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Early employment outcomes of home and foreign educated graduates - the Malaysian experience

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Abstract

This paper compares early employment outcomes (in terms of income levels and job satisfaction) of Malaysian graduates educated locally with those educated abroad (specifically in US and UK). Factors likely to be related to these outcomes were identified by a comprehensive literature study. A regression model was developed containing the factors identified above. Questionnaire responses from over 400 recent Malaysian graduates were incorporated into the model. Model results show a significant relationship between income levels and gender, duration of employment, self-esteem, ownership, academic major and English proficiency. Surprisingly, location of study was not statistically significant. Furthermore, location of study was not significantly related to job satisfaction either. However job-fit index, self esteem, income and satisfaction with the University were found to bear significant relationships with job satisfaction. The policy implication of these findings were explored. (HRK / Abstract übernommen)