

**INFLUENCERS OF POSTGRADUATE JOB SELECTION
IN MALAYSIA**

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DECLARATION

I understand the meaning of “Plagiarism” and “Intellectual Property Rights” and Ethics Related to the Principles of Academic Works.

I declare that this study was completed by my own work and effort, and it has not been submitted anywhere for any award. Where other sources of information have been used, they have been duly acknowledged.

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ABSTRACT

This research was done as the project thesis for Master of Business Administration in INTI International University. The objective of this research was to find out the factors that influencing Postgraduate Job Selection in Malaysia.

Human capital is the most important capital in the 21st century, characterized by talent competition. The level of competitiveness of an enterprise often depends on the quantity and quality of its knowledge workers. Hence, this research have examined relationship between the training program, salary and welfare and promotion opportunities with the intention of job selection among postgraduate in Malaysia. The research carried out by distribution of questionnaire to the postgraduates in Malaysia.

The pilot test, demographics Profile, preliminary test, hypotheses test were performed using SPSS software on the collected data. At the end of the research, the study shows that the theoretical is related to empirical study thus the results were summarized. The validity and reliability of the result can be regarded as good overall. The result showed that the examined factors such as salary and welfare and promotion opportunities have significant relationship towards the job selection intention among postgraduate in Malaysia.

The result of this research may provide other researchers to be more aware of job selection as well as to provide valuable inputs. In summary, with this input, working industries in Malaysia will be able to understand on what will be the higher significant factors that influence postgraduate job selection. Within the job selection environment, this research has provided a very unique and genuine feedback for the working industry in order to build sustainable business, in which intended to attract more postgraduate students upon graduation.

Keywords: Job Selection, Training Program, Salary and Welfare, Promotion Opportunities

TABLE OF CONTENT

DECLARATION	1
ACKNOWLEDGEMENT	2
ABSTRACT	3
LIST OF FIGURE	7
LIST OF TABLE	8
CHAPTER 1. INTRODUCTION	1
1.0 Overview.....	1
1.1 Background.....	1
1.2 Problem Statement.....	2
1.3 Research Objectives.....	4
1.4 Research Questions.....	4
1.5 Scope of Study.....	5
1.6 Significance.....	6
1.7 Limitations.....	6
1.8 Operational Definitions.....	7
1.9 Organization of Chapters.....	8
CHAPTER 2. LITERATURE REVIEW	10
2.0 Overview.....	10
2.1 Job Selection.....	10
2.1.1 The worldwide research on Job Selection.....	11
2.1.2 Perspectives for Job Selection in Malaysia.....	13
2.2 Influencers.....	16
2.2.1 Training program.....	17
2.2.2 Salary and Welfare.....	20
2.2.3 Promotion Opportunities.....	22
2.3 The linkage between postgraduate job selection and three factors.....	23
2.3.1 Linking training program to postgraduate job selection.....	24
2.3.2 Linking salary and welfare to postgraduate job selection.....	26

2.3.3 Linking promotion opportunities to postgraduate job selection	29
2.4 The Theory of Reasoned Action (TRA).....	30
2.5 Theoretical Framework.....	33
2.6 Hypotheses.....	33
2.7 Chapter Conclusion.....	34
CHAPTER 3. RESEARCH METHODOLOGY.....	35
3.0 Overview.....	35
3.1 Research Design.....	35
3.2 Sampling Design.....	36
3.2.1 The target population of research.....	36
3.2.2 Sampling plan	36
3.2.3 Sampling selection	36
3.2.4 The unit of analysis	37
3.3 Questionnaire Design.....	37
3.4 Measurement.....	38
3.4.1 Pilot Testing	38
3.4.2 Demographics	39
3.4.3 Preliminary test	39
3.4.4 Hypotheses Test	40
3.4.5 Multiple Regression	40
3.5 Conclusion	40
CHAPTER 4. RESEARCH FINDINGS	42
4.1 Chapter Overview	42
4.2 Pilot Test	42
4.2.1 Factor Analysis.....	43
4.2.2 Reliability Test	45
4.3 Demographic Profile.....	45
4.4 Preliminary Test	46
4.4.1 Factor Analysis.....	47

4.4.2 Reliability Test	49
4.5 Hypotheses Testing	49
4.5.1 Multiple Linear Regression.....	49
4.6 Chapter Summary	51
CHAPTER5. CONCLUSION AND RECOMMENDATION.....	52
5.1 Chapter Overview	52
5.2 Discussion of Results.....	52
5.3 Contribution	53
5.3.1 Contribution to Academia	53
5.3.2 Contribution to Industry.....	53
5.4 Recommendations.....	53
5.5 Limitations of the Research	55
5.6 Future Research	56
5.7 Personal Reflection	56
5.8 Chapter Summary	57
REFERENCE.....	59
APPENDICES	77
Appendix 1: Questionnaire	77
Appendix 2: SPSS Statistic Tables.....	80
Appendix 3: Initial Research Project Proposal	86
Appendix 4: Rubrics	92
Appendix 5: Project Paper Log.....	98
Appendix 6: Turnitin Report.....	103

LIST OF FIGURE

Figure 1 The Model of TRA (Fishbein & Ajzen, 1976).....	31
Figure 2 Theoretical Framework	33
Figure 3 The questionnaire of this research	38
Figure 4 Guideline of MSA (Lousia, 2016).....	40

LIST OF TABLE

Table 1 Communalities for Pilot Test	43
Table 2 KMO for Pilot Test.....	44
Table 3 Total Variance Explained for Pilot Test.....	44
Table 4 Summary of Outcomes of Reliability Test for Pilot Test	45
Table 5 Demographic of Respondents	46
Table 6 Communalities for Pilot Test	47
Table 7 KMO for Preliminary Test	48
Table 8 Total Variance Explained for Preliminary Test	48
Table 9 Summary of Outcomes of Reliability Test for Pilot Test	49
Table 10 Model Summary	49
Table 11 ANOVA test.....	50
Table 12 Model Coefficients.....	50

CHAPTER 1. INTRODUCTION

1.0 Overview

The purpose of this study is to determine the important factors that influence graduating postgraduates in Malaysia in their job selection. In this chapter, the background of the study is explained first. Through the description of the present situation, we can understand the importance of the subject. In addition, the exposition of the research questions is easier to study deeper. Second, in this chapter, the research objectives, research questions are formulated. At the same time, the scope and significance of the research represent the field and purpose of the study. This chapter also mentions the limitations. At the end of the chapter, the definition and organizational structure of the subject are summarized.

1.1 Background

In today's society, the number of graduating students in Malaysian institutions has steadily risen (Bakar, et al., 2013). With the accelerated pace of globalization, the global economic environment in different industries has changed in varying degrees (Gereffi, 2014). The competition among enterprises is increasingly fierce in the market. The demand for postgraduate students is also becoming larger and more diversified, at present, the company's success is more based on the efficiency of staff and personnel management (Tholen, 2012). Effective management of employees is a necessary factor in achieving the goals of the organization, all of which depend on the company being able to receive the best people (Wright, et al., 2012).

However, employers' perceptions of graduates' job market may not always be accurate (Velasco, 2012). These views strongly influence their attitudes, priorities, processes and changing plans and ultimately decided whether to hire good people (Alvesson & Sveningsson, 2015).

Postgraduate job selection is based on the relatively stable awareness, evaluation,

attitude, method, psychological orientation and guiding ideology of postgraduates in selecting a social occupation (Henry & Kulich, 2012). It is not only the direct manifestation of postgraduate career ideal, but also the most intuitionistic performance of graduate outlook on life and values (McKenna, 2016).

The current Malaysian higher education has become more popular, colleges and universities have become increasingly large-scale students, even higher levels of graduate employment has become increasingly prominent (Flaherty & Phillips, 2015). Previous studies have shown that the factors that influence graduate employment mainly include their own quality, employing companies and national policies and so on (Braguinsky, et al., 2012).

The current researchers pay more attention to the job selection of undergraduate students (Collis & Hussey, 2013). In recent years, the related researches of postgraduate job selection concept have been gradually taken seriously, the number of research results is relatively small, the research methods are mostly qualitative description and analysis of the phenomenon. The scientificity of the research needs to be further improved (Vaismoradi, et al., 2013).

1.2 Problem Statement

In the increasingly competitive society between enterprises, the competition between enterprises in the final analysis is the competition of talents (Vaiman, et al., 2012). Talent is the primary resource of an enterprise and the most important resource and main driving force for scientific and technological progress and social and economic development (Hong , et al., 2012). Which enterprises absorb and gather the best people to gain the initiative of competition, it will be invincible in the fierce science and technology and economic competition (Gathungu & Mwangi, 2012).

According to a report released by the World Bank, as of 2010, Malaysians scattered

abroad are estimated to have a conservative estimate of up to 1 million (The World Bank, 2011). One third of them are high-skilled personnel with higher education. The report further shows that Malaysia is not only experiencing a massive outflow of talent, but also mainly concentrated in other countries, with Singapore alone occupying 54% of Malaysian talent (Jauhar, et al., 2015).

In the meantime, the findings of the World Bank report also reflect that the three major causes of brain drain in Malaysia are Career Prospects, Social Injustice and salary issues (Hoo, et al., 2014).

Graduating postgraduates are valuable human resources and the main forces of high quality in the modernization drive. Postgraduates' careers are related to the construction of enterprise development (Kerr, et al., 2016). Companies must actively invest in the global battle for talent in order to ensure that the company development, attract and retain talent. Among them, enterprises in order to be able to attract and retain competent employees, the fair pay mechanism is essential (Yuen, 2013). At the same time, the company also has to provide other staff policies and employees' promotion opportunities (Sageer, et al., 2012). Through the analysis of several independent variables, which can help enterprises to attract talents better, so as to guarantee the development of the enterprise. On the other hand, for the postgraduates, the analysis results can help them establish a preliminary view of the job selection and make the right judgments when job selection. In addition, this study can clarify which independent variables postgraduate should focus on in future to help their future career development (Ordun & Karaeminogullari, 2013).

Postgraduates are the important capital for talent reserve. Doing a good job in the connection between postgraduates and occupations is of great significance to social stability, economic development and the realization of personal values (Tholen, et al., 2013). The factors that influence the job selection of graduates are based on the ideal

of occupation, professional motivation, professional standards of the fundamental point of view (Paterson, et al., 2014). This is also the professional concentration of personal values of job-seekers and the initial orientation of social occupations (Raccanello, 2015). The choice of employment for graduate students is greatly influenced by psychological expectations. Its formation is a long and complex process that receives influence from society, families and individuals (Wang & Degol, 2013).

1.3 Research Objectives

The major concern of this research is to influencers of postgraduate job selection in Malaysia. The main purpose of this study is to explore the relationship between salary and welfare, training policies, promotion opportunities and graduate employment standards (Wilton, 2012). Through analyzing the factors that influencing the graduation postgraduates' job selection, the paper aims to help them formulate a more targeted recruitment strategy so as to win more talents for the enterprise (Thunnissen, et al., 2013). research objectives will provide the direction and guide the current study. In order to complete the research purpose and clarify the influencing factors of career choice, the research is based on three objectives:

RO1: To determine the relationship between training program and postgraduate job selection in Malaysia.

RO2: To determine the relationship between salary and welfare toward postgraduate job selection in Malaysia.

RO3: To determine the relationship between promotion opportunities and postgraduate job selection in Malaysia.

1.4 Research Questions

Along with the research objectives proposed, there are three research questions which

could be raised. Through analyses the three research questions, the research objectives are able to be achieved. The research questions in this study are mainly based on literature and research objectives. The key research questions are as follows:

RQ1: What is the relationship between training program and postgraduate job selection in Malaysia?

RQ2: What is the relationship between salary and welfare toward postgraduate job selection in Malaysia?

RQ3: What is the relationship between promotion opportunities and postgraduate job selection in Malaysia?

1.5 Scope of Study

The scope of the study is limited to graduate students in Malaysia. Knowledge workers are valuable assets for businesses, are an important part of business workers (Weske, 2012). With the development of social productive forces and science and technology, the role of human intelligence and academic qualifications in the development of enterprises is becoming more and more important (Gathungu & Mwangi, 2012). As a holder of a higher degree of education, understanding the factors that graduate students consider when choosing a career will help enterprise absorb high-quality talent and prevent brain drain (Jiang, et al., 2012).

This study uses questionnaires to collect relevant data, then uses SPSS to analyze the influence of various factors on the job selection of graduates and clarify the correlation among various factors.

1.6 Significance

Human capital is the most important capital in the 21st century, characterized by talent competition. The level of competitiveness of an enterprise often depends on the quantity and quality of its knowledge workers. Attention and play the role of knowledge workers is the key to enterprise reform and innovation, market development, thus, enterprises remain invincible.

Modern enterprise talent development system is the inevitable requirement for survival and development of modern enterprises, but also to ensure the virtuous circle of enterprises. Excellent employees are a necessary factor in improving productivity, company performance and competition. Increasing number of enterprises are facing the situation of the lack of scarce talent. More and more enterprises, based on the reasons for improving their competitiveness, provide a lot of incentive policies for excellent candidates, such as generous salary and welfare, training conditions and more promotion opportunities. Through this study, the enterprise can formulate a planned recruitment policy and strategy, which can strive for more excellent knowledge-based personnel for the company.

1.7 Limitations

Data collection limitation

The method of questionnaire has a certain degree of uncertainty. During the implementation of the questionnaire, each respondent has a different background and field of expertise, even some who are unwilling to participate in the survey will give an arbitrary answer. The quality of the survey results may not be guaranteed. The distribution of respondents is not uniform, the surveyed population is relatively concentrated phenomenon, the respondent's data is questioned by the authenticity of the restrictions.

Sample size limitation

In addition, the sample size is only for a portion of postgraduate students in Malaysia. Compared with all graduate students, the sample size is extremely small. Samples collected can only represent a trend, which may result in the lack of validity of the research results.

Time limitation

Research is required to be completed in a relatively short period of time. there is a limit in setting the sample size. The large amounts of data cannot be obtained. Due to the time, the research cannot involve more factors that influence the career choice of postgraduate students. These may lead to bias and rigor of the findings.

1.8 Operational Definitions

Job selection: Job selection refers to the job seekers based on their professional ideals and capabilities (Verlag, 2012). Choose one of the various jobs in society as a career process for individuals (Rivera, 2012). Any person who has the ability to work must enter the field of social work to select a particular occupation (Grant & Kinman, 2012). In the process of job selection, the job-seekers make decisions need to consider the individual's needs, interests, abilities and other factors. (Boswell, et al., 2012).

Training Program: Training Program is an organized management discipline. Employees through a certain amount of education and training techniques to achieve the desired level (Ji, et al., 2012). Training is an effective way to improve the quality of staffing (Ahmad, et al., 2014).

Salary and Welfare: Salary refer to the remuneration of employees in a fixed working relationship (Larkin, et al., 2012). Salary are the remuneration paid by the employer in monetary terms to the employee's labor according to industry regulations or according

to the agreement with the employee (Lam, et al., 2012). Welfare is the various supplementary remuneration and services provided by the enterprise to its employees to improve the quality of their own and family life, mainly in the form of non-monetary salaries or deferred payments (Lönqvist, 2012). The enterprise welfare is a series of welfare items independently established by the enterprise to meet the needs of the employees' life and work, besides the salary income and the statutory welfare, including corporate supplementary insurance, monetary allowances, in kind and services and other forms (Lamba & Choudhary, 2013).

Promotion Opportunity: Promotion Opportunity refer to the system that stipulates the conditions, methods and processes for employee promotion. Promotion refers to the process by which employees are promoted from lower-level positions to higher-level positions (Mustapha, Noraani & Zakaria, 2013).

1.9 Organization of Chapters

The research is divided into five chapters based on different content, which represents the overall structure of the study. The main messages in each chapter are as follows:

Chapter1: This chapter presents an overview of the research topics, describes the background of this chapter, explains job selection. The next sections describe RO and RQ. The significance and scope of the research are also mentioned. Finally, the limitations of the study and the interpretation of the relevant definitions are explained. Through this chapter, readers can understand the overview of this study and the reasons for the study.

Chapter2: This chapter illustrates the phenomenon studied, the definition of independent variables and the theory supporting independent variables. This chapter also discusses the relationship between IVs and DV, then proposes hypotheses based on previous research.

Chapter3: This chapter aims to introduce the principles of research methods, design questionnaires for data collection and analyze the results. Its purpose is to ensure the validity and reliability of the research data.

Chapter4: This chapter verifies the hypotheses made in the previous section mainly through statistical analysis. The statistical software SPSS is used to analyze the sample data, the results are displayed in the form of a chart and explained.

Chapter5: This chapter summarizes the entire article and makes recommendations on the formulation of targeted recruitment strategies. At the same time, this chapter also discusses the practical significance of the future.

CHAPTER 2. LITERATURE REVIEW

2.0 Overview

This chapter mainly elaborates the main topics of this study based on relevant literature. This chapter also illustrates the selection of global and local situation of job selection. Three independent variables are also explained, including salary and welfare, training policies and promotion opportunities. Then the correlation between the three independent variables and the job selection is discussed. Followed by the review of Theory of Reasoned Action (TRA) theory, to facilitate the use of relevant theories for analysis and research. In this chapter, the research framework is established and the hypotheses is made on the basis of the subject. The end of this chapter is summed up. Finally, making a conclusion of this chapter.

2.1 Job Selection

Students' willingness to choose their job is a topic of common concern of the educational circles, the industry and the academic circles in recent years (Azevedo, et al., 2012). Career choice refers to the individual for their own employment types, direction selection and determination (Barrick, et al., 2013). It is an important act that people really enter the field of social life and is the key link in life. Through career choice, which is conducive to the better combination of people and work positions, by this way, individuals can smoothly enter the social workforce (Kwok , et al., 2012). It is conducive to the smooth progress and realization of socialization. Through career choice, it is conducive to obtaining win-win results in various aspects such as economic benefits and social benefits, which can promote the all-round development of people (Shaffer, et al., 2012).

The literature shows that researchers are trying to explore this study from different perspectives. For example, some researchers have divided the factors that influence college students' career choice into family factors, personal factors and social factors

(Metheny & Whirter, 2013). Some researchers also divide it into five major factors: the institutional division of the labor market, the family economy, the job search initiative, social capital, regional economy and urban-rural economic differences (Vinodrai, 2012). More researchers just discuss some aspects. However, the choice of postgraduates who choose their jobs intentionally influences their ease of employment to a certain extent (Cai, 2013). Grasping the willingness of students to choose their career can explore the reasons why the employment rate is sluggish on the one hand. More importantly, it can provide reference suggestions for enterprises to formulate a reasonable recruitment strategy and to attract the required talents in a targeted manner (Shaffer, et al., 2012).

2.1.1 The worldwide research on Job Selection

Occupation has three key functions: First, to provide people with an opportunity to play and improve their own talent; Second, work with others to overcome self-centered awareness; Third, to provide individual products and services for survival (Fisher, 2013).

Parsons' Trait-Factor Theory clearly states the three elements and conditions of career choice:

- (1) Individuals should have a clear understanding of their attitudes, abilities, interests, resourcefulness, limitations and other characteristics (Sikhwari, 2015).
- (2) A clear understanding of the conditions of success of career choices, the required knowledge, the advantages, disadvantages and rewards, opportunities and future prospects of occupations in different occupations (Watson & McMahon, 2015).
- (3) The balance between the two conditions above.

Parsons's theoretical connotation is based on a clear understanding of the individual's subjective conditions and social job requirements based on the conditions (Cottone, 2012).

Career matching is divided into two types:

(1) **Conditions match.** That is, the occupation of the required technical expertise and expertise matches that of the candidate who has acquired that particular skill and expertise; Or dirty, tired, face working conditions are. Poor jobs require hard-working, physically fit workers to match (Lent, 2013).

(2) **Specialty match.** That is, some occupations need to have certain specialties, such as those who are sensitive, movable, unconventional, original, strong, idealistic and other personality traits, should be engaged in aesthetic and self-expression of the type of artistic creation Occupation (Saguil, et al., 2012).

Holland's personality-job fit theory also suggests that occupational values include values, motivation and needs, all of which are important determinants of what kind of job a person chooses (Azoulay, et al., 2017). The essence lies in the occupational and occupational categories of workers to adapt (Fossen & Vredenburg,, 2014).

Career anchors by the famous American career guidance expert Professor Edgar. H. Schein put forward (Schein & Maanen, 2013). In his opinion, career development is actually a continuous exploration process, in which everyone gradually forms a clearer and more professional career based on his talent, ability, motivation, needs, attitudes and values Related self-concept (Barclay, et al., 2013). As one becomes more aware of one's own needs, the individual becomes more and more evident in forming a dominant Career Anchor (Gubler, et al., 2015).

The concept of Career Anchor originated from a team of professionals at MIT Sloan School of Management. Refers to the vital factors or values in a career that a person needs to make decisions that the person will not give up or change anyway (Ghalavandi, et al., 2012). A career anchor is actually the center around which people choose and develop their careers. Once a person has a clear understanding of their abilities and

needs and attitudes, one becomes aware of what is most important to the individual (Oosthuizen, et al., 2014). Occupational anchors are the product of early interactions between individuals and work situations. Before employees face a wide range of real work situations, employees can only have a basic understanding of their own needs and motivations, so as to get a preliminary understanding of the extent to which employees can make career choices (Jameson, et al., 2012).

Students face a wide range of job recruitment after graduation, due to the lack of adequate work experience and job awareness, more often will be based on their own subjective desire to choose their work (Sarkar, et al., 2016). The employment of graduates is the last link in the work of university students and also the most crucial and important one. Although the employment patterns of university graduates have been improved at present, in the employment of college graduates, there still exist abnormal phenomena of "employment difficulties and recruitment difficulties" (DeAndrea, et al., 2012). The reasons for this situation are due in large part to the differences between the high job-seeking expectations of graduates and the needs of society (Piróg, 2013).

2.1.2 Perspectives for Job Selection in Malaysia

More recently, in Malaysia, the Grant Thornton International Business Report (IBR) shows that up to 60% of Malaysian businesses lack the number of highly skilled workers, which is about the same as Singapore's. At the same time, it is far above the global average. The main reason is the lack of a large number of highly knowledgeable and technical people (Salleh, et al., 2012).

Lack of knowledge and technical personnel, there is no basis for business, there is no way to promote the implementation of corporate strategy (Afferro & Abiddin, 2014). High-quality employees can increase enterprise' productivity and creativity, save time and money in business operations, ultimately help drive the organization's growth

(Raman, et al., 2013). Therefore, the current lack of high-skilled workers in many enterprises deserves more serious attention, especially given the high unemployment rate in many mature markets (Aguinis, et al., 2012). The business community should enhance its ties with educational institutions and train specific technical personnel (Garavan, et al., 2012). However, in today's market, the reserve of talent cannot meet the needs of the commercial market. In particular, the shortage of qualified personnel is even more serious in some rapidly developing industries (Kehinde, 2012). According to the report, in Malaysia, the average waiting time for enterprises to find suitable jobs is 93 days, this phenomenon that only takes 37 days in China.

Many job seekers who have just graduated will generally choose relatively high-paying companies when facing jobs that are similar in content (Honeycutt & Rosen, 1997). In addition, other job seekers believe that job selection cannot be judged only by salary. In some companies, salary is indeed good, but there are fewer opportunities for promotion (Muhammad & Akhter, 2010). Because there are too many talented people in the company, they may not be able to highlight themselves. They believe that rather than slow development in large companies, it is better to be a prominent performer in some startup companies. However, salary are the basis of work and recognition of employees' ability. Even if a job is very good in other aspects, only if the salary is low, job seekers will not accept it (Jones & Makepeace, 1996).

In summary, postgraduate as knowledge-based personnel, has a strong learning ability and technical basis, high overall quality. Enterprises in the face of this population can be more convenient and efficient arrangements for these people in the right positions (KhalilOmar, et al., 2015). Facing the severe shortage of talents, Malaysian enterprises need to understand the needs of outstanding graduates in order to ensure their competitiveness in the market (M. Mohd Rosli, 2012). In this way, company can formulate optimized procedures to attract more talents and enhance their competitiveness (LungLai, et al., 2014). For job seekers, the influences they consider

include salary, company prospects, promotion opportunities, and leadership interviews. For example, some graduates are more willing to choose to give themselves a job with a higher promotion opportunity than to simply look at the salary level (Malik, et al., 2012). In fact, this is a relatively long-term consideration. This consideration is also rational.

Nowadays, Malaysia has introduced more preferential treatment policies to reduce the loss of talents such as Residence Pass-Talent Initiative, Scholarship Talent Attraction and Retention (STAR) and so on. The purpose is to attract outstanding talents through these favorable policies, to further improve and promote the development of the market, increase the pool of talent pools and further solve the problem of shortage of talents for enterprises (Thillainathan & Cheong, 2016).

As manufacturing has long been a pillar industry in Malaysia's economy, the rapid growth of new urban manufacturing centers in some cities today demands more automation and engineering talent (Boon & Thiruchelvam, 2012). At the same time, Malaysia, as a multi-ethnic country, has a great deal of culture and language and needs a lot of talents for bilingual or even three-pronged skills. Business knowledge of people can be based on the strategic thinking of enterprises to promote more long-term development of enterprises (Khader F., 2012). At the same time, the Internet industry, as an industry that has been rapidly evolving, has a huge demand for skilled personnel (Tahernejad & Ghorban, 2012). These industries are specifically divided into network security, software engineers and other high-tech positions.

Employers in Malaysia in the assessment of employees, as long as the technical requirements of staff and knowledge reserves and positions fit, the overall quality of staff and soft skills are more considerations (Nikitina & Furuoka, 2012). Without the basic qualities and soft skills, even a wealth of work experience may not be needed (N., 2014). For job seekers, the job selection reflects their own needs to some extent, and

each person's understanding and pursuit are also different. Not neglecting the individual demand factor is the most important condition for making any decision (Broeck & Anja, 2014). It is necessary to objectively analyze the proportion of demand that can be held in the current job selection, and then consider the influence of various factors according to demand.

2.2 Influencers

The willingness of postgraduates to select their job may influence the employment difficulty to some extent, at the same time it will influence whether the enterprises can hire outstanding talents (Chan, et al., 2016). Enterprises to establish a scientific and rational human resources strategy, improve incentives, salary and welfare mechanisms, training program and promotion opportunities will influence the choice of job-seekers career (Orser, et al., 2012).

Nowadays, people-centered management has become the common development trend of modern enterprise management. Among the various resources owned by enterprises, talent is the most valuable resource of enterprises (Yadav & Singh, 2014). How to attract the best new employees as well as develop and tap the potential of each employee is an important topic that modern enterprise managers deserve to study. If enterprises hope to achieve the purpose of absorbing the employees who is enterprise needs, the company must rely on scientific and reasonable human resources management agencies and high-quality management personnel to implement the guidelines. Therefore, it is of vital importance to understand the factors that graduate students take into account when choosing their careers (Seligman & Csikszentmihalyi, 2014).

Postgraduates 'professional intentions refer to graduates' inclination to engage in certain occupations, that is, individual's hopes, wishes and longings for a career. Career expectations are a direct reflection of the personal professional values, personal values of a profession to judge (Gutierrez, et al., 2012). Each person's career values are

different, so a career evaluation and orientation will be different. It embodies the personal evaluation of social occupations and preferences (Nijs, et al., 2014). There are many influencing factors, such as the level of remuneration for individuals to play, training program, the future development of space will influence the career intentions (Neog & Barua, 2014). In this section, we will explain three independent variables that influence graduate employment.

2.2.1 Training program

Attracting talent is not just a matter of money. It is undeniable that remuneration packages are necessary for attracting and retaining skilled personnel (Yamoah, 2014). In the meantime, however, the importance of enterprises in providing training opportunities is growing (McNulty, 2016). Whether new recruits or veterans, all of them are eager to learn skills that give them a clear path to advancement. Not long ago, a survey by Asia Wall Street Journal and the well-known HR consultancy Hewitt, "The Best Employers in Asia," showed that employees in Shanghai, China, consistently listed training program and promotion opportunity as two types of employer offers. The most important thing, its enthusiasm even exceeds the thirst for salary and welfare (Methuku & Ramadan, 2016). Training is a way to help employees gain the skills and knowledge employees need to do their jobs now and in the future. Corporations and employees benefit from diverse forms, cutting-edge knowledge and specific skills (Kwenin, 2013). Training is a condition that many workers value, because the incentive for money for skilled and knowledgeable workers is temporary, for a period of time, employees value more through work to get better development and improvement (Barnes, et al., 2015).

Staff training is a complex, systematic and long-term project. Staff training can enhance the quality of staff, regulate staff behavior, mobilize staff enthusiasm, flexibility and initiative (Parker, et al., 2013). A good training is conducive to strengthening the contact between enterprises and employees, which is conducive to the smooth flow between decision-making level, management level and executive level, helps to strengthen the

staff's sense of belonging and identity to the enterprise (Nguyen, et al., 2012). Abundant training opportunities are important reference factors for job applicants.

Expanding employee career development through training is considered an important condition for an organization to attract talented employees (Garavan, et al., 2012). It is a process that benefits both parties, allowing employees to improve their overall quality and competitiveness, at the same time, the company also received more excellent staff, can bring benefits to the company, that is a win-win situation (McCallum, et al., 2013).

In modern businesses, the purpose of the employee's work is even more important for "advanced" needs - the realization of self-worth. Training can continually teach employees new knowledge and skills to adapt or accept challenging tasks and tasks to achieve self-esteem and self-worth that not only materially satisfy employees but also motivate employees A sense of accomplishment (Jackson & Mayo, 2017).

Instead of simply accepting work assignments and providing complementary work, employees today are involved in team activities that enhance products and services. In a team work system, employees play a number of managerial roles (Anthony, et al., 2013). Employees need to use new technologies to improve their competitiveness. Such as the ability of other employees to share information, the skills of interpersonal skills and problem-solving, collective activities ability, communication and coordination (Zhao & Chadwick, 2014).

Faced with fierce market competition, training can enhance employees' own research and development capabilities (Hsu & Wang, 2012). Staff training is to continuously train and develop highly qualified personnel to gain competitive advantage. Especially in the new era in which human society has relied on knowledge-based and resource-based resources, intellectual capital has become a key factor in gaining productivity, competitiveness and economic success (Wojciechowska, 2016). The competition of

enterprises no longer depends on natural resources, cheap labor, sophisticated machinery and abundant financial resources, but mainly on knowledge-intensive human capital (Symaco, 2012).

2.2.2 Salary and Welfare

Nielsen's survey of job seekers in Malaysia shows that salary levels are one of the most important considerations for job seekers (Malaysian Digest, 2015). In order to be able to attract and retain competent staff, a fair pay mechanism is essential (Mafini & Mafini, 2014).

Salary is one of the important factors influencing the candidate's job choice, lower salary may lead to candidates denied the business (Lips, 2013). Reward can effectively improve the organization to attract talented people. Salary are a necessary factor that influences the direction in which knowledge workers determine their career (Dehlen, et al., 2014).

Remuneration management strategy is an essential part of enterprise human resources management, it can help organizations more directly attract and retain talent (Jackson, et al., 2014). salary represents the basic salary. Welfare is the employee's indirect reward. This generally includes health insurance, paid holidays or pensions. These awards are awarded to individual employees or employee groups as part of the welfare of a business member (Latukha, 2016). Welfare must be considered as part of total remuneration, while total remuneration is one of the key aspects of human resources strategic decision making (Wararkar & Wararkar, 2015). From a management perspective, welfare can contribute to several strategic goals: helping attract employees; helping retain employees; improving the company's image in the eyes of employees and other businesses; Increasing employee satisfaction with their jobs (Mirvis, 2012). Unlike employee earnings, welfare generally do not require tax. For this reason, welfare is, in a sense, more valuable to employees than to cash payments in equal amounts (Klaauw & Ours, 2013).

The level of salary is also the most intuitive standard candidates consider the sincerity of business. Enterprises or employers usually adopt high-salary positioning strategy to

attract special talents (Sigler, 2014). This strategy has two main advantages. The first one is to attract more talented people and the second is to make staff more stable. However, the high salary positioning strategy also has major shortcomings: First, the operating costs of enterprises become higher. If the operating performance declines, company will prefer redundancy and pay reduction to decrease cost (Bogart & Chaudhary, 2012). However, the reduction of salary and salaries may be counterproductive, causing outstanding employees to voluntarily apply for resignation, while the employees who intend to dismiss have retained their positions. Second, the strategy of adopting high salaries has many limitations. The average salary in the industry is at the leading level, if not a monopoly industry, then the products are often the industry's top high-end well-known products, as high-end products to obtain higher profits, which can solve the high salaries (Abbott & Gallipoli, 2017). Only a small number of enterprises that are absolutely ahead of their competitors in the industry can afford the full salary of high-salary workers, while most enterprises will not bear the full salary. However, this does not mean that it is not advisable to use high salaries to attract outstanding knowledge workers (Hao & Welch, 2012). Businesses should adopt a more scientific and mixed pay strategy. For example, the core technical positions employ high salaries to attract talented people, non-core positions to medium-sized salaries, and liquidity positions to lower-middle-level salaries (Willard, 2012).

Higher salary positioning of enterprises to attract talented people to improve the influence is only necessary rather than sufficient conditions, in order to attract more talents to enter the business only rely on the high salary is not enough. Just graduated graduate students, as knowledge-based personnel, will also think about salaries and personal ability to correspond (Tholen, 2014).

2.2.3 Promotion Opportunities

As competition in the market intensifies, more and more graduates will give more consideration to the promotion opportunities that businesses can give themselves during their job search (Ward, 2016). Promoted opportunities for graduates who have just entered the community to see their future hope, as long as the hard work, the company will give the opportunity. This will further enhance their ability to raise salaries and increase their horizons and long-term vision (Yeager & Dweck, 2012).

As the mobility of corporate staff increased, the organizational structure began to change (Kleinbaum & Stuart, 2014). The promotion of corporate positions on the one hand can provide staff with broader opportunities for development, on the other hand is also a factor that attracts outstanding employees (Collings, 2014). To stimulate job seekers initiative, we must meet the internal psychological needs of job seekers, including access to organizational status and power guarantee is very important job seekers demand (Schaufeli & Taris, 2014). The best way to manage job seekers' organizational status and power needs is to provide staff with a clear path of promotion. To some extent, the promotion of job opportunities for job-seekers is even more effective than the benefits of salary and welfare (Obukhova & Lan, 2012).

The company can make the necessary adjustments to the positions or positions of employees according to the needs of the work. In the case of a vacancy in the company, employees may also apply for redeployment between the company departments at their own discretion (Sun, et al., 2015). Promotion refers to the process by which employees are promoted from lower-level positions to higher-level positions (Chen, et al., 2013).

Promotion Incentives are the process by which business leaders elevate employees from a lower level position to a new, higher level position while at the same time assigning responsibilities, powers, welfare consistent with the new position (Malik & Naeem, 2013). Promotion is an important incentive for enterprises. Enterprise promotion

system has two functions, one is to attract talented people, the second is to encourage existing employees to work enthusiasm (Chang, et al., 2018). Enterprises to attract outstanding employees, employees or the development of enterprises are of great significance (Cerrato & Piva, 2012).

It is a very common incentive to promote well-qualified and highly-capable people in the organization. Incentives provided in this manner include increased salaries and status, improved treatment, increased reputation and increased opportunities for further promotion or external selection (Schram & Silverman, 2012). From a psychological point of view, graduate students as young people, full of vigor and love of new things, young people like to face the challenge, and hope their work is full of fun and full of changes, do not want to work all day long in tedious work Environment (Landry, 2012). If businesses cannot provide clear and inclusive promotion opportunities will undoubtedly dispel their job search initiative and enthusiasm (Bush & Middlewood, 2013).

2.3 The linkage between postgraduate job selection and three factors

In the modern market, more and more enterprises are paying more attention to strengthen the career development management, make good career planning and establish a variety of career development channels as an important means of human resources development and management (Zhao & Du, 2012). These need to understand how the various factors that graduate graduates consider when graduate choose to work influence the decisions made when choosing their careers (Geddie, 2013).

Modern business management must have a scientific and standardized employment mechanism (Hammer, 2015). Talent pool is an important part of corporate strategy. Human resources are the important strategic resources of an organization (Ariss, et al., 2014). To a certain extent, human resources directly determine the success or failure of the organizational strategy (Hornstein, 2015). The human resources strategy has a long-

term influence on the organization (Ricucci, 2016). Many enterprises attached great importance to the strategic planning of development, for example, the salary system, staffing, promotion and other routine work plan (Durst & Wilhelm , 2012).

There are many influences that can influence career decision making. Each candidate has different needs, but the following are commonly noticed: Salary and welfare are often the factors of most concern to people choosing a job (Jans, et al., 2012). In the meantime, career development in the future is also crucial. Therefore, when choosing a job, future promotion opportunities are also the focus of attention (Dhevabanchachai & Muangasame, 2013). Of course, having a training program that can help and improve employee own abilities and skills is equally valued by most people (Asim, 2013).

2.3.1 Linking training program to postgraduate job selection

Enterprises attach importance to training can attract talented people to join. This is because training is not only the needs of business development, but also the needs of the talents themselves (Sidani & Ariss, 2014). According to the survey by authoritative agencies, one of the most important factors that many people use when choosing a company is to consider whether the enterprise can provide good training opportunities to employees (Vovchenko, et al., 2017). Some companies had conducted university students in Beijing seeking intentions survey more than a dozen universities, the results show that: more than 80% of foreign companies to seek employment as their first choice. When asked about the reasons, almost all of them took the training and development opportunities of foreign enterprises as their first choice (Chen , et al., 2012).

More and more people value whether the company provides enough training policies (Mahrt & Scharkow, 2013). There are many benefits to training a newcomer who has just entered the workplace:

First, to enhance employability. The mobility of modern social occupations make more

and more people realize the importance of training (Hogan, et al., 2013). Job change depend mainly on the level of their skills. Training is an important way for the employees of enterprises who have just left school to increase their knowledge and skills (Sharma, et al., 2012). As a result, many employees require businesses to provide adequate training opportunities, which is also one aspect that some people consider in their career (StephanieAllais, 2012).

The second point, access to higher income opportunities. The income of employees is directly related to the efficiency of their work and the quality of their work demonstrated (Trivellas, et al., 2013). In pursuit of higher incomes, employees must improve their work skills to get higher pay.

The third point, enhance the stability of occupation. From the business point of view, enterprises in order to train employees, especially the training of special skills staff, provided a favorable condition (Jensen, 2012). Therefore, under normal circumstances, companies will not arbitrarily dismiss such employees, in order to prevent them from leaving to the enterprise losses, always try their best to retain them (Forstenlechner, et al., 2012). From the point of view of employees, the employees regard taking part in training, studying abroad, deepening their studies abroad, studying abroad and so on as an incentive for themselves (Yamada & Yamada, 2014). Through training, quality and ability of employees can be improved, employees are more prominent in their work, that can lead to this group are more likely to be reused or promoted by the enterprise, therefore employees are more willing to serve in the original enterprise. Fourthly, training can make them more competitive (Donoso & Mancilla, 2017).

Fourthly, training can make employees more competitive. The future of the workplace will be full of competitive workplace (Radhakrishna & Raju, 2015). With the innovation of talent mechanism, every year a large number of new talents join the competition team, thus, employees will face with the danger of being eliminated all the

time. In the face of competition, to avoid the fate of being eliminated, only continuous learning and training is the best, the fastest way (Natarajan & Palanissamy, 2015).

In short, the training can make employees self-improvement, allowing the company's blood constantly updated, therefore, enterprises always maintain vitality, always competitive, this is the training of the greatest attraction for employees (Khakwani, et al., 2012).

2.3.2 Linking salary and welfare to postgraduate job selection

In an increasingly fierce market competition environment, how enterprises attract, attract and retain talents by designing, maintaining and adjusting their human resource management systems, especially the salary system, has become the key to the rise and fall of modern enterprises (Zhang, 2012). Salary has become the core issue of business management. Job seekers in the treatment, the main will consider the following aspects: the level of local consumption, the average salary level, welfare policies (Givord, et al., 2013).

Salary and welfare are not only the remuneration of labor, but also represent the value that should be gained from selling labor and intelligence to the enterprise on the basis of the individual's free will (Henry, 2012). This is also an important means of attracting talents and mobilizing the enthusiasm of employees (Cooke, et al., 2014). Therefore, improving the salary and welfare of employees is beneficial to attracting high-tech talents, enhancing the work efficiency of employees and promoting the development of enterprises. Its role cannot be ignored (Stahl, et al., 2012).

Salary and welfare is the money or kind that businesses pay employees for using their workforce, including staff contributions made by the company to obtain direct or indirect monetary income such as basic salary, allowances, welfare and so on (Salazar & Vilchez, 2012). Different from the traditional theory of personnel management, in

the modern enterprise, a new concept of human resource management begins to regard manpower as a kind of capital and resource (Armstrong & Taylor, 2014). Therefore, the new term of human resource management has been introduced. At the same time, the principle of freedom of contract and equal payment has been introduced to empower employees to negotiate their own rights and interests with enterprises (Dundon, et al., 2014).

In the various rules, regulations and management on which an enterprise depends for its existence and development, the salary and welfare system is absolutely the most important (Swamy, et al., 2015). Therefore, the rationality of salary and welfare directly influence the candidates choose jobs, but also an important part of enriching the incentive mechanism of enterprises (Lin & Huang, 2013). Salary and welfare are an important means of maintaining employees. It can provide protection for the daily life of employees and provide incentives for employees' overall work (Burriss, 2012). It is also because of the special significance of remuneration that a well-established salary and welfare system can enhance employees' enthusiasm for work and stimulate their enthusiasm so as to enhance their overall competitiveness (Sinha, 2012).

On the contrary, if the salary and welfare are not reasonable then it will directly lead to the paralysis of the incentive mechanism (Cochrane, 2014). The negative emotions of the applicants will increase. Enterprises will not be able to attract the needed talents and hinder the normal development of the enterprises (Engelke, et al., 2015).

Under market economy conditions, the salary standard of enterprises directly influences the manpower cost of the enterprise, the level of manpower cost is highly controlled in the development of the enterprise (Crane, 2013). Faced with such a grim economic situation at present, many enterprises choose to reduce the salary level when recruiting to ensure the absolute income of the enterprise and try to achieve the goal of efficiency through the adjustment of salary and welfare system (Golbahram & Chetty, 2017). Such

an approach often results in a certain burden on the candidate's heart, which is also the most important reason for the loss of talent (Pulakos, et al., 2015).

Salary system is to improve staff enthusiasm, ability to work the source of power. Only in an objective environment to meet the needs of employees, employees can be more nostalgic for the treatment given by enterprises, a firm determination to choose a career, thus, the overall strength of the company be improved, and ultimately achieve a win-win results (Kartikasari & Merianti, 2016). Because the development of enterprises requires the unlimited support and unremitting efforts of employees (Bateman & Chang, 2012). A sound salary and welfare system can allow employees to material and spiritual protection and the stability and development of enterprises are largely the stability and development of employees (Jiang, et al., 2014). Which can improve the competitiveness of employees at the same time improve the competitiveness of enterprises. The best incentive mechanism for employees is the establishment of the salary and welfare system, reasonable salary and welfare system can increase employee satisfaction (Pogodina, et al., 2015). Therefore, most enterprises will start to attract more outstanding talents from enterprises such as bonuses, equities, welfare, dividends, training programs and career planning (Ekanem, 2017).

If students do not have a perfect and clear goal of development and planning for themselves before entering the job, the students will inevitably have a great influence on their choice of post after graduation, which will result in blindness and blindness in choosing a job (Reeves, 2012). Due to such factors as family background, gender, school, professionalism, grades, sources of employment information, etc., students may have different emphases when choosing careers (Sjaastad , 2012). For example, some students will be the expected income as the most important reference in choosing and only care about this factor, while ignoring other welfare policies and other factors (Bjørnskov & Svendsen, 2013).

For job seekers, they value their salary and welfare when they select job. This is human nature and is in line with economic rationality (Al-Zoubi, 2012). There is nothing abnormal. A narrow-minded attitude is to contrast salary and welfare with opportunities for promotion and personal ideals (Salleh, et al., 2012). This attitude is obviously wrong. Job seekers can pursue development while pursuing salary and welfare. What's more, any development can be based on basic welfare protection (Venkataganesan, et al., 2016). The two do not conflict.

2.3.3 Linking promotion opportunities to postgraduate job selection

Experiencing severe market competition, the expectations of graduate students for salaries have gradually become more rational (Ling, 2015). At the beginning of the job search, graduate students generally held high psychological expectations for salaries and positions, but after the sharpening of the job market, most students gradually adjusted their mentality and gradually became more and more practical (Staddon & Standish, 2012). It is noteworthy that, compared to undergraduates, more postgraduates do not value "how much money per month," but pay more attention to other treatment provided by the company.

For those graduates who do not have a long career, future development is the key, therefore when choosing a job, the chance of promotion will also be the same (Clarke, 2013). Promotion opportunities include two aspects: job development and ability development. If the job of choice, both the promotion of space and the ability to develop, may graduates will give more consideration to such an opportunity (Frey & Osborne, 2017). Therefore, the recruitment of employees, companies must clear their job responsibilities, thinking about whether the position can enhance their own capabilities, employees can get the job to enhance. If the job responsibilities are not clear, everything is vague, even if the job is good, candidates will still be carefully considered (Lee & Carter, 2012).

Employees are the main body of career planning. However, as human resources management department of an enterprise, managers also assume the responsibility of managing career planning for employees (Kramar, 2012). The company guide, guarantee and support employees in terms of concepts, systems and methods. Managers at all levels also have the responsibility to communicate, coach and assist their employees in career planning (Amin, et al., 2014). This is an effective way for enterprises to develop potential resources of employees, which can effectively curb the deviation in the target integration between enterprises and employees and avoid the loss of initiatives and enthusiasm in recruiting outstanding talents (Keegan, et al., 2012). To provide employees with excellent promotion opportunities, companies cannot only meet their own human resources needs, but also create an efficient work environment and a work atmosphere that attracts talented people, educates talented people and keeps talented people (Epstein & Buhovac, 2014).

2.4 The Theory of Reasoned Action (TRA)

Theory of Reasoned Action Theory (TRA) comes from psychology, it is considered to study one of the most basic and most influential theories of cognitive behavior (Martín & Herrero, 2012). TRA theory is a universal model that is widely used in the field of predicting individual behavior which also suggests that any factor can only influence the actual behavior indirectly through attitude and subjective criteria, which makes people have a clear understanding of the reasonable behavior of behavior (Voge & Wanke, 2016). In theory, an individual's behavior can be reasonably deduced from the behavioral intentions to some extent. In other words, it indicates that a person's behavior is determined by the subjective intention to act (Donald, et al., 2014).

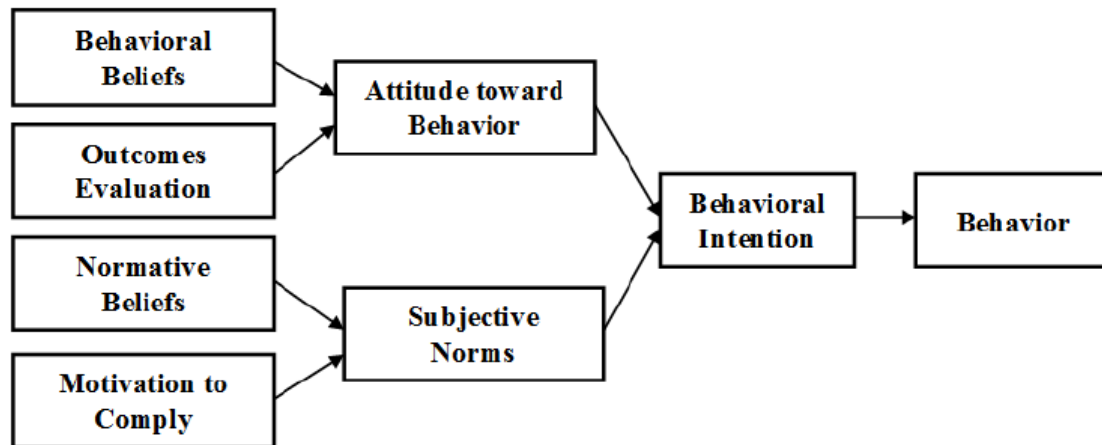


Figure 1 The Model of TRA (Fishbein & Ajzen, 1976)

TRA theory fully illustrates the influence of motivation and information on behavior, believing that individuals tend to behave in a way that meet In other words, through the theory of rational behavior can predict whether the individual will make some decisions, whether or not to intend to take some actions the needs of their own needs and also meets the expectations of others (Jones & Grange, 2012). It is worth mentioning that, TRA theory can only predict the behavior of the theme can use will control behavior (Song, et al., 2012). Refers to the difference between the target intention and the intention of the behavior. It is worth mentioning that, TRA theory can only predict the behavior of the theme can use will control behavior. Refers to the difference between the target intention and the intention of the behavior (Vezzali, et al., 2012). When the TRA model is used to deal with some of the behaviors, factors beyond the control of the individual's intentions that influence these behaviors cannot be included in the boundary conditions of the model study (Li, 2012). TRA applications should consider beliefs, culture, gender and particular circumstances. These will serve as variables that influence the TRA's intent to predict and explain behavior, even measurement methods in the empirical study may have an influence on the predictive behavior (Priyadarshinee, et al., 2017).

Graduate students in the choice of occupation because of different conditions and backgrounds have different needs (Macmillan, et al., 2015). Understand these needs can accurately grasp the wishes of graduates. Through the prediction and analysis of INTI International University (2018)

graduate wishes, companies may develop targeted recruitment strategies which will directly represent the final result of their decision to choose a job (Griepentrog , et al., 2012). This study, guided by Theory of Reasoned Action Theory, understands the needs of graduating students in the face of job selection and deeply analyzes the graduates' attitude, the relationship between subjective norms and related behaviors (Khalighzadeh, et al., 2013). For the future formulation and implementation of the guidelines to find entry points and effective measures (Abdulraheem , et al., 2012).

2.5 Theoretical Framework

This study uses the following variables based on relevant literature. The framework has one dependent variable and three independent variables and one MV. The dependent variable is the job choice; the independent variables are salary and welfare, training program and promotion opportunity respectively. Independent variables represent the factors that influence job selection, which is an important way for enterprises to understand the needs of graduates and absorb knowledge-based talents. Mental expectations as a MV also have an influence on the outcome of job selection.

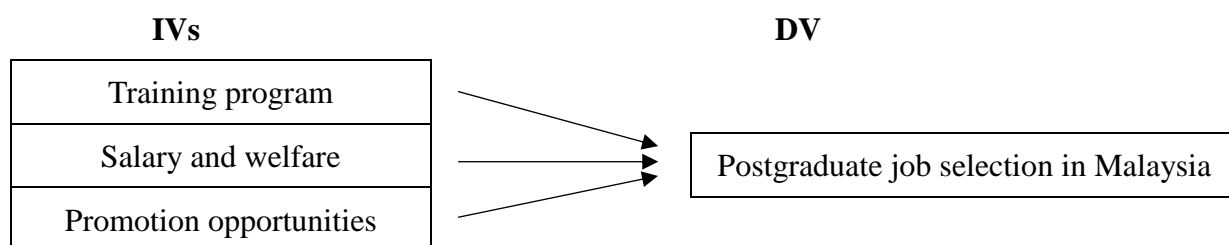


Figure 2 Theoretical Framework

2.6 Hypotheses

H1: There is a significant relationship between Training Program and postgraduate job selection in Malaysia.

H2: There is a significant relationship between Salary and welfare towards postgraduate job selection in Malaysia.

H3: There is a significant relationship between Promotion Opportunities and postgraduate job selection in Malaysia.

2.7 Chapter Conclusion

This chapter reviews the literature on job selection and the factors that influence job selection as a basis for establishing a research framework. At the same time, this chapter starts with the practical significance of several elements and illustrates a series of important meanings related to job selection. The next chapter will explain the research methods.

CHAPTER 3. RESEARCH METHODOLOGY

3.0 Overview

The aim of this chapter is to describe the research methodology in the study. In addition, it also includes sample populations, data collection methods, data analysis, technical tools, measurement of dependent variable and independent variable. Finally, through questionnaires to collect data and perform relevant data analysis to achieve the purpose of this study.

3.1 Research Design

This study is a formal study which called descriptive study. In this study, the features of the relationship between the variables can be detected and described. It includes causal study and correlations study (Sekaran & Bougie, 2013); Causal research to determine the scope and nature of cause-and-effect relationships. Causal research can assess the influence of specific changes on existing specifications and processes (Kumar, 2013). Correlational study determines whether or not two variables are correlated. The correlation study is an important variable that describes the issues in the study (Bryman & Bell, 2015).

In the research process, the results of correlational study were influenced by the degree of interference in the work environment. The correlational study is conducted in a strict experimental environment (Toury, 2012). The study is a non-contrived study in which the relevant research is unchanged. This study was conducted with the least degree of interference. This is because the researchers were in a non-artificial design-related study. Therefore, the interference is minimal (Sekaran & Bougie, 2013).

Research design requires a time horizon, which is longitudinal and cross-section. The longitudinal will last longer. This study uses a cross-sectional time horizon. This is

because of the name longitudinal. It has a specific time frame (Kumar, 2013).

3.2 Sampling Design

Sampling techniques can be classified into probability and non-probability (Zikmund, et al., 2012). In this study, non-probability sampling methods were used (Saunders, et al., 2012). Convenient sampling as a sampling technique can collect data from a variety of sources, and respondents can quickly provide their data. Using this technology, researchers can efficiently collect large amounts of information and complete tasks within a limited time (Cooper & Schindler, 2013).

3.2.1 The target population of research

The definition of population in this study is focus on postgraduate in Malaysia. In order to research the influence of postgraduate job selection in Malaysia, it is faster and more convenient for graduates to collect questionnaires online and in hard copy.

3.2.2 Sampling plan

For the interviewed population, as graduates usually start their careers just after graduating, surveys of newly graduated students can better understand the influence of postgraduate job selection in Malaysia (Zikmund, et al., 2013). Due to the large number of interviewed people and limited by such objective factors as limited human resources and time, it is impossible to collect data for the entire population (Etikan, et al., 2016). In the circumstances, convenient sampling as a non-probability sampling is useful and effective for research (Sekara and Bougie, 2016).

3.2.3 Sampling selection

As there are about fifty thousand postgraduates each year in Malaysia (Tapsir, 2016).

After verification, the recommended sample size is 200. The Confidence level is 95% (Sajady, et al., 2012).

By adopting random sampling techniques, the results of this study can be more generalized because the respondents from different schools and environments in the sample population have the same chance of being selected. Such data results are objective (Lucas, 2014). Therefore, it is reasonable to use probability sampling techniques in this study.

3.2.4 The unit of analysis

The unit of analysis is the main content of analysis when conducting data analysis. In the study, 200 Malaysian graduates were selected for the questionnaire survey (Morgan & Krejcie, 1970). The method of distributing questionnaires can be distributed at universities and job fairs. According to the literature, the survey using 200 questionnaires is accepted (Sekaran & Bougie, 2013).

3.3 Questionnaire Design

Questionnaire survey is one of essential and convenient tools to collect data (Rafal, 2016). One convenient way of using questionnaire is that collecting data from a large of people during period (Robert, 2017). On country, if the questionnaire is difficult to understand and without enough information about the topic then using the questionnaire may become a drawback of the project (Zikmund, et al., 2013). The key of a success survey or research project is based on accurate and reliable responds and feedback from large number of target group (Fabio, 2017). There are serval different types of questionnaire, the questionnaire can be complete by online interview and telephone, it depends on the research questions and target groups and resources of information (Cooper & Schindler, 2013). Taking the unresolved questions will give you extra information and opportunities that may face in advanced (Edward, 2015). A well-design questionnaire can provide more accurate and reliable data in order to better answer your

research questions (Samuela, 2017). It is important to design a well-organized questionnaire for your research (Bryman & Bell, 2015).

Section	Variable	Items	Source
A	Demographic Profile	3	(Sandhya & Kumar, 2012)
B Dependent Variable	Postgraduate job selection	4	(McCormick, et al., 1972)
C Independent Variables	Training program	4	(Carraher, 2012)
	Salary and Welfare	4	(Sahinidis & Bouris, 2013)
	Promotion Opportunities	4	(Spector, 2013)

Figure 3 The questionnaire of this research

3.4 Measurement

In this study, the data analysis and testing of data are totally line with the research, which include preliminary tests and hypotheses testing and those tests will use SPSS to measure data analysis (Cooper & Schindler, 2013).

3.4.1 Pilot Testing

Pilot tests is used to find effectiveness, to finish the questions raised by serval target populations and make sure that jointly explain the problems (Matt & Matthew, 2013). There are serval collection methods used for collecting data such as online interview, using telephone and face to face interview (Breanne, 2017). A well-design questionnaire should be ready before running the pilot test (Keita, 2016).

3.4.1.1 Factors Analysis

Factor analysis is a technique for reducing a large number of variables to fewer dimensions. This technique extracts the largest common difference from all variables and puts them into a common score (Thompson, 2012). This represents the metric for all variables and then uses this score for further analysis. Factor analysis is part of the general linear model (GLM) (Koerts & Abrahamse, 2013). The purpose of factor

analysis is to simplify data (Zikmund, et al., 2013).

3.4.1.2 Reliability test

Reliability refers to the degree to which a measurement produces consistent results if the measurement is repeated multiple times (Hinton, et al., 2012). The reliability analysis is determined by obtaining the proportion of system changes in a scale, which can be accomplished by determining the correlation between the scores obtained from different administrations of the scale. Therefore, if the correlation in the reliability analysis is high, the scale will produce consistent results and therefore be reliable (Cooper & Schindler, 2013).

3.4.2 Demographics

Demographics is a study of population based on factors such as age, background, and gender (Shadish, et al., 2012). Demographics provide some generalization of certain groups in order to identify goals (Yakunina, et al., 2013). Demographics can help researchers accurately capture target populations when conducting questionnaires (Martens, et al., 2013).

3.4.3 Preliminary test

Preliminary test helps the research to enhance the process of methods used in research of test or influence evaluation as well as value its feasibility, cost and acceptability (Nkurunziza, 2013).the preliminary study used to solve the specific questions and issues to be answered (Mark, 2017). Both methods of qualitative and quantitative are important for research, which base on the social behavior sciences, economics, laboratories and community development methods (Bryman & Bell, 2015). The test should start as fast as possible after preliminary study to avoid the changes, if the method is adopted will delay the investigations and funding for trial (Debo, 2017).

Factor test usually run before the reliability test, it decided whether there have a factor

or project should remove from the research in the future (Bryman & Bell, 2015). The sample adequacy of factor analysis should be range of 0 and 1 (Lousia, 2016). The result is closer to 1 that means the sample adequacy have strong relationship with further analysis, as list of sample adequacy measurement (Cooper & Schindler, 2013).

Range	Acceptance
Below 0.5	Unacceptance
0.5-0.599	Miserable
0.6-0.699	Mediocre
0.7-0.799	Middling
0.8 and above	Meritorious

Figure 4 Guideline of MSA (Lousia, 2016).

3.4.4 Hypotheses Test

The main purpose of hypotheses test is to find out a population parameter between two competing hypotheses, in general, the hypothesis usually called as null hypothesis (Bryman & Bell, 2015). Hypothesis test used for the results of sample data from target group (Cooper & Schindler, 2013).

3.4.5 Multiple Regression

Multicollinearity issues happened when there was correlation between with independent variables and also predicted focus on multiple independent variables (Sekaran & Bougie, 2013).

3.5 Conclusion

This chapter mainly studies the research methodology. Through the collection and analysis of data on postgraduate job selection in Malaysia, 200 questionnaires were distributed to graduates of major Malaysian universities after Research Design and Sampling Design. The questions set in Questionnaire Design are related to the subject of the study and are easy for respondents to understand and can be effectively used to

test the variables of this study. The next chapter will use data analysis software to analyse and discuss the data collected based on this chapter.

CHAPTER 4. RESEARCH FINDINGS

4.1 Chapter Overview

In accordance with the methodology that displayed in the Chapter 3, in this chapter the data analysis will be conducted. This chapter will analyse the data collected via online questionnaire from students who have intentions of looking for job upon graduation in Malaysia. This research will utilize SPSS 21 software to analyse the gathered data which originated from Likert Scales that employed in the online questionnaire. First of all, pilot test will be conducted then followed by showing the analysis of demographic profile. Next, preliminary test will be conducted and after that, hypotheses testing will be executed by using Multiple Linear Regression. Finally, this chapter will be concluded with chapter summary.

4.2 Pilot Test

According to Taherdoost (2016), in an academic research, a pilot test should be conducted first to minimize the risk as well as to warn the researcher on specific area where the research might fail. The pilot test was conducted in research by distributing 40 questionnaires to private and public universities in Malaysia. The reason on why the researcher of this study decided to have 40 questionnaires for pilot test is because according to Baker (1994), the ideal number for conducting pilot test is approximately around 10-20% of the total sample size of this study. As such, the total sample size of this study is 200, therefore the number of respondents needed for executing pilot test will be around 40.

4.2.1 Factor Analysis

Communalities		
	Initial	Extraction
Job training can increase my motivation	1.000	.683
Job training allows me to adopt new technologies and method	1.000	.570
Job training can help me in executing the tasks effectively	1.000	.725
The job training can strengthen my working skills	1.000	.770
I will select a job with high salary and welfare	1.000	.608
Financial rewards can help me increase my productivity	1.000	.781
High salary and good welfare can improve my job satisfaction	1.000	.703
I am more alluring in finding a job if it provides higher salary and welfare	1.000	.803
A good promotion opportunity will me make motivated in doing my job properly	1.000	.624
Promotion opportunity will increase my satisfaction and retention in working longer in the company	1.000	.705
Promotion opportunity will allow me to be more proactive pursuit of higher job position	1.000	.642
I can see the potential of growth if the chance of promotion opportunity is higher.	1.000	.814
My employability skills will enable me to find the job easier	1.000	.615
I am more likely to find a job based on my available expertise	1.000	.738
The qualification obtained from education allows me to seek for the right career	1.000	.704

Extraction Method: Principal Component Analysis.

Table 1 Communalities for Pilot Test

The table above has shown the extraction value for each variables that are higher than

0.5, hence all items are considered to be relevant for further analysis.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.744
Bartlett's Test of Sphericity	Approx. Chi-Square	457.609
	df	105
	Sig.	.000

Table 2 KMO for Pilot Test

Table 2 shows that the KMO value of all items are above the criterion line of 0.5, which is 0.744. This indicates that the analysis is valid and can be continued further ahead.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.685	51.234	51.234	7.685	51.234	51.234
2	1.593	10.621	61.855	1.593	10.621	61.855
3	1.208	8.055	69.910	1.208	8.055	69.910
4	.947	6.311	76.220			
5	.837	5.583	81.803			
6	.725	4.831	86.634			
7	.540	3.602	90.236			
8	.360	2.403	92.639			
9	.295	1.964	94.603			
10	.256	1.705	96.309			
11	.187	1.243	97.552			
12	.160	1.066	98.618			
13	.098	.653	99.270			
14	.069	.459	99.729			
15	.041	.271	100.000			

Extraction Method: Principal Component Analysis.

Table 3 Total Variance Explained for Pilot Test

Table 3 shows that the Total Variance Explained which represent all factors that were extracted, in which the table has shown that there are 3 factors with eigenvalues over 1, in which according to Bryman & Cramer (2005), factors that has over 1 of eigenvalue can be retained. In addition, the cumulative variance has shown 69.910% that are above minimum line of 60%, which means it is the acceptable ratio of variance criterion.

4.2.2 Reliability Test

	Variables	Cronbach's Alpha	No. of Items
Independent Variable	Training Program	0.708	4
	Salary and Welfare	0.649	4
	Promotion Opportunity	0.783	4
Dependent Variable	Job Selection	0.783	3
	All Variables	0.914	15

Table 4 Summary of Outcomes of Reliability Test for Pilot Test

The table 4 shows that the Cronbach's Alpha for each independent variable and dependent variable are in the moderate high level of internal consistency for the scale. In addition, the Cronbach's Alpha for all variables is 0.914, which has shown a significant high level of internal consistency. All of the shown value of Cronbach's Alpha are within the recommended range that must be over 0.6. Therefore, the collected data for pilot test is appropriate for further analysis.

4.3 Demographic Profile

Based on the chapter 3 mentioned beforehand, the required sample size for this research is 200. Then, the researcher utilized Frequency Command in SPSS to describe all the demographic question. The following table shows the personal information of respondents.

	Category	Frequency	Valid Percentage
Gender	Male	73	36.5
	Female	127	63.5
Age	18-22	89	44.5
	23-28	85	42.5
	28 above	26	13
Level of Education	Bachelor Degree	6	3
	Master Degree	27	13.5
	PhD	167	83.5
The qualification obtained from education allows me to seek for the right career	Strongly Disagree	0	0
	Disagree	14	7
	Neutral	40	20
	Agree	86	43
	Strongly Agree	60	30

Table 5 Demographic of Respondents

The table above shows that there are 36.5% of male participants and 63.5% of female participants. Moreover, the majority of the participants were from the age group between 18 to 28. Besides, among all participants, there are 73% of students who believe that the qualification obtained from education can help them to look for the right career.

4.4 Preliminary Test

SPSS software was employed as a data analysis tool for explaining the result of the survey data. As mentioned in the Chapter 3 beforehand, the preliminary test will be conducted after successfully conducting pilot test that produced valid data to be continued further.

4.4.1 Factor Analysis

Communalities		
	Initial	Extraction
Job training can increase my motivation	1.000	.680
Job training allows me to adopt new technologies and method	1.000	.569
Job training can help me in executing the tasks effectively	1.000	.666
The job training can strengthen my working skills	1.000	.744
I will select a job with high salary and welfare	1.000	.580
Financial rewards can help me increase my productivity	1.000	.737
High salary and good welfare can improve my job satisfaction	1.000	.612
I am more alluring in finding a job if it provides higher salary and welfare	1.000	.695
A good promotion opportunity will me make motivated in doing my job properly	1.000	.566
Promotion opportunity will increase my satisfaction and retention in working longer in the company	1.000	.671
Promotion opportunity will allow me to be more proactive pursuit of higher job position	1.000	.651
I can see the potential of growth if the chance of promotion opportunity is higher.	1.000	.788
My employability skills will enable me to find the job easier	1.000	.786
I am more likely to find a job based on my available expertise	1.000	.689
The qualification obtained from education allows me to seek for the right career	1.000	.798

Extraction Method: Principal Component Analysis.

Table 6 Communalities for Pilot Test

The table above has shown the extraction value for each variables that are higher than

0.5, thus all items are considered to be relevant for further analysis.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.714
Bartlett's Test of Sphericity	Approx. Chi-Square	2479.199
	df	105
	Sig.	.000

Table 7 KMO for Preliminary Test

Table 7 shows that the KMO value of all items are above the criterion line of 0.5, which is 0.714. This indicates that the analysis is valid and can be continued further ahead.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.422	49.481	49.481	7.422	49.481	49.481
2	1.550	10.332	59.813	1.550	10.332	59.813
3	1.259	8.396	68.209	1.259	8.396	68.209
4	.991	6.604	74.813			
5	.836	5.574	80.387			
6	.730	4.869	85.256			
7	.544	3.626	88.882			
8	.409	2.728	91.610			
9	.331	2.209	93.819			
10	.284	1.894	95.713			
11	.232	1.544	97.258			
12	.173	1.155	98.412			
13	.118	.785	99.198			
14	.084	.557	99.755			
15	.037	.245	100.000			

Extraction Method: Principal Component Analysis.

Table 8 Total Variance Explained for Preliminary Test

Table 8 shows that the Total Variance Explained which represent all factors that were extracted, in which the table has shown that there are 3 factors with eigenvalues over 1, in which according to Bryman & Cramer (2005), factors that has over 1 of eigenvalue can be retained. In addition, the cumulative variance has shown 68.209% that are above minimum line of 60%, which means it is the acceptable ratio of variance criterion.

4.4.2 Reliability Test

	Variables	Cronbach's Alpha	No. of Items
Independent Variable	Training Program	0.759	4
	Salary and Welfare	0.624	4
	Promotion Opportunity	0.793	4
Dependent Variable	Job Selection	0.752	3
	All Variables	0.908	15

Table 9 Summary of Outcomes of Reliability Test for Pilot Test

The table 9 shows that the Cronbach's Alpha for each independent variable and dependent variable are in the moderate high level of internal consistency for the scale. In addition, the Cronbach's Alpha for all variables is 0.908, which has shown a significant high level of internal consistency. All of the shown value of Cronbach's Alpha are within the recommended range that must be over 0.6. Therefore, the collected data for preliminary test is appropriate for conducting further analysis, which is hypotheses testing.

4.5 Hypotheses Testing

4.5.1 Multiple Linear Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.721 ^a	.520	.512	.49573

a. Predictors: (Constant), po_mean, tp_mean, sw_mean

Table 10 Model Summary

The table above has shown that the proposed model of this research elaborates that there is a strong relationship between independent variables and dependent variable, whereas R Square value indicates 52% variability of independent variables that is explained by the job selection.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	52.077	3	17.359	70.638	.000 ^b
	Residual	48.167	196	.246		
	Total	100.244	199			

a. Dependent Variable: dv_mean

b. Predictors: (Constant), po_mean, tp_mean, sw_mean

Table 11 ANOVA test

Table 11 shows that the significant value of ANOVA test is 0, which is less than 0.5 of alpha value. This can be concluded that the proposed model of this research was fit.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.621	.232		2.677	.008
	tp_mean	.089	.082	.086	1.086	.279
	sw_mean	.477	.083	.456	5.724	.000
	po_mean	.270	.105	.234	2.573	.011

a. Dependent Variable: dv_mean

Table 12 Model Coefficients

The table 12 shows that there are 3 proposed hypotheses are tested, in which there are two independent variables that has p-value less than 0.05, which are sw_mean (Salary and Welfare) and po_mean (Promotion Opportunity). On the other hand, there is 1 independent variable that has p-value higher than 0.05, which are tp_mean (Training Program). According to Sekaran & Bougie (2016), only if the significant value or p-value that is lower than 0.05, then only it can be considered at general acceptance level. In summary, H1 is not supported, whereas H2 and H3 are supported.

4.6 Chapter Summary

In summary, in order to conduct pilot test, 40 respondents are required. This pilot test was conducted in order to see whether all the items in the questionnaire that have been given are simple enough to comprehend thus participants could answer those provided questions properly. Upon collecting the data, the researcher began with factor analysis which is to test whether the data is valid then only reliability test can be conducted to determine whether the data is reliable. After pilot test result has been confirmed and can be proceed to further analysis, preliminary test will be conducted afterwards. Researcher will begin the preliminary test with factor analysis and followed by reliability test. Afterwards, hypothesis test will be conducted by using multiple linear regression. After conducting the hypothesis testing, it was found out that there is only 1 hypothesis was not supported out of 3 proposed hypotheses, which are H1. The next Chapter 5 will further elaborate the discussion of findings based on the analysis on this chapter.

CHAPTER 5. CONCLUSION AND RECOMMENDATION

5.1 Chapter Overview

In this chapter, it will explain mainly on the results and the key findings that been discovered and provide appropriate recommendations. Moreover, contributions towards academia and industry will be explained and followed by a conclusion. Finally, personal reflection will be provided based on the experience and learning process that the researcher of this report has gone through during the entire research.

5.2 Discussion of Results

According to what have been discussed in Chapter 2 regarding the literature review as well as the data analysis that conducted in Chapter 4, it has been found out that first objective has not been fulfilled which is to determine the relationship between training program and postgraduate job selection. Next, the second objective has been fulfilled which is to determine the relationship between Salary and Welfare and postgraduate job selection. Finally, the third objective has been fulfilled as well, which is to determine the relationship between promotion opportunity and postgraduate job selection. The conclusion on these 3 research objectives are based on data analysis conducted in Multiple Linear Regression.

First of all, the first hypothesis is created based on Independent Variable of Training Program (tp_mean), whereby its p-value of 0.279 which is more than 0.05 of alpha value. This means there is no significant relationship between Training Program and Job Selection. Thus, H1 cannot be supported for this research. Next, the second hypothesis is created based on Independent Variable of Salary and Welfare (sw_mean), whereby its p-value of 0 which is lower than 0.05 of alpha value. This means there is a significant relationship between Salary and Welfare and Job Selection. Thus, H2 can be supported for this research. Finally, the third hypothesis is created based on Independent Variable of Promotion Opportunity (po_mean), whereby its p-value of

0.011 which is lower than 0.05 of alpha value. This means there is a significant relationship between Promotion Opportunity and Job Selection. Thus, H3 can be supported for this research.

5.3 Contribution

5.3.1 Contribution to Academia

This study will definitely contribute to academia because the outcome provides other researchers a very valuable and in-depth understanding regarding job selection. As the matter of fact, it can provide other researchers of broader view on how postgraduate students will decide the job selection criteria upon graduation. With the outcome of this research, it will enable other researcher to conduct a follow up research. For instance, on what will be the most dominant factor that will influence postgraduate students to select jobs and which factors that need to be focused on. Hence, this study will provide them with information as well as to reduce their workload in acquiring data, in which it will lead to more efficiency in both effort and time.

5.3.2 Contribution to Industry

The result of this research will provide other researchers to be more aware of job selection as well as to provide valuable inputs. In summary, with this input, working industries in Malaysia will be able to understand on what will be the higher significant factors that influence postgraduate job selection. Within the job selection environment, this research has provided a very unique and genuine feedback for the working industry in order to build sustainable business, in which intended to attract more postgraduate students upon graduation. This study also provides suggestions to assist postgraduate job selection to be more effective and attractive for students.

5.4 Recommendations

As related to the significant of this research, all these findings in this research may have

implication in providing the appropriate recommendations which will be presented as follows.

Offering Tempting Salary and Welfare

In order for job industry to attract more postgraduate students, it is required to offer the salary that is not based on the company budget but rather based on the market realities. Otherwise, the employment recruitment efforts are going to be unsuccessful. According to the research, it has shown that salary and welfare play important roles in influencing the choice of postgraduate students to find the job that they demand. When the salary is high, it gives a great motivation to the one who has spent lots of time in completing their education. For instance, postgraduate students will feel mental satisfaction upon given a high paying jobs, especially when the cost engaged behind the study till Master level is considered pretty expensive.

The another reason of postgraduate students will get attracted to high salary and welfare is the fact that most of high paying jobs always come with the job that is respectable and high status. This indicates that it can provide opportunity to work in a healthy working environment in which it can nurture the knowledge of employees and skill to the fullest. Hence, it is important for companies to have a fully comprehension on this factor, as it can ensure the process of employee recruitment to be done smoothly and effortless as it is in line with their needs.

Offering Better Opportunities for Promotion

Postgraduate students have tendency to choose a job with a better likelihood in getting promoted within the workplace. The reason being is because they are often quite ambitious and willing to put a lot of efforts in learning new skills. Hence, by providing them a right direction to promotion in the future, it can give them something motivated to work hard for. As the matter of fact, even when employees view themselves stuck in the same job for years to come, the chance of having turnover will be higher as time

goes and as a result their work may suffer. As such, by having a better chance of getting promoted in a company, apart from attracting more potential employees of postgraduate students, it can help to keep the productivity high at all time.

In some cases, promotion opportunity can be seen as a way for employees to secure the job position because as higher the movement going up, then the more secure the job becomes. Typically, the chances of losing a job happens to most of the low job position in the company. The another noteworthy of getting higher promotion is to obtain more benefits and bonuses. When employee gets promoted, there will be additional incentives and benefits added for your new position, in which only that particular high job position will be able to enjoy the associated benefits. Finally, it is the personal satisfaction of getting promoted that will possess higher chance of attracting postgraduate students in deciding their job choice.

5.5 Limitations of the Research

There were some limitations to this research along the way until the completion of this study. First of all, this research mainly focuses on the perspective on how postgraduate students make decision in selecting their respective job. This research did not consider in the perception on undergraduate students. This research is limited on certain states in Malaysia only, it did not cover more states within the region of Malaysia. Secondly, due to the time constraint which has given to the researcher, there is only 200 respondents were taken into consideration for conducting data analysis in this research. This number is much lesser if compared to total number of postgraduate students in Malaysia. Therefore, the result could be considered accurate to represent the whole population of postgraduate students in private and public universities in Malaysia. Finally, out of 287 online questionnaires that have been distributed, only 200 questionnaire managed to get retrieved only.

5.6 Future Research

In order to have a better understanding on the factors that influence postgraduate students in selecting a job, future research can be conducted in a bigger scale and respondents can be taken from private and public universities of other states in order to ensure a more accurate data can be retrieved. Another significant aspect is that future research can be conducted which covers the perception of undergraduate students as well, so the collected information will be wider and much more useful than only concentrate to certain state only.

5.7 Personal Reflection

This section mainly discusses about what I have learnt and experience as an academic researcher on the way of completing this dissertation from scratch. In fact, it has covered all the enjoyment and sad moments that I have experienced along the way throughout this research as well as the unforeseen challenges.

Basically, this particular research has assisted me in many different useful aspects. For instance, I got to know and learn on how to properly look for good sources that can support my research. As such, I believe it is significant for me to look for the right sources before conducting any type of research as it can be used as a solid and accurate information to be critically analysed. In addition, I managed to get to know a lots of postgraduate friends who were kind enough to share their thoughts regarding this research. They actually helped me in providing some perception about what will be criteria that normally postgraduate students look for when looking for a job in Malaysia. However, as I conducted this research along the way, I have realized that quite number of companies in Malaysia did not provide attractive salary or even promotion opportunities, in which the employment rate is still considered relatively high in Malaysia. Therefore, up to the certain point, some postgraduate students are not motivated and encouraged to look for the job immediately upon graduation as they

believe the working industry in Malaysia did not fully comprehend what will the right methods to attract more postgraduate students, whom are talented and hard worker that can give higher productivity in the company. Another important aspect that I have obtained from doing this research was the time management. In fact, as of now, I am capable to managing my time properly in order to make sure all efforts can be put at maximum level and also to enhance my efficiency of working pattern. Personally, I believe this particular skill is very crucial that is not for temporary but also it will help me when I join working environment upon graduation in the upcoming future. On the other hand, the challenge of designing a questionnaire is not an easy matter as I was getting consistent help from my dedicated supervisor, who always kept helping me to complete this project regardless how busy he was. Beside, this challenge has taught me to be patience in communicating with respondents, especially those respondents who are not really willing to spend their time in filling up the online questionnaire. Lastly, I am very grateful of what Mr. Francis Wong has helped me in finishing this project on time. In fact, I personally believe that this research has taught me to be a dedicated person in conducting a research academically.

5.8 Chapter Summary

This chapter has elaborated on the conclusion that based on the outcomes which obtained from previous Chapter. There were few important points being discussed in this chapter which consist of the chapter overview that conveys about the purpose of this chapter. Followed by, the outcome of the results based on the data analysis, which covers pilot test, preliminary test and hypotheses test that conducted in the previous chapter. Next, it was explanation of the contribution towards academia and industry. Moreover, appropriate recommendations were provided by the researcher of this study which based on the result of data analysis as well as limitations and future research were presented in order to inform the readers what has given impacts to this research and also how this research can be enhanced further by other researchers in order to produce more solid accurate dissertation. In addition, personal reflection will be

provided to address on how this research has helped me in certain ways as a part of important element to any form of learning. Finally, this chapter will be concluded with chapter summary, which is to summarize on what has been completed in this chapter. In summary, the outcome of this research which conducted in the Chapter 4 has shown that the factors of Salary and Welfare as well as the Promotion Opportunities have shown significant relationship towards the decision on postgraduate students to find a job in Malaysia.

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APPENDICES

Appendix 1: Questionnaire



INTI
INTERNATIONAL UNIVERSITY
LAUREATE INTERNATIONAL UNIVERSITIES

Dear Participant,

This questionnaire is a fulfilment for an MBA dissertation from the business faculty of INTI International University. The purpose of this study is **to investigate the job selection criteria for postgraduate students**. This questionnaire will take approximately 10-15 minutes for completion.

This is an academic exercise and all information collected from respondents will be treated with strict confidentiality. Thank you very much for your cooperation.

Section A: Demographic Information

Please tick one answer for each of the question

1. What is your gender?

- Male
 Female

2. What is your age?

- 18-22
 23-28
 28 above

3. What is your level of education?

- Bachelor Degree
 Master Degree
 PhD

Section B: Postgraduate Job Selection

The following questions will use 5-point Likert Scale, including with strongly disagree (1), disagree (2), neutral (3), agree (4) and strongly agree (5).

No.	Question	1	2	3	4	5
4	My employability skills will enable me to find the job easier					

5	I am more likely to find a job based on my available expertise					
6	The qualification obtained from education allows me to seek for the right career					

Section C: Factors that influence postgraduate students in selecting a career choice
The following questions will use 5-point Likert Scale, including with strongly disagree (1), disagree (2), neutral (3), agree (4) and strongly agree (5).

No.	Question	1	2	3	4	5
Training Program						
7	Job training can increase my motivation					
8	Job training allows me to adopt new technologies and method					
9	Job training can help me in executing the tasks effectively					
10	The job training can strengthen my working skills					
Salary and Welfare						
11	I will select a job with high salary and welfare					
12	Financial rewards can help me increase my productivity					
13	High salary and good welfare can improve my job satisfaction					
14	I am more alluring in finding a job if it provides higher salary and welfare					
Promotion Opportunity						
15	A good promotion opportunity will me make motivated in doing my job properly					
16	Promotion opportunity will increase my satisfaction and retention in working longer in the company					

17	Promotion opportunity will allow me to be more proactive pursuit of higher job position					
18	I can see the potential of growth if the chance of promotion opportunity is higher.					

Appendix 2: SPSS Statistic Tables

Pilot Test

Communalities

	Initial	Extraction
Job training can increase my motivation	1.000	.683
Job training allows me to adopt new technologies and method	1.000	.570
Job training can help me in executing the tasks effectively	1.000	.725
The job training can strengthen my working skills	1.000	.770
I will select a job with high salary and welfare	1.000	.608
Financial rewards can help me increase my productivity	1.000	.781
High salary and good welfare can improve my job satisfaction	1.000	.703
I am more alluring in finding a job if it provides higher salary and welfare	1.000	.803
A good promotion opportunity will me make motivated in doing my job properly	1.000	.624
Promotion opportunity will increase my satisfaction and retention in working longer in the company	1.000	.705
Promotion opportunity will allow me to be more proactive pursuit of higher job position	1.000	.642
I can see the potential of growth if the chance of promotion opportunity is higher.	1.000	.814
My employability skills will enable me to find the job easier	1.000	.615
I am more likely to find a job based on my available expertise	1.000	.738
The qualification obtained from education allows me to seek for the right career	1.000	.704

Extraction Method: Principal Component Analysis.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.744
Bartlett's Test of Sphericity	Approx. Chi-Square	457.609
	df	105
	Sig.	.000

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.685	51.234	51.234	7.685	51.234	51.234
2	1.593	10.621	61.855	1.593	10.621	61.855
3	1.208	8.055	69.910	1.208	8.055	69.910
4	.947	6.311	76.220			
5	.837	5.583	81.803			
6	.725	4.831	86.634			
7	.540	3.602	90.236			
8	.360	2.403	92.639			
9	.295	1.964	94.603			
10	.256	1.705	96.309			
11	.187	1.243	97.552			
12	.160	1.066	98.618			
13	.098	.653	99.270			
14	.069	.459	99.729			
15	.041	.271	100.000			

Extraction Method: Principal Component Analysis.

	Variables	Cronbach's Alpha	No. of Items
Independent Variable	Training Program	0.708	4
	Salary and Welfare	0.649	4
	Promotion Opportunity	0.783	4
Dependent Variable	Job Selection	0.783	3
	All Variables	0.914	15

Demographic Profile

	Category	Frequency	Valid Percentage
Gender	Male	73	36.5
	Female	127	63.5
Age	18-22	89	44.5
	23-28	85	42.5
	28 above	26	13
Level of Education	Bachelor Degree	6	3
	Master Degree	27	13.5
	PhD	167	83.5
The qualification obtained from education allows me to seek for the right career	Strongly Disagree	0	0
	Disagree	14	7
	Neutral	40	20
	Agree	86	43
	Strongly Agree	60	30

Preliminary Test

Communalities

	Initial	Extraction
Job training can increase my motivation	1.000	.680
Job training allows me to adopt new technologies and method	1.000	.569
Job training can help me in executing the tasks effectively	1.000	.666
The job training can strengthen my working skills	1.000	.744
I will select a job with high salary and welfare	1.000	.580
Financial rewards can help me increase my productivity	1.000	.737
High salary and good welfare can improve my job satisfaction	1.000	.612
I am more alluring in finding a job if it provides higher salary and welfare	1.000	.695
A good promotion opportunity will me make motivated in doing my job properly	1.000	.566
Promotion opportunity will increase my satisfaction and retention in working longer in the company	1.000	.671
Promotion opportunity will allow me to be more proactive pursuit of higher job position	1.000	.651
I can see the potential of growth if the chance of promotion opportunity is higher.	1.000	.788
My employability skills will enable me to find the job easier	1.000	.786
I am more likely to find a job based on my available expertise	1.000	.689
The qualification obtained from education allows me to seek for the right career	1.000	.798

Extraction Method: Principal Component Analysis.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.714
Bartlett's Test of Sphericity	Approx. Chi-Square	2479.199
	df	105
	Sig.	.000

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.422	49.481	49.481	7.422	49.481	49.481
2	1.550	10.332	59.813	1.550	10.332	59.813
3	1.259	8.396	68.209	1.259	8.396	68.209
4	.991	6.604	74.813			
5	.836	5.574	80.387			
6	.730	4.869	85.256			
7	.544	3.626	88.882			
8	.409	2.728	91.610			
9	.331	2.209	93.819			
10	.284	1.894	95.713			
11	.232	1.544	97.258			
12	.173	1.155	98.412			
13	.118	.785	99.198			
14	.084	.557	99.755			
15	.037	.245	100.000			

Extraction Method: Principal Component Analysis.

	Variables	Cronbach's Alpha	No. of Items
Independent Variable	Training Program	0.759	4
	Salary and Welfare	0.624	4
	Promotion Opportunity	0.793	4
Dependent Variable	Job Selection	0.752	3
	All Variables	0.908	15

Hypotheses Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.721 ^a	.520	.512	.49573

a. Predictors: (Constant), po_mean, tp_mean, sw_mean

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	52.077	3	17.359	70.638	.000 ^b
	Residual	48.167	196	.246		
	Total	100.244	199			

a. Dependent Variable: dv_mean

b. Predictors: (Constant), po_mean, tp_mean, sw_mean

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.621	.232		2.677	.008
	tp_mean	.089	.082	.086	1.086	.279
	sw_mean	.477	.083	.456	5.724	.000
	po_mean	.270	.105	.234	2.573	.011

a. Dependent Variable: dv_mean

Appendix 3: Initial Research Project Proposal

INTI International University
Master of Business Administration MGT7998
Initial Research Paper Proposal

STUDENT NAME & ID NO	Li Liang I17012456
BROAD AREA	Human Resource Management
PROBLEM DEFINITION	<p>The findings of the World Bank report reflect that the three major causes of brain drain in Malaysia are Career Prospects, Social Injustice and salary issues (Hoo, et al., 2014).</p> <p>Enterprises in order to be able to attract and retain competent employees, the salary and welfare is essential (Yuen, 2013).</p> <p>At the same time, the company also has to provide training program and employees' promotion opportunities (Sageer, et al., 2012).</p>
RESEARCH QUESTIONS	<p>RQ1: What is the relationship between training program and postgraduate job selection in Malaysia?</p> <p>RQ2: What is the relationship between salary and welfare toward postgraduate job selection in Malaysia?</p> <p>RQ3: What is the relationship between promotion opportunities and postgraduate job selection in Malaysia?</p>
RESEARCH OBJECTIVES	<p>RO1: To determine the relationship between training program and postgraduate job selection in Malaysia.</p> <p>RO2: To determine the relationship between salary and welfare toward postgraduate job selection in Malaysia.</p> <p>RO3: To determine the relationship between promotion opportunities and postgraduate job selection in Malaysia.</p>

<p>SCOPE OF STUDY</p>	<p>The scope of the study is limited to graduate students in Malaysia. Knowledge workers are valuable assets for businesses, are an important part of business workers (Weske, 2012). With the development of social productive forces and science and technology, the role of human intelligence and academic qualifications in the development of enterprises is becoming more and more important (Gathungu & Mwangi, 2012). As a holder of a higher degree of education, understanding the factors that graduate students consider when choosing a career will help enterprise absorb high-quality talent and prevent brain drain (Jiang, et al., 2012).</p>
<p>SIGNIFICANCE OF RESEARCH</p>	<p>Modern enterprise talent development system is the inevitable requirement for survival and development of modern enterprises, but also to ensure the virtuous circle of enterprises. Excellent employees are a necessary factor in improving productivity, company performance and competition. Increasing number of enterprises are facing the situation of the lack of scarce talent. More and more enterprises, based on the reasons for improving their competitiveness, provide a lot of incentive policies for excellent candidates, such as generous salary and welfare, training conditions and more promotion opportunities. Through this study, the enterprise can formulate a planned recruitment policy and strategy, which can strive for more excellent knowledge-based personnel for the company.</p>
<p>LITERATURE REVIEW</p>	<p>The literature shows that researchers are trying to explore this study from different perspectives. For example, some</p>

researchers have divided the factors that influence college students' career choice into family factors, personal factors and social factors (Metheny & Whirter, 2013). Some researchers also divide it into five major factors: the institutional division of the labor market, the family economy, the job search initiative, social capital, regional economy and urban-rural economic differences (Vinodrai, 2012). More researchers just discuss some aspects. However, the choice of postgraduates who choose their jobs intentionally influences their ease of employment to a certain extent (Cai, 2013). Grasping the willingness of students to choose their career can explore the reasons why the employment rate is sluggish on the one hand. More importantly, it can provide reference suggestions for enterprises to formulate a reasonable recruitment strategy and to attract the required talents in a targeted manner (Shaffer, et al., 2012).

Staff training is a complex, systematic and long-term project. Staff training can enhance the quality of staff, regulate staff behavior, mobilize staff enthusiasm, flexibility and initiative (Parker, et al., 2013). A good training is conducive to strengthening the contact between enterprises and employees, which is conducive to the smooth flow between decision-making level, management level and executive level, helps to strengthen the staff's sense of belonging and identity to the enterprise (Nguyen, et al., 2012). Abundant training opportunities are important reference factors for job applicants.

Expanding employee career development through training is considered an important condition for an organization to attract talented employees (Garavan , et al., 2012). It is a process that benefits both parties, allowing employees to improve their overall quality and competitiveness, at the same time, the company also received more excellent staff, can bring benefits to the company, that is a win-win situation (McCallum, et al., 2013).

In modern businesses, the purpose of the employee's work is even more important for "advanced" needs - the realization of self-worth. Training can continually teach employees new knowledge and skills to adapt or accept challenging tasks and tasks to achieve self-esteem and self-worth that not only materially satisfy employees but also motivate employees A sense of accomplishment (Jackson & Mayo, 2017).

Salary is one of the important factors influencing the candidate's job choice, lower salary may lead to candidates denied the business (Lips, 2013). Reward can effectively improve the organization to attract talented people. Salary are a necessary factor that influences the direction in which knowledge workers determine their career (Dehlen, et al., 2014).

Remuneration management strategy is an essential part of enterprise human resources management, it can help

organizations more directly attract and retain talent (Jackson, et al., 2014). salary represents the basic salary. Welfare is the employee's indirect reward. This generally includes health insurance, paid holidays or pensions. These awards are awarded to individual employees or employee groups as part of the welfare of a business member (Latukha, 2016). Welfare must be considered as part of total remuneration, while total remuneration is one of the key aspects of human resources strategic decision making (Wararkar & Wararkar, 2015). From a management perspective, welfare can contribute to several strategic goals: helping attract employees; helping retain employees; improving the company's image in the eyes of employees and other businesses; Increasing employee satisfaction with their jobs (Mirvis, 2012). Unlike employee earnings, welfare generally do not require tax. For this reason, welfare is, in a sense, more valuable to employees than to cash payments in equal amounts (Klaauw & Ours, 2013).

As the mobility of corporate staff increased, the organizational structure began to change (Kleinbaum & Stuart, 2014). The promotion of corporate positions on the one hand can provide staff with broader opportunities for development, on the other hand is also a factor that attracts outstanding employees (Collings, 2014). To stimulate job seekers initiative, we must meet the internal psychological needs of job seekers, including access to organizational status and power guarantee is very important job seekers demand (Schaufeli & Taris, 2014). The best way to manage job

	<p>seekers' organizational status and power needs is to provide staff with a clear path of promotion. To some extent, the promotion of job opportunities for job-seekers is even more effective than the benefits of salary and welfare (Obukhova & Lan, 2012).</p> <p>Promotion Incentives are the process by which business leaders elevate employees from a lower level position to a new, higher level position while at the same time assigning responsibilities, powers, welfare consistent with the new position (Malik & Naeem, 2013). Promotion is an important incentive for enterprises. Enterprise promotion system has two functions, one is to attract talented people, the second is to encourage existing employees to work enthusiasm (Chang, et al., 2018). Enterprises to attract outstanding employees, employees or the development of enterprises are of great significance (Cerrato & Piva, 2012).</p>
<p>RESEARCH METHODOLOGY</p>	<p>The aim of chapter 3 is to describe the research methodology in the study. In addition, it also includes sample populations, data collection methods, data analysis, technical tools, measurement of dependent variable and independent variable. Finally, through questionnaires to collect data and perform relevant data analysis to achieve the purpose of this study.</p>

Appendix 4: Rubrics

Number	Author	Year	Journal	Result of study	DV		IVs						
					Job Selection		Salary and Welfare		Training program		Promotion opportunities		
					Thesis	Anti-Thesis	T	A	T	A	T	A	
1	Tholen, Gerbrand	2012	British Educational Research Journal	It means schools only guide students when they are selecting jobs.	*								
2	Velasco, Manuel Salas	2012	Journal of Business Economics and Management	The employee who was selected a great job, but, the candidate bypassed is like the road not taken.	*								
3	Orser, Barbara ; Riding, Allan ; Stanley, Joanne	2012	Entrepreneurship & Regional Development	Management is a significant approach to promote employees to boost work efficiency							*		
4	Gutierrez, Antonio P. ; Candela, Lori L. ; Carver, Lara	2012	Journal of Advanced Nursing	Questions about welfare and salary history can easily transition into a discussion of your salary expectations.			*						
5	Mirvis, Philip	2012	California Management Review	In this post, we'll explore whether or not higher salaries make for more satisfied employees, and if not, what factors contribute to overall employee satisfaction.			*						
6	Bogart, Dan ; Chaudhary, Latika	2012	AMERICAN ECONOMIC JOURNAL: ECONOMIC POLICY	Mandatory training will be carried out for Chairs and Panel members involved in interview panels in the	*				*				

				job recruitment and selection.								
7	Nguyen, Nguyen Thi Duc ; Takanashi, Chikako ; Aoyama, Atsushi	2012	International Journal of Business and Management	Studies show that feeling a sense of belonging in the workplace leads to more than just good vibes and salaries.			*					
8	Garavan, Thomas N. ; Carbery, Ronan ; Rock, Andrew	2012	European Journal of Training and Development	In fact, this opportunity for employees to grow and develop through training is one of the most important factors in employee motivation					*			
9	Lips, Hilary M.	2013	Sex Roles	One of the factors that influence the selection process for the job department is the geographical location of the job selection.	*		*					
10	Klaauw, Bas Van der ; Ours, Jan C. Van	2013	Journal of Applied Econometrics	Only to discover that you'll be leaving behind benefits at your current employer that are actually worth more than that new salary			*					
11	Chen, Shengnan ; Cheng, Alice ; Mehta, Khanjan	2013	Telemedicine and e-Health	The decision to promote employees or not differs for lower level employees to management level employees.							*	
12	Malik, Muhammad Ehsa; Naeem, Basharat	2013	World Applied Sciences Journal	Promoting in-house is a smart way to grow your business and invest in your staff towards leadership development.							*	

13	Geddie, Kate	2013	Population, Space and Place	The importance of selecting a career with which we are satisfied cannot be overemphasized.	*							
14	Dhevabanchachai, Nate-tra; Muangasame, Kaewta	2013	International Education Studies	This argument will be proven that a harmonious workplace and love of work are the leading factors in choosing a job.	*							
15	Gereffi, Gary	2014	Review of International Political Economy	Industrial development has had an important role in the economic growth of countries like China								
16	Yadav, Preeti; Singh, Jeet.	2014	Sumedha Journal of Management	The role of training and its impact on company performance is studied in different types of enterprises in a transitional economy.					*			
17	Seligman, Martin E. P. ; Csikszentmihalyi, Mihaly	2014	Flow and the Foundations of Positive Psychology	This may sound obvious, but many people neglect considering this important side of selecting a career.	*							
18	Nijs, Sanne; Gallardo, EvaGallardo; Dries, Nicky; Sels, Luc	2014	Journal of World Business	The job selection and standard selection of the portfolio must embody the participation of learner.	*							
19	Wararkar, Pravin ; Wararkar, Kishor	2015	International Journal on Textile Engineering and Processes	Employee compensation can include base salary, wages, incentives and/or commission.			*					
20	Barnes, Sally-Anne ; Green, Anne ; Hoyos, Maria de	2015	New Technology, Work and Employment	In the contemporary climate, fully engaging with the techniques of job analysis, job description and person	*				*			

				specification is considered to be 'a good business investment because it can be used to support most HR functions: recruitment, selection, orientation, training, work plans, compensation, performance reviews								
21	Sun, Hongyi; Ni, Wenbin; Lam, Rocky	2015	Computers in Industry	It is essential to be aware of the legal requirements that underpin the recruitment and job selection	*							
22	Hammer, Michael	2015	Handbook on Business Process Management	Small and medium-sized businesses really need to understand the importance of promotional and marketing strategies.							*	
23	Hornstein, Henry A.	2015	International Journal of Project Management	Once that is done there can be a more realistic assessment of the probable success of job training.					*			
24	Swamy, Devappa Renuka; Nanjundeswaraswamy, T. S.; Rashmi, Srinivas	2015	International Journal of Caring Sciences	Various compensation systems have developed to determine the job selection.	*							
25	Chan, David ; Ye, Tian ; Xu, Honggang	2016	Journal of China Tourism Research	However, most people find that their financial situation strongly influences their job decision making.	*							

26	Latukha, Marina	2016	Talent Management in Emerging Market Firms	All of these forms of compensation contribute to a more comfortable lifestyle, which makes promotions app ealing motivational goals for a wide range of workers.							*	
27	Wojciechowsk a, Maja	2016	Intangible Organizational Resources	Finally, unions typically resist merit pay plans and they strongly rely on collective bargaining to determine salary increases.			*					
28	Kartikasari, Dwi ; Merianti, Marisa	2016	International Journal of Economics and Financial Issues	A high base salary may attract a top job candidate that is 20- something and single, while a job candidate with a family may consider a flexible work.			*					
29	Sarkar, Mahbub ; Overton, Tina ; Thompson, Christopher ; Rayner, Gerry	2016	International Journal of Innovation in Science and Mathematics Education	But you can also let employees choose their work and managers, se lect their own professional development opportunities, or provide incentive- based compensation for particularly good performance on key projects.	*							
30	Chang, Xiaoyan ; Jiang, Xiaohua ; Qu, Xiuyan	2018	Business Adminstration and Management	For a long time the promotion system in Chinese SOEs has been based on the seniority of workers and staff rather than on							*	

				performance.								
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Appendix 5: Project Paper Log

This is an important document, which is to be handed in with your dissertation. This log will be taken into consideration when awarding the final mark for the dissertation.

Student Name:	Li Liang
Supervisor's Name:	Mr Francis Wong Fock Keong
Dissertation Topic:	
Influencers of Postgraduate Job Selection in Malaysia	

SECTION A. MONITORING STUDENT DISSERTATION PROCESS

This plan below is to be agreed between the student & supervisor and will be monitored against progress made at each session.

	W1	W2	W3	W4	W5	W6	W7	W8	W9	W10	W11	W12	W13	W14
Contact supervisor														
IRPP submission														
Modification of chapter 1 to Chapter 3.														
Questionnaire Design														
Data Collected														
Data Analysis														
Chapter 4, Chapter 5 & VIVA														
Modification of Final Project														

SECTION B. RECORD OF MEETINGS

Meeting #1

Data of Meeting	31 th May 2018
Progress Made	Discussion on Chapter 1, 2 & 3
Agreed Action	Writing and enhancement on Chapter 1, 2& 3
Student Signature	<i>Li Liang</i>
Supervisor's Signature	<i>[Signature]</i>

Meeting #2

Data of Meeting	7 th June 2018
Progress Made	Review on Chapter 1, 2 & 3
Agreed Action	Enhancement on Chapter 1, 2 & 3
Student Signature	<i>Li Liang</i>
Supervisor's Signature	<i>[Signature]</i>

Meeting #3

Data of Meeting	14 th June 2018
Progress Made	Review on Chapter 1, 2 & 3
Agreed Action	Enhancement on Chapter 1, 2 & 3 and start to prepare questionnaires
Student Signature	<i>Li Liang</i>
Supervisor's Signature	<i>[Signature]</i>

Meeting #4

Data of Meeting	21 th June 2018
Progress Made	Submit the first of draft for questionnaire
Agreed Action	Enhancement on questionnaire
Student Signature	<i>Li Liang</i>
Supervisor's Signature	<i>[Signature]</i>

Meeting #5

Data of Meeting	28 th June 2018
Progress Made	Discussion on Proposal Defense
Agreed Action	Preparation on Proposal Defense
Student Signature	<i>Li Liang</i>
Supervisor's Signature	<i>[Signature]</i>

Meeting #6

Data of Meeting	5 th July 2018
Progress Made	Proposal Defense
Agreed Action	Change and improve based on the feedback
Student Signature	<i>Li Liang</i>
Supervisor's Signature	<i>[Signature]</i>

Meeting #7

Data of Meeting	12 th July
Progress Made	Start to write on Chapter 4 & 5
Agreed Action	Improvement first three chapter
Student Signature	<i>Li Liang</i>
Supervisor's Signature	<i>[Signature]</i>

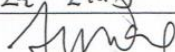
Meeting #8

Data of Meeting	19 th July 2018
Progress Made	Discussion on preparation for VIVA
Agreed Action	Continue to do SPSS on Chapter 4
Student Signature	<i>Li Liang</i>
Supervisor's Signature	<i>[Signature]</i>

Meeting #9

Data of Meeting	26 th July 2018
Progress Made	Prepare the whole slide for VIVA
Agreed Action	Continue to do the Chapter 4 & 5
Student Signature	<i>Li Liang</i>
Supervisor's Signature	<i>[Signature]</i>

Meeting #10

Data of Meeting	2 th August 2018
Progress Made	Feedback after VIVA
Agreed Action	Enhancement on Chapter 4 & 5
Student Signature	Li Liang
Supervisor's Signature	

SECTION C. Comments on Management of Project

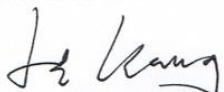
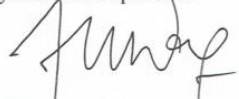
(To be complete at the end of the dissertation process)

Student Comment:

I would like to thanks Mr Francis Wong Fock Keong who has patiently guided me a lot with my final project. In addition, without the encouragement from my parents and friends, I cannot move forward.

Supervisor Comment:

It has been a pleasure to supervise Li Liang. He shows great willingness, motivation and determination to complete this project on time.

Signature of Student	Date
	7/8/2018
Signature of Supervisor	Date
	8/8/2018

Appendix 6: Turnitin Report

project
by Li Liang

Submission date: 08-Aug-2018 03:31PM (UTC+0800)

Submission ID: 988410827

File name: project-Li_Liang.docx (324.59K)

Word count: 13889

Character count: 76852

project

ORIGINALITY REPORT

8%

SIMILARITY INDEX

1%

INTERNET SOURCES

1%

PUBLICATIONS

8%

STUDENT PAPERS

PRIMARY SOURCES

1

Submitted to University of Sussex

Student Paper

1%

2

Submitted to Segi University College

Student Paper

1%

3

Submitted to President University

Student Paper

<1%

4

Submitted to Taylor's Education Group

Student Paper

<1%

5

Submitted to Informatics Education Limited

Student Paper

<1%

6

Submitted to Universiti Sains Malaysia

Student Paper

<1%

7

Submitted to University of Greenwich

Student Paper

<1%

8

Submitted to University of Portsmouth

Student Paper

<1%

9

Submitted to Victoria University

Student Paper

<1%