

To Understand How Digital Literacy Affect the Employability Among Graduates in Malaysian Job Market

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Abstract: The raising importance in the digital literacy had been providing the expectations on the impact of the digital literacy among the universities graduates against the employability of the graduates in the Malaysian job market. The previous study had suggested that the digital literacy remained as the significant driving factor that will contribute to the positive impact in increasing the employability among the graduates in the job market. With this, the research methodology had been developing the quantitative study to analyse the data input based on the 150 questionnaires to explore the relationship between the independent variable of digital literacy against the dependent variable of employability among graduates in the job market. The empirical evidence had observed the result suggesting the significant relationship between the independent variable of digital literacy against the dependent variable of employability among graduates in the job market. However, there is no indication of the positive correlation being presence between the two variables showed the disagreement based on the initial understanding drawn from the previous study. This had provided the significance contribution to the reference of future studies creating opportunities for the scope of study can be extended to potential exploration of new knowledge in the future research.

Keywords- digital literacy, Malaysian job market, employability, graduates

Introduction

With a larger labor force and a growing number of highly skilled professionals and talented individuals, competition for jobs has heated up in recent years. Because of this, recent graduates are finding it difficult to get into the workforce due to a lack of experience and training (Rasif et al., 2013). With more and more bachelor's and master's degree holders in the workforce, the academic qualification level is no longer significant giving a golden ticket to the employment market for recent college grads (Chen, Shen & Gosling, 2018). There has been a rise in the number of people pursuing graduate degrees, as both current and prospective workers perceive the benefits of doing so.

With the employment market becoming increasingly competitive, graduates will face disadvantages and difficulties as their resumes will be less impressive when compared to those of those currently in the workforce (Helena & Kena, 2019). This will challenge the recent grad to think about how to make themselves stand out in the competitive job market. Graduates are in high demand by today's companies not only because of their strong academic backgrounds, but also because of their strong thinking abilities, including the ability to make sound decisions, apply logic, think creatively, work well in a team, etc. (Smith & Krüger, 2011). Employers care more about having someone on staff than they do



about any particular set of technical or professional qualifications (Abas-Mastura, Imam & Osman, 2013). Therefore, it is crucial to investigate how well the graduate satisfies job requirements. Additionally, students' hopes and expectations for future employment are linked to their sense of self-efficacy.

The purpose of this study is to better understand the elements that may affect graduates' chances of finding work once they graduate. Graduating students will benefit greatly from this information since it will help them better comprehend the steps they should take to improve their own employability. The study's findings will also aid in validating the elements that could have a major impact on graduates' employability by shedding light on the skills and qualities in-demand by businesses today. Furthermore, the internship variable will be incorporated into the study to confirm the significance of internship experience on graduates' chances of finding gainful employment.

The research objective for this research is to explore the impact of the digital literacy contributing to the employability in the job market. With this, the study will focus on the study on the job market in Malaysian employment. The outcome of the research will determine whether is the digital literacy will positively influence the chance and possibility among the employability of the graduates from the university and college in Malaysia.

Literature Review

One definition of digital literacy is the proficiency with digital tools and technology necessary to thrive in the era of digitalization. With the advent of the digitalization era, it is believed that the importance of digital literacy will rise, as almost all modern workplaces will require some level of familiarity with and proficiency in the use of digital technologies such as computers, software, machines, etc. (Bejakovi & Mrnjavac, 2020). Some academic sectors, however, report a lack of exposure to digital literacy, which will lead to a digital literacy gap among graduates. According to Vrana (2017), digital literacy has gone from being seen as supplementary information to one of the most basic skills employers are looking for. Researchers in a prior study concluded that proficiency in digital literacy increased career prospects because it has become an obvious need of many organizations (Kim, 2019).

According to Bejakovi & Mrnjavac (2020), governments and employers have shown significant influence towards employability chances, with research indicating that governments and employers tend to seek for more talent on the digital literacy, as this knowledge and skillset will help in developing a more innovative and creative operation model. A similar set of skillset expectations of employees will be needed to deliver the task required using a digital approach, as noted by Pirzada & Kahn (2013), as the digitalization era has become more important for the growth of businesses in which the way of working has been digitalized, such as by switching from paperwork to softcopies and system application. According to Valds, Soriano, and Ivarez (2018), employers now expect new hires to have at least some experience with using basic digital tools. To better prepare them for the workforce, academics need to address the widespread lack of instruction in digital device navigation and use. With the increasing prevalence of digitalization in the workplace, Kim (2019) argues that it is imperative to cultivate digital literacy skillsets in order to advertise them to the employment market and increase one's chances of being hired.

Previous findings showed strong backing in the contribution of digital literacy in the modernization of the working environment, indicating that there is influence towards the employability of the graduates especially with the digitalization era in the 21st century, as discussed and reflected upon in the literature



review. This helped designate the theory by establishing the existence of a strong connection between graduates' digital literacy and their subsequent employment.

H0: The digital literacy among the graduates will not provide positive impact towards the employability in the job market in Malaysia.

H0: The digital literacy among the graduates will provide positive impact towards the employability in the job market in Malaysia.

Methodology

The quantitative analysis methodology will be applied to the research study's numerical data in order to provide a more precise and objective basis for measurement. Using quantitative analysis, researchers may quickly and easily examine massive datasets, proving the validity of their findings (Sekaran & Bougie, 2016). Because of the larger data set and the increased participation of a wider range of people in providing data for the study, this will increase the likelihood of coverage. Moreover, numerical data will be used in the quantitative analysis for data analysis, with the statical output providing more clear and objective findings to determine the importance of the data (Apuke, 2017). Deductive reasoning will be employed in this study since it is the most logical way to determine the importance of the study's findings after examining the data (Sharela, 2016).

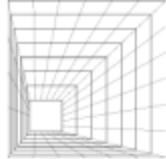
Because of its suitability for numerical data gathering and its ability to provide individualized data input for quantitative study analysis, the questionnaire design is being used as the data collection instrument in this research (Bhandari, 2020). In order to meet the requirements of the quantitative analysis, a questionnaire based on a 5-point Likert scale will be developed, with data input coming from the primary market, specifically, managers from the employers among the Malaysian SMEs and MNCs (Krosnick, 2018). To ensure the most representative sample possible for the quantitative analysis, we will gather 150 surveys using convenience sampling. This study's sample strategy and size will be proposed in order to accurately represent the population that will be the focus of the research (Apuke, 2017). Since SPSS can generate a variety of statistical outputs useful for developing relevant conclusions and empirical evidence for the quantitative analysis of this project, it will be used as the primary instrument for data analysis.

Discussion And Findings

The quantitative study had been supported with the application of the SPSS software where the series of testing for the quantitative method will lead to the designation of the significant in the research design to achieve the result and empirical evidence from the study of the sample size of the 150 respondents from the target population of the recent graduates from the Malaysian universities.

Table 1: Summary of Quantitative Data Analysis

Summary of Data Analysis		
Reliability Test	Cronbach's Alpha	86.80%
Correlation	Pearson Correlation	-0.060
	Sig. (2-tailed)	0.464
Regression	t-stat	-2.073



	Sig	0.040
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The Table 1 demonstrate the summary for the quantitative data analysis which include the reliability test, correlation analysis and the regression analysis that will contribute to the significant outcome of the results and findings for the current study. Firstly, the reliability test will be the first step in quantitative analysis in assessing the quality of the data. The reliability test holds the purpose to identify the consistency of the data where the data input from the questionnaire will be tested to ensure the minimum benchmark of 70% on the Cronbach's Alpha is being achieved. Based on the result in Table 1, the Cronbach's Alpha of 86.80% is being achieved from the data input for the variable digital literacy from the questionnaire which provide the green light for the data to proceed for further quantitative analysis as the Cronbach's Alpha exceed the minimum benchmark of 70%.

For the correlation analysis, the correlation analysis is used to determine the direction of the correlation as well as the strength of the correlation between two variables. Based on the current research, the Pearson Correlation Coefficient had achieved 0.060 which indicate that there is very weak positive correlation presence on the direction between the digital literacy and the employability among graduates. However, the very weak positive correlation had the p-value at 0.464 which exceed the tolerance level of 0.05 reflecting there is no significant positive correlation presence between the variables. In short, there is no existence for the impact from the degree for the digital literacy against the employability in the job market among the graduates.

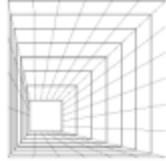
Last but not least, the regression analysis will conclude the findings within the quantitative analysis for the study. The regression analysis holds the purpose for the research to identify and test the potential presence of the significant of the relationship between the independent variable against the dependent variable. For the current study, the regression model will be constructed to test the relationship of the digital literacy against the employability in the job market based on the data input from the questionnaire. The p-value as a result based on Table 1 had shown 0.040 which is below the tolerance level of 0.05. This showed that the data set had indicate the presence of the significant relationship between the digital literacy against the employability within the job market.

Based on the outcome of the empirical evidence, it is clear that there is sufficient support of evidence to indicate the presence of the relationship between the digital literacy and the employability in the job market for the graduates in Malaysia. However, the correlation analysis had suggested there is no significant positive correlation which put the result opposite from the initial expectation of the result as derived from the literature review. Therefore, the hypothesis at H1 does not show the agreement with the current findings which lead to the rejection of the alternate hypothesis at H1. With this, the null hypothesis as drawn in H0 will be accepted.

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According to Bejakovi & Mrnjavac (2020), governments and employers have shown significant influence towards employability chances, with research indicating that governments and employers tend to seek for more talent on the digital literacy, as this knowledge and skillset will help in developing a more innovative and creative operation model. A similar set of skillset expectations of employees will be needed to deliver the task required using a digital approach, as noted by Pirzada & Kahn (2013), as the digitalization era has become more important for the growth of businesses in which the way of



working has been digitalized, such as by switching from paperwork to softcopies and system application. This study confirms the significance of a comparable notion extracted from a previous research work, as shown by the research findings. In this age of digitalization, when digital skills are increasingly seen as essential rather than as a nice-to-have in the modern workplace, it has been proven that digital literacy is of paramount importance for the graduate.

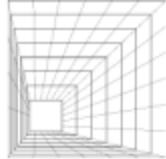
The absence of the positive correlation indeed come unexpected for this current research where the correlation analysis observes the positive correlation is not being significant for the digital literacy in affecting the employability in the job market among graduates. This showed that the digital literacy will not directly provide positive impact towards the chance and opportunities for the employability of the graduates in the job market as the employers will not be significantly driven by the additional digital literacy among the graduates. However, the employers will still observe the presence of the digital literacy skillset as part of the employment requirement where the employers potentially seeking for different knowledge on the digital literacy in the individuals. This would translate that the factor of digital literacy factor will still remained importance for the employability for the graduates but potentially will be depending on the type of the digital literacy on the different software on the need for the job requirement by the employer instead.

Conclusion

The outcome of the research had been concluded where the evidence had suggested there is a significant relationship between the digital literacy and the employability in the job market among the graduates but failed to indicate the presence of the significant in the positive correlation between the two variables. This had been showing the disagreement with the expected results as derived from the previous study where the study provides the eye opener information from the outcome of the study which serve as valuable input for the academic study.

The outcome of the study had certainly contributed to the academic literature review where the research had reduced the gap in the literature review where the study provides the new knowledge within the scope of study which will become useful for the future researchers to reference to. This will help to open wider opportunity for the scope of the academic research to further explore the relevance topics or area of interests that will further deep dive on the effort to close or narrow the gap in the academic study. Besides, the study had been contributing the importance for the universities and colleges in Malaysia to understand how significant the digital literacy playing the role to influence the chances and opportunities towards the employability of the graduates in the job market. It is certainly importance for the universities and colleges to focus on the needs and requirements for the students to be fully equipped with the demanded skillset that will provide better employability chances in the job market. Therefore, the current findings had implied there is no need to significantly redesign the course structure to adapt to the digital literacy as the fundamental technical knowledge remains as the priority among graduates.

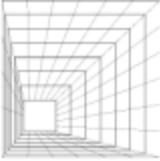
Based on the current study, there is some limitations arises from the scope of research where the findings and results from this study only refer to the target job market in Malaysia where only the Malaysian employers are being taken into consideration as well as the focus on the graduates are among the Malaysian graduates from the local universities and colleges. Therefore, the similar impression will not reflect for an education and employability in other country. This will lead to the gap in the academic study which will help in triggering the extended study to study another target population for the study. In other words, the future study can focus on the countries like Singapore, Vietnam, Thailand and other



relevance countries that can induce new form of knowledge for the contribution towards the academic study.

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