Graduate Employability For Manufacturing Industry

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dAbstract

Previous researches on employability skills conducted nationally and internationally, found that many technical graduates lacked employability skills. This article reports on the study of employability skills that graduate of manufacturing students should acquire to be employed and sustain in manufacturing industries. The study investigates the importance of employability skills as perceived by employers from manufacturing industries. The findings of the study showed that employers place great importance to communication skills, problem solving skills, team work skills and personal qualities. Graduates also need to emphasis on leadership skill, entrepreneur skill, technology skill and informational skills.

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Key words: Employability skills, manufacturing industry, employers; graduates, communication skills, problem solving skills; team work, personal qualities.

1. Employability Skills Concept and Construct

Employability skill is often defined as the preparation for graduates to successfully get jobs and to develop in their careers [1], and enable individuals to prove their value to an organization as the key to job survival [2]. The background theory that always related to employability skills development is the human capital theory, which states 'employability' is not only about shaping talent, techniques, and experience for an individual to get a job, but more toward the ability to do the work [3].

Industry analysts reported that for success in the workplace, employees need to possess a specific employability skills entry level requirement. These essential (employability) skills were often viewed as a