

FACTORS INFLUENCING OVERSEAS
EMPLOYMENTS PREFERENCE OF MALAYSIAN: A
COMPARATIVE STUDY OF UNIVERSITY
STUDENTS AND WORKING ADULTS

BY

TAN LIP HOOI
TEOH CHEE SHIEN

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- (2) No portion of this FYP 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 FYP.
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	Name of Student:	Student ID:	Signature:
1.	Teoh Chee Shien	15UKB00345	_____
2.	Tan Lip Hooi	15UKB00618	_____

Date: April 2019

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DEDICATION

With the completion of this research project of ours, we will like to dedicate this to our family members and our friends who have given full support and motivation in the settlement of this written research project. This research project is also dedicated to our parents who has supported and encouraged us in further striving on our academics in University Tunku Abdul Rahman (UTAR).

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LIST OF ABBREVIATIONS

OECD	Organization for Economic Cooperation and Development
MCMC	Malaysian Communications and Multimedia Commission
AGCAS	Association of Graduated Careers Advisory Services
SPSS	Statistical Package for the Social Sciences
MBA	Master of Business Administration
ACCA	Association of Chartered Certified Accountants

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ABSTRACT

This study intended to look into the overseas employment preferences towards both university students and working adults in Malaysia. We have examined salary and benefit, job security and career development that will influence on the overseas employment preferences of Malaysian. Structural equation modelling was used to analyze the data from a total of 301 respondents by the university students and working adults in Malaysia. The outcomes of the analyses show that job security has significant relationship with overseas employment preferences of working adults but has no significant relationship with university students. While, career development has significant relationship with the overseas employment references of university students but has no relationship with working adults. However, salary and benefit both have no significant relationship with overseas employment preferences towards university students and working adults.

Keywords: Comparison study, overseas employment preference, university students, working adults, salary and benefit, job security, career development

PREFACE

This research project is a compulsory requirement for the academic studies of “Bachelor of International Business (Hons)” in University Tunku Abdul Rahman (UTAR). This research project targets to develop the intellectual interest and critical thinking among the undergraduates apart from their regular responsibilities. Besides, this research project also prohibits the integration of research capability and application of the theoretical elements into group written, oral, and discussion ability.

The research project is conducted to investigate the significant relationship of the factors that affect overseas employment preferences towards university students and working adults in Malaysia. It explicitly addresses the importance of salary and benefit, job security and career development on overseas employment preferences towards university students and working adults in Malaysia. Hence, this research project can assist the entrepreneurs and recruiter in assessing the overseas employment preferences towards university students and working adults in order to base on the more understanding to retain the talent in the company.

CHAPTER 1: RESEARCH OVERVIEW

1.0 Introduction

This research is aimed to investigate the factors that influence the overseas employment preference of Malaysian between university students and working adults. The research intends to find out the Malaysian's employment preference can be affected by salary and benefits, job security and career development. With the consistent set of factors, comparison study will be made according to the results obtained in terms of the level of significance on the relationship between university students and working adults.

1.1 Research Background

In 21st Century, work abroad is a common trend and severely occur in worldwide, especially in Malaysia. As people are seeks to find a better future and fulfil their employment preference which is suitable for them, they will intend to work abroad. Based on the view of past researcher, employment preference can be defined as the outcomes that individuals desire from their engagement in paid work and it can used to aid individuals understanding which different types of career related environment they can engage (Gilbert, Sohi, & McEachern, 2008).

Table 1: Annual net wages in Malaysia compared to other countries, 2013

2013 annual net wages	Singapore (US\$)	Malaysia (US\$)	UK (US\$)	Australia (US\$)
1 Legislators, senior officials, managers	78,049.19	25,555.92	47,321.36	43,6995.49
2 Professionals	54,359.04	22,231.94	43,732.30	37,075.60
3 Technicians, associate professionals	36,761.00	14,465.67	36,714.01	30,764.81
4 Clerks	24,434.18	9,090.78	26,077.60	27,135.52
5 Service, shop and market sales workers	22,668.61	6,641.24	22,110.75	16,353.14
6 Skilled agricultural and fishery workers	20,455.91	5,711.46	30,523.97	21,429.51
7 Craft and related trade workers	27,908.01	7,305.36	30,523.97	21,429.51
8 Plant and machine operators, assemblers	26,795.93	6,641.24	28,199.07	31,180.90
9 Elementary occupations	11,698.74	5,379.40	22,415.89	21,429.51

Source: Ministry of Manpower, Singapore; Department of Statistics, Malaysia; Office for National Statistics, UK; Australian Bureau of Statistics, Malaysia.

Figure 1.1: Annual net wages in Malaysia compared to other countries

According to the market survey done by (Chu, 2014), figure 1.1 has shown that the Malaysia’s wages are lagging far behind if compared to average wages in Singapore, UK and Australia. As what we can see from the statistic, the senior managers from Malaysia are earns only one-third of the wages in Singapore. Moreover, the elementary occupations such as cleaners and agriculture labourers are only earning US\$5,380 a year which is half the wage in Singapore and a quarter of UK and

Australia. Therefore, Malaysia is a country with low labour costs and low wages is one of the main factors of high-skilled emigration.

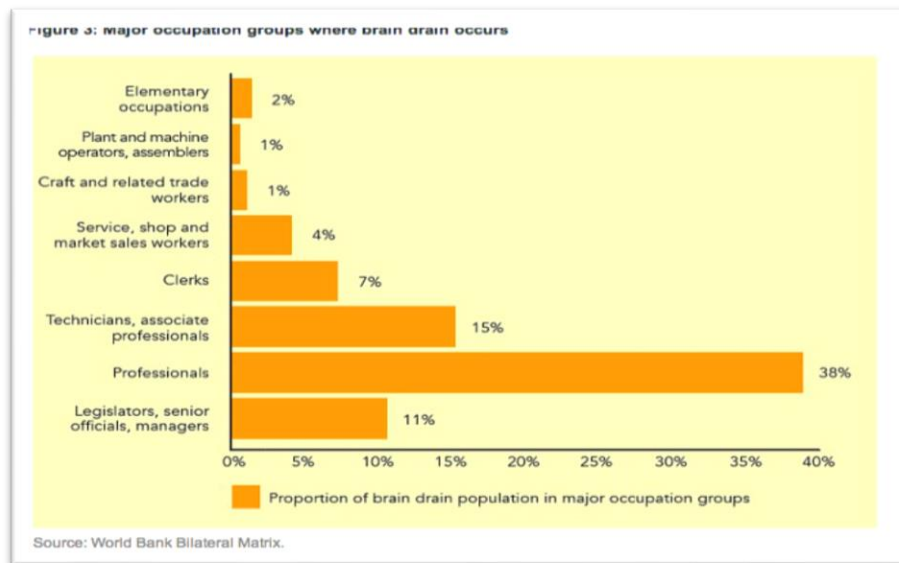


Figure 1.2: Major occupation groups where brain drain occurs

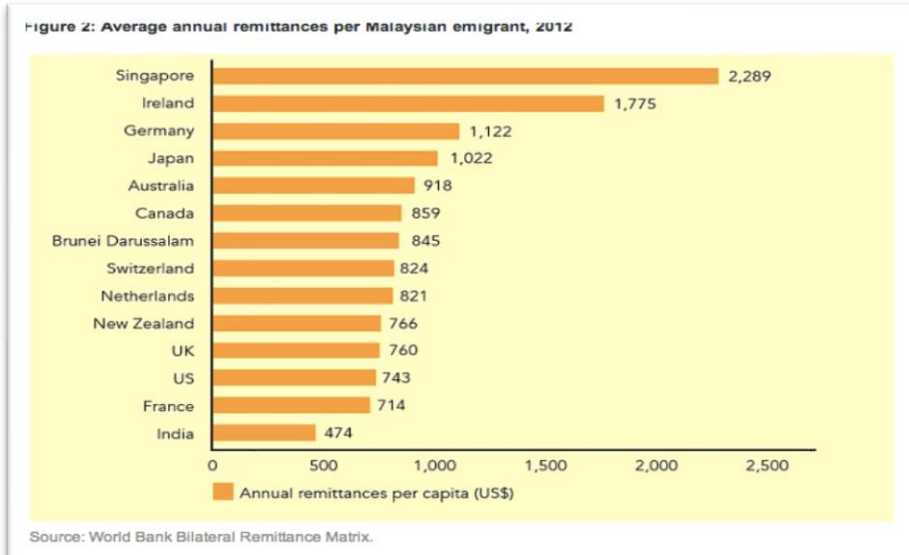


Figure 1.3: Average annual remittances per Malaysian emigrant

Besides, in figure 1.2 have shown people that working abroad are concentrated in the top three major occupation groups which require high skills and qualifications. Majority of emigrants are work as professionals such as lawyers, accountants and

pharmacists, while the second largest group consists of technicians and associate professionals such as nurses and trade brokers. On the other hand, there are approximately eleven percent of emigrants from Malaysia work in middle skill occupation such as clerks, service, shop and market sales workers; whereas four percent of them are involved in low skill occupation such as elementary occupations, plant and machine operators, assemblers, craft and related trade workers. The remaining 21 percent of emigrants that not show in statistic are unemployed (The World Bank, 2017).

Based on World Bank's market survey in figure 1.3, it shows the average annual remittances for Malaysian emigrant. Malaysian who living in Singapore have remit on average US\$2,289 annually, which is the highest compared to other Organisation for Economic Cooperation and Development (OECD) countries such as Ireland, UK and US. Furthermore, this statistic also shows that the countries which most Malaysian will choosing when they have intention to work abroad.

With the previous statistics and paragraph, it was clearly described why Malaysian choosing to work abroad and occupation group that emigrants will choose. One of the major factors that influencing Malaysian to word abroad are the salaries. However, it may also can be affected by other factors such as working environment and so on. Therefore, in order to investigate the factor that influencing Malaysian overseas employment preference, this research is conducted to study the salaries and benefits, job security, and career development towards Malaysian overseas employment preference and compare between university students and working adults.

1.2 Problem Statement

According to (Kingma, 2007), if the students and workers unable to meet domestic need and demand, they will start to work abroad for searching of better pay, better working conditions, career mobility, professional development, better quality of life and personal safety. As the problem of work abroad increasingly, it will lead the phenomenon called 'brain drain' which is defined as the migration of people endowed with a high level of human capital that detrimental for the home country (Beine, Docquier, & Rapoport, 2001). Therefore, in order to understanding what the employment preference for university students and working adults, this research intended to investigate the factors influencing the overseas employment preference of Malaysians and compare the differences between the two groups.

In past research, the researchers have been only focusing the university students and working adults' attitude towards overseas employment preference but rarely compare the differences between two groups. (Bai, 1998) have explored that monetary incentives are the primary criteria of ideal occupations for university students. (Bundy & Norris) have also done the similar study about job selection process of university students in different gender role as they realize that different gender perceives differently. These studies have resulted the outcome that salary is the most important criterion rather than others criteria such as working condition, workload, etc. when the student make their job selection. Therefore, students will more prefer to work abroad due to the higher level of income in different countries.

Besides that, there are some different perspective towards overseas job preference from the adults who are still working. Although the income is playing the important role for the job preference, but more working adults will pursuit quality of life rather than get a high income (Gardner & Chao, 2007). Working adults have much concern about their working environment, working location and workload regardless level of income to improve their high quality of life. From this research, many researchers are only studying the students and young adults' perception towards overseas

employment preference instead of studying the differences between university students and working adults' perceptions towards overseas employment preference.

In this study, we will be using salary and benefits, job security and career development to measure the factors that influence the overseas employment preference among university students and working adults in Malaysia. For our opinion, the institutions such as corporate recruiters, career advisors and universities should study the factors that affecting overseas job preference among university students and working adults to be successful in reducing the 'brain drain'.

1.3 Research Objective

1.3.1 General Objectives

The main objective of this research is to study the factors that influencing overseas employment preference of Malaysian and compare the differences between university students and working adults. This research consists of three independent variables which include salary and benefits, job security and career development.

1.3.2 Specific Objectives

There are total of seven specific objectives for this research which is to examine the relationship of each factor influencing the overseas employment preference of Malaysian and ultimately review the differences between university students and working adults.

- To examine the relationship between **salary and benefits, job security and career development** and overseas employment preference of Malaysian among *university students*.
- To examine the relationship between **salary and benefits, job security and career development** and overseas employment preference of Malaysian among *working adults*.
- To examine the differences between the **model** used for *university students* and *working adults*.

1.4 Research Question

In order to continue with this study, there are several research questions that will be asked as the following:

- a) Does **salary and benefits, job security or career development** influence the overseas employment preference of Malaysian among *university students*?
- b) Does **salary and benefits, job security or career development** influence the overseas employment preference of Malaysian among *working adults*?
- c) Are there significant differences between the **model** used for *university students* and *working adults*?

1.5 Hypothesis of the Study

In order to pursue this research, the subsequent hypotheses are created or developed to examine this study:

H1a: **Salary and benefits** has a positive relationship with the overseas employment preference of Malaysian among *university students*.

H1b: **Job security** has a positive relationship with the overseas employment preference of Malaysian among *university students*.

H1c: **Career development** has a positive relationship with the overseas employment preference of Malaysian among *university students*.

H2a: **Salary and benefits** has a positive relationship with the overseas employment preference of Malaysian among *working adults*.

H2b: **Job security** has a positive relationship with the overseas employment preference of Malaysian among *working adults*.

H2c: **Career development** has a positive relationship with the overseas employment preference of Malaysian among *working adults*.

H3: The proposed **model** has significance differences between *university students* and *working adults*.

1.6 Significance of Study

This research aims to study the factors that affect the overseas employment preference of Malaysian and comparing the results between university students and working adults. The set of factors such as salary and benefits, job security and career development are being included to carry out this study. The analyses of the study may provide further understanding and insights to corporate recruiters and career advisor in Malaysia.

This research can assist the corporate recruiters have a better understanding of the factor influencing overseas employment preference in Malaysia. The main responsibility of corporate recruiters is to find the right skill person to fill in the right position. So, by addressing demand and benefits to employees and handling complaint and issue from employee, it can retain and attract talent employees for company. Besides, career advisor refers to the person who provide advice and guidance to help service users make choices about their education, training and work (AGCAS, 2018). This study can be used as a reference to assist career advisor in identifying options and provide counselling for suitable careers.

Furthermore, future researchers can refer this study as a source for secondary data when planning to examine a comparison study in any research with two different sample group. With this research, the reliability test, ANOVA model and regression model has been adopted which allows future researchers to apply the causal factor analysis of structural equation modelling as inferential analysis of paper.

1.7 Chapter Layout

Chapter 1: Research Overview

Chapter 1 provides the background of this research for better understanding the foundation and comprehensive view for this study. This chapter will also include the problem statement, the significance of the study, and hypotheses of the study for enables readers in having a better understanding of the research topic.

Chapter 2: Literature Review

Chapter 2 will present the past studies journal for the context of this research. Several journals provide a strong evidence to supporting each variable proposed to be used. The theoretical framework is designed for the independent variables that will be affect Malaysian overseas employment preference which include salaries and benefits, job security and career development.

Chapter 3: Methodology

Chapter 3 will be discussing the techniques to analyse the research. The research design, data collection methods, sampling design, research instrument, construct measurement, data processing, and data analysis method will be discussing in detail in this particular chapter.

Chapter 4: Data Analysis

Chapter 4 are the analysis and interpretation of the collected data. It consists of descriptive analysis, scale measurement, and inferential analysis of data. In addition, analysis method such as reliability test, ANOVA model,

regression model and framework comparison have been explained in this particular chapter.

Chapter 5: Discussion, Conclusion and Implication

Chapter 5 is compiled a summary of the overall research study. The findings acquired from the previous chapter will be presented along with the limitations of this research and recommendation for future research.

1.8 Conclusion

In conclusion, this chapter are clearly illustrating the concept of research background, problem statement, research objective, research question, and hypothesis of the study. In the next chapter, the literature review will be construct to make a stronger statement for the research objective.

CHAPTER 2 LITERATURE REVIEW

2.0 Introduction

In chapter 2, factors of influence overseas employment of Malaysian will be discussed with the supportive evidence from secondary data such as journal articles. Published journals, articles and books are being used in literature reviews in order to form the theoretical framework and hypothesis with enhance the integrity of hypothetical development.

2.1 Review of literature

2.1.1 Overseas employment preferences

According to (Gilbert, Soh, & McEachern, 2008), the term "Employment preference" is not a strictly defined mental structure. It includes overlapping structures related to work value, work properties, interests, motivation, temperament, and actual work-related considerations. Employment preferences will affect the short-term career choice decisions. It's had related to employment satisfaction and can be used to clarify the fit between people and the work environment. Employment preferences are the choice of people who desire with a variety of specific qualities and outcomes from their paid work (Konrad, Lieb, & Corrigan, 2000). They had influenced the vocation decision choices and the basic determinants of employment dispositions and work inspiration. Employment preferences can be used to help understand individuals involved in different types of career-related environments.

Based on research of (Grund, 2009), the preferences of individuals towards the employment had include with the several factors, such as differences in preferences between men and women, changes in preferences over time, relationships between personality or abilities and preferences, and the impact of job attributes on organizational attractiveness. From the firm perspective of view point, it is important to generate knowledge about the employee's preferences for recruitment, retention and motivation reasons. Besides that, (Thompson, Iacovou, & Shirland, 2004) had shown the investigation of university students employment preferences after they graduated. The investigation of employment preferences towards students had include the recruitment preferences, different between the perception students before and after deciding on a job offer, conceptual difference between students and recruiters and between students and work

professionals, compensation preferences, as well as specific personal differences, such as gender and so on.

According to the person-environment interaction theory (Lewin, Adams, & Zener, 1935), there is a good fit between a working environment and psychological characteristics of individuals. Good fit will produce positive personal and organizational results. The closer adaptability between the employment preferences of individuals and the working environment, the greater the job satisfaction of employees, morale, job commitment and employee productivity will able to be higher in the company. In addition, another example often cited in the employment preference literature is the theory of expectations (Grund, 2011). The theory states that individual employment choice decisions had depend on "determined the importance of subjective assessments, and based on the job offer the particular attribute to have a degree of subjective assessments.

According to (On, Keong, Huey, Ching, & Vei, 2013), HR staff must understand the oversea employment preferences of the individuals or the potential employees in order to retain and attract the ideal job seeker and how to get qualified job seekers to accept their job opportunities, as this will help to improve job performance and reduce employee turnover, thus saving the company's recruitment costs. (Thorntwaite, 2002) has also shown that surveys and case studies of the oversea employment preferences can provide the information for the company of what employees need and what are the attractive propositions for the employees. This information has proven that the actual use of the policy of company to indicate whether a particular benefit that provide by the company is feasible for the employees.

2.1.2 Salary and benefits

In this research, salary and benefits are defined as tangible and intangible rewards of compensation that provide by company to employees as a part of an employment relationship (Yamoah & Erastus, 2014). Compensation that's provided by company typically not only the quantifiable elements like salaries or benefits, but also with intangible non-cash elements of benefits such as scope for fulfilment of duties, career opportunities, learning and development, intrinsic motivation by the work itself and the quality of work and life provided by the organization is provided.

According to research of (Gunawan & Amalia, 2015) cited (Kanzunudin, 2007), the basic purpose of a person as an employee of a company is able to earn the income in the form of salary. The salary that received is able to meet with the basic needs such as food, clothing and housing. Every company must be viable in determining the amount of wages paid to employees in order to meet the minimum wage to meet their living needs. (Gunawan & Amalia, 2015) has also defined that salary are very important to the company because it reflects the company's efforts to protect employees in order to have a high level of loyalty and commitment to the company. The effective wage strategy is expected to help maintain the viability of the workforce, achieve vision and mission, and achieve work goals.

According to the data information of US Bureau of Labour Statistics (BLS) in March 2005, benefits had accounted for nearly 30% of total employer compensation costs (Jones, 2005). The value of most of employee benefits such as paid sick leave or health insurance might be higher than the monetary value. Therefore, benefits are same with the important of salary as both are important part of the job opportunity negotiation between employers and employees. Benefits can be used to help company to

implement common recruitment strategies, including increased retention of employees, expanded training programs to help improve new employee skills, use/enhance employee referral programs, provide more flexible work arrangements, and provide financial incentives for candidates (e.g., signing bonus) and provide a new job allowance (Kennedy, Hill, & Hominik, 2017).

The research of (Omar, Zakaria, Ismail, Sin, & Selvakumar, 2015) is to investigate factors that influence the job preference of accounting students in Malaysian private universities. The data collection has been testing by IBM SPSS Statistics software. Based on the result, there is a significant positive relationship between the salary with job preference. This result has affected the employers and educators by giving them with the useful condition for new graduates when choosing a job or career. In addition, professional institutions such as the Malaysian Institute of Accountants (MIA) can determine salary as the factor that influence the decision-making of these accounting students in their careers so that they can develop strategies to complete the required number of accountants by 2020.

According to research of (Aycan & Fikret-Pasa, 2003), its show that pay were the most motivating factors to influence employment preference in Turkey. Based on the data collection, Turkey is undergoing a transformation of values, so that today's competition, confidence, achievement and wealth accumulation become more important than in the past. (Ahmed, Sharif, & Ahmad, 2017) has stated that income and future earning will have the positive impact towards employment preferences of undergraduate students. This is because financial constraints faced by individuals, hampering their decision-making process of career selection. Besides that, poverty and income restrictions will hinder individual career success. Therefore, most of people will focus on the high-income job as their employment preference.

According to research of (McAuliffe, et al., 2016), We found that pay and allowance are important and significantly positively related to utility. But comparing with salary, benefits that provide by the company will be more positively affect the employment preferences of employees. Based on the results in the research, nurses are willing to trade between job attributes and are therefore willing to give up salary increases to improve their non-monetary benefits or working conditions such as improvement on health facility infrastructure. In Kenya and South Africa, training opportunities and rural allowances are particularly important, while in Thailand, health insurance coverage is estimated to have the greatest impact.

2.1.3 Job security

Research of (Lucky, Minai, & Rahman, 2013) has defined that job security is a possibility for employees to keep their job. The higher the probability of maintaining employment, the higher the job security. Job security has involved employees to stay with their job in order to avoid the unemployment. With the job security, employees are able to free from the fear of the sudden unemployment in the current job. Work without an indefinite contract or that cannot be guaranteed within a reasonable period of time are considered as a lack of job security. According to study of (Goretzki, 2016), job security has played a vital role in today's society. Almost everyone is employed and the financial situation was depending on it as long-term employment will guarantees a fixed income for all people. The big fluctuation or unusual of the income will create a large scale of limits in the daily life, the limited of wages will cause people to be afford lesser in their daily life.

For those companies that willing to maximize efficiency, it's important to understand how to motivate employees to work hard. Job security as one of the important factors to motivate employees to work harder. For example,

employees with obtain higher job security will paying more attention with their job in the company because of the loyalty and they also see their job as a long-term commitment in their life (Leung, 2009). Besides that, (Jimenez & Didona, 2017) has stated that the organizations, governments, and individuals will rapidly improve job security through the laws and programs that to increase education and experience. Trade unions are one of the highest influencers with affecting job security. Employees with the strong union representation, such as government work, airlines and education, are considered with a higher job security. By comparing with these sector, private sector job has considered to provide with the lower job security.

(Theodossiou & Vasileiou, 2014) has found the positive relationship between job security and employment preferences in the study of Europe experience. In the research as shown that the higher of job security will affect the employment satisfaction of the employees. Based on the survey of International Social Survey Programmed, there are eight out of nine countries has characterized that job security is the most important of the employment categories. For the individual of these countries, job security is a major determinant of job satisfaction in all employment sectors for men and women. According to the research of (Ko & Jun, 2014), job security was the important motivator for employment preference of students who prefer either public or private sector jobs. Based on the study of 297 Australian college students, the research has defined that most of public sector job seekers are most concerned with job security and fair pay. Job security was able to be the only determinant of various employment incentives, probably due to the 2008 recession. For the individual, a stable and secure future is the most important driving force and more important than social benefits.

For the research in Bangladesh has shown that job security was one of the important motivations towards the employment preference in young

generation (Mostari & Roy, 2018). The Graduate Employment Survey in year 2001 has mentioned that graduates are more willing to obtain higher economic benefits, working conditions and job security. Job security as a guarantee of lifelong employment opportunities in any demographic field and it able to prevent unemployment and reduce concerns about being fired or fired. According to the research by (Mostari & Roy, 2018) cited (Hossain and Siddique, 2012), there is a relationship between job security and employment preference among young generations.

The study of undergraduates in Klang Valley, Malaysia has stated that job security as the non-financial benefits was the most important factor that influences the career preference of undergraduate's students (Siam, Lian, Kwan, & Theng, 2013). Nowadays, undergraduates' students are most concerned about the no-financial benefits such as job security, promotion opportunities, work environment, authority, management quality and relationship. Therefore, employer should be more focus on the non-financial benefits and emphasis the non-financial benefits of company when recruiting the new employees.

2.1.4 Career development

According the research of (Dik & J., 2009), the purpose of career development can be defined as "people's recognition and pursuit of specific life goals that are highly valued" and meaning as "the meaning of the essence of one's existence and existence". Career development shows how people understand meaning in work and meaning of work. Meaning in work has refer as the significance that people experiences. Conversely, meaning of work refers to what has provided the people with the significance that they experience. People's answers will always be different, some of them will think that work is meaningless and some of them will think work is meaningful. Based on the experiences of people, the relationship with their

work, knowledge and other reasons, people will have the different perception to career development in their work. According to research of (Dik, Duffy, Allan, & O'Donnell, 2014), developmental theories had focus on the background of career development and encourage clients to identify ways to implement career self-concepts. This is a process that necessarily involves how the work contributes to experiencing meaning and purpose.

Career has provided with both opportunities and threats to the employing company (Hirsh, 2007). One of its threats that provide by career development was organization may not able to satisfy with the raising of employees' expectations. In the other hand, discussion of career issues may able to affect the employees willing to leave their current jobs or even leave another employer. On the positive side, career development offers the possibility to develop linchpin skills within the organization that are often not available in the external labour market. Career development able to improve staffing in areas where talent is fully utilized, improve attracting talent, retain the ability of talented people and the flexibility of employees to improve their ability to respond to business changes. According to research of (Rineer, Hedge, & R., 2017), the decision of employees on their career development depends on current skills and interests, as well as previous work experience and long-term of future plans. Organizational changes might be affecting an individual's career development. Oppositely, the changes in employee expectations will also affect the way of organizations design and implement career development plans. Therefore, the career path model was actually provided a bridge or collaborative framework for the organizations and individuals.

Research of (McAuliffe, et al., 2016) has stated that the continuously of career development has the positive impact towards job preferences of health workers. Contrary to popular belief, the study has shown that financial incentives alone are not sufficient for health workers. Instead, a range of financial, career development and management factors seem to be

necessary. Therefore, achieving with continuous professional development was a more effective incentive and retention strategy.) According to the study of (Ahmed, Sharif, & Ahmad, 2017), superior career opportunities are the important factor that will influence career preference. For some of people, career development is a continuous process. They will do different jobs by choosing jobs in the market. The process of subjective selection of opportunities by each person through many factors such as living environment, personal abilities and educational skills. The personal characteristics, cultural environment, family experiences, guidance and expectations, and factors that will related to specific areas will also have an impact on the career of the individual.

A study has done by (Lim & Soon, 2006) has stated that long term career prospects are the most important factor to job preference. The results of relationship between career prospect and job preference have been support by the data collection from 307 survey questionnaires that collect by Malaysia students. Social cognition theory has defined that individual, behavioural, and environmental factors will affect happiness (including the purpose and meaning of experience), and people should serve with the best adjustment through self-efficacy, outcome expectations, and personal goals (Lent, 2013). Next, research of (On, Keong, Huey, Ching, & Vei, 2013) has cited (Demagalhaes, Wilde, & Fitzgerald, 2011) that there is a result shown the promotion opportunity of employees has an important impact towards employment preference of students. This research is to assess the external factors affecting student employment preferences, the relative importance of internal factors and other employment factors. Most of students will prefer a job with growth potential as the important criteria of preferences.

2.2 Proposed Theoretical Framework

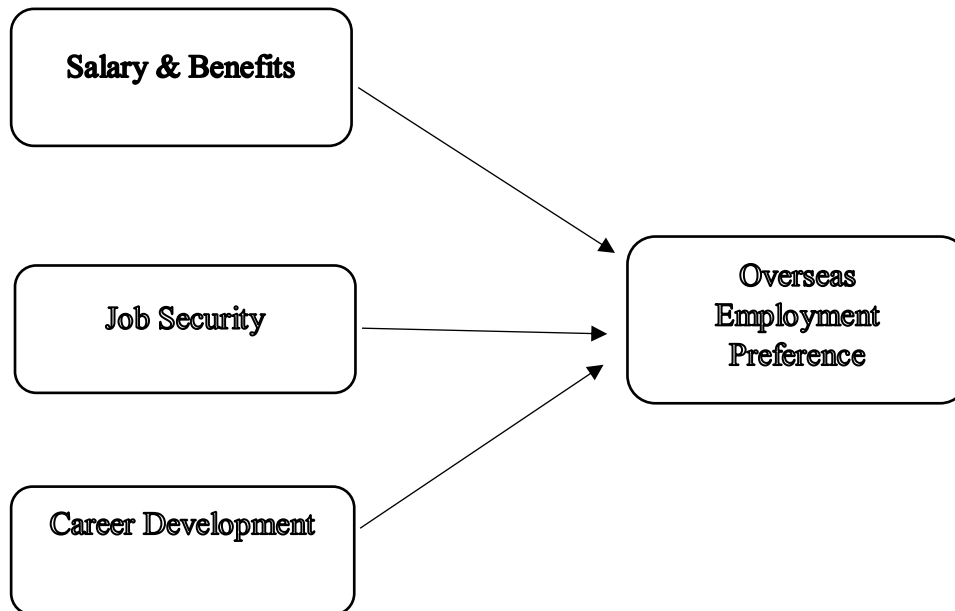


Figure 2.2: Theoretical Framework

In this section, figure has demonstrated the theoretical framework for our research project in order to illustrates the relationship to be studied. Figure has shown the independent variables are place on the left side of the framework, i.e. salary and benefits, job security and career development. For the dependent variable in this research which is the employment preference has place on the right side of the framework. The purpose of studying employment preferences is to identify the factors of employment in overseas. Based on the research, the factors are included salary and benefits, job security and career development.

2.3 Hypothesis Development

2.3.1 Relationship between Salary & Benefits with Overseas Employment Preference

According to study of (Ahmed, Sharif, & Ahmad, 2017), the researcher has found that salary has the positive impact towards oversea employment preferences of undergraduate students. Based on the study, poverty and income restrictions will hinder the success of individual careers. Therefore, most people will regard high-paying jobs as their oversea employment preferences locally or internationally. Research that done by (McAuliffe, et al., 2016) has stated that benefits has the positive impact on the oversea employment preference. Improvement of facility infrastructure, health insurance, training opportunities and others are all as part of benefits that will be consider as the factor that will affect the individual's oversea employment preferences.

H1a: **Salary and benefits** has a positive relationship with the overseas employment preference of Malaysian among *university students*.

H2a: **Salary and benefits** has a positive relationship with the overseas employment preference of Malaysian among *working adults*.

2.3.2 Relationship between Job Security and Overseas Employment Preference

(Theodossiou & Vasileiou, 2014) has found the positive relationship between job security and oversea employment preferences in the study of Europe experience. Researcher has found that in Europe, there are eight out of nine countries have stated the job security was the most important factor for the oversea employment

preferences. According to the research of (Ko & Jun, 2014), job security is the most important motivation for employees, because in a country with better job security, a stable and safe future is a more important driving force for the company's work.

H1b: **Job security** has a positive relationship with the overseas employment preference of Malaysian among *university students*.

H2b: **Job security** has a positive relationship with the overseas employment preference of Malaysian among *working adults*.

2.3.3 Relationship between Career Development and Overseas Employment Preference

According to (McAuliffe, et al., 2016), the researcher has found that career development is the major impact to influence overseas employment preference. The research has shown that a range of financial, career development and management factors seem to be necessary as develop with a more effective incentive and retention strategy for company. Research of (On, Keong, Huey, Ching, & Vei, 2013) has also stated promotion opportunity of employees has an important impact towards overseas employment preference of students. Compared with other factors, most students are able to choose jobs with growth potential through overseas experience and potential as important criteria for preference.

H1c: **Career development** has a positive relationship with the overseas employment preference of Malaysian among *university students*.

H2c: **Career development** has a positive relationship with the overseas employment preference of Malaysian among *working adults*.

CHAPTER 3: METHODOLOGY

3.0 Introduction

This chapter explains how the research is carried out in terms of research design, data collection methods, sampling design, research instrument, construct measurement for each variable. Data processing and data analysis also will be discussed in the chapter 3.

3.1 Research Design

The method that has been use in this research is quantitative method. The quantitative method is used to collect numerical data from a group of people, after that gather those results from data obtained to explain the phenomenon (Socialcops, 2018). By using quantitative method, the questionnaires with five-points Likert scale will be distribute to the respondents which to help researchers determine whether the independent variables, which are salary and benefits, job security and career development have significant effect to the dependent variable, which is employment preferences of Malaysian. Five-points Likert scale is used to allow the individual to express how much they agree or disagree with a particular statement (McLeod, 2008). Respondents are required to rate between the range 1 to 5 (Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree) to express their agreement towards each statement.

3.2 Data Collection Method

Data collection is one of the important stages for every researcher to conduct a research study. This phase enables the researcher to access the primary data and secondary data. Inaccurate data collection may lead to undesired result, so data sources were important for the result validity. Also, researchers are able to make further interpretation with the data gathered for their research purpose.

3.2.1 Primary Data

Primary data can be defined as the data that has not been change or alternate by others. In other word, it was the first-hand data that have been collected and not yet published. According to (Hox & Boeijie, 2005), on every occasion that primary data are collected, new data are added to the existing

store of social knowledge. The first-hand data were collected for this research through survey questionnaires distributed to 150 university students and 150 working adults to study their perception towards overseas employment preference. As different target has different perception towards overseas employment preference, so the survey questionnaires was distributed to different gender, age and race group to collect the data.

3.2.2 Secondary Data

Secondary data refers the statistical techniques that answering new research questions with old data which is collected from other researchers (Smith, 2008). In this study, information from journal articles, newspaper and books are used as the secondary data to support our proposed framework. All journals are acquired from the professional sources which are reliable to be used for academics and research. These data help to provide readers the clear understanding of the research topic.

3.3 Sampling Design

Sampling refers to the act, process, or technique of selecting a suitable sample, or a represented part of a population for the purpose of determining parameters or characteristics of the whole population (Mugo, 2002). According to (Marshall, 1996), sampling is the important step in any research project because it can help researchers to collect accurate data since it is rarely practical, efficient or ethical to study whole populations. In this research study, sampling design used to construct a comprehensive understanding of the research topic.

3.3.1 Target Population

Target Population refers to a group of specific characteristics provide the concrete and constructive information represent entire population (Rucker, 2017). In this research study, Malaysian who are the university student or working adult are targeted as our respondent.

3.3.2 Sampling Frame and Sampling Location

To simplify the collection of data, survey questionnaires are distributed through the internet platform. Both university students and working adults' respondents will provide their responses through the same platform. The sampling frame for this research is the individuals with their identity as university student and working adult who live in Malaysia. Sampling location for this research will be online platform which collected from collected from social media application.

3.3.3 Sampling Technique

There are two categories of sampling techniques that commonly used by researcher which is probability sampling and non-probability sampling (Singh, 2018). In this research study, the non-probability sampling is applied. Non-probability sampling refers the sampling technique where the samples are gathered in a process that does not give all the individuals in the population equal chances of being selected (Explorable , 2009). Convenience sampling technique is used for the distribution of the survey questionnaire in this research due to cost-effective and least time consuming. Snowball sampling technique also used for distribute the survey questionnaire in this research.

3.3.4 Sample Size

Sample size refers to measures the number of individual samples measured or observations used in a survey (Zamboni, 2018). In this research, the sample size will be a total set of 300 questionnaires being distribute equally to our target population among Malaysian who are university student and working adult (Comrey & Lee, 2013).

3.4 Research Instrument

Online survey questionnaire is used in this research as the mechanism to help us collect the primary data for analyses. According to (Wright, 2017), the online survey questionnaire is the most effective mechanism for researchers as it can able to reach a large number of populations with low cost. Besides, a survey has been done by the (MCMC, 2018) showed 97.3% of Malaysians network users own a Facebook account, whereas 98.1% own a WhatsApp account and 36.8% own a WeChat account. Due to this reason, we are using the three main platforms mentioned to distributed our survey questionnaire in order to collect our primary data.

There were two main sections in our questionnaire which are section A and B. The section A was used to collect the basic demographic information about the target respondents (e.g. Gender, age, course of study). While the section B were used to obtain the assessment information regarding the independent variables (salary and benefits, job security, and career development) and dependent variable (overseas employment preferences) respectively. The 3 independent variables were each split into 8 items, and a dependent variable split into 6 items, giving a total 30 items. Each of the items was placed on a 5-point Likert scale in a form of statement, where 5 was strongly agree and 1 was strongly disagree. The respondents were asked to indicate their level of agreement with the statements in relation to the independent and dependent variables by choosing the appropriate Likert scale.

Before the questionnaires are start distributed to the public, the questions are pre-tested to ensure that respondents are able to understand each question and will have no doubts during answering them (Silk & Urban, 1977) . In this research study, 15 respondents are selected to involve the pre-test to test the degree of comprehensibility of the survey questionnaire. Based on the feedback from these 15 respondents, a minor amendment is made to finalize a more constructive survey questionnaire and officially distribute to public.

3.5 Construct Measurement

All the questions are adapted from past studies which are done by experienced and professional researchers. Every construct and measurement items are shown below in the table below.

3.5.1 Independent Variables

Table 3.5.1.1: Construct of Salaries and Benefits

Measurement	Sources
1. Money has been an important factor for me in choosing a career.	(On, Keong, Huey, Ching, & Vei, 2013)
2. I will choose a job that will provide me a chance to achieve a good standard of living.	
3. I would reject the job if the salary is insufficient and/or the benefits do not meet my needs.	
4. I will consider allowances as the factor of choice for job.	
5. I will consider year-end bonus as the factor of choice for job.	
6. I will consider overtime bonus as the factor of choice for job.	
7. I will consider medical insurances as the factor of choice for job.	
8. I will consider paid leave as the factor of choice for job.	

Table 3.5.1.2: Construct of Job Security

Measurement	Sources
1. I would like to find a job to represent a stable job, no layoff and to ensure that I can keep working with my job.	(On, Keong, Huey, Ching, & Vei, 2013); (Sing, Sam, Min, Fatt, & Chun, 2014)
2. I would be anxious in the future; my employer may replace me with those who are willing to work with less salary.	
3. I would request a job that the organisation will provide the long-term security.	
4. I would request with a reasonable workload for my job.	
5. If there is an opportunity with a better job security, I will accept similar positions with other employers to get the same or even lower salary.	
6. I would probably select a prestigious company to work in.	
7. I would certainly choose the company to be my future employer if there are many others who would like to work in this company.	
8. I will consider the company's dismissal process to prevent future emergencies.	

Table 3.5.1.3: Construct of Career Development

Measurement	Sources
1. I would like to look for a job that will help me achieve my work-related learning and development needs.	(Sing, Sam, Min, Fatt, & Chun, 2014)
2. I would request for a job that will provide me with the opportunity to promotion in the company.	
3. If there is no any chance for promotion, I will refuse to work.	
4. My job field or studying course will have a clear career development prospect in the country.	
5. I will like to join the organization that provides with a clearly job requirement.	
6. I will like to join the organization that provides me with different opportunities to achieve my career goals.	
7. I will like to join the organization that supports my long-term career development.	
8. I will like to join the organization that provides training opportunity in order to improve employee skill and expertise.	

3.5.2 Dependent Variable

Table 3.5.2.1: Construct of Overseas Employment Preferences

Measurement	Sources
1. I have definitely made my employment preference.	(Borchert, 2002); (Shariff, Krishnaswamy, Abdullah, & Chau, 2018)
2. I have made any career plans at present.	
3. I have made any career plans for future.	
4. I will accept any career choice if my grades allow.	
5. I have intention to work abroad.	
6. I am confident that I will work abroad.	

3.6 Data Processing

Data processing is the procedure that the conversion of raw data to meaningful information through a process. There are few steps involved in our data processing which is data editing, data coding, and data transcribing (Rudo, 2013).

3.6.1 Data Editing

Data editing refer to the process that ensures the survey questionnaire completely answered by the respondents are accurate, complete and consistent. Therefore, actions were taken in data editing are checking the omissions and adjust the error to ensure the quality of research project. In this research study, 321 set of survey questionnaire are collected, and 20 set are removed due to the incomplete data.

3.6.2 Data Coding

Data coding refer to the process of reduce large quantities of information into a form which can be more easily handled by converting the alphabetical data into numerical data. In the descriptive analysis of this research, numerical symbol replaces the lengthy alphabetical depiction as well as allow the researchers to transfer the data into the computer program with the shortest time. For an illustration, the gender of the respondents which can be coded as “1” for male and “2” for female. Moreover, in inferential analysis of this research, overseas employment preference, salaries and benefits, job security, and career development are coded as: “strongly disagree = 1; disagree = 2; neutral = 3; agree = 4; strongly agree = 5”.

3.6.3 Data Transcribing

After finished the work of data editing and data coding, data transcribing will be taken in place. Data transcribing refer to the stage of key the data that obtained from respondents into the computer system. In this research study, the Statistical Package for the Social Sciences (SPSS) system will be used to transcribe all the useful information.

3.7 Data Analysis

SPSS version 25 is used in this study to generate the collected data into useful information. This statistical software is help to process the data into descriptive analysis, reliability analysis and inferential analysis for the research.

3.7.1 Descriptive Analysis

Descriptive analysis is a set of statistic about summarizing and organizing the data collected in quantitative research (Narkhede, 2018) . In this research, descriptive analysis is used to summarize the data collected from section A of the survey questionnaire through the SPSS software. The descriptive analysis included information namely frequency, percent, valid percent, and cumulative percent.

3.7.2 Reliability Test

Reliability test refer to measure of reliability obtained by administering the same test to a group of individuals. It also allows the researchers to ensure the consistency and dependability for the data collected (Phelan & Wren, 2005). According to (Stephanie, 2014), the acceptable value of alpha is any value which greater than 0.70. Otherwise, value that lower than 0.70 indicates a poor or unacceptable association between the measurements and the constructed variable. In this research study, SPSS system will run the reliability test. Table 3.7 has showed the rules of thumb on Cronbach's alpha.

Table 3.7.2.1: Rules of Thumb on Cronbach's Alpha

Cronbach's Alpha	Internal Consistency
$\alpha \geq 0.9$	Excellent
$0.9 > \alpha \geq 0.8$	Good
$0.8 > \alpha \geq 0.7$	Acceptable
$0.7 > \alpha \geq 0.6$	Questionable
$0.6 > \alpha \geq 0.5$	Poor
$0.5 > \alpha$	Unacceptable

Source: Stephanie (2014)

3.7.3 Inferential Analysis

Inferential analysis refers to uses statistical tests to see whether a pattern that we observe is due to chance or due to the program or intervention effects. Basically, researchers often use inferential analysis to determine whether there are exist of relationship between the dependent variable and independent variable as well as the strength of that relationship (University of Minnesota, 2019). The multiple regression will be covered in this research which can provide the accurate result. Therefore, this section enables the researchers to test the T-test, ANOVA test, hence provide the p-value and the coefficient results.

3.7.3.1 Multiple Regression analysis

Multiple Regression Analysis refers to a set of techniques for studying the straight-line relationships among two or more variables (NCSS Statistical Software, n.d.). In this research, multiple regression analysis is being us by researcher to test the relationship between the independent variables which

are salaries and benefits, job security, and career development and the dependent variable which is overseas employment preference. Furthermore, the researchers may also provide the ANOVA value and the coefficient value.

The model for multiple regression analysis as below:

$$Y \text{ equal to } \alpha + \beta_1X_1 + \beta_2X_2 + \beta_3X_3$$

α (alpha) is the regression constant

X is the independent variable

B (Beta coefficient) is the regression coefficient of the independent variables

3.8 Conclusion

In summary, chapter 3 have brief the methodology that used in this research study. Total 321 set of samples obtained from respondents through the social media platform and 20 set of samples have been removed by running the data processing in this chapter. The SPSS version 25 are being used to generate the descriptive analysis, reliability test, and inferential analysis. With study the relationship between dependent variable and independent variables, multiple regression is used in this chapter. In next chapter, the data analysis generated through the methodology described in this chapter will be presented.

CHAPTER 4: DATA ANALYSIS

4.0 Introduction

In chapter 4, data analysis generated through the SPSS system are presented. 321 survey questionnaires were collected and 20 samples are removed after the data editing process. The remaining 301 set of data which respectively by 150 university students and 151 working adults will be presented by the descriptive analysis, reliability test, and inferential analysis. Moreover, in order to easily understand the findings, some findings will be presented with graphical illustration, such as using the chart.

4.1 Descriptive Analysis

4.1.1 Respondent's Demographic

Figure 4.1: Gender

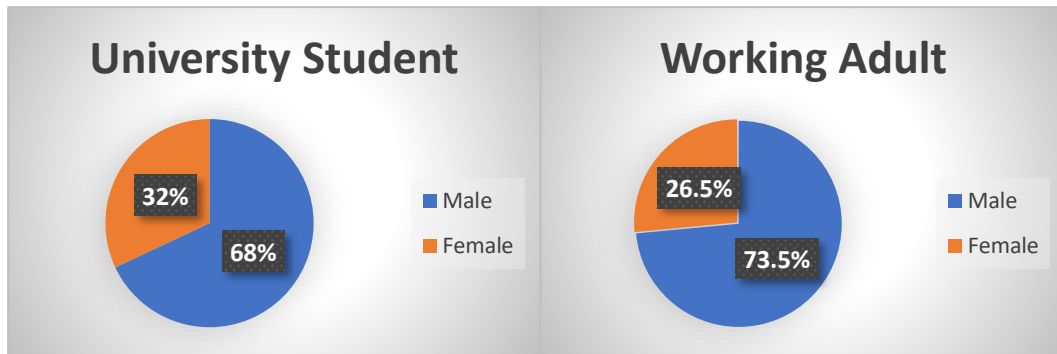


Table 4.1.1: Gender of University Student

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	102	68	68	68
	Female	48	32	32	100
	Total	150	100	100	

Table 4.1.2: Gender of Working Adult

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	111	73.5	73.5	73.5
	Female	40	26.5	26.5	100
	Total	151	100	100	

Based on both figure 4.1, table 4.1.1 and 4.1.2, it shows that 68 percent (n=102) were male and 32 percent (n=48) were female in the university student context. Meanwhile, the respondents received from working adult context were 73.5 percent (n=111) were male and 26.5 (n=40) percent were female.

Figure 4.2: Age

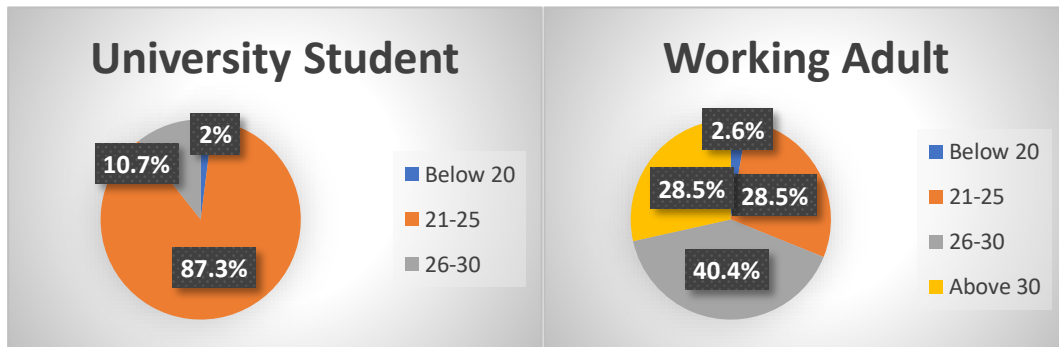


Table 4.2.1: Age of University Student

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 20	3	2	2	2
	21-25	131	87.3	87.3	89.3
	26-30	16	10.7	10.7	100
	Total	150	100	100	

Table 4.2.2: Age of Working Adult

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 20	4	2.6	2.6	2.6
	21-25	43	28.5	28.5	31.1
	26-30	61	40.4	40.4	71.5
	Above 30	43	28.5	28.5	100
	Total	151	100	100	

In term of age, majority of respondents were between 21-25 years old where 87.3 percent (n=131) of samples are collected from university students, following by 26-30 years old were 10.7 percent (n=16) and below 20 years old were 2 percent (n=3). For working adult context, 40.4 percent (n=61) of respondents were between 26-30 years old, respondents who were between 21-25 years old and above 30 years old were of same proportions with 28.5 percent (n=43). 2.6 percent of respondents (n=4) were below 20 years old.

Figure 4.3: Race

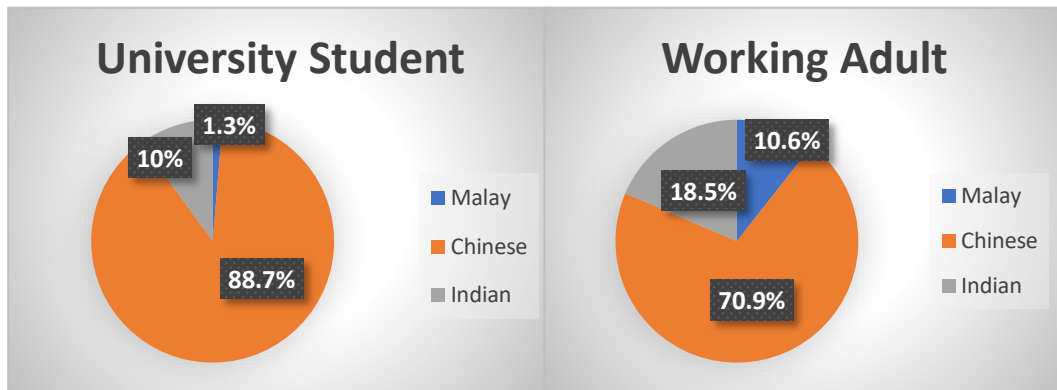


Table 4.3.1: Race of University Student

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Malay	2	1.3	1.3	1.3
	Chinese	133	88.7	88.7	90
	Indian	15	10	10	100
	Total	150	100	100	

Table 4.3.2: Race of Working Adult

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Malay	16	10.6	10.6	10.6
	Chinese	107	70.9	70.9	81.5
	Indian	28	18.5	18.5	100
	Total	151	100	100	

The race of the respondents was also included in this survey research. In university students' group, majority are Chinese ethnic group which have 88.7 percent (n=133), Indian are 10 percent (n=15) and Malay are 1.3 percent (n=2). In working adults' group, 70.9 percent (n=107) are Chinese, 18.5 percent (n=28) are Indian and 10.6 percent (n=16).

Figure 4.4: Marital Status

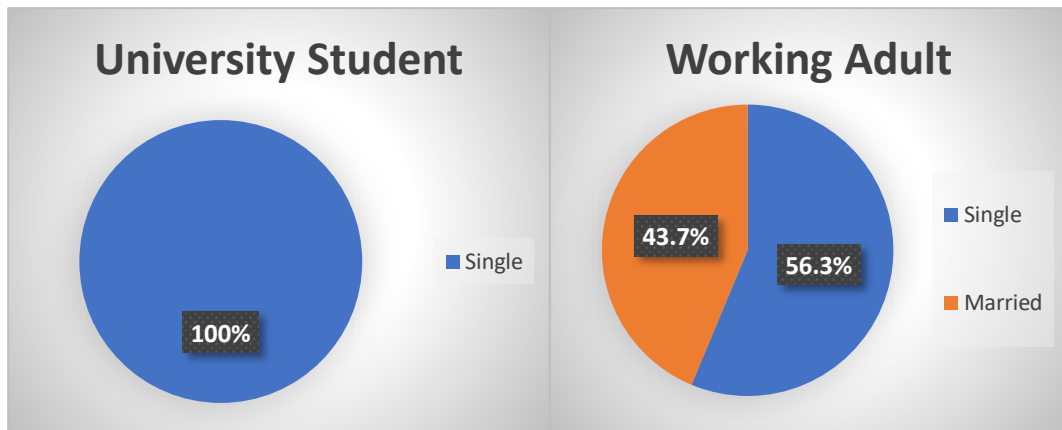


Table 4.4.1: Marital Status of University Student

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	150	100	100	100

Table 4.4.2: Marital Status of Working Adult

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	85	56.3	56.3	56.3
	Married	66	43.7	43.7	100
	Total	151	100	100	

In comparison study with group of working adults, the marital status in group of university students are 100 percent single status (n=150). However, there are 56.3 percent (n=85) are still single and 43.7 percent (n=66) have already get married in the working adults' group.

Figure 4.5: Education Background

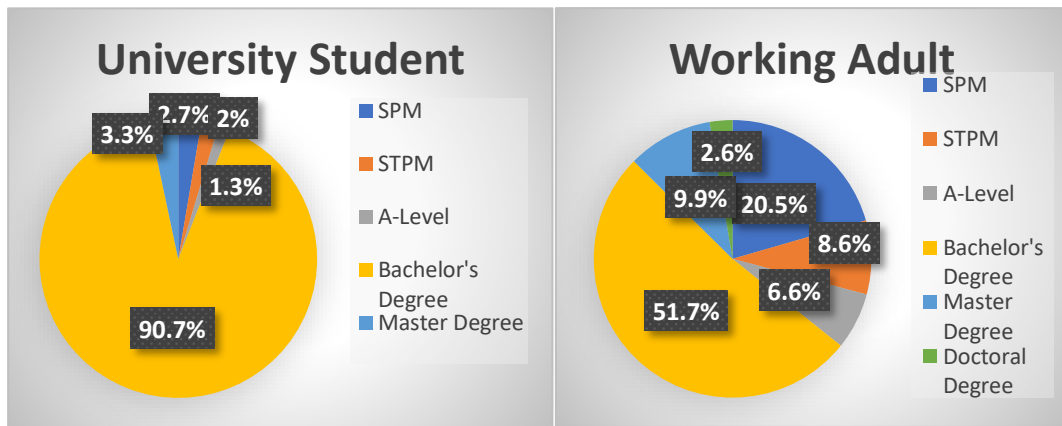


Table 4.5.1: Education Background of University Student

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SPM	4	2.7	2.7	2.7
	STPM	3	2.0	2.0	4.7
	A-Level	2	1.3	1.3	6
	Bachelor's Degree	136	90.7	90.7	96.7
	Master Degree	5	3.3	3.3	100
	Total	150	100	100	

Table 4.5.2: Education Background of Working Adult

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SPM	31	20.5	20.5	20.5
	STPM	13	8.6	8.6	29.1
	A-Level	10	6.6	6.6	35.8
	Bachelor's Degree	78	51.7	51.7	87.4
	Master Degree	15	9.9	9.9	97.4
	Doctoral Degree	4	2.6	2.6	100
	Total	151	100	100	

Figure and table showed above are the education background for the university students and working adults. For the university student context, there are 136 students are still studying Bachelor’s Degree, 5 students are studying Master Degree, students who have reached their highest education level in SPM, STPM and A-Level are 4, 3 and 2 respectively. While for respondents in working adult context, 4 are Doctoral Degree graduates, 15 are Master Degree graduates, 78 are Bachelor’s Degree graduates, 10 are A-Level graduates, 13 are STPM graduates and 31 are SPM graduates.

Figure 4.6: Work Abroad Intention

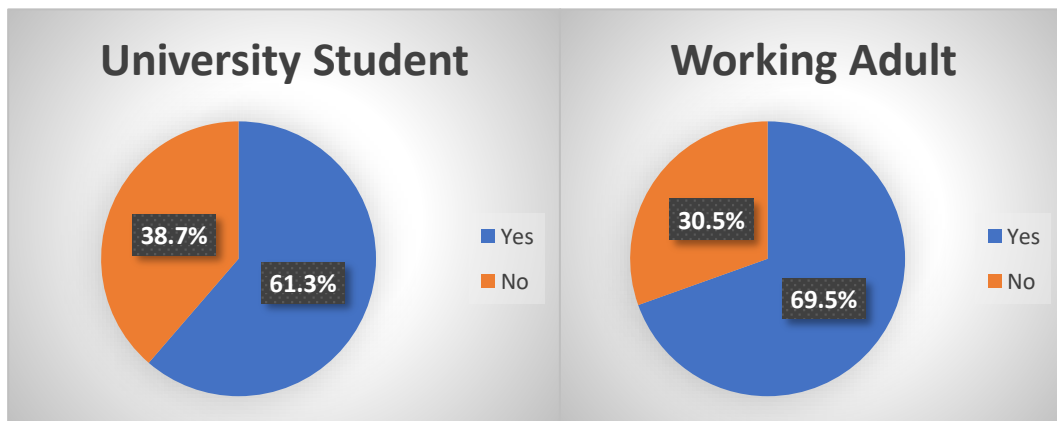


Table 4.6.1: Work Abroad Intention of University Student

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	92	61.3	61.3	61.3
	No	58	38.7	38.7	100
	Total	150	100	100	

Table 4.6.2: Work Abroad Intention of Working Adult

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	105	69.5	69.5	69.5
	No	46	30.5	30.5	100
	Total	151	100	100	

In term of work abroad intention, majority of respondents from group of university students and working adults have intention to work overseas which are 61.3 percent (n=92) and 69.5 percent (n=105) respectively.

Figure 4.7: Study Course/Job Field

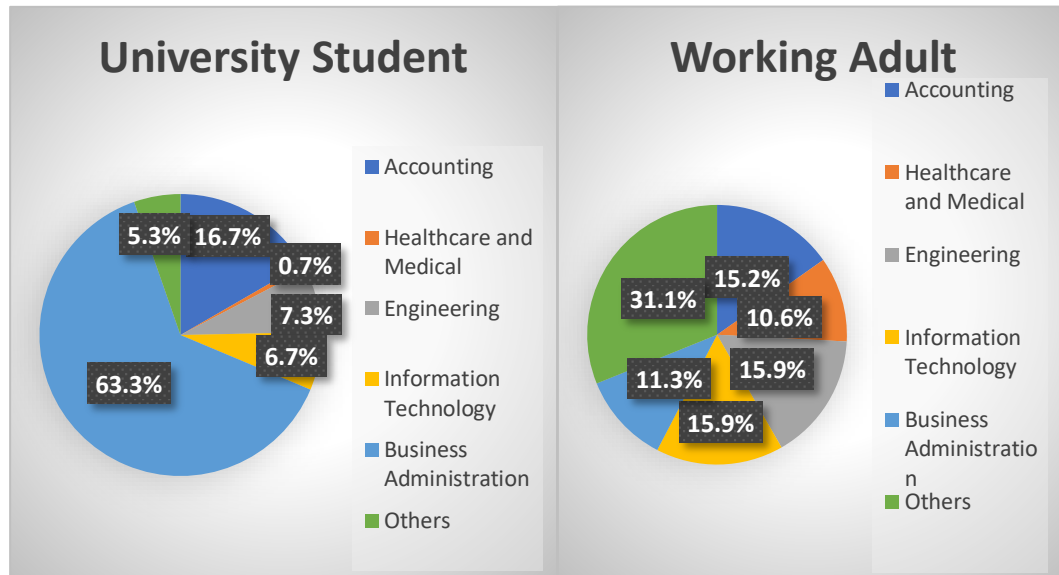


Table 4.7.1: Study Course of University Student

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Accounting	25	16.7	16.7	16.7
	Healthcare and Medical	1	0.7	0.7	17.3
	Engineering	11	7.3	7.3	24.7
	Information Technology	10	6.7	6.7	31.3
	Business Administration	95	63.3	63.3	94.7
	Others	8	5.3	5.3	100
	Total	150	100	100	

Table 4.7.2: Job Field of Working Adult

		Frequency	Percent	Valid Percentage	Cumulative Percent
Valid	Accounting	23	15.2	15.2	15.2
	Healthcare and Medical	16	10.6	10.6	25.8
	Engineering	24	15.9	15.9	41.7
	Information Technology	24	15.9	15.9	57.6
	Business Administration	17	11.3	11.3	68.9
	Others	47	31.1	31.1	100
	Total	151	100	100	

From the 150 responds received in university student context, majority (n=95) are students from business administration course in university. Followed by 25 students are from accounting course, 11 students are from engineering course, 11 students are from information technology course, 1 student only from healthcare and medical course, and 8 students are from other courses such as economic course and building property management course. On the other hand, our responds from working adults are evenly distributed in job field. There are 23 adults are work in accounting area, 16 adults are work in healthcare and medical area, 24 adults are work in engineering area, 24 adults are work in information technology area, 17 adults are work is business administration area and 47 adults are from other areas such as marketing and hotel management area.

Figure 4.8: Expected Income/Actual Income

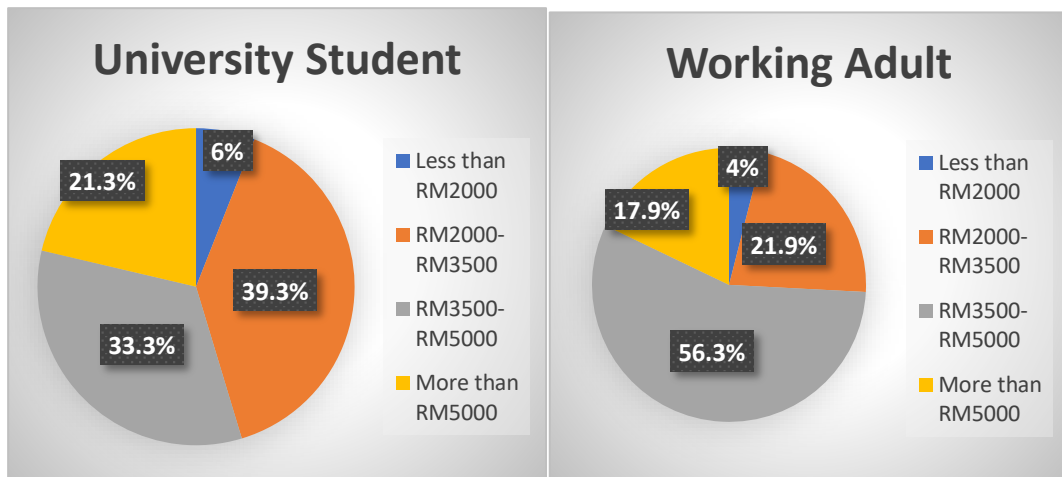


Table 4.8.1: Expected Income of University Student

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than RM2000	9	6	6	6
	RM2000-RM3500	59	39.3	39.3	45.3
	RM3500-RM5000	50	33.3	33.3	78.7
	More than RM5000	32	21.3	21.3	100
	Total	150	100	100	

Table 4.8.2: Actual Income of Working Adult

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than RM2000	6	4	4	4
	RM2000-RM3500	33	21.9	21.9	25.8
	RM3500-RM5000	85	56.3	56.3	82.1
	More than RM5000	27	17.9	17.9	100
	Total	151	100	100	

In university students' group, there are 39.3 percent (n=59) students expected to get income in between RM2000 to RM3500, 50 students between RM3500 to RM5000, 32 students are more than RM5000 and only 9 students are less than RM2000 for

their expected monthly income. While in working adults' group, 56.3 percent (n=85) adults have an income level between RM3500 to RM5000, 33 adults between RM2000-RM3500, 27 adults are more than RM5000 only 6 adults are less than RM2000 for their income level.

4.2 Scale Measurement

4.2.1 Reliability Test

Table 4.9.1: Reliability Statistic for Actual Research (University Student)

Variable	Cronbach's Alpha	No. of Items
Overseas Employment Preference	.745	6
Salaries and Benefits	.862	8
Job Security	.790	8
Career Development	.754	8

Table 4.9.2: Reliability Statistic for Actual Research (Working Adult)

Variable	Cronbach's Alpha	No. of Items
Overseas Employment Preference	.765	6
Salaries and Benefits	.732	8
Job Security	.755	8
Career Development	.779	8

Based on the table 4.9.1 and table 4.9.2, it shows the results of the reliability test between the dependent variable and independent variables. As what we can see from the result in table 4.9.1 (University Students), the overall result shows that the salaries and benefits have the strongest reliability among all the variables, with the Cronbach's Alpha value 0.862. The second strongest reliability are the job security with an alpha value 0.790 and following by career development with an alpha value 0.754. However, the dependent variable, overseas employment preference has the lowest alpha value between all the variable with an alpha value 0.745.

Moreover, the result in table 4.9.2 (Working Adults) shows that the Cronbach's Alpha value for dependent variable, overseas employment preference is 0.765. For independent variable, career development has the strongest reliability with alpha value 0.779, following by job security with alpha value 0.755 and salaries and benefits with alpha value 0.732. To conclude the overall results obtained, all of the constructs of independent variables and dependent variables for this research are satisfactory and reliable as all of its alpha value more than 0.7.

4.3 Inferential Analysis

4.3.1 Multiple Regressions

Table 4.10: Model Summary

Model		R	R Square	Adjusted R Square	Std. Error of the Estimate
1	University Students	.376 ^a	.142	.124	.61772
2	Working Adults	.418 ^a	.175	.158	.71717

a. Predictors: (Constant), Salaries and Benefits, Job Security, Career Development

b. Dependent Variable: Overseas Employment Preference

According to Table Model Summary for university students, the value of R Square is 0.142. This indicates that 14.2% of the dependent variable (overseas employment preferences) are influenced by the independent variables (salaries and benefits, job security, and career development), while the rest 85.8% of the dependent variables can be explain by other variables. On the other hand, the model summary of working adults also shows the value of R Square is 0.175, which means there are 17.5% of the dependent variable (overseas employment preferences) are explained by the independent variables (salaries and benefits, job security, and career development), so the rest 82.5% are influence by other variables. Therefore, researcher can conclude that there are still have other factors are strongly affect the overseas employment preferences.

Table 4.11: Model ANOVA ^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	9.131	3	3.044	7.977	.000 ^b
Residual	55.328	145	.382		
Total (University Students)	64.459	148			
Regression	16.032	3	5.344	10.390	.000 ^b
Residual	75.606	147	.514		
Total (Working Adults)	91.638	150			

a. Dependent variable: Overseas Employment Preference

b. Predictors: (Constant), Salaries and Benefits, Job Security, Career Development

$$H_0: \beta_1 = \beta_2 = \beta_3 = 0$$

H₁: At least one of the coefficients is nonzero

Based on the table above, the significant value of both university students' model and working adults' model is at 0.000, which is lower than the α value, $\alpha = 0.05$. Hence, accept the alternative hypothesis which is at least one of the coefficients is nonzero. Moreover, there is sufficient evidence to conclude that the multiple regression model is adequate at $\alpha = 0.05$ and the F-statistic is significant with the F-value = 7.977 and 10.390 respectively.

Table 4.12: Coefficients ^a

Model			Unstandardized Coefficients		Standardized Coefficients	t	Sig.
			B	Std. Error	Beta		
1	University Students	(Constant)	1.298	.482		2.695	.008
		Salaries and Benefits	-.014	.142	-.012	-.099	.922
		Job Security	.093	.137	.080	.680	.498
		Career Development	.471	.142	.333	3.313	.001
2	Working Adults	(Constant)	1.547	.416		3.715	.000
		Salaries and Benefits	.014	.111	.011	.126	.900
		Job Security	.427	.102	.358	4.171	.000
		Career Development	.123	.097	.109	1.277	.204

a. Dependent variable: Overseas Employment Preference

b. Predictors: (Constant), Salaries and Benefits, Job Security, Career Development

The multiple regression equation (university students) can be formed as below:

$$Y = A + B_1X_1 + B_2X_2 + B_3X_3$$

Whereas:

Y = people who are university student

A = as constant, Value of Y when X become zero

X₁ = Overseas Employment Preference

B₁ = Salaries and Benefits

B₂ = Job Security

B₃ = Career Development

Therefore, the multiple regression equation can be formed as:

$$Y = 1.298 - 0.014X_1 + 0.093X_2 + 0.471X_3$$

4.3.1.1 Test of significant (University Students)

First Hypothesis

H_{1a}: Salaries and Benefits has a positive relationship with the overseas employment preference of Malaysian among university students.

Reject H₀ if p-value < 0.05

Based on the Table Coefficient, the p value of salaries and benefit is at 0.922, which is greater than 0.05, hence the alternative hypothesis is being rejected, whereas null hypothesis is accepted. Therefore, it can be concluded that

salaries and benefits have no relationship with the overseas employment preference of Malaysian among university students.

Based on the marital status (Table 4.4.1) and expected income (Table 4.8.1) of university students from demographic analysis, all of them are single and no need to care much about for the personal expenses. Besides, 54.6 percent of university are expected will get more than RM3,500, which is more than the RM2,700, amount of single to live comfortably in Malaysia (Fun, 2018).

Second Hypothesis

H1b: Job security has a positive relationship with the overseas employment preference of Malaysian among university students.

Reject H0 if p-value < 0.05

Based on the Table Coefficient, the p value of job security is at 0.498, which is greater than 0.05, hence the alternative hypothesis is being rejected, whereas null hypothesis is accepted. Therefore, it can be concluded that job security has no relationship with the overseas employment preference of Malaysian among university students.

University students are considered as millennials and didn't have any working experience (MIUC, 2018). So, they do not understand the importance of job security. Based on the education background (Table 4.5.1) of university students from demographic analysis, majority of university students are studying bachelor degree. Therefore, they have confidence that they can secure their job.

Third Hypothesis

H1c: Career development has a positive relationship with the overseas employment preference of Malaysian among university students.

Reject H0 if p-value < 0.05

Based on the Table Coefficient, the p value of career development is at 0.001, which is smaller than 0.05, and the coefficient beta is at 0.471, hence the alternative hypothesis is being accepted. Therefore, it can be concluded that career development has a positive relationship with the overseas employment preference of Malaysian among university students.

Most university students will think that career development is much important for them because top organizations understand the need to retain top talent from their employees, hence the employee with talent are much potential in the market. Employees can learn and improve their skills through career development. Based on the study course (Table 4.7.1) of university from demographic analysis, most of them are accounting students and business students. Those students have intention to complete their further study which include Master of Business Administration (MBA) and Association of Chartered Certified Accountants (ACCA). So, they believed that the course studied will have a clear career development prospect in the country.

The multiple regression equation (working adults) can be formed as below:

$$Y = A + B_1X_1 + B_2X_2 + B_3X_3$$

Whereas:

Y = people who are working adult

A = as constant, Value of Y when X become zero

X₁ = Overseas Employment Preference

B₁ = Salaries and Benefits

B₂ = Job Security

B₃ = Career Development

Therefore, the multiple regression equation can be formed as:

$$Y = 1.547 + 0.014X_1 + 0.427X_2 + 0.123X_3$$

4.3.1.2 Test of significant (Working Adults)

First Hypothesis

H_{2a}: Salaries and Benefits has a positive relationship with the overseas employment preference of Malaysian among working adults.

Reject H₀ if p-value < 0.05

Based on the Table Coefficient, the p value of salaries and benefits is at 0.900, which is greater than 0.05, hence the alternative hypothesis is being

rejected, whereas null hypothesis is accepted. Therefore, it can be concluded that salaries and benefits have no relationship with the overseas employment preference of Malaysian among working adults.

Even though people think that salaries is important, but some working adults much prefer others consideration factors such as location and the workload. For example, if the distance of location between the workplace and home is too far, people may spend much times and spirit. Therefore, not many working adults willing to spend this extra time. Moreover, the income level (Table 4.8.2) on working adults from demographic analysis have shown there are 74.2 percent of people have gain more than RM3,500 monthly which is sufficient to them live in Malaysia.

Second Hypothesis

H2b: Job security has a positive relationship with the overseas employment preference of Malaysian among working adults.

Reject H₀ if p-value < 0.05

Based on the Table Coefficient, the p value of job security is at 0.000, which is smaller than 0.05, and the coefficient beta is at 0.427, hence the alternative hypothesis is being accepted. Therefore, it can be concluded that job security has a positive relationship with the overseas employment preference of Malaysian among working adults.

According to (Ow, 2018), it stated there are no career potential without job security, and without job security, people are not able to develop skills and gain experience for the next job. Therefore, working adult are more prefer

to secure their job rather than gain more pay and benefits. Besides, refer to the age (Table 4.2.2) and marital status (Table 4.4.2) of working adults from the demographic analysis, it shows there are 28.5 percent are above 30 years old and 43.7 percent are getting married. There is difficult for middle-aged and elderly to find the job if they losses their current job. Moreover, job secure is most important for those people have get married because the expenses is much expensive than the single.

Third Hypothesis

H2c: Career development has a positive relationship with the overseas employment preference of Malaysian among working adults.

Reject H0 if p-value < 0.05

Based on the Table Coefficient, the p value of career development is at 0.204, which is greater than 0.05, hence the alternative hypothesis is being rejected, whereas null hypothesis is accepted. Therefore, it can be concluded that career development has no relationship with the overseas employment preference of Malaysian among working adults.

In the result of demographic analysis shows that education level of working adults (Table 4.5.2) approximately 36 percent of people only reached the STPM level, so they may not have much opportunity to improve their skills and expertise after they work in their current job.

Table 4.12.1: Framework Comparison

	Path Coefficient Difference	P-Value
SB → EP	0.28	0.000
JS → EP	0.334	0.000
CD → EP	0.348	0.000

Table 4.12.1 indicates the significance of the difference between University Students and Working Adults result. Salaries and benefits, job security and career development had significance difference in the influencing overseas employment preference within the model between University Students and Working Adults as their p-value is lower than 0.05. Hence, H3 is accepted.

4.4 Conclusion

In short, the data analyses generated from SPSS Version 25 have been presented in this chapter. A total 301 set of data have been used in this research study to generate meaningful data from the descriptive analysis, reliability test, and inferential analysis. In the descriptive analysis, respondents' demographic profile is provided; In the reliability test, all the variables had a Cronbach's alpha value greater than 0.7, which indicates reliable and satisfactory.

Lastly, as a result showed in the Multiple Regression analysis, only the alternative hypothesis of career development was accepted in university student model, while the other independent variables' alternative hypothesis was rejected. On the other hand, only the alternative hypothesis of job security was accepted in working adult model, while the other independent variables' alternative hypothesis was rejected. The researchers got to know that career development have positive relationship towards the overseas employment preference among university students and job security have positive relationship towards the overseas employment preference among working adults. Moreover, hypothesis 3 is used to explain the differences between the University Student and Working Adult extract using p value as well. In Chapter 5, further discussion and conclusion will be discuss and evaluate.

CHAPTER 5: DISCUSSION, CONCLUSION AND IMPLEMENTATION

5.0 Introduction

Chapter 5 will provide the interpretation of data analysis in the previous chapter and shown the statistical analysis to provide a clear idea of the results in this research. The implication of this study is able to comprehend the impact of the variables towards the individual's employment preferences in the reality. Besides that, chapter 5 has also show the limitation and the recommendation to solve the issues that will faced in the research.

5.1 Summary of Statistical Analysis

The mainly purpose of this research objective is to study the factors that will influence the overseas employment preference of Malaysian between university students and working adults. There is a total of 7 hypotheses had developed in this study. The study has verified H1c, H2b and H3 has been accepted, other hypotheses were rejected. Table 5 .1 has shown the summary of statistical analysis in order to provide with a clearly idea of the results.

Table 5.1: Summary of the Result of Hypothesis Testing

Hypothesis	Value Scored	Determination
H1a: Salaries and Benefits has a positive relationship with the overseas employment preference of Malaysian among university students.	P value=0.922, P>0.05	Not supported
H1b: Job security has a positive relationship with the overseas employment preference of Malaysian among university students.	P value=0.498, P>0.05	Not supported
H1c: Career development has a positive relationship with the overseas employment preference of Malaysian among university students.	P value=0.001, P<0.05	Supported
H2a: Salaries and Benefits has a positive relationship with the overseas employment preference of Malaysian among working adults.	P value=0.900, P>0.05	Not supported
H2b: Job security has a positive relationship with the overseas employment preference of Malaysian among working adults.	P value=0.000, P<0.05	Supported

H2c: Career development has a positive relationship with the overseas employment preference of Malaysian among working adults.	P value=0.204, P>0.05	Not supported
H3: The proposed model has significance differences between <i>university students</i> and <i>working adults</i> .		
H3i: Salary and benefits → Employment Preference	P value=0.000, P<0.05	Supported
H3ii: Job Security → Employment Preference	P value=0.000, P<0.05	Supported
H3iii: Career Development → Employment Preference	P value=0.000, P<0.05	Supported

5.2 Discussion of Major Findings

5.2.1 Salary and Benefit

The findings towards H1a and H2a has defined that salary and benefits has no relationship with the overseas employment preference of Malaysian among university students. Based on the data analysis in chapter 4 has shown that p-value of H1a and H2a respectively 0.922 and 0.900. Both of the hypotheses were not be supported with the p-value is higher than 0.05. The result has been consistent with the previous research that has been done by (McAuliffe, et al., 2016), salary is important but it is not a basic factor of influence the employment preference. Based on the research has stated that when the company has provided the basic level of salary to employees, the career development or other factor will be more important to the employment preference of working adults and students in oversea.

5.2.2 Job Security

Based on the findings of H1b in table 5.1 has indicated job security has no relationship with the overseas employment preference of Malaysian among university students. The p-value of H1b was 0.498 and it has higher than 0.05, therefore it has been not supported. This result has consistency with the research that has been done by (Al-Abri & Kooli, 2018), Job security has no relationship with the employment preference of graduate students. However, findings off H2b has indicated that job security has positive relationship with the overseas employment preference of Malaysian among university students. The data analysis in table 5.1 has verify H2b p-value of 0.000 and it has lower than 0.05, this result proved the data was supported the relationship between job security and employment preference among working adults. The study of (Theodossiou & Vasileiou, 2014) has found the positive relationship between job security and employment preferences in the study of Europe experience and it has consistency with the result of H2b. For working adults, Job security was an important factor towards the employment preference in order to have a stable and secure of future. The expected slowdown in Malaysia's economy has cause one of the reasons that Malaysians will worry about their job security (Lakshana, 2016). Therefore, most of Malaysian will expressed confidence in the foreign job market and consider job security as the important motivate factor.

5.2.3 Career Development

The development of H1c and H2c is to certify career development will affect the overseas employment preferences of students and working adults in Malaysia. For the findings of H1c in table 5.1 has shown that p value of 0.001 is lower than 0.05, so the figures has supported career development has a positive relationship with the overseas employment preference of Malaysian among university students. This result has consistency with the

research of (Demagalhaes, Wilde, & Fitzgerald, 2011) with showing that the promotion opportunity of employees has an important impact towards employment preference of students. In order to stay relevant in the new digital age, Malaysian will encourage to have a mindset of learning and growing. Therefore, University students will take career development as the most important factor towards their oversea employment preferences because it mean students will have the opportunity to retrain and improve their skills in order to have a more understanding in the new position or their future path(SANI, 2019). Comparing with the other factors, most of students will prefer a job with growth potential as the important criteria of preferences. In contrast, findings of H2c has not supported the career development has positive relationship with the overseas employment preference of Malaysian among working adults. According to table 5.1, p-value of H2c is 0.204 and it is higher than 0.05. From the analysis above, working adults will not consider career development as the basic factor to their employment preferences in overseas.

5.2.4 Differences model between university students and working adults

Through the multiple sets of analysis, the differences between Malaysians and Taiwanese have be analysed. In the analysis, salary and benefits, job security and career development were found to be significantly different between the two groups. The p values of H3i, H3ii and H3iii were below 0.05, thus demonstrating significant differences.

5.3 Implication of study

The purpose of this research study is to comprehend the factors that will influence the overseas employment preferences among students and working adults of Malaysian. The results were very useful to future managers and leaders in the recruiting of the company, as they were able to provide the better and attractable condition for the potential employees.

With regard of salary and benefits, students and working adults were not considered as the important of factors on their employment preferences. Salary is only one part of compensation in the company. For example, a senior position in a large technology company typically has an equity portion equal to or greater than the salary component. For most of people, salary was not able to be the major factor of the job search in oversea because they will be more focus on the most rewarding career opportunity to themselves. In regard to benefits, different people will have different perspective or view towards the value of benefits that provided by company. For example, health insurance was particularly important for the working adults or the employees with family. However, the graduate students may not be too focus on the health insurance. Therefore, the benefits that provided by each oversea company in may not be 100% suitable for every employees or job seeker.

As for job security, university students will not consider job security as one of the factors towards their employment preference in oversea. This is because university students as the future of young generation employees, they will tend to have their own perspective of their office life should look like. They will be more focus on the balance between their work-life. Based on the research in recent year, the average tenure of the young generation employees is usually around two years. Therefore, there is a clash between the young generation employees and the theory of job security. Conversely, the working adults will consider job security as the major factor for their employment preferences in oversea. There is more than half of the employees will prefer to stay in the oversea after they has employed in the oversea.

However, the job security that provided by the oversea will be an important issue for the foreign employees. Without the job security, employees will not be able to know their work were safe and suddenly will be dismissed or laid off.

With regard of career development, university students will be more focus with it as the major factor for employment preference in oversea. As a university student, understand the future of working life is very important after been graduate. Career development is goal oriented. With the career development, students were able to putting the effort and invest their time in finding what they were willing to do and the path that they will go through in future. Comparing with the university students, working adults may be not really focus on the career development as their employment preference in oversea. Most of the working adults may have their family, they will more pursue with a stable and secure life. The reason of working adults work in oversea was also to pursue a better-quality life for them or their family. Therefore, working adults will seek for a stable oversea job or work that will provide them with a better of salary rather than finding their own career development.

5.4 Limitation and Recommendation

Same as other studies, there are some limitation in this research and it's were able to fix it. The first limitation was the narrow range of the respondents for the questionnaire survey in this research. The most of the respondents in this research are having the connection with our researcher because we will send the questionnaire survey first to people that we know. Therefore, most of the respondents are come from Utar students and from city area around Kuala Lumpur. This situation may cause the data collection will be inaccurate based on the different of area and the studying environment of university students and working adults. The other living area of working adults and other university of students might have the different perception towards the employment preference in oversea.

Future research should avoid by narrowing the range of the respondents of the questionnaire survey in the similar of research. The future researchers are recommended to clarify the demographics of respondents in all the areas and collected the data of respondents with the various of internet tools in order to provide the more accurate of data for the researchers.

The other limitation that has faced in this research is the various of factors that will influence the employment preferences in oversea. In our research, we are using salary and benefits, job security and career development as the independent variables to test the results of this study. However, there are other various possible factors that will provide the impact towards the respondents of employment preferences in oversea such as working environment, culture difference and others. These other various factors may not help researcher to provide with a more accurate results from the respondents.

The future of researcher with similar topic are able to Future research can examine the other independent variables and regulatory variables so that employers or

company can understand a wider range of coverage and can identify to provide the better of condition to their potential of employees for company.

5.5 Conclusion

In summary, the purpose of this research is to understand the factors will influence the oversea employment preferences among the university students and working adults of Malaysian. In all the hypothesis, H1c and H2b are the hypothesis that be supported and effectively to the purpose of the research.

The research has shown that salary and benefits have no relationship with the employment preferences in oversea. Both of Malaysian working adults and university students are consider the salary as the basic condition to work in a company. However, it is not able to become the major factor towards the employment preferences in oversea. Besides that, the various benefits that provide by the oversea company is not able as a factor that consider by working adults and students in Malaysia because some of the benefits are not what they really need and not be suitable for them.

In term of job security, university students as the young generation will be more to pursue the balance between work and their life. Therefore, they will try the different work environments and seek for the office life that they want. Therefore, job security will not be considered by university students to work in oversea because they will not stay with a company or position longer. However, working adults as the employees that working with a period of time, they will more pursue with a stable life for their family. Hence, job security is the most of the requirement in order to provide a more secure and stable working environment for Malaysian working adults to work in oversea.

In term of career development, university students in Malaysia are able to seek for their future goal if they have work in oversea. When the students are graduated from the university, they should have a concept on what should they work and what is the future if they have employed in the company. University students in Malaysia will more seek for the career growth and the potential for the work in oversea.

In addition, this chapter discussed the limitations and recommendations for conducting this study. This section will allow future academicians to get some useful advice to avoid making the same mistakes in this study.

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Appendix A

Survey Questionnaire



**UNIVERSITI TUNKU ABDUL RAHMAN (UTAR)
FACULTY OF ACCOUNTANCY AND MANAGEMENT
BACHELOR OF INTERNATIONAL BUSINESS (HONS)
UKMZ3016 RESEARCH PROJECT**

Dear Respondents,

We are Bachelor of International Business students from University Tunku Abdul Rahman. Currently, we are conducting a research to investigate the factors that will influencing the overseas employment of Malaysian. There is a comparative study of working adults and university students. This survey questionnaire is a major contribute to allow us in understanding your attitude towards overseas employment. Your participation is completely voluntarily, and all the information given will be used for academic only. The return of the questionnaire is taken as the consent of participation.

Students' Detail:

- | | | |
|--------------------|---------|------------------|
| 1. Tan Lip Hooi | 1500618 | xyleon@1utar.my |
| 2. Teoh Chee Shien | 1500345 | ttshien@1utar.my |

Factors influencing overseas employment preference of Malaysian. A comparative study of working adults and university students. (Student)

Demographic

In this section, participants are required to answer the question by selecting the corresponded answer.

1. 1. Gender

Mark only one oval.

- Male
 Female

2. 2. Age

Mark only one oval.

- Below 20
 21 - 25
 26 - 30
 Above 30

3. 3. Race

Mark only one oval.

- Malay
 Chinese
 Indian
 Other: _____

4. 4. Marital Status

Mark only one oval.

- Single
 Married
 Other: _____

5. 5. Education Background

Mark only one oval.

- SPM
- STPM
- A - Level
- Bachelor's Degree
- Master Degree
- Doctoral or Professional Degree

6. 6. Are you an University student or working adult?

Mark only one oval.

- Student
- Working adult

7. 7. Do you prefer to work overseas?

Mark only one oval.

- Yes
- No

8. 8. Job field / Study Course

Mark only one oval.

- Accounting
- Healthcare and Medical
- Engineering
- Information Technology
- Business Administration
- Other: _____

9. 9. Actual Income / Expected income

Mark only one oval.

- Less than RM 2000
- RM 2000 - RM 3500
- RM 3500 - 5000
- More than RM5000

Salary and benefit

Below are the statements regarding your perception toward employment salary and benefits. Please answer the following questions by indicating to what extent you agree or disagree with each statement.

[1= Strongly Disagree; 2= Disagree; 3= Neutral; 4= Agree; 5= Strongly Agree]

Kindly have your phone in landscape mode if you are answering with phone. Thanks for your cooperation.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Money has been an important factor for me in choosing a career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will choose a job that will provide me a chance to achieve a good standard of living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would reject the job if the salary is insufficient and/or the benefits do not meet my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will consider allowances as the factor of choice for job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will consider year-end bonus as the factor of choice for job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will consider overtime bonus as the factor of choice for job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will consider medical insurances as the factor of choice for job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will consider paid leave as the factor of choice for job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Job security

Below are the statements regarding your perception toward employment job security. Please answer the following questions by indicating to what extent you agree or disagree with each statement.

[1= Strongly Disagree; 2= Disagree; 3= Neutral; 4= Agree; 5= Strongly Agree]

Kindly have your phone in landscape mode if you are answering with phone. Thanks for your cooperation.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I would like to find a job to represent a stable job, no layoff and to ensure that I can keep working with my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be anxious in the future; my employer may replace me with those who are willing to work with less salary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would request a job that the organisation will provide the long-term security.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would request with a reasonable workload for my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If there is an opportunity with a better job security, I will accept similar positions with other employers to get the same or even lower salary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would probably select a prestigious company to work in.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would certainly choose the company to be my future employer if there are many others who would like to work in this company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will consider the company's dismissal process to prevent future emergencies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Career development

Below are the statements regarding your perception toward employment career development. Please answer the following questions by indicating to what extent you agree or disagree with each statement.

[1= Strongly Disagree; 2= Disagree; 3= Neutral; 4= Agree; 5= Strongly Agree]

Kindly have your phone in landscape mode if you are answering with phone. Thanks for your cooperation.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I would like to look for a job that will help me achieve my work-related learning and development needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would request for a job that will provide me with the opportunity to promotion in the company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If there is no any chance for promotion, I will refuse to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job field or studying course will have a clear career development prospect in the country.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will like to join the organization that provides with a clearly job requirement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will like to join the organization that provides me with different opportunities to achieve my career goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will like to join the organization that supports my long-term career development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will like to join the organization that provides training opportunity in order to improve employee skill and expertise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employment Preferences

Below are the statements regarding your perception toward employment preferences. Please answer the following questions by indicating to what extent you agree or disagree with each statement. [1= Strongly Disagree; 2= Disagree; 3= Neutral; 4= Agree; 5= Strongly Agree] Kindly have your phone in landscape mode if you are answering with phone. Thanks for your cooperation.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I have definitely made my employment preference.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have made any career plans at present.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have made any career plans for future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will accept any career choice if my grades allow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have intention to work abroad.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident that I will work abroad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Appendix B

SPSS Output

Table 4.9.1: Reliability Statistic for Actual Research (University Student)

Variable	Cronbach's Alpha	No. of Items
Overseas Employment Preference	.745	6
Salaries and Benefits	.862	8
Job Security	.790	8
Career Development	.754	8

Table 4.9.2: Reliability Statistic for Actual Research (Working Adult)

Variable	Cronbach's Alpha	No. of Items
Overseas Employment Preference	.765	6
Salaries and Benefits	.732	8
Job Security	.755	8
Career Development	.779	8

Table 4.10: Model Summary

Model		R	R Square	Adjusted R Square	Std. Error of the Estimate
1	University Students	.376 ^a	.142	.124	.61772
2	Working Adults	.418 ^a	.175	.158	.71717

Table 4.11: Model ANOVA ^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	9.131	3	3.044	7.977	.000 ^b
Residual	55.328	145	.382		
Total (University Students)	64.459	148			
Regression	16.032	3	5.344	10.390	.000 ^b
Residual	75.606	147	.514		
Total (Working Adults)	91.638	150			

Table 4.12: Coefficients ^a

Model			Unstandardized Coefficients		Standardized Coefficients	t	Sig.
			B	Std. Error	Beta		
1	University Students	(Constant)	1.298	.482		2.695	.008
		Salaries and Benefits	-.014	.142	-.012	-.099	.922
		Job Security	.093	.137	.080	.680	.498
		Career Development	.471	.142	.333	3.313	.001
2	Working Adults	(Constant)	1.547	.416		3.715	.000
		Salaries and Benefits	.014	.111	.011	.126	.900
		Job Security	.427	.102	.358	4.171	.000
		Career Development	.123	.097	.109	1.277	.204