

Job Satisfaction, Training & Development and Work Environment on Career Adaptability Among Fresh Graduates In Malaysia

Amira Nursyafiah Bt Mohammad, Irza Hanie Abu Samah *, Saraih, Umami Naiemah, Intan Maizura Abd Rashid, Sayang Nurshahrizleen, Haslina Hassan Basri, Mohd Fitri Mansor

Universiti Malaysia Perlis

*Corresponding Author E-Mail: Irzahanie@gmail.com

Abstract

In Malaysia, there is a profusion evidence of high graduates' unemployment since many graduates are found lacking of what are needed to acquire and to maintain their jobs. This study explored career adaptability would have influence on intention to leave the organization and their career. Data collected in a standardized manner through simple random sampling via survey questionnaire. 247 sets of answer questionnaire were collected back from the respondents where they were have working experiences for at least one year. This research applied a quantitative method. Using SPSS, Pearson correlation and regression were used to determine the factors that most influence on career adaptability. Finding in this study reveals that there is moderate relationship between independent variables and dependent variable whereby correlation between job satisfaction and career adaptability the result is (r -value= 0.212, $p < 0.01$). Second correlation is the relationship between training and development, the result show that r -value= 0.293 ($p < 0.01$). finally, for correlation between working environment and career adaptability which is r -value = 0.222 ($p < 0.01$). Gaining this information, organization can have used them to monitor the turnover rate in the company especially among younger generation. It is well known that graduates being hired is the best one, and also it becomes a challenge for organization to retain best employees.

Keywords: Jobsatisfaction, graduates, training&development, organization

1. Introduction

Nowadays, universities produce lots of graduates with various filed of studies to enter the job market. As always, universities have become the main target for majority of people who already finish their high school. However, there are not much different university and school because students only acquire industrial training or practically during their final semester and the rest of the semester students were equipped with theory and lecturing. After graduation, they will prepare for their life and have to choose their own journey whether to pursue study, do a part time job, involve in a training, or just accept any offer letter from the company. With our economic condition, might as well they don't have a choice and just accept with whatever given to them. Sometimes the skills and knowledge that they have learned in the university, when it comes at the workplace they could not applying any of it. However, what choice do they have since our statistic have proved that the number of unemployment rate is increasing every year. Perhaps According to Razak, Ahmad, and De Mello, (2014) stated that the unemployment rate in Malaysia refers to the number numbers of people that aggressively looking for a work as a measurement of the labor force demands. Therefore, in our shrink labor market, has worsen the scenario of unemployment

among graduates, thus make them to accept any job offers as long as they have money to survive in the forthcoming day.

Data from Department of Statistics, Malaysia (2015) investigate that Malaysia unemployment rate in July of 2015 is increased to 3.2 percent from 3.1 percent in the previous month, marginally above market forecast demands. They're also stated the number of unemployed persons in July stretched 459.9 thousand, active from 449.9 thousand in June. Graduates have to become more proactive in these days. Today's world, there is no more time to wait for good things to happen, they need to act fast and response actively with surrounding. Even though graduates succeed in getting a job, they still need to learn to improve their selves in organization. News had reported that during 2016, there were so much re-trenchment happen by most of multinational company. In a report, manufacturing industries and oil and gas company were among affected by the economic crisis in Malaysia. Economic downturn had impacted company to make a tough decision for their survival. Therefore, it become more pertinent for graduates to learn and improve in organization for their own sake.

This study concerned about career adaptability among fresh graduates. Career adaptability is important towards fresh graduate in order to maintain their interest in workplace. To be blunt, there are

some graduates accepting job offer which is not match with their field of study, and this will lead to difficulty for them to understand and adjust with the term and jargon word that use in the organization. Graduates must understand the work and job description for them to be able to implement the task. Sometimes this might be hard process for them to digest and can lead oneself to feel demotivated, because they are struggling to understand the job, and if dissatisfaction is happening then it can result to turn over intention. Therefore, it is pertinent for this research to study career adaptability among fresh graduates. Hence, by knowing the knowledge and the importance of career adaptability, it will help both organization and graduates for their career success.

2. Literature Review

In Malaysia, the measurements of turnover cases are significantly high. As indicated by insights from the Labour and Human Resource site (2009) alone, there were 17,286 cases reported running from distinctive divisions. The expenses of high staff turnover are considerable. It is adequate to say that turnover has been a disputable issue since its impacts have been conflicting relying upon the setting of the association. To reduce turnover rate among fresh graduate or rookie worker, organization and company need to know about the factor that can influence career adaptability.

People need to adapt with their career in order to have a better life. The concept of career has developed over the past thirty years. The word career can defined as the span of one 's life which is encompassing process by individual include the sequence of one's work or activities, behaviours and associated attitude, values and aspirations. Different studies recommend that individual's decision of career is affected by their surroundings, accomplishments, and the instruction they got while seeking after self-satisfaction (Pandora, 2001). As we know, numerous unemployment happens in Malaysia.

Career adaptability is main point that need by a worker, especially fresh graduate who started working in some company. Career adaptability has been operationalized by many researchers. According to Savickas (1997) career adaptability can definitely as readiness for accepting or handling predicted work that given by the company and they're participating in the whole work to be done and it also the method how they manage the change of working conditions. Career adaptability was initially proposed by Super and Knasel (1981) as the fundamental build in grown-up vocation advancement has given dispositions, capabilities and practices that people need to fit themselves to their works and evolving working environment. Several factors can affect career adaptability such as job satisfaction, training & development and work environment.

Previous studies demonstrate that job satisfactions are one of the explanations behind worker expectation to leave the organization. Fresh graduates who just enter the workforce need to feel the existence of job satisfaction in the workplace. Numerous studies have indicated that job satisfaction can lead to turn over intention. However, to come to that state graduates needs to be able to adapt with the work environment. Positive attitudes towards work will bring about the better work execution, lower level of truancy, higher inspiration, and a general responsibility to the association. Spector (1997) described that job satisfactions impacts individuals' mentality towards their jobs. Job satisfactions is influenced by personal and organisational factors, which cause a passionate re-

sponse influencing hierarchical responsibility (Mowday, Steers, & Porter, 1979). Better job satisfaction can lead to better career adaptability and lee turn over intention as previous studies mention that job satisfactions incorporate better performance and a diminishment in withdrawal and counter-profitable practices (Morrison, 2008).

Indeed, training & development play vital roles towards individual in order to enhance skills, knowledge and ability. Obviously, training & development can be a factor that influences fresh graduate's career adaptability. Training is important in career adaptability because with training workers can have right skill and knowledge about their job. When workers do have the right skill, knowledge and ability to perform the job, consequently it will enhance the adaptability of workers towards the job. As previous study mention that training & development can help individual expanding employment, enhancing cooperation skills and acknowledgement which will helps employees understand the job and embrace it (Sims, 1991).

Perhaps, working environment also play a vital role towards performance (Naharuddin & Sadegi, 2013) which explain that employees had career adaptability. The efficiency of employees is dictated by top level in organization. Workplace performs to have both positive and negative impacts on the mental and welfare of employees. Working environment is important toward employee in order to high career adaptability. According to Pearce, & Randel, (2004) when employee feels that they belong to the workplace (social inclusion), their performance can be extended, which indicates that employees' career adaptability has met. Moreover, ergonomic working environment also helps to boost the performance of employees (Ajala, 2012). Besides relationship in the working environment also consider as important factor that will influence career adaptability. When employees do feel sense of belonging to the organization, they feel that they are part of the organization, thus it helps employees to perform well. Employees performing well in the organization indicating that employees had adapted the work in the organization. As according to Mayer, Davis & Schoorman (1995), relationship upper and lower level in organization should clearly determine in order for employees to understand the boundaries of each other. Understanding can lead to mutual agreement and resulting to increasing in performance.

3. Methodology

Data collected in a standardized manner through simple random sampling via survey questionnaire. 247 sets of answer questionnaire were collected back from the respondents where they have a working experience for at least one year. This research applied a quantitative method to examines the relationship between variables, which job satisfactions, training & development and working environment on career adaptability. In this research, the questionnaire is designed into two section for an easy understanding and reading. The two section in answering the question consist of section A and Section B. Section A is about demographic profile which is questionnaire is taking consideration in the demographic factor of the respondents. Respondent need to tick about their profile background which have difference genders, races, age groups, marital status, education backgrounds, designations and professionalisms.

The questions are designed with multiple choice selections. Section B is about research question. The section B of the questionnaire is required the respondent to rate factors that consider in career adaptability construct in their organizations. Furthermore, the respondents have chosen into a five pre-defined level scale - "Strongly

Disagree”, “Disagree”, “Neutral”, “Agree” and “Strongly Agree”. The answer of the questionnaire is solely based on the respondents’ experience and personal opinion, there are no exact answers

Using SPSS, Pearson correlation and regression were used to determine the factors that most influence on career adaptability. The coding to identify variables; career adaptability (CA), job satisfaction (JS), working environment (WE) and training and development (TD).

4. Results and Findings

This result shows the frequency and percentage of the demographic profile of respondents. Age was divided into four categories which are age 20 to 25 (133 people – 53.8%), age 21 to 30 (92 people – 37.2%), age 31-35 (21 people – 8.5%) and lastly age 36 to 40 (1 person – 0.4). For the gender this survey had collected 119 male and 128 female, gender percentage is 48.2 % and 51.2%. For the marital status of respondents that were collect married, 38.1 % (94), there were single 60.3% (149) and others 1.6 % (4).

This survey was done in the Northern region area in Malaysia where 6 public universities were involved. In Perlis two universities which are Universiti Malaysia Perlis (UNIMAP) (26.7%) and Universiti Teknologi Mara (UiTM), (13.0 %). In Kedah and Perak, Universiti Utara Malaysia (UUM), (21.9%) and Universiti Pendidikan Sultan Idris (UPSI) (12.6%). In Penang, two universities involved which are Universiti Sains Malaysia (USM) (17.8%) and Universiti Teknologi Mara (UiTM) (8.1%).

4.1 Descriptive Analysis

Table 1:

Variables	Mean	Standard deviation
Career adaptability	3.7257	0.898
Job satisfaction	3.7611	0.873
Training & Development	3.7449	0.904
Working environment	3.6510	0.961

Table 1 indicates mean and standard deviation of all variables. Mean for career adaptability is 3.7257, for job satisfactions is 3.7611, training and development is 3.7449 and working environment is 3.6510. All of these mean indicates that respondents were neutral towards questions. Standard deviation measures the amount of variability in the distribution of a variable. Standard deviation value for career adaptability is 0.898215, job satisfactions is 0.873895, training and development is 0.904305 and working environment is 0.961098. This indicated standard deviation for all variables less concentrate or moderate.

4.2 Correlation & Regression

Table 2:

Variables	Job satisfaction	Training & development	Working environment	Career adaptability
Job satisfaction	1	-	-	-
Training & development	0.615**	1	-	-
Working environment		0.485**	1	-
Career adaptability	0.212**	0.293**	0.222**	1

From the table 2 shows the relationship between three independent variables (job satisfaction, training and development and working environment) with dependent variable which is Career adaptability. First correlations between job satisfaction and career adaptability, the finding shows that r-value is 0.212 ($p < 0.01$). According to the rule of thumb, this represents low relationship. The second correlation between training and development, the result show that r-value is low which is 0.293 ($p < 0.01$) This indicated low relationship between variables.

4.3 Regression Analysis

Table 3:

Variables	Beta	t-ratio	p-value
Job satisfaction	0.020	0.242	0.809
Training & development	0.221	2.738	0.007**
Working environment	0.094	1.286	0.200

Adjusted R-square=0.75, ** $p < 0.01$; * $p < 0.05$

As shown in regression analysis (Table 3), career adaptability shows no significant value for job satisfaction (Beta=0.02, $p > 0.05$) and working environment (Beta=0.09, $p > 0.05$). Job satisfaction and working environment does not contribute to career adaptability. Meanwhile, Training and development has found to be significant at 5% significant level ($P < 0.05$) with a positive Beta=0.221 towards career adaptability. Training and development factor are significantly affected on career adaptability. This is because fresh graduates really need training and development from their organization in order to gain knowledge, to improve skill and gain experiences in their job. Organization should conduct training to train fresh graduates as in turn it will improve performance of organization. This result indicates that fresh graduates prefer to have training and development when once they enter the organizations. Providing clear job descriptions and with the top level sharing the goal of organizations will help training to be more efficient. Lastly, Adjusted R-square is the proposition of variance in dependent variable (career adaptability) which predicted from independent variables, in this case is training & development. This value indicated 74 % of the variance in career adaptability can be predicted from the independent variable

5. Conclusions

In summary, this research concludes the important elements to describe the factors of influence career adaptability among fresh graduates. This will help fresh graduates to more understanding importance of career adaptability. Besides that, organizations also help fresh graduates build careers adaptability. Whatever work that organizations give to fresh graduates, they need to receive in order to them gain knowledge and experience. It also can avoid turnover rate among the workers and fresh graduates become unemployment. Through research on six universities in Northern region, the finding shows that fresh graduates totally agree with the research questions. Career adaptability encourages workers, especially fresh graduates to ensure they can stay longer in the organization and become loyal workers. Furthermore, career adaptability must be incorporated in each employee so that they can gain benefit from the knowledge, skills and experience. Career adaptability is not so difficult to be understood by fresh graduates. Factors that have been discussed in the previous chapter can help influence career adaptability which is training and development. There are other factors which are also relevant towards influencing career adaptability among fresh graduates such as mentoring, consultancy, reward and recognitions. From the result that obtained, it was found that factors influence career adaptability among fresh graduates have a significant effect of the independent variables is training & development. This factor plays an important role to influence fresh graduate to adapt in their career. This study warrants a future research that require more variables to indicates factors that influence more on career adaptability. Other than that, future research needs to have more samples in order to enhance good response rate for future research. Besides that, future research is recommended to use dual respondent. Dual

respondents will ensure in providing better and more comprehensive data for factors that influence career adaptability among fresh graduates that can be determined by employers and employees (fresh graduates).

Acknowledgement

This research work is supported by the short term grant supported (19/12/16-18/12/17) by Universiti Malaysia.

References

- [1] Ajala, E. M. (2012). *The influence of workplace environment on workers' welfare, performance and productivity*. Paper presented at the The African Symposium.
- [2] Mayer, R. C., Davis, J. H., & Schoorman, F. D. (1995). An integrative model of organizational trust. *Academy of management review*, 20(3), 709-734.
- [3] Morrison, R. L. (2008). Negative relationships in the workplace: Associations with organisational commitment, cohesion, job satisfaction and intention to turnover. *Journal of Management & Organization*, 14(4), 330-344.
- [4] Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment. *Journal of vocational behavior*, 14(2), 224-247.
- [5] Naharuddin, N. M., & Sadegi, M. (2013). Factors of workplace environment that affect employees performance: A case study of Miyazu Malaysia.
- [6] Pandora, K. (2001). Knowledge held in common: Tales of Luther Burbank and science in the American vernacular. *Isis*, 92(3), 484-516.
- [7] Pearce, J. L., & Randel, A. E. (2004). Expectations of organizational mobility, workplace social inclusion, and employee job performance. *Journal of Organizational Behavior*, 25(1), 81-98.
- [8] Razak, M. I. M., Ahmad, I., & De Mello, G. (2014). *Factors Influencing Unemployment Among Graduates in Malaysia*: LAP LAMBERT Academic Publishing.
- [9] Savickas, M. L. (1997). Career adaptability: An integrative construct for life-span, life-space theory. *The career development quarterly*, 45(3), 247-259.
- [10] Sims, R. R. (1991). The institutionalization of organizational ethics. *Journal of business ethics*, 10(7), 493-506.
- [11] Spector, P. E. (1997). *Job satisfaction: Application, assessment, causes, and consequences* (Vol. 3): Sage publications.
- [12] Super, D. E., & Knasel, E. G. (1981). Career development in adulthood: Some theoretical problems and a possible solution. *British Journal of Guidance and Counselling*, 9(2), 194-201.