introduction

Researchers used SAS software to analyse and presented about the relationship between independent variables (salary and compensation, career prospects, quality of life as well as family and friends influence) and dependent variable (tertiary education students' intention to work in Singapore). The elements were descriptive analysis, reliability analysis, Pearson Correlation and Multiple Regression Analysis.

## 4.1 Descriptive Analysis

### 4.1.1 Pilot test and Actual test

Table 4.0: Reliability of Pilot and Actual Test

| Independent Variable (IV) | Item | *Pilot Test | Score | Item | **Actual Test | Score |
|---|---|---|---|---|---|---|
| Salary and Compensation | 5 | 0.81 | Very Good | 5 | 0.82 | Very Good |
| Career Prospects | 5 | 0.88 | Very Good | 5 | 0.80 | Very Good |
| Quality of Life | 5 | 0.82 | Very Good | 5 | 0.79 | Good |
| Family and Friends Influence | 5 | 0.71 | Good | 5 | 0.76 | Good |
| Intention to work in Singapore | 5 | 0.84 | Very Good | 5 | 0.79 | Good |

* 30 respondents ** 357 respondents

Source: Developed for the research

Total number of respondents in pilot test was 30 whereas in actual test was 357 respondents. Four independent variables were salary and compensation, career prospects, quality of life and family and friends influence. One dependent variable was tertiary education students' intention to work in Singapore. In pilot test, the highest alpha value of independent variable was career prospects (0.88). The second highest alpha value of independent variable was quality of life (0.82). Followed by salary and compensation (0.81). The lowest alpha value of independent variable was family and friends influence (0.71). Independent variables (salary and compensation, career prospects, quality of life) and dependent variable (tertiary education students' intention to work in Singapore) showed **very good score** whereas family and friends influence showed a **good score**.

In actual test, the highest alpha value of independent variable was salary and compensation (0.82). The second highest alpha value of independent variable was career prospects (0.80). It followed by quality of life (0.79). The lowest alpha value of independent variable was family and friends influence (0.76). Two independent variables (salary and compensation, career prospects) showed **very good score** while the other variables (quality of life, family and friends influence, tertiary education students' intention to work in Singapore) showed a **good score**.

Meanwhile, the dependent variable showed the alpha value of 0.84 in pilot test and alpha value of 0.79 in actual test. Five items of questions were test in each independent variables and dependent variables in both tests. As according to the feedback in pilot test, the questions were being understood by the respondents therefore there was no changes on the question's item. Hence, all independent variables and dependent variables' question items met the requirement of the research.

## 4.1.2 Respondent Demographics Profile

### 4.1.2.1 Gender and Age

Table 4.1: Gender of respondents

| **UTAR Kampar** | | | | |
|---|---|---|---|---|
| | Frequency | Percentage (%) | Cumulative Frequency | Cumulative Percentage (%) |
| Male | 133 | 55.19 | 133 | 55.19 |
| Female | 108 | 44.81 | 241 | 100.00 |
| Total | 241 | 100.00 | 0 | 0.00 |
| **UTAR Sungai Long** | | | | |
| | Frequency | Percentage (%) | Cumulative Frequency | Cumulative Percentage (%) |
| Male | 51 | 43.97 | 51 | 43.97 |
| Female | 65 | 56.03 | 116 | 100.00 |
| Total | 116 | 100.00 | 0 | 0.00 |

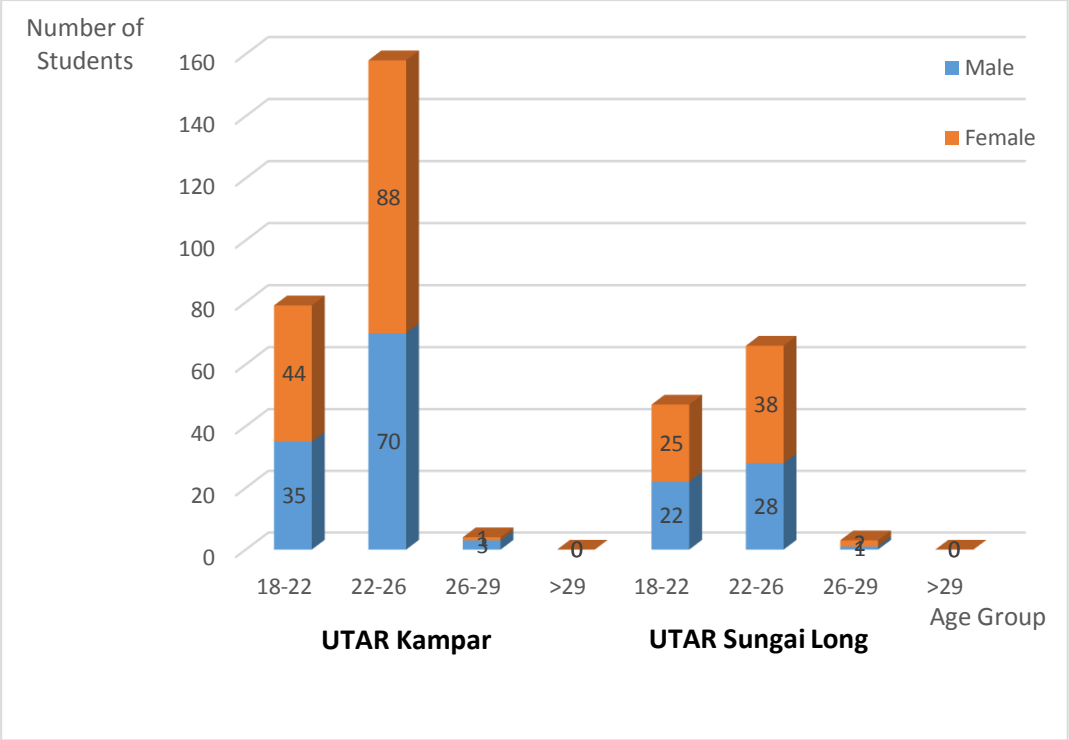
Source: Developed for the research

Table 4.2: Age of respondents

| **UTAR Kampar** | | | | |
|---|---|---|---|---|
| | Frequency | Percentage (%) | Cumulative Frequency | Cumulative Percentage (%) |
| 18-22 years old | 79 | 32.78 | 79 | 32.78 |
| Above 22-26 years old | 158 | 65.56 | 237 | 98.34 |
| Above 26-29 years old | 4 | 1.66 | 241 | 100.00 |
| 29 years old | 0 | 0.00 | 0 | 0.00 |
| Total | 241 | 100.00 | 0 | 0.00 |
| **UTAR Sungai Long** | | | | |
| | Frequency | Percentage (%) | Cumulative Frequency | Cumulative Percentage (%) |
| 18-22 years old | 47 | 40.52 | 47 | 40.52 |
| Above 22-26 years old | 66 | 56.89 | 113 | 97.41 |
| Above 26-29 years old | 3 | 2.59 | 116 | 100.00 |
| 29 years old | 0 | 0.00 | 0 | 0.00 |
| Total | 116 | 100.00 | 0 | 0.00 |

Source: Developed for the research

Figure 4.0: Gender and Age




Source: Developed for the research

Figure 4.0 showed the combination of chart of gender and age of students which grouped according to KC (241 respondents) and SLC (116 respondents).

Researchers distributed 241 questionnaires (133 male, 108 female) in **KC**. The 3 age groups of KC's respondents: 79 (32.78%) respondents ranged from 18 to 22 years old, 158 (65.56%) respondents ranged above 22 to 26 years old while 4 (1.66%) respondents ranged above 26 to 29 years old.

Researchers distributed 116 questionnaires (51 male, 65 female) in **SLC.** The 3 age groups of SLC's respondent: 47 (40.52%) respondents ranged from 18 to 22 years old, 66 (56.89%) respondents ranged above 22 to 26 years old while 3 (2.59%) respondents ranged above 26 to 29 years old.

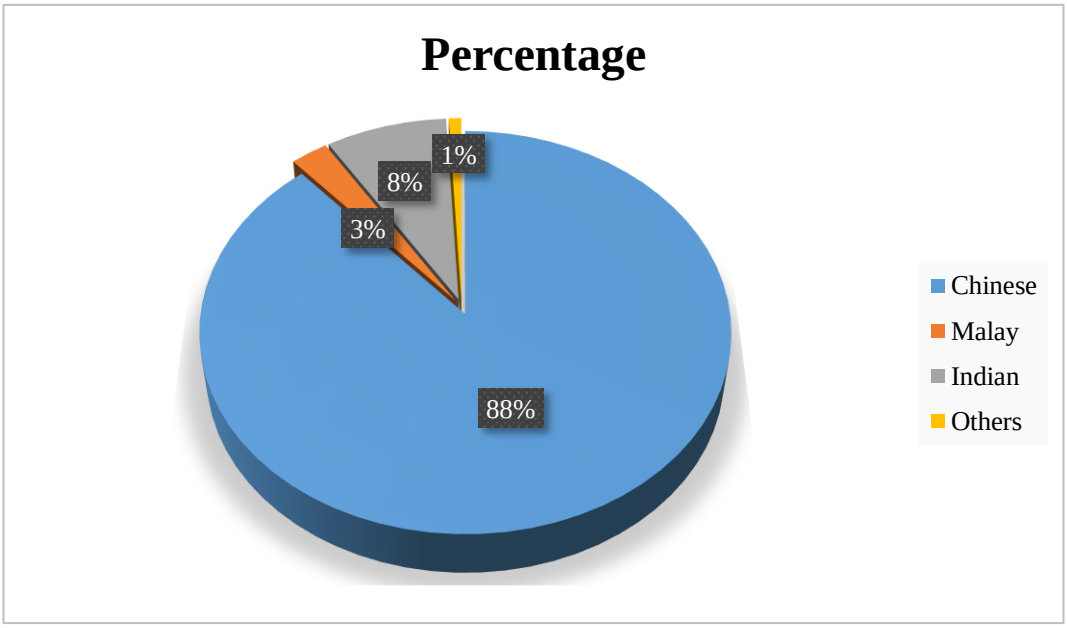
#### 4.1.2.2 Race

Table 4.3: Race of respondents

| | Frequency | Percentage (%) | Cumulative Frequency | Cumulative Percentage (%) |
|---|---|---|---|---|
| Chinese | 316 | 88.52 | 316 | 88.52 |
| Malay | 9 | 2.52 | 325 | 91.04 |
| Indian | 29 | 8.12 | 354 | 99.16 |
| Others | 3 | 0.84 | 357 | 100.00 |
| Total | 357 | 100.00 | 0 | 0.00 |

Source: Developed for the research

Figure 4.1: Race




Source: Developed for the research

Table 4.3 and Figure 4.1 showed the race of respondents. The races were Chinese, Malay, Indian and others race which were all Malaysians. According to the pie chart above, Chinese was the largest group of race that participated in our research which was around 88%

(316 respondents). It was followed by Indian which showed around 8% (29 respondents). Malay only showed 3% (9 respondents). There was approximately 1% (3 respondents) others race which were Sikh participated in this research.

#### 4.1.2.3 Location & Faculty

Table 4.4: Location

| | Frequency | Percentage (%) | Cumulative Frequency | Cumulative Percentage (%) |
|---|---|---|---|---|
| UTAR Kampar | 241 | 67.51 | 241 | 67.51 |
| UTAR Sungai Long | 116 | 32.49 | 357 | 100.00 |
| Total | 357 | 100.00 | 0 | 0.00 |

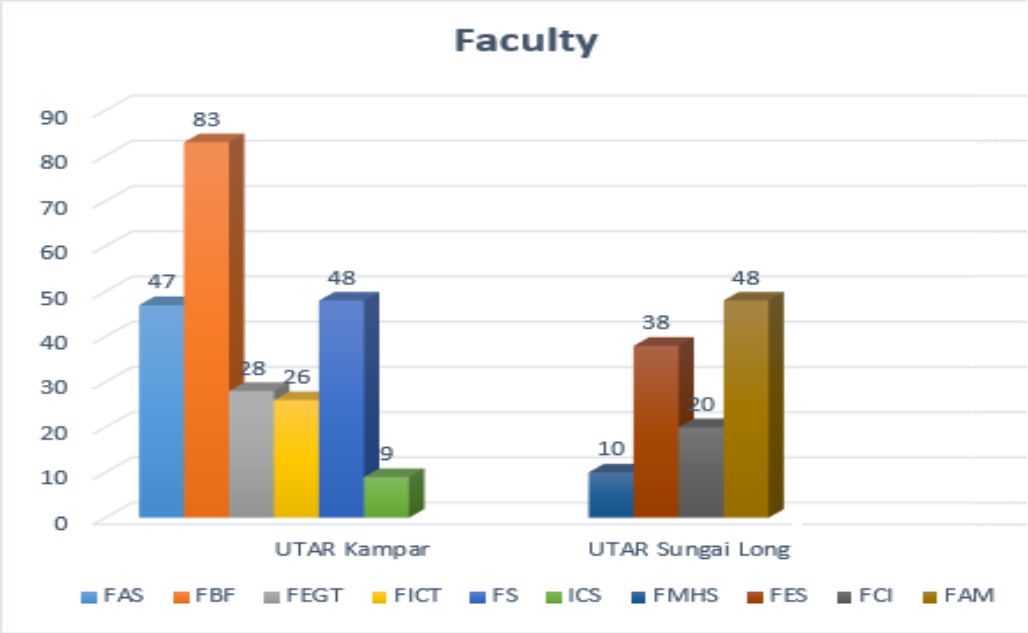
Source: Developed for the research

Table 4.5: Faculty

| | Frequency | Percentage (%) | Cumulative Frequency | Cumulative Percentage (%) |
|---|---|---|---|---|
| FAS | 47 | 13.17 | 47 | 13.17 |
| FBF | 83 | 23.25 | 130 | 36.41 |
| FEGT | 28 | 7.84 | 158 | 44.26 |
| FICT | 26 | 7.28 | 184 | 51.54 |
| FS | 48 | 13.45 | 232 | 64.99 |
| ICS | 9 | 2.52 | 241 | 67.51 |
| FMHS | 10 | 2.80 | 251 | 70.31 |
| FES | 38 | 10.64 | 289 | 80.95 |
| FCI | 20 | 5.60 | 309 | 86.55 |
| FAM | 48 | 13.45 | 357 | 100.00 |
| Total | 357 | 100.00 | 0 | 0.00 |

Source: Developed for the research

Figure 4.2: Faculty




Source: Developed for the research

Figure 4.2 showed the number of respondents that participated in this research according to each faculty in KC and SLC. There were 47 (13.17%) respondents from Faculty of Arts and Science (FAS), 83 (23.25%) respondents from Faculty of Business and Finance (FBF), 28 (7.84%) respondents from Faculty of Engineering and Green Technology (FEGT), 26 (7.28%) respondents from Faculty of Information and Communication Technology (FICT), 48 (13.45%) respondents from Faculty of Science (FS), 9 (2.52%) respondents from Institute of Chinese Studies (ICS) took part in our survey at KC. Besides, there were 10 (2.80%) respondents from Faculty of Medicine and Health Sciences (FMHS), 38 (10.64%) respondents from Faculty of Engineering Science (FES), 20 (5.60%) respondents from Faculty of Creative Industries (FCI) and 48 (13.45%) respondents from Faculty of Accountancy and Management (FAM) which took part in our survey at SLC.

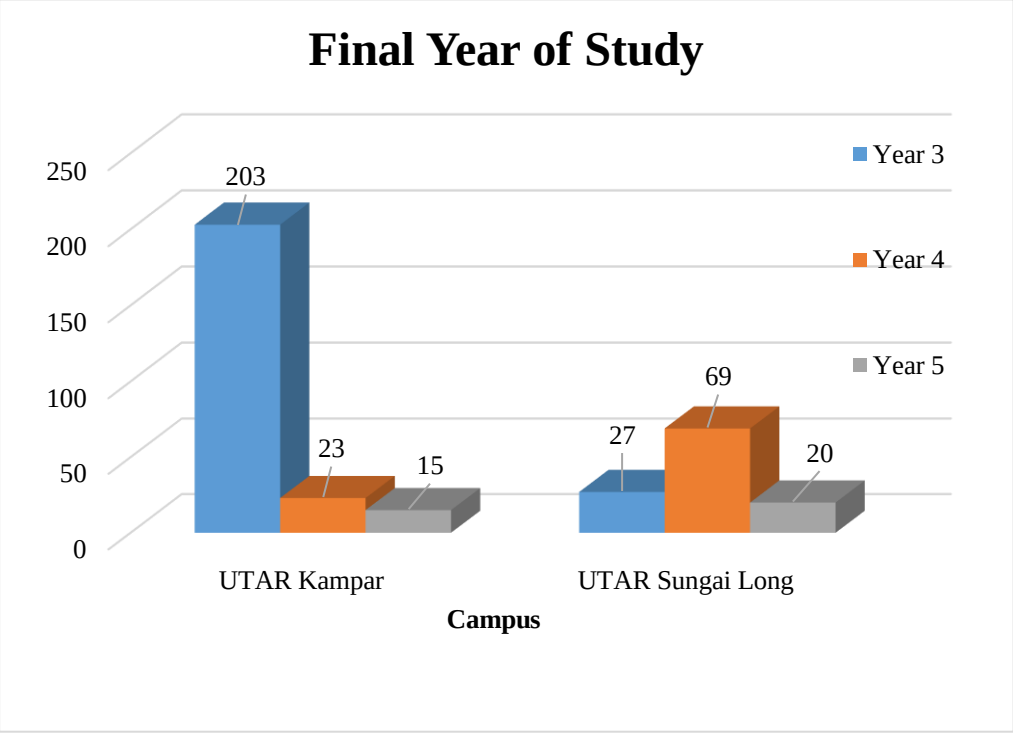
#### 4.1.2.4 Final year

Table 4.5: Final year

| UTAR Kampar | | | | |
|---|---|---|---|---|
| | Frequency | Percentage (%) | Cumulative Frequency | Cumulative Percentage (%) |
| Year 3 | 203 | 84.23 | 203 | 84.23 |
| Year 4 | 23 | 9.54 | 226 | 93.78 |
| Year 5 | 15 | 6.22 | 241 | 100.00 |
| Total | 241 | 100.00 | 0 | 0.00 |
| **UTAR Sungai Long** | | | | |
| | Frequency | Percentage (%) | Cumulative Frequency | Cumulative Percentage (%) |
| Year 3 | 27 | 23.28 | 27 | 23.28 |
| Year 4 | 69 | 59.48 | 96 | 82.76 |
| Year 5 | 20 | 17.24 | 116 | 100.00 |
| Total | 116 | 100.00 | 0 | 0.00 |

Source: Developed for the research

Figure 4.3: Final Year of Study




Source: Developed for the research

Based on Figure 4.3, final year UTAR students who were in year 3, year 4 or year 5 participated in our survey. A total of 241 respondents in KC in which majority of them were year 3 students (203 respondents), followed by year 4 students (23 respondents and the least of them were year 5 students (15 respondents). Conversely, a total of 116 respondents in SLC in which majority of them were year 4 students (69 respondents), followed by year 3 student (27 respondents) and the least of them was year 5 students (20 respondents).

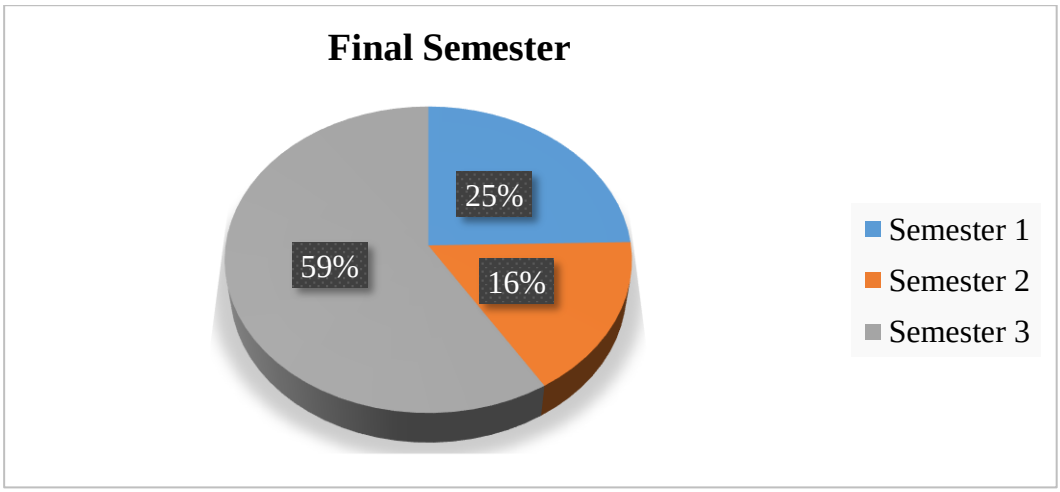
#### 4.1.2.5 Final Semester

Table 4.6: Final semester

| | Frequency | Percentage (%) | Cumulative Frequency | Cumulative Percentage (%) |
|---|---|---|---|---|
| Semester 1 | 88 | 24.65 | 88 | 24.65 |
| Semester 2 | 59 | 16.53 | 147 | 41.18 |
| Semester 3 | 210 | 58.82 | 357 | 100.00 |
| Total | 357 | 100.00 | 0 | 0.00 |

Source: Developed for the research

Figure 4.4: Final Semester




Source: Developed for the research

According to Table 4.6 and Figure 4.4, majority of the UTAR students that participated in this research was in final year semester 3 (59%). The second highest was final year semester 1 students (25%). Minority of them were final year semester 2 students (16%).

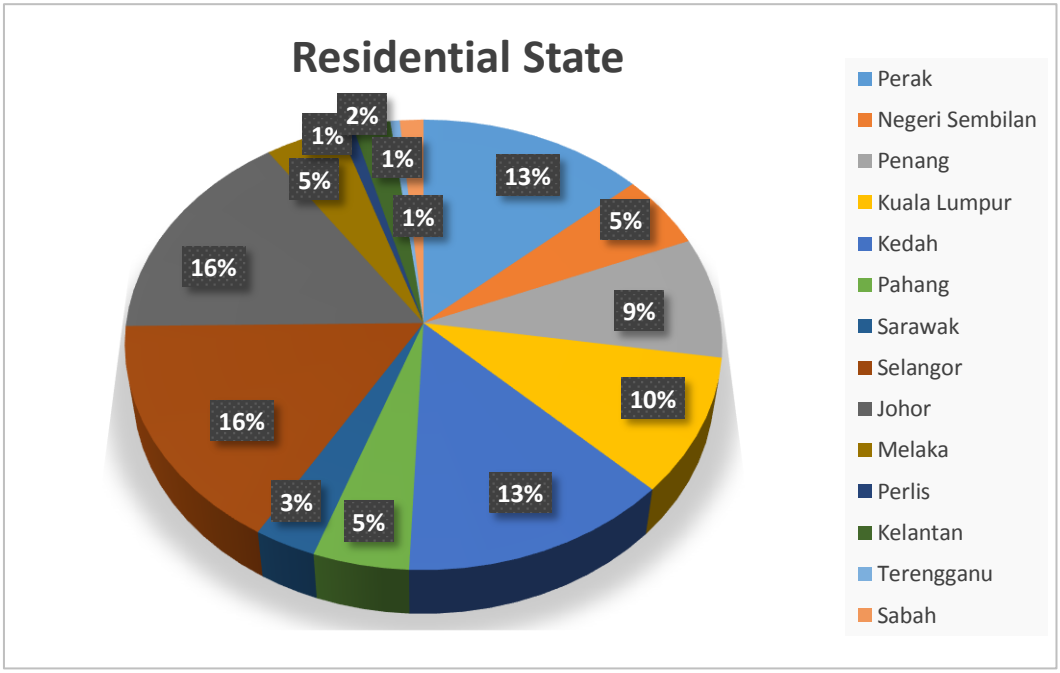
#### 4.1.2.6 Residential State

Table 4.7: Residential State

| | Frequency | Percentage (%) | Cumulative Frequency | Cumulative Percentage (%) |
|---|---|---|---|---|
| Perak | 48 | 13.45 | 48 | 13.45 |
| Negeri Sembilan | 19 | 5.32 | 67 | 18.77 |
| Penang | 31 | 8.68 | 98 | 27.45 |
| Kuala Lumpur | 35 | 9.80 | 133 | 37.25 |
| Kedah | 48 | 13.45 | 181 | 50.70 |
| Pahang | 17 | 4.76 | 198 | 55.46 |
| Sarawak | 11 | 3.08 | 209 | 58.54 |
| Selangor | 58 | 16.25 | 267 | 74.79 |
| Johor | 56 | 15.69 | 323 | 90.48 |
| Melaka | 16 | 4.48 | 339 | 94.96 |
| Perlis | 3 | 0.84 | 342 | 95.80 |
| Kelantan | 8 | 2.24 | 350 | 98.04 |
| Terengganu | 2 | 0.56 | 352 | 98.60 |
| Sabah | 5 | 1.40 | 357 | 100.00 |
| Total | 357 | 100.00 | 0 | 0.00 |

Source: Developed for the research

Figure 4.5: Residential State




Source: Developed for the research

Table 4.7 and Figure 4.5 show the respondent's residential state. The respondents came from all states in Malaysia. Majority of respondents came from Selangor (16%) and Johor (16%). The second highest came from Perak (13%) and Kedah (13%). It was followed by Kuala Lumpur (10%), Penang (9%), Negeri Sembilan (5%), Pahang (5%), Melaka (5%), Sarawak (3%) and Kelantan (2%). The least number of respondents came from Sabah (1%), Perlis (1%) and Terengganu (1%).

### 4.1.3 Central Tendencies Measurement of Constructs

The central tendencies measurement was determine by mean score of 5 interval scaled constructs. Total of 25 items were measure ranged from strongly disagree to strongly agree by using 5 point interval scale.

#### 4.1.3.1 Salary and Compensation

Table 4.8: Central Tendencies Measurement of Construct of Salary and Compensation.

| Salary and Compensation | Percentage (%) | | | | | Mean | *SD | Ranking (Mean) |
|---|---|---|---|---|---|---|---|---|
| | SD | D | N | A | SA | | | |
| I would receive high salary if I work in Singapore. | 0.56 | 14.85 | 48.46 | 29.69 | 6.44 | 3.26 | 0.81 | 5 |
| My job pay matches the work that I do in Singapore. | 0.56 | 11.76 | 36.13 | 40.34 | 11.20 | 3.49 | 0.86 | 4 |
| Salary level offered in Malaysia is low. | 1.40 | 11.20 | 31.93 | 43.98 | 11.48 | 3.52 | 0.88 | 3 |
| I predict the pay in Malaysia will not increase as fast as the rising of living cost. | 1.12 | 5.88 | 25.77 | 52.94 | 14.29 | 3.73 | 0.82 | 2 |
| I feel my work is being valued if I work in Singapore. | 0.84 | 5.04 | 26.33 | 50.14 | 17.65 | 3.78 | 0.82 | 1 |

Source: Developed for the research

*SD=Standard Deviation

From Table 4.8, the statement 'I feel my work is being valued if I work in Singapore' scored the highest mean of 3.78. Respondents who showed agreed with this statement are 50.14%. 26.33% and 17.65% of respondents showed neutral and strongly agreed with the statement respectively.

The mean of second ranked statement 'I predict the pay in Malaysia will not increase as fast as the rising of living cost' was 3.73. 52.94% of respondents agreed with this statement, 14.29 showed strongly agreed and 5.88% were disagreed.

The third ranked statement ‘Salary level offered in Malaysia is low’ had mean value of 3.52. 43.98% of respondents agreed with this statement, 31.93% was neutral and 11.20% disagreed.

The mean of fourth ranked statement ‘My job pay matches the work that I do in Singapore’ was 3.49. 40.34% of respondents agreed with this statement, 36.13% was neutral and 11.76% disagreed.

The last ranked statement ‘I would receive high salary if I work in Singapore’ scored 3.26 for the mean value. 14.85% of the respondents disagreed with the statement while 48.46% and 29.69% showed neutral and agreed respectively.

#### 4.1.3.2 Career Prospects

Table 4.9: Central Tendencies Measurement of Construct of Career Prospects.

| Career Prospects | Percentage (%) | | | | | Mean | *SD | Ranking (Mean) |
|---|---|---|---|---|---|---|---|---|
| | SD | D | N | A | SA | | | |
| My job requirement is clear if I work in Singapore. | 0.56 | 15.97 | 29.41 | 38.94 | 15.13 | 3.52 | 0.95 | 3 |
| My long term career development can be achieved by working in Singapore. | 0.56 | 10.64 | 40.06 | 35.57 | 13.17 | 3.50 | 0.87 | 4 |
| I have a greater chance to achieve my career goal or success if I work in Singapore. | 1.40 | 13.17 | 30.25 | 40.06 | 15.13 | 3.54 | 0.94 | 2 |
| I can increase my expertise if I work in Singapore. | 0.28 | 7.28 | 17.65 | 56.86 | 17.93 | 3.84 | 0.80 | 1 |
| I can enhance my skills if I work in Singapore. | 1.68 | 17.65 | 38.38 | 33.89 | 8.40 | 3.29 | 0.91 | 5 |

Source: Developed for the research

*SD=Standard Deviation

Based on Table 4.9, statement 'I can increase my expertise if I work in Singapore' ranked the highest with mean value of 3.84. 56.86% of respondents agreed, 17.65% of respondents showed neutral and 17.93% of respondents were strongly agreed with this statement.

The statement ‘I have a greater chance to achieve my career goal or success if I work in Singapore’ ranked second with mean of 3.54. Respondents who showed agreed with this statement were 40.06%. 30.25% and 15.13% of respondents showed neutral and strongly agreed respectively.

The mean for the third ranked statement ‘My job requirement is clear if I work in Singapore’ is 3.52. 38.94% of respondents agreed with this statement, 29.41% showed neutral and 15.97% disagreed.

The statement ‘My long term career development can be achieved by working in Singapore’ was ranked fourth with mean value of 3.50. 35.57% of respondents agreed with this statement, 40.06% showed neutral and 10.64% disagreed.

The lowest ranked statement ‘I can enhance my skills if I work in Singapore’ has mean value of 3.29. 17.65% respondents disagreed with this statement, 38.38% showed neutral and 33.89% of respondents were agreed.

#### 4.1.3.3 Quality of Life

Table 4.10: Central Tendencies Measurement of Construct of Quality of Life

| Quality of Life | Percentage (%) | | | | | Mean | *SD | Ranking (Mean) |
|---|---|---|---|---|---|---|---|---|
| | SD | D | N | A | SA | | | |
| I believe the working environment in Singapore is better. | 10.36 | 28.29 | 30.53 | 23.25 | 7.56 | 2.87 | 1.10 | 5 |
| I am more satisfied with Singapore as a working if compared with Malaysia. | 8.96 | 28.01 | 28.85 | 26.89 | 7.28 | 2.94 | 1.10 | 4 |
| I believe job security in Singapore is higher if compared with Malaysia. | 5.32 | 26.33 | 38.10 | 25.49 | 4.76 | 3.00 | 0.96 | 2 |
| I have opportunities to improve my standard of living by working in Singapore. | 5.04 | 27.73 | 36.97 | 24.65 | 5.60 | 3.00 | 0.97 | 3 |
| I able to lead an enjoyable life by working in Singapore. | 6.72 | 24.93 | 35.57 | 27.73 | 5.04 | 3.01 | 0.99 | 1 |

Source: Developed for the research

*SD=Standard Deviation

Table 4.10 showed the highest ranked statement 'I able to lead an enjoyable life by working in Singapore' has mean of 3.01. Out of 357 respondents, 27.73% agreed with this statement. 35.57% showed neutral and 5.04% strongly agreed.

The second highest ranked statement ‘I believe job security in Singapore is higher if compared with Malaysia’ had mean of 3.00. 25.49% of respondents agreed with this statement, 38.10% showed neutral and 26.33% disagreed.

The statement ‘I have opportunities to improve my standard of living by working in Singapore’ ranked number three with mean value of 3.00. 24.65% of respondents agreed with this statement, 36.97% showed neutral and 27.73% disagreed.

The statement ‘I am more satisfied with Singapore as a working if compared with Malaysia’ ranked the fourth with mean value of 2.94. 26.89% agreed with this statement. 28.85% and 28.01% of respondents showed neutral and disagreed respectively.

The statement ‘I believe the working environment in Singapore is better’ ranked the last with mean value of 2.87. 28.29% of the respondents disagreed with this statement, 30.53% showed neutral and 23.25% agreed.

#### 4.1.3.4 Family and Friends Influence

Table 4.11: Central Tendencies Measurement of Construct of Family and Friends Influence

| Family and Friends Influence | Percentages (%) | | | | | Mean | *SD | Ranking (Mean) |
|---|---|---|---|---|---|---|---|---|
| | SD | D | N | A | SA | | | |
| I am influenced by my family to work in Singapore. | 0 | 5.60 | 18.49 | 49.86 | 26.05 | 3.96 | 0.81 | 2 |
| My family is influential in my decision on where I should work | 0 | 9.52 | 36.13 | 42.86 | 11.48 | 3.56 | 0.81 | 4 |
| Friends who are important to me would think that I should work in Singapore. | 0.28 | 6.44 | 21.01 | 44.82 | 27.45 | 3.92 | 0.87 | 3 |
| Friends whom I respect would expect me to work in Singapore. | 0 | 3.08 | 13.45 | 47.34 | 36.13 | 4.16 | 0.77 | 1 |
| Friends are influential in my decision whether to work in Singapore. | 0 | 12.89 | 41.18 | 33.33 | 12.61 | 3.43 | 0.87 | 5 |

Source: Developed for the research

*SD=Standard Deviation

Based on Table 4.11, statement 'Friends whom I respect would expect me to work in Singapore' had highest mean which was 4.16. 47.34% of respondents agreed, 13.45% of respondents were neutral and 36.13% of respondents strongly agreed with this statement.

The second highest mean score was 3.96 with the statement of 'I am influenced by my family to work in Singapore'. 49.86% of respondents agreed with this statement, 18.49% showed neutral and 26.05% were strongly agreed.

The third ranked statement 'Friends who are important to me would think that I should work in Singapore' had mean value of 3.92. 44.82% of respondents agreed with this statement, 21.01% showed neutral and 6.44% disagreed.

The mean of fourth ranked statement 'My family is influential in my decision on where I should work' was 3.56. 42.86% of respondents agreed with this statement, 36.13% showed neutral and 9.52% disagreed.

The lowest ranked statement 'Friends are influential in my decision whether to work in Singapore' obtained 3.43 for the mean value. 12.89% of respondents disagreed with this statement, 41.18% showed neutral and 33.33% agreed.

#### 4.1.3.5 Tertiary Education Students' Intention to Work in Singapore

Table 4.12: Central Tendencies Measurement of Construct of Tertiary Education Students' Intention to Work in Singapore.

| Intention to Work in Singapore. | Percentage (%) | | | | | Mean | *SD | Ranking (Mean) |
|---|---|---|---|---|---|---|---|---|
| | SD | D | N | A | SA | | | |
| I am willing to work in Singapore if a job opportunity is available. | 0.28 | 3.08 | 14.01 | 47.34 | 35.29 | 4.14 | 0.78 | 1 |
| I will consider to work in Singapore. | 0.56 | 3.64 | 16.25 | 51.54 | 28.01 | 4.02 | 0.79 | 2 |
| I believe Singaporean employer will treat me with equality. | 2.80 | 19.05 | 41.18 | 26.05 | 10.92 | 3.23 | 0.97 | 4 |
| Between Malaysia and Singapore, if all things being equal, I will still choose to work in Singapore. | 6.44 | 23.25 | 26.05 | 30.81 | 13.45 | 3.21 | 1.13 | 5 |
| I expect to work in Singapore in the near future (within 3 months from graduation). | 3.64 | 13.73 | 34.45 | 32.21 | 15.97 | 3.43 | 1.03 | 3 |

Source: Developed for the research

*SD=Standard Deviation

Table 4.12 showed statement 'I am willing to work in Singapore if a job opportunity is available' scored the highest mean of 4.14. Out of 357 respondents, 47.34% of respondents showed agreed, 14.01% of

respondents are neutral and 35.29% of respondents strongly agreed with this statement.

The mean of second ranked statement ‘I will consider to work in Singapore’ was 4.02. Respondents who showed agreed with this statement were 51.45%. 16.25% and 28.01% of respondents showed neutral and strongly agreed respectively.

The third ranked statement ‘I expect to work in Singapore in the near future (within 3 months from graduation)’ has mean value of 3.43. 32.21% of respondents agreed with this statement, 34.45% showed neutral and 13.73% were disagreed.

The statement ‘I believe Singaporean employer will treat me with equality’ ranked the fourth with mean value of 3.23. 26.05% of respondents agreed with this statement, 41.18% showed neutral and 19.05% disagreed.

The last ranking statement ‘Between Malaysia and Singapore, if all things being equal, I will still choose to work in Singapore’ scored 3.21 for the mean value. For this statement, 23.25% of respondents showed disagreed, 26.05% are neutral and 30.81% were agreed.

## 4.2 Scale Measurement

### 4.2.1 Reliability Analysis

Cronbach's Alpha measured the scale reliability of the items in questionnaires and explained how closely related to each other variables in this research.

Table 4.13: The Cronbach's Alpha for all Variables

| Variables | Cronbach's Alpha (Actual) | Results of Reliability | Number of Items (N) |
|---|---|---|---|
| **Dependent Variable** | | | |
| Tertiary education students' intention to work in Singapore | 0.79 | Good | 5 |
| **Independent Variables** | | | |
| Salary and compensation | 0.82 | Very Good | 5 |
| Career prospects | 0.80 | Very Good | 5 |
| Quality of life | 0.79 | Good | 5 |
| Family and friends influence | 0.76 | Good | 5 |

Source: Developed for the research

The result from Table 4.13 showed that Cronbach's Alpha values of salary and compensation and career prospects fell in the range between 0.80 to 0.95. This indicated all the variables had very good reliability. For tertiary education students' intention to work in Singapore, quality of life and family and friends influence was in the range between 0.70 to less than 0.80 which represented a good reliability.

# 4.3 Inferential Analyses

## 4.3.1 Pearson Correlation Coefficient Test

Table 4.14: Rule of Thumb for Interpreting the Size of a Pearson Correlation Coefficient Test

| **Coefficient range** | **Strength** |
|---|---|
| ± 0.91 to ± 1.00 | Very strong |
| ± 0.71 to ± 0.90 | High |
| ± 0.41 to ± 0.70 | Moderate |
| ± 0.21 to ± 0.40 | Small but definite relationship |
| ± 0.00 to ± 0.20 | Slight, almost negligible |

Source: Hair, J. F., Money, A. H., Samouel, P. & Page, M. (2007). *Research methods for business*. Chichester, West Sussex: John Wiley & Sons, Inc.

#### 4.3.1.1 Hypothesis 1

Table 4.15: Correlation between Salary and Compensation and Tertiary Education Students' Intention to Work in Singapore (KC & SLC)

| **UTAR Kampar** | | | |
|---|---|---|---|
| | | Salary and Compensation | Intention to Work in Singapore |
| Salary and Compensation | Pearson Correlation | 1 | 0.61 |
| | Significant p-value | | < 0.0001 |
| | N | 357 | 357 |
| Intention to Work in Singapore | Pearson Correlation | 0.61 | 1 |
| | Significant p-value | < 0.0001 | |
| | N | 357 | 357 |
| **UTAR Sungai Long** | | | |
| | | Salary and Compensation | Intention to Work in Singapore |
| Salary and Compensation | Pearson Correlation | 1 | 0.39 |
| | Significant p-value | | < 0.0001 |
| | N | 357 | 357 |
| Intention to Work in Singapore | Pearson Correlation | 0.39 | 1 |
| | Significant p-value | < 0.0001 | |
| | N | 357 | 357 |

Source: Developed for the research

Table 4.16: Correlation between Salary and Compensation and Tertiary Education Students' Intention to Work in Singapore (Overall)

| Overall | | | |
|---|---|---|---|
| | | Salary and Compensation | Intention to Work in Singapore |
| Salary and Compensation | Pearson Correlation | 1 | 0.55 |
| | Significant p-value | | < 0.0001 |
| | N | 357 | 357 |
| Intention to Work in Singapore | Pearson Correlation | 0.55 | 1 |
| | Significant p-value | < 0.0001 | |
| | N | 357 | 357 |

Source: Developed for the research

**H1**: There is a significant relationship between salary and compensation and tertiary education students' intention to work in Singapore.

**H1Ø**: There is no significant relationship between salary and compensation and tertiary education students' intention to work in Singapore.

**Direction**

The results showed in Table 4.15 (KC), there was positive relationship between salary and compensation and tertiary education students' intention to work in Singapore because of the positive value for correlation coefficient. The salary and compensation variable had a 0.61 correlation with the intention to work in Singapore. Thus, when perceived salary and compensation was high, intention to work in Singapore was high.

The results showed in Table 4.15 (SLC), there is positive relationship between salary and compensation and tertiary education students' intention to work in Singapore because of the positive value for correlation coefficient. The salary and compensation variable had a 0.39 correlation with the

intention to work in Singapore. Thus, when perceived salary and compensation was high, intention to work in Singapore was high.

The results showed in Table 4.16, there was positive relationship between salary and compensation and tertiary education students' intention to work in Singapore because of the positive value for correlation coefficient. The salary and compensation variable had a 0.55 correlation with the intention to work in Singapore. Thus, when perceived salary and compensation was high, intention to work in Singapore was high.

**Strength**

The results showed in Table 4.15 (KC), the value of this correlation coefficient 0.61 fell under coefficient range from ±0.41 to ±0.70. Therefore, the relationship between salary and compensation and tertiary education students' intention to work in Singapore was moderate.

The results showed in Table 4.15 (SLC), the value of this correlation coefficient 0.39 fell under coefficient range from ±0.21 to ±0.40. Therefore, the relationship between salary and compensation and tertiary education students' intention to work in Singapore was small but definite relationship.

The results showed in Table 4.16, the value of this correlation coefficient 0.55 fell under coefficient range from ±0.41 to ±0.70. Therefore, the relationship between salary and compensation and tertiary education students' intention to work in Singapore was moderate.

**Significance**

The results showed in Table 4.15 and Table 4.16, the relationship between salary and compensation and tertiary education students' intention to work in Singapore was significant because the p-value < 0.0001 was less than alpha value 0.01. Therefore, the null hypothesis $\mathbf{H_1\Theta}$ is rejected and alternate hypothesis **H1** is accepted.

#### 4.3.1.2 Hypothesis 2

Table 4.17: Correlation between Career Prospects and Tertiary Education Students' Intention to Work in Singapore (KC & SLC)

| **UTAR Kampar** | | | |
|---|---|---|---|
| | | Career Prospects | Intention to Work in Singapore |
| Career Prospects | Pearson Correlation | 1 | 0.55 |
| | Significant p-value | | < 0.0001 |
| | N | 357 | 357 |
| Intention to Work in Singapore | Pearson Correlation | 0.55 | 1 |
| | Significant p-value | < 0.0001 | |
| | N | 357 | 357 |
| **UTAR Sungai Long** | | | |
| | | Career Prospects | Intention to Work in Singapore |
| Career Prospects | Pearson Correlation | 1 | 0.62 |
| | Significant p-value | | < 0.0001 |
| | N | 357 | 357 |
| Intention to Work in Singapore | Pearson Correlation | 0.62 | 1 |
| | Significant p-value | < 0.0001 | |
| | N | 357 | 357 |

Source: Developed for the research

Table 4.18: Correlation between Career Prospects and Tertiary Education Students' Intention to Work in Singapore (Overall)

| **Overall** | | | |
|---|---|---|---|
| | | Career Prospects | Intention to Work in Singapore |
| Career Prospects | Pearson Correlation | 1 | 0.57 |
| | Significant p-value | | < 0.0001 |
| | N | 357 | 357 |
| Intention to Work in Singapore | Pearson Correlation | 0.57 | 1 |
| | Significant p-value | < 0.0001 | |
| | N | 357 | 357 |

Source: Developed for the research

**H2**: There is a significant relationship between the career prospects and tertiary education students' intention to work in Singapore.

**H2Ø**: There is no significant relationship between the career prospects and tertiary education students' intention to work in Singapore.

**Direction**

The results showed in Table 4.17 (KC), there was positive relationship between career prospects and tertiary education students' intention to work in Singapore because of the positive value for correlation coefficient. The career prospects variable had a 0.55 correlation with intention to work in Singapore. Thus, when perceived career prospects was high, intention to work in Singapore was high.

The results showed in Table 4.17 (SLC), there was positive relationship between career prospects and tertiary education students' intention to work in Singapore because of the positive value for correlation coefficient. The career prospects variable had a 0.62 correlation with intention to work in Singapore. Thus, when perceived career prospects was high, intention to work in Singapore was high.

The results showed in Table 4.18, there was positive relationship between career prospects and tertiary education students' intention to work in Singapore because of the positive value for correlation coefficient. The career prospects variable had a 0.57 correlation with intention to work in Singapore. Thus, when perceived career prospects was high, intention to work in Singapore was high.

**Strength**

The results showed in Table 4.17 (KC), the value of this correlation coefficient 0.55 fell under coefficient range from ±0.41 to ±0.70. Therefore, the relationship between career prospects and tertiary education students' intention to work in Singapore was moderate.

The results showed in Table 4.17 (SLC), the value of this correlation coefficient 0.62 fell under coefficient range from ±0.41 to ±0.70. Therefore, the relationship between career prospects and tertiary education students' intention to work in Singapore was moderate.

The results showed in Table 4.18, the value of this correlation coefficient 0.57 fell under coefficient range from ±0.41 to ±0.70. Therefore, the relationship between career prospects and tertiary education students' intention to work in Singapore was moderate.

**Significance**

The results shown in Table 4.17 and Table 4.18, the relationship between career prospects and tertiary education students' intention to work in Singapore was significant because the p-value < 0.0001 was less than alpha value 0.01. Therefore, the null hypothesis **$H_2\Theta$** is rejected the alternate hypothesis **H2** is accepted.

#### 4.3.1.3 Hypothesis 3

Table 4.19: Correlation between Quality of Life and Tertiary Education Students' Intention to Work in Singapore (KC & SLC)

| **UTAR Kampar** | | | |
|---|---|---|---|
| | | Quality of Life | Intention to Work in Singapore |
| Quality of Life | Pearson Correlation | 1 | 0.29 |
| | Significant p-value | | < 0.0001 |
| | N | 357 | 357 |
| Intention to Work in Singapore | Pearson Correlation | 0.29 | 1 |
| | Significant p-value | < 0.0001 | |
| | N | 357 | 357 |
| **UTAR Sungai Long** | | | |
| | | Quality of Life | Intention to Work in Singapore |
| Quality of Life | Pearson Correlation | 1 | 0.24 |
| | Significant p-value | | < 0.0001 |
| | N | 357 | 357 |
| Intention to Work in Singapore | Pearson Correlation | 0.24 | 1 |
| | Significant p-value | < 0.0001 | |
| | N | 357 | 357 |

Source: Developed for the research

Table 4.20: Correlation between Quality of Life and Tertiary Education Students' Intention to Work in Singapore (Overall)

| Overall | | | |
|---|---|---|---|
| | | Quality of Life | Intention to Work in Singapore |
| Quality of Life | Pearson Correlation | 1 | 0.28 |
| | Significant p-value | | < 0.0001 |
| | N | 357 | 357 |
| Intention to Work in Singapore | Pearson Correlation | 0.28 | 1 |
| | Significant p-value | < 0.0001 | |
| | N | 357 | 357 |

Source: Developed for the research

**H3**: There is a significant relationship between quality of life and tertiary education students' intention to work in Singapore.

**H3Ø**: There is no significant relationship between quality of life and tertiary education students' intention to work in Singapore.

**Direction**

The results showed in Table 4.19 (KC), there was positive relationship between quality of life and tertiary education students' intention to work in Singapore because of the positive value for correlation coefficient. The quality of life variable had a 0.29 correlation with the intention to work in Singapore. Thus, when perceived quality of life was high, intention to work in Singapore was high.

The results showed in Table 4.19 (SLC), there was positive relationship between quality of life and tertiary education students' intention to work in Singapore because of the positive value for correlation coefficient. The quality of life variable had a 0.24 correlation with the intention to work in

Singapore. Thus, when perceived quality of life was high, intention to work in Singapore was high.

The results showed in Table 4.20, there was positive relationship between quality of life and tertiary education students' intention to work in Singapore because of the positive value for correlation coefficient. The quality of life variable had a 0.28 correlation with the intention to work in Singapore. Thus, when perceived quality of life was high, intention to work in Singapore was high.

**Strength**

The results showed in Table 4.19 (KC), the value of this correlation coefficient 0.29 fell under coefficient range from ±0.21 to ±0.40. Therefore, the relationship between quality of life and tertiary education students' intention to work in Singapore was small but definite relationship.

The results showed in Table 4.19 (SLC), the value of this correlation coefficient 0.24 fell under coefficient range from ±0.21 to ±0.40. Therefore, the relationship between quality of life and tertiary education students' intention to work in Singapore was small but definite relationship.

The results showed in Table 4.20, the value of this correlation coefficient 0.28 fell under coefficient range from ±0.21 to ±0.40. Therefore, the relationship between quality of life and tertiary education students' intention to work in Singapore was small but definite relationship.

**Significance**

The results showed in Table 4.19 and Table 4.20, the relationship between quality of life and tertiary education students' intention to work in Singapore was significant because the p-value < 0.0001 was less than alpha value 0.01. Therefore, the null hypothesis **H3Ɵ** is rejected and the alternate hypothesis **H3** is accepted.

#### 4.3.1.4 Hypothesis 4

Table 4.21: Correlation between Family and Friends Influence and Tertiary Education Students' Intention to Work in Singapore (KC & SLC)

| **UTAR Kampar** | | | |
|---|---|---|---|
| | | Family and Friends Influence | Intention to Work in Singapore |
| Family and Friends Influence | Pearson Correlation | 1 | 0.52 |
| | Significant p-value | | < 0.0001 |
| | N | 357 | 357 |
| Intention to Work in Singapore | Pearson Correlation | 0.52 | 1 |
| | Significant p-value | < 0.0001 | |
| | N | 357 | 357 |
| **UTAR Sungai Long** | | | |
| | | Family and Friends Influence | Intention to Work in Singapore |
| Family and Friends Influence | Pearson Correlation | 1 | 0.45 |
| | Significant p-value | | < 0.0001 |
| | N | 357 | 357 |
| Intention to Work in Singapore | Pearson Correlation | 0.45 | 1 |
| | Significant p-value | < 0.0001 | |
| | N | 357 | 357 |

Source: Developed for the research

Table 4.22: Correlation between Family and Friends Influence and Tertiary Education Students' Intention to Work in Singapore (Overall)

| **Overall** | | | |
|---|---|---|---|
| | | Family and Friends influence | Intention to Work in Singapore |
| Family and Friends Influence | Pearson Correlation | 1 | 0.51 |
| | Significant p-value | | < 0.0001 |
| | N | 357 | 357 |
| Intention to Work in Singapore | Pearson Correlation | 0.51 | 1 |
| | Significant p-value | < 0.0001 | |
| | N | 357 | 357 |

Source: Developed for the research

**H4**: There is a significant relationship between the family and friends influence and tertiary education students' intention to work in Singapore.

**H4Ø**: There is no significant relationship between the family and friends influence and tertiary education students' intention to work in Singapore.

**Direction**

The results showed in Table 4.21 (KC), there was positive relationship between family and friends influence and tertiary education students' intention to work in Singapore because of the positive value for correlation coefficient. The family and friends influence variable had a 0.52 correlation with the intention to work in Singapore. Thus, when perceived family and friends influence was high, intention to work in Singapore was high.

The results showed in Table 4.21 (SLC), there was positive relationship between family and friends influence and tertiary education students' intention to work in Singapore because of the positive value for correlation coefficient. The family and friends influence variable had a 0.45 correlation

with the intention to work in Singapore. Thus, when perceived family and friends influence was high, intention to work in Singapore was high.

The results showed in Table 4.22, there was positive relationship between family and friends influence and tertiary education students' intention to work in Singapore because of the positive value for correlation coefficient. The family and friends influence variable had a 0.51 correlation with the intention to work in Singapore. Thus, when perceived family and friends influence was high, intention to work in Singapore was high.

**Strength**

The results showed in Table 4.21 (KC), the value of this correlation coefficient 0.52 fell under coefficient range from ±0.41 to ±0.70. Therefore, the relationship between family and friends influence and tertiary education students' intention to work in Singapore was moderate.

The results shown in Table 4.21 (SLC), the value of this correlation coefficient 0.45 fell under coefficient range from ±0.41 to ±0.70. Therefore, the relationship between family and friends influence and tertiary education students' intention to work in Singapore was moderate.

The results showed in Table 4.22, the value of this correlation coefficient 0.51 fell under coefficient range from ±0.41 to ±0.70. Therefore, the relationship between family and friends influence and tertiary education students' intention to work in Singapore was moderate.

**Significance**

The results showed in Table 4.21 and Table 4.22, the relationship between family and friends influence and tertiary education students' intention to work in Singapore is significant because the p-value < 0.0001 was less than alpha value 0.01. Therefore, the null hypothesis **$H_{4}Θ$** is rejected and the alternate hypothesis **H4** is accepted.

### 4.3.2 Multiple Linear Regressions

Multiple linear regressions incorporated more than one independent variable that used to describe the variance regarding the dependent variable.

#### 4.3.2.1 Model Summary

Table 4.23: Analysis of Variance (KC & SLC)

| Kampar Campus | | | | | |
|---|---|---|---|---|---|
| **Source** | **DF** | **Sum of Squares** | **Mean Square** | **F Value** | **Pr> F** |
| **Model** | 4 | 54.87 | 13.72 | 45.28 | < .0001 |
| **Error** | 236 | 71.49 | 0.30 | | |
| **Corrected Total** | 240 | 126.36 | | | |
| **Sungai Long Campus** | | | | | |
| **Model** | 4 | 19.11 | 4.78 | 18.73 | < .0001 |
| **Error** | 111 | 28.32 | 0.26 | | |
| **Corrected Total** | 115 | 47.43 | | | |

Source: Developed for the research

Table 4.24: Analysis of Variance (Overall)

| **Source** | **DF** | **Sum of Squares** | **Mean Square** | **F Value** | **Pr> F** |
|---|---|---|---|---|---|
| **Model** | 4 | 72.10 | 18.03 | 61.57 | < .0001 |
| **Error** | 352 | 103.06 | 0.29 | | |
| **Corrected Total** | 356 | 175.16 | | | |

Source: Developed for the research

**H5**: The four independent variables (salary and compensation, career prospects, quality of life and family and friends influence) were significant in explaining the variance in tertiary education students' intention to work in Singapore.

**H5Ө**: The four independent variables (salary and compensation, career prospects, quality of life and family and friends influence) were not significant in explaining the variance in tertiary education students' intention to work in Singapore.

The overall result of **F-statistic** is **significant** (Table 4.24) showed p-value of 0.0001 was less than the alpha value 0.01. This model was a good descriptor of the relationship between predictor and dependent variables.

Hence, all the independent variables were well explaining the variance of students' intention to work in Singapore and alternate hypothesis was supported by data. By referring Table 4.23 for both the campuses, the results of p-value 0.0001 (less than alpha value 0.01) did not affect the overall result.

Table 4.25: $R^2$ (KC & SLC)

| **Kampar Campus** | | | |
|---|---|---|---|
| **Root MSE** | 0.55 | **$R^2$** | 0.43 |
| **Dependent Mean** | 3.65 | **Adj R-Sq** | 0.42 |
| **CoeffVar** | 15.07 | | |
| **Sungai Long Campus** | | | |
| **Root MSE** | 0.51 | **$R^2$** | 0.40 |
| **Dependent Mean** | 3.52 | **Adj R-Sq** | 0.38 |
| **CoeffVar** | 14.35 | | |

Source: Developed from the research

Table 4.26: $R^2$ (Overall)

| | | | |
|---|---|---|---|
| **Root MSE** | 0.54 | **$R^2$** | 0.41 |
| **Dependent Mean** | 3.61 | **Adj R-Sq** | 0.40 |
| **CoeffVar** | 14.99 | | |

Source: Developed from the research

Table 4.26 showed the overall result of $R^2$ 0.41 or 41% indicates variations of students' intention to work in Singapore can be explained with the independent variables. However, there was 59% (100%-41%) unknown in this research. Whereby there were other important factors which were significant in explaining students' intention to work in Singapore that did not

being test in this research. The researchers had tried their best in distribution of questionnaires by giving personally, but if the respondents have any doubts that they did not asked the researchers, the researchers are hard to determine whether the respondents understand or not and the results are incontrollable or predictable by the researchers.

Refer to Table 4.25, $R^2$ for KC (0.43) were slightly higher compared to SLC with 0.40, that it may be due to KC's students perceived factors were different as compared to SLC's students.

#### 4.3.2.2 Multiple Regression Analysis

Table 4.27: Parameter Estimates (KC & SLC)

| Kampar Campus | | | | | |
|---|---|---|---|---|---|
| **Variable** | **DF** | **Parameter Estimate** | **Standard Error** | **t Value** | **Pr>\|t\|** |
| **Intercept** | 1 | 0.53 | 0.25 | 2.13 | 0.0342 |
| **Salary and Compensation** | 1 | 0.39 | 0.08 | 4.97 | <.0001 |
| **Career Prospects** | 1 | 0.25 | 0.07 | 3.46 | 0.0006 |
| **Quality of Life** | 1 | 0.06 | 0.05 | 1.32 | 0.1884 |
| **Family and Friends Influence** | 1 | 0.17 | 0.08 | 2.06 | 0.0400 |
| **Sungai Long Campus** | | | | | |
| **Intercept** | 1 | 0.96 | 0.36 | 2.70 | 0.0081 |
| **Salary and Compensation** | 1 | -0.01 | 0.11 | -0.10 | 0.9212 |
| **Career Prospects** | 1 | 0.51 | 0.09 | 5.62 | <.0001 |
| **Quality of Life** | 1 | 0.03 | 0.08 | 0.33 | 0.7435 |
| **Family and Friends Influence** | | 0.21 | 0.11 | 1.81 | 0.0726 |

Source: Developed from the research

Table 4.28: Parameter Estimates (Overall)

| Variable | DF | Parameter Estimate | Standard Error | t Value | Pr>\|t\| |
|---|---|---|---|---|---|
| **Intercept** | 1 | 0.63 | 0.20 | 3.09 | 0.0021 |
| **Salary and Compensation** | 1 | 0.26 | 0.06 | 4.07 | <.0001 |
| **Career Prospects** | 1 | 0.34 | 0.06 | 6.03 | <.0001 |
| **Quality of Life** | 1 | 0.05 | 0.04 | 1.18 | 0.2378 |
| **Family and Friends Influence** | 1 | 0.18 | 0.07 | 2.78 | 0.0058 |

Source: Developed from the research

Refer to Table 4.27, **salary and compensation** was **significant** in prediction of overall result of tertiary education students' intention to work in Singapore as the p-value of 0.0001 was less than the alpha value 0.01. KC's students had the same result p-value 0.0001 in reflected the variable, however, **SLC's students did not**, with p-value 0.9212.

**Career prospects** variable was also **significant** for overall predicting the students' intention to work in Singapore with the p-value of 0.0001 that was less than the alpha value 0.01 and same applied on analysis of both campuses.

Q**uality of life** variable was **not significant** in predicting the tertiary education students' intention to work in Singapore as it carries p-value of 0.2378 which was more than the alpha value 0.01 and same applied on analysis of both campuses.

**Family and friends** influence carried p-value of 0.0058 which showed less than the alpha value 0.01, meaning that it was **significant** in predicting the students' intention to work in Singapore. However, both campuses students reflected not significant in analysis.

**Regression Equation:**

y = a + b1 (x1) + b2 (x2) + b3 (x3) + b4 (x4) + b5 (x5)

y = Prediction of relationship of all the variables of the tertiary education students' intention to work in Singapore.

a = intercepts

b = non-standardized coefficient

x = independent variables

x1 = Independent Variable 1 (Salary and Compensation)

x2 = Independent Variable 2 (Career Prospects)

x3 = Independent Variable 3 (Quality of Life)

x4 = Independent Variable 4 (Family and Friends Influence)

Equation below is form as according to the table above.

**Tertiary Education Students' Intention to Work in Singapore = 0.63 + 0.26 (Salary and Compensation) + 0.34 (Career Prospects) + 0.05 (Quality of Life) + 0.18 (Family and Friends Influence)**

#### 4.3.2.3 Interpretation for Level of Contribution

##### 4.3.2.3.1 Highest Contribution

The highest contribution that provided from **overall result** of predictive variables was **quality of life** to variation of students' intention to work in Singapore with the largest "Parameter Estimate" (**0.05)** compare with other predictor variables (salary and compensation, career prospects and family and friends influence). That reflected the same result for KC's students (0.06), however, the overall result did not represent **SLC's students**, they perceived **salary and compensation** (-0.01) was the most important factor in intention to work in Singapore.

#### 4.3.2.3.2 Second Highest Contribution

Second highest in **overall result** of predictive variables was **family and friends influence** with "Parameter Estimate"**0.19** compared with other predictor variables (salary and compensation, career prospects and quality of life). That reflected the same result for KC's students (0.17). However, **SLC's students** perceived **quality of life** (0.03) as second most important factor in intention to work in Singapore.

#### 4.3.2.3.3 Third Highest Contribution

Third contribution from **overall result** of predictor variable towards the variation of students' intention to work in Singapore was **salary and compensation** with "Parameter Estimate" **0.26** compared with other predictor variables (career prospects, quality of life and family and friends influence). That reflected same result as KC's students (0.25). However, **SLC students'** perceived **family and friends influence** as third factor in intention to work in Singapore.

#### 4.3.2.3.4 Lowest Contribution

Lowest contribution from overall result of predictor variable is **career prospects** with "Parameter Estimate" **0.34** towards the variation of students' intention as comparing with other predictor variables (salary and compensation, quality of life and family and friends influence). That reflected same result as KC's students (0.39). However, SLC's students perceived career prospects as their forth factor in intention to work in Singapore.

## 4.4 Conclusion

The researchers interpreted analysis data via SAS software and clarified the hypotheses in this chapter. The result of analysis is presented in tables, histograms and pie charts. This result was helpful to researchers for proceeding to next chapter that the research findings will be discussed further.

# CHAPTER 5: DISCUSSION AND CONCLUSION

## 5.0 Introduction

This chapter discussed the summary of statistical analyses such as descriptive and inferential analysis presented in chapter four. This chapter also discussed the major findings and implications of the research study, limitations of the research study and the recommendations for future research and conclusion of the research.

## 5.1 Summary of Statistical Analyses

### 5.1.1 Summary of Descriptive Analysis

In this research, total respondents were 357. Researchers distributed 241 questionnaires (67.51%) to KC and 116 questionnaires (32.49%) to SLC. For the gender section, 145 respondents (40.62%) were male and 212 respondents (59.38%) were female.

There were 316 Chinese (88.52%), second highest were 29 Indian respondents (8.12%), Malay respondents were 9 peoples (2.52%) and the least were 3 Sikh respondents (0.84%) from other races.

For the age section, 126 respondents (35.29%) ranged from 18 to 22 years old, 224 respondents (62.75%) ranged above 22 to 26 years old and 7 respondents (1.96%) ranged above 26 to 29 years old whereas no respondent ranged above 29 years old.

For the faculty section, 83 respondents (23.25%) from FBF, respondents from FS and FAM shared the same amount which were 48 people (13.45%), 47 respondents (13.17%) from FAS, 38 respondents (10.64%) from FES, 28 respondents (7.84%) from FEGT, 26 respondents (7.28%) from FICT, 20 respondents (5.60%) from FCI, respondents from FMHS and ICS were 10 people (2.80%) and 9 people (2.52%) respectively.

Both number of respondents from Perak and Kedah were 48 people (13.45%), 19 respondents (5.32%) from Negeri Sembilan, 31 respondents (8.68%) from Penang, 35 respondents (9.80%) from Kuala Lumpur, 17 respondents (4.76%) from Pahang, 11 respondents (3.08%) from Sarawak, 58 respondents (16.25%) from Selangor, 56 respondents (15.69%) from Johor, 16 respondents (4.48%) from Malacca, 3 respondents (0.84%) from Perlis, 8 respondents (2.24) from Kelantan, 2 respondents (0.56%) from Terengganu and 5 respondents (1.40%) from Sabah.

### 5.1.2 Summary of Pearson Correlation Coefficient Test

The KC correlation between salary and compensation and intention to work in Singapore was 0.61, followed by 0.55 for career prospects, 0.29 for quality of life and 0.52 for family and friends influence. The results showed that all the variables have positive relationships towards intention to work in Singapore.

The SLC correlation between salary and compensation and intention to work in Singapore was 0.39, followed by career prospects, 0.62; quality of life, 0.24; and family and friends influence, 0.45. The results indicated that all the variables have positive relationships towards intention to work in Singapore.

The overall correlation between salary and compensation and intention to work in Singapore was 0.55. The correlation between career prospects,

quality of life, and family and friends influence was 0.57, 0.28 and 0.51 respectively. The results showed that all the variables had positive relationships towards intention to work in Singapore.

### 5.1.3 Summary of Multiple Regression Test

Three out of four independent variables which are salary and compensation, career prospects and family and friends influence were significant to the dependent variable of tertiary education students' intention to work in Singapore. However, the variable, quality of life was not significant to explain the relationships towards the intention to work in Singapore. All hypotheses supported by data.

The highest contribution of independent variables was **quality of life** to the variation of students' intention to work in Singapore compared with other independent variables. The researchers recommended organisations to focus more on providing the potential employees on quality of life. Organisations may provide flexible working hours, health care benefits, opportunities to work independently and better working environment to improve the employees' job effectiveness (Rozaini, Norailis & Aida, 2015). However, **SLC** students' perceived **salary and compensation** as their most important factor that contributed to the intention to work in Singapore. This may due to the expectation of higher salaries, currency exchange, better employment policy, mind-set of better living experience in overseas, relatively low tax rate in Singapore compared with other developed countries and present value of expected earnings exceeded the present value of cost (Ghazali et al., 2015; Jauhar et al., 2015; Groenhout, 2012; Ghani et al., 2015; Jauhar & Yusoff, 2011; Liew, 2013; Sjaastad, 1962).

Family and friends influence ranked the second highest contribution that explained variations in students' intention to work in Singapore. However, SLC students' perceived family and friends influence as their third factor that contributed to the intention to work in Singapore. Subsequently, the third highest and lowest contributions of independent variables were salary and compensation and career prospects respectively. SLC students' perceived career prospects as their forth factor in intention to work in Singapore.

The **$R^2$** of 0.41 showed all the independent variables can be explain **41%** of variations in students' intention. However, there were 59% of variations in students' intention cannot be explain in this research. The **F-statistic** showed **significant** with the p-value of **0.0001** lesser than the alpha value 0.01.

## 5.2 Discussions of Major Findings

### 5.2.1 Relationship between Salary and Compensation and Tertiary Education Students' Intention to Work in Singapore

**H1**: There is a significant relationship between salary and compensation and tertiary education students' intention to work in Singapore.

The results of Pearson Correlation Test in Chapter 4 showed salary and compensation variable was 0.55 correlated with students' intention to work in Singapore. The correlation fell under coefficient range from ±0.41 to ±0.70. This showed the relationship between salary and compensation and tertiary education students' intention to work in Singapore was moderate.

This indicated that the hypothesis is supported, as the results showed positive relationship between independent and dependent variable. Thus, when the perceived salary and compensation was high, tertiary education students' intention to work in Singapore was high. Therefore, the null hypothesis **H1Ɵ** is rejected and alternate hypothesis **H1** is accepted.

Our results were confirmed by Ghazali et al., (2015) that indicates Malaysian left Malaysia because of better perks offered in developed countries compared to work locally. Research of Jauhar et al. (2015) indicates that Malaysian expatriates' main destinations of outflow were Hong Kong, Singapore and UK as the salaries and benefits offered four times higher than they could earned locally. Therefore, the salary and compensation can affect intention to work in other countries.

### 5.2.2 Relationship between Career Prospects and Tertiary Education Students' Intention to Work in Singapore.

**H2**: There is a significant relationship between the career prospects and tertiary education students' intention to work in Singapore.

According to Pearson Correlation Test in Chapter 4, the career prospects variable has a 0.57 correlation with the tertiary education students' intention to work in Singapore. This hypothesis is supported because the positive value for correlation coefficient result showed a positive relationship between career prospects and tertiary education students' intention to work in Singapore. Thus, when perceived career prospects was high, tertiary education students' intention to work in Singapore was high. The relationship between career prospects and tertiary education students' intention to work in Singapore was significant because the p-value < 0.0001 was less than alpha value 0.01. Therefore, the null hypothesis **H2Ɵ** is rejected and the alternate hypothesis **H2** is accepted.

The researchers who supported this statement, such as Johannes, Marloes and Jaap (2009) as cited in Forster and Johnsen (1996), stated that expatriates tended to perceive unfavourable career prospects if there was lacked of career supported by the home organisation. A study of Ghazali et al. (2015) as cited in Sanchez- Arnau and Calvo (1987), people tended to find more promised and attractive job opportunities abroad when there was an imbalanced number between the pools of people trained in the developing country and the opportunities that occurred in that country. The researchers also commented that career prospect will influence people to go overseas if there was career opportunity available. Thus, skilled workers were likely to choose a job that has high career prospect to improve their future lifestyle (Claussen, Grohsjean, Luger & Probst, 2014).

### 5.2.3 Relationship between Quality of Life and Intention to Work in Singapore.

**H3**: There is a significant relationship between quality of life and tertiary education students' intention to work in Singapore.

Result of Pearson Correlation Test in Chapter 4 showed quality of life had correlation of 0.28. This value fell under coefficient range from ±0.21 to ±0.40. Therefore, the relationship between quality of life and tertiary education students' intention to work in Singapore was small but definite relationship. It showed positive relationship between quality of life and tertiary education students' intention to work in Singapore. When perceived quality of life was high, tertiary education students' intention to work in Singapore was high. Therefore, the null hypothesis **H3Ɵ** is rejected and the alternate hypothesis **H3** is accepted.

The result confirmed the study of Bashir, Xu, Zaman and Akhmat (2014), stated that people moved to other countries because of the quality of life advantages. The variable, quality of life Pearson Correlation result was good and significant to answer the intention to work in Singapore. Bashir et al

(2014) mentioned fresh graduate emigration because they unable to get a job in local market and less migration cost. Bashir et al (2014) result of study showed majority of graduates had intention to work abroad. Therefore, the quality of life can affect intention to work in other countries.

### 5.2.4 Relationship between Family and Friends Influence and Tertiary Education Students' Intention to Work in Singapore

H4: There is significant relationship between the family and friends influence and tertiary education students' intention to work in Singapore.

Variable correlation of family and friends influence was 0.50 in the result of Pearson Correlation Test in Chapter 4. This result shows that family and friends influence had a positive relationship with tertiary education students' intention to work in Singapore since the value is within coefficient positive range (±0.41 to ±0.70). Therefore, when perceived family and friends influence was high, tertiary education students' intention to work in Singapore was high. Therefore, the null hypothesis **H4Ө** is rejected and the alternate hypothesis **H4** is accepted.

Baruch, Budhwar and Khatri (2007) indicated that family influence was significant to affect people to work abroad since family was a source of support and encouragement to them. Family gave sufficient information as well as assistance, emotional support and help students to overcome the pressure (Chen et al., 2011). Brown (2002) also agreed that family and friends' encouragement affect students' career decision.

## 5.3 Implications of the Study

### 5.3.1 Managerial Implications

This research aimed to provide a better understanding on tertiary education students' intention to work in Singapore. The research indicated that salary and compensation, career prospects, quality of life and family and friends influence were significant to explain tertiary education students' intention to work in Singapore.

The management can make some improvement in this area. For example, the management is recommended to increase the salary of employees. This is to match the salary with standard of living. So, it is time for the management to look into salary if the management want to track into the salary that likely attract graduate or new employees in the organisation. Organisation can finds out the ways to retain talented employees through this research. Government can have idea about the minimum wages, job reward and incentives that need to offer by compared to the others country minimum wages paid to retain the talent and high skilled employee in Malaysia. Throughout this research, salary and compensation was very significant in explaining the tertiary education students' intention to work in Singapore.

### 5.3.2 Academic Implication

This research contributed to academic literature. Other researchers or economists can look at this research to have better idea and knowledge on how the research have been done. Therefore, it allows other researchers to further test the variable and develop more relevant variable in future research. Future researchers can use this research as references on develop their own research.

### 5.3.3 Policy Maker Implication

This research contributes to the education system. Government should look in the suitable course offered to students, improve the quality of teaching of education sectors such as the knowledge that gained from students can apply in the current market. This helps the Ministry of Higher Education (MOHE) develops courses and guidelines in teaching research methodology. Policy makers may obtain precious insights on the variables while execute a new policy, introduce the useful policy and approaches or amend the existing policy to suit with the tertiary education students' job expectation. Throughout this research, government will realise the factors such as salary and compensation, career prospect, quality of life and family and friends influence that can re-attract Malaysians back who worked in abroad. This can prevent Malaysia brain drain issues and transform the country to high income nation. Government should execute non-discriminatory policy such as recruit based on skill and performance of the workers.

## 5.4 Limitations of the Study

The research limitations were the obstacles that arouse throughout the researching period out of the researches' control. First limitation could be lack of sample sizes from the population collected in Malaysia, which covers around 8.8 million population of Malaysian citizen age from 15 to 29. There are plenty of private and public universities in Malaysia, however this research only focused on UTAR students which may not be able to represent the whole population. This might affect the significant relationship and reliability of the result.

The second limitation is imbalance ratio of ethnicity of respondents. Malays are the largest population in Malaysia, however this research select UTAR as target

population that consist of more than 90% of Chinese, therefore issue of bias towards certain ethnicity may arise as this research did not represent the whole Malaysian universities undergraduates' responds.

Lastly, there were some other variables that can be considered as important factors on influencing tertiary education students' intention to work in Singapore that did not test in this research. According to the results of this research, the variations of students' intention can be explained with independent variables is only 41% (with $R^2$ value 0.41), the remaining 59% can be classify as additional variables that can affect students' intention to work in Singapore which have not explained in this research.

## 5.5 Recommendations for Future Research

Future researchers can increase the sample sizes by surveying the students from other private and public universities in Malaysia. This is because the larger the sample size, the higher the accuracy and reliability of the research study.

Future researchers should enlarge the population by include more Malay and Indian respondents as Malays are the highest population. Researchers should conduct the survey by balancing the ethnicity and non-high Chinese population to have more accurate result. Working class respondents can be involved in this population as they may have intention to work in Singapore.

Lastly, future researchers can add more variables to examine the tertiary education students' intention to work in Singapore. Other than the four factors (salary and compensation, career prospects, quality of life and family and friends influence),

researchers omitted other factors may influence the intentions' to work in Singapore. Future researchers can use qualitative method in research methodology.

## 5.6 Conclusion

The purpose of this research was to examine the factors influencing tertiary education students' intention to work in Singapore. The research analyzed the relationship between the four independent variables (salary and compensation, career prospects, quality of life and family and friends influence) towards tertiary education students' intention to work in Singapore. Throughout this research, it can be concluded that salary and compensation, career prospects, quality of life and family and friends influence had positive relationships towards tertiary education students' intention to work in Singapore.

This research suggested few recommendations for future research. The researchers should consider other variables other than the four factors (salary and compensation, career prospects, quality of life and family and friends influence). The research is recommended to enlarge target population to be more representative, this may include other states public and private universities. Future research should take into consideration people that currently working because they might have intention to switch their job to Singapore.

This research is beneficial for the management, government, and education industry in order to increase their knowledge and awareness of tertiary education students' intention to work in Singapore. The management, government and education industry can find out ways to retain graduate and talented employees through this research. The research gave an idea on what is needed in working environment. Therefore, the management, government and education industry should focus in these four independent variables in order to retain graduate and talented employees to work in Malaysia.

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Appendix A: Survey Questionnaire Permission Letter

**UNIVERSITI TUNKU ABDUL RAHMAN**
Wholly Owned by UTAR Education Foundation (Company No. 578227-M)

8th June 2016

**To Whom It May Concern,**

Dear Sir/Madam,

**Permission to Conduct Survey**

This is to confirm that the following students are currently pursuing their *Bachelor of Business Administration (Hons)* program at the Faculty of Business and Finance, Universiti Tunku Abdul Rahman (UTAR) Perak Campus.

I would be most grateful if you could assist them by allowing them to conduct their research at your institution. All information collected will be kept confidential and used only for academic purposes.

The students are as follows:

| Name of Student | Student ID |
|---|---|
| Siew Sock Yee | 13ABB06998 |
| Wong Vivien | 13ABB07388 |
| Lim Yee Shuen | 13ABB07695 |
| Madelene Tan Chiew Ing | 13ABB06970 |
| Tan Ye Choo | 13ABB06862 |

If you need further verification, please do not hesitate to contact me.

Thank you.

Yours sincerely,

.....
Mr Choong Yuen Onn
Head of Department,
Faculty of Business and Finance
Email: choongyo@utar.edu.my

.....
Ms Lau Say Min Claudia
Supervisor,
Faculty of Business and Finance
Email: lausm@utar.edu.my

**Address:** Jalan Sg. Long, Bandar Sg. Long, Cheras, 43000 Kajang, Selangor D.E. **Postal Address:** P O Box 11384, 50744 Kuala Lumpur, Malaysia
**Tel:** (603) 9086 0288 **Fax:** (603) 9019 8868 **Homepage:** http://www.utar.edu.my

Appendix B: Student Enrolment for Final Year Students Data

**UNIVERSITI TUNKU ABDUL RAHMAN**
**STUDENT ENROLMENT FOR FINAL YEAR STUDENTS**

**UNDERGRADUATE AND FOUNDATION STUDENTS**

| Kampar Campus | | Sungai Long Campus | |
|---|---|---|---|
| Faculty | Enrolment | Faculty | Enrolment |
| FAS (Y3/Y4) | 808 | LKC FES (Y3/Y4) | 914 |
| FBF (Y3) | 1,916 | FCI (Y3) | 335 |
| FICT (Y3) | 276 | FAM (Y3/Y4) | 395 |
| FSc (Y3) | 388 | FMHS (Y4/Y5) | 131 |
| FEGT (Y3/Y4) | 204 | | |
| ICS (Y3) | 117 | | |
| CFS | 2,983 | CFS | 1,906 |
| TOTAL | 6,692 | TOTAL | 3,681 |

Appendix C: Survey Questionnaire


**UNIVERSITI TUNKU ABDUL RAHMAN**

**FACULTY OF BUSINESS AND FINANCE**

**Bachelor of Business Administration (Hons)**

**Title: Factors Influencing Tertiary Education Students' Intention to work in Singapore**

Dear respondent:

We are the undergraduate students of Bachelor of Business Administration (Hons) from Faculty of Business and Finance (FBF) at Universiti Tunku Abdul Rahman (UTAR). We are currently doing our final year research project with the title "Factors Influencing Tertiary Education Students' Intention to work in Singapore."

The purpose of this survey is to find out the intention of UTAR's students to work in Singapore. This questionnaire consists of 2 sections. Section A is on personal information, and Section B relates to the four factors that influence student's intention to work in Singapore. This questionnaire would only take you approximately 10 minutes to complete.

All the information obtained will be analyzed solely for academic purpose. We assure you that all the information collected will be kept confidential.

We would like to thank you for your kind participation in completing this questionnaire. Should you need further clarification, please feel free to contact us.

Team members:

| | | |
|---|---|---|
| Lim Yee Shuen | 13ABB07695 | 012-4011348 |
| Madelene Tan Chiew Ing | 13ABB06970 | 012-7376739 |
| Siew Sock Yee | 13ABB06998 | 017-3293792 |
| Tan Ye Choo | 13ABB06862 | 011-11934689 |
| Wong Vivien | 13ABB07388 | 016-3979191 |

**Section A**

Personal Information

Please place '√' on the blank box provided.

| | | | |
|---|---|---|---|
| 1. | Gender | ☐ Male | ☐ Female |
| 2. | Age | ☐ 18 – 22 years old<br>☐ Above 22 – 26 years old | ☐ Above 26 – 29 years old<br>☐ Above 29 years old |
| 3. | Race | ☐ Chinese<br>☐ Malay | ☐ Indian<br>☐ Others |
| 4. | Location and faculty of study | ☐ UTAR (Kampar) | ☐ Faculty of Arts and Social Science<br>☐ Faculty of Business and Finance<br>☐ Faculty of Engineering and Green Technology<br>☐ Faculty of Information and Communication Technology<br>☐ Faculty of Science<br>☐ Institute of Chinese Studies |
| | | ☐ UTAR(Sungai Long) | ☐ Faculty of Medicine and Health Sciences<br>☐ Faculty of Engineering and Science<br>☐ Faculty of Creative Industries<br>☐ Faculty of Accountancy and Management |
| 5. | Final class year & semester of study | ☐ Year 3<br>☐ Year 4<br>☐ Year 5 | ☐ Semester 1<br>☐ Semester 2<br>☐ Semester 3 |

| | | | |
|---|---|---|---|
| 6. | Residential state | ☐ Perak | ☐ Selangor |
| | | ☐ Negeri Sembilan | ☐ Johor |
| | | ☐ Penang | ☐ Melaka |
| | | ☐ Kuala Lumpur | ☐ Perlis |
| | | ☐ Kedah | ☐ Kelantan |
| | | ☐ Pahang | ☐ Terengganu |
| | | ☐ Sarawak | ☐ Sabah |

**Section B : Factors of study**

Please circle the number that best reflects your opinion about the statement.

| SD | D | N | A | SA |
|---|---|---|---|---|
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |

| No | Question Items | SD | D | N | A | SA |
|---|---|---|---|---|---|---|
| **Salary and Compensation** | | | | | | |
| 1 | I would receive high salary if I work in Singapore. | 1 | 2 | 3 | 4 | 5 |
| 2 | My job pay matches the work that I do in Singapore. | 1 | 2 | 3 | 4 | 5 |
| 3 | Salary level offered in Malaysia is low. | 1 | 2 | 3 | 4 | 5 |
| 4 | I predict the pay in Malaysia will not increase as fast as the rising of living cost. | 1 | 2 | 3 | 4 | 5 |
| 5 | I feel my work is being valued if I work in Singapore. | 1 | 2 | 3 | 4 | 5 |
| **Career Prospects** | | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| 1 | My job requirement is clear if I work in Singapore. | 1 | 2 | 3 | 4 | 5 |
| 2 | My long term career development can be achieved by working in Singapore. | 1 | 2 | 3 | 4 | 5 |
| 3 | I have a greater chance to achieve my career success if I work in Singapore. | 1 | 2 | 3 | 4 | 5 |
| 4 | I can increase my expertise if I work in Singapore. | 1 | 2 | 3 | 4 | 5 |
| 5 | I can enhance my skills if I work in Singapore. | 1 | 2 | 3 | 4 | 5 |

| | | | | | | |
|---|---|---|---|---|---|---|
| **Quality of Life** | | | | | | |
| 1 | I believe the working environment in Singapore is better. | 1 | 2 | 3 | 4 | 5 |
| 2 | I am more satisfied with Singapore as a working place if compared with Malaysia. | 1 | 2 | 3 | 4 | 5 |
| 3 | I believe job security in Singapore is higher if compared with Malaysia. | 1 | 2 | 3 | 4 | 5 |
| 4 | I have opportunities to improve my standard of living by working in Singapore. | 1 | 2 | 3 | 4 | 5 |
| 5 | I am able to lead an enjoyable life by working in Singapore. | 1 | 2 | 3 | 4 | 5 |
| **Family and Friends** | | | | | | |
| 1 | I am influenced by my family to work in Singapore. | 1 | 2 | 3 | 4 | 5 |
| 2 | My family are influential in my decision on where I should work. | 1 | 2 | 3 | 4 | 5 |
| 3 | Friends who are important to me would think that I should work in Singapore. | 1 | 2 | 3 | 4 | 5 |
| 4 | Friends whom I respect would expect me to work in Singapore. | 1 | 2 | 3 | 4 | 5 |
| 5 | Friends are influential in my decision to work in Singapore. | 1 | 2 | 3 | 4 | 5 |
| **Intention to work in Singapore** | | | | | | |
| 1 | I am willing to work in Singapore if a job opportunity is available. | 1 | 2 | 3 | 4 | 5 |

| | | | | | | |
|---|---|---|---|---|---|---|
| 2 | I will consider to work in Singapore. | 1 | 2 | 3 | 4 | 5 |
| 3 | I believe Singaporean employer will treat me with equality. | 1 | 2 | 3 | 4 | 5 |
| 4 | Between Malaysia and Singapore, if all things being equal, I will still choose to work in Singapore. | 1 | 2 | 3 | 4 | 5 |
| 5 | I expect to work in Singapore in the near future (within 3 months from graduation). | 1 | 2 | 3 | 4 | 5 |

## APPENDIX 1: RELIABILITY TEST (PILOT TEST)

### Salary and Compensation

**Reliability Test**

The CORR Procedure

| 5 Variables: | Salary 1 Salary 2 Salary 3 Salary 4 Salary 5 |
|---|---|

**Simple Statistics**

| Variable | N | Mean | Std Dev | Sum | Minimum | Maximum | Label |
|---|---|---|---|---|---|---|---|
| Salary 1 | 30 | 3.93333 | 0.82768 | 118.00000 | 2.00000 | 5.00000 | Received salary, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Salary 2 | 30 | 3.60000 | 0.81368 | 108.00000 | 2.00000 | 5.00000 | Job pay, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Salary 3 | 30 | 3.83333 | 0.79148 | 115.00000 | 2.00000 | 5.00000 | Salary offered, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Salary 4 | 30 | 4.16667 | 0.79148 | 125.00000 | 2.00000 | 5.00000 | Predicted pay, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Salary 5 | 30 | 3.63333 | 0.85029 | 109.00000 | 2.00000 | 5.00000 | Work valued, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |

**Cronbach Coefficient Alpha**

| Variables | Alpha |
|---|---|
| Raw | 0.807410 |
| Standardized | 0.806755 |

**Cronbach Coefficient Alpha with Deleted Variable**

| Deleted Variable | Raw Variables: Correlation with Total | Raw Variables: Alpha | Standardized Variables: Correlation with Total | Standardized Variables: Alpha | Label |
|---|---|---|---|---|---|
| Salary 1 | 0.736463 | 0.723893 | 0.736638 | 0.723393 | Received salary, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Salary 2 | 0.546861 | 0.784202 | 0.543734 | 0.784163 | Job pay, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Salary 3 | 0.423000 | 0.818860 | 0.422532 | 0.819433 | Salary offered, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Salary 4 | 0.668245 | 0.747566 | 0.669577 | 0.745181 | Predicted pay, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Salary 5 | 0.604381 | 0.766842 | 0.603514 | 0.765951 | Work valued, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |

**Pearson Correlation Coefficients, N = 30**
**Prob > |r| under H0: Rho=0**

| | Salary 1 | Salary 2 | Salary 3 | Salary 4 | Salary 5 |
|---|---|---|---|---|---|
| Salary 1 | 1.00000 | 0.57346 | 0.35092 | 0.70184 | 0.55204 |
| Received salary, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | | 0.0009 | 0.0573 | <.0001 | 0.0016 |
| Salary 2 | 0.57346 | 1.00000 | 0.16063 | 0.48190 | 0.47847 |
| Job pay, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0009 | | 0.3965 | 0.0070 | 0.0075 |
| Salary 3 | 0.35092 | 0.16063 | 1.00000 | 0.43119 | 0.41845 |
| Salary offered, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0573 | 0.3965 | | 0.0174 | 0.0214 |
| Salary 4 | 0.70184 | 0.48190 | 0.43119 | 1.00000 | 0.40137 |
| Predicted pay, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | <.0001 | 0.0070 | 0.0174 | | 0.0279 |
| Salary 5 | 0.55204 | 0.47847 | 0.41845 | 0.40137 | 1.00000 |
| Work valued, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0016 | 0.0075 | 0.0214 | 0.0279 | |

## Career Prospects

**Reliability Test**

The CORR Procedure

| 5 Variables: | Career 1 Career 2 Career 3 Career 4 Career 5 |
|---|---|

**Simple Statistics**

| Variable | N | Mean | Std Dev | Sum | Minimum | Maximum | Label |
|---|---|---|---|---|---|---|---|
| Career 1 | 30 | 3.46667 | 0.68145 | 104.00000 | 2.00000 | 5.00000 | Job requirement, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Career 2 | 30 | 3.60000 | 0.81368 | 108.00000 | 2.00000 | 5.00000 | Career development, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Career 3 | 30 | 3.56667 | 0.81720 | 107.00000 | 1.00000 | 5.00000 | Career success, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Career 4 | 30 | 3.86667 | 0.81931 | 116.00000 | 2.00000 | 5.00000 | Expertise, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Career 5 | 30 | 3.90000 | 0.75886 | 117.00000 | 2.00000 | 5.00000 | Skills, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |

**Cronbach Coefficient Alpha**

| Variables | Alpha |
|---|---|
| Raw | 0.876524 |
| Standardized | 0.876148 |

**Cronbach Coefficient Alpha with Deleted Variable**

| Deleted Variable | Raw Variables: Correlation with Total | Raw Variables: Alpha | Standardized Variables: Correlation with Total | Standardized Variables: Alpha | Label |
|---|---|---|---|---|---|
| Career 1 | 0.632303 | 0.867415 | 0.630308 | 0.867615 | Job requirement, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Career 2 | 0.703833 | 0.851153 | 0.705029 | 0.849979 | Career development, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Career 3 | 0.767447 | 0.834992 | 0.768869 | 0.834429 | Career success, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Career 4 | 0.751136 | 0.839204 | 0.749219 | 0.839263 | Expertise, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Career 5 | 0.684333 | 0.855472 | 0.678054 | 0.856415 | Skills, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |

**Pearson Correlation Coefficients, N = 30**
**Prob > |r| under H0: Rho=0**

| | Career 1 | Career 2 | Career 3 | Career 4 | Career 5 |
|---|---|---|---|---|---|
| Career 1 | 1.00000 | 0.59702 | 0.62334 | 0.48586 | 0.42677 |
| Job requirement, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | | 0.0005 | 0.0002 | 0.0065 | 0.0187 |
| Career 2 | 0.59702 | 1.00000 | 0.66379 | 0.58967 | 0.49144 |
| Career development, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0005 | | <.0001 | 0.0006 | 0.0058 |
| Career 3 | 0.62334 | 0.66379 | 1.00000 | 0.63176 | 0.59497 |
| Career success, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0002 | <.0001 | | 0.0002 | 0.0005 |
| Career 4 | 0.48586 | 0.58967 | 0.63176 | 1.00000 | 0.75428 |
| Expertise, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0065 | 0.0006 | 0.0002 | | <.0001 |
| Career 5 | 0.42677 | 0.49144 | 0.59497 | 0.75428 | 1.00000 |
| Skills, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0187 | 0.0058 | 0.0005 | <.0001 | |

## Quality of Life

**Reliability Test**

The CORR Procedure

| 5 Variables: | Quality 1 Quality 2 Quality 3 Quality 4 Quality 5 |
|---|---|

**Simple Statistics**

| Variable | N | Mean | Std Dev | Sum | Minimum | Maximum | Label |
|---|---|---|---|---|---|---|---|
| Quality 1 | 30 | 3.70000 | 0.87691 | 111.00000 | 2.00000 | 5.00000 | Working environment, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Quality 2 | 30 | 3.46667 | 0.97320 | 104.00000 | 1.00000 | 5.00000 | Satisfactory, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Quality 3 | 30 | 3.66667 | 0.71116 | 110.00000 | 2.00000 | 5.00000 | Security, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Quality 4 | 30 | 3.96667 | 0.76489 | 119.00000 | 2.00000 | 5.00000 | Improvement of standard of living, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Quality 5 | 30 | 3.43333 | 0.93526 | 103.00000 | 2.00000 | 5.00000 | Enjoyable life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |

**Cronbach Coefficient Alpha**

| Variables | Alpha |
|---|---|
| Raw | 0.815801 |
| Standardized | 0.809666 |

**Cronbach Coefficient Alpha with Deleted Variable**

| Deleted Variable | Raw Variables | | Standardized Variables | | Label |
|---|---|---|---|---|---|
| | Correlation with Total | Alpha | Correlation with Total | Alpha | |
| Quality 1 | 0.774362 | 0.726096 | 0.769397 | 0.717781 | Working environment, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Quality 2 | 0.771915 | 0.723451 | 0.773633 | 0.716374 | Satisfactory, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Quality 3 | 0.431385 | 0.824564 | 0.423353 | 0.823254 | Security, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Quality 4 | 0.484650 | 0.812452 | 0.473924 | 0.808962 | Improvement of standard of living, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Quality 5 | 0.585805 | 0.787391 | 0.571218 | 0.780407 | Enjoyable life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |

**Pearson Correlation Coefficients, N = 30**
**Prob > |r| under H0: Rho=0**

| | Quality 1 | Quality 2 | Quality 3 | Quality 4 | Quality 5 |
|---|---|---|---|---|---|
| Quality 1 | 1.00000 | 0.73539 | 0.49765 | 0.44727 | 0.58443 |
| Working environment, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | | <.0001 | 0.0051 | 0.0132 | 0.0007 |
| Quality 2 | 0.73539 | 1.00000 | 0.58127 | 0.39220 | 0.56575 |
| Satisfactory, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | <.0001 | | 0.0008 | 0.0321 | 0.0011 |
| Quality 3 | 0.49765 | 0.58127 | 1.00000 | 0.16905 | 0.12097 |
| Security, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0051 | 0.0008 | | 0.3719 | 0.5243 |
| Quality 4 | 0.44727 | 0.39220 | 0.16905 | 1.00000 | 0.50291 |
| Improvement of standard of living, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Dat | 0.0132 | 0.0321 | 0.3719 | | 0.0046 |
| Quality 5 | 0.58443 | 0.56575 | 0.12097 | 0.50291 | 1.00000 |
| Enjoyable life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0007 | 0.0011 | 0.5243 | 0.0046 | |

## Family and Friends

**Reliability Test**

The CORR Procedure

5 Variables: Family & friends 1 Family & friends 2 Family & friends 3 Family & friends 4 Family & friends 5

**Simple Statistics**

| Variable | N | Mean | Std Dev | Sum | Minimum | Maximum | Label |
|---|---|---|---|---|---|---|---|
| Family & friends 1 | 30 | 3.13333 | 0.93710 | 94.00000 | 1.00000 | 5.00000 | Influenced by family, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Family & friends 2 | 30 | 3.16667 | 0.94989 | 95.00000 | 2.00000 | 5.00000 | Family decision, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Family & friends 3 | 30 | 3.20000 | 0.76112 | 96.00000 | 2.00000 | 5.00000 | Friends importance, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Family & friends 4 | 30 | 3.30000 | 0.87691 | 99.00000 | 1.00000 | 5.00000 | Friends expectation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Family & friends 5 | 30 | 3.23333 | 0.93526 | 97.00000 | 2.00000 | 5.00000 | Friends decision, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |

**Cronbach Coefficient Alpha**

| Variables | Alpha |
|---|---|
| Raw | 0.714418 |
| Standardized | 0.728719 |

**Cronbach Coefficient Alpha with Deleted Variable**

| Deleted Variable | Raw Variables | | Standardized Variables | | Label |
|---|---|---|---|---|---|
| | Correlation with Total | Alpha | Correlation with Total | Alpha | |
| Family & friends 1 | 0.530726 | 0.641608 | 0.549405 | 0.658319 | Influenced by family, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Family & friends 2 | 0.085662 | 0.815284 | 0.078704 | 0.824433 | Family decision, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Family & friends 3 | 0.716883 | 0.581772 | 0.721508 | 0.585861 | Friends importance, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Family & friends 4 | 0.543164 | 0.638003 | 0.557639 | 0.655004 | Friends expectation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Family & friends 5 | 0.605712 | 0.608047 | 0.616940 | 0.630682 | Friends decision, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |

**Pearson Correlation Coefficients, N = 30**
**Prob > |r| under H0: Rho=0**

| | Family & friends 1 | Family & friends 2 | Family & friends 3 | Family & friends 4 | Family & friends 5 |
|---|---|---|---|---|---|
| Family & friends 1 | 1.00000 | 0.05165 | 0.63817 | 0.53712 | 0.31738 |
| Influenced by family, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing D | | 0.7863 | 0.0001 | 0.0022 | 0.0875 |
| Family & friends 2 | 0.05165 | 1.00000 | 0.00000 | -0.06210 | 0.26523 |
| Family decision, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.7863 | | 1.0000 | 0.7444 | 0.1566 |
| Family & friends 3 | 0.63817 | 0.00000 | 1.00000 | 0.63031 | 0.65880 |
| Friends importance, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing D | 0.0001 | 1.0000 | | 0.0002 | <.0001 |
| Family & friends 4 | 0.53712 | -0.06210 | 0.63031 | 1.00000 | 0.45829 |
| Friends expectation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing D | 0.0022 | 0.7444 | 0.0002 | | 0.0109 |
| Family & friends 5 | 0.31738 | 0.26523 | 0.65880 | 0.45829 | 1.00000 |
| Friends decision, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0875 | 0.1566 | <.0001 | 0.0109 | |

## Intention to work in Singapore

**Reliability Test**

The CORR Procedure

| 5 Variables: | Intention 1 Intention 2 Intention 3 Intention 4 Intention 5 |
|---|---|

**Simple Statistics**

| Variable | N | Mean | Std Dev | Sum | Minimum | Maximum | Label |
|---|---|---|---|---|---|---|---|
| Intention 1 | 30 | 4.33333 | 0.80230 | 130.00000 | 2.00000 | 5.00000 | Job opportunity, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Intention 2 | 30 | 4.10000 | 0.88474 | 123.00000 | 1.00000 | 5.00000 | Work consideration, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Intention 3 | 30 | 3.36667 | 1.03335 | 101.00000 | 1.00000 | 5.00000 | Equality treat, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Intention 4 | 30 | 3.53333 | 1.00801 | 106.00000 | 2.00000 | 5.00000 | Prefer Singapore, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Intention 5 | 30 | 3.53333 | 0.97320 | 106.00000 | 1.00000 | 5.00000 | Future work, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |

**Cronbach Coefficient Alpha**

| Variables | Alpha |
|---|---|
| Raw | 0.839334 |
| Standardized | 0.849503 |

**Cronbach Coefficient Alpha with Deleted Variable**

| Deleted Variable | Raw Variables | | Standardized Variables | | Label |
|---|---|---|---|---|---|
| | Correlation with Total | Alpha | Correlation with Total | Alpha | |
| Intention 1 | 0.725803 | 0.790111 | 0.731359 | 0.799136 | Job opportunity, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Intention 2 | 0.874083 | 0.744649 | 0.883605 | 0.755830 | Work consideration, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Intention 3 | 0.458469 | 0.861021 | 0.472892 | 0.865938 | Equality treat, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Intention 4 | 0.470848 | 0.855821 | 0.472347 | 0.866070 | Prefer Singapore, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |
| Intention 5 | 0.770771 | 0.769344 | 0.772909 | 0.787616 | Future work, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data |

**Pearson Correlation Coefficients, N = 30**
**Prob > |r| under H0: Rho=0**

| | Intention 1 | Intention 2 | Intention 3 | Intention 4 | Intention 5 |
|---|---|---|---|---|---|
| Intention 1 | 1.00000 | 0.82585 | 0.55457 | 0.32689 | 0.60357 |
| Job opportunity, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | | <.0001 | 0.0015 | 0.0779 | 0.0004 |
| Intention 2 | 0.82585 | 1.00000 | 0.52427 | 0.51812 | 0.81699 |
| Work consideration, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | <.0001 | | 0.0029 | 0.0034 | <.0001 |
| Intention 3 | 0.55457 | 0.52427 | 1.00000 | 0.13683 | 0.38175 |
| Equality treat, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0015 | 0.0029 | | 0.4709 | 0.0374 |
| Intention 4 | 0.32689 | 0.51812 | 0.13683 | 1.00000 | 0.61396 |
| Prefer Singapore, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0779 | 0.0034 | 0.4709 | | 0.0003 |
| Intention 5 | 0.60357 | 0.81699 | 0.38175 | 0.61396 | 1.00000 |
| Future work, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 0.0004 | <.0001 | 0.0374 | 0.0003 | |

## APPENDIX 2: 357 QUESTIONNAIRE (FORMAL SURVEY)

### DEMOGRAPHIC

### 1. Gender (KC)

**One-Way Frequencies**

**Results**

The FREQ Procedure

| Gender, 1=Male, 2=Female, 99=Missing data | | | | |
|---|---|---|---|---|
| Gender | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
| 1 | 133 | 55.19 | 133 | 55.19 |
| 2 | 108 | 44.81 | 241 | 100.00 |

### Gender (SLC)

**One-Way Frequencies**

**Results**

The FREQ Procedure

| Gender, 1=Male, 2=Female, 3=Missing data | | | | |
|---|---|---|---|---|
| Gender | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
| 1 | 51 | 43.97 | 51 | 43.97 |
| 2 | 65 | 56.03 | 116 | 100.00 |

### 2. Age (KC)

**One-Way Frequencies**

**Results**

The FREQ Procedure

| Age, 1=18-22 years old, 2=Above 22-26 years old, 3=Above 26-29 years old, 4=29 years old, 99=Missing data | | | | |
|---|---|---|---|---|
| Age | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
| 1 | 79 | 32.78 | 79 | 32.78 |
| 2 | 158 | 65.56 | 237 | 98.34 |
| 3 | 4 | 1.66 | 241 | 100.00 |

**Age (SLC)**

One-Way Frequencies

Results

The FREQ Procedure

| Age, 1=18-22 years old, 2=Above22-26 years old, 3=Above 26-29 years old, 4=29 years old, 99-Missing data | | | | |
|---|---|---|---|---|
| Age | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
| 1 | 47 | 40.52 | 47 | 40.52 |
| 2 | 66 | 56.90 | 113 | 97.41 |
| 3 | 3 | 2.59 | 116 | 100.00 |

**3. Race**

One-Way Frequencies

Results

The FREQ Procedure

| Race, 1=Chinese, 2=Malay, 3=Indian, 4=Others, 99=Missing data | | | | |
|---|---|---|---|---|
| Race | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
| 1 | 309 | 88.29 | 309 | 88.29 |
| 2 | 9 | 2.57 | 318 | 90.86 |
| 3 | 29 | 8.29 | 347 | 99.14 |
| 4 | 3 | 0.86 | 350 | 100.00 |

**4. Location**

One-Way Frequencies

Results

The FREQ Procedure

| Location of study, 1=Kampar, 2=Sungai Long, 99=Missing data | | | | |
|---|---|---|---|---|
| Location | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
| 1 | 200 | 57.14 | 200 | 57.14 |
| 2 | 150 | 42.86 | 350 | 100.00 |

**5. Faculty**

One-Way Frequencies

Results

The FREQ Procedure

| Faculty of study, 1=FAS, 2=FBF, 3=FEGT, 4=FICT, 5=FS, 6=ICS, 7=FMHS, 8=FES, 9=FCI, 10=FAM, 99=Missing data | | | | |
|---|---|---|---|---|
| Faculty | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
| 1 | 39 | 11.14 | 39 | 11.14 |
| 2 | 92 | 26.29 | 131 | 37.43 |
| 3 | 14 | 4.00 | 145 | 41.43 |
| 4 | 15 | 4.29 | 160 | 45.71 |
| 5 | 40 | 11.43 | 200 | 57.14 |
| 6 | 8 | 2.29 | 208 | 59.43 |
| 7 | 11 | 3.14 | 219 | 62.57 |
| 8 | 57 | 16.29 | 276 | 78.86 |
| 9 | 21 | 6.00 | 297 | 84.86 |
| 10 | 53 | 15.14 | 350 | 100.00 |

**6. Final Year (KC)**

One-Way Frequencies

Results

The FREQ Procedure

| 1=Year 3, 2=Year 4, 3=Year 5, 99=Missing data | | | | |
|---|---|---|---|---|
| Final Year of Study | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
| 1 | 203 | 84.23 | 203 | 84.23 |
| 2 | 23 | 9.54 | 226 | 93.78 |
| 3 | 15 | 6.22 | 241 | 100.00 |

**Final Year (SLC)**

One-Way Frequencies

Results

The FREQ Procedure

| Final Year of Study, 1=Year 3, 2=Year 4, 3=Year 5, 99=Missing data | | | | |
|---|---|---|---|---|
| Final Year of Study | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
| 1 | 27 | 23.28 | 27 | 23.28 |
| 2 | 69 | 59.48 | 96 | 82.76 |
| 3 | 20 | 17.24 | 116 | 100.00 |

## 7. Final Semester

**One-Way Frequencies**

**Results**

The FREQ Procedure

| Final Semester of Study, 1=Semester 1, 2=Semester 2, 3=Semester 3, 99=Missing data | | | | |
|---|---|---|---|---|
| Final Semester of Study | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
| 1 | 87 | 24.86 | 87 | 24.86 |
| 2 | 59 | 16.86 | 146 | 41.71 |
| 3 | 204 | 58.29 | 350 | 100.00 |

## 8. Residential State

**One-Way Frequencies**

**Results**

The FREQ Procedure

| Residential State, 1=Perak, 2=Negeri Sembilan, 3=Penang, 4=Kuala Lumpur, 5=Kedah, 6=Pahang, 7=Sarawak, 8=Selangor, 9=Johor, 10=Melaka, 11=Perlis, 12=Kelantan, 13=Terengganu, 14=Sabah, 99=Missing data | | | | |
|---|---|---|---|---|
| Residential State | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
| 1 | 46 | 13.14 | 46 | 13.14 |
| 2 | 17 | 4.86 | 63 | 18.00 |
| 3 | 30 | 8.57 | 93 | 26.57 |
| 4 | 35 | 10.00 | 128 | 36.57 |
| 5 | 48 | 13.71 | 176 | 50.29 |
| 6 | 17 | 4.86 | 193 | 55.14 |
| 7 | 11 | 3.14 | 204 | 58.29 |
| 8 | 57 | 16.29 | 261 | 74.57 |
| 9 | 56 | 16.00 | 317 | 90.57 |
| 10 | 15 | 4.29 | 332 | 94.86 |
| 11 | 3 | 0.86 | 335 | 95.71 |
| 12 | 8 | 2.29 | 343 | 98.00 |
| 13 | 2 | 0.57 | 345 | 98.57 |
| 14 | 5 | 1.43 | 350 | 100.00 |

## APPENDIX 3: RELIABILITY TEST (ACTUAL TEST)

### Salary and Compensation

**Reliability Test (Salary and Compensation)**

The CORR Procedure

| 5 Variables: | Salary 1 Salary 2 Salary 3 Salary 4 Salary 5 |
|---|---|

**Simple Statistics**

| Variable | N | Mean | Std Dev | Sum | Minimum | Maximum | Label |
|---|---|---|---|---|---|---|---|
| Salary 1 | 357 | 3.26611 | 0.81026 | 1166 | 1.00000 | 5.00000 | High salary, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Salary 2 | 357 | 3.49860 | 0.86318 | 1249 | 1.00000 | 5.00000 | Job pay, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Salary 3 | 357 | 3.52941 | 0.88835 | 1260 | 1.00000 | 5.00000 | Salary level, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Salary 4 | 357 | 3.73389 | 0.81716 | 1333 | 1.00000 | 5.00000 | Pay predict, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Salary 5 | 357 | 3.78711 | 0.82076 | 1352 | 1.00000 | 5.00000 | Work valued,1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |

**Cronbach Coefficient Alpha**

| Variables | Alpha |
|---|---|
| Raw | 0.820049 |
| Standardized | 0.819457 |

**Cronbach Coefficient Alpha with Deleted Variable**

| Deleted Variable | Raw Variables: Correlation with Total | Raw Variables: Alpha | Standardized Variables: Correlation with Total | Standardized Variables: Alpha | Label |
|---|---|---|---|---|---|
| Salary 1 | 0.507790 | 0.813619 | 0.504194 | 0.814675 | High salary, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Salary 2 | 0.650313 | 0.773060 | 0.646869 | 0.773342 | Job pay, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Salary 3 | 0.658738 | 0.770388 | 0.656419 | 0.770470 | Salary level, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Salary 4 | 0.619688 | 0.782569 | 0.622001 | 0.780758 | Pay predict, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Salary 5 | 0.625641 | 0.780811 | 0.629001 | 0.778680 | Work valued,1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |

**Pearson Correlation Coefficients, N = 357**
**Prob > |r| under H0: Rho=0**

| | Salary 1 | Salary 2 | Salary 3 | Salary 4 | Salary 5 |
|---|---|---|---|---|---|
| Salary 1 | 1.00000 | 0.51261 | 0.46715 | 0.30240 | 0.33463 |
| High salary, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | | <.0001 | <.0001 | <.0001 | <.0001 |
| Salary 2 | 0.51261 | 1.00000 | 0.64020 | 0.43156 | 0.41192 |
| Job pay, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | | <.0001 | <.0001 | <.0001 |
| Salary 3 | 0.46715 | 0.64020 | 1.00000 | 0.45387 | 0.45936 |
| Salary level, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | | <.0001 | <.0001 |
| Salary 4 | 0.30240 | 0.43156 | 0.45387 | 1.00000 | 0.74456 |
| Pay predict, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | <.0001 | | <.0001 |
| Salary 5 | 0.33463 | 0.41192 | 0.45936 | 0.74456 | 1.00000 |
| Work valued,1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | <.0001 | <.0001 | |

## Career Prospects

**Reliabilty Test (Career Prospects)**

The CORR Procedure

| 5 Variables: | Career 1 Career 2 Career 3 Career 4 Career 5 |
|---|---|

**Simple Statistics**

| Variable | N | Mean | Std Dev | Sum | Minimum | Maximum | Label |
|---|---|---|---|---|---|---|---|
| Career 1 | 357 | 3.52101 | 0.95266 | 1257 | 1.00000 | 5.00000 | Job requirement, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Career 2 | 357 | 3.50140 | 0.87289 | 1250 | 1.00000 | 5.00000 | Career development, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Career 3 | 357 | 3.54342 | 0.94895 | 1265 | 1.00000 | 5.00000 | Career success, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Career 4 | 357 | 3.84874 | 0.80698 | 1374 | 1.00000 | 5.00000 | Expertise, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Career 5 | 357 | 3.29692 | 0.91266 | 1177 | 1.00000 | 5.00000 | Skill, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |

**Cronbach Coefficient Alpha**

| Variables | Alpha |
|---|---|
| Raw | 0.800469 |
| Standardized | 0.800813 |

**Cronbach Coefficient Alpha with Deleted Variable**

| | Raw Variables | | Standardized Variables | | |
|---|---|---|---|---|---|
| Deleted Variable | Correlation with Total | Alpha | Correlation with Total | Alpha | Label |
| Career 1 | 0.647715 | 0.740889 | 0.645429 | 0.742978 | Job requirement, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Career 2 | 0.627565 | 0.748761 | 0.621956 | 0.750525 | Career development, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Career 3 | 0.537385 | 0.777661 | 0.536644 | 0.777213 | Career success, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Career 4 | 0.527504 | 0.779075 | 0.527827 | 0.779906 | Expertise, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Career 5 | 0.581066 | 0.762948 | 0.586737 | 0.761682 | Skill, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |

**Pearson Correlation Coefficients, N = 357**
**Prob > |r| under H0: Rho=0**

| | Career 1 | Career 2 | Career 3 | Career 4 | Career 5 |
|---|---|---|---|---|---|
| Career 1 | 1.00000 | 0.61053 | 0.47517 | 0.37684 | 0.47742 |
| Job requirement, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | | <.0001 | <.0001 | <.0001 | <.0001 |
| Career 2 | 0.61053 | 1.00000 | 0.46706 | 0.36718 | 0.43670 |
| Career development, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | | <.0001 | <.0001 | <.0001 |
| Career 3 | 0.47517 | 0.46706 | 1.00000 | 0.36808 | 0.35158 |
| Career success, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | | <.0001 | <.0001 |
| Career 4 | 0.37684 | 0.36718 | 0.36808 | 1.00000 | 0.52646 |
| Expertise, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | <.0001 | | <.0001 |
| Career 5 | 0.47742 | 0.43670 | 0.35158 | 0.52646 | 1.00000 |
| Skill, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | <.0001 | <.0001 | |

## Quality of Life

**Realibilty Test (Quality of Life)**

The CORR Procedure

| 5 Variables: | Quality 1 Quality 2 Quality 3 Quality 4 Quality 5 |
|---|---|

**Simple Statistics**

| Variable | N | Mean | Std Dev | Sum | Minimum | Maximum | Label |
|---|---|---|---|---|---|---|---|
| Quality 1 | 357 | 2.87395 | 1.10835 | 1026 | 1.00000 | 5.00000 | Working environment, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Quality 2 | 357 | 2.94678 | 1.10411 | 1052 | 1.00000 | 5.00000 | Work satisfactory, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Quality 3 | 357 | 3.00280 | 0.96133 | 1072 | 1.00000 | 5.00000 | Job security, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Quality 4 | 357 | 3.00000 | 0.97150 | 1071 | 1.00000 | 5.00000 | Opportunities, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Quality 5 | 357 | 3.01120 | 0.99712 | 1075 | 1.00000 | 5.00000 | Enjoyable life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |

**Cronbach Coefficient Alpha**

| Variables | Alpha |
|---|---|
| Raw | 0.792551 |
| Standardized | 0.798517 |

**Cronbach Coefficient Alpha with Deleted Variable**

| Deleted Variable | Raw Variables: Correlation with Total | Raw Variables: Alpha | Standardized Variables: Correlation with Total | Standardized Variables: Alpha | Label |
|---|---|---|---|---|---|
| Quality 1 | 0.508916 | 0.775601 | 0.499624 | 0.785022 | Working environment, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Quality 2 | 0.458313 | 0.792094 | 0.448135 | 0.800421 | Work satisfactory, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Quality 3 | 0.663079 | 0.726056 | 0.676086 | 0.729067 | Job security, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Quality 4 | 0.665635 | 0.724756 | 0.679983 | 0.727775 | Opportunities, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Quality 5 | 0.593398 | 0.746710 | 0.608165 | 0.751197 | Enjoyable life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |

**Pearson Correlation Coefficients, N = 357**
**Prob > |r| under H0: Rho=0**

| | Quality 1 | Quality 2 | Quality 3 | Quality 4 | Quality 5 |
|---|---|---|---|---|---|
| **Quality 1** | 1.00000 | 0.54081 | 0.35360 | 0.36261 | 0.30120 |
| Working environment, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | | <.0001 | <.0001 | <.0001 | <.0001 |
| **Quality 2** | 0.54081 | 1.00000 | 0.31507 | 0.29592 | 0.26589 |
| Work satisfactory, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | | <.0001 | <.0001 | <.0001 |
| **Quality 3** | 0.35360 | 0.31507 | 1.00000 | 0.71282 | 0.62708 |
| Job security, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | | <.0001 | <.0001 |
| **Quality 4** | 0.36261 | 0.29592 | 0.71282 | 1.00000 | 0.64664 |
| Opportunities, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | <.0001 | | <.0001 |
| **Quality 5** | 0.30120 | 0.26589 | 0.62708 | 0.64664 | 1.00000 |
| Enjoyable life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | <.0001 | <.0001 | |

## Family and Friends

**Reliability test (Family and Friends)**

The CORR Procedure

5 Variables: Family and Friends 1 Family and Friends 2 Family and Friends 3 Family and Friends 4 Family and Friends 5

**Simple Statistics**

| Variable | N | Mean | Std Dev | Sum | Minimum | Maximum | Label |
|---|---|---|---|---|---|---|---|
| Family and Friends 1 | 357 | 3.96359 | 0.81855 | 1415 | 2.00000 | 5.00000 | Family influenced, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Family and Friends 2 | 357 | 3.56303 | 0.81735 | 1272 | 2.00000 | 5.00000 | Family decision, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Family and Friends 3 | 357 | 3.92717 | 0.87427 | 1402 | 1.00000 | 5.00000 | Friends importance, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Family and Friends 4 | 357 | 4.16527 | 0.77032 | 1487 | 2.00000 | 5.00000 | Friends expectation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Family and Friends 5 | 357 | 3.43417 | 0.87362 | 1226 | 1.00000 | 5.00000 | Friends decision, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |

**Cronbach Coefficient Alpha**

| Variables | Alpha |
|---|---|
| Raw | 0.762887 |
| Standardized | 0.763419 |

**Cronbach Coefficient Alpha with Deleted Variable**

| Deleted Variable | Raw Variables | | Standardized Variables | | Label |
|---|---|---|---|---|---|
| | Correlation with Total | Alpha | Correlation with Total | Alpha | |
| Family and Friends 1 | 0.569282 | 0.706844 | 0.570094 | 0.707148 | Family influenced, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Family and Friends 2 | 0.587424 | 0.700441 | 0.586283 | 0.701311 | Family decision, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Family and Friends 3 | 0.516958 | 0.725788 | 0.519828 | 0.724956 | Friends importance, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Family and Friends 4 | 0.472305 | 0.739743 | 0.470296 | 0.742044 | Friends expectation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Family and Friends 5 | 0.515366 | 0.726358 | 0.514741 | 0.726732 | Friends decision, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |

**Pearson Correlation Coefficients, N = 357**
**Prob > |r| under H0: Rho=0**

| | Family and Friends 1 | Family and Friends 2 | Family and Friends 3 | Family and Friends 4 | Family and Friends 5 |
|---|---|---|---|---|---|
| **Family and Friends 1** | 1.00000 | 0.57234 | 0.37703 | 0.33478 | 0.37963 |
| Family influenced, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing dat | | <.0001 | <.0001 | <.0001 | <.0001 |
| **Family and Friends 2** | 0.57234 | 1.00000 | 0.34057 | 0.31132 | 0.47887 |
| Family decision, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | | <.0001 | <.0001 | <.0001 |
| **Family and Friends 3** | 0.37703 | 0.34057 | 1.00000 | 0.46004 | 0.36148 |
| Friends importance, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing d | <.0001 | <.0001 | | <.0001 | <.0001 |
| **Family and Friends 4** | 0.33478 | 0.31132 | 0.46004 | 1.00000 | 0.30631 |
| Friends expectation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing d | <.0001 | <.0001 | <.0001 | | <.0001 |
| **Family and Friends 5** | 0.37963 | 0.47887 | 0.36148 | 0.30631 | 1.00000 |
| Friends decision, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | <.0001 | <.0001 | |

## Intention to work in Singapore

**Reliability Test (Intention to work in Singapore)**

The CORR Procedure

5 Variables: Intention 1 Intention 2 Intention 3 Intention 4 Intention 5

**Simple Statistics**

| Variable | N | Mean | Std Dev | Sum | Minimum | Maximum | Label |
|---|---|---|---|---|---|---|---|
| Intention 1 | 357 | 4.14286 | 0.78917 | 1479 | 1.00000 | 5.00000 | Willingness, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Intention 2 | 357 | 4.02801 | 0.79979 | 1438 | 1.00000 | 5.00000 | Consideration, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Intention 3 | 357 | 3.23249 | 0.97396 | 1154 | 1.00000 | 5.00000 | Equality, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Intention 4 | 357 | 3.21569 | 1.13721 | 1148 | 1.00000 | 5.00000 | Work in Singapore, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Intention 5 | 357 | 3.43137 | 1.02985 | 1225 | 1.00000 | 5.00000 | Future expectation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |

**Cronbach Coefficient Alpha**

| Variables | Alpha |
|---|---|
| Raw | 0.786120 |
| Standardized | 0.798293 |

**Cronbach Coefficient Alpha with Deleted Variable**

| Deleted Variable | Raw Variables | | Standardized Variables | | Label |
|---|---|---|---|---|---|
| | Correlation with Total | Alpha | Correlation with Total | Alpha | |
| Intention 1 | 0.583408 | 0.744533 | 0.608607 | 0.750691 | Willingness, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Intention 2 | 0.627187 | 0.731888 | 0.654010 | 0.735965 | Consideration, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Intention 3 | 0.535391 | 0.755216 | 0.524868 | 0.776980 | Equality, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Intention 4 | 0.481471 | 0.782889 | 0.469325 | 0.793807 | Work in Singapore, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Intention 5 | 0.646872 | 0.716399 | 0.648323 | 0.737828 | Future expectation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |

**Pearson Correlation Coefficients, N = 357**
**Prob > |r| under H0: Rho=0**

| | Intention 1 | Intention 2 | Intention 3 | Intention 4 | Intention 5 |
|---|---|---|---|---|---|
| Intention 1 | 1.00000 | 0.71906 | 0.35867 | 0.30048 | 0.46314 |
| Willingness, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | | <.0001 | <.0001 | <.0001 | <.0001 |
| Intention 2 | 0.71906 | 1.00000 | 0.37746 | 0.29600 | 0.56164 |
| Consideration, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | | <.0001 | <.0001 | <.0001 |
| Intention 3 | 0.35867 | 0.37746 | 1.00000 | 0.42632 | 0.46263 |
| Equality, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | | <.0001 | <.0001 |
| Intention 4 | 0.30048 | 0.29600 | 0.42632 | 1.00000 | 0.45280 |
| Work in Singapore, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | <.0001 | | <.0001 |
| Intention 5 | 0.46314 | 0.56164 | 0.46263 | 0.45280 | 1.00000 |
| Future expectation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | <.0001 | <.0001 | |

## APPENDIX 4: PEARSON CORRELATION COEFIFICIENT

**Correlation Analysis**

Pearson Correlation Coefficients, N = 350
Prob > |r| under H0: Rho=0

| | Salary and Compensation | Career Prospects | Quality of Life | Family and Friends | Intention |
|---|---|---|---|---|---|
| Salary and Compensation | 1.00000 | 0.59806 | 0.32353 | 0.64839 | 0.58836 |
| Salary and Compensation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | | <.0001 | <.0001 | <.0001 | <.0001 |
| Career Prospects | 0.59806 | 1.00000 | 0.34081 | 0.56142 | 0.61780 |
| Career Prospects, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | <.0001 | | <.0001 | <.0001 | <.0001 |
| Quality of Life | 0.32353 | 0.34081 | 1.00000 | 0.27516 | 0.30680 |
| Quality of Life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | <.0001 | <.0001 | | <.0001 | <.0001 |
| Family and Friends | 0.64839 | 0.56142 | 0.27516 | 1.00000 | 0.51944 |
| Family and Friends, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | <.0001 | <.0001 | <.0001 | | <.0001 |
| Intention | 0.58836 | 0.61780 | 0.30680 | 0.51944 | 1.00000 |
| Intention, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | <.0001 | <.0001 | <.0001 | <.0001 | |

## KC

## Correlation Analysis

### The CORR Procedure

| 5 Variables: | Salary and Compensation | Career Prospects | Quality of Life | Family and Friends | Intention |
|---|---|---|---|---|---|

**Simple Statistics**

| Variable | N | Mean | Std Dev | Sum | Minimum | Maximum | Label |
|---|---|---|---|---|---|---|---|
| Salary and Compensation | 241 | 3.61245 | 0.65905 | 870.60000 | 1.60000 | 5.00000 | Salary and Compensation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Career Prospects | 241 | 3.58589 | 0.67599 | 864.20000 | 1.80000 | 5.00000 | Career Prospects, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Quality of Life | 241 | 2.99668 | 0.81014 | 722.20000 | 1.20000 | 5.00000 | Quality of Life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Family and Friends | 241 | 3.86888 | 0.60311 | 932.40000 | 2.00000 | 5.00000 | Family and Friends, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Intention | 241 | 3.65311 | 0.72560 | 880.40000 | 1.40000 | 5.00000 | Intention, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |

**Pearson Correlation Coefficients, N = 241**
**Prob > |r| under H0: Rho=0**

| | Salary and Compensation | Career Prospects | Quality of Life | Family and Friends | Intention |
|---|---|---|---|---|---|
| Salary and Compensation | 1.00000 | 0.62477 | 0.29881 | 0.65616 | 0.60888 |
| Salary and Compensation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | | <.0001 | <.0001 | <.0001 | <.0001 |
| Career Prospects | 0.62477 | 1.00000 | 0.33042 | 0.56572 | 0.55131 |
| Career Prospects, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | | <.0001 | <.0001 | <.0001 |
| Quality of Life | 0.29881 | 0.33042 | 1.00000 | 0.29007 | 0.29091 |
| Quality of Life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | | <.0001 | <.0001 |
| Family and Friends | 0.65616 | 0.56572 | 0.29007 | 1.00000 | 0.52099 |
| Family and Friends, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | <.0001 | | <.0001 |
| Intention | 0.60888 | 0.55131 | 0.29091 | 0.52099 | 1.00000 |
| Intention, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | <.0001 | <.0001 | |

**SLC**

## Correlation Analysis

### The CORR Procedure

| 5 Variables: | Salary and Compensation | Career Prospects | Quality of Life | Family and Friends | Intention |
|---|---|---|---|---|---|

**Simple Statistics**

| Variable | N | Mean | Std Dev | Sum | Minimum | Maximum | Label |
|---|---|---|---|---|---|---|---|
| Salary and Compensation | 116 | 3.46034 | 0.59108 | 401.40000 | 2.00000 | 4.80000 | Salary and Compensation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Career Prospects | 116 | 3.45172 | 0.65574 | 400.40000 | 1.80000 | 5.00000 | Career Prospects, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Quality of Life | 116 | 2.88621 | 0.67204 | 334.80000 | 1.20000 | 4.60000 | Quality of Life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Family and Friends | 116 | 3.70345 | 0.54850 | 429.60000 | 2.40000 | 5.00000 | Family and Friends, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |
| Intention | 116 | 3.52069 | 0.64221 | 408.40000 | 2.00000 | 5.00000 | Intention, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data |

**Pearson Correlation Coefficients, N = 116**
**Prob > |r| under H0: Rho=0**

| | Salary and Compensation | Career Prospects | Quality of Life | Family and Friends | Intention |
|---|---|---|---|---|---|
| Salary and Compensation | 1.00000 | 0.53391 | 0.36507 | 0.61356 | 0.38665 |
| Salary and Compensation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | | <.0001 | <.0001 | <.0001 | <.0001 |
| Career Prospects | 0.53391 | 1.00000 | 0.33235 | 0.52944 | 0.61689 |
| Career Prospects, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | | 0.0003 | <.0001 | <.0001 |
| Quality of Life | 0.36507 | 0.33235 | 1.00000 | 0.23414 | 0.23680 |
| Quality of Life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | 0.0003 | | 0.0114 | 0.0105 |
| Family and Friends | 0.61356 | 0.52944 | 0.23414 | 1.00000 | 0.45203 |
| Family and Friends, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | 0.0114 | | <.0001 |
| Intention | 0.38665 | 0.61689 | 0.23680 | 0.45203 | 1.00000 |
| Intention, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | <.0001 | <.0001 | 0.0105 | <.0001 | |

## APPENDIX 5: MULTIPLE LINEAR REGRESSIONS

### Linear Regression Results

The REG Procedure
Model: Linear_Regression_Model
Dependent Variable: Intention Intention, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data

| | |
|---|---|
| Number of Observations Read | 350 |
| Number of Observations Used | 350 |

Analysis of Variance

| Source | DF | Sum of Squares | Mean Square | F Value | Pr > F |
|---|---|---|---|---|---|
| Model | 4 | 74.65974 | 18.66493 | 75.76 | <.0001 |
| Error | 345 | 84.99615 | 0.24637 | | |
| Corrected Total | 349 | 159.65589 | | | |

| | | | |
|---|---|---|---|
| Root MSE | 0.49635 | R-Square | 0.4676 |
| Dependent Mean | 3.56057 | Adj R-Sq | 0.4615 |
| Coeff Var | 13.94024 | | |

Parameter Estimates

| Variable | Label | DF | Parameter Estimate | Standard Error | t Value | Pr > \|t\| |
|---|---|---|---|---|---|---|
| Intercept | Intercept | 1 | 0.55967 | 0.18779 | 2.98 | 0.0031 |
| Salary and Compensation | Salary and Compensation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 1 | 0.28438 | 0.05888 | 4.83 | <.0001 |
| Career Prospects | Career Prospects, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 1 | 0.36873 | 0.05214 | 7.07 | <.0001 |
| Quality of Life | Quality of Life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 1 | 0.05362 | 0.03736 | 1.44 | 0.1521 |
| Family and Friends | Family and Friends, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing Data | 1 | 0.13749 | 0.06115 | 2.25 | 0.0252 |

**KC**

## Linear Regression Results

The REG Procedure
Model: Linear_Regression_Model
Dependent Variable: Intention Intention, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data

| | |
|---|---|
| Number of Observations Read | 241 |
| Number of Observations Used | 241 |

**Analysis of Variance**

| Source | DF | Sum of Squares | Mean Square | F Value | Pr > F |
|---|---|---|---|---|---|
| Model | 4 | 54.87053 | 13.71763 | 45.28 | <.0001 |
| Error | 236 | 71.48963 | 0.30292 | | |
| Corrected Total | 240 | 126.36017 | | | |

| | | | |
|---|---|---|---|
| Root MSE | 0.55038 | R-Square | 0.4342 |
| Dependent Mean | 3.65311 | Adj R-Sq | 0.4247 |
| Coeff Var | 15.06616 | | |

**Parameter Estimates**

| Variable | Label | DF | Parameter Estimate | Standard Error | t Value | Pr > \|t\| |
|---|---|---|---|---|---|---|
| Intercept | Intercept | 1 | 0.53128 | 0.24945 | 2.13 | 0.0342 |
| Salary and Compensation | Salary and Compensation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | 1 | 0.38978 | 0.07843 | 4.97 | <.0001 |
| Career Prospects | Career Prospects, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | 1 | 0.24514 | 0.07077 | 3.46 | 0.0006 |
| Quality of Life | Quality of Life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | 1 | 0.06200 | 0.04700 | 1.32 | 0.1884 |
| Family and Friends | Family and Friends, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | 1 | 0.16773 | 0.08123 | 2.06 | 0.0400 |

**SLC**

## Linear Regression Results

The REG Procedure
Model: Linear_Regression_Model
Dependent Variable: Intention Intention, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data

| | |
|---|---|
| Number of Observations Read | 116 |
| Number of Observations Used | 116 |

**Analysis of Variance**

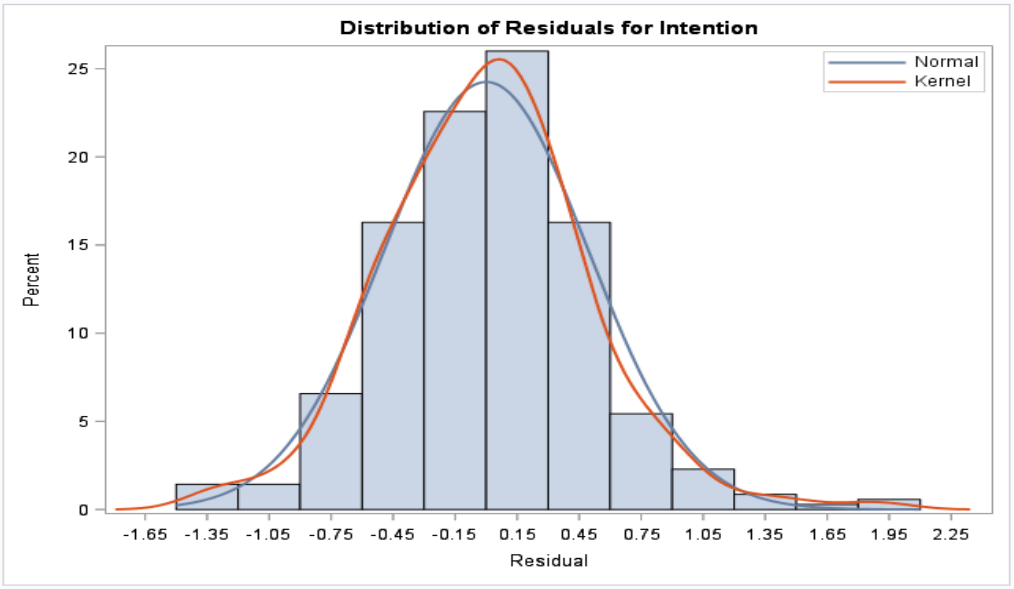
| Source | DF | Sum of Squares | Mean Square | F Value | Pr > F |
|---|---|---|---|---|---|
| Model | 4 | 19.11437 | 4.77859 | 18.73 | <.0001 |
| Error | 111 | 28.31598 | 0.25510 | | |
| Corrected Total | 115 | 47.43034 | | | |

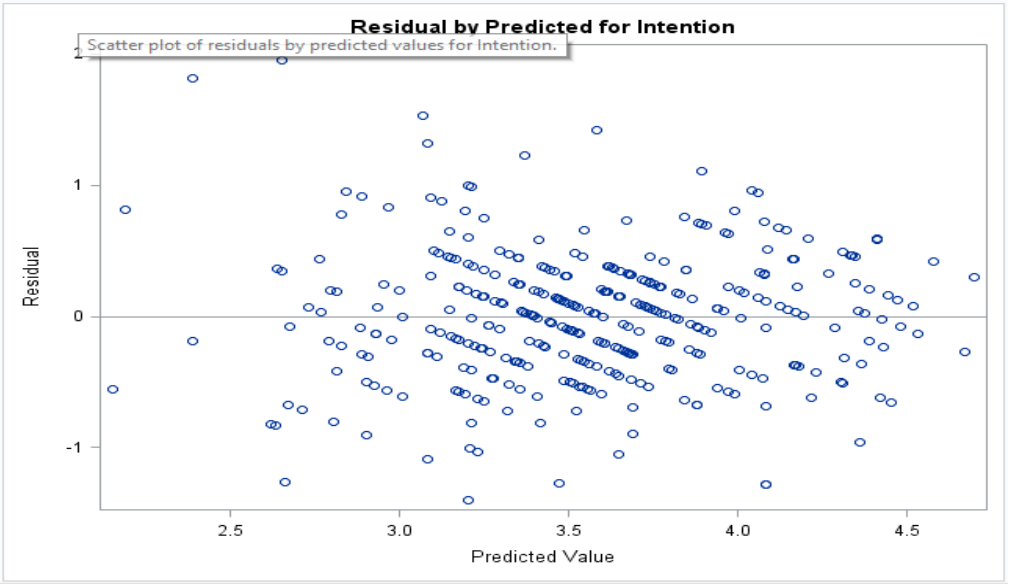
| | | | |
|---|---|---|---|
| Root MSE | 0.50507 | R-Square | 0.4030 |
| Dependent Mean | 3.52069 | Adj R-Sq | 0.3815 |
| Coeff Var | 14.34586 | | |

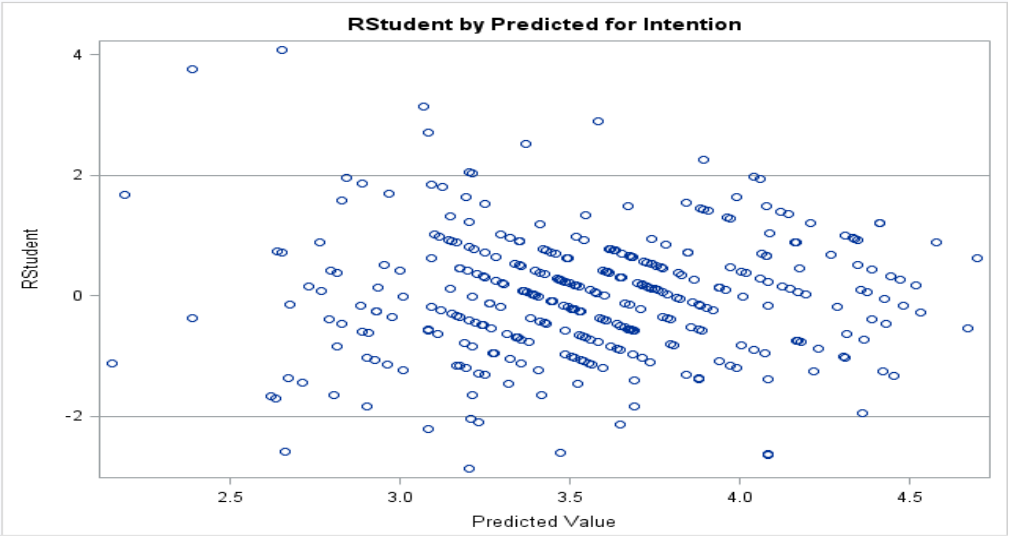
**Parameter Estimates**

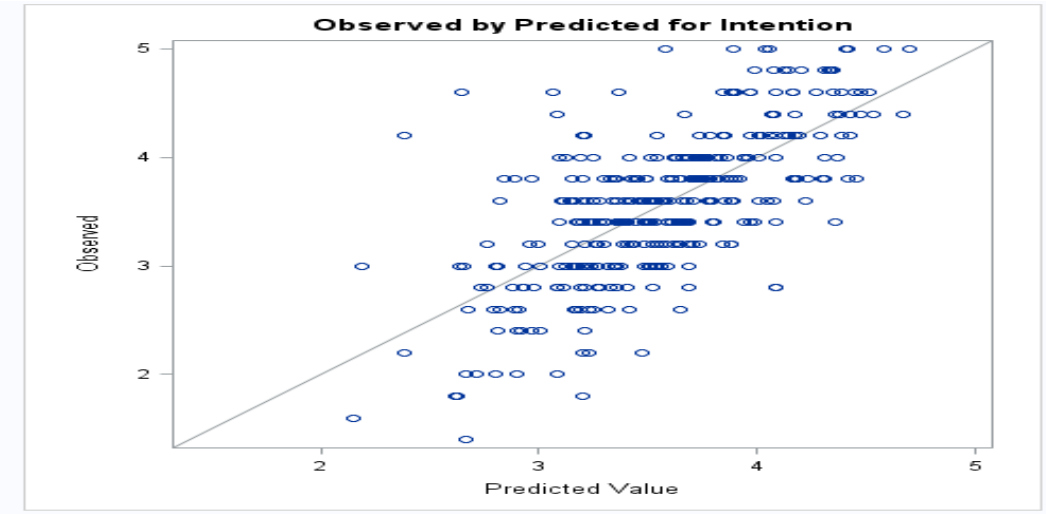
| Variable | Label | DF | Parameter Estimate | Standard Error | t Value | Pr > \|t\| |
|---|---|---|---|---|---|---|
| Intercept | Intercept | 1 | 0.96178 | 0.35679 | 2.70 | 0.0081 |
| Salary and Compensation | Salary and Compensation, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | 1 | -0.01081 | 0.10909 | -0.10 | 0.9212 |
| Career Prospects | Career Prospects, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | 1 | 0.50919 | 0.09057 | 5.62 | <.0001 |
| Quality of Life | Quality of Life, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | 1 | 0.02510 | 0.07652 | 0.33 | 0.7435 |
| Family and Friends | Family and Friends, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree, 99=Missing data | 1 | 0.20692 | 0.11418 | 1.81 | 0.0726 |

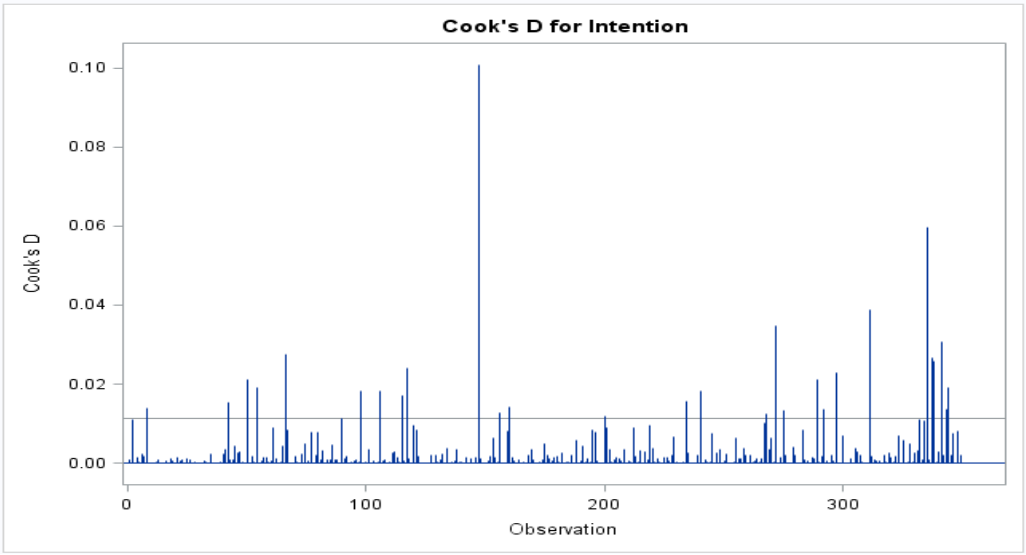
## APPENDIX 6: CHARTS

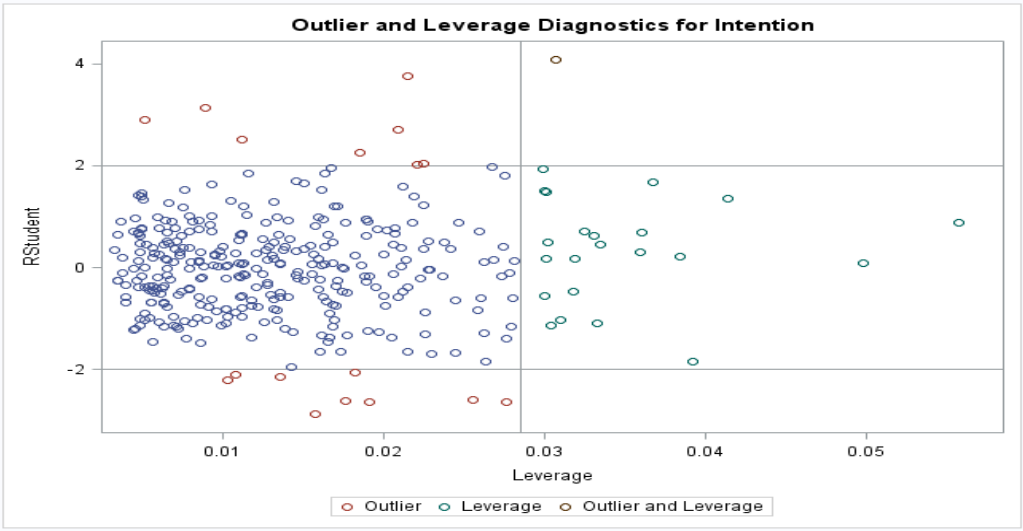


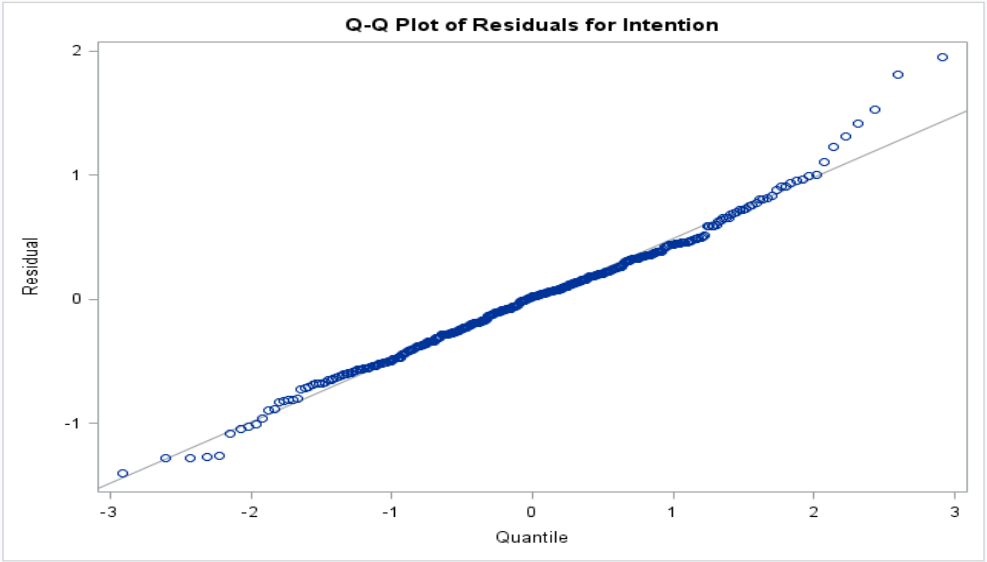



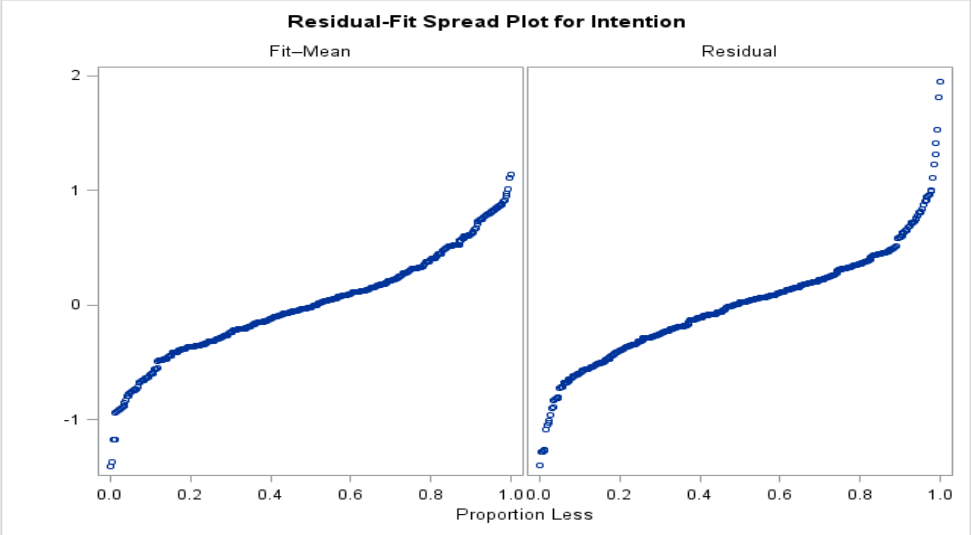



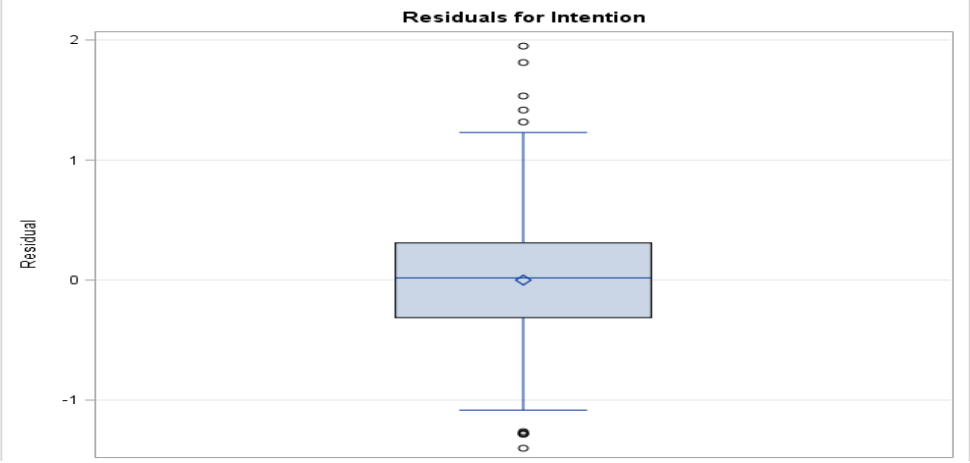

Observed by Predicted for Intention
Observed
Predicted Value
5
4
3
2
2
3
4
5

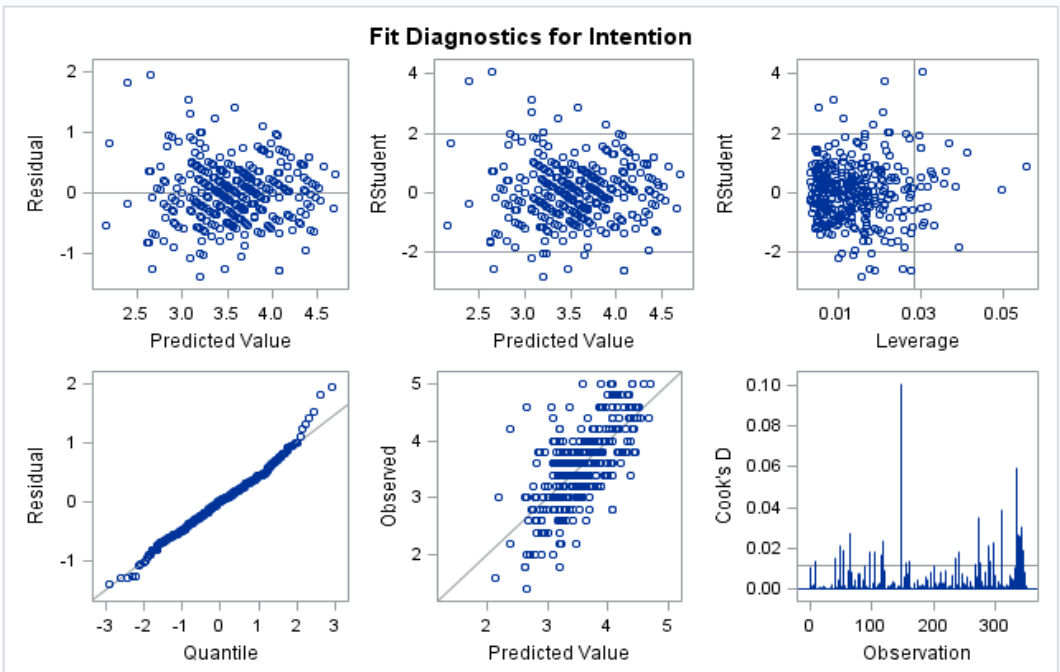

Cook's D for Intention
Cook's D
Observation
0.10
0.08
0.06
0.04
0.02
0.00
0
100
200
300

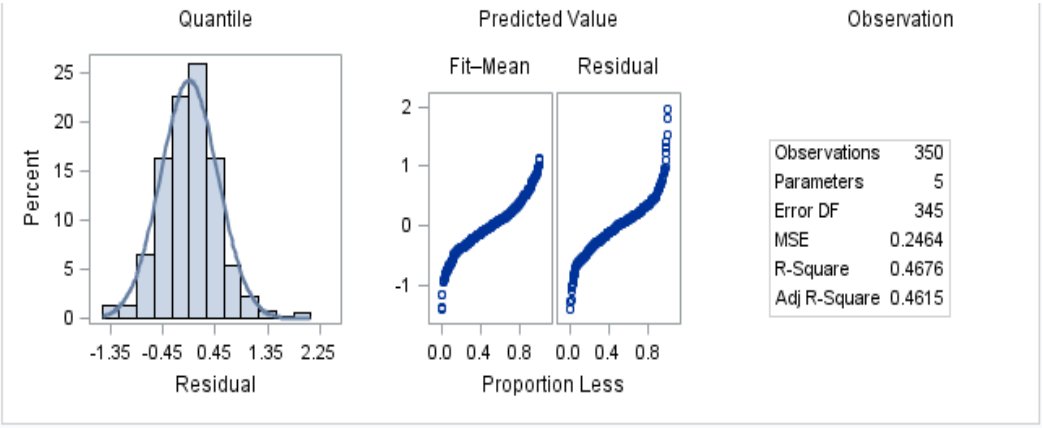

Outlier and Leverage Diagnostics for Intention
RStudent
Leverage
4
2
0
-2
0.01
0.02
0.03
0.04
0.05
Outlier
Leverage
Outlier and Leverage

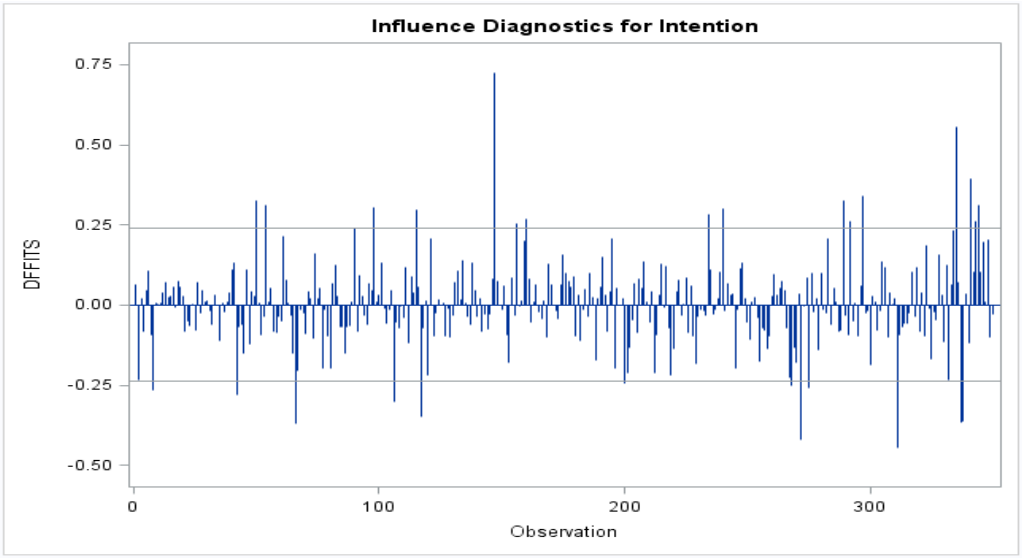

Q-Q Plot of Residuals for Intention
Residual
Quantile
2
1
0
-1
-3
-2
-1
0
1
2
3

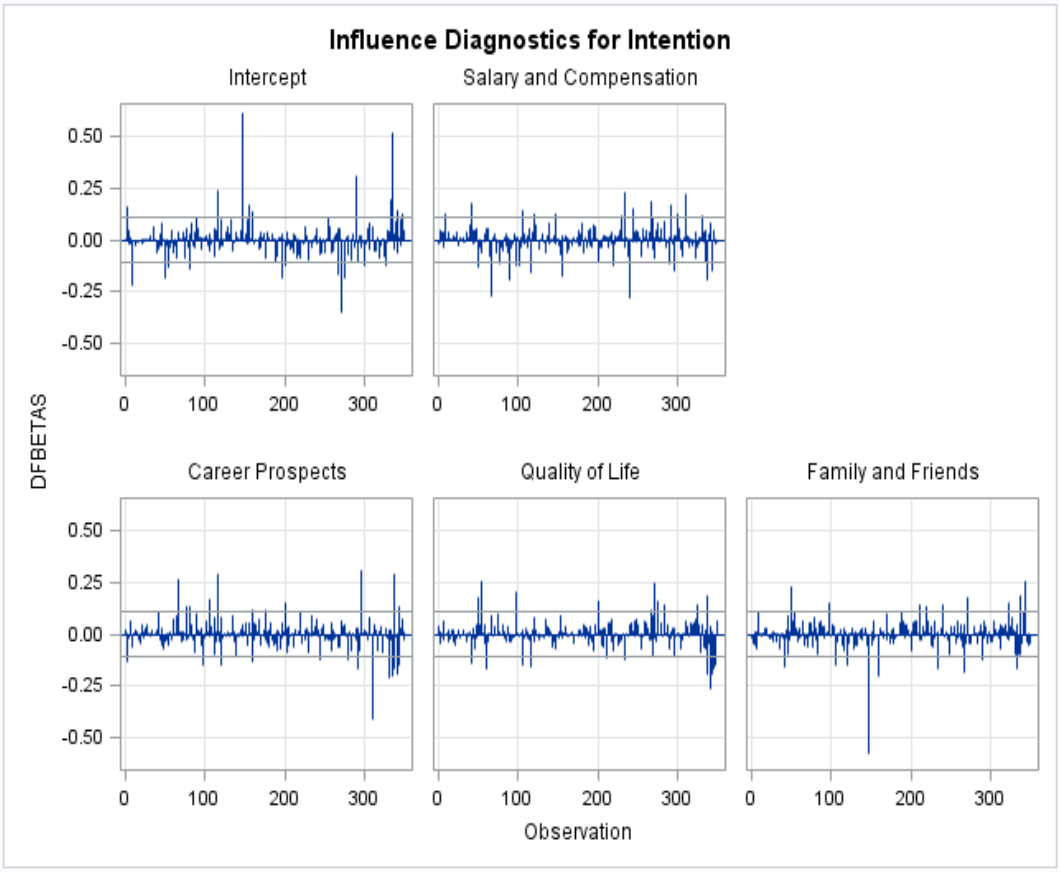

Residual-Fit Spread Plot for Intention
Fit–Mean
Residual
Proportion Less
2
1
0
-1
0.0
0.2
0.4
0.6
0.8
1.0

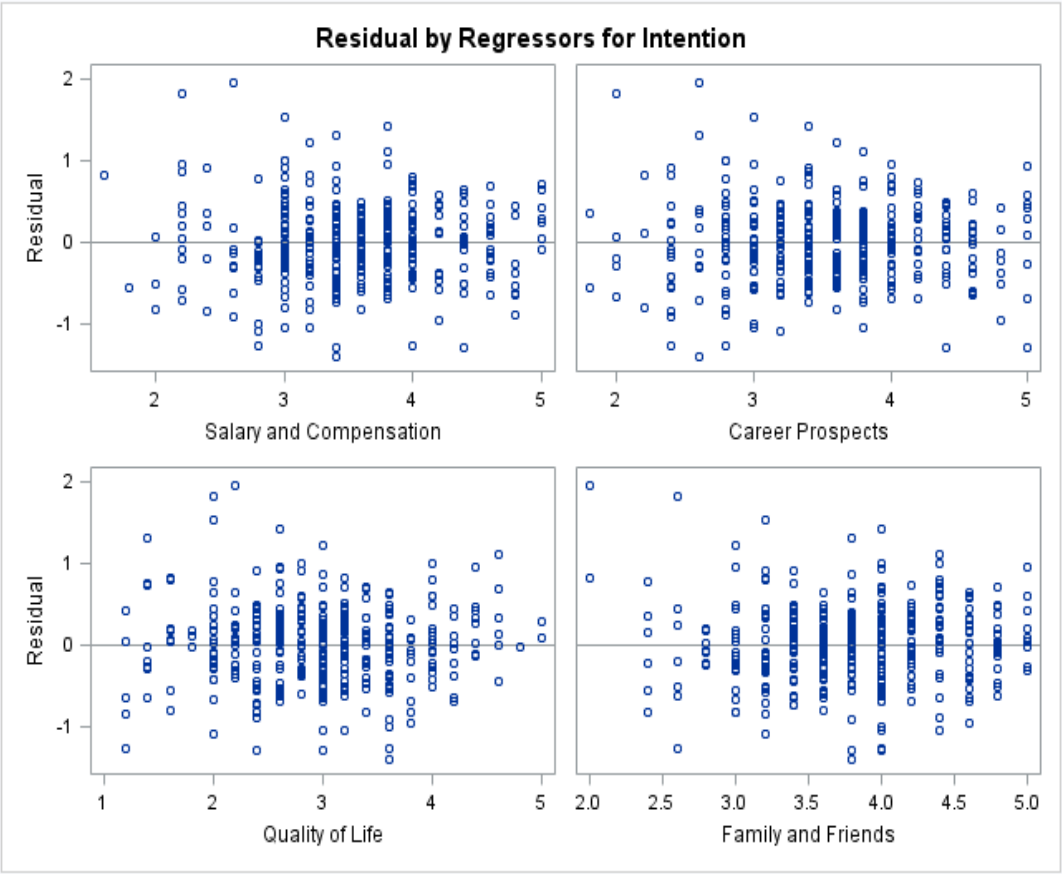

Residuals for Intention
Residual
2
1
0
-1


Fit Diagnostics for Intention
Residual
Predicted Value
RStudent
Predicted Value
RStudent
Leverage
Residual
Quantile
Observed
Predicted Value
Cook's D
Observation


Quantile
Percent
Residual
Predicted Value
Fit–Mean
Residual
Proportion Less
Observation
Observations 350
Parameters 5
Error DF 345
MSE 0.2464
R-Square 0.4676
Adj R-Square 0.4615


Influence Diagnostics for Intention
DFFITS
Observation


Influence Diagnostics for Intention
Intercept
Salary and Compensation
Career Prospects
Quality of Life
Family and Friends
DFBETAS
0.50
0.25
0.00
-0.25
-0.50
0
100
200
300
Observation


Residual by Regressors for Intention
Residual
2
1
0
-1
2
3
4
5
Salary and Compensation
Career Prospects
1
2
3
4
5
Quality of Life
2.0
2.5
3.0
3.5
4.0
4.5
5.0
Family and Friends