

What I Want & What Employers Want

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Unemployment Rate in Malaysia



3.4%

*Unemployment rate of youth: 10.7% in 2015

Unemployed fresh graduates from Public Universities in 2016



23%

(25,544 graduates)

Reasons for Unemployment	Total	%
Still seeking for job	20,124	79
Responsibility towards family	1,548	6
Taking a break	1,137	4
Waiting for placement to further study	747	3
Others	640	3
Job offered were not suitable	513	2
Choose not to work	284	1
Health problems	226	1
Lack of self-confidence to face the working environment	141	1
Not interested to work	132	1
Refuse to move to another place	52	0.2
TOTAL GRADUATES	25,544	

Arts and Social Science

[All institutions in Malaysia]

Employed

Unemployed

Total

%

Total

%

61,722

55

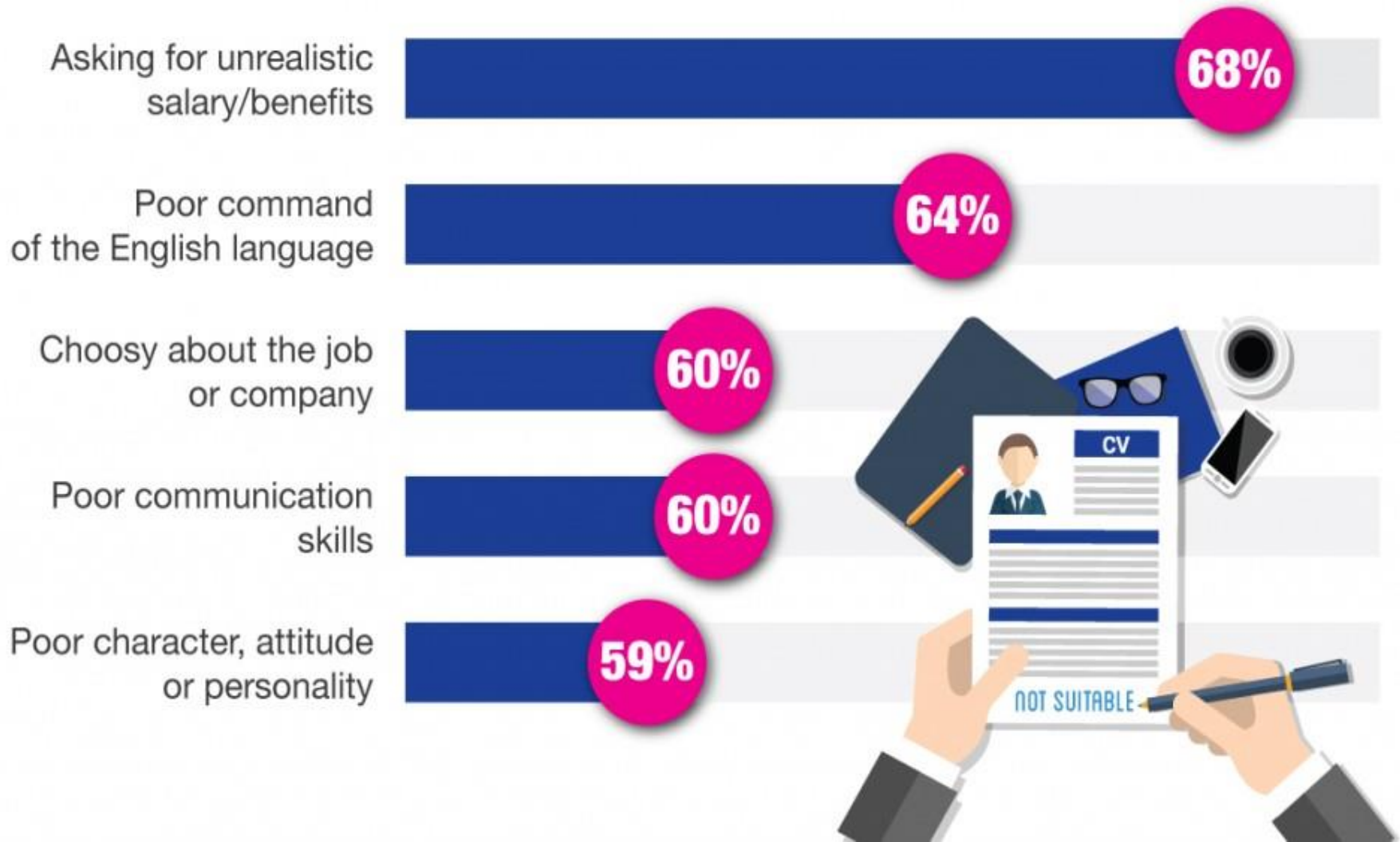
28,043

25

*Total graduates in 2016: 238,187

Fresh Graduate Unemployment

Top 5 reasons why fresh graduates don't get hired



60% of fresh graduates expect a starting salary of RM3,500 while another 30% wanted RM6,500 to fund their lifestyle



Chook Yuh Yng
JobStreet's country manager

[salary-report-mctf17.pdf](#)

Many were “a bit” reluctant to take in fresh graduates who were generally perceived to be “choosy and unrealistic”.

Fresh graduates aren’t keen on jobs that aren’t in the fields they studied in. This is unrealistic and it shows that they aren’t willing to adapt and learn new things.

An employee was expected to possess a wide range of skills and knowledge.



Datuk Shamsuddin Bardan
Malaysian Employers Federation (MEF) Executive Director

School graduates might have SPM (Sijil Pelajaran Malaysia) English grades of A and B, they can't even hold a conversation in English.

He cited a survey from a few years ago among MEF's members which had found that 60% of them identified low English proficiency as the main problem with young recruits.



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Malaysian Employers Federation (MEF) Executive Director

Recruits in their 20s, the so-called generation Y, are restless compared with their elders. They have their eyes on the now instead of the future. They are less attracted to benefits such as annual bonuses, medical benefits, retirement. In fact, they want annual bonuses portioned out on a monthly basis



Datuk Shamsuddin Bardan
Malaysian Employers Federation (MEF) Executive Director

Graduates these days come from colleges and immediately want to become managers, without even any experience. You can't scold them and they can't handle stress

Christopher Raj
President of the Association of Hotel Employers (AHE)

WHO ARE MILLENNIALS?

LARGEST GENERATION YET

MOST ETHNICALLY & RACIALLY DIVERSE



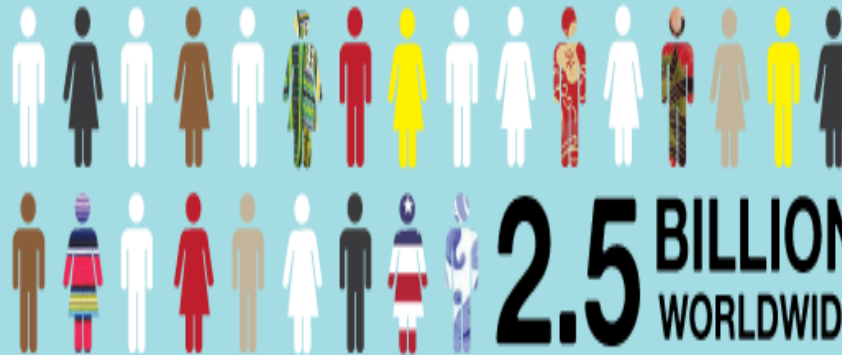
BORN BETWEEN

1980

2000

"GEN Y"

80 MILLION IN THE U.S.



2.5 BILLION WORLDWIDE

GREW UP ALONGSIDE TECHNOLOGY



YouTube



DOMINANCE OF SOCIAL NETWORKS



DO THEY MATTER?

% OF WORKFORCE IN THE COMING YEARS

50% BY 2020

75% BY 2030

ASPIRE TO

MAKE A DIFFERENCE W/ THEIR WORK



- CONFIDENT
- HAVE HIGH EXPECTATIONS
- ACHIEVEMENT ORIENTED

TOTAL WORKFORCE IN MALAYSIA



HIGHEST
RATE OF
TURNOVER

(Sujansky & Ferri-Reed,

60% plan to leave
within the first 3
years of being hired!

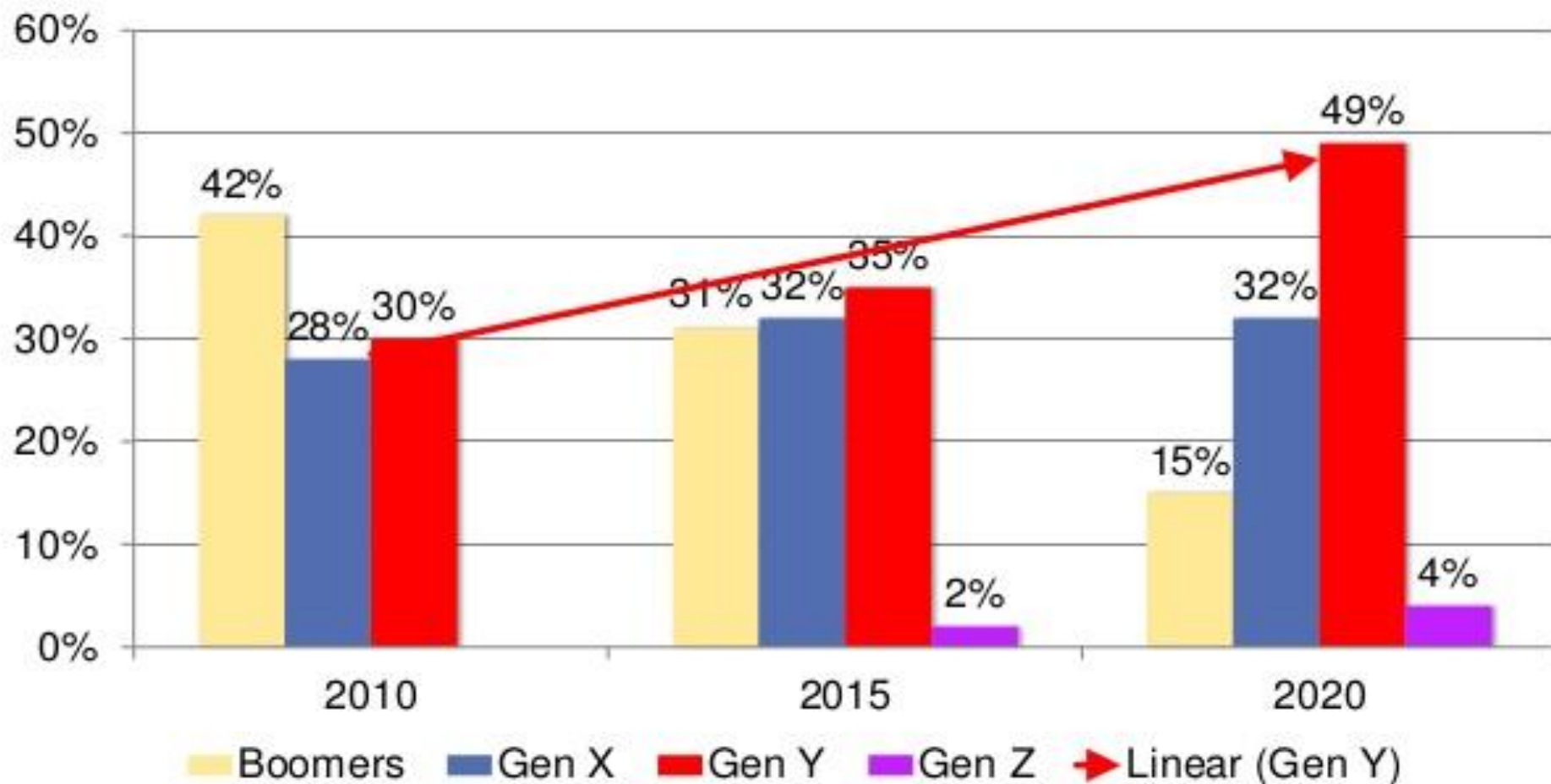
(Gedeon, 2013)

>50% GEN-Y

(Queriri, Wan Yusoff, & Dwaikat, 2014)

The Future is Gen Y!

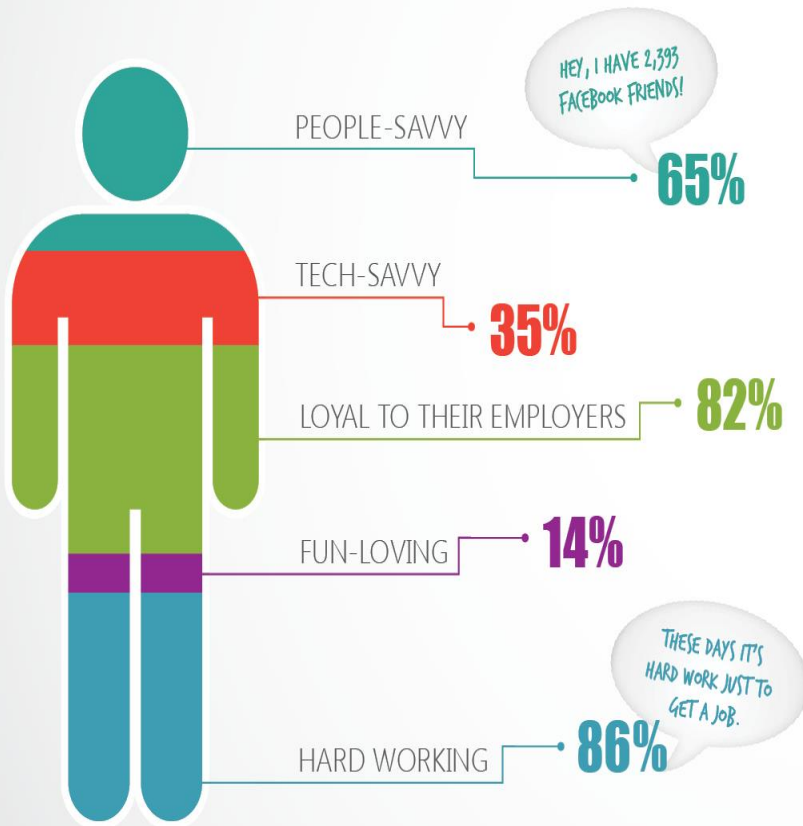
By 2025, Gen Y will account for +50% of the Global Workforce!



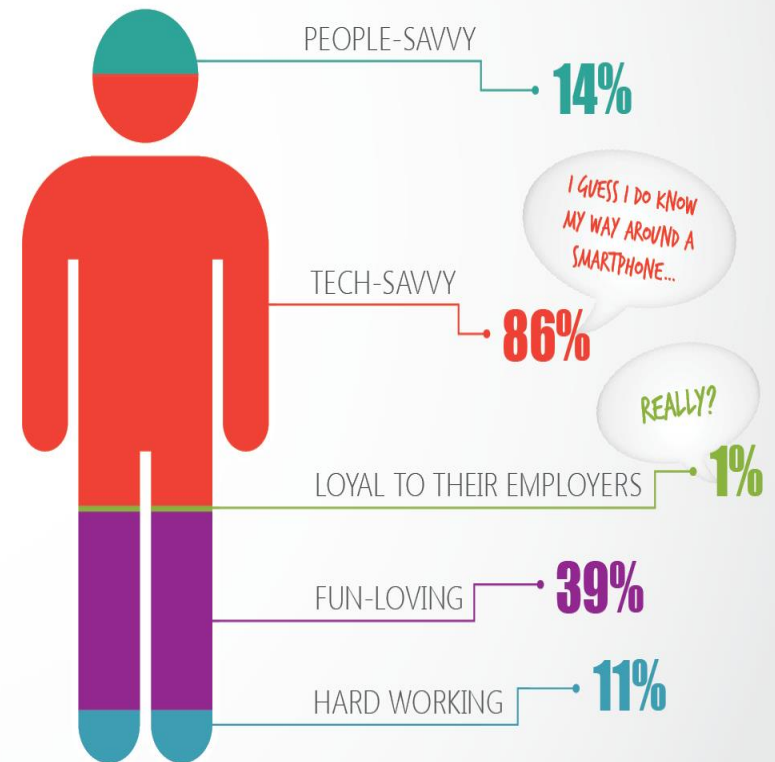
THE GREAT DIVIDE

WORKPLACE PERCEPTIONS THAT MILLENNIALS NEED TO RISE ABOVE

HOW MILLENNIALS DESCRIBE THEMSELVES



HOW HR PROFESSIONALS DESCRIBE MILLENNIALS



Gen Y

How to engage

MANAGER CHEATSHEET

Who is the Gen Y?



- Born between 1981-1994



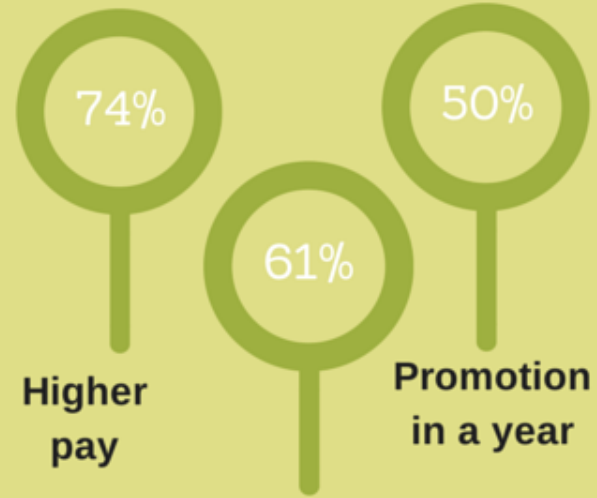
Why is Gen Y important?



- Workforce by 2025



What does Gen Y want?



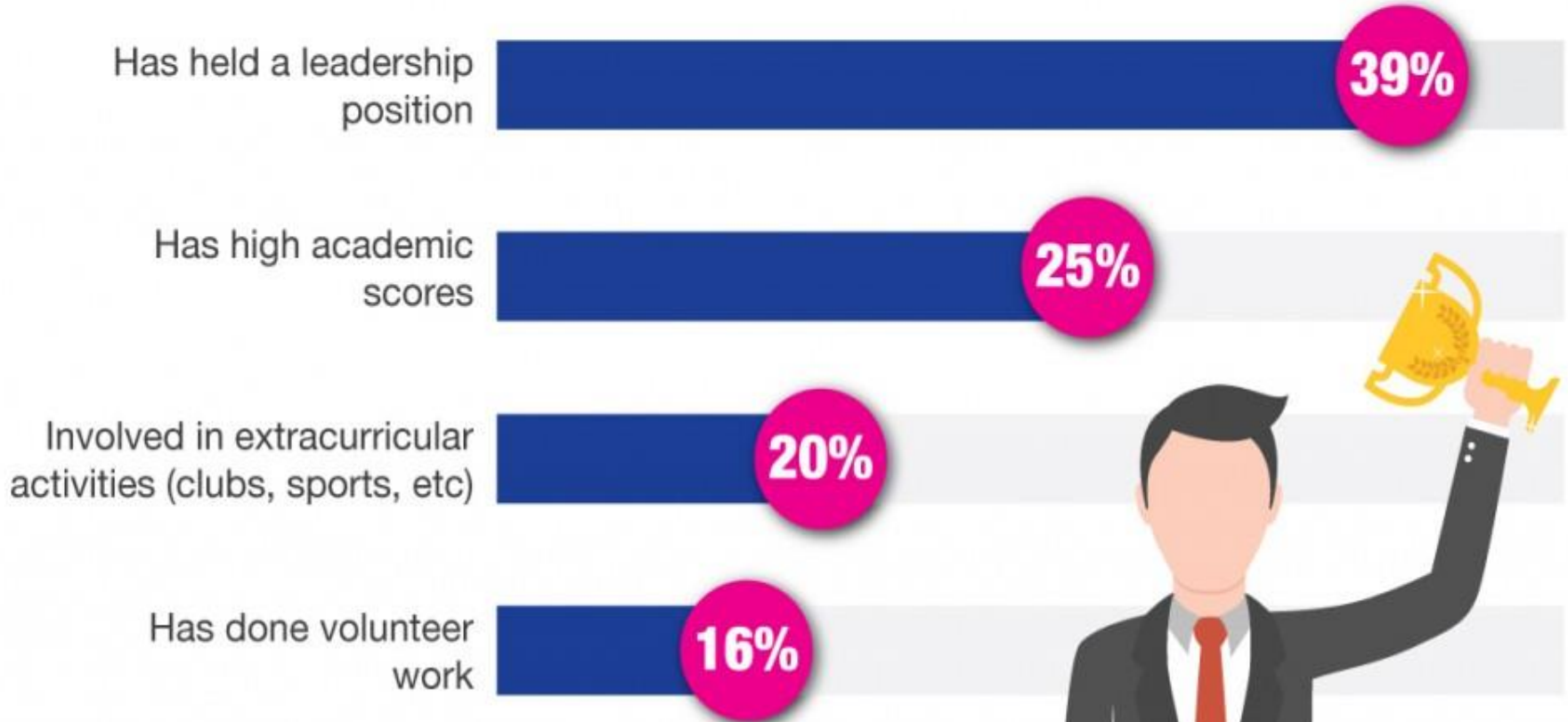
Flexible schedule

What Do Employers Want?

FORBES	NACE
Ability to work in a team structure	Leadership
Ability to make decisions and solve problems	Ability to work in a team
Ability to communicate verbally	Communication skills (written)
Ability to plan, organize and prioritize work	Problem-solving skills
Ability to obtain and process information	Communication skills (verbal)
Ability to analyze quantitative data	Strong work ethic
Technical knowledge related to job	Initiative
Proficiency with computer software	Analytical/quantitative skills
Ability to create and/or edit written reports	Flexibility/Adaptability
Ability to sell idea and influence others	Technical skills
	Interpersonal skills
	Computer skills
	Detailed-oriented
	Organizational ability
	Friendly/Outgoing personality
	Strategic planning skills
	Creativity
	Tactfulness
	Entrepreneurial skills/risk taker

Fresh Graduate Competitive Advantages

Factors that give fresh graduates an extra advantage



Top 5 Skills

Employers Want



1 Leadership skills

2 Technical skills

3 Multi-tasking skills

4 Communication skills

5 Interpersonal skills

- **Self-assessment** -
to figure out what
your strengths are,
and learn to
highlight them

**WHAT
NOW?** 

Keep a **positive attitude**, and show
that you're willing to learn. Employers
are more likely to be put off by poor
attitude and a lack of drive than they
are by someone without leadership
and communication skills.

Internship
heighten your
chance in
employment

We hire people for attitude, and
train them for the skills

Thank you
&
All the best