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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 been 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.
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DEDICATION

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LIST OF ABBREVIATION

FMM : Federation of Malaysian Manufacturers

KSAs : Knowledge, skills, and abilities

DME : Dispositional measure of employability

NACE: National Association of Colleges and Employers

CV : *Curriculum Vitae*

HEI : Higher Education Institution

SPSS : Statistic Package for Social Science

PREFACE

In today's turbulent working environment, careers are no longer characterized by stability, vertical progression and job security as how it used to be, therefore causing a great deal of lateral movements across organizations, increased instability, and the issue that concerns majority of workers- unemployment. As a result, a new concept of 'employability' has emerged and many have claimed it to be crucial toward career success.

Generally, employability in our context can be defined as a form of work specific active adaptability that enables workers to identify and realize career opportunities. In other words, employability facilitates the movement between jobs, both within the organizations and the industry. Although the concept of 'employability' does not necessarily represents actual employment, we contend that it enhances an individual's likelihood of gaining employment.

As we explore into the vast literature on the concept of employability, a few theoretical framework of past studies were selected to test in our local context. For instance, in adopting Fugate and Kinicki's (2008) dispositional employability, this study seek to explore its variables of openness to change at work, work and career proactivity, career motivation, work and career resilience, work identity, social capital, and human capital.

ABSTRACT

Changing career patterns and the erosion of job security have led to a growing emphasis on employability as being fundamental for employment success. The purpose of this research is to investigate the concept of employability to reveal necessary findings toward the issue of high unemployment among graduates. For instance in a recent study by Fugate et al. (2004), employability was defined as ‘a psycho-social construct comprised of three dimensions- adaptability, career identity, human and social capital. Thus this study seeks to empirically test Fugate et al.’s model in a sample of 150 of our graduates.