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Volume 2

Appendix A: The List of 35 Critical Thinking Strategies

[Adapted from Paul et al. (1990)]

AFFECTIVE STRATEGIES

01 THINKING INDEPENDENTLY

Critical thinking is autonomous thinking, thinking for oneself. Many of our beliefs are acquired at an early age, when we have a strong tendency to form beliefs irrationally (because we want to believe, because we are rewarded for believing). Critical thinkers use critical skills and insights to reveal and eradicate beliefs to which they cannot rationally assent. In formulating new beliefs, critical thinkers do not passively accept the beliefs of others; rather, they analyze issues themselves, reject unjustified authorities, and recognize the contributions of justified authorities. They thoughtfully form principles of thought and action; they do not mindlessly accept those presented to them. They do not accept as true, or reject as false, beliefs they do not understand. They are not easily manipulated. Independent thinkers strive to incorporate all known relevant knowledge and insight into their thought and behavior. They strive to determine for themselves when information is relevant, when to apply a concept, or when to make use of a skill.

02 DEVELOPING INSIGHT INTO EGOCENTRICITY OR SOCIOCENTRICITY

Egocentricity is the confusion of immediate perception with reality. It manifests itself as an inability or unwillingness to consider others' points of view and to accept ideas or facts which would conflict with gratification of desire. In the extreme, it is characterized by a need to be right about everything, a lack of interest in consistency and clarity, an all or nothing attitude ("I am 100% right; you are 100% wrong."), and a lack of self consciousness of one's own thought processes. The egocentric individual is more concerned with the appearance of truth, fairness, and fair-mindedness, than with actually being correct, fair, or fair-minded. Egocentricity is the opposite of critical thought. As people are socialized, egocentricity partly evolves into sociocentricity. Egocentric identification extends to groups. The individual goes from "1 am right!" to "We are right!" Put another way, people find that they can often best satisfy their egocentric desires through a group. 'Group think'

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results from egocentric attachment to a group. One can see this in both children and adults: My daddy is better than your daddy! My school (religion, country, race, etc.) is better than yours. If egocentricity and sociocentricity are the disease, self-awareness is the cure. When their own egocentric commitments are not supported, few people accept another's egocentric reasoning. Most can identify the sociocentricity of members of opposing groups. Yet when we are thinking egocentrically or sociocentrically, it seems right to us (at least at the time). Our belief in our own rightness is easier to maintain because we suppress the faults in our thinking. We automatically hide our egocentricity from ourselves. We fail to notice when our behavior contradicts our self-image. We base our reasoning on false assumptions we are unaware of making. We fail to make relevant distinctions, though we are otherwise aware of, and able to make them (when making such distinctions does not prevent us from getting what we want). We deny or conveniently 'forget' facts inconsistent with our conclusions. We misunderstand or distort what others say.

The solution, then, is to reflect on our reasoning and behavior; to make our assumptions explicit, critique them, and, when they are false, stop making them; to apply the same concepts in the same ways to ourselves and others; to consider every relevant fact, and to make our conclusions consistent with the evidence; and to listen carefully and open-mindedly to those with whom we disagree. We can change egocentric tendencies when we see them for what they are: irrational and unjustified. Therefore, the development of students' awareness of their egocentric and sociocentric patterns of thought is a crucial part of education in critical thinking.

03 EXERCISING FAIR-MINDEDNESS

To think critically about issues, we must consider the strengths and weaknesses of opposing points of view; imaginatively put ourselves in the place of others to genuinely understand them and overcome our egocentric tendency to identify truth with our immediate perceptions or long-standing thought or belief. This trait correlates with the ability to reconstruct accurately the viewpoints and reasoning of others and to reason from premises, assumptions, and ideas other than our own. It also correlates with one's willingness to remember occasions when one was wrong in the past despite an intense feeling of correctness, as well as the ability to imagine being similarly deceived in a case at hand. Critical thinkers realize the unfairness and absurdity of judging unfamiliar ideas until they fully understand them. ("I don't know what you think but, whatever it is, it's wrong.") The world contains many societies and people with many different points of view and ways of thinking. To develop as reasonable persons we need to enter into and think within

the frameworks and ideas of different peoples and societies. We cannot truly understand the world if we think about it only from one viewpoint, as North Americans, as Italians, or as Soviets. Furthermore, critical thinkers recognize that their behavior affects others, and so consider their behavior from the perspective of those others.

04 EXPLORING THOUGHTS UNDERLYING FEELINGS AND FEELINGS UNDERLYING THOUGHTS

Although many separate thought and feeling as though they were independent, even opposing, forces in the human mind, the truth is that virtually all human feelings are based on some level of thought and virtually all thought generative of some level of feeling. To think with self-understanding and insight, we must come to terms with the intimate connections between thought and feeling, reason and emotion. Critical thinkers realize that their feelings are their response (but not the only possible, or necessarily the most reasonable, response) to a situation. They know that their feelings would be different if they had a different understanding or interpretation of that situation. They recognize that thoughts and feelings, far from being different kinds of "things", are two aspects of their responses. Uncritical thinkers see little or no relationship between their feelings and their thoughts. When we feel sad or depressed, it is often because we are interpreting our situation in an overly negative or pessimistic light. We may be forgetting to consider the situation's positive aspects. We better understand our feelings by asking ourselves, "How have I come to feel this way? How am I looking at the situation? To what conclusion have I come? What is my evidence? What assumptions am I making? What inferences am I making? Are they sound? Are there other possible ways to interpret this situation?" We can learn to seek patterns in our assumptions, and so begin to see the unity behind our separate emotions. Understanding oneself is the first step toward self-control and self improvement. This self-understanding requires that we understand our feelings and emotions in relation to our thoughts, ideas, and interpretations of the world.

05 DEVELOPING INTELLECTUAL HUMILITY AND SUSPENDING JUDGMENT

Critical thinkers recognize the limits of their knowledge. They understand when their native egocentrism is likely to function self deceptively; they are sensitive to bias, prejudice, and limitations of their views. Intellectual humility is based on the recognition that one should not claim more than one actually knows. It does not imply spinelessness or submissiveness. It implies the lack of intellectual

pretentiousness, arrogance, or conceit. It implies insight into the foundations of one's beliefs: knowing what evidence one has, how one has come to believe, what further evidence one might examine or seek out. Thus, critical thinkers distinguish what they know from what they don't know. They are not afraid of saying "I don't know" when they are not in a position to be sure. They can make this distinction because they habitually ask themselves, "How could one know if this is true?" To say "In this case I must suspend judgment until I find out x and y," does not make them anxious or uncomfortable. They are willing to rethink conclusions in the light of new knowledge. They qualify their claims appropriately.

06 DEVELOPING INTELLECTUAL COURAGE

To think independently and fairly, one must feel the need to face and fairly deal with unpopular ideas, beliefs, or viewpoints. The courage to do so arises from the recognition that ideas considered dangerous or absurd are sometimes rationally justified (in whole or in part) and that conclusions or beliefs inculcated in us are sometimes false or misleading. To determine for ourselves which is which, we must not passively and uncritically accept what we have "learned". We need courage to admit the truth in some ideas considered dangerous and absurd, and the distortion or falsity in some ideas strongly held in our social group. It takes courage to be true to our own thinking, for honestly questioning our deeply held beliefs can be difficult and sometimes frightening, and the penalties for non-conformity are often severe.

07 DEVELOPING INTELLECTUAL GOOD FAITH OR INTEGRITY

Critical thinkers recognize the need to be true to their own thought, to be consistent in the intellectual standards they apply, to hold themselves to the same rigorous standards of evidence and proof to which they hold others, to practice what they advocate for others, and to honestly admit discrepancies and inconsistencies in their own thought and action. They believe most strongly what has been justified by their own thought and analyzed experience. They are committed to bringing the self they are and the self they want to be together. People in general are often inconsistent in their application of standards once their ego is involved positively or negatively. For example, when people like us, we tend to over-estimate their positive characteristics; when they dislike us, we tend to underrate them.

08 DEVELOPING INTELLECTUAL PERSEVERANCE

Becoming a more critical thinker is not easy. It takes time and effort. All important learning takes time and effort. Critical thinkers are willing to pursue intellectual insights and truths in spite of difficulties, obstacles, and frustrations. They recognize the need to struggle with confusion and unsettled questions for a long time to achieve deeper understanding and insight. They recognize that significant change requires patience and hard work. Important issues often require extended thought, research, and struggle. Considering a new view takes time. Yet people are often impatient to "get on with it" when they most need to slow down and think carefully. People rarely define issues or problems clearly; concepts are often left vague; related issues are not sorted out, etc. "I don't want to think about it. It's too complicated." or "We know what's wrong, so let's just fix it." Students need to gain insight into the need for intellectual perseverance.

09 DEVELOPING CONFIDENCE IN REASON

The rational person recognizes the power of reason, the value of disciplining thinking in accordance with rational standards. Virtually all the progress made in science and human knowledge testifies to this power, and so to the reasonability of having confidence in reason. To develop this faith is to see that ultimately one's own higher interests and those of humankind at large will be served best by giving the freest play to reason, by encouraging people to come to their own conclusions through a process of developing their own rational faculties. It is to believe that, with proper encouragement and cultivation, people can develop the ability to think for themselves, to form reasonable points of view, draw reasonable conclusions, think coherently and logically, persuade each other by reason and, ultimately, become reasona

ble persons, despite the deep-seated obstacles in the native character of the human mind and in society as we know it. It is to reject force and trickery as standard ways of changing another's mind. This confidence is essential to building a democracy in which people come to genuine rule, rather than being manipulated by the mass media, special interests, or by the inner prejudices, fears, and irrationalities that so easily and commonly tend to dominate human minds. You should note that the act of faith we recommend is not blind but should be tested in everyday experiences and academic work. In other words, we should have confidence in reason because reason works. Confidence in reason does not deny the reality of intuition; rather, it provides a way of distinguishing intuition from prejudice.

COGNITIVE STRATEGIES—MACRO-ABILITIES

10 REFINING GENERALIZATIONS AND AVOIDING
       OVERSIMPLIFICATIONS

We naturally simplify problems and experiences to make them easier to deal with. Everyone does this. However, the uncritical thinker often oversimplifies, and so misrepresents problems and experiences. What should be recognized as complex, intricate, ambiguous, or subtle is viewed as simple, elementary, clear, and obvious. For example, it is typically an oversimplification to view people or groups as all good or all bad, actions as always right or always wrong, one contributing factor as the cause, etc., and yet such beliefs are common. Critical thinkers try to find simplifying patterns and solutions but not by misrepresentation or distortion. Making a distinction between useful simplifications and misleading oversimplifications is important to critical thinking. One of the strongest tendencies of the egocentric, uncritical mind is to see things in terms of black and white, "all right" and "all wrong". Hence, beliefs which should be held with varying degrees of certainty are held as certain. Critical thinkers are sensitive to this problem. They understand the relationship of evidence to belief and so qualify their statements accordingly. The tentativeness of many of their beliefs is characterized by the appropriate use of such qualifiers as 'highly likely', 'probably', 'not very likely', 'highly unlikely', 'often', 'usually', 'seldom', 'I doubt', 'I suspect', 'most', 'many', and 'some'. Critical thinkers scrutinize generalizations, probe for possible exceptions, and then use appropriate qualifications. Critical thinkers are not only clear, but also exact or precise.

11 COMPARING ANALOGOUS SITUATIONS:

Transferring Insights to New Contexts

An idea's power is limited by our capacity to see its application. Critical thinkers' ability to use ideas mindfully enhances their ability to transfer ideas critically. They practice using ideas and insights by appropriately applying them to new situations. This allows them to organize materials and experiences in different ways, to compare and contrast alternative labels, to integrate their understanding of different situations, and to find fruitful ways to conceptualize novel situations. Each new application of an idea enriches understanding of both the idea applied and the situation to which it is applied.

12 DEVELOPING ONE'S PERSPECTIVE:

Creating or Exploring Beliefs, Arguments, or Theories

The world is not given to us sliced up into categories with preassigned labels on them. There are always many ways we can "divide up" and so experience the world. How we do so is essential to our thinking and behavior. Uncritical thinkers assume that their perspective on things is the only correct one. Selfish critical thinkers manipulate the perspectives of others to gain advantage for themselves. Fair-minded critical thinkers learn to recognize that their own way of thinking and that of all other perspectives are subject to error. They learn to develop their point of view through a critical analysis of their experience. They learn to question commonly accepted ways of understanding things and avoid uncritically accepting the viewpoints of their peer groups or society. They know what their perspectives are and can talk insightfully about them. To do this, they must create and explore their own beliefs, their own reasoning, and their own theories.

13 CLARIFYING ISSUES, CONCLUSIONS, OR BELIEFS

The more completely, clearly, and accurately an issue or statement is formulated, the easier and more helpful the discussion of its settlement or verification. Given a clear statement of an issue, and prior to evaluating conclusions or solutions, we should understand what we would have to do to settle it. And before we can agree or disagree with a claim, we must understand it clearly. It makes no sense to say "I don't know what you are claiming, but I deny it, whatever it is." Critical thinkers recognize problematic claims, concepts, and standards of evaluation, making sure that understanding precedes judgment. They routinely distinguish facts from interpretations, opinions, judgments, or theories. They can then raise those questions most appropriate to understanding and evaluating each.

14 CLARIFYING AND ANALYZING THE MEANINGS OF WORDS OR PHRASES

Critical, independent thinking requires clarity of thought. A clear thinker understands concepts and knows what kind of evidence is required to justify applying a word or phrase to a situation. The ability to supply a definition is not proof of understanding. One must be able to supply clear, obvious examples and use the word or phrase appropriately. In contrast, for an unclear thinker, words float through the mind unattached to clear, specific, concrete cases. Distinct concepts are

confused. Often the only criterion for the application of a term is that the case in question "seems like" an example. Irrelevant associations are confused with what are necessary parts of the idea (e.g., "Love involves flowers and candlelight"). Unclear thinkers lack independence of thought because they lack the ability to analyze a concept, and so critique its use.

15 DEVELOPING CRITERIA FOR EVALUATION:

Clarifying Values and Standards

Critical thinkers realize that expressing mere preference does not substitute for evaluating something. Awareness of the process or components of evaluating facilitates thoughtful and fair-minded evaluation. This process requires the development and use of criteria or standards of evaluation, or making standards or criteria explicit. Critical thinkers are aware of the values on which they base their judgments. They have clarified them and understand why they are values. When developing criteria, critical thinkers should understand the object and purpose of the evaluation, and what function the thing being evaluated is supposed to serve. Critical thinkers take into consideration different points of view when attempting to evaluate something.

16 EVALUATING THE CREDIBILITY OF SOURCES OF INFORMATION

Critical thinkers recognize the importance of using reliable sources of information when formulating conclusions. They give less weight to sources which lack a track record of honesty, contradict each other on key questions, and are not in a position to know, or have a vested interest in influencing belief. Critical thinkers recognize when more than one reasonable position can be taken on an issue; they compare alternative sources of information, noting areas of agreement; they analyze questions to determine whether or not the source is in a position to know; and they gather further information where sources disagree. They recognize obstacles to gathering accurate and pertinent information. They realize that preconception, for example, influences observation—that we often see only what we expect to see and fail to notice things we aren't looking for.

17 QUESTIONING DEEPLY

Raising and Pursuing Root or Significant Questions

Critical thinkers can pursue an issue in depth, covering germane aspects in an extended process of thought or discussion. When reading a passage, they look for issues and concepts underlying the claims expressed. They come to their own understanding of the details they learn, placing them in the larger framework of the subject and their overall perspective. They contemplate the significant issues and questions underlying subjects or problems studied. They can move between basic underlying ideas and specific details. When pursuing a line of thought, they are not easily sidetracked. They use important issues to organize their thought and are not bound by the organization given by another. Nor are they unduly influenced by the language of another. If they find that a set of categories or distinctions is more appropriate than that suggested by another, they will use it. Recognizing that categories serve human purposes, they use those categories which best serve their purpose at the time. They are not limited by accepted ways of doing things. They evaluate both goals and how to achieve them.

18 ANALYZING OR EVALUATING ARGUMENTS, INTERPRETATIONS, BELIEFS, OR THEORIES

Rather than carelessly agreeing or disagreeing with a line of reasoning based on their preconceptions of what is true, critical thinkers use analytic tools to understand it and determine its relative strengths and weaknesses. When analyzing arguments, critical thinkers recognize the importance of asking for reasons and considering alternative views. They are especially sensitive to possible strengths of arguments that they disagree with, recognizing the tendency of humans to ignore, oversimplify, distort, or otherwise unfairly dismiss them. Critical thinkers analyze questions and place conflicting arguments, interpretations, and theories in opposition to one another, as a means of highlighting key concepts, assumptions, implications, etc. When giving or being given an interpretation, critical thinkers, recognizing the difference between evidence and interpretation, explore the assumptions on which it is based, and propose and evaluate alternative interpretations for their relative strength. Autonomous thinkers consider competing theories and develop their own theories.

19 GENERATING OR ASSESSING SOLUTIONS

Critical problem-solvers use everything available to them to find the best solution they can. They evaluate solutions, not independently of, but in relation to one another (since 'best' implies a comparison). They take the time to formulate problems clearly, accurately, and fairly, rather than offering a sloppy, half-baked description and then immediately leaping to a solution. They examine the causes of

the problem at length. They ask, "What makes some solutions better than others? What does the solution to this problem require? What solutions have been tried for this and similar problems? With what results?" But alternative solutions are often not given; they must be generated or thought-up. Critical thinkers must be creative thinkers as well, generating possible solutions in order to find the best one. Very often a problem persists, not because we can't tell which available solution is best but because the best solution has not yet been made available—no one has thought it up yet. Therefore, although critical thinkers use all available information relevant to their problems, including the results of solutions others have used in similar situations, they are flexible and imaginative, willing to try any good idea whether it has been done before or not. Fair-minded thinkers take into account the interests of everyone affected by the problem and proposed solutions. They are more committed to finding the best solution than to getting their way. They approach problems realistically.

20 ANALYZING OR EVALUATING ACTIONS AND POLICIES

Critical thinking involves more than an analysis of clearly formulated instances of reasoning; it includes analysis of behavior or policy and a recognition of the reasoning that behavior or policy presupposes. When evaluating the behavior of themselves and others, critical thinkers are conscious of the standards they use, so that these, too, can become objects of evaluation. Critical thinkers examine the consequences of actions and recognize these as fundamental to the standards for assessing both behavior and policy. Critical thinkers base their evaluations of behavior on assumptions to which they have rationally assented. They have reflected on such root questions as: What makes some actions right, others wrong? What rights do people have? How can I know when someone's rights are being violated? Why respect people's rights? Why be good? Should I live according to rules? If so, what rules? If not, how should I decide what to do? What policies should be established and why? What are governments supposed to do? What shouldn't they do?

21 READING CRITICALLY: Clarifying or Critiquing Texts

Critical thinkers read with a healthy skepticism. But they do not doubt or deny until they understand. They clarify before they judge. They realize that everyone is capable of making mistakes and being wrong, including authors of textbooks. They also realize that, since everyone has a point of view, everyone sometimes leaves out some relevant information. No two authors would write the same book or write from exactly the same perspective. Therefore, critical readers

recognize that reading a book is reading one limited perspective on a subject and that more can be learned by considering other perspectives. Critical readers ask themselves questions as they read, wonder about the implications of, reasons for, examples of, and meaning and truth of the material. They do not approach written material as a collection of sentences, but as a whole, trying out various interpretations until one fits all of the work, rather than ignoring or distorting statements that don't fit their interpretation.

22 LISTENING CRITICALLY: The Art of Silent Dialogue

Critical thinkers realize that listening can be done passively and uncritically or actively and critically. They know that it is easy to misunderstand what another says and difficult to integrate another's thinking into our own. Compare speaking and listening. When we speak, we need only keep track of our own ideas, arranging them in some order, expressing thoughts with which we are intimately familiar: our own. But listening is more complex. We must take the words of another and translate them into ideas that make sense to us. We have not had the experiences of the speakers. We are not on the inside of their point of view. We can't anticipate, as they can themselves, where their thoughts are leading them. We must continually interpret what others say within the confines of our experiences. We must find a way to enter into their points of view, shift our minds to follow their trains of thought. In short, we need to learn how to listen actively and critically. We need to recognize that listening is an art involving skills that we can develop only with time and practice. We need to learn, for example, that to listen and learn from what we are hearing, we need to learn to ask key questions that enable us to locate ourselves in the thought of another. We must practice asking questions like the following: "I'm not sure I understand you when you say …, could you explain that further?" "Could you give me an example or illustration of this?" "Would you also say …?" "Let me see if I understand you. What you are saying is …. Is that right?" "How do you respond to this objection?" Critical readers ask questions as they read and use those questions to orient themselves to what an author is saying. Critical listeners ask questions as they listen to orient themselves to what a speaker is saying: Why does she say that? What examples could I give to illustrate that point? What is the main point? How does this detail relate? Is she using this word as I would, or somewhat differently? These highly skilled and activated processes are crucial to learning. We need to heighten student awareness of and practice in them as often as we can.

23 MAKING INTERDISCIPLINARY CONNECTIONS

Although in some ways it is convenient to divide knowledge up into disciplines, the divisions are not absolute. Critical thinkers don't allow the somewhat arbitrary distinctions between academic subjects to control their thinking. When considering issues which transcend subjects, they bring relevant concepts, knowledge, and insights from many subjects to the analysis. They make use of insights into one subject to inform their understanding of other subjects. There are always connections between subjects (language and logic; history, geography, psychology, anthropology, physiology; politics, geography, science, ecology; math, science, economics). To understand, say, reasons for the American Revolution (historical question), insights from technology, geography, economics, philosophy, etc., can fruitfully apply.

24 PRACTICING SOCRATIC DISCUSSION:

Clarifying and Questioning Beliefs, Theories, or Perspectives

Critical thinkers are nothing, if not questioners. The ability to question and probe deeply, to get down to root ideas, to get beneath the mere appearance of things, is at the very heart of critical thought. And, as questioners, they have many different kinds of questions and moves available and can follow up their questions appropriately. They can use questioning techniques, not to make others look stupid, but to learn what they think, helping them develop their ideas, or as a prelude to evaluating them. When confronted with a new idea, they want to understand it, to relate it to their experience, and to determine its implications, consequences, and value. They can fruitfully uncover the structure of their own and others' perspectives. Probing questions are the tools by which these goals are reached. Furthermore, critical thinkers are comfortable being questioned.

They don't become offended, confused, or intimidated. They welcome good questions as an opportunity to develop a line of thought.

25 REASONING DIALOGICALLY:

Comparing Perspectives, Interpretations, or Theories

Dialogical thinking refers to thinking that involves a dialogue or extended exchange between different points of view, cognitive domains, or frames of reference. Whenever we consider concepts or issues deeply, we naturally explore their connections to other ideas and issues within different domains or points of

view. Critical thinkers engage in fruitful, exploratory dialogue, proposing ideas, probing their roots, considering subject matter insights and evidence, testing ideas, and moving between various points of view. When we think, we often engage in dialogue, either inwardly or aloud with others. We need to integrate critical thinking skills into that dialogue so that it is as fruitful as possible. Socratic questioning is one form of dialogical thinking.

26 REASONING DIALECTICALLY:

Evaluating Perspectives, Interpretations, or Theories

Dialectical thinking refers to dialogical thinking conducted in order to test the strengths and weaknesses of opposing points of view. Court trials and debates are dialectical in form and intention. They pit idea against idea, reasoning against counter-reasoning, to get at the truth of a matter. As soon as we begin to explore ideas, we find that some clash or are inconsistent with others. 1b integrate our thinking, we must assess which of the conflicting ideas we will provisionally accept and which we shall provisionally reject, or which parts of the views are strong and which weak, or how the views can be reconciled. Students need to develop dialectical reasoning skills, so that their thinking not only moves comfortably between divergent points of view or lines of thought, but also makes some assessments in light of the relative strengths and weaknesses of the evidence or reasoning presented. Hence, when thinking dialectically, critical thinkers use critical micro-skills appropriately; they evaluate evidence and assumptions, explore implications and consequences, pinpoint contradictions, clarify, and so on.

COGNITIVE STRATEGIES—MICRO-SKILLS

27 COMPARING AND CONTRASTING IDEALS WITH ACTUAL PRACTICE

Self-improvement and social improvement are presupposed values of critical thinking. Critical thinking, therefore, requires an effort to see ourselves and others accurately. This requires recognizing gaps between facts and ideals. The fair-minded thinker values truth and consistency and, hence, works to minimize these gaps. The confusion of facts with ideals prevents us from better achieving our ideals. A critical education strives to highlight discrepancies between facts and ideals, and proposes and evaluates methods for minimizing them. This strategy is intimately connected with "developing intellectual good faith".

28 THINKING PRECISELY ABOUT THINKING: Using Critical
        Vocabulary

An essential requirement of critical thinking is the ability to think about thinking, to engage in what is sometimes called 'metacognition'. One possible definition of critical thinking is the art of thinking about your thinking while you're thinking in order to make your thinking better: more clear, more accurate, fairer. It is precisely at the level of "thinking about thinking" that most critical thinking stands in contrast to uncritical thinking. The analytical vocabulary in the English language (such terms as 'assume', 'infer', 'conclude' 'criteria', 'point of view', 'relevance', 'issue', 'elaborate', 'ambiguous', 'objection' 'support', 'bias', 'justify', 'perspective', 'contradiction', 'credibility', 'evidence' 'interpret', 'distinguish') enables us to think more precisely about our thinking. We are in a better position to assess reasoning (our own, as well as that of others) when we can use analytic vocabulary with accuracy and ease.

29 NOTING SIGNIFICANT SIMILARITIES AND DIFFERENCES

Critical thinkers strive to treat similar things similarly and different things differently. Uncritical thinkers, on the other hand, often miss significant similarities and differences. Things superficially similar are often significantly different. Things superficially different are often essentially the same. Only by developing our observational and reasoning skills to a high point can we become sensitized to significant similarities and differences. As we develop this sensitivity, it influences how we experience, how we describe, how we categorize, and how we reason about things. We become more careful and discriminating in our use of words and phrases. We hesitate before we accept this or that analogy or comparison. We recognize the purposes of the comparisons we make. We recognize that purposes govern the act of comparing and determine its scope and limits. The hierarchy of categories biologists, for instance, use to classify living things reflects biological judgment regarding which kinds of similarities and differences between species are the most important biologically and which shed the most light on how each organism is structured and how it operates. To the zoologist, the similarities whales have to horses is considered more important than their similarities to fish. The differences between whales and fish are considered more significant than those between whales and horses.

30 EXAMINING OR EVALUATING ASSUMPTIONS

We are in a better position to evaluate any reasoning or behavior when all of the elements of that reasoning or behavior are made explicit. We base both our reasoning and our behavior on beliefs we take for granted. We are often unaware of these assumptions. Only by recognizing them can we evaluate them. Critical thinkers have a passion for truth and for accepting the strongest reasoning. Thus, they have the intellectual courage to seek out and reject false assumptions. They realize that everyone makes some questionable assumptions. They are willing to question, and have others question, even their own most cherished assumptions. They consider alternative assumptions. They base their acceptance or rejection of assumptions on their rational scrutiny of them. They hold questionable assumptions with an appropriate degree of tentativeness. Independent thinkers evaluate assumptions for themselves, and do not simply accept the assumptions of others, even those assumptions made by everyone they know.

31 DISTINGUISHING RELEVANT FROM IRRELEVANT FACTS

Critical thinking requires sensitivity to the distinction between those facts that are relevant to an issue and those that are not. Critical thinkers focus their attention on relevant facts and do not let irrelevant considerations affect their conclusions. Furthermore, they recognize that a fact is only relevant or irrelevant in relation to an issue. Information relevant to one problem may not be relevant to another. Uncritical thinkers don't fail to realize facts or considerations must be relevant, they fail to realize that what seems relevant may not be relevant and that what seems irrelevant may be relevant. Ability to judge relevance can be developed only through practice, not by admonitions "Stick to the point".

32 MAKING PLAUSIBLE INFERENCES, PREDICTIONS, OR
     INTERPRETATIONS

Thinking critically involves the ability to reach sound conclusions based on observation and information. Critical thinkers distinguish their observations from their conclusions. They look beyond the facts, to see what those facts imply. They know what the concepts they use imply. They also distinguish cases in which they can only guess from cases in which they can safely conclude. Critical thinkers recognize their tendency to make inferences that support their own egocentric or sociocentric world views and are therefore especially careful to evaluate inferences they make when their interests or desires are involved. Remember, every interpretation is based on inference, and we interpret every situation we are in.

33 EVALUATING EVIDENCE AND ALLEGED FACTS

Critical thinkers can take their reasoning apart in order to examine and evaluate its components. They know on what evidence they base their conclusions. They realize that unstated, unknown reasons can be neither communicated nor critiqued. They can insightfully discuss evidence relevant to the issue or conclusions they consider. Not everything offered as evidence should be accepted. Evidence and factual claims should be scrutinized and evaluated. Evidence can be complete or incomplete, acceptable, questionable, or false.

34 RECOGNIZING CONTRADICTIONS

Consistency is a fundamental—some would say the defining—ideal of critical thinkers. They strive to remove contradictions from their beliefs, and are wary of contradictions in others. As would-be fair-minded thinkers they strive to judge like cases in a like manner.

Perhaps the most difficult form of consistency to achieve is that between word and deed. Self-serving double standards are one of the most common problems in human life. Children are in some sense aware of the importance of consistency. ("Why don't I get to do what they get to do?") They are frustrated by double standards, yet are given little help in getting insight into them and dealing with them. Critical thinkers can pinpoint specifically where opposing arguments or views contradict each other, distinguishing the contradictions from compatible beliefs, thus focussing their analyses of conflicting views.

35 EXPLORING IMPLICATIONS AND CONSEQUENCES

Critical thinkers can take statements, recognize their implications (that is, if x is true, then y must also be true) and develop a fuller, more complete understanding of their meaning. They realize that to accept a statement one must also accept its implications. They can explore both implications and consequences at length. When considering beliefs that relate to actions or policies, critical thinkers assess the consequences of acting on those beliefs.

Appendix B: Map of Malaysia
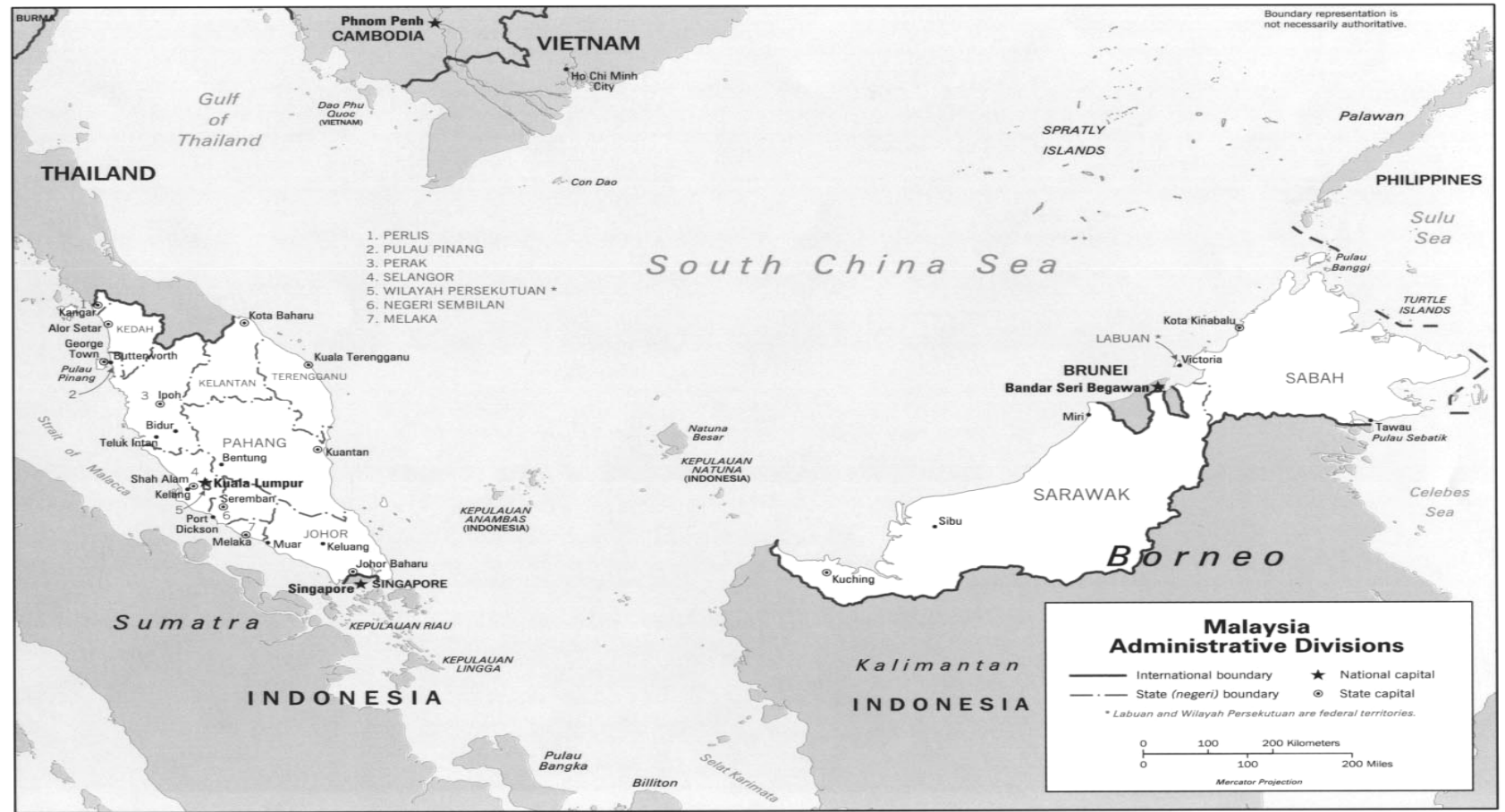
Appendix C: List of public universities involved in the study and

Abbreviations

No.	Logos and abbreviations	Name	Phone/fax/e-mail
1.	UPNM	Universiti Pertahanan Nasional Malaysia Kem Sungai Besi 57000 Kuala Lumpur http://www.upnm.edu.my/	Tel : 03-90512698 Email : info@upnm.edu.my
2.	UIA	Universiti Islam Antarbangsa Malaysia Jalan Gombak 531000 Gombak Selangor http://www.iiu.edu.my	Tel : 03-61964000 Fax : 03-61964053
3.	UKM	Universiti Kebangsaan Malaysia 43600 Bangi, Selangor http://www.ukm.my	Tel : 03-89214242 Fax : 03-89214242
4	USM	Universiti Sains Malaysia 11800 Minden, Pulau Pinang http://www.usm.my	Tel : 04-6573987 Fax : 04-6565401
5	UMS	Universiti Malaysia Sabah Beg Berkunci 2073, 88899 Kota Kinabalu, Sabah http://www.ums.edu.my	Tel : 088-320203 Fax : 088-320217
6	UNIMAS	Universiti Malaysia Sarawak Kota Samarahan, 93400 Kuching, Sarawak http://www.unimas.my	Tel : 082-671000 Fax : 082-672411

7	UPM	Universiti Putra Malaysia 43400 Serdang, Selangor http://www.upm.edu.my	Tel : 03-894660000 Fax : 03-89483244
8	UTM	Universiti Teknologi Malaysia 81310 Skudai, Johor http://www.utm.my	Tel : 07-5575960 Fax : 07-5579376
9	UiTM	Universiti Teknologi MARA 40450 Shah Alam, Selangor http://www.uitm.edu.my	Tel : 03-55442001 Fax : 03-55442030
10	UUM	Universiti Utara Malaysia 06010 UUM Sintok Kedah http://www.uum.edu.my	Tel : 04- 9284000 Fax : 04-9283016
11.	UM	Universiti Malaya Lembah Pantai, 50603 Kuala Lumpur http://www.um.edu.my	Tel : 03-76977022 Fax : 03-79547551

Appendix D : Unemployment rate in Malaysia 2005-2010
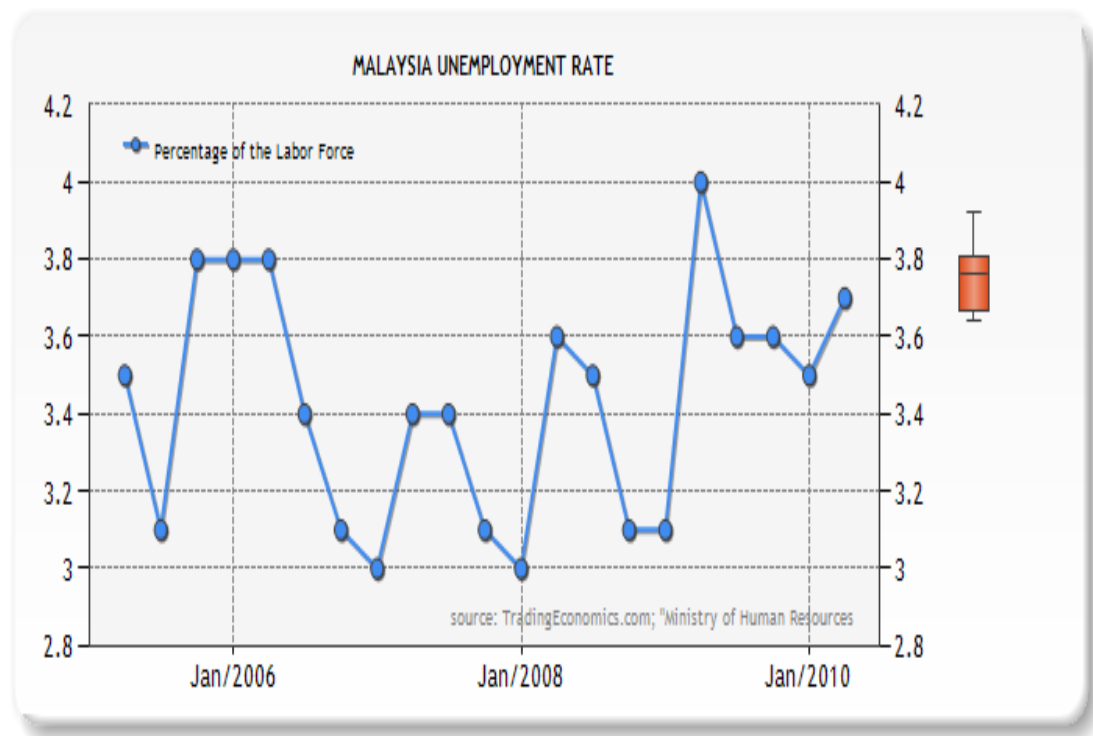
Definition of Unemployment rate: This entry contains the percent of the labour force that is without jobs. Substantial underemployment might be noted.

Table: Labour force and unemployment 2001-2009 Malaysia

Year	2001	2002	2003	2004	2005	2006	2007	2008	2009
Labour force (,000) Thousand	9,699.4	9,886.2	10,239.6	10,413.4	10,413.4	10,628.0	10,889.5	11,028.1	11,315.3
Total employment	9,357.0	9,542.6	9,869.7	9,979.5	10,045.4	10,275.4	10,538.1	10,659.6	10,897.3
Unemployment	342.4	343.5	369.8	366.6	368.1	353.6	351.4	368.5	418.0
Unemployment Rate (% of labour Force)	3.5	3.5	3.6	3.5	3.5	3.3	3.2	3.3	3.7

Source: Malaysia Economic Statistics-Time Series 2009

Appendix E: 2000 Census Malaysia population, race and religion

Malaysia: Total Population according to Ethnicity and Religion

	Total	Total Malaysian citizens	Total bumiputera	Malays	Other bumiputera	Chinese	Indians	Others	Non-Malaysian citizens
Total	23,274,690	21,889,916	14,248,179	11,680,421	2,567,758	5,691,908	1,680,132	269,697	1,384,774
Islam	14,049,379	12,913,427	12,612,397	11,680,421	931,976	57,221	69,043	174,766	1,135,952
Christianity	2,126,190	1,980,413	1,274,968	.	1,274,968	539,556	130,408	35,481	145,777
Hinduism	1,457,907	1,433,303	2,242	.	2,242	16,114	1,412,686	2,261	24,604
Buddhism	4,467,497	4,419,042	21,558	.	21,558	4,324,971	20,144	52,369	48,455
Confucianism/Taoism, other traditional Chinese religion	615,076	610,662	3,121	.	3,121	605,571	1,244	726	4,414
Tribal/folk religion	195,828	195,258	186,371	.	186,371	7,897	922	68	570
Others	88,429	84,454	35,595	.	35,595	12,228	35,632	999	3,975
No Religion	194,369	184,741	93,762	.	93,762	88,896	791	1,292	9,628
Unknown	80,015	68,616	18,165	.	18,165	39,454	9,262	1,735	11,399

Source: Population and Housing Census of Malaysia, 2000, Department of Statistics Malaysia

Retrieved from: http://english.malaysiaeconomy.net/index.php?option=com_content&view=article&id=181:population-according-to-religion&catid=38:population&Itemid=53

Appendix F : Federal Government Development Allocation and Expenditure by Sector for the 8th Malaysian Plan (2001-2005) and 9th Malaysian Plan (2006-2010) (RM million)

Sector (RM million)	8MP 2001-2005 Expenditure	%	9MP 2006-2010 Allocation	%	(+/-)
Economic	**65,446.00**	**38.5**	**89,886.00**	**44.9**	**37.30**
Agricultural	7,749.00	4.6	11,435.00	5.7	47.60
Mineral Resource	47	0	141	0.1	200
Commerce & Industry	10,174.00	6	19,891.00	9.9	95.50
Transport	31,813.00	18.7	31,876.00	15.9	0.20
Communications	560.00	0.3	533.00	0.3	-4.80
Energy & Public Utilities	12,722	7.5	21,805.00	10.9	71.40
Feasibility Studies	421.00	0.2	338.00	0.2	-19.70
R&D	1,960.00	1.2	3,868.00	1.9	97.30
Social	**69,377.00**	**40.8**	**74,954.00**	**37.5**	**8.00**
Education & Training	43,729	25.7	41,114.00	20.6	-6.00
Health	9,506.00	5.6	10,710	5.4	12.70
Information & Broadcasting	450.00	0.3	450.00	0.2	-
Housing	6,972.00	4.1	9,947.00	5	42.70
Culture, Youth & Sports	1,113.00	0.7	1,394.00	0.7	25.20
Local Authorities & Welfare Services	5,942.00	3.5	9,121.00	4.6	53.60
Village & Community Development	1,665	1	2,281.00	1.1	37.00
Security	**22,042.00**	**13**	**21,203.00**	**10.6**	**-3.80**
Defence	17,298.00	10.2	15,237.00	7.6	-11.90
Internal Security	4,744.00	2.8	5,966.00	3	25.80
General Administration	**13,135.00**	**7.7**	**13,957.00**	**7**	**6.30**
General Services	12,839.00	7.6	12,878.00	6.4	0.30
Upgrading & Renovation	296	0.2	1,079.00	0.5	264.50
Total	**170,000.00**	**100**	**200,000.00**	**100**	**100.00**

Source: Economic Planning Unit Malaysia

Appendix G : National Education Philosophy (1995)

National Education Philosophy (NEP)

Education in Malaysia is on-going efforts towards further developing the potential of individuals in a holistic and integrated manner, so as to produce individuals who are intellectually, spiritually, emotionally and physically balanced and harmonic, based on a firm belief in and devotion to God. Such an effort is designed to produce Malaysian citizens who are knowledgeable and competent, who possess high moral standards and who are responsible and capable of achieving high level of personal well-being as well as being able to contribute to the harmony and betterment of the family, the society and the nation at large.

Source: http://www.moe.gov.my

Appendix H1: Webpage for online survey to recent graduates

norshima.zainalshah2@mail.dcu.ie

LINKS TO CRITICAL THINKING REFERENCES

The Critical Thinking Community

Tim Gelder's Critical Thinking On The Web

The National Center For Teaching Thinking

Critical and Creative Thinking In Bloom's Taxonomy

AFFILIATIONS

Dublin City University

Akademi Tentera Malaysia

Universiti Teknologi Malaysia

January 2006 - From Malaysia Hall's window : it was cold and bleak and I missed Malaysia most.

Terdapat seramai 20217 siswazah yang menganggur berdaftar dengan Sistem Penjodohan Pekerjaan Kementerian sehingga Jun 2006. (Deputy Human Resources Minister, Datuk Abdul Rahman Bakar, July 3, 2006)

Assalamualaikum dari Dublin,

Isu siswazah menganggur bukannya baru dan perlu diberikan perhatian sewajarnya. Di antara salah satu sebab yang banyak kali disebutkan kenapa siswazah gagal mendapatkan pekerjaan adalah tidak mahir berbahasa Inggeris. Sebagai seorang **guru Bahasa Inggeris** , saya rasa terpanggil dan bertanggungjawab untuk menyelidik fenomena ini di samping cuba membantu sebanyak mungkin mencari penyelesaiannya. Berat mata memandang, berat lagi bahu memikul, saya turut bersimpati dengan 20 217 siswazah mengganggur yang mendaftar dengan Kementerian Sumber Manusia. Statistik menyatakan dari jumlah ini, bidang ICT mendahului bidang lain dengan jumlah 3 942 orang (19.5%).Saya percaya jika para siswazah diajar kemahiran berfikir secara kritikal, "they will nurture into marketable graduates".

Dengan ini, saya sangat berharap para siswazah dapat meluangkan masa menjawab **kaji selidik ringkas** di laman web ini. Terima kasih.

Jumlah dan peratusan siswazah menganggur mengikut bidang

Bidang	Jumlah	%
ICT	3942	19.5
Business Ad	2714	13.4
Accountancy	1923	9.5
Electric/Electronic and telecommunication Engineers	1229	6.1
Human Resources Management	1022	5.1
Civil Engineers	983	4.9
Mechanical/mechatronic Eng	884	4.4
Literature/Social Sciences	843	4.2
Pure Science	770	3.8
Financial/Banking/insurance/investment/property	613	3
Office tech/info/lib management	552	2.7
Architecture/building/QS/LS	540	2.7
Applied Science	533	2.6
Economy	440	2.2
Agriculture/Forestry/Fisheries/Environment	401	2
Others	2828	13.9
Jumlah	20217	100

Are you a graduate? Are you a BSc Computer Science graduate? And are you jobless? Please share with me your experience e.g. what went wrong at your interview, why you think you are unsuccessful in getting a job, ways to make things better and so on.

Click here

Response Form

Related Links

Soal Selidik Ringkas

Di bawah adalah di antara sebab-sebab kenapa siswazah mengganggur. Bagi kesemua 4 sebab tersebut , pilih **hanya satu** yang **anda paling setuju.** Sila beri komen anda di ruang yang disediakan di bawah. Terima kasih.

1. Sikap siswazah sendiri

- ○ Saya tidak pernah memohon pekerjaan di bawah kelulusan saya seperti bekerja sebagai pekerja pembinaan, pemandu teksi, atau berniaga sendiri

- ○ Saya menganggur disebabkan kelemahan dan kemahuan saya sendiri seperti tidak ada desakan untuk bekerja.

- ○ Saya tidak sepatutnya mengambil kursus ini kerana bidang ini di luar kemampuan saya

2. Tahap kemahiran Bahasa Inggeris

- ○ Saya merasakan jika ebih banyak kursus dijalankan di dalam Bahasa Inggeris sepenuhnya akan membantu saya mendapatkan pekerjaan.

- ○ Saya mengambil bidang ini kerana menyangkakan bidang ini lebih kepada bidang teknikal yang tidak memerlukan kemahiran berbahasa

- ○ Tidak boleh berbahasa Inggeris dengan baik membuatkan saya tidak yakin dengan kemampuan saya terutamanya semasa temuduga

3. Polisi Kerajaan

- ○ Mengapa Kerajaan/Universiti menawarkan pengajian di dalam bidang-bidang yang tidak mempunyai pasaran pekerjaan? Sebagai contoh : Lewat 1990, Kerajaan mewawarkan akan terdapat pasaran pekerjaan dalam sector ICT maka universiti-universiti awam mengambil ramai pelajar.Sekarang terdapat lebih graduan dari pekerjaan.

- ○ Skim Latihan Graduan untuk Siswazah menganggur tidak akan membuatkan saya lebih berpotensi untuk mendapatkan pekerjaan

4. Universiti

- ○ Saya menganggur disebabkan saya tidak dapat kemahiran yang diperlukan dari pengajian saya di universiti

- ○ Kaedah pengajaran di universiti adalah terlampau konservatif seperti pensyarah memberi syarahan, pelajar menyalin nota dan pelajar menulis semula nota tadi dalam peperiksaan tidak menjadikan saya seorang yang serba boleh dan "marketable"

- ○ Saya tidak pernah mengikuti kursus yang mendedahkan saya ke alam pekerjaan di peringkat universiti

KOMEN ANDA

Address:

Phone:

E-mail:

[Submit] [Reset]

May 2006—
Summer rose at
Malaysia Hall

Sweet as a rose

Still missing
Malaysia

28

Are you adventurous enough for the challenge?? WORKING IN DUBLIN....all you have to know!

Below is a list of things you need to have to make your working experience in Dublin more enjoyable.

Work In Ireland

Non European Union

Normally available to people with specific skills and where there is a shortage in the existing labour market e.g. nurses and **IT professionals**. Visas are arranged in advance of arrival by employers. They take 2-3 weeks to process and are valid for up to 1 year. Visas can be obtained from the Department of Enterprise, Trade & Employment. Visas can be renewed at the Visa Office, Hainult House.

PPS Number

You will need to visit your local Social Services branch and take with you proof of your address, e.g. bill in your name that has been posted to that address or if you are staying with someone, a bill in their name with a letter from them stating that you are living with them. You will also need identification e.g. passport and your work permit. Visit the following website to check the required information : www.welfare.ie

Tax Certificate

With your PPS number, you will need to apply for a tax certificate. You can either download the application form off the website or visit the nearest branch to pick one up. You will be taxed at 42% until your employer receives the certificate and refund the amount to you. Visit the following website for more information : www.revenue.ie

Bank Account

You will need a bank account in order to be paid by your employer. It is best to telephone the bank first and ask for the required information before you go in.

Useful websites

Dept of Foreign Affairs-www.gov.ie/iveagh/
Immigration,Visa Office,Dep.of Justice,Equality & Law Reform-info@justice.irigov.ie
Visa Office,Department of Foreign Affairs-visas@iveagh.irigov.ie

To contact me : NORSHIMA ZAINAL SHAH

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Tel : +353851081931

Email : norshima.zainalshah2@mail.dcu.ie

Recruitment Companies

Brightwater Selection
www.brightwater.ie

Careers Register
www.careers-register.com

Julia Ross hot!
www.juliaross.com

Meghen Group
www.meghengroup.com

Priority Placements
info@priorityplacements.ie

La Crème
www.lacreme.ie

Select appointments
www.select.co.uk

Premier Recruitment
www.premier.ie

Osborne Recruitment
Www.osborne.ie

The Accounts Panel
www.thepanelcom

Hays Accountancy
www.hays.ie

Appendix H2: Translated to English online questionnaire

Simple Questionnaire

Below are some reasons why graduates are unemployed. For all four reasons, choose one you agree most with. Please leave us a comment in space provided. Thank you.

1. Graduates' attitude

   I have never applied for jobs below my qualification such as working as a construction labour, taxi driver or self employed doing business.

   I am unemployed because of my own weaknesses and decision such as there is no pressure for me to be employed.

   I should have not registered for this course as it is beyond my capability.

2. English proficiency

   I think is more courses are conducted in English fully, will help me be employed.

   I am in this course because I thought this course is more technical and it does not require language proficiency.

   Not being able to communicate in English makes me not confident especially during interviews.

3. Government policies

   Why do the Government / universities offer courses which do not have work prospects for example in late 1990s, the Government forecasted ample jobs in the ICT sector. Local universities multiply their intakes so much so that there are more graduates than job opportunities in this sector.

   Graduate Training Scheme for the unemployed graduates does not enhance my employability.

4. Universities

I am unemployed because I do not get the required from my studies in the universities.

The teaching and learning at the universities are conservative for example lecturers giving lectures while student jot notes and regurgitated what they copied during lectures to answer exam questions. This methodology does not make me an employable person.

I am not exposed or given any type of courses which exposed me to the real working world during my university days.

Write your comment on the unemployment issue here:

....
....
....
....
....

Address:

Phone:

E-mail:

Appendix H3: Results for online survey to recent graduates

Web page address/ questionnaire was sent to 190 emails. There are 25 responses.

Responses to the four questions are given in the table and bar chart below:

Questions/Answers	A	B	C	No response	Total
Q1	7	10	5	3	25
Q2	10	3	10	2	25
Q3	19	2	-	4	25
Q4	4	16	3	2	25
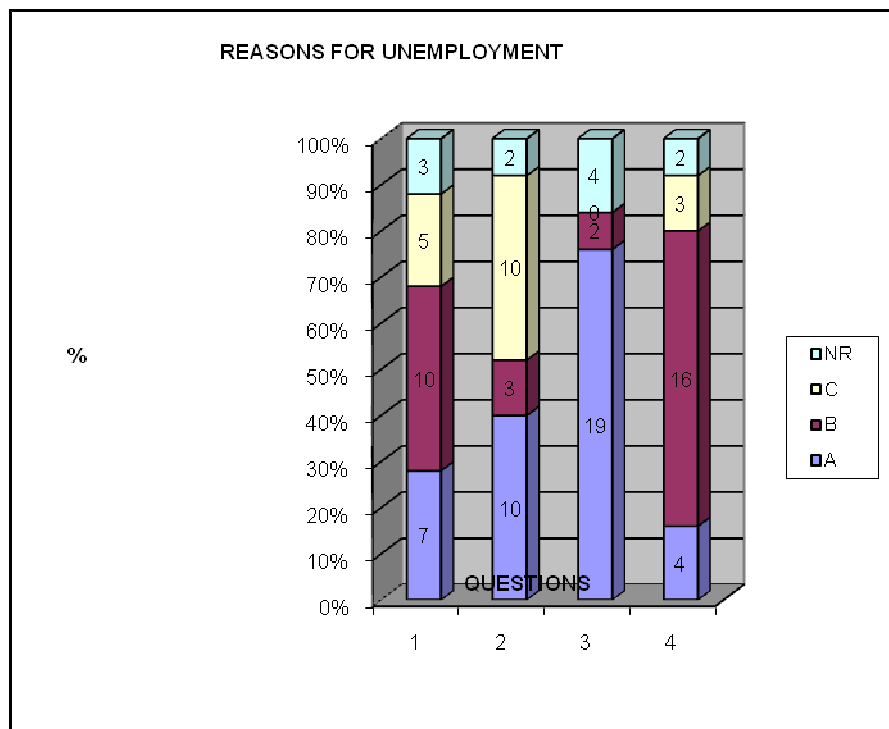
Examples of responses for each reasons:

Q1: Blame it on the graduates

I am jobless because of my own weaknesses and own will. There is no pressure to work.

I am not proficient in English so I am not confident especially during interview.

Q2: Low English proficiency

I really feel that if more courses in the university is conducted in English, it will make me more marketable.

Q3: Government's Policy

The Government has promoted redundant courses where in the late 1990s, it was said that jobs in ICT will be plenty so the universities doubled their intake in such courses. It turned out that there are more graduates than jobs.

Q4: Blame the Universities

The teaching and learning at the university is so conservative: it's more of chalk and talk where the lecturers lecture and students copying notes diligently and there is nothing to nurture me into an all rounder and make me more marketable when I leave the university.

Comments from the respondents:

Respondent 1: *Courses must include practical skills. English is good for communication. Graduates must not be able to communicate but perform job tasks as well.*

Respondent 2 : *No comments.*

Respondent 3: *I am in the process of applying for a Masters degree because I think it will give me more confidence when I work later on.*

Respondent 4: *English proficiency is very important especially during an interview. The courses in the university were not carried out in English so graduates do not have self confidence when being interviewed for companies which uses English as medium of interaction. The syllabus is not challenging and competitive enough to equip the graduates with computing skills needed in the job market. Lastly, most companies want graduates with workexperience apart from being able to use English and have computing skills.*

Respondent 5: *There are some companies which demand that graduates seeking work come with extra language: Mandarin/Chinese language. If graduates are not to choosy,maybe they will get jobs.*

Respondent 6: *It's not just English proficiency. The companies look for experience, at least two years experince.Your exam grades too influence the companies to call you for the interview. During the interiew for ICT jobs, they will assign graduates with tasks to be completed,and most of the time the graduates are unable to do these assignments, they lacked skills and were unsuccessful in the interview.*

Respondent 7: *I was offered a job by the company where I did my practical.*

Respondent 8: *Graduates are jobless not only because of their own weaknesses but due to inefficiency of companies in the public and private sectors. They take a long time to process the job applications. I feel that I am qualified enough to secure a job but I am still waiting to be called for interview. The courses at the university are theory based, none emphasized on practical skills. They should work together with the industries so that graduates get hand on skills and this helps a lot when they are working later.*

Respondent 9: *The jobless graduates need to be given skill training so that they are more marketable. The way things are done at the university should be revamped, the job market needs skills not theories.*

Respondent 10: *It is more of graduates' fault compared to others. There are other supporting issues when searching for jobs, like when you know someone influencial or your parents are somebody, it is easier to secure a post. Staying at rural areas, no exposure to English and sometimes fate too influence whether a person gets a job.*

Respondent 11: *My opinion is that the graduates are to be blamed because of being choosy about jobs. Graduates especially in ICT should have own initiative to strive and upgrade their knowledge and skills in computing to make themselves marketable.*

Respondent 12: *I admit I am not the best graduate but the graduates are jobless because of themselves. I refer to my friends who are still jobless 6 months after graduation. Mostly are Malays. These friends of mine, when asked will casually say they are looking for a highly paid post. My opinion is; there is nothing wrong in starting low to seek experience. The companies are not only hiring "scorer" but also people with experience. Sad to say, there are many students who wasted their time during university time and just manage to get through the course.*

Respondent 13: *Graduates should be familiar with programming programmes e.g. environment open source. The university should make better our English classes. I think our English teachers should teach us from A-Z about the language. If I were to join an English class now, I would not know whether I should join the intermediate or advanced level? Later I will start to feel bored and have negative feelings.*

Respondent 14: *I feel it is the own graduates' fault for being jobless. My friends who are positive got good jobs with high pay but the ones who are always negative and choosy landed with low paid jobs after quite some time. Some even are still jobless.*

Respondent 15: *The Government should come up with a syllabus which is in line with the industrial demand. The subjects taught to us are merely theories and some are not relevant to the job market.*

Respondent 16: *The courses in UTM should be conducted in English wholly.*

Respondent 17: *I think the graduates are jobless because of their own attitude. Being lazy, they go for easy jobs but want high wages although inexperience, they are afraid of challenges. I think being in the ICT field, there are many suitable jobs for the graduates*

Respondent 18: *I choose reason 4 as the first one why graduates are jobless. The university only supply theories. I just graduated 6 months ago and I am now working as an ICT executive with a newspaper company. When I work, I discovered that there are many more things I need to learn especially technical skills. I think the company I work with now is gender bias because all the other candidates who came for interview with me are males.*

Respondent 19: *Your looks and physical attribution influence whether you are marketable*

Respondent 20: *It is not because graduates are lazy but it is the Public Service Department's fault, always giving priority to SPM/STPM holders to the jobs offered by the agency. And there are more applications than vacancies. Sometimes, they are very bias in employment; I mean if you know them, you will get the post regardless of your inexperience/grades. I am fed up waiting for job call from the Public Service Department.*

Respondent 21: *Graduates are jobless because they don't try very hard to look for jobs. Jobs are very competitive as vacancies are not many. The courses sometimes do not implement the jobs available.*

Respondent 22: *No comments.*

Respondents 23: *No comments.*

Respondent 24: *No comments.*

Respondent 25: *No comments.*

Questionnaire on what employers seek in new graduates

Your response will be treated in strictest confidentiality.

This is a list of employability skills and attributes. For <u>each item</u>, please **rate from most to least important** to you when employing a new employee in your company. Thank you.

1. Essential Attributes (1-9)
    (1=most important, 9=least important)

	Basic social skills
	Honesty and integrity
	Basic personal presentation
	Reliability
	Willingness to work
	Understanding of actions and consequences
	Positive attitude to work
	Responsibility
	Self-discipline

2. Personal competencies (1-8)
    (1=most important, 8=least important)

	Proactivity
	Diligence
	Self motivation
	Judgement
	Initiative

	Assertiveness
	Confidence
	Act autonomously

3.   Transferable skills (1-22)
     (1=most important, 22=least important)

	Prose and document literacy
	Writing
	Numeracy
	Verbal presentation
	Reasoning
	Problem solving
	Adaptability
	Work process management
	Team working
	Personal task and time management
	Functional mobility
	Basic ICT skills
	Basic interpersonal and communication skills
	Emotional and aesthetic customer service skills
	Business thinking
	Commercial awareness
	Continuous learning
	Vision

	Job specific skills
	Enterprise skills

4.   Job seeking (1-4)
      (1= most important, 4= least important)

	Awareness and effective use of social networks
	Ability to complete CVs/application forms
	Interview skills/ presentation
	Awareness of strengths and weaknesses

Please answer the questions below. Thank you.

1. How do you view the current state of education and training with regard to preparing graduates for employment within your company?

2. Can you foresee any changes in employer's skills requirement which will necessitate changes in education and training in the next five years?

3. What are the key features of an employable person, apart from their academic and vocational competence?

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4. Do you have any comments on the high number of unemployed graduates in Malaysia?

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5. Do you have any other comments on any related issue to the high number of jobless graduates?

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6. Would you like to further participate in this research?

☐ Yes ☐ No

APPENDIX I2: Employers' Responses for Postal Questionnaire to Employers

Responses for Question 1

Question 1: How do you view the current state of education and training with regard to preparing graduates for employment within your company?

1. No response.
2. A lot of theory and not much of practical and commercial exposure.
3. Too much focus on theory. Not enough focus/emphasis on communication skills (English), emotional quotient (EQ) and positive attitude.
4. Far backdated.
5. Being too much on syllabus, industrial training is good but still it's not taken seriously by the students. Students are still "happy go lucky" but still do not plan for their career path.
6. Inadequate preparation for world and work.
7. Private institutions are preparing better graduates.
8. Within Malaysia, the skill set is not geared to internationally.
9. It's a big difference between overseas graduate and local graduate. UM graduated students are good but very fast been taken. I would say we need improvement; otherwise it will be hard to compete.
10. Graduates are not trained how to conduct themselves during interviews. Include a subject on this before graduation. Please train them to speak and write better English. English is so important in the commercial world.
11. Most tertiary institutions in Malaysia fail to produce graduates with the right knowledge and skills for the industry. The current state is disappointing.
12. ICT technology becomes obsolete fast. The world is changing rapidly. Need to master latest technology or graduates will be left behind.
13. Satisfactory.
14. Low standard, graduates are too theoretical and lack of industrial practical knowledge and skills, require longer duration to adapt and training.
15. Inadequate and not prepared to real life working environment and needs.
16. As a small SME ICT company, we train on field. All training is internal. Training capability is dependent on heads of departments.
17. Proper English and comprehension should be improved. The ethical principles of business are not taught.
18. From my personal experience, the Malaysian education system fails to educate its graduates to be more than information regurgitators. Not only are graduates from local institutions lacking in initiative and drive, they have the most unrealistic

expectations when it comes to job hunting. Local institutions definitely do not prepare their graduates for the realities of the working world.

19. They are totally fresh and ignorant. Need on the job training. Or educators should provide more practical training to graduates.

20. Strengthen English usage.

21. Lack of quality training programme for the graduates.

22. I think now the graduates are equipped with some working skills because of the internship training programme during final year.

23. No response.

24. Education and training are a part of the basic consideration for employment. More important are the soft skills such as honesty, sincerity and diligence and positive attitudes.

25. The current education and training programme is too academic focused. They do not encourage creativity, initiative and the ability to be a solution provider. More programmes that teach ways to find solutions should be further encouraged.

26. My company operates in a way whereby we accept graduates who can blend into our culture and operation right away, sad to say most graduates seemingly have held onto their "valuable" books and certificates too much.

27. Very little effort in doing practical work and not good fit in real life job situations.

28. Depends on the level of the job or speciality.

29. Good. MFX is a post production company. We are end users of ICT.

30. The education and training is not adequate. Would love to see the graduates with extensive practical exposure before graduation.

31. Acceptable level for technical aspects. Lack of morale/ethics educations is resulting poor characteristics/attitudes.

32. Most of them take their degrees for granted. Lack of motivation and very demanding in their benefit/salary.

33. Most of the graduates are not exposed to the actual working environment. Many still have the perception that degrees obtained allowing them to get high pay. In addition, lack of industry training hence preparation on ICT job knowledge is very poor.

34. Currently, there is lack of emphasis on practical aspects.

35. Since we are ICT based company, high level education is no longer important. However the ability to acquire info from internet is much more crucial.

36. Lacking of international exposure.

37. No response.

38. National universities may need to overhaul the school curriculum to increase the employability of graduates.

39. Moderate

40. I see the need to revamp the whole education system. It's far backdated.

Question 2: Can you foresee any changes in employers' skills requirement which will necessitate changes in the education and training in next five years?

1. No.
2. Yes, employers are looking for graduates who not only possess the basic core skills, but also have good attitude and can adapt quickly to the organisation and contribute to the growth.
3. Yes, we need candidates that are work ready. Aptitude and attitude and ability to energise and have an edge.
4. Yes.
5. Students need to plan their career paths. 2. Then act on what is required.3.Then expose themselves to the industry.
6. Yes, plenty of changes needed.
7. The key is to always find the exceptional (refer to Jim Collin's Good to Great).
8. Customer service system needs to be improved over the next 5 years as more service industry developments in Malaysia.
9. Yes, changes in need are dynamics. The trend in education is lousy and not aligned anymore.
10. Entrepreneurial skills. Do not just perform as an employee but able to help the company grow.
11. Sure. The world is changing every second.
12. Need graduates that are more proactive, have initiative and not mere textbooks graduates.
13. Yes, more IT based.
14. Industry is facing global competition; graduates have to equip with all rounded ICT and market trend knowledge and exposure.
15. Yes.
16. i. Formal training programmes. ii. Project based training programmes.
iii. Motivational and incentive-based trainings.
17. Yes.
18. Changes in the education and training of graduates need to be facilitated now and most definitely not only in next 5 years. Graduates need to be receiving a better rounded education which consists of more than just their core degree subjects. Local institutions need to ensure that students have a more involved education rather than just sitting in the lecture hall.
19. No.
20. More business minded. Business is on survival.
21. Enhancing cooperation with the universities to secure excellent graduates at the earlier stages.

22. Nope.
23. No.
24. Education should inculcate practical application in real-life. To build value besides academic trainings.
25. Certainly yes. The world is getting smaller. Competition is getting more aggressive with the barriers of countries removed. Labour movement between countries is currently causing more competition with local graduates. If local grads could not compete internationally, they will be left out.
26. No.
27. Yes, more ICT driven.
28. Education and training should be consistent with what is needed in the job market.
29. Being independent and more entrepreneur.
30. Yes, the skills requirement has been the main criteria in our selection. Namely in their respective domain experts such as healthcare ICT. Example, we require someone who is an expert in pharmacy and laboratory and radiology and he is very fluent in ICT as well.
31. More focus on morale/ethical issues to ensure healthy development in character building.
32. Educate social mankind.
33. Varsities/colleges should keep abreast the changes requirement in job industry and provide relevant courses in preparing the quality/knowledge to students to fulfil the employers' required skills in new graduates.
34. Compliance to newly evolved technologies.
35. Absolutely. In time, different skills are needed and institutions should keep abreast with these changes so that they can offer these skills to students.
36. Yes.
37. No.
38. Competitive employer would look at 1.productivity.2.Efficiency.3.Creativity of employee.4.Independence.
39. As time develops recruitment of employer changes.
40. Employers' needs are not being fulfilled by the output of education in universities. Changes are taking place fast.

Question 3: What are the key features of an employable person, apart from their academic and vocational competence?

1. Experience, if any.
2. 1. Good attitude. 2. Possess leadership. 3. Reliable.
3. Attitude + edge + energy + ability to energise others.
4. Attitude.
5. Personal goal. Setting the goal is important.
6. Skills, ability to do work needed.
7. Great attitude. Skills can be taught, attitude is quite permanent.
8. Honesty, integrity, ability to build effective relationship and work well with others. A good positive attitude is also an advantage.
9. Character, although hard to screen for the first interview.
10. 1. Must be able to "sell" himself during an interview. This includes presentable appearance, good and confidence in speaking skills especially in English. Highlight skills. 2. Shows interest by checking the company's website. Show more interest in the job rather than the pay and benefits.
11. Positive attitude.
12. Good interpersonal and communication skills. Both oral and written and team building spirit.
13. Attitude, ability to enjoy pressure, desire in life, aspiration, confidence, know about self.
14. Personal attitude and disciplinary, communication and writing skills.
15. Good attitude and commitment.
16. Ability to communicate in both Bahasa Malaysia and English. Ability to project positively and willingness to learn. Willing to work based on objectives and timelines, not on hours given. Ability to negotiate time and organise time.
17. Intelligence, willingness to learn, integrity and dedication to work.
18. Confidence in personality, open-minded, initiative, communication skills and adaptability.
19. Willingness to learn, attitude.
20. Royalty.
21. Self-learning.
22. Honesty is a virtue and problem solving skills.
23. No response.
24. Soft skills 70-80%. Academic training 20-30%. Lack of skills can be trained but changing a person's attitude depends on his value.
25. Someone who seeks to constantly provide solutions to his supervisors/subordinates/peers. Positive attitude and always forward looking. Constantly looking to upgrade oneself.

26. Passion for the job, instead just for the money. Team work. Willing to learn and contribute at all times. Not work for how much you are paid but rather how much you love what you are doing.
27. Attitude- LT thinking and sticking to core expectations. Patience in developing core competencies in fast moving environment.
28. Diligence, honesty, and good presentation.
29. Comprehension of English.
30. Personal presentation and integrity of a person. He may not be the best student but his attitude and commitment must be excellent and convincing.
31. Personal attributes/character.
32. Honesty and willing to take challenges.
33. 1. Positive attitude to learn and strive to be better. 2. Highly dependable and reliable-high initiative and discipline. 3. Good command of English and communication skills and team player.
34. Motivation and self-motivation. Practical experience. Attitude.
35. No response.
36. 1. Integrity. 2. Attitude. 3. Stress management.
37. The ability to think.
38. The attitude of the employee would be the critical features to be employed.
39. Matching the right competency to requirement.
40. Knows his field and can prove to be an asset to the company.

Question 4: Do you have any comments on the high number of unemployed graduates in Malaysia?

1. They expect to be managers straight away. Won't consider starting "beneath" their considered station.
2. 1. Focus is mainly on academic qualifications. 2. Lack of focus on character and attitude.
3. Yes, a result from lack of language and social skills. Too much theory work in university.
4. 1. Not serious compared to Indonesian. 2. Very comfortable with their stage. 3. The graduates don't meet employers' expectations. 4. Most employers might not give chance to fresh graduates.
5. Yes, they just don't know what they want. That is why they find it hard to get employed.
6. I am not surprised.
7. They should start blogging.
8. No response.

9. Quality of graduates, interview skills and character. But to be fair, not just local even local are number, but we felt the mindset and culture changed.
10. 1. Choosy. More interested in the location, working hours, pay, benefits, job title. Should take on a job and gain experience. 2. Often been said but it is true, their command of spoken. English is generally atrocious.
11. Graduates usually don't understand how the industries work. Getting a degree doesn't mean that they can get good salary. Only performance will determine the salary.
12. Current graduates now merely have textbook knowledge and will only do what they are told to do. Lack initiative, selfish-no team building spirit and not independent.
13. Need to be aggressive, scared to try but always looking for security.
14. No response.
15. Picky, too much self esteem and not willing to invest own time even when the skill is not there.
16. Lack of language and presentation skills. Lack of balance by government on education and HR skills sets. Education plan does not match Human Resource plan for Malaysia, maybe due to poor planning/forecast or lack of strategy to promote/support others sectors.
17. Yes, it is a numbers game. Lack of standards, not competitive enough.
18. As I have mentioned, Malaysian graduates are unrealistic in their job expectations. Most are too picky; I have some applicants complaining about locations of the offices. They have little, if at all, social skills and mainly expect prospective employers to be knocking on their doors with high-salary offers.
19. Very choosy when looking for jobs. Not mature enough.
20. Poor English. No determination.
21. Shortage of programmes by academic and vocational centres.
22. Nope.
23. No response.
24. Emphasizing too much on academic training. We need more value character graduates.
25. There is no point in having quantity when there is no quality. Do not lower university entry requirements. Only suitable and qualified students should be selected. For those who do not qualify, T hey should be sent to polytechnics/vocational for skills training rather than academic programmes.
26. Analyse and understand what employed people have and what you don't. Adjust mindset because these graduates have similar "kampung" thinking.
27. Quality of graduates is low especially local graduates. The salary expectation of graduates and what companies are willing to give does not match.
28. A lot of graduates, when studying always look for the easy way out. As a

result they do not acquire necessary skills.

29. Language is one factor that we take into consideration.

30. The skills which we require were not up to the level of our expectation. Some of them have no practical experience at all. We expect the candidates have some additional licensing such a as Microsoft Certificate (MCSE) System Engineer.

31. High unemployment could be due to graduates are more choosy nowadays. Job hopping may also be the cause. Some may feel hard to find another similar job.

32. They should be willing to try which ever job offered. When they gather experience then only they can demand for their effort.

33. Many of them are seriously lacking of skills required (very limited skills set). They have poor communication skills/interpersonal (lack of confidence) poor language skills -English). They have spoon feeding attitude, lacking of initiative. Their degrees obtained are not relevant to the job market demand.

34. It very much depends on rating of particular institutions, graduates from certain colleges/universities do not have such issues (95% of grads are employed within 2-3 months)

35. Problem simply due to quota system.

36. No response.

37. No response.

38. The attitude of the employee is a critical feature if he wants to be employed.

39. No. Very wide scope, no comments.

40. Maybe these grads are not pressured to work as I see many are able to continue their studies, they are well off.

Question 5: Do you have any other comments on any related issue to the high number of jobless graduates?

1. No response.
2. Graduates looking for easy but high paid jobs. Employers looking for fair pay employees who are willing to work hard.
3. Internship on the job training (with subsidiaries from the Government) would be key.
4. Graduates do not really show that they are seriously looking for a job professionally. Not prepared to attend interview and do not 'think' when applying for any jobs.
5. Therefore they are not well prepared in the skills that they should build on align with their goal. Skills training programme is an initiative by the Government but it is kind of blindly focus on unemployed graduates as graduates still don't know what they want.
6. None.
7. No response.
8. None.
9. Mostly they are choosy and want success in short period. An applicant to me he wants to start own business in 1-2 years, then why apply for work?
10. They should 1.Think outside the box. 2. Open-mind. 3. Should not restrict their choice of jobs to what they have studied only.
11. Graduates should not ask for high salary for their first job as they are still like a blank paper to be proven their capabilities.
12. Most graduates nowadays lack critical thinking skills and cannot present themselves well- speaking broken English and lack writing skills.
13. Endurance need to be improved, strive for success, Need to be more aggressive, learn to aspire.
14. No response.
15. Need for more job-related (real live) training or skill enrichment.
16. Unwilling to take low pay by new graduates. New generation attitude to have luxurious job (high pay but low hours). Could be economical factors.
17. Yes, it is the proof that quality is poor. University does not seek to excel but churn out holders of certificates of low value.
18. I have made my views clear.
19. Too many of these graduates, weak in language especially English.
20. Don't just focus on academic, final year project title should be more creative, students can't do simple things to achieve high marks.
21. The education and training programme must be more practical.
22. Cause some higher learning universities are offering irrelevant courses for students to learn and upon graduation, no company wants to hire graduates with irrelevant degrees.

23. No response.

24. Let's go back to basics. Education is humility, integrity, perseverance and service above self.

25. The quality of lecturers needs to be looked into. My experience with a few does provide a sample of the very low quality of lecturers that we have in our local universities. They result poor/low quality graduates who cannot perform. We should consider having lecturers who only graduate from good overseas universities for their post graduate degrees to increase the quality level of education.

26. No response.

27. Government need to restructure the salary structures/living standards. As there are more graduates, there is an oversupply of graduates. Company used to pay clerical/lower exec salary for same "quality" of work.

28. No response.

29. No response.

30. New graduates nowadays are generally picky with selection of jobs. They are more concern with remuneration than others like training, exposure..etc

31. Require to change their behaviour when choosing the job.

32. Some with poor academic results, poor interview skills, failed in some tests set by employers (some ICT related elementary questions)

33. No

34. No free lunch.

35. The situation should be getting better.

36. It would be useless to look at the unemployment issue without looking at the fundamental education issue in Malaysia. If one can't compete locally, one becomes jobless. If Malaysia can't compete in the region, Malaysia as a whole would become "jobless" for the people.

37. I find it difficult to recruit good employee.

38. Whatever the problem, cure it from the very bottom. E.g.: introduce interview skills in schools??

39. No response.

40. No response.

Appendix I3: Analysis Q4

Question 4: Do you have any comments on the high number of unemployed graduates in Malaysia?

No	Responses	
1	They expect to be managers straight away. Won't consider starting "beneath" their considered station.	GRAD
2	1. Focus is mainly on academic qualifications. 2. Lack of focus on character and attitude.	UNI/GRAD
3	Yes, a result from lack of language and social skills. Too much theory work in university.	GRAD/UNI
4	1. Not serious compared to Indonesian. 2. Very comfortable with their stage. 3. The graduates don't meet employers' expectations. 4. Most employers might not give chance to fresh graduates.	GRAD/EMP
5	Yes, they just don't know what they want. That is why they find it hard to get employed.	GRAD
6	I am not surprised.	X
7	They should start blogging.	GRAD
8	No response.	X
9	Quality of graduates, interview skills and character. But to be fair, not just local even local are number, but we felt the mindset and culture changed.	GRAD
10	Choosy. More interested in the location, working hours, pay, benefits, job title. Should take on a job and gain experience. 2. Often been said but it is true, their command of spoken. English is generally atrocious.	GRAD
11	Graduates usually don't understand how the industries work. Getting a degree doesn't mean that they can get good salary. Only performance will determine the salary.	GRAD
12	Current graduates now merely have textbook knowledge and will only do what they are told to do. Lack initiative, selfish-no team building spirit and not independent.	GRAD
13	Need to be aggressive, scared to try but always looking for security.	GRAD
14	No response	X
15	Picky, too much self esteem and not willing to invest own time even when the skill is not there.	GRAD
16	Lack of language and presentation skills. Lack of balance by government on education and HR skills sets. Education plan does not match Human Resource plan for Malaysia, maybe due to poor planning/forecast or lack of strategy to promote or support other sectors.	GRAD/GOV
17	Yes, it is a numbers game. Lack of standards, not competitive enough.	GRAD

18	As I have mentioned, Malaysian graduates are unrealistic in their job expectations. Most are too picky; I have some applicants complaining about locations of the offices. They have little, if at all, social skills and mainly expect prospective employers to be knocking on their doors with high-salary offers.	GRAD
19	Very choosy when looking for jobs. Not mature enough.	GRAD
20	Poor English. No determination.	GRAD
21	Shortage of programmes by academic and vocational centres.	UNI/GOV
22	Nope.	X
23	No response.	X
24	Emphasizing too much on academic training. We need more value character graduates.	UNI
25	There is no point in having quantity when there is no quality. Do not lower university entry requirements. Only suitable and qualified students should be selected. For those who do not qualify, they should be sent to polytechnics/vocational for skills training rather than academic programmes.	UNI/GOV
26	Analyse and understand what employed people have and what you don't. Adjust mindset because these graduates have similar "kampung" thinking.	GRAD
27	Quality of graduates is low especially local graduates. The salary expectation of graduates and what companies are willing to give does not match.	GRAD/EMP
28	A lot of graduates, when studying always look for the easy way out. As a result they do not acquire necessary skills.	GRAD
29	Language is one factor that we take into consideration.	GRAD
30	The skills which we require were not up to the level of our expectation. Some of them have no practical experience at all. We expect the candidates have some additional licensing such a as Microsoft Certificate (MCSE) System Engineer.	GRAD/UNI
31	High unemployment could be due to graduates are more choosy nowadays. Job hopping may also be the cause. Some may feel hard to find another similar job.	GRAD
32	They should be willing to try which ever job offered. When they gather experience then only they can demand for their effort.	GRAD
33	Many of them are seriously lacking of skills required (very limited skills set). They have poor communication skills/interpersonal (lack of confidence) poor language skills -English). They have spoon feeding attitude, lacking of initiative. Their degrees obtained are not relevant to the job market demand.	GRAD/UNI
34	It very much depends on rating of particular institutions, graduates from certain colleges/universities do not have such issues (95% of grads are employed within 2-3 months)	UNI
35	Problem simply due to quota system.	GOV
36	No response.	X
37	No response.	X

38	The attitude of the employee is a critical feature if he wants to be employed.	GRAD
39	No. Very wide scope, no comments.	X
40	Maybe these grads are not pressured to work as I see many are able to continue their studies, they are well off.	GRAD

GRADUATES	27	55.1
GOVERNMENT	4	8.2
UNIVERSITIES	8	16.3
EMPLOYERS	2	4.1
X	8	16.3
Total	49	100.0

Graduates	Universities	Government	Employers	No response	Total
55.1	16.3	8.2	4.1	16.3	100

Appendix I4: Analysis Q5

Question 5: Do you have any other comments on any related issues to the high number of jobless graduates in Malaysia?

No	Responses	
1	No response.	X
2	Graduates looking for easy but high paid jobs. Employers looking for fair pay employees who are willing to work hard.	GRAD/EMP
3	Internship on the job training (with subsidiaries from the Government) would be the key.	EMP/GOV
4	Graduates do not really show that they are seriously looking for a job professionally. Not prepared to attend interview and do not 'think' when applying for any jobs.	GRAD
5	They are not well prepared in the skills that they should build on align with their goal. Skills training programme is an initiative by the Government but it is kind of blindly focus on unemployed graduates as graduates still don't know what they want.	GRAD/GOV
6	None.	X
7	No response.	X
8	None.	X
9	Mostly they are choosy and want success in short period. An applicant to me he wants to start own business in 1-2 years, then why apply for work?	GRAD
10	They should 1.Think outside the box. 2. Open-mind. 3. Should not restrict their choice of jobs to what they have studied only.	GRAD
11	Graduates should not ask for high salary for their first job as they are still like a blank paper to be proven their capabilities.	GRAD
12	Most graduates nowadays lack critical thinking skills and cannot present themselves well- speaking broken English and lack writing skills.	GRAD
13	Endurance need to be improved, strive for success, Need to be more aggressive, learn to aspire.	GRAD
14	No response.	X
15	Need for more job-related (real live) training or skill enrichment.	GRAD
16	Unwilling to take low pay by new graduates. New generation attitude to have luxurious job (high pay but low hours). Could be economical factors.	GRAD/GOV
17	Yes, it is the proof that quality is poor. University does not seek to excel but churn out holders of certificates of low value.	UNI
18	I have made my views clear.	X
19	Too many of these graduates, weak in language especially English.	GRAD

20	Don't just focus on academic, final year project title should be more creative, students can't do simple things to achieve high marks.	GRAD/UNI
21	The education and training programme must be more practical.	UNI
22	Cause some higher learning universities are offering irrelevant courses for students to learn and upon graduation, no company wants to hire graduates with irrelevant degrees.	UNI
23	No response.	X
24	Let's go back to basics. Education is humility, integrity, perseverance and service above self.	UNI
25	The quality of lecturers needs to be looked into. My experience with a few does provide a sample of the very low quality of lecturers that we have in our local universities. They result poor/low quality graduates who cannot perform. We should consider having lecturers who only graduate from good overseas universities for their post graduate degrees to increase the quality level of education.	UNI
26	No response.	X
27	27. Government need to restructure the salary structures/living standards. As there are more graduates, there is an oversupply of graduates. Company used to pay clerical/lower exec salary for same "quality" of work.	GOV/EMP
28	No response.	X
29	No response.	X
30	New graduates nowadays are generally picky with selection of jobs. They are more concern with remuneration than others like training, exposure etc.	GRAD
31	Require to change their behaviour when choosing the job.	GRAD
32	Some with poor academic results, poor interview skills, failed in some tests set by employers(some ICT related elementary questions)	GRAD
33	No	X
34	No free lunch.	X
35	The situation should be getting better.	X

Appendix I5a : Rating of employability skills by employers

a. Essential attributes

Comp	S1	S2	S3	S4	S5	S6	S7	S8	S9
1	2	6	3	5	1	9	4	8	7
2	9	1	8	5	7	6	3	2	4
3	9	1	8	7	6	4	3	2	5
4	8	3	9	5	4	7	1	2	6
5	8	5	9	6	4	7	1	3	2
6	5	4	6	7	8	9	3	1	2
7	6	1	7	5	8	9	2	3	4
8	8	1	9	3	4	2	7	6	5
9	8	7	9	6	4	5	1	2	3
10	6	7	9	4	2	8	1	3	5
11	6	5	7	8	9	4	1	2	3
12	8	4	3	1	2	5	6	7	9
13	8	2	9	6	5	7	1	3	4
14	9	1	8	7	5	3	2	4	6
15	8	1	9	6	5	7	3	2	4
16	8	3	9	7	5	6	1	2	4
17	8	1	9	5	6	2	3	4	7
18	8	5	9	2	7	3	6	1	4
19	8	7	9	1	6	3	2	4	5
20	9	2	8	5	6	7	3	4	1
21	7	6	8	5	1	9	4	3	2
22	7	2	8	5	3	9	1	4	6
23	9	2	7	8	1	4	3	5	6
24	8	1	9	5	6	7	3	2	4
25	9	4	8	5	2	6	1	3	7
26	8	5	9	2	7	6	1	4	3
27	8	2	9	3	6	4	1	5	7
28	9	5	8	7	1	6	3	2	4
29	9	8	7	6	4	5	1	2	3
30	7	1	2	3	6	8	5	9	4
31	9	6	8	7	5	3	1	2	4
32	9	2	8	7	4	3	5	1	6
33	7	8	9	6	5	4	1	2	3
34	9	2	8	1	4	5	3	6	7
35	8	1	9	4	3	6	5	2	7
36	5	1	7	6	8	9	2	3	4
37	6	2	9	1	5	8	3	9	7
38	5	1	9	1	4	8	2	3	6
39	5	4	7	6	3	9	2	1	8
40	8	2	9	6	4	7	1	3	5
Total	301	132	315	195	186	239	102	136	193
Rating	8	2	9	6	4	7	1	3	5

Result

1	S7	Positive attitude to work
2	S2	Honesty and integrity
3	S8	Responsibility
4	S5	Willingness to work
5	S9	Self-discipline
6	S4	Reliability
7	S6	Understanding of actions and consequences
8	S1	Basic social skills
9	S3	Basic personal presentations

55

Appendix I5b: Rating of employability skills by employers

b. Personal Competencies

Comp	S1	S2	S3	S4	S5	S6	S7	S8
1	1	5	2	4	3	8	6	7
2	2	5	3	7	1	6	4	8
3	5	7	6	2	3	8	1	4
4	5	6	1	7	2	3	4	8
5	2	8	3	6	1	7	5	4
6	5	1	2	3	4	6	7	8
7	6	3	2	7	4	5	1	8
8	5	1	3	2	4	8	7	6
9	1	6	2	5	3	7	4	8
10	3	2	7	8	1	6	5	4
11	1	4	2	5	3	6	7	8
12	2	3	4	8	1	7	6	5
13	1	4	3	6	2	7	5	8
14	2	5	1	6	3	7	4	8
15	2	7	6	8	1	4	3	5
16	1	6	2	3	5	7	4	8
17	3	6	1	2	4	7	5	8
18	1	3	5	4	2	8	7	6
19	2	4	3	8	1	6	5	7
20	5	1	2	6	3	7	4	8
21	2	5	1	6	3	8	4	7
22	3	4	1	6	2	7	5	8
23	1	8	3	6	2	7	5	4
24	3	1	5	7	2	6	4	8
25	2	3	6	5	1	8	4	7
26	8	6	4	1	2	5	3	7
27	1	4	5	2	3	7	6	8
28	2	3	4	5	1	8	6	7
29	1	6	4	7	2	8	3	5
30	4	3	5	7	2	6	8	4
31	2	4	3	7	1	6	5	8
32	8	7	1	4	3	5	2	6
33	3	2	4	7	1	6	5	8
34	3	8	2	6	1	7	4	5
35	2	6	3	4	1	5	7	8
36	7	8	1	6	2	5	3	4
37	3	5	2	8	1	7	4	6
38	2	3	4	7	1	6	5	8
39	3	4	2	5	1	6	7	8
40	3	6	1	7	2	4	5	8

Total	118	183	121	220	85	257	189	270
Rating	2	4	3	6	1	7	5	8

Result

1	S5	Initiative
2	S1	Proactivity
3	S3	Self-motivation
4	S2	Diligence
5	S7	Confidence
6	S4	Judgement
7	S6	Assertiveness
8	S8	Act autonomously

Appendix I5c: Rating of employability skills by employers

c. Transferable skills

Comp	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10	S11	S12	S13	S14	S15	S16	S17	S18	S19	S20
1	14	3	15	4	5	6	2	7	8	9	17	13	1	16	10	18	11	20	12	19
2	18	19	17	10	9	5	12	8	1	11	20	2	6	14	15	13	16	4	3	7
3	10	7	8	9	2	1	5	19	6	18	16	17	15	4	11	13	20	14	12	3
4	4	15	14	13	16	5	6	2	8	17	7	3	18	9	10	11	19	12	1	20
5	18	19	8	20	9	2	12	10	5	13	11	1	16	17	15	14	6	7	3	4
6	13	14	15	16	17	1	18	2	3	19	20	4	5	6	7	8	9	11	10	12
7	20	2	1	19	18	17	16	15	3	4	14	13	12	11	10	9	5	8	7	6
8	2	1	10	3	8	9	11	12	4	7	13	5	6	20	14	19	18	15	17	16
9	13	12	11	10	1	2	9	8	3	7	15	14	16	17	6	5	18	19	4	20
10	13	5	14	4	7	3	6	11	9	8	10	12	1	2	15	16	17	18	19	20
11	13	9	16	10	5	1	4	7	2	14	20	3	8	12	11	15	17	18	6	19
12	8	7	9	11	10	2	6	15	1	3	20	4	12	13	19	16	14	17	5	18
13	11	10	16	9	6	2	5	7	3	12	19	20	8	1	18	14	15	13	4	17
14	15	8	16	10	5	1	2	9	3	17	14	4	6	12	11	20	19	13	7	18
15	17	18	19	16	11	3	10	9	7	20	8	1	15	2	6	5	4	12	13	14
16	6	5	8	7	2	1	10	3	4	15	16	9	17	11	18	19	12	13	14	20
17	10	12	13	11	4	6	5	20	9	16	14	15	17	18	2	8	19	1	3	7
18	5	19	20	6	16	8	7	9	2	3	13	1	4	15	18	14	12	17	11	10
19	13	10	16	8	5	1	4	7	2	15	20	3	9	12	11	14	17	18	6	19
20	12	11	13	14	15	4	9	8	10	16	17	7	6	5	2	1	3	18	19	20
21	20	8	19	4	18	2	3	9	1	11	12	5	10	6	16	15	14	13	7	17
22	13	9	16	10	5	1	4	7	2	14	20	3	8	11	12	15	18	17	6	19
23	15	10	11	5	12	1	2	9	3	13	14	4	8	7	16	17	18	19	6	20
24	18	17	19	20	5	6	4	10	3	9	8	16	1	2	11	12	7	15	14	13
25	7	8	9	10	1	4	5	11	6	14	12	19	20	2	13	15	3	16	17	18
26	16	17	18	19	6	1	7	8	2	9	20	10	11	15	3	5	4	12	13	14
27	20	6	19	3	18	2	4	7	5	16	17	1	8	9	12	13	11	14	10	15
28	17	18	20	19	2	1	8	3	9	11	10	12	16	4	15	13	14	5	6	7
29	13	12	20	11	10	8	9	14	1	7	18	19	6	15	16	17	4	5	2	3
30	8	7	20	6	12	11	5	3	10	4	2	1	13	9	16	18	15	14	17	19
31	11	10	13	12	1	3	5	7	2	14	20	4	8	9	18	19	15	17	6	16
32	11	12	19	1	13	10	9	20	2	8	14	7	3	17	18	4	5	6	16	15
33	19	18	17	16	15	13	14	2	1	12	20	3	5	4	7	6	8	11	10	9
34	15	10	19	12	4	2	3	7	1	11	20	5	8	9	13	17	14	16	6	18
35	12	13	14	15	16	2	17	18	3	4	5	19	20	6	7	11	10	9	1	8
36	9	8	11	12	10	1	13	15	2	14	16	17	4	3	18	19	20	6	5	7
37	18	9	20	19	2	3	4	6	5	16	15	1	7	8	14	17	11	13	10	12
38	12	4	5	11	2	3	6	7	1	10	9	8	13	17	16	18	15	20	14	19
39	11	10	20	19	5	6	1	9	4	14	7	8	2	3	12	13	15	17	16	18
40	15	10	20	12	4	1	3	7	2	11	19	5	8	9	13	16	14	18	6	17

Total	515	422	588	446	332	161	285	367	158	466	582	318	377	382	495	532	506	531	364	573
Rating	15	10	20	11	5	2	3	7	1	12	19	4	8	9	13	17	14	16	6	18

Result

1	S9	Team-working	11	S4	Verbal presentation
2	S6	Problem solving	12	S10	Personal task and time management
3	S7	Adaptability	13	S15	Business thinking
4	S12	Basic ICT skills	14	S17	Continuous learning
5	S5	Reasoning	15	S1	Prose and document literacy
6	S19	Job specific skills	16	S18	Vision
7	S8	Work process management	17	S16	Commercial awareness
8	S13	Basic interpersonal and communication skills	18	S20	Enterprise skills
9	S14	Emotional and aesthetic customer service skills	19	S11	Functional mobility
10	S2	Writing	20	S3	Numeracy

Appendix I6: Analysis Q1

Question 1: How do you view the current state of education and training with regard to preparing graduates for employment within your company?

No	Responses	Positive	Negative	Neutral	No res
1	No response.				1
2	2. A lot of theory and not much of practical and commercial exposure.		1		
3	3. Too much focus on theory. Not enough focus/emphasis on communication skills (English), emotional quotient (EQ) and positive attitude.		1		
4	Far backdated.		1		
5	Being too much on syllabus, industrial training is good but still it's not taken seriously by the students. Students are still "happy go lucky" but still do not plan for their career path.		1		
6	Inadequate preparation for world and work.		1		
7	Private institutions are preparing better graduates.		1		
8	Within Malaysia, the skill set is not geared to internationally.		1		
9	It's a big difference between overseas graduate and local graduate. UM graduated students are good but very fast been taken. I would say we need improvement; otherwise it will be hard to compete.		1		
10	Graduates are not trained how to conduct themselves during interviews. Include a subject on this before graduation. Please train them to speak and write better English. English is so important in the commercial world.		1		
11	Most tertiary institutions in Malaysia fail to produce graduates with the right knowledge and skills for the industry. The current state is disappointing.		1		
12	ICT technology becomes obsolete fast. The world is changing rapidly. Need to master latest technology or graduates will be left behind.			1	
13	Satisfactory.	1			
14	Low standard, graduates are too theoretical and lack of industrial practical knowledge and skills, require longer duration to adapt and training.		1		
15	Inadequate and not prepared to real life working environment and needs.		1		

16	As a small SME ICT company, we train on field. All training is internal. Training capability is dependent on heads of departments.			1	
17	Proper English and comprehension should be improved. The ethical principles of business are not taught.		1		
18	From my personal experience, the Malaysian education system fails to educate its graduates to be more than information regurgitators. Not only are graduates from local institutions lacking in initiative and drive, they have the most unrealistic expectations when it comes to job hunting. Local institutions definitely do not prepare their graduates for the realities of the working world.		1		
19	They are totally fresh and ignorant. Need on the job training. Or educators should provide more practical training to graduates.		1		
20	Strengthen English usage.		1		
21	Lack of quality training programme for the graduates.		1		
22	I think now the graduates are equipped with some working skills because of the internship training programme during final year.	1			
23	No response.				1
24	Education and training are a part of the basic consideration for employment. More important are the soft skills such as honesty, sincerity and diligence and positive attitudes.			1	
25	The current education and training programme is too academic focused. They do not encourage creativity, initiative and the ability to be a solution provider. More programmes that teach ways to find solutions should be further encouraged.		1		
26	My company operates in a way whereby we accept graduates who can blend into our culture and operation right away, sad to say most graduates seemingly have held onto their "valuable" books and certificates too much.		1		
27	Very little effort in doing practical work and not good fit in real life job situations.		1		
28	Depends on the level of the job or speciality.			1	

#	Comment				
29	Good. MFX is a post production company. We are end users of ICT.	1			
30	The education and training is not adequate. Would love to see the graduates with extensive practical exposure before graduation.		1		
31	Acceptable level for technical aspects. Lack of morale/ethics educations is resulting poor characteristics/attitudes.		1		
32	Most of them take their degrees for granted. Lack of motivation and very demanding in their benefit/salary.		1		
33	Most of the graduates are not exposed to the actual working environment. Many still have the perception that degrees obtained allowing them to get high pay. In addition, lack of industry training hence preparation on ICT job knowledge is very poor.		1		
34	Currently, there is lack of emphasis on practical aspects.		1		
35	Since we are ICT based company, high level education is no longer important. However the ability to acquire info from internet is much more crucial.			1	
36	Lacking of international exposure.		1		
37	No response.				1
38	National universities may need to overhaul the school curriculum to increase the employability of graduates.		1		
39	Moderate		1		
40	I see the need to revamp the whole education system. It's far backdated.		1		
		3	29	5	3

Positive	Negative	Neutral	No res	Total
7.5	72.5	12.5	7.5	100

Responses to Q1

No res 8% Positive 7%

Neutral 13%

Negative 72%

- Positive
- Negative
- Neutral
- No res
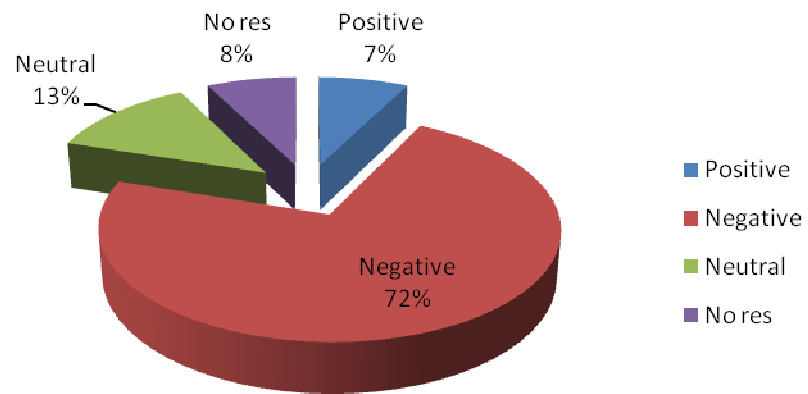
Appendix I7: Analysis Q2

Question 2: Can you foresee any changes in employers' skills requirement which will necessitate changes in the education and training in next five years?

No	Responses from employers	Yes	No	
1	No.		1	
2	Yes, employers are looking for graduates who not only possess the basic core skills, but also have good attitude and can adapt quickly to the organisation and contribute to the growth.	1		
3	Yes, we need candidates that are work ready. Aptitude and attitude and ability to energise and have an edge.	1		
4	Yes.	1		
5	Students need to plan their career paths. 2. Then act on what is required.3.Then expose themselves to the industry.	1		
6	Yes, plenty of changes needed.	1		
7	The key is to always find the exceptional (refer to Jim Collin's Good to Great).	1		
8	Customer service system needs to be improved over the next 5 years as more service industry developments in Malaysia.	1		
9	Yes, changes in need are dynamics. The trend in education is lousy and not aligned anymore.	1		
10	Entrepreneurial skills. Do not just perform as an employee but able to help the company grow.	1		
11	Sure. The world is changing every second.	1		
12	Need graduates that are more proactive, have initiative and not mere textbooks graduates.	1		
13	Yes, more IT based.	1		
14	Industry is facing global competition; graduates have to equip with all rounded ICT and market trend knowledge and exposure.	1		
15	Yes.	1		
16	i. Formal training programmes. ii. Project based training programmes. iii. Motivational and incentive-based trainings.	1		
17	17. Yes.	1		

18	18. Changes in the education and training of graduates need to be facilitated now and most definitely not only in next 5 years. Graduates need to be receiving a more well rounded education which consists of more than just their core degree subjects. Local institutions need to ensure that students have a more involved education rather than just sitting in the lecture hall.	1		
19	No.		1	
20	More business minded. Business is on survival.	1		
21	Enhancing cooperation with the universities to secure excellent graduates at the earlier stages.	1		
22	Nope.		1	
23	No.		1	
24	Education should inculcate practical application in real-life. To build value besides academic trainings.	1		
25	Certainly yes. The world is getting smaller. Competition is getting more aggressive with the barriers of countries removed. Labour movement between countries is currently causing more competition with local graduates. If local grads could not compete internationally, they will be left out.	1		
26	No.		1	
27	Yes, more ICT driven.	1		
28	Education and training should be consistent with what is needed in the job market.	1		
29	Being independent and more .	1		
30	Yes, the skills requirement has been the main criteria in our selection. Namely in their respective domain experts such as healthcare ICT. Example, we require someone who is an expert in pharmacy and laboratory and radiology and he is very fluent in ICT as well.	1		
31	More focus on morale/ethical issues to ensure healthy development in character building.	1		
32	Educate social mankind.	1		
33	Varsities/colleges should keep abreast the changes requirement in job industry and provide relevant courses in preparing the quality/knowledge to students to fulfil the employers' required skills in new graduates.	1		
34	Compliance to newly evolved technologies.	1		

35	Absolutely. In time, different skills are needed and institutions should keep abreast with these changes so that they can offer these skills to students.	1		
36	Yes.	1		
37	No.		1	
38	Competitive employer would look at 1.productivity.2.Efficiency.3.Creativity of employee.4.Independence.	1		
39	As time develops recruitment of employer changes.	1		
40	Employers' needs are not being fulfilled by the output of education in universities. Changes are taking place fast.	1		
		34	6	40
		85%	15%	100%
		Changes	No chg	Total

Changes	No changes	Total
85	15	100

Responses to Q2

65
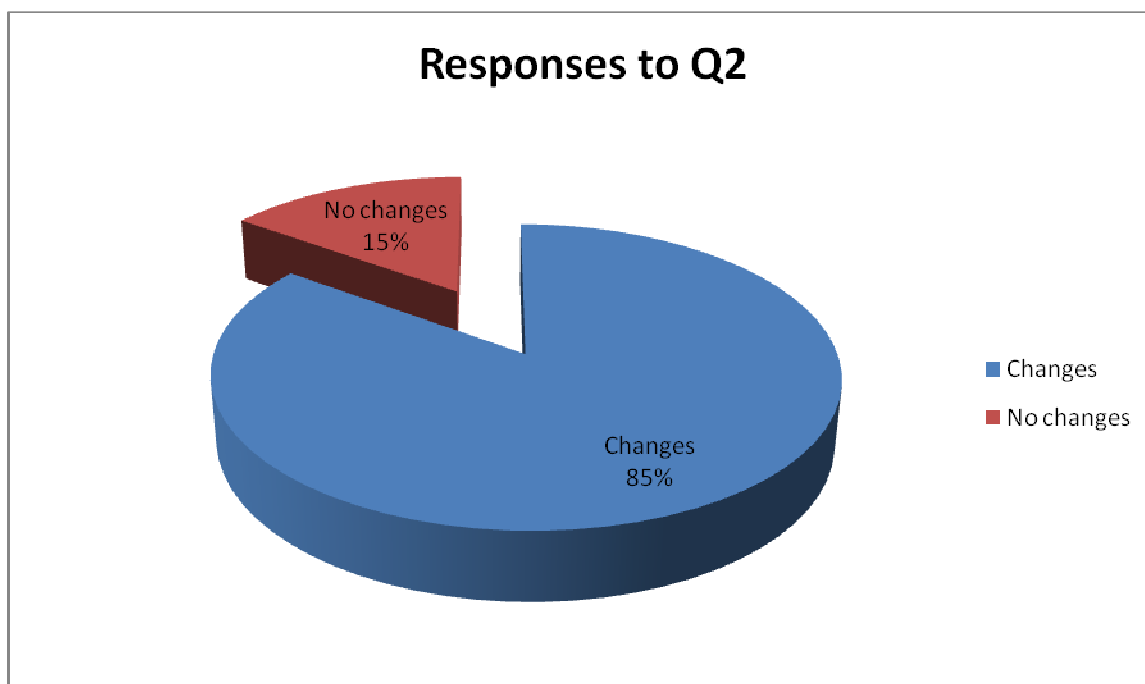
Appendix I7b: Analysis Q2

Question 2: Can ou foresee any changes in employers' skills requirement which
Will necessitate changes in the education and training in next five years?

No	Responses from employers	Employability skills and attributes	Others	Changes but no comments	No changes
1	No.				1
2	Yes, employers are looking for graduates who not only possess the basic core skills, but also have good attitude and can adapt quickly to the organisation and contribute to the growth.	1			
3	Yes, we need candidates that are work ready. Aptitude and attitude and ability to energise and have an edge.	1			
4	Yes.			1	
5	Students need to plan their career paths. 2. Then act on what is required.3.Then expose themselves to the industry.		1		
6	Yes, plenty of changes needed.			1	
7	The key is to always find the exceptional (refer to Jim Collin's Good to Great).		1		
8	Customer service system needs to be improved over the next 5 years as more service industry developments in Malaysia.	1			
9	Yes, changes in need are dynamics. The trend in education is lousy and not aligned anymore.	1			
10	Entrepreneurial skills. Do not just perform as an employee but able to help the company grow.	1			
11	Sure. The world is changing every second.			1	
12	Need graduates that are more proactive, have initiative and not mere textbooks graduates.	1			
13	Yes, more IT based.	1			

#	Response	C1	C2	C3	C4
14	Industry is facing global competition; graduates have to equip with <u>all rounded ICT</u> and <u>market trend knowledge</u> and <u>exposure</u>.	1			
15	Yes.			1	
16	i. Formal training programmes. ii. Project based training programmes. iii. Motivational and incentive-based trainings.	1			
17	17. Yes.			1	
18	18. Changes in the education and training of graduates need to be facilitated now and most definitely not only in next 5 years. Graduates need to be receiving a more well rounded education which consists of more than just their core degree subjects. Local institutions need to ensure that students have a more involved education rather than just sitting in the lecture hall.		1		
19	No.				1
20	More business minded. Business is on survival.	1			
21	Enhancing cooperation with the universities to secure excellent graduates at the earlier stages.		1		
22	Nope.				1
23	No.				1
24	Education should inculcate practical application in real-life. To build value besides academic trainings.	1			
25	Certainly yes. The world is getting smaller. Competition is getting more aggressive with the barriers of countries removed. Labour movement between countries is currently causing more competition with local graduates. If local grads could not compete internationally, they will be left out.		1		
26	No.				1
27	Yes, more ICT driven.	1			
28	Education and training should be consistent with what is needed in the job market.		1		

29	Being independent and more .	1			
30	Yes, the skills requirement has been the main criteria in our selection. Namely in their respective domain experts such as healthcare ICT. Example, we require someone who is an expert in pharmacy and laboratory and radiology and he is very fluent in ICT as well.	1			
31	More focus on morale/ethical issues to ensure healthy development in character building.	1			
32	Educate social mankind.	1			
33	Varsities/colleges should keep abreast the changes requirement in job industry and provide relevant courses in preparing the quality/knowledge to students to fulfil the employers' required skills in new graduates.	1			
34	Compliance to newly evolved technologies.	1			
35	Absolutely. In time, different skills are needed and institutions should keep abreast with these changes so that they can offer these skills to students.	1			
36	Yes.			1	
37	No.				1
38	Competitive employer would look at 1.productivity.2.Efficiency.3.Creativity of employee.4.Independence.	1			
39	As time develops recruitment of employer changes.	1			
40	Employers' needs are not being fulfilled by the output of education in universities. Changes are taking place fast.		1		
		21	7	6	6

Employability skills and attributes	Others	Changes but no comments	No changes	Total
52.5	17.5	15	15	100

68

Responses to Q2

- Employability skills and attributes
- Others
- Changes but no comments
- No changes

No changes 15%

Changes but no comments 15%

Others 18%

Employability skills and attributes 52%
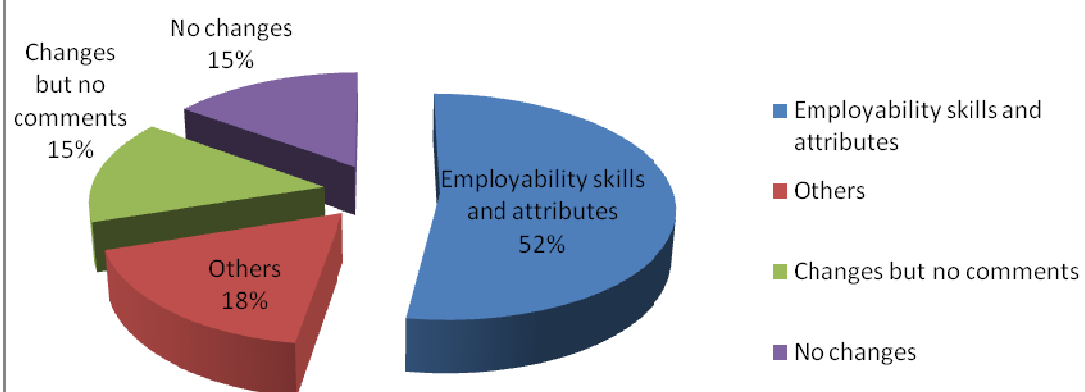
Appendix I8: Analysis Q3

Question 3: What are the key features of an employable person, apart from their academic and vocational competence?

No.	Responses	essential attributes	transfer able skills	personal competencies	job seeking skills	Work knowledge base	no response
1	Experience, if any.					1	
2	1. Good attitude. 2. Possess leadership. 3. Reliable.	2	1				
3	Attitude + edge + energy + ability to energise others.	1		1			
4	Attitude.	1					
5	Personal goal. Setting the goal is important.		1				
6	Skills, ability to do work needed.					1	
7	Great attitude. Skills can be taught, attitude is quite permanent.	1					
8	Honesty, integrity, ability to build effective relationship and work well with others. A good positive attitude is also an advantage.	3	1				
9	Character, although hard to screen for the first interview.			1			
10	1. Must be able to "sell" himself during an interview. This includes presentable appearance, good and confidence in speaking skills especially in English. Highlight skills. 2. Shows interest by checking the company's website. Show more interest in the job rather than the pay and benefits.		1	1	3		
11	Positive attitude.	1					
12	Good interpersonal and communication skills. Both oral and written and team building spirit.	1	4				
13	Attitude, ability to enjoy pressure, desire in life, aspiration, confidence, know about self.	2	2	1	1		
14	Personal attitude and disciplinary, communication and writing skills.	2	2				
15	Good attitude and commitment.	2					

#							
16	Ability to communicate in both Bahasa Malaysia and English. Ability to project positively and willingness to learn. Willing to work based on objectives and timelines, not on hours given. Ability to negotiate time and organise time.	3	2				
17	Intelligence, willingness to learn, integrity and dedication to work.	3		1			
18	Confidence in personality, open-minded, initiative, communication skills and adaptability.		2	3			
19	Willingness to learn, attitude.	2					
20	Royalty.				1		
21	Self-learning.	1					
22	Honesty is a virtue and problem solving skills.	1	1				
23	No response.						1
24	Soft skills 70-80%. Academic training 20-30%. Lack of skills can be trained but changing a person's attitude depends on his value.	2					
25	Someone who seeks to constantly provide solutions to his supervisors/subordinates/peers. Positive attitude and always forward looking. Constantly looking to upgrade oneself.	2	2				
26	Passion for the job, instead just for the money. Team work. Willing to learn and contribute at all times. Not work for how much you are paid but rather how much you love what you are doing.	3	1				
27	Attitude- LT thinking and sticking to core expectations. Patience in developing core competencies in fast moving environment.	1		1			
28	Diligence, honesty, and good presentation.	1		1	1		
29	Comprehension of English.		1				

71

#		essential attributes	transferable skills	personal competencies	job seeking skills	work knowledge base	no response
30	Personal presentation and integrity of a person. He may not be the best student but his attitude and commitment must be excellent and convincing.	4					
31	Personal attributes/character.			1			
32	Honesty and willing to take challenges.	2					
33	1. Positive attitude to learn and strive to be better. 2. Highly dependable and reliable-high initiative and discipline. 3. Good command of English and communication skills and team player.	3	2	1			
34	Motivation and self-motivation. Practical experience. Attitude.	1	1			1	
35	No response.						1
36	1. Integrity. 2. Attitude. 3. Stress management.	2	1				
37	The ability to think.			1			
38	The attitude of the employee would be the critical features to be employed.	1					
39	Matching the right competency to requirement.				1		
40	Knows his field and can prove to be an asset to the company.				1		
		48	25	13	8	3	2

attitude=19
skills=11

essential attributes	transferable skills	personal competencies	job seeking skills	work knowledge base	no response	Total
48.5	25.3	13.1	8.1	3.0	2.0	100.0

Responses for Q3

job seeking
skills
8%

Work
knowledge
base
3%

no
response
2%

personal
competencies
13%

transferable skills
25%

essential
attributes
49%

- essential attributes
- transferable skills
- personal competencies
- job seeking skills
- Work knowledge base
- no response
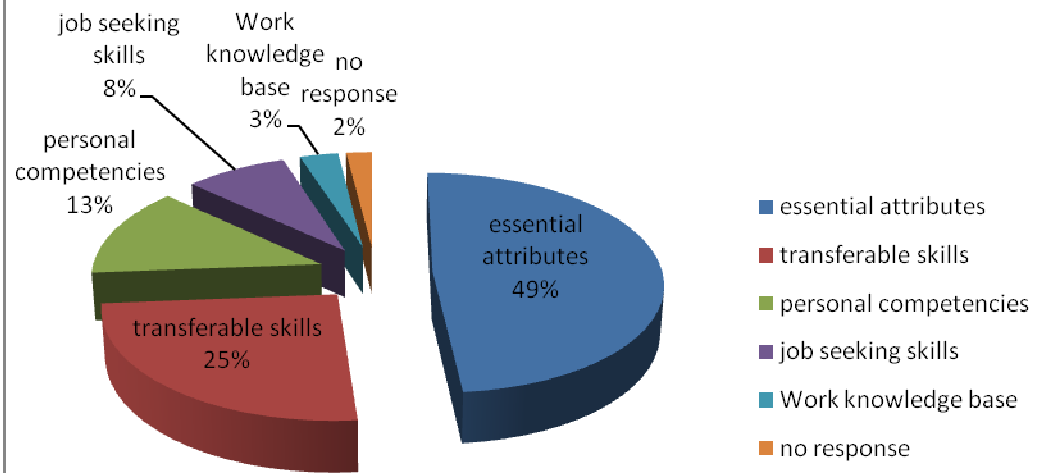
Appendix J1a: Questionnaire to future graduates

<u>Students' Perception on Critical Thinking Strategies
and Employment Survey</u>

The aim of this research is to discover ways to help secure jobs for graduates of Bachelor Science Computer Science especially those into the ICT sector.

Please help by completing this questionnaire. All the information collected will be used in the strictest confidentiality and only for the purpose of this research.

There are two parts to most of the questions.

Part 1 : Please rate your abilities

| 5 | excellent | 4 | very good | 3 | good | 2 | fair | 1 | poor |

Part 2 : Please rate the importance of these abilities to your future job/s

| 5 | crucial | 4 | very useful | 3 | useful | 2 | indifferent | 1 | not important |

For other questions, tick or write down the appropriate answers.

Q1   PERSONAL DETAILS

a.   Your gender   Male   Female

b.   Degree

        Major :

c.   Year of study

d.   Did you enrol yourself into this course with the belief that you would not be required to communicate efficiently in written or spoken English?

        Yes   No

Q2   CRITICAL THINKING STRATEGIES

S1   *I self-monitor myself-I see my own and do not need to be told what to do every step of the way.*

		excellent		very good		good		fair		poor
<u>Your ability</u>	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
<u>Importance to future job</u>	5		4		3		2		1	

S2   **I am aware of my egocentricity/sociocentricity when making a decision so I listen carefully and open-mindedly to others.**

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S3 **When I confront with unfamiliar ideas, I try to fully understand them before judging them by considering the strengths and weaknesses of new ideas.**

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S4 **When I am depressed, I consider the positive aspects of my life so that I do not interpret my situation in an overly negative or pessimistic light.**

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S5 **I recognize the limits of my knowledge and I am not afraid to admit that I do not know the solution to a problem. I will suspend judgment until I find out the truth.**

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S6 **I am courageous enough to admit the truth in my own thinking and ideas, which are considered dangerous and absurd. I will still admit the truth even though I have to question my own deeply held beliefs.**

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S7 **I am consistent in application of the intellectual standards which I apply to myself and others. For example,when people like me, I do not overestimate them and when they dislike me, I do not underrate them.**

excellent	very	good	fair	poor

			good						
Your ability	5		4		3		2	1	

			very useful			indifferent		not important	
Importance to future job	5	crucial	4		3	useful	2	1	

S8 **I recognize significant change requires patience and hard work.**

		excellent	very good	good	fair	poor
Your ability	5	4	3	2	1	

		crucial	very useful	useful	indifferent	not important
Importance to future job	5	4	3	2	1	

S9 *I come to my conclusion through reasoning. Reasoning is the democracy in the workplace where it encourages the ability to think for oneselves. I reject force and trickery as ways of changing another's*
mind.

		excellent	very good	good	fair	poor
Your ability	5	4	3	2	1	

		crucial	very useful	useful	indifferent	not important
Importance to future job	5	4	3	2	1	

S10 **I see the importance to differentiate between useful simplifications and misleading oversimplifications. I don't view people as all good or all bad and blame one contributing factor as sole reason of a problem.**

		excellent	very good	good	fair	poor
Your ability	5	4	3	2	1	

		crucial	very useful	useful	indifferent	not important
Importance to future job	5	4	3	2	1	

S11 *I am able to use ideas, transfer them critically, and apply them to new situations. Each application of an idea to new situation enriches my understanding of the idea applied and the situation which it is applied.*

		excellent	very good	good	fair	poor
Your ability	5	4	3	2	1	

		crucial	very useful	useful	indifferent	not important
Importance to future job	5	4	3	2	1	

S12 **I can create and explore my own beliefs, reasonings and theories. I question commonly accepted ways of understanding things by my peers or society.**

		excellent	very good	good	fair	poor
Your ability	5	4	3	2	1	

	crucial	very	useful	indifferent	not

Importance to future job	5		4	useful	3		2		1	important

S13 *In problem solving, I recognize problematic claims, concepts and standards of any evaluation, making sure that my understanding precedes judgment.*

Your ability	5	excellent	4	very good	3	good	2	fair	1	poor

Importance to future job	5	crucial	4	very useful	3	useful	2	indifferent	1	not important

S14 I understand concepts. I am able to supply definitions, clear obvious examples and use words or phrases appropriately to describe the concept. I analyze and critique the concept.

Your ability	5	excellent	4	very good	3	good	2	fair	1	poor

Importance to future job	5	crucial	4	very useful	3	useful	2	indifferent	1	not important

S15 *When I evaluate something, I do not merely express my preferences. I develop criteria or standards of evaluation by understanding the object or purpose of evaluation and the function of the thing being evaluated is supposed to serve.*

Your ability	5	excellent	4	very good	3	good	2	fair	1	poor

Importance to future job	5	crucial	4	very useful	3	useful	2	indifferent	1	not important

S16 When formulating a conclusion, I recognize the importance of using reliable sources of information. I compare and contrast alternative sources of information and gather more information when sources disagree.

Your ability	5	excellent	4	very good	3	good	2	fair	1	poor

Importance to future job	5	crucial	4	very useful	3	useful	2	indifferent	1	not important

S17 *I question deeply. I pursue an issue in depth in extended process of thought or discussion.*

I use a set of categories or distinctions which I find appropriate and best serve my purpose at the time. I am not limited by accepted ways of doing things.

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S18 **I use analytic tools to understand reasoning, strength and weaknesses of a conclusion I ask for reasons, consider alternative views, recognize human's tendency to ignore, oversimplify distort and dismiss arguments, highlight key concepts and identify the difference between evidence and interpretations.**

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S19 *When generating or assessing solutions, I use everything available to me to find the best solution. I am creative in generating possible solutions to a problem. I am also flexible and imaginative and willing to try any good idea whether it has been done before or not.*

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S20 **I recognize the reasoning that a behaviour or a policy presupposes when I evaluate them. I examine the consequences of actions and based my evaluation of behaviour on assumptions to which I have assented. I always reflect using root questions.**

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S21 *I read with heavy skeptism. Reading is reading one's limited perspective on a subject and more can be learned by considering other perspectives. I ask questions, wonder the implications of the writing, reasons for, examples of and meaning and truth of a material.*

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

	crucial	very	useful	indifferent	not

					useful				important

Importance to future job   5 [   ] 4 [   ] useful 3 [   ] 2 [   ] 1 [   ] important

S22 **When I listen, I take in words of others and translate them into ideas that make sense to me. I listen and learn from what I am hearing. I ask key questions that enable me to locate myself in the thought of another. (e.g : Let me see if I understand you, could you give me an example?)**

Your ability   5 [   ] excellent 4 [   ] very good 3 [   ] good 2 [   ] fair 1 [   ] poor

Importance to future job   5 [   ] crucial 4 [   ] very useful 3 [   ] useful 2 [   ] indifferent 1 [   ] not important

S23 *When considering issues which transcend subjects, I bring relevant concepts, knowledge and insights from many subbjects to my analysis.I use insights from one subject to inform my understanding of other subjects.*

Your ability   5 [   ] excellent 4 [   ] very good 3 [   ] good 2 [   ] fair 1 [   ] poor

Importance to future job   5 [   ] crucial 4 [   ] very useful 3 [   ] useful 2 [   ] indifferent 1 [   ] not important

S24 **I like to question. I believe that the ability to question and probe deeply will get me to root ideas. I am also comfortable with being questioned. I am not easily offended, confused or intimidated when I am being questioned.**

Your ability   5 [   ] excellent 4 [   ] very good 3 [   ] good 2 [   ] fair 1 [   ] poor

Importance to future job   5 [   ] crucial 4 [   ] very useful 3 [   ] useful 2 [   ] indifferent 1 [   ] not important

S25 *I reason dialogically.When I think, I am engage in a dialogue either inwardly or aloudly (with others). This dialogue is exploratory, fruitful, it proposes ideas,probes root ideas,considers subject matter insights and evidence,tests ideas and moves between various points of views.*

Your ability   5 [   ] excellent 4 [   ] very good 3 [   ] good 2 [   ] fair 1 [   ] poor

Importance to future job   5 [   ] crucial 4 [   ] very useful 3 [   ] useful 2 [   ] indifferent 1 [   ] not important

S26 **I reason dialectically. I think to test the strengths and weaknesses of the opposing points of**

view. I pit idea against idea, reasoning against counter reasoning, to get the truth of a matter.

		excellent		very good		good		fair		poor
Your ability	5	☐	4	☐	3	☐	2	☐	1	☐

		crucial		very useful		useful		indifferent		not important
Importance to future job	5	☐	4	☐	3	☐	2	☐	1	☐

S27 *I make an effort to see myself and others accurately. To have self improvement and social improvement. I recognize the gaps between facts and ideals.*

		excellent		very good		good		fair		poor
Your ability	5	☐	4	☐	3	☐	2	☐	1	☐

		crucial		very useful		useful		indifferent		not important
Importance to future job	5	☐	4	☐	3	☐	2	☐	1	☐

S28 **I have the ability to think about my own thinking.I do this in order to make my thinking better, more clear, more accurate, and more fair. I use analytical vocabulary when I do this e.g : assume, infer, contradiction, evidence)**

		excellent		very good		good		fair		poor
Your ability	5	☐	4	☐	3	☐	2	☐	1	☐

		crucial		very useful		useful		indifferent		not important
Importance to future job	5	☐	4	☐	3	☐	2	☐	1	☐

S29 *I strive to treat similar things similarly and different things differently. I have strong observational and reasoning skills and am sensitive to significant similarities and differences. This sensitivity influences how I experience, describe, categorize, and reason things out.*

		excellent		very good		good		fair		poor
Your ability	5	☐	4	☐	3	☐	2	☐	1	☐

		crucial		very useful		useful		indifferent		not important
Importance to future job	5	☐	4	☐	3	☐	2	☐	1	☐

S30 **Assumptions are beliefs we take for granted. I examine and evaluate these assumptions to understand my behaviour and beliefs. I have a passion for truth and for accepting the strongest reasoning.I also have the intellectual courage to seek out and reject false assumptions.**

		excellent		very good		good		fair		poor
Your ability	5	☐	4	☐	3	☐	2	☐	1	☐

	crucial	very	useful	indifferent	not

		useful					important
Importance to future job	5	4	3	2	1		

S31 *I am able to distinguish relevant from irrelavant facts. I focus my attention to relevant facts and do not let irrelevant considerations affect my conclusions.*

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S32 **I have the ability to observe and collect information in reaching a sound conclusion. I also can distinguish my observations from conclusions. I am extremely careful in making inferences as every interpretation is based on inferences.**

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S33 *I can insightfully discuss the evidence to the conclusions I make. I understand that not everything offered as evidence should be accepted. They should be scrutinized and evaluated as evidence can be complete or incomplete, acceptable, questionable or false.*

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S34 **I value consistency and recognize contradictions. An example would be consistency between "word" and "deed" where self serving double standards are one of the most common problem in human life.**

		excellent		very good		good		fair		poor
Your ability	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
Importance to future job	5		4		3		2		1	

S35 *I realize that when I accept a statement, I must also accept its implications. I can explore*

both implications and consequences at length.

		excellent		very good		good		fair		poor
<u>Your ability</u>	5		4		3		2		1	

		crucial		very useful		useful		indifferent		not important
<u>Importance to future job</u>	5		4		3		2		1	

Q3	EMPLOYMENT EXPECTATIONS

a. **What jobs are you seeking after the degree?**

_____

_____

b. **If you are employed, <u>why</u> do you think you are successful obtaining the job?**

_____

_____

c. **If you are unsuccessful, <u>what </u>explains your lack of success?**

_____

_____

d. **What do think your potential employers are most interested in during recruiting process?**
   (e.g. : your past work experience, the title of your qualification, the University, or other things?)

_____

_____

e. **What are your most important assets if you are in the job market?**

_____

_____

f. **When considering employment, do you identify any weaknesses in yourself?**

_____

_____

Thank you for your participation. If you would like to participate in future research, please write down your contact details.

Name

Phone

Email

Appendix J1b: SPSS output for frequencies on demographic variables

```
FREQUENCIES VARIABLES=gender university question degree types /
ORDER=ANALYSIS
```

Frequencies

```
[DataSet1] G:\ARAW DATA FOR SPSS GRADUATES
QNAIRE\RawData1_4formalqairefinal.sav
```

Statistics

		Respondent's sex	Name of university	Enrol with belief Eng is not important	types of degrees
N	Valid	671	671	671	671
	Missing	0	0	0	0

Respondent's sex

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	female	407	60.7	60.7	60.7
	male	264	39.3	39.3	100.0
	Total	671	100.0	100.0	

Enrol with belief Eng is not important

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	490	73.0	73.0	73.0
	Yes	181	27.0	27.0	100.0
	Total	671	100.0	100.0	

Name of university

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	uum	28	4.2	4.2	4.2
	usm	95	14.2	14.2	18.3
	uia	66	9.8	9.8	28.2
	um	116	17.3	17.3	45.5
	upm	58	8.6	8.6	54.1
	ukm	140	20.9	20.9	75.0
	utm	42	6.3	6.3	81.2
	uitm	96	14.3	14.3	95.5
	unimas	30	4.5	4.5	100.0
	Total	671	100.0	100.0	

Types of degrees

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bachelor of Computer Science	350	52.2	52.2	52.2
	Bachelor of Information Technology	241	35.9	35.9	88.1
	Bachelor of Science/others	80	11.9	11.9	100.0
	Total	671	100.0	100.0	

Appendix J1c: Reliability with Cronbach Alpha ability

```
RELIABILITY for items on ability

/VARIABLES=S1A S2B S3B S4A S5A S6A S7A S8A S9A S10A S11A S12A S13A

S14A S15A S16A S17A S18A S19A S20A S21A S22A S23A S24A  S25A S26A

S27A S28A S29A S30A S31A S32A S33A S34A S35A /SCALE('ALL

VARIABLES') ALL /MODEL=ALPHA /STATISTICS=SCALE/SUMMARY=TOTAL.
```

Reliability

```
[DataSet1] C:\Documents and Settings\UPNM\Desktop\ARAW DATA FOR SPSS
GRADUATES QNAIRE\RawData1_4formalqairefinal.sav
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	671	100.0
	Excluded[a]	0	.0
	Total	671	100.0

a. Listwise deletion based on all variables in the
procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.945	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Thinking independently	120.26	221.077	.526	.944
Egocentricity/sociocentricity	119.93	224.443	.319	.946
Fully u/stand unfamiliar ideas	119.94	223.865	.341	.946
Consider positive aspects of life	120.22	219.268	.543	.944
Recognize limits of knowledge	120.18	220.485	.540	.944
Brave to admit truth in own thinking	120.37	220.961	.519	.944
Consistent in app of intellectual standards	120.24	218.797	.532	.944
Change requires patience n hard work	120.03	221.741	.500	.944
Reach conclusion through reasoning	120.23	219.851	.533	.944
Important to dif useful n misleading simplifications	120.24	219.850	.565	.944
Able to use, transfer and apply ideas to new sit	120.33	219.218	.601	.944
Can create n explore own belief	120.29	218.892	.609	.943
In p/solving, I understand b4 judgment	120.32	220.166	.596	.944

I u/stand, analyze n critique concepts	120.36	219.036	.598	.944
I develop criteria when evaluate s/thing	120.38	219.611	.589	.944
I use reliable sources when formulating conclusions	120.25	219.175	.602	.944
I am not limited to accepted ways of doing things	120.37	219.052	.587	.944
I use analytic tools when u/s reasoning of conclusions	120.36	218.851	.580	.944
I use everything available to me when generate/assess sol	120.29	220.161	.569	.944
I examine consequences of actions	120.46	219.264	.604	.944
Read with heavy skepticism	120.53	219.026	.571	.944
I listen actively and ask key questions	120.18	218.672	.573	.944
I use insights from other experiences to u/s other subjects	120.39	219.098	.626	.943
I question deeply	120.43	218.419	.559	.944
I reason dialogically inwardly n with others	120.42	218.112	.622	.943
I reason dialectically	120.44	218.280	.609	.943
I make effort to see myself n others accurately	120.29	218.467	.609	.943
I think about my own thinking	120.22	219.556	.571	.944

I am sensitive to similarities and differences	120.35	218.669	.611	.943
I evaluate assumptions	120.35	218.469	.608	.943
I am able to distinguish between relevant n irrelevant facts	120.35	218.453	.614	.943
I am extremely careful in my observations in making inferences	120.09	223.117	.347	.946
I can insightfully defend the conclusions I make	120.35	218.633	.630	.943
I value consistency and recognize contradictions	120.43	219.340	.622	.943
I u/s when I accept statement, I have to accept implications	120.32	218.351	.638	.943

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
123.83	232.408	15.245	35

Appendix J1d: Reliability with Cronbach Alpha importance to employment

```
RELIABILITY  /VARIABLES=S1B S2B S3B S4B S5B S6B S7B S8B S9B S10B
S11B S12B S13B S14B S15B S16B S17B S18B S19B S20B S21B S22B S23B
S24B S25B S26    B S27B S28B S29B S30B S31B S32B S33B S34B S35B
/SCALE('ALL VARIABLES') ALL  /MODEL=ALPHA  /STATISTICS=SCALE
/SUMMARY=TOTAL.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	671	100.0
	Excluded^a	0	.0
	Total	671	100.0

a. Listwise deletion based on all variables in the

procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.960	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Thinking independently	127.24	323.421	.529	.959
Egocentricity/sociocentricity	127.13	322.832	.572	.959
Fully u/stand unfamiliar ideas	127.14	322.130	.591	.959
Consider positive aspects of life	127.17	321.623	.589	.959
Recognize limits of knowledge	127.19	320.882	.599	.959
Brave to admit truth in own thinking	127.41	322.707	.574	.959
Consistent in app of intellectual standards	127.30	319.721	.622	.958
Change requires patience n hard work	127.04	321.019	.601	.959
Reach conclusion through reasoning	127.27	320.396	.602	.959
Important to dif useful n misleading simplifications	127.34	319.435	.664	.958
Able to use, transfer and apply ideas to new sit	127.20	320.688	.619	.958
Can create n explore own belief	127.31	321.836	.602	.959
In p/solving, I understand b4 judgment	127.22	318.943	.686	.958

I u/stand, analyze n critique concepts	127.24	320.919	.632	.958
I develop criteria when evaluate s/thing	127.36	318.668	.682	.958
I use reliable sources when formulating conclusions	127.22	319.313	.650	.958
I am not limited to accepted ways of doing things	127.35	318.518	.668	.958
I use analytic tools when u/s reasoning of conclusions	127.33	319.937	.645	.958
I use everything available to me when generate/assess sol	127.18	318.787	.683	.958
I examine consequences of actions	127.34	319.125	.652	.958
Read with heavy skepticism	127.38	320.326	.631	.958
I listen actively and ask key questions	127.20	319.599	.631	.958
I use insights from other experiences to u/s other subjects	127.39	319.769	.675	.958
I question deeply	127.29	319.294	.619	.958
I reason dialogically inwardly and with others	127.34	320.814	.648	.958
I reason dialectically	127.40	320.075	.639	.958
I make effort to see myself n others accurately	127.26	319.648	.642	.958
I think about my own thinking	127.19	320.404	.621	.958

I am sensitive to similarities and differences	127.31	319.924	.652	.958
I evaluate assumptions	127.36	319.399	.636	.958
I am able to distinguish between relevant n irrelevant facts	127.30	318.985	.653	.958
I am extremely careful in my observations in making inferences	127.56	330.676	.294	.960
I can insightfully defend the conclusions I make	127.34	318.616	.708	.958
I value consistency and recognize contradictions	127.43	319.051	.662	.958
I u/s when I accept statement, I have to accept implications	127.27	321.178	.595	.959

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
131.03	339.262	18.419	35

Appendix J2a: SPSS output for mean scores for 35 CT strategies-ability and importance to future employment

```
DESCRIPTIVES VARIABLES=S1A S1B S2A S2B S3A S3B S4A S4B S5A S5B S6A S6B
S7A S7B S8A S8B S9A S9B S10A S10B S11A S11B S12A S12B S13A S1    3B S14A
S14B S15A S15B S16A S16B S17A S17B S18A S18B S19A S19B S20A S20B S21A
S21B S22A S22B S23A S23B S24A S24B S25A S25B S26A S26B S27A S27B S28A
S28B S29A S29B S30A S30B S31A S31B S32A S32B S33A S33B S34A S34B S35A
```

Descriptives

```
[DataSet1] G:\ARAW DATA FOR SPSS GRADUATES
QNAIRE\RawData1_4formalqairefinal.sav
```

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Thinking independently	671	2	5	3.57	.694
Thinking independently	671	1	5	3.79	.798
Egocentricity/sociocentricity	671	2	5	3.80	.669
Egocentricity/sociocentricity	671	1	5	3.90	.771
Fully u/stand unfamiliar ideas	671	1	5	3.70	.680
Fully u/stand unfamiliar ideas	671	2	5	3.89	.779
Consider positive aspects of life	671	1	5	3.61	.780
Consider positive aspects of life	671	1	5	3.86	.804
Recognize limits of knowledge	671	1	5	3.64	.712

Recognize limits of knowledge	671	1	5	3.84	.825
Brave to admit truth in own thinking	671	1	5	3.46	.709
Brave to admit truth in own thinking	671	1	5	3.62	.774
Consistent in app of intellectual standards	671	1	5	3.59	.822
Consistent in app of intellectual standards	671	1	5	3.73	.847
Change requires patience n hard work	671	2	5	3.80	.685
Change requires patience n hard work	671	1	5	3.99	.816
Reach conclusion through reasoning	671	1	5	3.60	.758
Reach conclusion through reasoning	671	1	5	3.76	.843
Important to dif useful n misleading simplifications	671	1	5	3.59	.719
Important to dif useful n misleading simplifications	671	1	5	3.69	.807
Able to use, transfer and apply ideas to new sit	671	2	5	3.50	.712
Able to use, transfer and apply ideas to new sit	671	1	5	3.83	.809
Can create n explore own belief	671	2	5	3.54	.721

Can create n explore own belief	671	1	5	3.72	.778
In p/solving, I understand b4 judgment	671	2	5	3.51	.667
In p/solving, I understand b4 judgment	671	1	5	3.81	.803
I u/stand, analyze n critique concepts	671	2	5	3.47	.726
I u/stand, analyze n critique concepts	671	1	5	3.79	.783
I develop criteria when evaluate s/thing	671	1	5	3.45	.704
I develop criteria when evaluate s/thing	671	1	5	3.67	.819
I use reliable sources when formulating conclusions	671	1	5	3.58	.714
I use reliable sources when formulating conclusions	671	1	5	3.81	.829
I am not limited to accepted ways of doing things	671	2	5	3.45	.737
I am not limited to accepted ways of doing things	671	1	5	3.68	.840
I use analytic tools when u/s reasoninq of conclusions	671	1	5	3.47	.756
I use analytic tools when u/s reasoninq of conclusions	671	1	5	3.70	.809
I use everything available to me when generate/assess sol	671	1	5	3.54	.696

I use everything available to me when generate/assess sol	671	2	5	3.85	.812
I examine consequences of actions	671	1	5	3.37	.706
I examine consequences of actions	671	1	5	3.69	.835
Read with heavy skepticism	671	1	5	3.30	.758
Read with heavy skepticism	671	1	5	3.65	.809
I listen actively and ask key questions	671	1	5	3.65	.775
I listen actively and ask key questions	671	1	5	3.83	.840
I use insights frm other experiences to u/s other subjects	671	1	5	3.44	.692
I use insights frm other experiences to u/s other subjects	671	1	5	3.64	.782
I question deeply	671	1	5	3.39	.807
I question deeply	671	1	5	3.74	.869
I reason dialogically inwardly and with others	671	1	5	3.41	.748
I reason dialogically inwardly n with others	671	1	5	3.69	.769
I reason dialectically	671	1	5	3.38	.754
I reason dialectically	671	1	5	3.63	.810
I make effort to see myself n others accurately	671	1	5	3.54	.744

I make effort to see myself n others accurately	671	1	5	3.77	.825
I think abt my own thinking	671	2	5	3.61	.728
I think abt my own thinking	671	1	5	3.84	.818
I am sensitive to similarities and differences	671	1	5	3.48	.730
I am sensitive to similarities and differences	671	1	5	3.72	.802
I evaluate assumptions	671	1	5	3.48	.745
I evaluate assumptions	671	1	5	3.67	.842
I am able to distiguish btween relevant n irrelevant facts	671	1	5	3.47	.738
I am able to distiguish btween relevant n irrelevant facts	671	1	5	3.73	.839
I am extremely careful in my observations in making inferences	671	1	5	3.74	.830
I am extremely careful in my observations in making inferences	671	1	5	3.47	.750
I can insightfully defend the conclusions I make	671	1	5	3.48	.712
I can insightfully defend the conclusions I make	671	1	5	3.69	.792
I value consistency and recognize contradictions	671	1	5	3.40	.684
I value consistency and recognize contradictions	671	1	5	3.60	.826

I u/s when I accept statemnt, I have to accept implications	671	1	5	3.50	.718
I u/s when I accept statemnt, I have to accept implications	671	1	5	3.76	.817
Valid N (listwise)	671				

Appendix J2b : Mean Scores for ability and importance to employment

Strategies	Ability	Importance
S1	3.57	3.79
S2	3.80	3.90
S3	3.70	3.89
S4	3.61	3.86
S5	3.64	3.84
S6	3.46	3.62
S7	3.59	3.73
S8	3.80	3.99
S9	3.60	3.76
S10	3.59	3.69
S11	3.50	3.83
S12	3.54	3.72
S13	3.51	3.81
S14	3.47	3.79
S15	3.45	3.67
S16	3.58	3.81
S17	3.45	3.68
S18	3.47	3.70
S19	3.54	3.85
S20	3.37	3.69
S21	3.30	3.65
S22	3.65	3.83
S23	3.44	3.64

S24	3.39	3.74
S25	3.41	3.69
S26	3.38	3.63
S27	3.54	3.77
S28	3.61	3.84
S29	3.48	3.72
S30	3.48	3.67
S31	3.47	3.73
S32	3.74	3.47
S33	3.48	3.69
S34	3.40	3.60
S35	3.50	3.76

	lowest
	highest

Ability in descending order

Strategies	Ability
S2	3.80
S8	3.80
S32	3.74
S3	3.70
S22	3.65
S5	3.64
S4	3.61
S28	3.61
S9	3.60
S7	3.59
S10	3.59
S16	3.58
S1	3.57
S12	3.54
S19	3.54
S27	3.54
S13	3.51
S11	3.50
S35	3.50
S29	3.48
S30	3.48
S33	3.48
S14	3.47

S18	3.47
S31	3.47
S6	3.46
S15	3.45
S17	3.45
S23	3.44
S25	3.41
S34	3.40
S24	3.39
S26	3.38
S20	3.37
S21	3.30

	lowest
	highest

Importance to future employment in descending order

Strategies	Importance
S8	3.99
S2	3.90
S3	3.89
S4	3.86
S19	3.85
S5	3.84
S28	3.84
S11	3.83
S22	3.83
S13	3.81
S16	3.81
S1	3.79
S14	3.79
S27	3.77
S9	3.76
S35	3.76
S24	3.74
S7	3.73
S31	3.73
S12	3.72
S29	3.72
S18	3.70

S10	3.69
S20	3.69
S25	3.69
S33	3.69
S17	3.68
S15	3.67
S30	3.67
S21	3.65
S23	3.64
S26	3.63
S6	3.62
S34	3.60
S32	3.47

Affective Strategies in descending order /ability

Strategies	Ability
S2	3.80
S8	3.80
S3	3.70
S5	3.64
S4	3.61
S9	3.60
S7	3.59
S1	3.57
S6	3.46

Affective Strategies in descending order/ importance to future employment

Strategies	Importance
S8	3.99
S2	3.90
S3	3.89
S4	3.86
S5	3.84
S1	3.79
S9	3.76
S7	3.73
S6	3.62

Cognitive strategies –macro skills in descending order/ ability

Strategies	Ability
S22	3.65
S10	3.59
S16	3.58
S12	3.54
S19	3.54
S13	3.51
S11	3.50
S14	3.47
S18	3.47
S15	3.45
S17	3.45
S23	3.44
S25	3.41
S24	3.39
S26	3.38
S20	3.37
S21	3.30

Cognitive strategies –macro skills in descending order/ importance to future employment

Strategies	Importance
S19	3.85
S11	3.83
S22	3.83
S13	3.81
S16	3.81
S14	3.79
S24	3.74
S12	3.72
S18	3.70
S10	3.69
S20	3.69
S25	3.69
S17	3.68
S15	3.67
S21	3.65
S23	3.64
S26	3.63

Cognitive strategies- micro skills in descending order/ability

Strategies	Ability
S32	3.74
S28	3.61
S27	3.54
S35	3.50
S29	3.48
S30	3.48
S33	3.48
S31	3.47
S34	3.40

Cognitive strategies- micro skills in descending order/ importance to future employment

Strategies	Importance
S28	3.84
S27	3.77
S35	3.76
S31	3.73
S29	3.72
S33	3.69
S30	3.67
S34	3.60
S32	3.47

Appendix J3a: Responses to Question 3a

Question 3a: What jobs are you seeking after the degree?

Respondent	Answers to Question 1.
1	I am seeking for a computer literate job
2	Jobs that are related to my study (Computer Science)
3	Jobs in Multimedia.
4	Programming or multimedia.
5	IT jobs, business jobs.
6	IT related jobs.
7	IT sector, may seek job as Multimedia designer.
8	IT, Administrator.
9	IT related jobs.
10	IT positions.
11	Computer related jobs.
12	IT.
13	Jobs related to my degree, I will try to get a job with the Government.
14	I have not thought about it yet.
15	Database administrator.
16	Merchandising.
17	Multimedia programmer. Designer and graphics designer.
18	Multimedia designer.
19	Programmer.
20	Related to teaching.
21	IT based jobs.
22	IT.
23	Computer analyst.
24	IT support.
25	Analyst, programmer.
26	Programmer.
27	Jobs related to Computer Science.
28	System analyst.
29	Non IT related.
30	System analyst, research assistant and programmer.
31	Programmer.
32	System analyst, programmer, web developer.
33	IT or administration work.
34	Any job will do as long as it is legal and meet my expectations.
35	Software engineering, programmer (web or tools)
36	Programmer, software engineer, technical support.

37	Business.
38	I intend to further my studies.
39	Any job which is suitable / match my degree and accurate to the skills that I have.
40	Any job that is related to my degree.
41	Programmer.
42	IT related.
43	Jobs related to marketing.
44	IT based jobs.
45	Jobs that are related to Computer Science or Information Technology.
46	Something related to IT.
47	IT based jobs like management.
48	Database administrator.
49	Government or business.
50	Jobs that fulfils my needs.
51	Related to my field.
52	Programmer.
53	Business, sales and marketing.
54	Jobs which involve computer system, database.
55	Advertisement.
56	Jobs which is related to my major, besides I will try new stuffs such as model, TV presenter/actress.
57	Programmer, businesswoman.
58	Public relations in IT.
59	Seeking the jobs which are suitable for me.
60	Other related jobs.
61	Seeking the jobs which are suitable for me.
62	IT related or others.
63	IT related jobs.
64	IT related jobs (multimedia).
65	Information Technology officer.
66	Administration and IT.
67	Related to system analyst or customer service.
68	In the IT field like programmer.
69	Programmer, data analyst, networking programmer.
70	Anything if I do not have any choice.
71	Production Exec.
72	IT related with good salary.
73	IT executive.
74	IT related programmer or database admin.
75	Any job related to my studies.
76	The jobs in the same field as my study.
77	The jobs which is the same to my degree.
78	Software engineer or programmer.

79	Business.
80	Something which is related to network such as network engineer.
81	Business.
82	Not in IT field.
83	In IT field or others.
84	Riches, profitable jobs.
85	Something close to my interest. Accept any offer for money; someone has to pay the bills.
86	IT executive or related with my course.
87	Business in advertising.
88	In IT field such as web designer.
89	Designer.
90	Any related jobs with IT.
91	Any job which is related to IT or not related which is challenging and something new that I can learn.
92	Any job related to designing, or I can learn something new easily.
93	Lecturer.
94	System analyst.
95	IT course.
96	Jobs in IT software, system planning or system development.
97	IT executive.
98	Business.
99	Entrepreneur.
100	Executive, managerial positions.
101	Corporate affairs, human resources.
102	Business.
103	Related to IT.
104	Web developer.
105	Web developer.
106	Management.
107	Multimedia programmer.
108	Jobs related to IT and manufacturing especially networking and product design.
109	Any jobs that can give me more knowledge and experience.
110	Any related or non-related to IT field, as long as I can get good salary that is my target.
111	Any jobs.
112	Any relevant jobs to my course.
113	Any jobs.
114	Business management.
115	Quality control.
116	Multimedia related.
117	IT positions, designer, networking, administration.
118	Any kind of job which suits my degree.

119	The kind of job that can make me start at 0 to something, can improve or recognise my hidden ability.
120	Business, manufacturing.
121	Jobs linked to human management.
122	More to farming or business.
123	Anything not only connected to my studies.
124	Any jobs related to IT positions, any industrial jobs.
125	System administrator, system analyst.
126	Business in IT.
127	IT related.
128	Data base, web developer.
129	Jobs which involve more in networking and security.
130	Start own business.
131	Make own business.
132	Jobs that give me challenges and teach me how to figure them out.
133	Teacher or lecturer. Entrepreneur in IT.
134	Information Technology.
135	Lecturer.
136	Manufacturing related field.
137	Business, marketing, IT related.
138	IT field, education.
139	IT sector.
140	Expert system programmer.
141	A position in software development. Web developer.
142	Software developer.
143	IT expert.
144	IT.
145	Jobs related to my studies, IT specialist.
146	IT sector.
147	In manufacturing.
148	Software engineer.
149	IT field.
150	IT field.
151	System analyst.
152	IT, business.
153	Executive in any field.
154	System analyst.
155	System analyst.
156	Web designer.
157	IT or teacher.
158	Government servant.
159	Graphics designer.
160	IT executive.
161	IT, human resource, work with the Government.

162	First, find any job, then explore the interest and choose another career job.
163	Information system officer.
164	System analyst, admin exec, database analyst etc.
165	IT manager.
166	IT manager.
167	Business area.
168	Marketing, advertising or event management. A job where I can meet and communicate with others, definitely not IT.
169	Printing industry.
170	Multimedia related jobs e.g. 3D designer.
171	IT, management, system developer and any job which is offered to me and I can do it.
172	Business, administrative, purchasing.
173	IT, administration.
174	Purchasing, business, administrative, customer service.
175	Multimedia-designers, 3D modeller, programming.
176	Project manager.
177	Technical related jobs. Entrepreneurship is also a possibility but still IT related.
178	Jobs that can fulfil my dreams.
179	Web developer, animator, publishing.
180	Depends, maybe in the beginning, I will stick to IT jobs, but I will accept other challenges or possibilities if given a chance.
181	Any job that is currently available. In that employment, I will seek for the job that I desire.
182	In IT also but depends on the job market. If not, I have to prove my skills.
183	Anything related to IT based or willing to learn.
184	Anything related with IT, lecturer.
185	IT.
186	Designer, multimedia, business.
187	IT related jobs, which places importance on communicating with people.
188	Desktop support engineer, help desk.
189	Computer related jobs.
190	Server administrator/system engineer.
191	System engineer, network engineer.
192	Network administrator.
193	In IT field, such as system analyst.
194	Teacher of IT or network administrator.
195	Computer related.
196	Computer related jobs.
197	Network administrator.

198	I will explore other field than what I have studied.
199	System analyst.
200	I prefer jobs that have flexible hours.
201	College or school teacher.
202	Web developer.
203	Anything.
204	Programmer, desktop support.
205	Application developer, or software engineer.
206	Software engineering line.
207	Manager.
208	Jobs related to computer science and IT.
209	Web developer and other IT related jobs or managerial jobs.
210	Related to computer science.
211	Related to my interest.
212	Computer programmer, IT specialist.
213	Multimedia industrial relating to advertisement. Technical jobs.
214	Technical jobs.
215	IT, purchasing, customer service.
216	IT.
217	Jobs in networking.
218	Any jobs related to Computer Science and my preference.
219	Not related to what I study now.
220	Computer's knowledge based jobs.
221	Computer related field.
222	Jobs in IT field, programmer, application support.
223	Management or computer sectors.
224	Web developer.
225	Related to Multimedia.
226	Any jobs related to my studies.
227	Related to my studies.
228	General manager.
229	Network engineer.
230	Any jobs that suit me. Salary is the most important criterion.
231	Network engineer.
232	Any jobs that suit my needs.
233	Related to my field.
234	Management line.
235	Network engineer.
236	Computer related.
237	Software engineer.
238	System analyst.
239	Network engineer/system admin/software engineer/web developer
240	In IT line.
241	CEO.

242	Finance Manager.
243	Networking field.
244	Systems Engineer.
245	Network executive.
246	Software engineer.
247	Network administrator.
248	Related to my course.
249	System analyst.
250	Accountant.
251	Related to the course I have studied, I mean my major.
252	Anything lucrative.
253	IT related.
254	Software engineer, Application support.
255	Managerial level.
256	Not in IT line.
257	Maybe management side.
258	Programmer.
259	Network related.
260	System administrator.
261	Jobs with good salaries. Any job will do as long as I learn something new.
262	Jobs related to Computer Science.
263	Something which is related to my degree and my desire.
264	Software engineer, programmer.
265	IT field.
266	Computer networking.
267	IT field jobs.
268	Any job that is related to my course.
269	Something from management in a consultancy firm or I will start my own business.
270	Any job that is related to computer application.
271	Computer Science jobs.
272	Computer related work.
273	Any related jobs to my degree.
274	Any jobs that relate to Computer Science.
275	all kinds of job related to my studies.
276	Jobs which relate to my qualification.
277	System administrator.
278	Any jobs that give good pay and I am interested in regardless of field.
279	Any job which relates to my certification.
280	System analyst/lecturer.
281	ICT and business related. E.g.: E commerce.
282	Application developer field.
283	System administrator or IT related field.

284	Programmer, exec at top IT/any IT company.
285	Lecturer.
286	System analyst/system administration.
287	Any jobs that relate to my requirements.
288	System engineer.
289	System analyst/lecturer.
290	Related to computer and IT.
291	Millions of value projects.
292	System analyst.
293	Private sector to gain extra money equivalent to my ability.
294	I don't know.
295	System administrator.
296	I will search jobs which is related to my degree and positions can be system or project analyst, system designer, developer or programmer.
297	Any job.
298	Any job.
299	Any job that fits me.
300	Any jobs depend on the requirements.
301	Teaching.
302	System engineer.
303	Own business.
304	System engineer.
305	System engineer.
306	IT manager.
307	IS engineer.
308	Software analyst.
309	Prime Minister/Director of R&D in IT Architecture.
310	System Analyst/System Engineer.
311	Information System Engineer.
312	System analyst @ system engineer @ IT manager
313	System Engineer, system analyst. I like to try other jobs like salesgirl, clerk, hairdresser..but my dad will be very angry.
314	Jobs that can provide me good working environment and opportunity to gain extra social and technical skills.
315	IT related jobs.
316	IT related jobs.
317	IT manager.
318	Software engineer, system analyst, web developer, graphic designer
319	Multi millionaire job related to IT field.
320	Network administration.
321	Network designer.
322	Jobs that suit my degree.
323	Network related jobs or IT staffs. Any jobs that is available.
324	Programmer.

325	IT area.
326	Jobs that match my qualification and interest.
327	Anything related to IT and also management field.
328	Web designer.
329	Programmer, lecturer.
330	Programmer.
331	Jobs related to ICT sector.
332	System analyst/business.
333	System administrator.
334	PTD
335	Programmer.
336	Any kind of job that can act as platform to develop existing skills or what I don't have at present.
337	Multimedia designer, administrator or others that are not related to IT for experience.
338	Jobs related to what I have learned and with good pay.
339	Jobs that are related to my study.
340	I have been employed as a programmer in a government agency. Hope to be promoted as a system analyst soon.
341	Anything related to my course.
342	I am seeking jobs in banking or administration.
343	Researcher.
344	IT department.
345	IT field.
346	IT department.
347	Bank Manager.
348	Pilot.
349	Something in financial field, financial planner.
350	System analyst.
351	Finacial executive.
352	Actuarial departments.
353	Something in my area of study.
354	Trainee.
355	Financial analyst.
356	Financial analyst.
357	Bank Executive.
358	IT areas.
359	Anything which is parallel to my degree.
360	IT professional jobs.
361	Computer Programmer.
362	PHP programmer.
363	My own business.
364	Jobs related with documentation.
365	IT support and management field.

366	Management.
367	Management.
368	Software Engineer.
369	Any jobs related to Computer Science.
370	Network Engineer.
371	Programmer.
372	Web developer.
373	All jobs besides the ones related to coding.
374	Management.
375	Software engineer/ business development executive.
376	IT field.
377	Jobs which are interesting and challenging and IT related.
378	Network Management.
379	Technical field.
380	Programmer.
381	Opening my own business in web-application/stand alone applications.
382	Computer Science field.
383	Entrepreneur.
384	Computer Science / IT field.
385	IT specialist.
386	Entrepreneur.
387	Any job which is suitable for me and I like the job.
388	Information management and related field.
389	Networking, related to computer.
390	IT fields, management or business.
391	Programmer.
392	Software engineer/Programmer.
393	Jobs which can help me develop myself into a successful business person.
394	IT fields.
395	Network engineer.
396	Administrator.
397	Computer related.
398	Still thinking.
399	Marketing/sales.
400	Related to my field, computer science, most probably a programming job.
401	Artificial Intelligence.
402	Software engineering.
403	Marketing.
404	About IT field and business.
405	Programmer/Designer.
406	Programmer, designer, animator.
407	Computer programmer.

408	IT person.
409	IT, business industries.
410	Web designer.
411	Business.
412	Anything.
413	Anything that I can do,
414	Jobs related to multimedia and also IT such as programming.
415	IT specialist.
416	IT.
417	Servicing.
418	Web developer/web programming.
419	Marketing, human resources, IT trainer.
420	Business.
421	IT and management industry.
422	Programmer, sales.
423	Programmer.
424	I am not sure yet. Most probably seek jobs in programming.
425	IT jobs.
426	IT.
427	Programmer, management trainee.
428	Any jobs related to IT and business field.
429	Business.
430	Corporate Communication.
431	Related to IT field such as web designer.
432	Something related to my field and take up master degree.
433	Customer service related jobs.
434	Business or something that can give me more money.
435	Multimedia jobs.
436	Manager-doing business.
437	RM5K job.
438	Designer.
439	IT field.
440	Management.
441	Regarding plants in lab, flora industries.
442	Any human resources job which relates to computer knowledge.
443	Biology field.
444	Marketing/PR/management positions.
445	Most preferably something to do with the course taken.
446	Something to do with computing or business.
447	Any
448	I want to become a full time house wife.
449	Something related to bioinformatics.
450	IT, bioinformatics or any related field.
451	Any.

452	Tutor.
453	Haven't thought about it.
454	Any jobs.
455	No idea.
456	Any job.
457	Related to IT sector.
458	Any.
459	Any.
460	Any jobs which are in the private sector. It should be in business or IT related.
461	Consultant.
462	Anything which is suitable.
463	Engineer.
464	In industrial area.
465	In industrial site.
466	IT.
467	Educational based jobs where I can teach people.
468	Teaching or as a company employee in Japan.
469	International relation, PTD
470	Media release
471	IT related advertising, events, and my interest.
472	Network field and hardware maintenance.
473	My own business.
474	Software field.
475	SAP system support.
476	Lecturer.
477	System analyst, programmer.
478	Computer Sciences.
479	Lecturer.
480	Network and system administration.
481	Programmer.
482	CAP CAM engineer.
483	Related to computer, or related to human resource, organize event/occasion
484	Anything.
485	I don't mind as long as I have a job.
486	CAM engineer.
487	Programmer.
488	SAP system support.
489	I don't know.
490	Management with the Government sector.
491	Software engineer.
492	Network field.
493	IT executive.

494	Related to IS.
495	SAP consultant.
496	Jobs in IT field.
497	IT executive.
498	Depends, jobs that are related to my course.
499	IT executive or other jobs related to my course.
500	Computer related jobs, mostly in networking or system.
501	Regarding inventory, logistics and customer services.
502	Programmer.
503	Any IT related jobs.
504	Jobs which can improve me in my field.
505	Network engineering, system developer.
506	IS related or multimedia related, preferably multimedia.
507	System analyst.
508	Jobs related to computer science.
509	Networking related jobs.
510	JAVA developer/programmer.
511	IT based.
512	Related to IT fields.
513	IT/computer
514	Jobs related to software engineering/programming
515	Jobs that are related with my studies.
516	Machine able designer, criticizer.
517	Jobs that are related to my course, but I am willing to learn and gain experience in other fields.
518	Educator.
519	Any job that is related to my degree.
520	Lecturer.
521	ICT related jobs or doing my own business.
522	CEO.
523	System analyst.
524	Any job that is related to my degree.
525	Manager.
526	DB programmer.
527	System analyst/Designer.
528	Marketing and Management.
529	Government employee.
530	A stable job with reasonable pay.
531	IT professional jobs.
532	System designer.
533	Designer.
534	Anything related to my field.
535	Programmer in database.
536	My own business.

537	Web designer.
538	System analyst, video games tester, beta tester games developer.
539	Lecturer or any kind of job related to Information Technology.
540	Database programming.
541	Teaching.
542	Teaching.
543	It has to do with animation course.
544	IT.
545	Business man.
546	Top Manager in a company.
547	System analyzer.
548	Lecturer.
549	Banking, own business.
550	Management.
551	Marketing.
552	Own job.
553	Anything that is related to the field of my study, and gives good salary, before I open my own business.
554	Officer.
555	Lecturer.
556	Jobs which suit my degree.
557	Banking jobs.
558	Any job that is related to my degree.
559	Into finance sector.
560	Financial controller.
561	Banking area.
562	Lecturer.
563	Doing the business.
564	Teacher.
565	Lecturer.
566	Business.
567	Administrative and diplomatic officer.
568	Depends: business or economic field.
569	Banking.
570	Banker.
571	Financial manager.
572	Jobs that are related to my field which is finance, most probably in baking sector.
573	Finance executive.
574	Administrative area.
575	In Islamic banking and finance field.
576	Business.
577	Web master or open my own software house.
578	Software engineering.

579	Any related job.
580	Graphics designer.
581	System analyst or lecturer.
582	System analyst.
583	System administrator.
584	Clerk.
585	I want to further my studies, get a Master and be a lecturer.
586	I want to get my Master and be a lecturer in UUM.
587	System programmer/system analyst.
588	Programmer.
589	Related to IT.
590	Software engineer.
591	Web designer, graphic designer.
592	Web developer, system analyst.
593	Lecturer at any institution.
594	Programmer, lecturer.
595	System analyst, software tester, lecturer.
596	Software and web developer.
597	Sales, marketing.
598	System analyst.
599	Whatever in the IT field.
600	IT field/software engineer.
601	System analyst.
602	System administrator.
603	Any job which is relevant to IT.
604	Jobs that are related to my studies like database admin.
605	System administrator, management work that is related to IT.
606	Software/system engineer.
607	Lecturer.
608	Set up my own business.
609	Computing related field, tutor, and teacher.
610	Related to IT field.
611	Anything relevant to IT jobs.
612	Something related to IT field, web development or database.
613	Business, information system exec, developer, quality assurance, system analyst.
614	Something related to the programme and with high salary.
615	IT related jobs.
616	IT related and involvment+B28 in problem solving areas.
617	Managerial post and suits my qualification.
618	Network engineer.
619	System Analyst.
620	Whatever job as long as I can handle and compliments my abilities.
621	Network administrator, consultant.

622	Web developer, designer and graphics designer.
623	Development area and education too.
624	More to marketing/IT.
625	Non programming jobs, technical job field.
626	Web developer, web designer, IT consultant, animator, IT technician.
627	IT
628	Jobs that are related to my studies.
629	Jobs that suit my abilities and qualifications.
630	IT.
631	Anything goes.

Appendix J3a: Analysis of Question 3a

R	Answers to Question 3a.	C/RLTD	B	T	O/V
1	I am seeking for a computer literate job.				1
2	Jobs that are related to my study (Computer Science).				1
3	Jobs in Multimedia.				1
4	Programming or multimedia.	1			
5	IT jobs, business jobs.		1		1
6	IT related jobs.				1
7	IT sector, may seek job as Multimedia designer.	1			
8	IT administrator.	1			
9	IT related jobs.				1
10	IT positions.				1
11	Computer related jobs.				1
12	IT.				1
13	Jobs related to my degree, I will try to get a job with the Government.				1
14	I have not thought about it yet.				1
15	X				1
16	Database administrator.	1			
17	Merchandising.		1		
18	Multimedia programmer. Designer and graphics designer.	1			
19	Multimedia designer.	1			
20	Programmer.	1			
21	Related to teaching.			1	
22	IT based jobs.				1
23	IT.				1
24	Computer analyst.	1			
25	IT support.	1			
26	Analyst, programmer.	1			
27	Programmer.	1			
28	Jobs related to Computer Science.				1
29	System analyst.	1			
30	Non IT related.				1
31	System analyst, research assistant and programmer.	1			
32	Programmer.	1			
33	System analyst, programmer, and web developer.	1			
34	IT or administration work.				1
35	Any job will do as long as it is legal and meet my expectations.				1
36	Software engineering, programmer (web or tools)	1			
37	Programmer, software engineer, technical support.	1			
38	Business.		1		
39	I intend to further my studies.				1
40	Any job which is suitable / match my degree and accurate to the skills that I have.				1
41	Any job that is related to my degree.				1
42	Programmer.	1			
43	IT related.				1
44	Jobs related to marketing.				1

45	IT based jobs.				1
46	Jobs that are related to Computer Science or Information Technology.				1
47	Something related to IT.				1
48	IT based jobs like management.				1
49	Database administrator.	1			
50	Government or business.		1		1
51	Jobs that fulfills my needs.				1
52	Related to my field.				1
53	Programmer.	1			
54	Business, sales and marketing.		1		
55	Jobs which involve computer system, database.				1
56	Advertisement.				1
57	X				1
58	X	1			
59	Jobs which is related to my major, besides I will try new stuffs such as model, TV presenter/actress.				1
60	Jobs?				1
61	Programmer or businesswoman.	1	1		
62	Public relations in IT.	1			
63	Seeking the jobs which are suitable for me.				1
64	Other related jobs.				1
65	Seeking the jobs which are suitable for me.				1
66	IT related or others.				1
67	IT related jobs.				1
68	IT related jobs (multimedia).	1			
69	Information Technology officer.	1			
70	Administration and IT.	1			
71	X				1
72	Related to system analyst or customer service.	1			
73	In the IT field like programmer.	1			
74	Programmer, data analyst and networking programmer.	1			
75	X				1
76	X				1
77	X				1
78	Anything if I do not have any choice.				1
79	Production Executive.	1			
80	IT related with good salary.				1
81	IT executive.	1			
82	IT related, programmer or database administrator.	1			
83	Any job related to my studies.				1
84	The jobs in the same field as my study.				1
85	The jobs which are equivalent to my degree.				1
86	Software engineer or programmer.	1			
87	Business.		1		
88	Something which is related to network such as network engineer.	1			
89	Business.		1		
90	Not in IT field.				1
91	In IT field or others.				1

92	Riches, profitable jobs.				1
93	Something close to my interest. Will accept any offer for money, someone has to pay the bills.				1
94	IT executive or related with my course.	1			
95	Business in advertising.		1		
96	In IT field such as web designer.	1			
97	Designer.	1			
98	Any related jobs with IT.				1
99	Any job which is related to IT or not related which is challenging and something new that I can learn.				1
100	Any job related to designing, or I can learn something new easily.				1
101	Lecturer.			1	
102	System analyst.	1			
103	IT course.				1
104	Jobs in IT software, system planning or system development.	1			
105	IT executive.	1			
106	X				1
107	Business.		1		
108	Entrepreneur.		1		
109	Executive, managerial positions.				1
110	Corporate affairs, human resources.	1			
111	Business.		1		
112	Related to IT.				1
113	Web developer.	1			
114	Web developer.	1			
115	Management.	1			
116	Multimedia programmer.	1			
117	Jobs related to IT and manufacturing especially networking and product design.	1			
118	Any jobs that can give me more knowledge and experience.				1
119	Any related or non-related to IT field, as long as I can get good salary, that is my target.				1
120	Any jobs.				1
121	Any relevant jobs to my course.				1
122	Any jobs.				1
123	Business management.		1		1
124	Quality control.	1			
125	Multimedia related.				1
126	IT positions, designer, networking, administration.	1			
127	Any kind of job which suits my degree.				1
128	The kind of job that can make me start at 0 to something, can improve or recognize my hidden ability.				1
129	Business, manufacturing.		1		
130	Jobs linked to human management.				1
131	More to farming or business.		1		
132	Anything not only connected to my studies.				1
133	Any jobs related to IT positions, any industrial jobs.				1
134	System administrator, system analyst.	1			
135	Business in IT.		1		

136	IT related.				1
137	Data base, web developer.	1			
138	Jobs which involve more in networking and security.	1			
139	Start own business.		1		
140	Make own business.		1		
141	Jobs that give me challenges and teach me how to figure them out.				1
142	Teacher or lecturer. Entrepreneur in IT.		1	1	
143	Information Technology.	1			
144	Lecturer.			1	
145	Manufacturing related field.	1			
146	Business, marketing, IT related.		1		1
147	IT field, education.			1	1
148	IT sector.				1
149	Expert system programmer.	1			
150	A position in software development. Web developer.	1			
151	Software developer.	1			
152	IT expert.				1
153	IT.				1
154	Jobs related to my studies, IT specialist.				1
155	IT sector.				1
156	In manufacturing.				1
157	Software engineer.	1			
158	IT field.				1
159	IT field.				1
160	X				1
161	System analyst.	1			
162	IT, business.		1		1
163	Executive in any field.	1			
164	System analyst.	1			
165	System analyst.	1			
166	Web designer.	1			
167	IT or teacher.		1		1
168	Government servant.				1
169	Graphics designer.	1			
170	IT executive.	1			
171	IT, human resource, works with the Government then goes freelance.	1			
172	First, find any job, then explore the interest and choose another career job.				1
173	Information system officer.	1			
174	System analyst, admin exec, database analyst etc.	1			
175	IT manager.	1			
176	X				1
177	IT manager.	1			
178	Business area.		1		
179	Marketing, advertising or event management. A job where I can meet and communicate with others, definitely not IT.	1			
180	Printing industry.	1			
181	Multimedia related jobs e.g. 3D designer.	1			

182	IT, management, system developer and any job which is offered to me and I can do it.	1			
183	Business, administrative, purchasing.	1			
184	IT, administration.				1
185	Purchasing, business, administrative, customer service.	1			
186	Multimedia-designers, 3D modeler, programming.	1			
187	Project manager.	1			
188	Technical related jobs. Entrepreneurship is also a possibility but still IT related.	1	1		
189	Jobs that can fulfill my dreams.				1
190	Web developer, animator, publishing.	1			
191	Depends, maybe in the beginning, I will stick to IT jobs, but I will accept other challenges or possibilities if given a chance.				1
192	Any job that is currently available. In that employment, I will seek for the job that I desire.				1
193	In IT also but depends on the job market. If not, I have to prove my skills.				1
194	Anything related to IT based or willing to learn.				1
195	Anything related with IT, lecturer.			1	1
196	IT.				1
197	Designer, multimedia, business.	1			
198	IT related jobs, which places importance on communicating with people.	1			1
199	Desktop support engineer, help desk.	1			
200	Computer related jobs.				1
201	Server administrator/system engineer.	1			
202	System engineer, network engineer.	1			
203	Network administrator.	1			
204	In IT field, such as system analyst.	1			
205	Teacher of IT or network administrator.	1		1	
206	Computer related.				1
207	X				1
208	Computer related jobs.				1
209	Network administrator.	1			
210	I will explore other field than what I have studied.				1
211	System analyst.	1			
212	I prefer jobs that have flexible hours.				1
213	College or school teacher.			1	
214	Web developer.	1			
215	Anything.				1
216	Programmer, desktop support.	1			
217	Application developer, or software engineer.	1			
218	Software engineer.	1			
219	Manager.	1			
220	Jobs related to computer science and IT.				1
221	Web developer and other IT related jobs or managerial jobs.	1			1
222	Related to computer science.				1
223	Related to my interest.				1
224	Computer programmer, IT specialist.	1			
225	Multimedia industrial relating to advertisement.	1			

	Technical jobs.				
226	Technical jobs.	1			
227	IT, purchasing, customer service.				1
228	IT.				1
229	Jobs in networking.	1			
230	Any jobs related to Computer Science and my preference.				1
231	Not related to what I study now.				1
232	Computer's knowledge based jobs.				1
233	Computer related field.				1
234	Jobs in IT field, programmer, application support.				1
235	Management or computer sectors.				1
236	Web developer.	1			
237	Related to Multimedia.				1
238	Any jobs related to my studies.				1
239	Related to my studies.				1
240	X				1
241	X				1
242	X				1
243	General manager.				1
244	Network engineer.	1			
245	X				1
246	Any jobs that suit me. Salary is the most important criterion.				1
247	Network engineer.	1			
248	Any jobs that suit my needs.				1
249	Related to my field.				1
250	Management line.				1
251	Network engineer.	1			
252	Computer related.				1
253	Software engineer.	1			
254	System analyst.	1			
255	Network engineer/system admin/software engineer/web developer	1			
256	In IT line.				1
257	CEO.				1
258	Finance Manager.	1			
259	Networking field.				1
260	Systems Engineer.	1			
261	Network executive.	1			
262	X				1
263	Software engineer.	1			
264	Network administrator.	1			
265	Related to my course.				1
266	System analyst.	1			
267	X				1
268	Accountant.	1			
269	Related to the course I have studied, I mean my major.				1
270	Anything lucrative.				1
271	IT related.				1
272	Software engineer, Application support.	1			

273	Managerial level.				1
274	Not in IT line.				1
275	Maybe management side.				1
276	Programmer.	1			
277	Network related.				1
278	System administrator.	1			
279	Jobs with good salaries. Any job will do as long as I learn something new.				1
280	Jobs related to Computer Science.				1
281	Something which is related to my degree and my desire.				1
282	Software engineer, programmer.	1			
283	IT field.				1
284	Computer networking.				1
285	IT field jobs.				1
286	Any job that is related to my course.				1
287	Something from management in a consultancy firm or I will start my own business.		1		
288	Any job that is related to computer application.				1
289	Computer Science jobs.				1
290	Computer related work.				1
291	Any related jobs to my degree.				1
292	Any jobs that relate to Computer Science.				1
293	All kinds of job related to my studies.				1
294	X				1
295	Jobs which relate to my qualification.				1
296	System administrator.	1			
297	X				1
298	Any jobs that give good pay and I am interested in regardless of field.				1
299	Any job which relates to my certification.				1
300	System analyst/lecturer.	1		1	
301	ICT and business related. E.g.: E commerce.	1	1		
302	Application developer.	1			
303	System administrator or IT related field.	1			1
304	Programmer, exec at top IT/any IT company.	1			
305	Lecturer.			1	
306	System analyst/system administration.	1			
307	Any jobs that relate to my requirements.				1
308	System engineer.	1			
309	System analyst/lecturer.	1		1	
310	Related to computer and IT.				1
311	X				1
312	Millions of value projects.				1
313	System analyst.	1			
314	Private sector to gain extra money equivalent to my ability.				1
315	I don't know.				1
316	System administrator.	1			
317	I will search jobs which is related to my degree and positions can be system or project analyst, system designer, developer or programmer.	1			

318	Any job.				1
319	Any job.				1
320	Any job that fits me.				1
321	Any jobs depend on the requirements.				1
322	Teaching.			1	
323	X				1
324	X				1
325	System engineer.	1			
326	Own business.		1		
327	System engineer.	1			
328	System engineer.	1			
329	IT manager.	1			
330	IS engineer.	1			
331	X				1
332	Software analyst.	1			
333	Prime Minister/Director of R&D in IT Architecture.	1			
334	System Analyst/System Engineer.	1			
335	Information System Engineer.	1			
336	X				1
337	System analyst @ system engineer @ IT manager	1			
338	System Engineer, system analyst. I like to try other jobs like salesgirl,clerk,hairdersser..but my dad will be very angry.	1			
339	Jobs that can provide me good working environment and opportunity to gain extra social and technical skills.				1
340	IT related jobs.				1
341	IT related jobs.				1
342	IT manager.				1
343	Software engineer, system analyst, web developer, graphic designer	1			
344	Multi millionaire job related to IT field.				1
345	Network administration.	1			
346	Network designer.	1			
347	Jobs that suit my degree.				1
348	Network related jobs or IT staffs. Any jobs that is available.				1
349	Programmer.	1			
350	IT area.				1
351	Jobs that match my qualification and interest.				1
352	Anything related to IT and also management field.				1
353	Web designer.	1			
354	Programmer, lecturer.	1		1	
355	Programmer.	1			
356	Jobs related to ICT sector.				1
357	X				1
358	System analyst/business.	1		1	
359	System administrator.	1			
360	PTD				1
361	Programmer.	1			
362	Any kind of job that can act as platform to develop existing skills or what I don't have at present.				1

363	Multi media designer, administrator or others that are not related to IT for experience.	1			
364	Jobs related to what I have learned and with good pay.				1
365	Jobs that are related to my study.				1
366	I have been employed as programmer in a government agency. Hope to be promoted as a system analyst soon.	1			
367	Anything related to my course.				1
368	I am seeking jobs in banking or administration.	1			
369	X				1
370	Researcher.	1			
371	IT department.				1
372	IT field.				1
373	IT department.				1
374	Bank Manager.	1			
375	Pilot.	1			
376	Something in financial field, financial planner.	1			
377	System analyst.	1			
378	Financial executive.	1			
379	Actuarial departments.	1			
380	Something in my area of study.				1
381	Trainee.	1			
382	Financial analyst.	1			
383	Financial analyst.	1			
384	Bank Executive.	1			
385	X				1
386	X				1
387	IT areas.				1
388	Anything which is parallel to my degree.				1
389	IT professional jobs.				1
390	Computer Programmer.	1			
391	PHP programmer.	1			
392	My own business.		1		
393	Jobs related with documentation.	1			
394	IT support and management field.	1			
395	Management.	1			
396	Management.	1			
397	Software Engineer.	1			
398	Any jobs related to Computer Science.				1
399	Network Engineer.	1			
400	Programmer.	1			
401	Web developer.	1			
402	All jobs besides the ones related to coding.				1
403	Management.	1			
404	Software engineer/ business development executive.	1			
405	IT field.				1
406	X				1
407	Jobs which are interesting and challenging and IT related.				1
408	X				1
409	Network Management.	1			

410	Technical field.				1
411	Programmer.	1			
412	Opening my own business in web-application/stand alone applications.		1		
413	Computer Science field.				1
414	X				1
415	Entrepreneur.		1		
416	Computer Science / IT field.				1
417	IT specialist.				1
418	Entrepreneur.		1		
419	Any job which is suitable for me and I like the job.				1
420	X				1
421	Information management and related field.	1			
422	Networking, related to computer.				1
423	IT fields, management or business.		1		1
424	Programmer.	1			
425	Software engineer/Programmer.	1			
426	Jobs which can help me develop myself into a successful business person.		1		1
427	IT fields.				1
428	Network engineer.	1			
429	Administrator.	1			
430	Computer related.				1
431	Still thinking.				1
432	Marketing/sales.	1			
433	Related to my field, computer science, most probably a programming job.	1			
434	Artificial Intelligence.	1			
435	Software engineering.	1			
436	Marketing.	1			
437	About IT field and business.		1		1
438	Programmer/Designer.	1			
439	Programmer, designer, animator.	1			
440	Computer programmer.	1			
441	IT person.				1
442	IT, business industries.		1		1
443	Web designer.	1			
444	Business.		1		
445	Anything.				1
446	Anything that I can do,				1
447	Jobs related to multimedia and also IT such as programming.	1			
448	IT specialist.				1
449	IT.				1
450	Servicing.	1			
451	Web developer/web programming.	1			
452	Marketing, human resources, IT trainer.	1			
453	Business.		1		
454	IT and management industry.				1
455	Programmer, sales.	1			
456	Programmer.	1			

457	I am not sure yet. Most probably seek jobs in programming.				1
458	IT jobs.				1
459	IT.				1
460	Programmer, management trainee.	1			
461	Any jobs related to IT and business field.		1		1
462	Business.		1		
463	Corporate Communication.	1			
464	Related to IT field such as web designer.	1			
465	Something related to my field and take up master degree.				1
466	Customer service related jobs.	1			
467	Business or something that can give me more money.		1		
468	Multimedia jobs.				1
469	Manager-doing business.	1			
470	RM5K job.				1
471	Designer.	1			
472	IT field.				1
473	Management.				1
474	Regarding plants in lab, flora industries.				1
475	Any human resources job which relates to computer knowledge.				1
476	X				1
477	Biology field.				1
478	Marketing/PR/management positions.				1
479	Most preferably something to do with the course taken.				1
480	Something to do with computing or business.		1		1
481	Any				1
482	I want to become a full time house wife.				1
483	Something related to bioinformatics.				1
484	IT, bioinformatics or any related field.				1
485	Any.				1
486	Tutor.			1	
487	Haven't thought about it.				1
488	Any jobs.				1
489	No idea.				1
490	Any job.				1
491	Related to IT sector.				1
492	Any.				1
493	Any.				1
494	Any jobs which are in the private sector. It should be in business or IT related.				1
495	Consultant.	1			
496	Anything which is suitable.				1
497	Engineer.	1			
498	In industrial area.				1
499	In industrial site.				1
500	IT.				1
501	Educational based jobs where I can teach people.			1	
502	Teaching or as a company employee in Japan.			1	
503	International relation, PTD				1

#	Response	1	2	3	4
504	Media release	1			
505	IT related, advertising, events, my interest.	1			1
506	Network field and hardware maintenance.	1			
507	My own business.		1		
508	Software field.	1			
509	SAP system support.	1			
510	Lecturer.			1	
511	System analyst, programmer.	1			
512	Computer Sciences.				1
513	Lecturer.			1	
514	Network and system administration.	1			
515	Programmer.	1			
516	CAP CAM engineer.	1			
517	Related to computer, or related to human resource, organize event/occasion				1
518	Anything.				1
519	I don't mind as long as I have a job.				1
520	CAM engineer.	1			
521	Programmer.	1			
522	SAP system support.	1			
523	I don't know.				1
524	Management with the Government sector.				1
525	Software engineer.	1			
526	Network field.				1
527	IT executive.	1			
528	Related to IS.				1
529	X				1
530	SAP consultant.	1			
531	Jobs in IT field.				1
532	IT executive.	1			
533	Depends, jobs that are related to my course.				1
534	IT executive or other jobs related to my course.	1			
535	Computer related jobs, mostly in networking or system.				1
536	Regarding inventory, logistics and customer services.	1			
537	Programmer.	1			
538	Any IT related jobs.				1
539	Jobs which can improve me in my field.				1
540	Network engineering, system developer.	1			
541	IS related or multimedia related, preferably multimedia.				1
542	System analyst.	1			
543	Jobs related to computer science.				1
544	Networking related jobs.				1
545	JAVA developer/programmer.	1			
546	IT based.				1
547	Related to IT fields.				1
548	IT/computer				1
549	Jobs related to software engineering/programming				1
550	Jobs that are related with my studies.				1
551	Machine able designer, criticizer.	1			

552	Jobs that are related to my course, but I am willing to learn and gain experience in other fields.				1
553	Educator.			1	
554	Any job that is related to my degree.				1
555	Lecturer.			1	
556	ICT related jobs or doing my own business.		1		1
557	CEO.	1			
558	System analyst.	1			
559	Any job that is related to my degree.				1
560	X				1
561	Manager.	1			
562	DB programmer.	1			
563	System analyst/Designer.	1			
564	Marketing and Management.	1			
565	Government employee.				1
566	A stable job with reasonable pay.				1
567	IT professional jobs.				1
568	System designer.	1			
569	Designer.	1			
570	Anything related to my field.				1
571	Programmer in database.	1			
572	My own business.		1		
573	Web designer.	1			
574	System analyst, video games tester, beta tester games developer.	1			
575	Lecturer or any kind of job related to Information Technology.			1	
576	Database programming.	1			
577	Teaching.			1	
578	Teaching.			1	
579	It has to do with animation course.	1			
580	IT.				1
581	Business man.		1		
582	Top Manager in a company.				1
583	System analyzer.	1			
584	Lecturer.			1	
585	X				1
586	Banking, own business.		1		
587	Management.				1
588	Marketing.				1
589	Own job.				1
590	Anything that is related to the field of my study, and gives good salary, before I open my own business.		1		1
591	Officer.				1
592	Lecturer.			1	
593	Jobs which suit my degree.				1
594	Banking jobs.				1
595	Any job that is related to my degree.				1
596	Into finance sector.				1
597	Financial controller.	1			
598	Banking area.				1

599	Lecturer.			1	
600	Doing the business.		1		
601	Teacher.			1	
602	Lecturer.			1	
603	Business.		1		
604	Administrative and diplomatic officer.	1			
605	Depends : business or economic field.		1		
606	Banking.				1
607	Banker.	1			
608	Financial manager.	1			
609	Jobs that are related to my field which is finance, most probably in baking sector.				1
610	Finance executive.	1			
611	Administrative area.				1
612	In Islamic banking and finance field.				1
613	Business.		1		
614	Web master or open my own software house.	1			
615	Software engineering.	1			
616	Any related job.				1
617	X				1
618	Graphics designer.	1			
619	System analyst or lecturer.	1		1	
620	System analyst.	1			
621	System administrator.	1			
622	Clerk.	1			
623	I want to further my studies, get a Master and be a lecturer.			1	1
624	I want to get my Master and be a lecturer in UUM.			1	
625	System programmer/system analyst.	1			
626	Programmer.	1			
627	Related to IT.				1
628	Software engineer.	1			
629	Web designer, graphic designer.	1			
630	Web developer, system analyst.	1			
631	Lecturer at any institution.			1	
632	Programmer, lecturer.	1		1	
633	System analyst, software tester, lecturer.	1		1	
634	Software and web developer.	1			
635	Sales, marketing.				1
636	System analyst.	1			
637	Whatever in the IT field.				1
638	IT field/software engineer.	1			1
639	System analyst.	1			
640	System administrator.	1			
641	Any job which is relevant to IT.				1
642	Jobs that are related to my studies like database admin.				1
643	System administrator, management work that is related to IT.	1			1
644	Software/system engineer.	1			
645	Lecturer.			1	

646	Set up my own business.		1		
647	Computing related field, tutor, teacher.			1	
648	Related to IT field.				1
649	Anything relevant to IT jobs.				1
650	Something related to IT field, web development or database.				1
651	X				1
652	Business, information system exec, developer, quality assurance, system analyst.	1	1		
653	Something related to the programme and with high salary.				1
654	IT related jobs.				1
655	IT related and involvment+B28 in problem solving areas.				1
656	Managerial post and suits my qualification.				1
657	Network engineer.	1			
658	System Analyst.	1			
659	Whatever job as long as I can handle and compliments my abilities.				1
660	Network administrator, consultant.	1			
661	X				1
662	Web developer, designer and graphics designer.	1			
663	Development area and education too.			1	
664	More to marketing/IT.				1
665	Non programming jobs, technical job field.				1
666	Web developer, web designer, IT consultant, animator, IT technician.	1			
667	IT				1
668	Jobs that are related to my studies.				1
669	Jobs that suit my abilities and qualifications.				1
670	IT.				1
671	Anything goes.				1
		275	53	38	341
		38.90%	7.50%	5.37%	48.23%

Appendix J3b: Responses for Question 3b

Question 3b: If you are employed, why do you think you are successful obtaining the job?

Respondent	Answer to Question 3b.
1	Because I got the job I applied for.
2	Self confidence, dare to talk.
3	Self confidence.
4	Multiskills and communication skills.
5	The required skills needed in the company.
6	Degree holder.
7	With the skills obtained from course, self-learning.
8	My ability to answer questions during interviews.
9	The chance given and my abilities.
10	Skills.
11	Learning more by own self. Because at the university we learn not much compared to what is needed by market.
12	Skills.
13	Because I have knowledge and abilities to work in difficult situations.
14	I am a hardworking person.
15	My soft skills.
16	The requirements.
17	Because of my certification and knowledge for the job.
18	My confidence and my certificate which shows good results.
19	I love programming; I enjoy it and have the strength to face any challenges.
20	Personality.
21	I am confident of my capabilities.
22	Hardworking.
23	Confidence.
24	Hardworking and want to learn more.
25	I am dedicated in my work.
26	Full of confidence, responsible and skills needed.
27	Hardworking, fast learner, able to work in a team.
28	Luck.
29	Because I have the abilities and criteria which they require.
30	I have the abilities.
31	Language ability, knowledge in the field.
32	My IT and communication skills.
33	I have my own talent which is different from others.

34	Because I am good in software engineering concepts and can implement the concept to real jobs.
35	Hardworking, responsible and insightful.
36	Because I am confident in myself.
37	I am fully confident and have the abilities needed.
38	I think I deserve the job and can do the best.
39	Because I think I deserve the job and will do my best to fulfill the expected requirements.
40	Because I have studied in this course.
41	Self attitude.
42	I have strong interest in this field.
43	I have the courage and passion to explore new technologies.
44	Maybe I have the expected knowledge.
45	I have the skills.
46	Because I am hardworking.
47	Hardworking.
48	I know myself better than anyone else.
49	I have confidence.
50	My abilities and capabilities.
51	Passionate.
52	I am hardworking, confident, a scholarship holder with successful results.
53	Good personalities.
54	I will find alternatives because I have the abilities to try out new things.
55	Skills.
56	I can do the work well.
57	Dynamic person.
58	I am hardworking.
59	I am keen in learning new knowledge.
60	Because I am the only one who takes the opportunity to get the job.
61	Learn fast, hardworking.
62	Hardworking.
63	Interest.
64	I manage to learn new things.
65	Self-monitor and open-minded.
66	Confident with what I am saying.
67	Because I can do what the company wants.
68	My communication skills and the way I dress.
69	My personality, good communication and CGPA.
70	I am willing to learn and always complete any task given to me.
71	Have skills, highly motivated and always improving myself.
72	No reason.
73	I have the required skills.
74	Work hard.
75	I have the knowledge that they want.

76	I have good skills and knowledge.
77	The job needs me.
78	Creative and inventive.
79	I get what I want.
80	Because I can adapt myself to the environment.
81	Good interpersonal skills and confidence.
82	Because I have good communication skills.
83	Because I will make sure I like the job.
84	I have the skills and knowledge which are marketable.
85	My capabilities.
86	I am experienced in organising, working in groups and frequently become a facilitator; it's my co curriculum activities which helped me.
87	I try my best to be the best.
88	Because I have my own abilities.
89	Because I am willing to learn.
90	The way I talk.
91	My capabilities.
92	The way I communicate, the confidence I show the interviewers besides my education levels.
93	Good communication.
94	Soft skills, the way I talk, and the way I think.
95	Because of interpersonal and professional skills.
96	Quality.
97	I am the best interviewee.
98	I am hardworking.
99	My ability to communicate.
100	Honest, hardworking, friendly.
101	Because I am confident with myself.
102	I have my own skills.
103	Good in time management.
104	My skills.
105	I am good in the job and my skills are needed. My skills and communication.
106	Keep on trying.
107	I fulfil their job requirements.
108	It is really luck.
109	Communication skill.
110	Hardworking.
111	Able to solve problem.
112	Good in communication.
113	Hopefully because of my skills and not my grades.
114	I am self motivated.
115	My efforts and abilities.
116	My efforts and abilities.

117	I believe that I am an excellent worker.
118	Because I am good in human problem solution and seeking the purpose of the objective.
119	My talents, I deserve the job.
120	Attitude, hard worker and good worker.
121	I deserve the job.
122	Because I am a problem solver and good manager.
123	I have all the information.
124	Good communication skill and knowledge in the field.
125	Skill, luck.
126	Because of the knowledge I show in the network.
127	Because I am qualified.
128	Because I am qualified.
129	Thanks for blessing from God; I know I qualify for the job.
130	I can prove my abilities.
131	Cause I have the skills.
132	I have the skills that they want.
133	I have what the company wants.
134	I am a quick learner and willing to accept /experience new things.
135	My ability to adapt fast.
136	Confidence.
137	Because I am confident with my skills and can manage career life.
138	My skills and the company wants to train new worker.
139	Skills.
140	The people trust me.
141	Maybe good results and my computer skills.
142	Because the knowledge that I have and my pointer(CGPA)
143	No comments.
144	Critical thinking.
145	Good in the interview, good results and good communication skills.
146	Hardworking, skills.
147	Problem solving skills.
148	Because I can do the job well and can adapt to working life.
149	I have talents and the requirements that the company needs.
150	Highly skilled and good communication.
151	Because of my interest.
152	Because of my interest.
153	Determination in the work that I am involved in.
154	Confidence, can communicate with people.
155	Good management and communication skills.
156	Can reach my goals.
157	I will try my best to be the best employer.
158	I am willing to learn new things, love meeting new people.
159	I manage to get the job and will do my best.

160	I have the skills that can contribute to the job.
161	My skills and communication abilities.
162	I will do my best in that job.
163	Based on my hobby and my abilities.
164	Yes, I get the opportunity to prove my abilities.
165	From the soft skills and working experiences that I have.
166	Fulfil the criteria.
167	Because of my skills.
168	I can work in any situation and work hard and can be trusted.
169	I will try to do my best in the project assigned to me.
170	Skills.
171	I will do my best in every task and project given to me.
172	Skills in communication, good in IT.
173	Pro active and step up.
174	I am successful because of my language skills, ability to think critically, willingness to learn and adapt.
175	My attitude.
176	Not employed.
177	Lucky.
178	The company needs an employer and they believe I will be the best candidate to carry out the responsibilities.
179	My abilities.
180	I can perform well in my field.
181	I am confident.
182	I believe I can do it.
183	I am able to communicate with people.
184	Skills and knowledge.
185	With knowledge and I am hardworking.
186	Ability to provide them skills and knowledge that I have learned.
187	I will try my best to do the job.
188	Because I am hardworking and have good knowledge in that sector.
189	My skills, appearance, communication skills.
190	Confidence in myself. Doing what I want and happy when doing the job. No stress.
191	Strong command of English and reasonable grades.
192	Good communication skills and first impression.
193	Because I have learned that area.
194	I don't know and think, I will go with the flow.
195	Because I have confidence.
196	The way I think, I think out of box.
197	Because I am interested in that job (teaching)
198	I possess the qualifications.
199	Good habit, hardworking.
200	Skills and hardworking.

201	My personal skills and analytic skills. Determination towards my work.
202	My communication skills and my ability to be fully committed, sincere and work hard.
203	My talent in conversation.
204	I have the technical skills or knowledge required for the job.
205	Because of my experiences and knowledge.
206	My abilities fulfil the requirements of the job.
207	I express and show interest to the job.
208	Because my skills are accepted.
209	Experiences and skills.
210	Experience.
211	Technical skill, interpersonal skills.
212	Because I have the qualification.
213	Because my major is in Networking.
214	Maybe because of my luck that day.
215	My attitude.
216	The knowledge that I have.
217	Ability and communication skills.
218	My ability to communicate with the interviewer and my result.
219	Because of my own strength that differs from others.
220	My skills and personality.
221	I am good.
222	Fate.
223	I am capable and talented.
224	Because of my soft skills.
225	I believe I can manage and able to do the given task.
226	Because of my skills.
227	My experience and capabilities.
228	Computer skills.
229	I have what they need (cheap labour).
230	Because of my abilities.
231	My interpersonal skills.
232	My self confidence.
233	I can get more commission.
234	I am qualified for the job.
235	Confident enough, abilities, willingness to learn.
236	Interview skills.
237	Results.
238	My communication skills and attractive resume.
239	My computer skills.
240	My interpersonal skills.
241	I am qualified for the job, my capabilities.
242	Good looks.
243	My interview skills.

244	Doing thing the smart way.
245	A perfectionist.
246	Because of my self confidence.
247	My managerial skills.
248	My communication.
249	My studies and experience.
250	I have all the skills, experience during industrial training and strong education background.
251	Because I am willing to learn from others.
252	The best among the best.
253	Because I am the best.
254	Because of my qualification and ability to communicate well during the interview.
255	I have the knowledge for this job.
256	My communication, social skills, my knowledge in this field.
257	My confidence, my knowledge.
258	My interview skills.
259	Self marketability.
260	I got what they want such as the skill requirements for the job.
261	Because I am qualified and accepted in the sense of qualification.
262	My abilities suit the job.
263	I will try my best to learn and work hard in the job.
264	The title to my qualification.
265	My ability to perform.
266	I am independent and a fast learner.
267	Because of my characteristics and charisma.
268	The qualification and hardworking.
269	I have enough skills and knowledge on that job.
270	I have the hard and soft skills that are required for the job.
271	I am confident with my skills.
272	I have the quality.
273	Because I have short at giving in contributions.
274	Because of my high confidence, my qualifications, and my self values.
275	My experience to work in group and my initiative to learn something new.
276	Because I am very interested in that job, knowledge of the job, fast learner.
277	The skills that I have.
278	Qualified very well.
279	I am confident in myself.
280	Experience is everything.
281	Ability in that field.
282	I have my own ability to complete/succeed in any job. I am a good learner.
283	Because I am a hardworking worker and I don't delay my work.
284	Confident in myself.
285	In my opinion, when I give full commitment for the job, I think I will

	succeed.
286	Experience and knowledge.
287	Good communication.
288	I am qualified.
289	My qualification and skills.
290	I have the certification
291	Because I have the skills in the job that I have been employed.
292	Because I believe in myself that I can do it.
293	I like the challenges.
294	My work skills/professional.
295	My communication skills.
296	My critical thinking skills.
297	Talents and skills.
298	I have good EQ and communication skills back up with vast knowledge.
299	My interest and analyzing ability. I love new things and challenges.
300	Good communication skills, able to sell myself to the employer.
301	Qualifications, skills, strategic thinking.
302	I am not good in starting conversation, but when I feel relaxed and confident, things will get flowing.
303	Maybe, my presence shows that I am serious and willing to work besides my knowledge and skills.
304	Qualification, maybe.
305	To support my family, to see and experience new things.
306	I am a confident person.
307	Because it is the first step to improve life.
308	My appearance, confidence and ability.
309	Because of my skills and ability.
310	My abilities to apply knowledge to real life situations and my attitude to what I am doing.
311	Because I have met the organization's expectations.
312	I am a trusted employee.
313	Because of my ability.
314	Because I am successful.
315	Because I did well in the interview, my communication skills are excellent and my grades are good.
316	Because of my ability to do the job and interest in this kind of job.
317	I am good in public speaking and interaction with people.
318	I am a hardworking person.
319	I have prepared myself including my studies (Diploma and Degree), I can compete with others to get a job.
320	I have the knowledge in the area.
321	I can work individually and in groups. I am confident in decision making.
322	I am a hardworking person.
323	I have a very good understanding in coding.

324	I exhibit proper behaviour that suits the job at the right time.
325	Abilities to communicate and interpersonal skills.
326	Better communication.
327	Fulfil the job requirements.
328	I have job experience and the degree will add more benefit for me.
329	Knowledge.
330	I am alert in work and follow procedure.
331	I am really confident.
332	Because I am intelligent.
333	I am an excellent person.
334	Experience.
335	Because I know how to communicate in English and Mandarin and have several skills like accounting and mathematics.
336	Full of determination and interest in the job.
337	I think it is because of my passion and knowledge that makes me qualified.
338	Because I am very interested in the job, good at programming and I have the skills to be a good system analyst.
339	Of course my qualification.
340	Because of my capabilities in doing the job.
341	I am so passionate for the job, I have much desire for the job and ever willing to learn.
342	My CGPA.
343	My participation in some co-curricular activities at the university.
344	Creative thinking, pleasant personality and I have an ambitious attitude to perform well.
345	I have the abilities to get the job.
346	Meet organization's expectations.
347	My knowledge, eager to learn and work hard, and my experience will help me.
348	Responsible person.
349	My communication and skills.
350	No.
351	Succeeded in the interview because I am the best.
352	My communication skills.
353	Innovative and highly resourceful
354	I have extra knowledge in programming and languages
355	Because I get what I want
356	Skilful, Confident and Trust myself
357	Don't know
358	Confident with myself
359	Because I am qualified for that job.
360	My skills and personalities. My critical thinking and knowledge of another language are plus points.
361	Good communication.

362	The employer is lucky to have me.
363	Smart.
364	Communication skills.
365	Because I like to discover new things.
366	My qualifications.
367	I do not need a job.
368	My qualification.
369	My qualifications meet their needs.
370	Luck.
371	My confidence.
372	My CGPA is good and I have working experience.
373	My qualification.
374	Own the abilities that the company seeks.
375	Ability and good result.
376	I did well in the interview.
377	Because I have the technical skills as well as soft skills needed by the company.
378	I can get the job.
379	Because of my skills.
380	Experience.
381	Good interpersonal.
382	Confident with myself.
383	Knowledge in that particular field.
384	Because I can help the company to earn more money.
385	I am good.
386	Excellent skills.
387	Gain a lot of knowledge, experience and money.
388	The skills that I have.
389	Current skills and future potentials.
390	Skilful and knowledgeable.
391	Because I have high motivation.
392	I am good in doing what I am told to do.
393	Good soft skills.
394	PR skills.
395	Qualification could be the main cause.
396	Good in soft skills.
397	The company needs me, I guess.
398	Because of the experience I earned for the work within two years.
399	Because of my talents and I am good at the job.
400	Could be my communication skills.
401	Too honest.
402	Fast learner.
403	General knowledge.
404	Confidence and ability.

405	Because I am a good communicator.
406	With my working experience and education background.
407	Because I have good communication skills and I can mix with people and I have analtical thinking.
408	Not employed yet.
409	I have extra interpersonal skills which I think is very important.
410	Knowledge, capability.
411	My academic qualifications and good communication and soft skills.
412	Because I mingle easily with people around me and connecting with them is something I am good at.
413	Teamwork.
414	I am innovative and highly resourceful.
415	Yes.
416	My talent and experience.
417	Look at the unemployed people, I am LUCKY.
418	Capabilities.
419	My self confidence.
420	Qualification.
421	I meet the job requirements.
422	My communication skills and my appearance.
423	I fit the position.
424	Skill.
425	I have the necessary skills and qualifications.
426	Because of the high competition for jobs among graduates.
427	I am open-minded, confident, can speak out, adaptable and work as a team.
428	Self confidence.
429	Knowledge.
430	Good preparation for the interview.
431	Because of my luck.
432	No idea.
433	Skills.
434	Because of my credibility and have all the requirements they want.
435	Skills, knowledge, lucky.
436	Skills, knowledge.
437	My ability to project positive characteristics as a worker during interview.
438	Able to join the esteem company.
439	My own abilities.
440	Because of my degree.
441	Maybe?
442	My self confidence.
443	My languages courses give me more benefits.
444	Because I am really interested in the job.
445	Can communicate with others.

446	Communication skills and knowledge.
447	I have skills that I have learned.
448	Attitude.
449	Because I am qualified.
450	Hard working, good in group work.
451	I am good in programming, able to do challenging jobs.
452	Determine to succeed and can complete job given.
453	Willing to learn.
454	Not exactly enough for long time
455	Hard working, fast learner.
456	Because I gain more knowledge studying in UiTm
457	My qualification, experience (internship) and personality.
458	Anything.
459	My ability and course I studied.
460	I am very committed in doing CAD? CAM design process.
461	Lucky.
462	Because I show my ability to the company.
463	Because I am special.
464	I am hardworking and focus.
465	Communication skills and attitude.
466	I am very passionate in doing job.
467	I have knowledge in doing computer science.
468	Skills.
469	My ability to do task, skills.
470	Because of my ability to speak well in English.
471	Skills.
472	Skills and management.
473	Because I have the abilities to adapt myself in any situation.
474	Because I am qualified and have the effort to do any job.
475	Because I am qualified for the job.
476	Skills are my strength.
477	Because of my hard work.
478	I can manage to do any job successfully.
479	Because of my skills, charm and wits.
480	Because of my skills.
481	Because I don't need to look for other jobs.
482	The job is related to my studies or abilities.
483	Ability in programming.
484	I am the right person for the company.
485	Personal ability, attitude and communication skills.
486	I believe in myself well.
487	My experience.
488	I got the look; I believe and have faith I will succeed.

489	All my sacrifice during study is all paid and it is a satisfaction to have a good job after graduation.
490	Qualification.
491	I fulfil the job.
492	Get what they want.
493	My ability to adapt whatever I have learned at the university.
494	I have the ability to change things.
495	Because I am very successful in that field.
496	Because I feel that I am doing something which can give me a good salary.
497	Because I am hardworking.
498	Because I am able to do the job, it is my field.
499	Have skills and experience.
500	Because I have basics in economics and I like the job.
501	I am realistic, creative in thinking and good in decision making.
502	Skills and eagerness to learn more.
503	Experience and skills.
504	Expert in system design.
505	Because I am interested in it.
506	I think I am the right person for the job.
507	Because of my knowledge and ability.
508	Hardworking.
509	I am skilful enough as a fresh graduate.
510	I have the ability and fully understand the job.
511	My ability and performance, job experience and qualification.
512	I can do what I should do.
513	Because I like the job.
514	I like to communicate with others.
515	Because I am imaginative and creative person.
516	I will give big reward to him.
517	I have potentials, determination and can work hard.
518	I have my own creativity; use my knowledge and experience in getting this job.
519	My personality and knowledge.
520	Willingness to learn and ability to communicate.
521	No idea.
522	My ability and soft skills.
523	Because I will work hard.
524	Because I am confident with my work.
525	I have the skills for that job.
526	Fluent in English and good communication skills.
527	I feel comfortable and enjoy doing the job.
528	Interests.
529	I am very hardworking.
530	Skilful, able to communicate ideas.

531	Knowledge and soft skills in me.
532	Because the others are still unemployed.
533	Yes.
534	My soft skills.
535	I am hardworking.
536	My language and capability in public speaking, the way I convey my ideas, and maturity I showed when answering questions.
537	Because I am independent, have critical thinking mind, brilliant (maybe) and can communicate very well.
538	Qualification.
539	Confidence.
540	Because I have self confidence and I will do the job as expected.
541	Interests and knowledge.
542	Qualification and soft skills.
543	It is my qualification and it suits job's requirements.
544	I have knowledge in Islamic banking and good personality.
545	Skills that I have confidence, commitment, broad knowledge.
546	Because I am interested to have my own business.
547	Can do a little bit in PHP system.
548	Communication skill and knowledge about the field.
549	I am creative and have many ideas when doing my job.
550	Because I already have experience, hopefully I can gain more knowledge.
551	Because of my qualification, I fulfil the criteria to be a system analyst.
552	Have critical thinking and the ability to control the computer system.
553	Most of the undergraduates have not worked anywhere.
554	I love to teach, when ambition is supported by interest, I will do my best.
555	Because I am interested in teaching and always gaining knowledge.
556	Because I have a certificate.
557	Because I am talented.
558	The way I promote myself, in the interview, the interviewer can know my ability.
559	Because I am willing to learn more about the job.
560	Because I get what I want, enjoying my job and gaining confidence.
561	For my future and responsible to my family.
562	I really like the job and will do my best to get it.
563	Because I believe in myself.
564	Because it is in the field of my study.
565	Skilled.
566	Because I am smart enough and I work very hard.
567	Because of my ability.
568	Because I have the skills for the job, e.g. a very strong programming skill.
569	Because the job will ensure I update myself with the latest information every time.
570	I have the skills required and knowledge needed for the job.

571	Interview performance and the skills I have obtained.
572	My qualification, personality and ability to adapt to working environment (office politics).
573	I am able to do the job.
574	I am able and willing to do the job.
575	I will use the knowledge gained.
576	My skills and methods in solving given tasks.
577	Because of my education and working experience.
578	The skills obtained throughout the study.
579	Because of my degree, IT skill, good interpersonal skills and willing to explore and be educate.
580	Able to convince the interviewers that I am the right candidate.
581	Opportunities have been given.
582	My academic qualification and how I promote myself to them.
583	My qualification and skills and good communication skills.
584	Hardworking, learn more and try to solve many problems. Got certificate.
585	Certificates.
586	My communication skills, general knowledge.
587	I am eager to learn and explore new things, willing to take risks to achieve aims.
588	My experience in using web designs tools.
589	I have determination, willing to learn to complete job given to me.
590	My social skills, presentation of knowledge and education.
591	My CGPA, communication skills and willing to learn.
592	I am convince and confident of my abilities and deserve the job.
593	Skilful and hardworking.
594	I have the criteria that they want.
595	Could be my abilities, qualification, eagerness and attitude.
596	I have skills.
597	I am lucky.

Appendix J3b: Responses for Q 3b

R	Answer for Question 3b.	S	No	C	E	Q/D	K	R	A	P	L	Att
1	Because I got the job I applied for.											
2	Self confidence, dare to talk.			1						1		2
3	Self confidence.			1								
4	Multiskills and communication skills.	JS,CS	2									
5	The required skills needed in the company.	WS	1									
6	Degree holder.					1						
7	With the skills obtained from course, self-learning.	WS	1									1
8	My ability to answer questions during interviews.	IS	1									
9	The chance given and my abilities.								1			
10	Skills.	JS	1									
11	Learning more by ownself. Because at the university we learn not much compared to what is needed by market.											1
12	Skills.	JS	1									
13	Because I have knowledge and abilities to work in difficult situations.						1		1			1
14	I am a hardworking person.											1
15	My softskills.	SS	1									
16	The requirements.						1					
17	Because of my certification and knowledge for the job.					1	1					
18	My confidence and my certificate which shows good results.			1		1						
19	I love programming, I enjoy it and have the strength to face any challenges.											2
20	Personality.									1		
21	I am confident of my capabilities.			1					1			
22	Hardworking.											2
23	Confidence.			1								
24	Harworking and want to learn more.											2
25	I am dedicated in my work.											1
26	Full of confidence, responsible and skills needed.	JS	1	1								1
27	Hardworking, fast learner, able to work in a team.											3
28	Luck.									1		
29	Because I have the abilities and criteria which they require.							1	1			
30	I have the abilities.								1			
31	Language ability, knowledge in the field.						1				1	
32	My IT and communication skills.	WS,CS	2									
33	I have my own talent which is different from others.								1			1
34	Because I am good in software engineering concepts and can implement the concept to real jobs.											1
35	Hardworking, responsible and insightful.											3
36	Because I am confident in myself.			1								
37	I am fully confident and have the abilities needed.			1					1			
38	I think I deserve the job and can do the best.											1
39	Because I think I deserve the job and will do my best to fulfill the expected requirements.											1
40	Because I have studied in this course.					1						
41	Self attitude.											1

No.	Statement	Code								
42	I have strong interest in this field.									1
43	I have the courage and passion to explore new technologies.									1
44	Maybe I have the expected knowledge.						1			
45	I have the skills.	JS	1							
46	Because I am hardworking.									1
47	Hardworking.									1
48	I know myself better than anyone else.			1						1
49	I have confidence.			1						
50	My abilities and capabilities.							1		
51	Passionate.									1
52	I am hardworking, confident, a scholarship holder with successful results.			1		1				1
53	Good personalities.								1	
54	I will find alternatives because I have the abilities to try out new things.							1		1
55	Skills.	JS	1							
56	I can do the work well.							1		
57	Dynamic person.									1
58	I am hardworking.									1
59	I am keen in learning new knowledge.						1			1
60	Because I am the only one who takes the opportunity to get the job.									1
61	Learn fast, hardworking.									2
62	Hardworking.									1
63	Interest.									1
64	I manage to learn new things.									1
65	Self-monitor and open-minded.									2
66	Confident with what I am saying.			1						
67	Because I can do what the company wants.								1	
68	My communication skills and the way I dress.	CS	1						1	
69	My personality, good communication and CGPA.	CS	1			1			1	
70	I am willing to learn and always complete any task given to me.									2
71	Have skills, highly motivated and always improving myself.	JS	1							2
72	No reason.									
73	I have the required skills.	WS	1							
74	Work hard.									1
75	I have the knowledge that they want.						1			
76	I have good skills and knowledge.	JS	1			1				
77	The job needs me.									
78	Creative and inventive.	C2TS	1							2
79	I get what I want.									
80	Because I can adapt myself to the environment.									1
81	Good interpersonal skills and confidence.	SS	1	1						
82	Because I have good communication skills.	CS	1							
83	Because I will make sure I like the job.									1
84	I have the skills and knowledge which are marketable.	JS	1			1				
85	My capabilities.							1		
86	I am experienced in organising, working in groups and frequently become a facilitator, it's my co curricullum activities which helped me.				1					2
87	I try my best to be the best.									1
88	Because I have my own abilities.							1		

No	Statement	Code											
89	Because I am willing to learn.												1
90	The way I talk.	CS	1										
91	My capabilities.									1				
92	The way I communicate, the confidence I show the interviewers besides my education levels.	CS,IS	2	1									
93	Good communication.	CS	1										
94	Soft skills, the way I talk, the way I think.	SS	1										
95	Because of interpersonal and professional skills.	SS,WS	2										
96	Quality.						1						
97	I am the best interviewee.												1
98	I am hardworking.												1
99	My ability to communicate.	CS	1							1				
100	Honest, hardworking, friendly.												3
101	Because I am confident with myself.			1									
102	I have my own skills.	JS	1										
103	Good in time management.	CTS	1										
104	My skills.	JS	1										
105	I am good in the job and my skills are needed. My skills and communication.	JS,WS	2										
106	Keep on trying.												1
107	I fulfill their job requirements.								1				
108	It is really a luck.										1		
109	Communication skill.	CS	1										
110	Hardworking.												1
111	Able to solve problem.												1
112	Good in communication.	CS	1										
113	Hopefully because of my skills and not my grades.	JS	1										
114	I am self motivated.												1
115	My efforts and abilities.									1			
116	My efforts and abilities.									1			
117	I believe that I am an excellent worker.												1
118	Because I am good in human problem solution and seeking the purpose of the objective.												1
119	My talents, I deserve the job.												1
120	Attitude, hard worker and good worker.												3
121	I deserve the job.								1				
122	Because I am a problem solver and good manager.												2
123	I have all the information.								1				
124	Good communication skill and knowledge in the field.	CS	1						1				
125	Skill, luck.	JS	1								1		
126	Because of the knowledge I show in the network.								1				
127	Because I am qualified.						1						
128	Because I am qualified.						1						
129	Thanks for blessing from God, I know I qualify for the job.						1						
130	I can prove my abilities.									1			
131	Cause I have the skills.	JS	1										
132	I have the skills that they want.	JS	1										
133	I have what the company wants.								1				
134	I am a quick learner and willing to accept /experience new things.												2
135	My ability to adapt fast.												1
136	Confidence.			1									
137	Because I am confident with my skills and can manage career life.	JS	1										1

No.	Response	Category										
138	My skills and the company wants to train new worker.	JS	1									
139	Skills.	JS	1									
140	The people trust me.											1
141	Maybe good results and my computer skills.	WS	1				1					
142	Because the knowledge that I have and my pointer(CGPA)						1	1				
143	No comments.											
144	Critical thinking.	CTS	1									
145	Good in the interview, good results and good communication skills.	IS,CS	2				1					
146	Hardworking, skills.	JS	1									1
147	Problem solving skills.	CTS	1									
148	Because I can do the job well and can adapt to working life.									1		1
149	I have talents and the requirements that the company needs.								1			
150	Highly skilled and good communication.	JS,CS	2									
151	Because of my interest.											1
152	Because of my interest.											1
153	Determination in the work that I am involved in.											1
154	Confidence, can communicate with people.	CS	1	1								
155	Good management and communication skills.	CS	1									1
156	Can reach my goals.											
157	I will try my best to be the best employer.											1
158	I am willing to learn new things, love meeting new people.											2
159	I manage to get the job and will do my best.											1
160	I have the skills that can contribute to the job.	WS	1									
161	My skills and communication abilities.	JS,CS	2									
162	I will do my best in that job.											1
163	Based on my hobby and my abilities.									1		
164	Yes, I get the opportunity to prove my abbilities.									1		
165	From the soft skills and working experiences that I have.	SS	1			1						
166	Fulfill the criteria.								1			
167	Because of my skills.	JS	1									
168	I can work in any situation and work hard and can be trusted.											3
169	I will try to do my best in the project assigned to me.											1
170	Skills.	JS	1									
171	I will do my best in every task and project given to me.											1
172	Skills in communication, good in IT.	CS,WS	2									
173	Pro active and step up.											2
174	I am successful because of my language skills, ability to think critically, willingness to learn and adapt.	CS,CTS	2									2
175	My attitude.											1
176	Not employed.											
177	Lucky.										1	
178	The company needs an employer and they believe I will be the best candidate to carry out the responsibilities.											1
179	My abilities.									1		
180	I can perform well in my field.									1		

No.	Statement	Code	Count							
181	I am confident.			1						
182	I believe I can do it.			1						
183	I am able to communicate with people.	CS	1							
184	Skills and knowledge.	JS	1			1				
185	With knowledge and I am hardworking.					1				1
186	Ability to provide them skills and knowledge that I have learned.	WS	1							
187	I will try my best to do the job.									1
188	Because I am hardworking and have good knowledge in that sector.					1				1
189	My skills, appearance, communication skills.	JS,CS	2						1	
190	Confidence in myself. Doing what I want and happy when doing the job. No stress.			1						1
191	Strong command of English and reasonable grades.	CS	1			1				
192	Good communication skills and first impression.	CS	1							1
193	Because I have learned that area.					1				
194	I don't know and think, I will go with the flow.									
195	Because I have confidence.			1						
196	The way I think, I think out of box.	CTS	1							
197	Because I am interested in that job (teaching)									1
198	I possess the qualifications.					1				
199	Good habit, hardworking.									2
200	Skills and hardworking.	JS	1							1
201	My personal skills and analytic skills. Determination towards my work.	SS,CTS	2							1
202	My communication skills and my ability to be fully committed, sincere and work hard.	CS	1							3
203	My talent in conversation.	CS	1							
204	I have the technical skills or knowledge required for the job.	WS	1			1				
205	Because of my experiences and knowledge.				1	1				
206	My abilities fulfill the requirements of the job.						1			
207	I express and show interest to the job.									1
208	Because my skills are accepted.	JS	1							
209	Experiences and skills.	JS	1	1						
210	Experience.			1						
211	Technical skill, interpersonal skills.	WS,SS	2							
212	Because I have the qualification.					1				
213	Because my major is in Networking.					1	1			
214	Maybe because of my luck that day.								1	
215	My attitude.									1
216	The knowledge that I have.					1				
217	Ability and communication skills.	CS	1					1		
218	My ability to communicate with the interviewer and my result.	CS	1			1				
219	Because of my own strength that differs from others.									1
220	My skills and personality.	JS	1					1		
221	I am good.							1		
222	Fate.								1	
223	I am capable and talented.							1		
224	Because of my soft skills.	SS	1							
225	I believe I can manage and able to do the given task.									1
226	Because of my skills.	JS	1							

No.	Response	Code									
227	My experience and capabilities.					1			1		
228	Computer skills.	WS	1								
229	I have what they need (cheap labour).						1				
230	Because of my abilities.							1			
231	My interpersonal skills.	SS	1								
232	My self confidence.			1							
233	I can get more comission.										
234	I am qualified for the job.						1				
235	Confident enough, abilities, willingness to learn.			1					1		1
236	Interview skills.	IS	1								
237	Results.					1					
238	My communication skills and attractive resume.	CS	1								1
239	My computer skills.	WS	1								
240	My interpersonal skills.	SS	1								
241	I am qualified for the job, my capabilities.						1	1			
242	Good looks.									1	
243	My interview skills.	IS	1								
244	Doing thing the smart way.										1
245	A perfectionist.										1
246	Because of my self confidence.			1							
247	My managerial skills.	WS	1								1
248	My communication.	CS	1								
249	My studies and experience.				1	1					
250	I have all the skills, experience during industrial training and strong education background.	JS	1		1	1					
251	Because I am willing to learn from others.										1
252	The best among the best.										1
253	Because I am the best.										1
254	Because of my qualification and ability to communicate well during the interview.	IS	1			1					
255	I have the knowledge for this job.						1				
256	My communication, social skills, my knowledge in this field.	CS,SS	2				1				
257	My confidence, my knowledge.			1			1				
258	My interview skills.	IS	1								
259	Self marketability.										1
260	I got what they want such as the skill requirements for the job.	WS	1								
261	Because I am qualified and accepted in the sense of qualification.					1					
262	My abilities suit the job.							1			
263	I will try my best to learn and work hard in the job.										1
264	The title to my qualification.					1					
265	My ability to perform.							1			
266	I am independent and a fast learner.										2
267	Because of my characteristics and charisma.										2
268	The qualification and hardworking.					1					1
269	I have enough skills and knowledge on that job.	JS	1				1				
270	I have the hard and soft skills that are required for the job.	SS,WS	2								
271	I am confident with my skills.	JS	1	1							
272	I have the quality.					1					
273	Because I have short at giving in contributions.										
274	Because of my high confidence, my qualifications, and my self values.			1		1					1

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No.	Response	Code	n							
275	My experience to work in group and my initiative to learn something new.				1					1
276	Because I am very interested in that job, knowledge of the job, fast learner.						1			2
277	The skills that I have.	JS	1							
278	Qualified very well.					1				
279	I am confident in myself.			1						
280	Experience is everything.				1					
281	Ability in that field.							1		
282	I have my own ability to complete/suceed in any job. I am a good learner.									1
283	Because I am a hardworking worker and I don't delay my work.									1
284	Confident in myself.			1						
285	In my opinion, when I give full commitment for the job, I think I will succeed.									1
286	Experience and knowledge.				1		1			
287	Good communication.	CS	1							
288	I am qualified.					1				
289	My qualification and skills.	JS	1		1					
290	I have the certification					1				
291	Because I have the skills in the job that I have been employed.	JS	1							
292	Because I believe in myself that I can do it.									1
293	I like the challenges.									1
294	My work skills/professional.	WS	1							
295	My communication skills.	CS	1							
296	My critcal thinking skills.	CTS	1							
297	Talents and skills.	JS	1					1		
298	I have good EQ and communication skills back up with vast knowledge.	CTS,CS	2				1			
299	My interest and analyzing ability. I love new things and challenges.									1
300	Good communication skills, able to sell myself to the employer.	CS	1							1
301	Qualifications, skills, strategic thinking.	JS,CTS	2				1			
302	I am not good in starting conversation, but when I feel relaxed and confident, things will get flowing.			1						
303	Maybe, my presence shows that I am serious and willing to work besides my knowledge and skills.	JS	1				1			1
304	Qualification, maybe.						1			
305	To support my family, to see and experience new things.									
306	I am a confident person.			1						
307	Because it is the first step to improve life.									
308	My appearance, confidence and ability.			1				1	1	
309	Because of my skills and ability.	JS	1					1		
310	My abilities to apply knowledge to real life situations and my attitude to what I am doing.							1		1
311	Because I have met the organization's expectations.								1	
312	I am a trusted employee.									1
313	Because of my ability.							1		
314	Because I am successful.									
315	Because I did well in the interview, my communication skills are excellent and my grades are good.	IS,CS	2				1			
316	Because of my ability to do the job and interest in this kind of job.									1

No	Statement	Code									
317	I am good in public speaking and interaction with people.	CS,SS	2								1
318	I am a hardworking person.										1
319	I have prepared myself including my studies (Diplome and Degree), I can compete with others to get a job.						1				1
320	I have the knowledge in the area.							1			
321	I can work individually and in groups. I am confident in decision making.				1						2
322	I am a hardworking person.										1
323	I have a very good understanding in coding.							1			
324	I exhibit proper behaviour that suits the job at the right time.										1
325	Abilities to communicate and interpersonal skills.	CS,SS	2								
326	Better communication.	CS	1								
327	Fulfill the job requirements.								1		
328	I have job experience and the degree will add more benefit for me.						1	1			
329	Knowledge.							1			
330	I am alert in work and follow procedure.										2
331	I am really confident.				1						
332	Because I am intelligent.										1
333	I am an excellent person.										1
334	Experience.				1						
335	Because I know how to communicate in English and Mandarin and have several skills like accounting and mathematics.	WS,CS	2								1
336	Full of determination and interest in the job.										2
337	I think it is because of my passion and knowledge that makes me qualified.							1			1
338	Because I am very interested in the job, good at programming and I have the skills to be a good system analyst.	WS	1								1
339	Of course my qualification.						1				
340	Because of my capabilities in doing the job.								1		
341	I am so passionate for the job, I have much desire for the job and ever willing to learn.										2
342	My CGPA.						1				
343	My participation in some co-curricular activities at the university.										1
344	Creative thinking, pleasant personality and I have an ambitious attitude to perform well.	C2TS	1								1
345	I have the abilities to get the job.								1		
346	Meet organization's expectations.								1		
347	My knowledge, eager to learn and work hard, and my experience will help me.						1	1			1
348	Responsible person.										1
349	My communication and skills.	CS,JS	1								
350	No.										
351	Succeeded in the interview because I am the best.	IS	1								
352	My communication skills.	CS	1								
353	Innovative and highly resourceful							1			1
354	I have extra knowledge in programming and languages							1		1 X	
355	Because I get what I want										
356	Skillful, Confident and Trust myself	JS	1	1							1
357	Don't know										

No.	Response	Code	Count										
358	Confident with myself			1									
359	Because I am qualified for that job.									1			
360	My skills and personalities. My critical thinking and knowledge of another language are plus points.	JS,CTS	2									1	1 X
361	Good communication.	CS	1										
362	The employer is lucky to have me.													
363	Smart.													1
364	Communication skills.	CS	1										
365	Because I like to discover new things.													1
366	My qualifications.						1						
367	I do not need a job.													
368	My qualification.						1						
369	My qualifications meet their needs.						1		1				
370	Luck.										1		
371	My confidence.			1									
372	My CGPA is good and I have working experience.					1	1						
373	My qualification.						1						
374	Own the abilities that the company seeks.								1	1			
375	Ability and good result.						1			1			
376	I did well in the interview.	IS	1										
377	Because I have the technical skills as well as soft skills needed by the company.	WS,SS	2										
378	I can get the job.													
379	Because of my skills.	JS	1										
380	Experience.					1							
381	Good interpersonal.	SS	1										
382	Confident with myself.			1									
383	Knowledge in that particular field.							1					
384	Because I can help the company to earn more money.													1
385	I am good.													1
386	Excellent skills.	JS	1										
387	Gain a lot of knowledge, experience and money.					1		1						1
388	The skills that I have.	JS	1										
389	Current skills and future potentials.	JS	1										
390	Skillful and knowledgeable.	JS	1				1						
391	Because I have high motivation.													1
392	I am good in doing what I am told to do.													1
393	Good soft skills.	SS	1										
394	PR skills.	SS	1										
395	Qualification could be the main cause.						1						
396	Good in soft skills.	SS	1										
397	The company needs me, I guess.										1		
398	Because of the experience I earned for the work within two years.					1							
399	Because of my talents and I am good at the job.													1
400	Could be my communication skills.	CS	1										
401	Too honest.													1
402	Fast learner.													1
403	General knowledge.							1					
404	Confidence and ability.			1							1		
405	Because I am a good communicator.	CS	1										
406	With my working experience and education background.					1	1						
407	Because I have good communication skills and I can mix with people and I	CS,SS	2										

No.	Statement	Code									
	have analtical thinking.										
408	Not employed yet.										
409	I have extra interpersonal skills which I think is very important.	SS	1								
410	Knowledge, capability.							1		1	
411	My academic qualifications and good communication and soft skills.	CS,SS	2			1					
412	Because I mingle easily with people around me and connecting with them is something I am good at.	SS	1								
413	Teamwork.										1
414	I am innovative and highly resourceful.							1			1
415	Yes.										
416	My talent and experience.				1				1		
417	Look at the unemployed people, I am LUCKY.									1	
418	Capablilities.								1		
419	My self confidence.			1							
420	Qualification.					1					
421	I meet the job requirements.						1				
422	My communication skills and my appearance.	CS	1						1		
423	I fit the position.						1				
424	Skill.	JS	1								
425	I have the necessary skills and qualifications.	JS	1			1					
426	Because of the high competition for jobs among graduates.										1
427	I am open-minded, confident, can speak out, adaptable and work as a team.	CS	1	1							3
428	Self confidence.			1							
429	Knowledge.						1				
430	Good preparation for the interview.	IS	1								
431	Because of my luck.									1	
432	No idea.										
433	Skills.	JS	1								
434	Because of my credibility and have all the requirements they want.						1	1			
435	Skills, knowledge, lucky.	JS	1				1			1	
436	Skills, knowledge.	JS	1				1				
437	My ability to project positive characteristics as a worker during interview.	IS	1								1
438	Able to join the esteem company.										
439	My own abilities.								1		
440	Because of my degree.					1					
441	Maybe?										
442	My self confidence.			1							
443	My languages courses give me more benefits.									1 X	
444	Because I am really interested in the job.										1
445	Can communicate with others.	CS	1								
446	Communication skills and knowledge.	CS	1				1				
447	I have skills that I have learned.	WS	1								
448	Attitude.										1
449	Because I am qualified.					1					
450	Hard working, good in group work.										2
451	I am good in programming, able to do challenging jobs.						1	1			
452	Determine to succeed and can complete jobs given.										2
453	Willing to learn.										1

No.	Response	Code										
454	Not exactly enough for long time											
455	Hard working, fast learner.											2
456	Because I gain more knowledge studying in UiTm					1						
457	My qualification, experience (internship) and personality.			1	1						1	
458	Anything.											
459	My ability and course I studied.				1		1					
460	I am very committed in doing CAD?CAM design process.											1
461	Lucky.										1	
462	Because I show my ability to the company.						1					
463	Because I am special.											
464	I am hardworking and focus.											2
465	Communication skills and attitude.	CS	1									1
466	I am very passionate in doing job.											1
467	I have knowledge in doing computer science.					1						
468	Skills.	JS	1									
469	My ability to do task, skills.	JS	1				1					
470	Because of my ability to speak well in English.	CS	1								1 E	
471	Skills.	JS	1									
472	Skills and management.	JS	1									1
473	Because I have the abilities to adapt myself in any situation.											1
474	Because I am qualified and have the effort to do any job.				1		1					
475	Because I am qualified for the job.				1							
476	Skills are my strength.	JS	1									
477	Because of my hardwork.											1
478	I can manage to do any job successfully.											1
479	Because of my skills, charm and wits.	JS	1									2
480	Because of my skills.	JS	1									
481	Because I don't need to look for other jobs.											
482	The job is related to my studies or abilities.				1		1					
483	Ability in programming.						1					
484	I am the right person for the company.											
485	Personal ability, attitude and communication skills.	CS	1									2
486	I believe in myself well.											1
487	My experience.			1								
488	I got the look, I believe and have faith I will succeed.										1	1
489	All my scarifice during study is all paid and it is a satisfaction to have a good job after graduation.											1
490	Qualification.				1							
491	I fulfill the job.						1					
492	Get what they want.						1					
493	My ability to adapt whatever I have learned at the university.											1
494	I have the ability to change things.						1					
495	Because I am very successful in that field.											
496	Because I feel that I am doing something which can give me a good salary.											
497	Because I am hardworking.											1
498	Because I am able to do the job, it is my field.				1	1						

499	Have skills and experience.	JS	1		1						
500	Because I have basics in economics and I like the job.						1				1
501	I am realistic, creative in thinking and good in decision making.	C2TS	1								
502	Skills and eagerness to learn more.	JS	1								
503	Experience and skills.	JS	1		1						
504	Expert in system design.					1	1				
505	Because I am interested in it.										1
506	I think I am the right person for the job.							1			
507	Because of my knowledge and ability.						1		1		
508	Hardworking.										1
509	I am skillful enough as a fresh graduate.	JS	1								
510	I have the ability and fully understand the job.							1			
511	My ability and performance, job experience and qualification.					1	1		1		
512	I can do what I should do.							1			
513	Because I like the job.										1
514	I like to communicate with others.	CS	1								
515	Because I am imaginative and creative person.	C2TS	1								1
516	I will give big reward to him.										
517	I have potentials, determination and can work hard.							1			2
518	I have my own creativity, use my knowledge and experience in getting this job.	C2TS	1		1		1				
519	My personality and knowledge.						1			1	
520	Willingness to learn and ability to communicate.	CS	1								1
521	No idea.										
522	My ability and soft skills.	SS	1								
523	Because I will work hard.										1
524	Because I am confident with my work.			1							
525	I have the skills for that job.	JS	1								
526	Fluent in English and good communication skills.	CS	1							1 E	
527	I feel comfortable and enjoy doing the job.										1
528	Interests.										1
529	I am very hardworking.										1
530	Skillful, able to communicate ideas.	CS	1								
531	Knowledge and soft skills in me.	SS	1				1				
532	Because the others are still unemployed.										
533	Yes.										
534	My soft skills.	SS	1								
535	I am hardworking.										1
536	My language and capability in public speaking, the way I convey my ideas, and maturity I showed when answering questions.	CS,IS	2								
537	Because I am independent, have critical thinking mind, brilliant(maybe) and can communicate very well.	CTS,CS	2								1
538	Qualification.						1				
539	Confidence.			1							
540	Because I have self confidence and I will do the job as expected.			1					1		
541	Interests and knowledge.						1				1
542	Qualification and soft skills.	SS	1				1				
543	It is my qualification and it suits job's requirements.						1		1		

544	I have knowledge in Islamic banking and good personality.					1			1	
545	Skills that I have, confidence, commitment, broad knowledge.	JS	1	1		1				
546	Because I am interested to have my own business.									1
547	Can do a little bit in PHP system.					1				
548	Communication skill and knowledge about the field.	CS	1			1				
549	I am creative and have many ideas when doing my job.	C2TS	1							
550	Because I already have experience, hopefully I can gain more knowledge.				1					
551	Because of my qualification, I fulfill the criteria to be a system analyst.					1	1			
552	Have critical thinking and the ability to control the computer system.	CTS,WS	2			1				
553	Most of the undergraduates have not worked anywhere.				1					
554	I love to teach, when ambition is supported by interest, I will do my best.									2
555	Because I am interested in teaching and always gaining knowledge.					1				2
556	Because I have a certificate.				1					
557	Because I am talented.							1		
558	The way I promote myself, in the interveiw, the interviewer can know my ability.	IS	1							
559	Because I am willing to learn more about the job.									1
560	Because I get what I want, enjoying my job and gaining confidence.				1					1
561	For my future and responsible to my family.									
562	I really like the job and will do my best to get it.									2
563	Because I believe in myself.									1
564	Because it is in the field of my study.				1	1				
565	Skilled.	JS	1							
566	Because I am smart enough and I work very hard.									2
567	Because of my ability.							1		
568	Because I have the skills for the job, e.g a very strong programming skill.	WS	1							
569	Because the job will ensure I update myself with the latest information everytime.									1
570	I have the skills required and knowledge needed for the job.	JS	1			1	1			
571	Interview performance and the skills I have obtained.	IS,JS	2							
572	My qualification, personality and ability to adapt to working environment(office politics).				1			1	1	1
573	I am able to do the job.							1		
574	I am able and willing to do the job.							1		
575	I will use the knowledge gained.					1				
576	My skills and methods in solving given tasks.									
577	Because of my education and working experience.				1					
578	The skills obtained throughout the study.	JS	1							
579	Because of my degree, IT skill, good interpersonal skills ad willing to explore and be educate.	WS,SS	2			1				2

No	Statement	Code	S	C	E	Q/D	K	R	A	P	L	Att
580	Able to convince the interviewers that I am the right candidate.								1	1		
581	Opportunities have been given.											
582	My academic qualification and how I promote myself to them.					1						
583	My qualification and skills and good communication skills.	JS,CS	2			1						
584	Hardworking, learn more and try to solve many problems. Got certificate.					1						1
585	Certificates.					1						
586	My communication skills, general knowledge.	CS	1									
587	I am eager to learn and explore new things, willing to take risks to achieve aims.											2
588	My experience in using web designs tools.				1							
589	I have determination, willing to learn to complete job given to me.											2
590	My social skills, presentation of knowledge and education.	SS	1				1					
591	My CGPA, communication skills and willing to learn.	CS	1			1						1
592	I am convince and confident of my abilities and deserve the job.							1				
593	Skillful and hardworking.	JS	1									
594	I have the criteria that they want.							1				
595	Could be my abilities, qualification, eagerness and attitude.					1				1		1
596	I have skills.	JS	1									
597	I am lucky.									1		
598			224	48	30	74	66	31	68	28	6	254

S=skills
C=confidence
E=experience
Q/D=qualifications/degrees
K=knowledge
R=requirements
A=ability
P=personality,looks,luck,fate
L=language
Att=attitude

	Skills	Attitude	Q/D	Confidence	Experience	Language	Others	Total Responses
	224	254.00	208.00	48.00	30.00	6.00	59.00	829.00
	S	Att	Q/D	C	E	L	Others	
	27.02	30.64	25.09	5.79	3.62	0.72	7.12	100.00

Appendix J3c: Responses for Question 3c

Question 3c: If you are unsuccessful, what explains your lack of success?

Respondent	Answer to Question 3.
1	Maybe because of my appearance and the interview did not go too good.
2	Lack of skills.
3	Skills.
4	Lack of skills in computer.
5	Self weaknesses and lack of skills.
6	Competition among fresh graduates.
7	Lack of skills or experience.
8	My ability/qualification does not meet their requirements.
9	Not confident enough.
10	Experience.
11	Lack of computer skills.
12	Lack of skills.
13	I will try another time.
14	Lack of motivation.
15	Do not fulfill the skill requirements.
16	Lack of skills, requirements.
17	I'm not an expert on what they want and my field (major) is not suitable for the job.
18	Maybe my certificate is unsuitable for the job and I do not have past work experience.
19	Lack of confidence.
20	Experience.
21	I need to put more effort.
22	Fresh graduate.
23	Way of speaking.
24	Lack of skills.
25	Competition from others.
26	Attitude.
27	My academic qualification does not fulfill the company's requirements.
28	Too much pressure.
29	Because I do not try hard enough.
30	I must improve my communication skills.
31	Incompetent of work experience.
32	My knowledge in the field is not enough.

33	My characteristics do not match the company's expectations.
34	My communication and ability to speak English could cause problem.
35	Confidence, lack of relevant knowledge.
36	Maybe I am over confident.
37	The course I took is not in demand in the working world now.
38	Not familiar or not prepared.
39	Maybe I am not well prepared for it.
40	Now there are many competitors.
41	Lack of skills and work experience.
42	Lack of marketing knowledge but will take more course.
43	Lack of experience.
44	Maybe I do not have enough knowledge to meet the requirements.
45	Confidence.
46	Bad communication skills.
47	Should gain more knowledge.
48	My weaknesses.
49	I am weak in programming.
50	Experience.
51	Lack of experience.
52	Lack of skills.
53	No luck.
54	Don't give up.
55	Communication, lack of self confidence.
56	Communication skills.
57	Lazy.
58	Lack of knowledge.
59	Lack of knowledge.
60	Because I am a fresh graduate and don't have enough experience during the interview.
61	Less confident.
62	Less knowledge.
63	Knowledge, skills.
64	No efforts.
65	Cannot communicate.
66	General knowledge that I know.
67	Communication.
68	Shy and unable to speak out.
69	I am not trying hard to do it.
70	Low motivation and lazy to work hard.
71	Lack of knowledge.
72	Lack of experience.
73	Lazy.
74	I have to try harder or get additional skills.
75	I might not have the skills that they are looking for.

76	Someone is better than me.
77	I do not try very hard.
78	Maybe my communication skills.
79	Lack of communication skills.
80	Lack of interpersonal skills.
81	Because I don't have the skills that they need.
82	I think it is my entire fault.
83	Lack of communication or do not match their expectations.
84	I lack efforts.
85	If I am not interested in something, it will affect my performance.
86	Not confident with my abilities.
87	Skills that I learned during my course.
88	Don't think I will face this problem.
89	I did not fulfil their requirements.
90	Lack of working experience because most companies require at least 2 year work experience.
91	I never try to know what is important in today's job market.
92	Attitude.
93	My skills do not meet company's needs.
94	Because of lacking in experience.
95	Not enough information.
96	I do not try hard enough.
97	I do not fit in.
98	Lack of programming knowledge.
99	Lazy.
100	Laziness and take a long time to complete assignments.
101	No comments.
102	Unlucky.
103	My English is poor.
104	My soft skills.
105	Maybe I am not a suitable candidate for the employer.
106	Lack of skills.
107	Did not fulfil the job requirements.
108	I do not work hard enough.
109	Lack of IT knowledge.
110	Less IT knowledge.
111	Communication skills.
112	Lack of soft skills.
113	The job is based on grades.
114	Lack of efforts.
115	Interpersonal skills.
116	My interpersonal skills.
117	Lack of information/knowledge and skills.
118	Luck and perhaps my fate, just keep trying.

119	Communication skills. Do not know how to act appropriately, I just be myself.
120	Communication problems.
121	I am not suitable for the job and I lack skills.
122	Because I do not have enough experience and not mature enough.
123	I am not giving up easily.
124	Lack of technical knowledge.
125	Luck, communication skills.
126	My capabilities do not meet the requirements.
127	Maybe the company wants experience.
128	Maybe I don't have the skills required by the company.
129	I must improve myself and know the weaknesses in me.
130	Lack of self confidence.
131	Laziness and do work last minute.
132	I need guidance for career.
133	I lack skills that the company needs.
134	I am not doing my very best.
135	My communication skills.
136	Communication skills.
137	No luck for me.
138	Do not have the experience.
139	Skills.
140	Failed a project.
141	Other skills that I do not have.
142	I don't work hard enough.
143	Lazy and less thinking.
144	Lack of communication skills.
145	Unlucky.
146	Experiences.
147	The way I communicate and control my feelings.
148	Lack of experience.
149	Communication.
150	Communication.
151	Communication.
152	Poor in skills and communication.
153	Poor in skills and do not have working experiences.
154	Lack of practical skills from my course.
155	My disabilities.
156	Not confident with my abilities.
157	When I work with people who I cannot deal with, maybe I do not have people skills.
158	I will keep on trying.
159	My communication abilities and lack of skills.
160	Maybe lack of knowledge got to improve my IT skills.

161	I have to struggle harder for a job, no luck in getting one at present.
162	I need to improve myself.
163	My lack of knowledge and appropriate certification.
164	I should work harder.
165	Bad in English and communication skills.
166	Analyse the unsuccessfulness and try harder using smart strategies.
167	Lack of experiences.
168	Experience, communication.
169	Lack of experiences.
170	No skills in IT.
171	Do not stand up and step up for myself, no confidence.
172	Lack of technical skills and self-confidence.
173	My appearance.
174	I am not good enough and I do not have the confidence.
175	It is just temporary defeat and success is always a step away from failure.
176	I need to prove myself and make people believe in me.
177	I might not be interested in the job or the working environment.
178	Maybe the job makes me bored.
179	I apply for the job just to get employed but maybe I am not interested in the job.
180	My low self-confidence.
181	Lack of knowledge, certificate and experience.
182	My communication skills.
183	Fresh graduate so lack of working experience.
184	I am not what the company wants and I am not good enough.
185	Laziness and lack of knowledge.
186	My experience and skills do not fulfil their requirements.
187	My disabilities to fulfil employers' requirements. I do not have advanced skills.
188	Lack of confidence.
189	Lack of confidence, poor command of English.
190	Cannot persuade the interviewers.
191	My grades.
192	Maybe I did not really work hard.
193	My self esteem, I lack self esteem and my grades are not so good.
194	Lack of communication skills and my English is not that good, I am better in writing than speaking.
195	I have bad habits.
196	Experiences and certification.
197	I lack efforts.
198	My results.
199	I do not have enough knowledge on current issues.
200	My communication skills, the way I express myself.

201	Lack of self confidence and communication skills.
202	My abilities do not fulfil the requirements.
203	Lacking of knowledge.
204	Lack of important skills to complete the jobs given.
205	Unlucky.
206	Skills.
207	Technical skills, communication skills.
208	Lack of chances given.
209	Lack of communication skills.
210	Did not do well in the interview.
211	Less confident, less smart than others.
212	My performance during the interview.
213	Technical skills.
214	Communication problem and scared when attending interview.
215	Because I do not have experience in the job and also do not meet their requirements.
216	Not good enough do not reach company expectations.
217	Fate.
218	I am not suited to the job.
219	My qualifications don't meet their expectations.
220	Lack of knowledge, experience.
221	I did not fulfil the criteria set.
222	Results and no basic theory.
223	Lack of experiences.
224	The employers are too choosy.
225	Lack of confidence.
226	No idea.
227	Maybe I ask for a high salary.
228	Communication skills.
229	Maybe my CGPA.
230	Interview skills.
231	My results.
232	Lack of experiences.
233	They have someone better.
234	Jealousy over my good looks.
235	My results.
236	I will think about my failure and try again.
237	I have confidence it won't happen to me.
238	No degree qualification for the post.
239	My IT related skills.
240	My skills.
241	I do not suit their requirements.
242	Maybe there is biasness, as it is too common in Malaysia, very racist and looking at skin colour.

243	Because of my academic results.
244	I will try until I am successful.
245	My education and the way I promote myself.
246	Because I have less experience in that particular field.
247	I lack of knowledge and experience for this job.
248	Lack of confidence, cannot talk fluently in English.
249	Communication.
250	Lack of knowledge.
251	My grades?
252	Maybe I am lack of skills and experience.
253	Maybe I lack experience.
254	My expression is not clear enough during the interview.
255	I am not the one they are seeking for.
256	Lack of soft skills.
257	I do not work hard enough and try my best.
258	Experience.
259	My experience and lack of support.
260	Lack of confidence.
261	Not qualified.
262	If it is for my first time, maybe it is because of my presentation skills and confidence issues.
263	I need to work harder to improve myself.
264	I should socialize more since I am shy and can't express myself.
265	I do not know until I have succeeded.
266	Lack of knowledge in certain areas.
267	It may be due to lack of knowledge.
268	Not sure.
269	My communication skills.
270	Not qualified.
271	I do not think about that because I have not gone for any interview yet.
272	That is fixed by God.
273	It is a fate what we call takdir, so everything that happens, there will be miracle after.
274	Study from the mistake and do correction for future.
275	Did not have good exam result, did not have skills.
276	Maybe I am not ready yet in obtaining the job therefore I should learn in effective way so that I can get the job.
277	Very poor in computer programming?
278	Poor communication.
279	Poor communication.
280	Lack of experience.
281	I have no good English.
282	I am not confident in myself.
283	Something wrong with myself.

284	Lack of communication skills especially when communicating with another person.
285	I do not work hard.
286	Too confident, I guess.
287	Communication skill. I can only communicate with people I know.
288	Too confident.
289	Never thought of being unsuccessful.
290	My communication skills. I am lacking of the skills where I am only have confident with people I know.
291	Low self esteem.
292	I love doing things my way.
293	To communicate with people I don't know or unfamiliar with.I speak well with foreigners but bad with other races (Chinese/Indians)
294	Not sure.
295	Myself ability and knowledge.
296	Because I prefer to work alone.
297	Lack of quality in fulfilling the job requirements.
298	My over confidence and inconsistent focus.
299	The faith.
300	The inability to market myself and convince others to accept my capabilities.
301	I lack communication skills.
302	My confidence level on the job/interview skill is low.
303	Working experience.
304	Because I did not prepare well before the interview session and nervous.
305	Yes, it is maybe my communication skills.
306	Knowledge in the area of the job applied.
307	Not confident enough.
308	Not confident enough.
309	Maybe other candidates have more talents.
310	I did not consider every possibility when making a decision, I have no critical thinking skills and no decision making skills.
311	Not confident.
312	The working environment.
313	It is just a matter of time to reach the targeted point.
314	Do not have experience on the application they required.
315	No experience.
316	Lack of communication skills and lack of experience.
317	Competition from fresh graduates.
318	Self confidence.
319	Sometimes cannot memorize many things at a time.
320	Laziness.
321	Lack of confidence.

322	Skills of communication, not enough experience.
323	Do not know how to sell myself, lack of confidence.
324	Take it as a challenge and never let unsuccessful things pull me down.
325	I may not be knowledgeable enough or my qualification does not suit their expectations.
326	Lack of communication skills and no critical thinking.
327	Competition.
328	Lack of experience.
329	I am sure I will be successful.
330	Lack of experience and certain knowledge.
331	Unfocused.
332	Not doing well during interview session.
333	Lack of communication skills.
334	Maybe I do not meet job's requirements.
335	Lack of experience.
336	Lack of communication skills.
337	My pointer.
338	Sad if I am unsuccessful.
339	Education.
340	Education background.
341	Lack of experience.
342	Confidence.
343	No confidence, poor communication skills.
344	Communication skills and writing skills.
345	Poor communication in English.
346	Lack of communication skills.
347	Maybe I have misjudged the situation.
348	Poor in communication.
349	The employer is unlucky not to have me.
350	Poor interview skills.
351	Technical skills.
352	My lack of confidence.
353	Maybe work experience.
354	Not applicable. I will get a job.
355	Communication.
356	My qualification is not good enough to impress employer.
357	Communication.
358	My mistake about analyzing something.
359	Critical thinking ability.
360	No idea.
361	Technical skills.
362	Communication skills, English.
363	I did not do well in the interview.
364	I did not present my skills and abilities well in the interview.

365	No luck and not enough knowledge.
366	Communication.
367	I don't have the required knowledge.
368	Poor in communication.
369	Lazy.
370	I lack inter communication skills.
371	No comment.
372	Experience and individual skills.
373	Not enough information on the job applied.
374	Lack of confidence.
375	Lack of experience and needed requirements in the market.
376	Lack of skills
377	Poor communication, skills, poor understanding
378	Miscommunication, misunderstanding.
379	Not confident.
380	Lack of communication skills.
381	Careless, lazy, talkative.
382	Maybe did not fulfil their requirements.
383	Lack of soft skills requirements, lack fluency in spoken English.
384	Maybe communication.
385	I will still proceed, will not surrender.
386	I don't have a lot of experience.
387	Confidence.
388	Lack of communication skills.
389	Lack of interview skills, confidence.
390	Lack of confidence.
391	Not enough experience since I am a fresh graduate.
392	Lack of confidence and perhaps not good enough compared to other applicants.
393	Not enough confidence.
394	Lack of communication skills.
395	Maybe because lack of experience.
396	Laziness.
397	Education/syllabus qualification.
398	Social skills.
399	Other people are better off in academic qualification.
400	I give up easily.
401	My temper.
402	Lack of experience.
403	Soft skills basically.
404	Myself, my unpreparedness.
405	I do not do well enough.
406	Insufficient abilities.
407	I will think about how to solve the problem and succeed later.

408	I do not meet the job requirements.
409	My lack of experience and the level of my knowledge based skills.
410	Hard luck.
411	Competition.
412	My qualification does not fit position.
413	Lack of good communication skills.
414	My results maybe.
415	The inability to think independently.
416	Lack of information/knowledge.
417	Not confident enough.
418	Because I have no luck.
419	No idea.
420	Skills, communication.
421	Not ready for the interview or not related to what I have studied.
422	The competition is strong.
423	The competitors.
424	Lack of job experiences that relates with the industry which the company is currently in.
425	Not that excellent.
426	Lack of abilities, do not reach company's expectation.
427	Lack of past work experiences.
428	Lazy.
429	Maybe I did not fulfil some criteria.
430	Less confident or something went wrong during interview.
431	I have quite low self confidence and not good in communication skills.
432	Lack of working experience.
433	Lazy, perhaps.
434	First impression. Failed to convince the employers.
435	Lazy.
436	Fated.
437	I have gone through the difficult level because of my inabilities, I try to improve myself.
438	Time. Wrong timing.
439	Something must be improved in me.
440	Not my turn.
441	I don't have what they need so I will study and improve myself.
442	I think it is because my pointer is below 3.5.
443	Communication skills.
444	Communication skills.
445	Because of my pointer, maybe.
446	Lazy.
447	I do not have enough skills.
448	Because I am lazy.
449	Time management and critical thinking skills.

450	Communication skills.
451	Present situation, not many work because of the bad economy.
452	I lack programming skills.
453	Confidence level.
454	My communication skills.
455	My poor skills in documentation.
456	Communication.
457	Just ran out of luck.
458	Lack of knowledge and communication skill that can fulfil requirement.
459	Because I am a fresh graduate and do not have enough knowledge.
460	My ability to work is not enough, less experience as I am a fresh graduate.
461	Fear and nervous.
462	I look at it in a positive way, unsuccessful means getting experience to succeed in future.
463	Experience.
464	Because of my skills, my charms and wits.
465	Just ran out of luck.
466	Maybe I don't suit the job. I do not have what they want.
467	If there is no effort, there is no success.
468	Inappropriate academic qualifications.
469	Lack of skills.
470	Lack of communication skills.
471	I might not have enough skills yet.
472	My skills.
473	Ego
474	Maybe I do not have the suitable characteristics/personalities for the job.
475	Stutter during interview.
476	Maybe I need training/experience in some areas.
477	Competition from others.
478	Not enough experience and do not know how to take opportunities around me.
479	Lack of formal communication skills.
480	Because of my commitments and environment factors.
481	There is no agreement between me and the job. I do not fulfil requirements.
482	Probably success comes from opportunity and hard work. Not my luck.
483	Lack of experience, different fields of work and different groups of people.
484	Not confident.
485	I think negatively.
486	Experience.

487	Attitude.
488	Lack of experience.
489	Maybe I was not the right person for the job.
490	Luck or knowledge.
491	My lack of hard work.
492	Lack of confidence during the interview.
493	My concentration and complacent.
494	Lack of communication skills. I will feel nervous when faced with unexpected questions during interview.
495	I will ask someone who knows about it and learn from him.
496	Need more information or knowledge.
497	Need more information or knowledge and experience.
498	I lack of knowledge or ideas.
499	Just not my luck, will try again next time.
500	I have a little experience compare to others who have 3-4years experience.
501	Lack of experiences.
502	Lack of experiences.
503	Because of fate, number of vacancies of job, and economic situation.
504	Maybe because I am lazy.
505	Lack of knowledge.
506	My fault for not being prepared but I will try to change myself to be better.
507	Because I give up easily without trying many times.
508	Stress, depress and tired.
509	Lack of knowledge, maybe others are better.
510	Cannot concentrate too long.
511	Lack of preparation.
512	Many other candidates are more suitable.
513	Try and try until I die.
514	Challenge from other applicants or must put more efforts.
515	My experience.
516	I am not confident.
517	Too ambitious will lead to silly mistakes and chaotic situation.
518	Not ready during the interview, maybe.
519	Lack preparation for the interview.
520	Communication.
521	Miscommunication.
522	Lack of confidence and communication skills.
523	Lack experience and less confident.
524	Lack of research on the job so not confident.
525	Lack of confidence during the interview.
526	Not enough effort, follow mood to do things, delay work, do not ask question s when don't u/stand.

527	I think I lack of experience using other software than the one I use when study.
528	I should have more skill to do a system such as in JAVA, NET because job market needs these skills.
529	Improve communication.
530	I think I have some problems in my communication.
531	Maybe there is something more that I should learn/know especially in general knowledge.
532	Maybe because I do not have working experience in IT sectors.
533	I don't have public relations skills.
534	I will try my best until I succeed in my career.
535	Failed to apply teaching techniques.
536	Have problem in doing the work.
537	Communication, because I cannot speak English well and personality.
538	Not good in English pronunciation.
539	Should do more book revision and ask friend.
540	It is not my turn yet, I need to improve my skills with time.
541	Do not have the skills.
542	The failure will be an experience for me.
543	Wasting time is the worst thing in my life.
544	Lack of experience.
545	Communication.
546	I am very confident with my future.
547	Lack of experience.
548	Less experience for the job.
549	Lack of communication skills.
550	Myself.
551	No. I will be successful.
552	Lack of required skills and knowledge.
553	Lack of experience.
554	Lack of experience, unable to impress the interviewers.
555	Maybe, I don't try hard enough.
556	Shy to ask.
557	Lack of experience and average result.
558	Lack of experience and certain skills.
559	Not good in communication skills.
560	Lacked self discipline.
561	Lack of IT skills and CGPA.
562	Not confident with myself.
563	Too choosy.
564	Lack of soft skills, don't deliver ideas properly.
565	Unable to impress people because of my personality.
566	I must find way to be successful and get more knowledge.
567	Lack ability to present myself.

568	Less effort, careless, not really interested in the things I am doing.
569	Lack real life experience to face and solve critical problems.
570	Unable to convince interviewers of my strengths.
571	I lack of knowledge and confidence.
572	My confidence.
573	Experience in the real working world.
574	I failed to convince them of my abilities and strength.
575	Lack of experience.
576	Lack of confidence and not good at expressing thoughts.
577	Lack of experience and skills for the job.
578	No experience.
579	A person is successful only if he wants to be, maybe I do not try hard enough.

R	Answers for Question 3c.	S		Q	K	C	E	L	R	P	Att	Others
1	Maybe because of my appearance and the interview did not go too good.	1	IS							1		1
2	Lack of skills.	1	JS									
3	Skills.	1	JS									
4	Lack of skills in computer.	1	WS									
5	Self weaknesses and lack of skills.	1	JS									1
6	Competition among fresh graduates.											1
7	Lack of skills or experience.	1	JS				1					
8	My ability/qualification does not meet their requirements.			1				1				
9	Not confident enough.					1						
10	Experience.						1					
11	Lack of computer skills.	1	WS									
12	Lack of skills.	1	JS									
13	I will try another time.											
14	Lack of motivation.										1	
15	Do not fulfill the skill requirements.	1	JS					1				
16	Lack of skills, requirements.	1	JS					1				
17	I'm not an expert on what they want and my field(major) is not suitable for the job.			1			1					
18	Maybe my certificate is unsuitable for the job and I do not have past work experience.			1			1	1				
19	Lack of confidence.					1						
20	Experience.						1					
21	I need to put more effort.										1	
22	Fresh graduate.						1					
23	Way of speaking.	1	CS					1				
24	Lack of skills.	1	JS									
25	Competition from others.											1
26	Attitude.										1	
27	My academic qualification does not fulfill the company's requirements.			1				1				
28	Too much pressure.											1
29	Because I do not try hard enough.										1	
30	I must improve my communication skills.	1	CS									
31	Incompetent of work experience.						1					
32	My knowledge in the field is not enough.				1							
33	My characteristics do not match the company's expectations.							1				
34	My communication and ability to speak English could cause problem.	2	CS ,CS					1				
35	Confidence, lack of relevant knowledge.				1	1						
36	Maybe I am over confident.					1					1	
37	The course I took is not in demand in the working world now.			1								
38	Not familiar or not prepared.										1	
39	Maybe I am not well prepared for it.										1	
40	Now there are many competitors.											1
41	Lack of skills and work experience.	1	JS				1					
42	Lack of marketing knowledge but will take more course.				1							
43	Lack of experience.						1					
44	Maybe I do not have enough knowledge to meet the requirements.				1			1				
45	Confidence.					1						
46	Bad communication skills.	1	CS					1				
47	Should gain more knowledge.				1							
48	My weaknesses.										1	

#	Statement										
49	I am weak in programming.	1	WS								
50	Experience.					1					
51	Lack of experience.					1					
52	Lack of skills.	1	JS								
53	No luck.							1			
54	Don't give up.										
55	Communication, lack of self confidence.	1	CS			1					
56	Communication skills.	1	CS								
57	Lazy.								1		
58	Lack of knowledge.			1							
59	Lack of knowledge.			1							
60	Because I am a fresh graduate and don't have enough experience during the interview.	1	IS			1					
61	Less confident.				1						
62	Less knowledge.			1							
63	Knowledge, skills.	1	JS	1							
64	No efforts.								1		
65	Cannot communicate.	1	CS				1				
66	General knowledge that I know.			1							
67	Communication.	1	CS								
68	Shy and unable to speak out.	1	CS		1		1				
69	I am not trying hard to do it.										
70	Low motivation and lazy to work hard.								2		
71	Lack of knowledge.			1							
72	Lack of experience.					1					
73	Lazy.								1		
74	I have to try harder or get additional skills.	1	JS								
75	I might not have the skills that they are looking for.	1	JS					1			
76	Someone is better than me.										1
77	I do not try very hard.								1		
78	Maybe my communication skills.	1	CS								
79	Lack of communication skills.	1	CS								
80	Lack of interpersonal skills.	1	SS								
81	Because I don't have the skills that they need.	1	JS					1			
82	I think it is all my fault.								1		
83	Lack of communication or do not match their expectations.	1	CS					1			
84	I lack efforts.								1		
85	If I am not interested in something, it will effect my performance.								1		
86	Not confident with my abilities.				1						
87	Skills that I learned during my course.	1	WS								
88	Don't think I will face this problem.								1		
89	I did not fulfill their requirements.							1			
90	Lack of working experience because most companies require at least 2 year work experience.					1		1			
91	I never try to know what is important in today's job market.			1							
92	Attitude.								1		
93	My skills do not meet company's needs.	1	JS					1			
94	Because of lacking in experience.					1					
95	Not enough information.			1							
96	I do not try hard enough.								1		
97	I do not fit in.										1
98	Lack of programming knowledge.			1							
99	Lazy.								1		
100	Laziness and take a long time to complete assignments.								1		
101	No comments.										
102	Unlucky.							1			
103	My English is poor.	1	CS				1				

No.	Response	Count	Code	1	2	3	4	5	6	7	8	9
104	My soft skills.	1	SS									
105	Maybe I am not a suitable candidate for the employer.								1			
106	Lack of skills.	1	JS									
107	Did not fulfill the job requirements.								1			
108	I do not work hard enough.										1	
109	Lack of IT knowledge.				1							
110	Less IT knowledge.				1							
111	Communication skills.	1	CS									
112	Lack of soft skills.	1	SS									
113	The job is based on grades.			1								
114	Lack of efforts.										1	
115	Interpersonal skills.	1	SS									
116	My interpersonal skills.	1	SS									
117	Lack of information/knowledge and skills.	1	JS		1							
118	Luck and perhaps my fate, just keep trying.									1		
119	Communiaction skills.Do not know how to act appropriately, I just be myself.	1	CS									
120	Communication problems.	1	CS									
121	I am not suitable for the job and I lack skills.	1	JS						1			
122	Because I do not have enough experience and not mature enough.						1					
123	I am not giving up easily.											
124	Lack of technical knowledge.				1							
125	Luck, communication skills.	1	CS							1		
126	My capabilities do not meet the requirements.								1			
127	Maybe the company wants experience.						1					
128	Maybe I don't have the skills required by the company.	1	JS						1			
129	I must improve myself and know the weaknesses in me.											
130	Lack of self confidence.					1						
131	Laziness and do work last minute.										2	
132	I need guidance for career.											1
133	I lack skills that the company needs.	1	WS						1			
134	I am not doing my very best.										1	
135	My communication skills.	1	CS									
136	Communication skills.	1	CS									
137	No luck for me.									1		
138	Do not have the experience.						1					
139	Skills.	1	JS									
140	Failed a project.			1								
141	Other skills that I do not have.	1	JS									
142	I don't work hard enough.										1	
143	Lazy and less thinking.	1	CTS								1	
144	Lack of communication skills.	1	CS									
145	Unlucky.									1		
146	Experiences.						1					
147	The way I communicate and control my feelings.	1	CS								1	
148	Lack of experience.						1					
149	Communication.	1	CS									
150	Communication.	1	CS									
151	Communication.	1	CS									
152	Poor in skills and communication.	2	JS, CS									
153	Poor in skills and do not have working experiences.	1	JS				1					
154	Lack of practical skills from my course.	1	WS									
155	My disabilities.											
156	Not confident with my abilities.					1						
157	When I work with people who I cannot deal with, maybe I do not have people	1	SS									

No.	Statement	n	Code	1	2	3	4	5	6	7	8
	skills.										
158	I will keep on trying.										
159	My communication abilities and lack of skills.	2	CS, JS								
160	Maybe lack of knowledge, got to improve my IT skills.	1	WS	1							
161	I have to struggle harder for a job, no luck in getting one at present.										1
162	I need to improve myself.										1
163	My lack of knowledge and appropriate certification.			1							
164	I should work harder.									1	
165	Bad in English and communication skills.	2	CS, CS				1				
166	Analyse the unsuccessfulness and try harder using smart strategies.										
167	Lack of experiences.					1					
168	Experience, communication.	1	CS			1					
169	Lack of experiences.					1					
170	No skills in IT.	1	WS								
171	Do not stand up and step up for myself, no confidence.				1						
172	Lack of technical skills and self-confidence.	1	WS		1						
173	My appearance.							1			
174	I am not good enough and I do not have the confidence.				1				1		
175	It is just temporary defeat and success is always a step away from failure.										
176	I need to prove myself and make people believe in me.										1
177	I might not be interested in the job or the working environment.								1		
178	Maybe the job makes me bored.								1		
179	I apply for the job just to get employed but maybe I am not interested in the job.								1		
180	My low self-confidence.				1						
181	Lack of knowledge, certificate and experience.			1		1					
182	My communication skills.	1	CS								
183	Fresh graduate so lack of working experience.					1					
184	I am not what the company wants and I am not good enough.								1	1	
185	Laziness and lack of knowledge.			1						1	
186	My experience and skills do not fulfill their requirements.	1	JS			1		1			
187	My disabilities to fulfill employers' requirements. I do not have advanced skills.							1			
188	Lack of confidence.				1						
189	Lack of confidence, poor command of English.	1	CS		1		1				
190	Cannot persuade the interviewers.	1	IS								
191	My grades.			1							
192	Maybe I did not really work hard.									1	
193	My self esteem, I lack self esteem and my grades are not so good.			1						1	
194	Lack of communication skills and my English is not that good, I am better in writing than speaking.	1	CS				1				
195	I have bad habits.									1	
196	Experiences and certification.			1		1					
197	I lack efforts.									1	
198	My results.										
199	I do not have enough knowledge on current issues.			1							

No	Response		Code								
200	My communication skills, the way I express myself.	1	CS								
201	Lack of self confidence and communication skills.	1	CS			1					
202	My abilities do not fulfill the requirements.								1		
203	Lacking of knowledge.				1						
204	Lack of important skills to complete the jobs given.	1	JS								
205	Unlucky.									1	
206	Skills.	1	JS								
207	Technical skills, communication skills.	2	WS,CS								
208	Lack of chances given.									1	
209	Lack of communication skills.	1	CS								
210	Did not do well in the interview.	1	IS								1
211	Less confident, less smart than others.					1					1
212	My performance during the interveiw.	1	IS								1
213	Technical skills.	1	WS								
214	Communication problem and scared when attending interview.	2	CS.IS			1					1
215	Because I do not have experience in the job and also do not meet their requirements.						1		1		
216	Not good enough, do not reach company expectations.								1		
217	Fate.									1	
218	I am noot suited to the job.								1		
219	My qualifications don't meet their expectations.				1				1		
220	Lack of knowledge, experience.				1		1				
221	I did not fulfill the criteria set.								1		
222	Results and no basic theory.				1	1					
223	Lack of experiences.						1				
224	The employers are too choosy.										1
225	Lack of confidence.					1					
226	No idea.										
227	Maybe I ask for a high salary.									1	
228	Communication skills.	1	CS								
229	Maybe my CGPA.				1						
230	Interview skills.	1	IS								1
231	My results.				1						
232	Lack of experiences.						1				
233	They have someone better.										
234	Jealousy over my good looks.									1	
235	My results.				1						
236	I will think about my failure and try again.										
237	I have confidence it won't happen to me.					1				1	
238	No degree qualification for the post.				1						
239	My IT related skills.	1	WS								
240	My skills.	1	JS								
241	I do not suit their requirements.								1		
242	Maybe there is biasness, as it is too common in Malaysia, very racist and looking at skin colour.										1
243	Because of my academic results.				1						
244	I will try until I am successful.										
245	My education and the way I promote myself.				1						
246	Because I have less experience in that particular field.						1				
247	I lack of knowledge and experience for this job.				1		1				
248	Lack of confidence, can not talk fluently in English.	1	CS			1		1			
249	Communication.										

190

No.	Statement		Code									
250	Lack of knowledge.				1							
251	My grades?			1								
252	Maybe I am lack of skills and experience.	1	JS					1				
253	Maybe I lack experience.							1				
254	My expression is not clear enough during the interview.	2	CS ,IS									
255	I am not the one they are seeking for.										1	1
256	Lack of soft skills.	1	SS									
257	I do not work hard enough and try my best.										1	
258	Experience.							1				
259	My experience and lack of support.							1				
260	Lack of confidence.						1					
261	Not qualified.			1						1		
262	If it is for my first time, maybe it is because of my presentation skills and confidence issues.	1	WS				1					
263	I need to work harder to improve myself.											1
264	I should socialize more since I am shy and can't express myself.	1	SS									
265	I do not know until I have succeeded.										1	
266	Lack of knowledge in certain areas.				1							
267	It may be due to lack of knowledge.				1							
268	Not sure.										1	
269	My communication skills.	1	CS									
270	Not qualified.			1						1		
271	I do not think about that because I have not gone for any interview yet.										1	
272	That is fixed by God.									1		
273	It is a fate what we call takdir, so every thing that happens, there will be miracle after.									1		
274	Study from the msitake and do correction for future.											
275	Did not have good exam result, did not have skills.	1	JS	1								
276	Maybe I am not ready yet in obtaining the job therefore I should learn in effective way so that I can get the job.										1	
277	Very poor in computer programming?	1	WS									
278	Poor communication.	1	CS									
279	Poor communication.	1	CS									
280	Lack of experience.							1				
281	I have no good English.	1	CS						1			
282	I am not confident in myself.						1					
283	Something wrong with myself.										1	
284	Lack of communication skills especially when communicating with another person.	1	CS									
285	I do not work hard.										1	
286	Too confident, I guess.						1				1	
287	Communication skill. I can only communicates with people I know.	1	CS									
288	Too confident.						1				1	
289	Never thought of being unsuccessful.						1				1	
290	My communication skills. I am lacking of the skills where I am only have confident with people I know.	1	CS				1					
291	Low self esteem.										1	
292	I love doing things my way.										1	
293	To communicate with people I don't know or unfamiliar with.I speak well with foreigners but bad with other races (Chinese/Indians)	1	CS									
294	Not sure.										1	
295	My self ability and knowledge.				1							
296	Because I prefer to work alone.										1	

No.	Response		Code								
297	Lack of quality in fulfilling the job requirements.								1		
298	My over confidence and inconsistent focus.				1					2	
299	The faith.								1		
300	The inability to market myself and convince others to accept my capabilities.	1	CS								
301	I lack communication skills.	1	CS								
302	My confidence level on the job/interview skill is low.	1	IS		1						
303	Working experience.					1					
304	Because I did not prepare well before the interview session and nervous.	1	IS							1	
305	Yes, it is maybe my communication skills.	1	CS								
306	Knowledge in the area of the job applied.			1							
307	Not confident enough.				1						
308	Not confident enough.				1						
309	Maybe other candidates have more talents.										1
310	I did not consider every possiblities when making a decision, I have no critical thinking skills and no decision making skills.	1	CTS								
311	Not confident.				1						
312	The working environment.										1
313	It is just a matter of time to reach the targeted point.										1
314	Do not have experience on the application they required.					1	1				
315	No experience.					1					
316	Lack of communication skills and lack of experience.	1	CS			1					
317	Competition from fresh graduates.										1
318	Self confidence.				1						
319	Sometimes cannot memorize many things at a time.									1	
320	Laziness.									1	
321	Lack of confidence.				1						
322	Skills of communication, not enough experience.	1	CS			1					
323	Do not know how to sell myself, lack of confidence.				1						
324	Take it as a challenge and never let unsuccessful things pull me down.										
325	I may not be knowledgeable enough or my qualification does not suit their expectations.			1	1			1			
326	Lack of communication skills and no critical thinking.	2	CS,CTS								
327	Competition.										1
328	Lack of experience.					1					
329	I am sure I will be successful.										
330	Lack of experience and certain knowledge.			1		1					
331	Unfocus.									1	
332	Not doing well during interview session.	1	IS								
333	Lack of communication skills.	1	CS								
334	Maybe I do not meet job's requirements.							1			
335	Lack of experience.					1					
336	Lack of communication skills.	1	CS								
337	My pointer.			1							
338	Sad if I am unsuccessful.										
339	Education.			1							
340	Education background.			1							

No.	Response	Count	Code									
341	Lack of experience.							1				
342	Confidence.						1					
343	No confidence, poor communication skills.	1	CS				1					
344	Communication skills and writing skills.	2	CS,WS									
345	Poor communication in English.	1	CS						1			
346	Lack of communication skills.	1	CS									
347	Maybe I have misjudged the situation.										1	
348	Poor in communication.	1	CS									
349	The employer is unlucky not to have me.											
350	Poor interview skills.	1	IS									1
351	Technical skills.	1	WS									
352	My lack of confidence.						1					
353	Maybe work experience.							1				
354	Not applicable. I will get a job.											
355	Communication.	1	CS									
356	My qualification is not good enough to impress employer.				1				1			
357	Communication.	1	CS									
358	My mistake about analyzing something.											
359	Critical thinking ability.	1	CTS									
360	No idea.										1	
361	Technical skills.	1	WS									
362	Communication skills, english.	1	CS						1			
363	I did not do well in the interview.	1	IS									
364	I did not present my skills and abilities well in the interview.	1	JS									
365	No luck and not enough knowledge.				1					1		
366	Communication.	1	CS									
367	I don't have the required knowledge.				1							
368	Poor in communication.	1	CS									
369	Lazy.										1	
370	I lack inter communication skills.	1	CS									
371	No comment.											
372	Experience and individual skills.	1	SS					1				
373	Not enough information on the job applied.											
374	Lack of confidence.						1					
375	Lack of experience and needed requirements in the market.							1		1		
376	Lack of skills	1	JS									
377	Poor communication, skills, poor understanding	2	CS,JS									
378	Miscommunication, misunderstanding.	1	CS									
379	Not confident.						1					
380	Lack of communication skills.	1	CS									
381	Careless, lazy, talkative.										3	
382	Maybe did not fulfill their requirements.									1		
383	Lack of softskills requirements, lack fluency in spoken english.	2	SS,SS						1	1		
384	Maybe communication.	1	CS									
385	I will still proceed, will not surrender.											
386	I don't have a lot of experience.							1				
387	Confidence.						1					
388	Lack of communication skills.	1	CS									
389	Lack of interview skills, confidence.	1	IS				1					1
390	Lack of confidence.						1					
391	Not enough experience since I am a fresh graduate.							1				
392	Lack of confidence and perhaps not good enough compared to other applicants.						1					1
393	Not enough confidence.						1					
394	Lack of communication skills.	1	CS									

#	Response	Count	Code								
395	Maybe because lack of experience.						1			1	
396	Laziness.									1	
397	Education/syllabus qualification.				1						
398	Social skills.	1	SS								
399	Other people are better off in academic qualification.				1						
400	I give up easily.									1	
401	My temper.									1	
402	Lack of experience.						1				
403	Soft skills basically.	1	SS								
404	Myself, my unpreparedness.									1	
405	I do not do good enough.							1			
406	Insufficient abilities.							1			
407	I will think about how to solve the problem and succeed later.									1	
408	I do not meet the job requirements.							1			
409	My lack of experience and the level of my knowledge based skills.	1	WS			1	1				
410	Hard luck.								1		
411	Competition.										1
412	My qualification does not fit position.				1			1			
413	Lack of good communication skills.	1	CS								
414	My results maybe.				1						
415	The inability to think independently.	1	CTS								
416	Lack of information/knowledge.					1					
417	Not confident enough.						1				
418	Because I have no luck.								1		
419	No idea.										
420	Skills, communication.	2	JS, CS								
421	Not ready for the interview or not related to what I have studied.							1			
422	The competition is strong.										1
423	The competitors.										1
424	Lack of job experiences that relates with the industry which the cpmpany is currently in.						1				
425	Not that excellent.				1						
426	Lack of abilities, do not reach company's expectation.							1			
427	Lack of past work experiences.						1				
428	Lazy.									1	
429	Maybe I did not fulfill some criterias.							1			
430	Less confident or something went wrong during interview.	1	IS				1				
431	I have quite low self confidence and not good in communication skills.	1	CS				1				
432	Lack of working experience.						1				
433	Lazy, perhaps.									1	
434	First impression. Failed to convince the employers.										1
435	Lazy.									1	
436	Fated.								1		
437	I have gone through the difficult level because of my inabilities, I try to improve myself.							1			
438	Time. Wrong timing.								1		
439	Something must be improved in me.							1			
440	Not my turn.								1		
441	I don't have what they need so I will study and improve myself.							1			
442	I think it is because my pointer is below 3.5.				1						
443	Communication skills.	1	CS								
444	Communication skills.	1	CS								
445	Because of my pointer, maybe.				1						
446	Lazy.									1	
447	I do not have enough skills.	1	JS								

No.	Statement		Code							
448	Because I am lazy.								1	
449	Time management and critical thinking skills.	1	CTS							
450	Communication skills.	1	CS							
451	Present situation, not many work because of the bad economy.									1
452	I lack programming skills.	1	WS							
453	Confidence level.				1					
454	My communication skills.	1	CS							
455	My poor skills in documentation.	1	WS							
456	Communication.	1	CS							
457	Just ran out of luck.							1		
458	Lack of knowledge and communication skill that can fulfill requirement.	1	CS	1						
459	Because I am a fresh graduate and do not have enough knowledge.			1		1				
460	My ability to work is not enough, less experience as I am a fresh graduate.					1				
461	Fear and nervous.				1					
462	I look at it in a positive way, unsuccessful means getting experience to succeed in future.									
463	Experience.					1				
464	Because of my skills, my charms and wits.	1	JS							
465	Just ran out of luck.							1		
466	Maybe I don't suit the job. I do not have what they want.						1			
467	If there is no effort, there is no success.								1	
468	Unappropriate academic qualifications.			1		1				
469	Lack of skills.	1	JS							
470	Lack of communication skills.	1	CS							
471	I might not have enough skills yet.	1	JS							
472	My skills.	1	JS							
473	Ego								1	
474	Maybe I do not have the suitable characteristics/personalities for the job.						1			
475	Stutter during interveiw.	1	IS		1					1
476	Maybe I need training/experience in some areas.					1				
477	Competition from others.									1
478	Not enough experience and do not know how to take opportunities around me.					1				
479	Lack of formal communication skills.	1	CS							
480	Because of my commitments and environment factors.									
481	There is no agreement between me and the job. I do not fullfil requirements.						1			
482	Probably success comes from opportunity and hard work. Not my luck.							1		
483	Lack of experience, different fields of work and different groups of people.					1				
484	Not confident.				1					
485	I think negatively.								1	
486	Experience.					1				
487	Attitude.									
488	Lack of experience.					1				
489	Maybe I was not the right person for the job.						1			
490	Luck or knowledge.			1				1		
491	My lack of hard work.								1	
492	Lack of confidence during the interview.				1					
493	My concentration and complecent.								1	
494	Lack of communication skills. I will feel nervous when faced with unexpected questions during interview.	1	CS						1	

No.	Response										
495	I will ask someone who knows about it and learn from him.										
496	Need more information or knowledge.				1						
497	Need more information or knowledge and experience.				1	1					
498	I lack of knowledge or ideas.				1						
499	Just not my luck, will try again next time.								1		
500	I have a little experience compare to others who have 3-4years experience.					1					
501	Lack of experiences.					1					
502	Lack of experiences.					1					
503	Because of fate, number of vacacies of job, and economic situation.								1	1	1
504	Maybe because I am lazy.									1	
505	Lack of knowledge.				1						
506	My fault for not being prepared but I will try to change myself to be better.									1	
507	Because I give up easily without trying many times.									1	
508	Stress, depress and tired.									3	
509	Lack of knowledge, maybe others are better.				1						
510	Cannot concentrate too long.									1	
511	Lack of preparation.									1	
512	Many other candidates are more suitable.										
513	Try and try until I die.										
514	Challenge from other applicants or must put more efforts.									1	
515	My experience.					1					
516	I am not confident.				1						
517	Too ambitious will lead to silly mistakes and chaotic sitiuation.										
518	Not ready during the interview, maybe.	1	IS				1				1
519	Lack preparation for the interview.	1	IS				1				
520	Communication.	1	CS								
521	Miscommunication.	1	CS								
522	Lack of confidence and communication skills.	1	CS		1						
523	Lack experience and less confident.				1	1					
524	Lack of research on the job so not confident.				1						
525	Lack of confidence during the interview.	1	IS		1						
526	Not enough effort, follow mood to do things, delay work, do not ask questions when don't u/stand.									4	
527	I think I lack of experience using other software than the one I use when study.					1					
528	I should have more skill to do a system such as in JAVA, NET because job market needs these skills.	1	WS								
529	Improve communication.	1	CS								
530	I think I have some problems in my communication.	1	CS								
531	Maybe there is something more that I should learn/know especially in general knowledge.							1			
532	Maybe because I do not have working experience in IT sectors.					1					
533	I don't have public relations skills.	1	SS								
534	I will try my best until I succeed in my career.										
535	Failed to apply teaching techniques.										
536	Have problem in doing the work.										1
537	Communication, because I cannot speak English well and personality.	1	CS				1				1

196

No	Statement		Code									
538	Not good in English pronunciation.								1			
539	Should do more book revision and ask friend.					1						1
540	It is not my turn yet, I need to improve my skills with time.	1	JS							1		
541	Do not have the skills.	1	JS									
542	The failure will be an experience for me.						1					
543	Wasting time is the worst thing in my life.										1	
544	Lack of experience.						1					
545	Communication.	1	CS									
546	I am very confident with my future.					1						
547	Lack of experience.						1					
548	Less experience for the job.						1					
549	Lack of communication skills.	1	CS									
550	Myself.	1	JS	1	1	1	1	1	1	1		
551	No. I will be successful.					1						
552	Lack of required skills and knowledge.	1	JS	1								
553	Lack of experience.						1					
554	Lack of experience, unable to impress the interviewers.	1	IS				1					
555	Maybe, I don't try hard enough.										1	
556	Shy to ask.										1	
557	Lack of experience and average result.			1			1					
558	Lack of experience and certain skills.	1	JS				1					
559	Not good in communication skills.	1	CS									
560	Lacked self discipline.										1	
561	Lack of IT skills and CGPA.	1	WS	1								
562	Not confident with myself.					1						
563	Too choosy.										1	
564	Lack of soft skills, don't deliver ideas properly.	1	SS									
565	Unable to impress people because of my personality.									1		
566	I must find way to be successful and get more knowledge.				1							
567	Lack ability to present myself.	1	WS									
568	Less effort, careless, not really interested in the things I am doing.										3	
569	Lack real life experience to face and solve critical problems.						1				1	
570	Unable to convince interviewers of my strengths.	1	IS									
571	I lack of knowledge and confidence.					1	1					
572	My confidence.						1					
573	Experience in the real working world.						1					
574	I failed to convince them of my abilities and strength.										1	
575	Lack of experience.						1					
576	Lack of confidence and not good at expressing thoughts.						1					
577	Lack of experience and skills for the job.	1	WS				1					
578	No experience.						1					
579	A person is successful only if he wants to be, maybe I do not try hard enough.										1	
		205		38	51	68	89	17	59	30	109	41

S=skills
C=confidence
E=experience
Q/D=qualifications/degrees
K=knowledge
R=requirements
A=ability
P=personality,looks,luck,fate
L=language
Att=attitude

Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total Responses
205	109	89	68	89	17	130	707
Skills	Attitude	Qualification	Confidence	Experience	Language	Others	
28.79	15.46	12.62	9.65	12.62	2.42	18.44	100.00

Appendix J3d: Responses for Question 3d

Question 3d: What do you think your potential employers are most interested in during recruiting process?

Respondent	Answer to Question 4
1	They may look at my past experience first.
2	Leadership and communication skills.
3	Based on work experience and skills required.
4	Past work experience.
5	I think it is about work experience.
6	Personality and knowledge.
7	Abilities.
8	Learning abilities.
9	Communication skills.
10	Passion and confidence.
11	Some look at the CGPA, some look at the experience.
12	Past work experience and knowledge in various software applications.
13	The title of your qualifications.
14	Experience and qualifications.
15	The title of my qualification, the University, the subjects that I took.
16	Work experience.
17	Title of my qualification.
18	Personality and qualification.
19	Working experience then title of qualification.
20	Experience.
21	The way we express ourselves.
22	Past work experience and the title of my qualification.
23	Yes.
24	The working experience and the work or system performed during university time.
25	Strength, English and attitude.
26	My past experience and my abilities.
27	Past work experience.
28	Past work experience and the ability to think critically and solve workplace's problem.
29	Communication skills.
30	Qualifications.
31	Past work experience and several abilities like fast learner.
32	Internship training experience and achievement of first class degree.

33	The title of my qualification.
34	Computer Science knowledge.
35	My experience and abilities.
36	Most important is past work experience.
37	Past work experience.
38	The University and my skills.
39	Academic qualifications.
40	Experience.
41	Experience.
42	Qualifications.
43	Level of studies and soft skills.
44	My knowledge and abilities besides my past work experience during semester breaks.
45	My result and inter personal skills.
46	My interest and passion and myself.
47	Qualifications and results, capabilities in recent computer technologies.
48	Past work experience.
49	Commitments focus and be the best.
50	Past work experience, title of qualification.
51	My CGPA.
52	Work experience, fluent in English.
53	Personality and quality/result.
54	Personality and quality/result.
55	Skills and knowledge are important. Past work experience is addition.
56	Hard working.
57	The university.
58	Pointers (CGPA).
59	Eager to learn new things.
60	My qualification and from the best university.
61	Experience.
62	Past work experience and CGPA.
63	University, past work experience.
64	My personality and confidence.
65	Experience and shows high interest.
66	Past work experience.
67	Experience and good CGPA.
68	Experience.
69	The skills that I have and the contributions that I can make.
70	Knowledge, skills and experience.
71	My abilities.
72	My CGPA, my appearance.
73	Hard work.
74	Good interpersonal skills and able to work under pressure.
75	My grades.

76	The university, my abilities (skills).
77	The title of my qualification and work experience.
78	My experience, the university.
79	Experience, qualification and self motivation.
80	Interpersonal skills.
81	Communication with others.
82	The qualification title, skills.
83	The way you show confidence to the interviewers.
84	Experience.
85	Working experience.
86	Communication, skills, and creativeness.
87	Work experience, qualification, confidence, communication and effort.
88	Soft skills and critical thinking.
89	Skills and communication abilities.
90	Experience, physical appearance
91	My ability to communicate, think and act during crucial situations and give outstanding ideas.
92	Experience.
93	Past work experience and qualification.
94	My past work experience.
95	Past work experience.
96	My experience.
97	Skills, looks, communication skills.
98	Communication skills and expressing the ideas.
99	Working experience, communication skills, and how you carry yourself.
100	Good marks.
101	Communication skills.
102	Communication skills.
103	Past experience, qualification.
104	The title of your qualifications.
105	Past work experience.
106	Past work experience.
107	My interpersonal skills, my efforts and abilities.
108	My CGPA, my communication skills, my effort in learning something.
109	Experience and ability to do work well.
110	My way for doing a job and completing the job.
111	My background/knowledge
112	Enthusiastic in doing a job.
113	Skills to communicate and solve problems.
114	Title of my qualification.
115	Leadership experience during university time.
116	Value, technical knowledge, communication skills, personality.
117	Database knowledge.
118	My ability to work in a group and troubleshoot and solve problems.

119	Work experience and communication skills.
120	Work experience and communication skills.
121	My value added and how I carry myself.
122	Experience in part timing.
123	Multimedia knowledge.
124	Skills.
125	Title of my qualification and skills.
126	How we handle conversation.
127	My skills in database, build system, my co curricular activities in the university.
128	Communication skills.
129	Self attitudes.
130	Experience and skills.
131	Experience.
132	Past work experience.
133	Skills that I have.
134	My ideas.
135	Past work experience.
136	Work experience and qualification.
137	Interpersonal skills.
138	Experience.
139	University.
140	Experience.
141	Salary.
142	Title of qualification.
143	Title of qualification.
144	Experience, skills and the way you communicate with others.
145	Work experience, qualification and university.
146	My soft skills.
147	Soft skills and communication tools.
148	Interpersonal skills.
149	Yes.
150	Everything above and ability to show good performance although we have failed the first time.
151	My past experience.
152	Good in doing my work.
153	Good in doing project and programming.
154	My characteristics, hard working, ability to learn, title of my qualification.
155	My past work experience and my soft skills.
156	Creative and hard working.
157	English, communication skills, social skills.
158	The ability to work and do it properly.
159	Past work experience.

160	Past work experience, communication and social skills and ability to learn and adapt.
161	Past work experience.
162	Qualification and communication skills.
163	Skills, knowledge, past work experience, communication.
164	Working experience so that they don't have to train. Then qualification.
165	Can follow the rules and give the best jobs.
166	Past work experience, ability to take pressure.
167	Qualification, about what I can do to make the business profits.
168	Working experience.
169	Past work experience, the title of my qualification.
170	The title of my qualification, communication skills, self-confidence.
171	Experience, certificate/education level.
172	Other things, the title of my qualification.
173	The title of my qualification, and my result.
174	My communication skills.
175	Experience in working, skills and academic achievements.
176	Teamwork, self confidence and the specialities in me.
177	Results.
178	Past work experience.
179	Leadership qualities.
180	My grade CGPA.
181	Work experience, the duration of work experience and qualification.
182	Past work experience. This is hard for fresh graduates.
183	Work experience, educational background.
184	University, title of the CS degree.
185	Salary.
186	My past work experience, inter personal skills and programming skills.
187	The CGPA.
188	They will take me because of my appearance.
189	Past work experience.
190	Your qualification/CGPA.
191	Skills and past work experience.
192	My skills.
193	The title of your qualifications.
194	Past work experience.
195	Work experience.
196	Qualification, work experience, technical skills, interpersonal skills, communication skills.
197	Good spoken language, qualification and results.
198	Working experience, communication skills.
199	Past work experience, certification and university.
200	My university and my result.
201	Title of qualification.

202	Communication skills and academic results, work experience, qualification.
203	Experience, university, qualification, and attitude.
204	Past work experience and pointer.
205	Past work experience.
206	Personality.
207	My talents.
208	Experience, title of degree, university.
209	My results, my industrial training.
210	My results.
211	Lack of qualification..
212	Qualification and grades.
213	Communication skills.
214	My achievements and studies.
215	I am able for that.
216	Personality, qualification, skills.
217	They want cheap labour.
218	My attitude.
219	Results.
220	My results and ability.
221	Qualification.
222	Skills and knowledge.
223	Communication skills.
224	Working experience and skills and education qualification.
225	Work experience.
226	My results and my application ability.
227	Up to their standard.
228	My ability.
229	My achievements.
230	My ability.
231	Communication skills.
232	My studies and experience.
233	Some see if I am a Bumi, some see my results, some see my confidence, capabilities and attitude.
234	Experience and the passion for the job.
235	The past work experience.
236	My past work experience and the title of my qualification.
237	My qualification and work experience.
238	Experience and qualification.
239	My knowledge and technical skills.
240	Work experience.
241	My work experience.
242	Past work experience, skills.
243	Skills and experience.

244	The title of my qualification.
245	I am an aggressive person in doing some jobs.
246	Experience and abilities.
247	My experience and the title of my qualification.
248	Soft skills, experience, and results (CGPA)
249	The way I present myself, maybe.
250	Qualification and work experience.
251	My capabilities in my job, communication skills and etc.
252	Able to work independently and communicate with others.
253	Past work experience, the university or skills.
254	Able to do the job well.
255	My problem solving skills.
256	Your interest in the job.
257	The ability to complete tasks given.
258	Qualification, soft skills and technical skills indeed.
259	My qualification and training (workshop) that I have done.
260	Ability to complete, ability to take opportunity.
261	Qualifications and applicant's personalities.
262	Past work experience, confidence, interpersonal skills.
263	Ability to complete task, communication skills.
264	Experience.
265	The past work experience.
266	Experience is important for working environment. Whether you have the title of qualification, it is not a promise.
267	Qualification.
268	I think the skills that they have and it was proved during the interview process (testing session)
269	Past work experience.
270	Past work experience and qualification.
271	Title of your qualification.
272	Experience, skills and qualifications.
273	Past work experience.
274	Our confidence and the way we solve problems.
275	Personality.
276	The extra or X factor in applicants that are different from others.
277	The get the best worker with plenty of experiences.
278	Skills.
279	Qualification, experience, personality, uniqueness compared to other applicants.
280	The uniqueness.
281	The way you convince your potential employers of your capabilities and credibility.
282	The extra or X factor in applicants that are different from others.
283	Past work experience and qualifications.

284	Qualifications, experience, skills, strategic thinking, personality.
285	Personality of course, qualification and skills. Ability to think strategically and corporately.
286	Employers seek persons who have good presence and the ability to interact socially. Good qualification and abilities like think ahead positively, counter problems, self solutions…
287	Not sure.
288	Past work experience and added value.
289	Personality of course.
290	My past work experience, theoretical level and academic achievements.
291	Experience and appearance.
292	Skills and ability to speak English perfectly.
293	One's attitude, qualifications, abilities.
294	Past experience, qualification.
295	Experience, qualification, personality.
296	Knowledge, experience.
297	Knowledge.
298	Grades, communication skills.
299	Not to all the background.
300	Qualification in the knowledge of the area of the job applied for.
301	Education qualifications.
302	Past work experience and qualifications.
303	Qualification.
304	The university, the qualification.
305	Qualification.
306	Past work experience, confidence when carrying given task.
307	The killer part is the interview, not the resume. Characteristics and working/problem solving skills.
308	My interpersonal skills, able to communicate and have work experience.
309	Qualification and extra knowledge.
310	Knowledge and skills.
311	My past work experience, (more than 4 years), recommendations from HOD, degree qualification from UiTM.
312	Appearance.
313	I do not have past work experience and any qualification.
314	Title of your qualification.
315	My qualification.
316	My qualification.
317	Past work experience.
318	Qualification, communication, experience, working experience and attitude.
319	My ability to create good relationship with people around me and my sense of humour.
320	The title of my qualification and involvement in a lot of activities.

321	Your past work experience.
322	Title of your qualification.
323	My qualification.
324	My communication skills, my CV, my qualification and because I am not shy.
325	Title of qualification and CGPA.
326	Past work experience and communication skills.
327	My commitment, ability to come out with excellent ideas, and carry the idea to produce ultimate results.
328	My past work experience, university and extra skills.
329	Past experience, communication.
330	My past work experience.
331	Seminar attended.
332	Work experience, qualification.
333	The pointer.
334	Past work experience, communication skills during interview.
335	Co curricular experiences, education
336	Past work experience.
337	My university.
338	Personality.
339	Experience.
340	Work experience.
341	Your own skills and qualification.
342	Past work experience.
343	Your past work experience.
344	My personalities and skills.
345	All the above.
346	Past work experience.
347	Work experience.
348	My technical skills and most important communication skills.
349	University.
350	Past experience.
351	Past experience.
352	Experience and reason why applied for the job.
353	Experience.
354	Success during interview and able to answer all questions and fulfilling requirements.
355	Ability to speak and communicate properly.
356	Skills and qualifications.
357	The title of your qualification.
358	My technical skills.
359	The skills, knowledge that you can contribute to the company.
360	Experience.
361	Personality and experience.

362	Experience, knowledge and attitude.
363	Communication skills.
364	Experience and communication skills.
365	Past experiences which determine my usability.
366	Own ability and good communication skills.
367	Skills, the university and confidence.
368	Communication skills.
369	Past work experience.
370	Knowledge and experience.
371	Work experience.
372	Experience and qualification.
373	Past work experience.
374	Experience.
375	University of Malaya.
376	Experience.
377	Past work experience.
378	Interpersonal skills are very important.
379	No idea.
380	At least have working experience.
381	Qualification and university.
382	Work experience and your CGPA.
383	Experience.
384	Past work experience.
385	Your past work experience.
386	Title of qualification and programming ability.
387	More on curriculum activities.
388	Not sure.
389	Experience and education level.
390	Having any work experiences related to job would be an advantage.
391	The university.
392	Team work, interpersonal skills.
393	My capabilities.
394	Qualification, university and experiences. Co-curricular activities are essential too.
395	The way I present myself.
396	My qualification, soft skills and good personality.
397	My university.
398	Experiences, skills and qualification.
399	Past work experience.
400	Experience.
401	My past working experience, communication skills.
402	Experience and qualification.
403	Qualification, able to communicate.

404	Depends on company's needs. They will look at first impression, so soft skills.
405	My experience and knowledge on certain things and how I am able to put knowledge to practice.
406	The ability to deliver what is required.
407	Experience.
408	Attitude.
409	Results and ability to speak.
410	Lifelong learning.
411	Ability in soft skills.
412	Past work experience.
413	My family background.
414	No idea.
415	Job specific skills.
416	Experience, university and results.
417	Past work experience.
418	Past work experience.
419	Both degree qualification (CGPA), university.
420	My programming skills.
421	Past work experience.
422	Past work experience.
423	Experience and skills in communication and IT
424	Past work experience and the title of the qualification.
425	Past work experience, qualification, skills.
426	The title of my qualification.
427	The title of my qualification and Japanese language.
428	The university and title of my qualification.
429	Working experience.
430	Experience.
431	Programming and communication skills.
432	Attitude.
433	I am friendly.
434	Past work experience and title of my qualification.
435	Past work experience.
436	Good attitude.
437	Portfolio.
438	Experience most important then certification.
439	Working experience.
440	I studied in UiTM and worked in Westport 2 years ago.
441	Experience, qualification and communication skills.
442	Communication skill and result for degree.
443	My communication skills and degree results.
444	University, maybe.
445	Work experience.

446	Understanding, willing to help.
447	Knowledge.
448	My qualification, generic skills/leadership qualities.
449	Communication skill and knowledge in the field.
450	Warm personality.
451	Experience, university.
452	Title of qualification.
453	Work experience.
454	Group work and good communication.
455	Skills and abilities to work as a team.
456	Employers are interested in critical thinking skills and the ability to problem solving and knowledge.
457	Knowledge about the related jobs and communication.
458	Qualification.
459	Confidence level.
460	My personality and qualification.
461	Past work experience, attitude and pointer.
462	Skills and ability to work as a group, and eagerness to learn something new.
463	Skills and ability and willing to learn.
464	My working experience(industrial training) something related to web based development.
465	Responsibility, ability and self-motivated.
466	Working experience and suitable for the job.
467	Working experience and qualification.
468	Qualifications, personalities.
469	University, maybe confidence.
470	Work experience, communication skills and self confidence. University is also another factor.
471	Academic qualifications.
472	It would be better if the employee has all the characteristics.
473	Experience and qualification.
474	Communication skills, ability to perform in jobs.
475	Experience, degree and job market.
476	The qualification.
477	I have not worked yet.
478	The personality and the qualification.
479	Qualification.
480	University and past work experience.
481	Past experience, qualification.
482	Qualification.
483	Experience.
484	I am not experienced.
485	Other things.

486	Past work experience and good qualification.
487	Qualification.
488	My ability in seeing things the other way round.
489	Experience, good qualification, communication and interpersonal skills.
490	Yes, some experience.
491	The title of my qualification.
492	The title of my qualification and the university.
493	Experience and best opinions.
494	My experience and the title of my qualification.
495	My capabilities in speaking and answering questions.
496	Past experience and qualification.
497	Past work experience.
498	How I handle a job and complete the job (the outcome of the job).
499	Past work experience.
500	The experience.
501	The one with more experience, the way we communicate (soft skills) and certificate.
502	Qualification and work experience.
503	Your past work experience.
504	Job related skills.
505	The university, using English fully in communication.
506	All the things that is related and suitable with the job.
507	Communication skills.
508	Work experience and sincerity.
509	Ability to communicate.
510	Soft skills and communication skills.
511	My attitude and behaviour towards work.
512	Experience and skills.
513	Work experience and qualification.
514	Hard working and honesty.
515	Hard working, determination, curiosity, able to work overtime, patience, CGPA and public speaking skills.
516	Mostly all the mentioned things above.
517	Experience, the way you present yourself in front of interviewer.
518	Experience and qualification.
519	Ability to communicate and get things done.
520	Qualification and communication skills, experience.
521	Communication skills.
522	Personality.
523	Past work experience, communication skills, personality.
524	The title of my qualification, and my experience in my study.
525	The title of your qualification, and have the skills to do a system.
526	Have skills and knowledge outside my field.
527	I have many ideas to create a creative design.

528	My past work experience.
529	Past work experience.
530	Communication skills, experience in related courses.
531	The title of my qualification and my personality.
532	The title of my qualification and communication skill.
533	Understanding what the company wants and doing the job.
534	Understanding and hard work.
535	Web developing, M-EDU, Attendance Collecting System.
536	My qualification in information technology.
537	Communication skills, performance and experience.
538	Work experience, communication skills and responsibility.
539	My qualification.
540	Title of my qualification and my skills, of course.
541	Past experience, degree qualification.
542	Characteristics.
543	Past work experience.
544	Past experience, degree qualification.
545	I have built many projects using Multimedia software and good at it.
546	Other things.
547	The title of my qualification and abilities.
548	Past work experience.
549	Past work experience.
550	The past work experience.
551	My qualification, university and personality.
552	Ability to perform on any jobs given.
553	Past work experience, willing and able to learn fast, work independently and team work.
554	Past work experience and results.
555	Experience and skills.
556	Qualification.
557	Qualification, confidence, communication skills.
558	Depends on the job and the interviewers.
559	My knowledge on the job offered.
560	Mostly will prefer experience.
561	My qualification and how I convince the interviewers.
562	Employees' personalities and communication skills.
563	Experience, knowledge and more certificates.
564	Past work experience and then qualification.
565	Extra knowledge, the course and past experience.
566	The past work experience and qualification.
567	Past work experience and title of qualification.
568	Past work experience.
569	Academic qualifications and experience and confidence.
570	The qualification.

571	CGPA, past work experience, communication skills.
572	My skills, confidence and determination.
573	Title of qualification, results.
574	Working experiences, knowledge and skills.
575	University, written resume stating achievements, experiences and skills.
576	Past work experience.
577	Attitude and self discipline.

Appendix J3d: Analysis for Question 3d

R	Answers for Question 3d	S		Att	Q/D	C	E	L	P	A	O
1	They may look at my past experience first.						1				
2	Leadership and communication skills.	1	CS	1							
3	Based on work experience and skills required.	1	JS				1				
4	Past work experience.						1				
5	I think it is about work experience.						1				
6	Personality and knowledge.				1				1		
7	Abilities.									1	
8	Learning abilities.									1	
9	Communication skills.	1	CS								
10	Passion and confidence.			1		1					
11	Some look at the CGPA, some look at the experience.				1		1				
12	Past work experience and knowledge in various software applications.				1		1				
13	The title of your qualifications.				1						
14	Experience and qualifications.				1		1				
15	The title of my qualification, the University, the subjects that I took.				2						
16	Work experience.						1				
17	Title of my qualification.				1						
18	Personality and qualification.				1				1		
19	Working experience then title of qualification.				1		1				
20	Experience.						1				
21	The way we express ourselves.	1	CS								
22	Past work experience and the title of my qualification.				1		1				
23	Yes.										
24	The working experience and the work or system performed during university time.						1				
25	Strength, English and attitude.	1	CS	1				1		1	
26	My past experience and my abilities.						1			1	
27	Past work experience.						1				
28	Past work experience and the ability to think critically and solve workplace's problem .	1	CTS				1				
29	Communication skills.	1	CS								
30	Qualifications.				1						
31	Past work experience and several abilities like fast learner.			1			1				
32	Internship training experience and achievement of first class degree.				1		1				
33	The title of my qualification.				1						
34	Computer Science knowledge.	1	WS		1						
35	My experience and abilities.						1			1	
36	Most important is past work experience.	1	WS				1				
37	Past work experience.						1				
38	The University and my skills.	1	JS		1						
39	Academic qualifications.				1						
40	Experience.						1				
41	Experience.						1				
42	Qualifications.				1						
43	Level of studies and soft skills.	1	SS		1						
44	My knowledge and abilities besides my past work experience during semester breaks.				1		1			1	
45	My result and inter personal skills.	1	SS		1						
46	My interest and passion and myself.			3							
47	Qualifications and results, capabilities in recent computer technologies.				2						
48	Past work experience.						1				

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No.	Statement	Count	Code							
49	Commitments, focus and be the best.			3						
50	Past work experience, title of qualification.				1		1			
51	My CGPA.				1					
52	Work experience, fluent in English.	1	CS				1	1		
53	Personality and quality/result.				1				1	
54	Personality and quality/result.				1				1	
55	Skills and knowledge are important. Past work experience is addition.	1	JS		1		1			
56	Hard working.			1						
57	The university.				1					
58	Pointers (CGPA).				1					
59	Eager to learn new things.			1						
60	My qualification and from the best university.				2					
61	Experience.						1			
62	Past work experience and CGPA.				1		1			
63	University, past work experience.				1		1			
64	My personality and confidence.					1		1		
65	Experience and shows high interest.			1			1			
66	Past work experience.						1			
67	Experience and good CGPA.				1		1			
68	Experience.						1			
69	The skills that I have and the contributions that I can make.			1						
70	Knowledge, skills and experience.	1	JS		1		1			
71	My abilities.									1
72	My CGPA, my appearance.				1				1	
73	Hard work.			1						
74	Good interpersonal skills and able to work under pressure.	1	SS							1
75	My grades.				1					
76	The university, my abilities(skills).	1	JS		1					1
77	The title of my qualification and work experience.				1		1			
78	My experience, the university.				1		1			
79	Experience, qualification and self motivation.			1	1		1			
80	Interpersonal skills.	1	SS							
81	Communication with others.	1	CS							
82	The qualification title, skills.	1	JS		1					
83	The way you show confidence to the interviewers.					1				
84	Experience.						1			
85	Working experience.						1			
86	Communication, skills, and creativeness.	2	CS,JS	1						
87	Work experience, qualification, confidence, communication and effort.	1	CS	1	1	1	1			
88	Soft skills and critical thinking.	1	SS,CTS	1						
89	Skills, and communication abilities.	2	JS,CS							
90	Experience, physical appearance						1		1	
91	My ability to communicate, think and act during crucial situations and give outsatnding ideas.	2	CS,CTS							1
92	Experience.						1			
93	Past work experience and qualification.				1		1			
94	My past work experience.						1			
95	Past work experience.						1			
96	My experience.						1			
97	Skills, looks, communication skills.	2	JS,CS						1	
98	Communication skills and expressing the ideas.	1	CS	1						
99	Working experience, communication skills, and how you carry yourself.	1	CS				1			
100	Good marks.				1					
101	Communication skills.	1	CS							
102	Communication skills.	1	CS							
103	Past experience, qualification.				1		1			
104	The title of your qualifications.				1					
105	Past work experience.						1			
106	Past work experience.						1			
107	My interpersonal skills, my efforts and abilities.	1	SS	1						1
108	My CGPA, my communication skills, my effort in learning something.	1	CS		1					1

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No.	Response	N	Code								
109	Experience and ability to do work well.						1			1	
110	My way for doing a job and completing the job.	1	WS								
111	My background/knowledge				1						
112	Enthusiastic in doing a job.			1							
113	Skills to communicate and solve problems.	2	CS,CTS								
114	Title of my qualification.				1						
115	Leadership experience during university time.						1				
116	Value, technical knowledge, communication skills, personality.	1	CS	1	1				1		
117	Database knowledge.				1						
118	My ability to work in a group and troubleshoot and solve problems.	1	CTS	1							
119	Work experience and communication skills.	1	CS				1				
120	Work experience and communication skills.	1	CS				1				
121	My value added and how I carry myself.			1					1		
122	Experience in part timing.						1				
123	Multimedia knowledge.				1						
124	Skills.	1	JS								
125	Title of my qualification and skills.	1	JS		1						
126	How we handle conversation.	1	CS								
127	My skills in database, build system, my co curricular activities in the university.	1	WS								1
128	Communication skills.	1	CS								
129	Self attitudes.			1							
130	Experience and skills.	1	JS				1				
131	Experience.						1				
132	Past work experience.						1				
133	Skills that I have.	1	JS								
134	My ideas.				1						
135	Past work experience.						1				
136	Work experience and qualification.				1		1				
137	Interpersonal skills.	1	SS								
138	Experience.						1				
139	University.				1						
140	Experience.						1				
141	Salary.										1
142	Title of qualification.				1						
143	Title of qualification.				1						
144	Experience, skills and the way you communicate with others.	2	JS,CS				1				
145	Work experience, qualification and university.				2		1				
146	My soft skills.	1	SS								
147	Soft skills and communication tools.	2	SS,CS								
148	Interpersonal skills.	1	SS								
149	Yes.										
150	Everything above and ability to show good performance although we have failed the first time.									1	
151	My past experience.						1				
152	Good in doing my work.									1	
153	Good in doing project and programming.									1	
154	My characteristics, hard working, ability to learn, title of my qualification.			1	1				1	1	
155	My past work experience and my soft skills.	1	SS				1				
156	Creative and hard working.			2							
157	English, communication skills, social skills.	2	CS,SS					1			
158	The ability to work and do it properly.									1	
159	Past work experience.						1				
160	Past work experience, communication and social skills and ability to learn and adapt.	2	CS,SS				1		1		
161	Past work experience.						1				
162	Qualification and communication skills.	1	CS		1						
163	Skills, knowledge, past work experience, communication.	2	JS,CS		1		1				
164	Working experience so that they don't have to train. Then qualification.				1		1				
165	Can follow the rules and give the best jobs.			2							
166	Past work experience, ability to take pressure.			1			1				

No.	Statement										
167	Qualification, about what I can do to make the business profits.			1	1						
168	Working experience.						1				
169	Past work experience, the title of my qualification.				1		1				
170	The title of my qualification, communication skills, self-confidence.	1	CS		1	1					
171	Experience, certificate/education level.				1		1				
172	Other things, the title of my qualification.				1						
173	The title of my qualification, and my result.				1						
174	My communication skills.	1	CS								
175	Experience in working, skills and academic achievements.	1	JS		1		1				
176	Teamwork, self confidence and the specialities in me.			1		1				1	
177	Results.				1						
178	Past work experience.						1				
179	Leadership qualities.			1							
180	My grade CGPA.				1						
181	Work experience, the duration of work experience and qualification.				1		1				
182	Past work experience. This is hard for fresh graduates.						1				
183	Work experience, educational background.				1		1				
184	University, title of the CS degree.				2						
185	Salary.										1
186	My past work experience, inter personal skills and programming skills.	1	SS		1		1				
187	The CGPA.				1						
188	They will take me because of my appearance.								1		
189	Past work experience.						1				
190	Your qualification/CGPA.				1						
191	Skills and past work experience.	1	JS				1				
192	My skills.	1	JS								
193	The title of your qualifications.				1						
194	Past work experience.						1				
195	Work experience.						1				
196	Qualification, work experience, technical skills, interpersonal skills, communication skills.	2	WS,SS		1		1				
197	Good spoken language, qualification and results.				1			1			
198	Working experience, communication skills.	1	CS				1				
199	Past work experience, certification and university.				2		1				
200	My university and my result.				2						
201	Title of qualification.				1						
202	Communication skills and academic results, work experience, qualification.	1	CS		1		1				
203	Experience, university, qualification, and attitude.			1	2		1				
204	Past work experience and pointer.				1		1				
205	Past work experience.						1				
206	Personality.								1		
207	My talents.			1							
208	Experience, title of degree, university.				2		1				
209	My results, my industrial training.				1		1				
210	My results.				1						
211	Lack of qualification..				1						
212	Qualification and grades.				1						
213	Communication skills.	1	CS								
214	My achievements and studies.				2						
215	I am able for that.										
216	Personality, qualification, skills.	1	JS		1				1		
217	They want cheap labour.										1
218	My attitude.			1							
219	Results.				1						
220	My results and ability.				1					1	
221	Qualification.				1						
222	Skills and knowledge.	1	JS		1						
223	Communication skills.	1	CS								

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No.	Response	Count	Code								
224	Working experience and skills and education qualification.	1	JS		1		1				
225	Work experience.						1				
226	My results and my application ability.				1						
227	Up to their standard.				1						
228	My ability.									1	
229	My achievements.				1						
230	My ability.									1	
231	Communication skills.	1	CS								
232	My studies and experience.				1		1				
233	Some see if I am a Bumi, some see my results, some see my confidence, capabilities and attitude.			1	1	1				1	1
234	Experience and the passion for the job.			1			1				
235	The past work experience.						1				
236	My pastwork experience and the title of my qualification.				1		1				
237	My qualification and work experience.				1		1				
238	Experience and qualification.				1		1				
239	My knowledge and technical skills.	1	WS		1						
240	Work experience.						1				
241	My work experience.						1				
242	Past work experience, skills.	1	JS				1				
243	Skills and experience.	1	JS				1				
244	The title of my qualification.				1						
245	I am an aggressive person in doing some jobs.			1							
246	Experience and abilities.						1			1	
247	My experience and the title of my qualification.				1		1				
248	Soft skills, experience, and results (CGPA)	1	SS		1		1				
249	The way I present myself, maybe.			1					1		
250	Qualification and work experience.				1		1				
251	My capabilities in my job, communication skills and etc.	1	CS							1	
252	Able to work independently and communicate with others.	1	CS	1							
253	Past work experience, the university or skills.	1	JS		1		1				
254	Able to do the job well.			1							
255	My problem solving skills.	1	CTS								
256	Your interest in the job.			1							
257	The ability to complete tasks given.									1	
258	Qualification, soft skills and technical skills indeed.	2	SS,WS		1						
259	My qualification and training (workshop) that I have done.				1		1				
260	Ability to complete, ability to take opportunity.			1						1	
261	Qualifications and applicant's personalities.				1				1		
262	Past work experience, confidence, interpersonal skills.	1	SS			1	1				
263	Ability to complete task, communication skills.	1	CS							1	
264	Experience.						1				
265	The past work experience.						1				
266	Experience is important for working environment.Whether you have the title of qualification, it is not a promise.						1				
267	Qualification.				1						
268	I think the skills that they have and it was proved during the interveiw process (testing session)	2	JS,IS								
269	Past work experience.						1				
270	Past work experience and qualification.				1		1				
271	Title of your qualification.				1						
272	Experience, skills and qualifications.	1	JS		1		1				
273	Past work experience.						1				
274	Our confidence and the way we solve problems.	1	CTS			1					
275	Personality.								1		
276	The extra or X factor in applicants that are different from others.			1							
277	The get the best worker with plenty of experiences.						1				

No	Description	Count	Code							
278	Skills.	1	JS							
279	Qualification, experience, personality, uniqueness compared to other applicants.			1	1		1		1	
280	The uniqueness.			1						
281	The way you convince your potential employers of your capabilities and credibility.	1	CS							
282	The extra or X factor in applicants that are different from others.			1						
283	Past work experience and qualifications.				1		1			
284	Qualifications, experience, skills, startegic thinking, personality.	2	JS,CTS	1	1		1		1	
285	Personality of course, qualification and skills. Ability to think strategically and corporately.	2	JS,CTS	1	1				1	
286	Employers seek persons who have good presence and the ability to interact socially. Good qualification and abilities like think ahead postively, counter problems, self solutions…	1	SS	2	1				1	
287	Not sure.									
288	Past work experience and added value.			1			1			
289	Personality of course.								1	
290	My past work experience,theoretical level and academic achievements.				2		1			
291	Experience and appearance.						1		1	
292	Skills and ability to speak English perfectly.	2	JS,CS					1		
293	One's attitude, qualifications, abilities.			1	1					1
294	Past experience, qualification.				1		1			
295	Experience, qualification, personality.				1		1		1	
296	Knowledge, experience.				1		1			
297	Knowledge.				1					
298	Grades, communication skills.	1	CS		1					
299	Not to all the background.									
300	Qualification in the knowledge of the area of the job applied for.				1					
301	Education qualifications.				1					
302	Past work experience and qualifications.				1		1			
303	Qualification.				1					
304	The university, the qualification.				2					
305	Qualification.				1					
306	Past work experience, confidence when carrying given task.					1	1			
307	The killer part is the interview, not the resume. Characteristics and working/problem solving skills.	1	CTS						1	
308	My interpersonal skills, able to communicate and have work experience.	2	SS,CS				1			
309	Qualification and extra knowledge.				2					
310	Knowledge and skills.	1	JS		1					
311	My past work experience, (more than 4 years),recommendations from HOD, degree qualification from UiTM.						1			
312	Appearance.								1	
313	I do not have past work experience and any qualification.				1		1			
314	Title of your qualification.				1					
315	My qualification.				1					
316	My qualification.				1					
317	Past work experience.						1			
318	Qualification, communication, experience, working experience and attitude.	1	CS		1		1			
319	My ability to create good relationship with people around me and my sense of humour.			2						
320	The title of my qualification and involvement in a lot of activities.				1					
321	Your past work experience.						1			
322	Title of your qualification.				1					
323	My qualification.				1					
324	My communication skills, my CV, my qualification and because I am not shy.	1	CS	2	1					
325	Title of qualification amd CGPA.				1					

No	Response										
326	Past work experience and communication skills.	1	CS				1				
327	My commitment, ability to come out with excellent ideas, and carry the idea to produce ultimate results.			1							
328	My past work experience, university and extra skills.	1	JS		1		1				
329	Past experience, communication.	1	CS				1				
330	My past work experience.						1				
331	Seminar attended.						1				
332	Work experience, qualification.				1		1				
333	The pointer.				1						
334	Past work experience, communication skills during interview.	2	IS,CS				1				
335	Co curricular experiences, education				1		1				
336	Past work experience.						1				
337	My university.				1						
338	Personality.								1		
339	Experience.						1				
340	Work experience.						1				
341	Your own skills and qualification.	1	JS		1						
342	Past work experience.						1				
343	Your past work experience.						1				
344	My personalities and skills.	1	JS						1		
345	All the above.				2	1	1	1	1		
346	Past work experience.						1				
347	Work experience.						1				
348	My technical skills and most important communication skills.	2	WS,CS								
349	University.				1						
350	Past experience.						1				
351	Past experience.						1				
352	Experience and reason why applied for the job.						1				1
353	Experience.						1				
354	Success during interview and able to answer all questions and fulfilling requirements.	1	IS								
355	Ability to speak and communicate properly.	1	CS								
356	Skills and qualifications.	1	JS		1						
357	The title of your qualification.				1						
358	My technical skills.	2	WS,CS								
359	The skills, knowledge that you can contribute to the company.	1	JS		1						
360	Experience.						1				
361	Personality and experience.						1		1		
362	Experience, knowledge and attitude.			1	1		1				
363	Communication skills.	1	CS								
364	Experience and communication skills.	1	CS				1				
365	Past experiences which determine my usability.						1				
366	Own ability and good communication skills.	1	CS							1	
367	Skills, the university and confidence.	1	JS		1	1					
368	Communication skills.	1	CS								
369	Past work experience.						1				
370	Knowledge and experience.				1		1				
371	Work experience.						1				
372	Experience and qualification.				1		1				
373	Past work experience.						1				
374	Experience.						1				
375	University of Malaya.				1						
376	Experience.						1				
377	Past work experience.						1				
378	Interpersonal skills are very important.	1	SS								
379	No idea.										
380	At least have working experience.						1				
381	Qualification and university.				2						
382	Work experience and your CGPA.				1		1				
383	Experience.						1				
384	Past work experience.						1				
385	Your past work experience.						1				
386	Title of qualification and programming ability.				2						

No.	Response									
387	More on curriculum activities.				1					
388	Not sure.									
389	Experience and education level.				1	1				
390	Having any work experiences related to job would be an advantage.					1				
391	The university.				1					
392	Team work, interpersonal skills.	1	SS	1						
393	My capabilities.								1	
394	Qualification, university and experiences. Co-curricular activities are essential too.				1	2	1			
395	The way I present myself.			2						
396	My qualification, soft skills and good personality.	1	SS		1			1		
397	My university.				1					
398	Experiences, skills and qualification.	1	JS		1	1				
399	Past work experience.					1				
400	Experience.					1				
401	My past working experience, communication skills.	1	CS			1				
402	Experience and qualification.				1	1				
403	Qualification, able to communicate.	1	CS		1					
404	Depends on company's needs. They will look at first impression, so soft skills.									1
405	My experience and knowledge on certain things and how I am able to put knowledge to practice.				1	1				
406	The ability to deliver what is required.								1	
407	Experience.									
408	Attitude.			1						
409	Results and ability to speak.	1	CS		1					
410	Life long learning.			1						
411	Ability in soft skills.	1	SS							
412	Past work experience.					1				
413	My family background.									1
414	No idea.									
415	Job specific skills.	1	WS							
416	Experience, university and results.				2	1				
417	Past work experience.					1				
418	Past work experience.					1				
419	Both degree qualification (CGPA), university.				2					
420	My programming skills.	1	WS							
421	Past work experience.					1				
422	Past work experience.					1				
423	Experience and skills in communication and IT	2	CS,WS							
424	Past work experience and the title of the qualification.				1	1				
425	Past work experience, qualification, skills.	1	JS		1	1				
426	The title of my qualification.				1					
427	The title of my qualification and Japanese language.				1		1			
428	The university, and title of my qualification.				2					
429	Working experience.					1				
430	Experience.					1				
431	Programming and communication skills.	2	WS,CS							
432	Attitude.			1						
433	I am friendly.								1	
434	Past work experience and title of my qualification.				1	1				
435	Past work experience.					1				
436	Good attitude.									
437	Portfolio.					1				
438	Experience most important then certification.				1	1				
439	Working experience.					1				
440	I studied in UiTM and worked in Westport 2 years ago.				1	1				
441	Experience, qualification and communication skills.	1	CS		1	1				
442	Communication skill and result for degree.	1	CS		1					
443	My communication skills and degree results.	1	CS							
444	University, maybe.				1					

No.	Response								
445	Work experience.					1			
446	Understanding, willing to help.						1		
447	Knowledge.			1					
448	My qualification, generic skills/leadership qualities.	1	SS	1					
449	Communication skill and knowledge in the field.	1	CS	1					
450	Warm personality.						1		
451	Experience, university.			1		1			
452	Title of qualification.			1					
453	Work experience.					1			
454	Group work and good communication.	1	CS	1					
455	Skills and abilities to work as a team.	1	JS	1					
456	Employers are interested in critical thinking skills and the ability to problem solving and knowledge.	1	CTS	1					
457	Knowledge about the related jobs and communication.	1	CS	1					
458	Qualification.			1					
459	Confidence level.				1				
460	My personality and qualification.				1		1		
461	Past work experience, attitude and pointer.			1	1		1		
462	Skills and ability to work as a group, and eagerness to learn something new.	1	JS	2					
463	Skills and ability and willing to learn.	1	JS						
464	My working experience(industrial training) something related to webbased development.					1			
465	Responsibility, ability and self-motivated.			2				1	
466	Working exeperience and suitable for the job.			1		1			
467	Working experience and qualification.				1	1			
468	Qualifications, personalities.				1		1		
469	University, maybe confidence.				1	1			
470	Work experience, communication skills and self confidence. University is also another factor.	1	CS		1	1	1		
471	Academic qualifications.				1				
472	It would be better if the employee has all the characteristics.			1			1		
473	Experience and qualification.				1	1			
474	Communication skills, ability to perform in jobs.	1	CS					1	
475	Experience, degree and job market.				1	1			1
476	The qualification.				1				
477	I have not worked yet.								
478	The personality and the qualification.				1		1		
479	Qualification.				1				
480	University and past work experience.				1	1			
481	Past experience, qualification.				1	1			
482	Qualification.				1				
483	Experience.					1			
484	I am not experienced.					1			
485	Other things.								1
486	Past work experience and good qualification.				1	1			
487	Qualification.				1				
488	My ability in seeing things the other way round.							1	
489	Experience, good qualification, communication and interpersonal skills.	2	CS,SS		1	1			
490	Yes, some experience.					1			
491	The title of my qualification.				1				
492	The title of my qualification and the university.				2				
493	Experience and best opinions.			1		1			
494	My experience and the title of my qualification.				1	1			
495	My capabilities in speaking and answering questions.	1	CS						
496	Past experience and qualification.				1	1			
497	Past work experience.					1			
498	How I handle a job and complete the job (the outcome of the job).							1	
499	Past work experience.					1			
500	The experience.					1			
501	The one with more experience, the way we	1	CS		1	1			

No	Response	Freq	Code								
	communicate (soft skills) and certificate.										
502	Qualification and work experience.					1	1				
503	Your past work experience.						1				
504	Job related skills.	1	WS								
505	The university, using English fully in communication.		CS		1			1			
506	All the things that are related and suitable with the job.	1		3	1	1	1	1			
507	Communication skills.	1	CS								
508	Work experience and sincerity.			1			1				
509	Ability to communicate.	1	CS								
510	Soft skills and communication skills.	2	SS,CS								
511	My attitude and behaviour towards work.			2							
512	Experience and skills.	1	JS				1				
513	Work experience and qualification.					1	1				
514	Hard working and honesty.			2							
515	Hard working, determination, curiousity, able to work overtime, patience, CGPA and public speaking skills.	1	CS	3	1						
516	Mostly all the mentioned things above.										
517	Experience, the way you present yourself in front of interviewer.						1		1		
518	Experience and qualification.					1	1				
519	Ability to communicate and get things done.	1	CS							1	
520	Qualification and communication skills, experience.	1	CS			1	1				
521	Communication skills.	1	CS								
522	Personality.								1		
523	Past work experience, communication skills, personality.	1	CS				1		1		
524	The title of my qualification, and my experience in my study.					1	1				
525	The title of your qualification, and have the skills to do a system.	1	WS			1					
526	Have skills and knowledge outside my field.	1	JS			1					
527	I have many ideas to create a creative design.			1							
528	My past work experience.						1				
529	Past work experience.						1				
530	Communication skills, experience in related courses.	1	CS				1				
531	The title of my qualification and my personality.					1			1		
532	The title of my qualification and communication skill.	1	CS			1					
533	Understanding what the company wants and doing the job.			1							
534	Understanding and hard work.			2							
535	Web devloping, M-EDU, Attendent Collecting System.					1	1				
536	My qualification in information technology.					1					
537	Communication skills, performance and experience.	1	CS	1			1				
538	Work experience, communication skills and responsibility.	1	CS	1			1				
539	My qualification.					1					
540	Title of my qualification and my skills, of course.	1	JS			1					
541	Past experience, degree qualification.					1	1				
542	Characteristics.								1		
543	Past work experience.						1				
544	Past experience, degree qualification.					1	1				
545	I have built many projects using Multimedia software and good at it.					1	1				
546	Other things.										
547	The title of my qualification and abilities.					1				1	
548	Past work experience.						1				
549	Past work experience.						1				
550	The past work experience.						1				
551	My qualification, university and personality.					2			1		
552	Ability to perform on any jobs given.			1							
553	Past work experience, willing and able to learn			2			1				

No	Response	Skills		Attitude	Qualification	Confidence	Experience	Language	Others		
	fast, work independently and team work.										
554	Past work experience and results.				1		1				
555	Experience and skills.	1	JS				1				
556	Qualification.				1						
557	Qualification, confidence, communication skills.	1	CS		1	1					
558	Depends on the job and the interviewers.										
559	My knowledge on the job offered.				1						
560	Mostly will prefer experience.						1				
561	My qualification and how I convince the interviewers.	1	IS		1						
562	Employees' personalities and communication skills.	1	CS						1		
563	Experience, knowledge and more certificates.				1		1				
564	Past work experience and then qualification.				1		1				
565	Extra knowledge, the course and past experience.				1		1				
566	The past work experience and qualification.				1		1				
567	Past work experience and title of qualification.				1		1				
568	Past work experience.						1				
569	Academic qualifications and experience and confidence.				1		1				
570	The qualification.				1						
571	CGPA, past work experience, communication skills.	1	CS		1		1				
572	My skills, confidence and determination.	1	JS	1		1					
573	Title of qualification, results.				1						
574	Working experiences, knowledge and skills.	1	JS		1		1				
575	University, written resume stating achievements, experiences and skills.	1	JS		1		1				1
576	Past work experience.						1				
577	Attitude and self discipline.			2							
		192		99	284	19	266	9	45	39	11

	Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total responses
	192.00	99.00	284.00	19.00	266.00	9.00	95.00	964.00
	Skills	Attitude	Qualification	Confidence	Experience	Language	Others	
	19.92	10.27	29.46	1.97	27.59	0.93	9.85	100.00

Appendix J3e: Responses for Question 3e

Question 3e: What are your most important assets if you are in the job market?

Respondent	Answer to Question 5
1	My knowledge in this field and the desire to learn more.
2	Skills.
3	Knowledge, leadership, skills to handle things.
4	Communication skills, skills.
5	Qualifications.
6	Having own vehicle for transportation.
7	My confidence.
8	Knowledge.
9	Learning abilities.
10	Leadership, team work, knowledge.
11	Experience.
12	My knowledge.
13	Ability to work in group.
14	Skills.
15	Experience.
16	My qualification.
17	My qualification.
18	Programming skills.
19	Social skills.
20	My skills.
21	IT knowledge.
22	My mind.
23	My computer skills.
24	Abilities.
25	Educated, self motivated, independent.
26	Reliable.
27	Experience.
28	My ability to speak Japanese.
29	Car.
30	The ability to learn, resourceful.
31	My learning skills.
32	Qualifications, willingness to learn more.
33	I have abilities in designing system, problem solving skill, efficient knowledge in programming language.
34	All the knowledge that I have.

35	Knowledge in Arabic, Japanese and Thai languages.
36	Technical aspects and skills.
37	My skills and myself.
38	My skills, how I handle myself.
39	Salary, techniques.
40	Critical thinking skills
41	Creativity and productivity.
42	Skills, personality.
43	My communication skills.
44	Experience.
45	Knowledge, good results.
46	Willingness to learn.
47	Soft skills.
48	The knowledge and skills that I have.
49	Confidence.
50	Friendly?
51	Knowledge, skills and communication.
52	Speaking skills.
53	Communication skills, skills.
54	Skills.
55	My experiences.
56	Personality.
57	My personality.
58	My personality.
59	Skills and knowledge.
60	Profit.
61	Knowledge and personality.
62	Interpersonal skills.
63	Skills.
64	Self monitor and open-minded.
65	I am hardworking.
66	CGPA.
67	Experience.
68	Working in group.
69	I am flexible.
70	Experiences.
71	Skills.
72	My knowledge, experience and skills.
73	Working experience, and knowledge.
74	Knowledge.
75	My passion in doing something.
76	Interpersonal skills.
77	My grades.
78	I can speak another foreign language, Japanese.

79	Very confident person and willing to learn.
80	Certification from well known organizations.
81	Experience, self motivation and confidence.
82	Skills and ideas.
83	Knowledge and skills.
84	Willingness to learn, fast learner and good attitude.
85	Intellectual properties.
86	Communication skills.
87	Creative and hardworking.
88	My ideas.
89	Persuasive and marketing skills.
90	Spirit of team work.
91	Money.
92	Flexible, can complete any task assigned by employer.
93	Passion about the job.
94	My ability to communicate.
95	Skills.
96	Experience and confidence.
97	Skills.
98	Knowledge.
99	Knowledge.
100	My skills.
101	Communication in English, skills that are needed e.g. programming C, C++
102	Hardworking, committed to job.
103	Communication skills.
104	Responsibility.
105	Knowledge.
106	Responsibility and productivity.
107	Hard work.
108	Creative thinking.
109	My multimedia skills.
110	Skills, attitude, leadership and commitment.
111	My interpersonal skills, efforts and ability.
112	My ability, communication skills and efforts.
113	Education and skills.
114	Knowledge, experience and integrity.
115	Discipline.
116	Courage and willing to work hard.
117	My communication skills.
118	My life status?
119	Soft skills and experience.
120	Fluent communication, technical knowledge.
121	Skills.

122	My technical knowledge on network.
123	Communication skills and know what I am supposed to do.
124	Communication skills.
125	The subjects that I have taken.
126	My experience and appearance.
127	My skills in multimedia.
128	Skills.
129	Skills.
130	I do the best in everything I do.
131	My skills in database.
132	Confidence, energetic and able to learn new knowledge.
133	My skills.
134	Skills.
135	Intellect, personality, self confidence.
136	Not important to know.
137	Communication skills.
138	Confidence.
139	Do not have any.
140	Experience.
141	Communication skills.
142	I'm not sure.
143	Knowledge in IT technologies.
144	Qualifications.
145	Talkative, confidence.
146	Productive in ideas, confidence
147	Determination and skills in design.
148	Determination and hard work.
149	My appearance and credibility.
150	My extra skills.
151	I have ideas and good appearance.
152	Learning new things and love meeting people.
153	My products.
154	My degree.
155	I ability to manage a project.
156	I have skills to handle a project.
157	My passion to work and learn.
158	My soft skills.
159	I am a hardworking person.
160	Designing skills.
161	Believe in myself and ability to do any work given.
162	Experience, skills.
163	Skills and communication.
164	Ability to Influence people.
165	Communication skills and willingness to learn.

166	My IT knowledge.
167	Communication skills.
168	Self conscious, alert to surroundings and do what is best for me and job.
169	The confidence, faith, interpersonal skills, working attitude.
170	Soft skills most important.
171	Skills and ability to learn fast.
172	Must be hardworking, outsourcing.
173	Skills.
174	Skills and knowledge.
175	Ability to interact with people.
176	Skill, knowledge and experience in computer technology, software and hardware.
177	Good relationship with others/social skills
178	My skills.
179	I am young and I am willing to learn.
180	Commitment and high expectations.
181	Communication skills, positive thinker.
182	My advanced skills in communication.
183	Strong command of English.
184	My confidence.
185	Communication.
186	CGPA.
187	Experience and qualification. And also certification.
188	I am a hardworking person.
189	A little bit of experience.(fresh graduate)
190	Working experiences.
191	Personality.
192	Skills, communication and knowledge.
193	I have all the skills employers want.
194	My sincerity and willingness to work hard attitude.
195	Communication skills.
196	Technical skills.
197	Experience.
198	Abilities.
199	Communication skills.
200	Positive thinking, good communication skills.
201	Experiences.
202	Money.
203	Soft skills.
204	Happy environment and good salary offer.
205	Knowledge and skills.
206	Humble, hardworking and willing to learn.
207	Money.

208	Knowledge.
209	Skills for example, technical skills and work ability.
210	Able to upgrade myself in latest technology.
211	I can adapt to new environment fast.
212	Talent.
213	Smart.
214	My talents.
215	My degree and my self confidence.
216	Knowledge and attitude.
217	My high level of sincerity and commitment.
218	My personal and technical skills.
219	Commitment.
220	Technical skills.
221	Skills (Communication and programming)
222	Soft skills.
223	Personality.
224	Passion for corruption.
225	Soft skills.
226	Young.
227	My determination.
228	Patriotic.
229	My industrial training experience.
230	Skills.
231	Soft skills.
232	Communication skills.
233	Knowledge.
234	I can face pressure when working and very objective person.
235	Knowledge and experience.
236	Skills.
237	Reliability.
238	My high level of commitment.
239	Communication.
240	Communication and interpersonal skills.
241	Willing to learn, and being committed, attitude.
242	Experience.
243	Money, good job.
244	Hardworking and willingness to strive harder.
245	My degree, communication skills, language skills.
246	My experience.
247	Confidence, willingness to work.
248	Communication skills.
249	Skills.
250	My skills and FLASH applications.
251	My academic status.

252	I am willing to learn and work hard.
253	Good learner.
254	My knowledge, ability to work with people.
255	Experience, high CGPA, soft skills, technical knowledge.
256	Hardworking.
257	Qualification.
258	My fast mind/thinking and mouth/communicate
259	Able to work independently and hardworking.
260	Salary.
261	I am hardworking, a team player, willing to learn new things, fast learner, ready to lead and be lead.
262	The ability to take opportunity.
263	Not sure.
264	My ability to gain resources and interpersonal skills.
265	Qualification and soft skills.
266	Communication skills.
267	Communication skills, ability to take opportunity.
268	Skills and communication.
269	Experience and ability to solve problems.
270	Communication skills.
271	Can learn very fast, with less supervision.
272	Ability to manage events.
273	Ability to communicate, self learner, less control from Boss.
274	My communication skills.
275	Qualification.
276	Qualification and communication (also interpersonal skills).Skills are most important assets. I am hardworking and interested in learning something new.
277	Experience and knowledge.
278	Experience.
279	Myself.
280	Skills and ideas.
281	Speaking in English very well.
282	Confidence and the way I look.
283	Experience and results(CGPA)
284	Skills.
285	My confidence.
286	Qualifications.
287	My strategic and critical thinking.
288	Communication skills.
289	Communication skills, persuasion skills and technical skills as well as ability to forecast potential opportunity.
290	Analyzing ability.
291	Skills and qualifications.

292	I am quite confident and creative person. I love things that need strategic thinking.
293	I have good strategic and corporate thinking, my skills except communication skills. I am a competitive person.
294	Able to work with anyone, anywhere and anytime.
295	My skills, experience and knowledge.
296	Skills and experiences that I have.
297	Critical thinking, academic performance, and communication skills.
298	My confidence and appearance can convince others.
299	Cooperation and self confidence.
300	Unknown.
301	CGPA
302	High self integrity and honours.
303	Programming knowledge.
304	Computer knowledge.
305	My communication skills and excellent leadership ability.
306	Ability to do the job and confidence.
307	Speaking.
308	Education qualification.
309	My skills.
310	I am a hardworking person.
311	I am good in face-to-face communication (to adapt with people) and critical thinking.
312	Talent.
313	My ability to structure system.
314	Islamic working ethics, motivational leader, creative and fun to work with, charismatic plus charming.
315	Creativity in multimedia applications.
316	Communication skills.
317	Knowledge.
318	Degree qualification and work experience.
319	My face can attract people.
320	My creativity.
321	My qualification.
322	Knowledge.
323	Communication skills, experience.
324	Have a good, active and creative thinking skills
325	Ability to communicate well with high confidence with others.
326	My very good result and the work experience.
327	Communication skills, able to speak fluently in English.
328	Ability to handle risk and consult the financial position.
329	Critical thinking skills.

330	My brain, the way I think and my good attitude.
331	Title of my qualification.
332	Critical thinking, good English, soft skills and able to reach company's goals.
333	CGPA
334	Knowledge and experience.
335	Knowledge.
336	My communication skills.
337	Certificate.
338	Communication skills.
339	Speaking skills.
340	Knowledge.
341	Knowledge, personality.
342	Knowledge and hard work.
343	Confidence.
344	My personalities and skills.
345	My qualifications.
346	Knowledge.
347	Independent.
348	Good communication skills.
349	My skills.
350	Your qualifications.
351	Knowledge and ability to communicate effectively.
352	No idea.
353	Skills.
354	My ability to solve problem and my communication skills.
355	Interpersonal skills.
356	Competition.
357	My technical skills.
358	My technical skills, attitude and ability to sell myself.
359	Job experience.
360	Skills in my field.
361	Experience.
362	Can speak in many languages.
363	Clever.
364	Knowledge.
365	Ability to learn fast, intelligence level, health, soft skills.
366	Honesty.
367	Skills and appearance.
368	Communication skills and knowledge.
369	Experience.
370	Knowledge, experience and qualification.
371	New ideas about new technologies.
372	High motivation.

373	Knowledge.
374	Hard working.
375	PR skills.
376	Soft skills.
377	Results/my degree.
378	Good interpersonal skills.
379	Past experience.
380	Car, company.
381	Skills and communication.
382	My past work experience and people skills.
383	Soft skills.
384	Depends on what job I am applying for.
385	Honesty.
386	Hard working.
387	Expert in specific field.
388	Confident.
389	Ability to persuade people.
390	Willing to learn, patient.
391	My qualifications, soft skills and personality.
392	Working experience.
393	Communicate well.
394	Knowledge, capability.
395	Academic performance and soft skills.
396	My punctuality and friendliness.
397	Brains.
398	My knowledge.
399	Skills and experience.
400	Knowledge.
401	Patient.
402	Self quality.
403	Knowledge.
404	Self confidence.
405	My interpersonal skills.
406	My communication skills.
407	Confidence.
408	Ideas.
409	My degree.
410	Self confidence and good academic requirements.
411	I am adaptable and hardworking.
412	Willing to learn fast.
413	IT skill.
414	Knowledge.
415	My speaking skills.
416	No idea.

417	Skills, willing to learn.
418	My experience and ideas.
419	Willingness to learn.
420	Willing to learn new things.
421	Degree qualification and positive personality.
422	Programming skills and fast learning ability.
423	Eagerness.
424	Experience in students' body.
425	Ability to communicate and co-operate with working peers.
426	Qualification, skills and experience.
427	My self esteem.
428	Language skill to communicate with public.
429	Knowledge.
430	Experiences.
431	Able to work under pressure, team work and work alone.
432	Programming skill.
433	Programming skill.
434	Willing to learn something new.
435	Knowledge in electronic.
436	Skills.
437	Hard working and never give up.
438	Can work in group and very independent.
439	Experience in JAVA, PHP,ADOBE open CMS.
440	Programming skills
441	I have SAP certificate, CCNA 1 and CCNA 2, ability to handle RV2AJ Mitshubishi robot.
442	My PSM or certificate.
443	Communication.
444	Communication skill, technical skill.
445	I don't know.
446	Focus.
447	Programming skills.
448	Very flexible person in doing work.
449	Experience, university.
450	Skills.
451	My programming skills.
452	My skills.
453	Skills and experience.
454	My skills.
455	Knowledge and experience.
456	Communication, experience.
457	My qualification.
458	My capabilities in doing anything effectively.
459	My personalities and qualification.

460	My qualification and willingness to adapt myself to new situation.
461	Creativity perhaps.
462	My skills and creativity.
463	I have the ability to work in group, I will discuss and make decision and of course work hard.
464	Programming skills and knowledge.
465	Attitude.
466	Knowledge and personality.
467	Skills and techniques of thinking
468	Easy to deal with people.
469	Experience.
470	Fighting through ideas
471	I am able to speak and represent myself wherever I am.
472	Academic background, speaking and writing ability.
473	Ability to work in group.
474	Communication.
475	Communication skills and knowledge about industry.
476	Experience.
477	Skills.
478	Salary.
479	Experience.
480	Confidence and experience.
481	Public speaking.
482	Experience.
483	Knowledge.
484	Wide knowledge in selected fields.
485	Good communication.
486	Will tell you later.
487	Successful and hard working.
488	Qualification.
489	Technical skills.
490	My communication skills and performance.
491	My ideas and thinking, my work also.
492	Qualification.
493	Qualification.
494	Creativity and bright ideas.
495	Communication skills.
496	My expertise in IT.
497	Capabilities in convincing people.
498	My degree and experience.
499	Communication and interpersonal skills.
500	Able to communicate with people.
501	Communication.

502	I like to work in group because I can share my brilliant ideas.
503	My degree.
504	House.
505	The degree and experience.
506	Beauty and I have confidence in myself.
507	My ability to do something.
508	General knowledge.
509	Work hard and take risks.
510	Knowledge.
511	Knowledge.
512	Sincerity and my loyalty.
513	Communication.
514	Qualification and experience.
515	Good public relation.
516	My capability of public speaking.
517	I have business and economic back ground.
518	Work ethics.
519	Personality and confidence.
520	My degree.
521	Knowledge.
522	Knowledge and skills.
523	Islamic worldview.
524	Good personality.
525	Style, personality and confidence.
526	Familiar with PHP, JAVA.
527	Skills to build system because the job markets need JAVA and NET.
528	Skills.
529	Talent, ability and experience.
530	Experience and qualification and good communication skill.
531	I have good communication skill and also good in programming.
532	Programming skills.
533	I have good collaboration and team work.
534	Ability in system development and good team player.
535	Can do work.
536	Personality.
537	Good attitude.
538	Knowledge in programming.
539	My discipline, commitment and skills.
540	The skills and good personality.
541	Skills and qualification.
542	My abilities especially my technical skills.
543	Skills.

544	Working experience.
545	Good communication.
546	Skills.
547	My attitude, I like to work hard.
548	Flexible and able to adapt to new situations.
549	Ability in knowledge about all programming languages.
550	Qualification.
551	Knowledge and self confidence.
552	Full of commitment and hardworking
553	My qualifications
554	Ability to learn new things and able to work independently and in a team
555	Hardworking, work alone and team work.
556	Communication.
557	Hardworking.
558	Communication skill.
559	Good interpersonal skills, willing to work, self-motivated and the degree.
560	I am hardworking.
561	Creative skills and dare to fail.
562	Qualifications.
563	Problem solving ability, point of views, qualifications and how I manage myself.
564	Hardworking and more experience.
565	Hardworking.
566	Willing to do anything and travel for a job.
567	Knowledge and soft skills.
568	Have initiative, enthusiastic and professional attitude.
569	I am hardworking, willing to learn and can communicate well.
570	The knowledge and experience.
571	Knowledge and social skills.
572	M skills and creative ideas.
573	Programming skills for work.
574	Being positive always.
575	Hardworking, creative and full of commitment.
576	Networking skills.
577	Knowledge and experience.

Appendix J3e: Analysis for Question 3e

R			S	Att	Q/D	C	E	L	Other
1	My knowledge in this field and the desire to learn more.			1	1				
2	Skills.	JS	1						
3	Knowledge, leadership,skills to handle things.	WS	1	1	1				
4	Communication skills,skills.	CS,JS	2						
5	Qualifications.				1				
6	Having own vehicle for transportation.			1					
7	My confidence.					1			
8	Knowledge.				1				
9	Learning abilities.				1				
10	Leadership, team work,knowledge.			2	1				
11	Experience.						1		
12	My knowledge.				1				
13	Ability to work in group.				1				
14	Skills.	JS	1						
15	Experience.						1		
16	My qualification.				1				
17	My qualification.				1				
18	Programming skills.	WS	1						
19	Social skills.	SS	1						
20	My skills.	JS	1						
21	IT knowledge.				1				
22	My mind.				1				
23	My computer skills.	WS	1						
24	Abilities.				1				
25	Educated, self motivated,independent.			2	1				
26	Reliable.			1					
27	Experience.						1		
28	My ability to speak Japanese.	CS	1		1			1	
29	Car.			1					
30	The ability to learn, resourceful.			1	1				
31	My learning skills.	WS	1						
32	Qualifications, willingness to learn more.			1	1				
33	I have abilities in designing system, problem solving skill,efficient knowledge in programming language.	CTS	1		3				
34	All the knowledge that I have.				1				
35	Knowledge in Arabic, Japanese and Thai languages.							1	
36	Technical aspects and skills.	WS,JS	2						
37	My skills and myself.	JS	1						
38	My skills, how I handle myself.	JS	1	1					
39	Salary, techniques.			1					
40	Critical thinking skills	CTS	1						
41	Creativity and productivity.	C2TS	1	2					
42	Skills, personality.	JS	1						1

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#	Statement	Code							
43	My communication skills.	CS	1						
44	Experience.						1		
45	Knowledge, good results.				2				
46	Willingness to learn.			1					
47	Soft skills.	SS	1						
48	The knowledge and skills that I have.	JS	1		1				
49	Confidence.					1			
50	Friendly?			1					
51	Knowledge, skills and communication.	JS,CS	2		1				
52	Speaking skills.	CS	1						
53	Communication skills, skills.	CS,JS	2						
54	Skills.	JS	1						
55	My experiences.						1		
56	Personality.								1
57	My personality.								1
58	My personality.								1
59	Skills and knowledge.	JS	1		1				
60	Profit.								
61	Knowledge and personality.				1				1
62	Interpersonal skills.	SS	1						
63	Skills.	JS	1						
64	Self monitor and open-minded.			2					
65	I am hardworking.			1					
66	CGPA.				1				
67	Experience.						1		
68	Working in group.			1					
69	I am flexible.			1					
70	Experiences.						1		
71	Skills.	JS	1						
72	My knowledge, experience and skills.	JS	1		1		1		
73	Working experience, and knowledge.				1		1		
74	Knowledge.				1				
75	My passion in doing something.			1					
76	Interpersonal skills.	SS	1						
77	My grades.				1				
78	I can speak another foreign language, Japanese.							1	
79	Very confident person and willing to learn.			1		1			
80	Certification from well known organizations.				1				
81	Experience, self motivation and confidence.			1		1	1		
82	Skills and ideas.	JS	1	1					
83	Knowledge and skills.	JS	1		1				
84	Willingness to learn, fast learner and good attitude.			2					
85	Intellectual properties.				1				
86	Communication skills.	CS	1						
87	Creative and hardworking.	C2TS	1	2					
88	My ideas.			1					

#		Code							
89	Persuasive and marketing skills.	WS	1	1					
90	Spirit of team work.			1					
91	Money.								
92	Flexible, can complete any task assigned by employer.			2					
93	Passion about the job.			1					
94	My ability to communicate.	CS	1		1				
95	Skills.	JS	1						
96	Experience and confidence.						1	1	
97	Skills.	JS	1						
98	Knowledge.				1				
99	Knowledge.				1				
100	My skills.	JS	1						
101	Communication in English, skills that are needed e.g. programming C, C++	CS,WS	2					1	
102	Hardworking, committed to job.			2					
103	Communication skills.	CS	1						
104	Responsibility.			1					
105	Knowledge.				1				
106	Responsibility and productivity.			2					
107	Hardwork.			1					
108	Creative thinking.	C2TS	1						
109	My multimedia skills.	WS	1						
110	Skills, attitude, leadership and commitment.	JS	1	2					
111	My interpersonal skills, efforts and ability.	SS	1	1	1				
112	My ability, communication skills and efforts.	CS	1		1				
113	Education and skills.	JS	1		1				
114	Knowledge, experience and intergrity.			1	1		1		
115	Discipline.			1					
116	Courage and willing to work hard.			2					
117	My communication skills.	CS	1						
118	My life status ?								
119	Soft skills and experience.	SS	1				1		
120	Fluent communication , technical knowledge.	CS	1		1				
121	Skills.	JS	1						
122	My technical knowledge on network.				1				
123	Communication skills and know what I am supposed to do.	CS	1		1				
124	Communication skills.	CS	1						
125	The subjects that I have taken.			2					
126	My experience and appearance.						1		1
127	My skills in multimedia.	WS	1						
128	Skills.	JS	1						
129	Skills.	JS	1						
130	I do the best in everything I do.			1					
131	My skills in database.	WS	1						

#	Statement	Code							
132	Confidence, energetic and able to learn new knowledge.			1	1	1			
133	My skills.	JS	1						
134	Skills.	JS	1						
135	Intellect, personality, self confidence.				1	1			1
136	Not important to know.								
137	Communication skills.	CS	1						
138	Confidence.					1			
139	Do not have any.								
140	Experience.							1	
141	Communication skills.	CS	1						
142	I'm not sure.								
143	Knowledge in IT technologies.				1				
144	Qualifications.				1				
145	Talkative, confidence.			1		1			
146	Productive in ideas, confidence			1		1			
147	Determination and skills in design.	WS	1	1					
148	Determination and hard work.			2					
149	My appearance and credibility.				1				1
150	My extra skills.	JS	1						
151	I have ideas and good appearance.			1					1
152	Learning new things and love meeting people.			2					
153	My products.			1					
154	My degree.				1				
155	I ability to manage a project.				1				
156	I have skills to handle a project.	WS	1						
157	My passion to work and learn.			2					
158	My soft skills.	SS	1						
159	I am a hardworking person.			1					
160	Designing skills.	WS	1						
161	Believe in myself and ability to do any work given.			1	1				
162	Experience, skills.	JS	1				1		
163	Skills and communication.	JS,CS	2						
164	Ability to Influence people.				1				
165	Communication skills and willingness to learn.	CS	1	1					
166	My IT knowledge.				1				
167	Communication skills.	CS	1						
168	Self concious, alert to surroundings and do what is best for me and job.			3					
169	The confidence, faith, interpersonal skills, working attitude.	SS	1	1		1			
170	Softskills most important.	SS	1						
171	Skills and ability to learn fast.	JS	1						
172	Must be hardworking, outsourcing.			2					
173	Skills.	JS	1						
174	Skills and knowledge.	JS	1		1				
175	Ability to interact with people.				1				
176	Skill, knowledge and experience in computer technology, software and hardware.	JS	1		1		1		

#	Description	Code							
177	Good relationship with others/social skills	SS	1						
178	My skills.	JS	1						
179	I am young and I am willing to learn.			1					
180	Committment and high expectations.			2					
181	Communication skills, positive thinker.	CS,CTS	2						
182	My advanced skills in communication.	CS	1						
183	Strong command of English.	CS						1	
184	My confidence.					1			
185	Communication.	CS	1						
186	CGPA.				1				
187	Experience and qualification. And also certification.				2		1		
188	I am a hardworking person.			1					
189	A little bit fo experience.(fresh graduate)						1		
190	Working experiences.						1		
191	Personality.								1
192	Skills, communication and knowledge.	JS,CS	2		1				
193	I have all the skills employers want.	WS	1						
194	My sincerity and willingness to work hard attitude.			1					
195	Communication skills.	CS	1						
196	Technical skills.	WS	1						
197	Experience.						1		
198	Abilities.				1				
199	Communication skills.	CS	1						
200	Positive thinking, good communication skills.	CTS,CS	2						
201	Experiences.						1		
202	Money.								
203	Soft skills.	IS	1						
204	Happy environment and good salary offer.								
205	Knowledge and skills.	JS	1		1				
206	Humble, hardworking and willing to learn.			3					
207	Money.								
208	Knowledge.				1				
209	Skills for example, technical skills and work ability.	WS	2		1				
210	Able to upgrade myself in latest technology.			1	1				
211	I can adapt to new environment fast.			1					
212	Talent.			1					
213	Smart.			1					
214	My talents.			1					
215	My degree and my self confidence.				1	1			
216	Knowledge and attitude.				1				
217	My high level of sincerity and commitment.			2					
218	My personal and technical skills.	SS,WS	2						
219	Commitment.			1					
220	Technical skills.	WS	1						
221	Skills (Communication and programming)	CS,WS	2						
222	Soft skills.	SS	1						
223	Personality.								1

No	Description	Code						
224	Passion for coruption.							
225	Soft skills.	SS	1					
226	Young.			1				
227	My determination.			1				
228	Patriotic.			1				
229	My industrial training experience.						1	
230	Skills.	JS	1					
231	Soft skills.	SS	1					
232	Communication skills.	CS	1					
233	Knowledge.				1			
234	I can face pressure when working and very objective person.			2				
235	Knowledge and experience.				1		1	
236	Skills.	JS	1					
237	Reliability.			1				
238	My high level of commitment.			1				
239	Communication.	CS	1					
240	Communication and interpersonal skills.	CS,SS	2					
241	Willing to learn, and being committed, attitude.							
242	Experience.						1	
243	Money, good job.							
244	Hardworking and willingness to strive harder.			2				
245	My degree, communication skills, language skills.	CS,CS	1		1			1
246	My experience.						1	
247	Confidence, willingness to work.			1		1		
248	Communication skills.	CS	1					
249	Skills.	JS	1					
250	My skills and FLASH applications.	JS	1		1			
251	My academic status.				1			
252	I am willing to learn and work hard.			2				
253	Good learner.			1				
254	My knowledge, ability to work with people.				2			
255	Experience, high CGPA, soft skills, technical knowledge.	SS	1		2		1	
256	Hardworking.			1				
257	Qualification.				1			
258	My fast mind/thinking and mouth/communicate	CTS,CS	2					
259	Able to work independently and hardworking.			2	1			
260	Salary.			1				
261	I am hardworking,a team player,willing to learn new things,fast learner,ready to lead and be lead.			5				
262	The ability to take opportunity.				1			
263	Not sure.							
264	My ability to gain resources and interpersonal skills.	SS	1		1			
265	Qualification and soft skills.	SS	1		1			
266	Communication skills.	CS	1					
267	Communication skills, ability to take opportunity.	CS	1		1			

#	Description	Code							
268	Skills and communication.	JS,CS	2						
269	Experience and ability to solve problems.				1		1		
270	Communication skills.	CS	1						
271	Can learn very fast, with less supervision.			2					
272	Ability to manage events.				1				
273	Ability to communicate, self learner, less control from Boss.	CS		1	1				
274	My communication skills.	CS	1						
275	Qualification.				1				
276	Qualification and communication(also interpersonal skills).Skills are most important assets. I am hardworking and interested in learning something new.	CS,SS,JS	3		1				
277	Experience and knowledge.				1		1		
278	Experience.						1		
279	Myself.								
280	Skills and ideas.	JS	1	1					
281	Speaking in English very well.	CS	1					1	1
282	Confidence and the way I look.				1				1
283	Experience and results(CGPA)								
284	Skills.	JS	1						
285	My confidence.				1				
286	Qualifications.				1				
287	My strategic and critical thinkings	CTS	1						
288	Communication skills.	CS	1						
289	Communication skills, persuasion skills and technical skills as well as ability to forecast potential opportunity.	CS,SS,WS	3		2				
290	Analyzing ability.				1				
291	Skills and qualifications.	JS	1		1				
292	I am quite confident and creative person. I love things that need strategic thinking.	CTS	1	1		1			
293	I have good strategic and corporate thinking, my skills except communication skills. I am a competitive person.	CTS,JS	2	1					
294	Able to work with anyone, anywhere and anytime.				1				
295	My skills, experience and knowledge.	JS	1		1		1		
296	Skills and experiences that I have.	JS	1				1		
297	Critical thinking, academic performance, and communication skills.	CTS,CS	2		1				
298	My confidence and appearance can convince others.						1		1
299	Cooperation and self confidence.			1		1			
300	Unknown.								
301	CGPA				1				
302	High self intergrity and honours.			1	1				
303	Programming knowledge.				1				
304	Computer knowledge.				1				
305	My communication skills and excellent leadership ability.	CS	1	1					

No.	Response	Code							
306	Ability to do the job and confidence.				1	1			
307	Speaking.	CS	1						
308	Education qualification.				1				
309	My skills.	JS	1						
310	I am a hardworking person.			1					
311	I am good in face-to-face communication (to adapt with people) and critical thinking.	CS,CTS	2	1					
312	Talent.			1					
313	My ability to structure system.				1				
314	Islamic working ethics, motivational leader, creative and fun to work with, charismatic plus charming.	C2TS	1	6					
315	Creativity in multimedia applications.	C2TS	1	1					
316	Communication skills.	CS	1						
317	Knowledge.				1				
318	Degree qualification and work experience.				1		1		
319	My face can attract people.								1
320	My creativity.	C2TS	1	1					
321	My qualification.				1				
322	Knowledge.				1				
323	Communication skills, experience.	CS	1				1		
324	Have a good, active and creative thinking skills	C2TS	1						
325	Ability to communicate well with high confidence with others.	CS	1		1	1			
326	My very good result and the work experience.				1		1		
327	Communication skills, able to speak fluently in English.	CS,CS	2					1	1
328	Ability to handle risk and consult the financial position.				1				
329	Critical thinking skills.	CTS	1						
330	My brain, the way I think and my good attitude.	CTS	1		1				
331	Title of my qualification.				1				
332	Critical thinking, good english, soft skills and able to reach company's goals.	CTS,CS,SS	3		1			1	
333	CGPA				1				
334	Knowledge and experience.				1		1		
335	Knowledge.				1				
336	My communication skills.	CS	1						
337	Certificate.				1				
338	Communication skills.	CS	1						
339	Speaking skills.	CS	1						
340	Knowledge.				1				
341	Knowledge, personality.				1				1

#		Code							
342	Knowledge and hard work.			1	1				
343	Confidence.					1			
344	My personalities and skills.	JS	1						1
345	My qualifications.				1				
346	Knowledge.				1				
347	Independent.			1					
348	Good communication skills.	CS	1						
349	My skills.	JS	1						
350	Your qualifications.				1				
351	Knowledge and ability to communicate effectively.	CS			2				
352	No idea.								
353	Skills.	JS	1						
354	My ability to solve problem and my communication skills.	CS	1	1	1				
355	Interpersonal skills.	SS	1						
356	Competition.			1					
357	My technical skills.	WS	1						
358	My technical skills, attitude and ability to sell myself.	WS	1		1				
359	Job experience.						1		
360	Skills in my field.	WS	1						
361	Experience.						1		
362	Can speak in many languages.							1	
363	Clever.			1					
364	Knowledge.				1				
365	Ability to learn fast, intelligence level, health, soft skills.	SS	1	1	2				
366	Honesty.			1					
367	Skills and appearance.	JS	1						1
368	Communication skills and knowledge.	CS	1		1				
369	Experience.						1		
370	Knowledge, experience and qualification.				2		1		
371	New ideas about new technologies.			1					
372	High motivation.			1					
373	Knowledge.				1				
374	Hard working.			1					
375	PR skills.	SS	1						
376	Softskills.	SS	1						
377	Results/my degree.				1				
378	Good interpersonal skills.	SS	1						
379	Past experience.						1		
380	Car, company.			1					
381	Skills and communication.	JS,CS	2						
382	My past work experience and people skills.	SS	1				1		

383	Soft skills.	SS	1						
384	Depends on what job I am applying for.								
385	Honesty.			1					
386	Hard working.			1					
387	Expert in specific field.				1				
388	Confident.					1			
389	Ability to persuade people.				1				
390	Willing to learn, patient.			2					
391	My qualifications, soft skills and personality.	SS	1		1				1
392	Working experience.						1		
393	Communicate well.	CS	1						
394	Knowledge, capability.				2				
395	Academic performance and soft skills.	SS	1		1				
396	My punctuality and friendliness.			2					
397	Brains.				1				
398	My knowledge.				1				
399	Skills and experience.	JS	1				1		
400	Knowledge.				1				
401	Patient.			1					
402	Self quality.						1		
403	Knowledge.				1				
404	Self confidence.					1			
405	My interpersonal skills.	SS	1						
406	My communication skills.	CS	1						
407	Confidence.					1			
408	Ideas.			1					
409	My degree.				1				
410	Self confidence and good academic requirements.				1	1			
411	I am adaptable and hardworking.			2					
412	Willing to learn fast.			1					
413	IT skill.	WS	1						
414	Knowledge.				1				
415	My speaking skills.	CS	1						
416	No idea.								
417	Skills, willing to learn.	JS	1	1					
418	My experience and ideas.				1		1		
419	Willingness to learn.			1					
420	Willing to learn new things.			1					
421	Degree qualification and positive personality.				1				1
422	Programming skills and fast learning ability.	WS	1		1				
423	Eagerness.			1					
424	Experience in students' body.						1		
425	Ability to communicate and co-operate with working peers.	CS	1	1	1				
426	Qualification, skills and experience.	JS	1		1		1		

No.	Item	Code							
427	My self esteem.			1					
428	Language skill to communicate with public.	CS,CS	2						1
429	Knowledge.				1				
430	Experiences.					1			
431	Able to work under pressure, team work and work alone.			2	1				
432	Programming skill.	WS	1						
433	Programming skill.	WS	1						
434	Willing to learn something new.			1					
435	Knowledge in electronic.				1				
436	Skills.	JS	1						
437	Hard working and never give up.			2					
438	Can work in group and very independent.			2					
439	Experience in JAVA, PHP,ADOBE open CMS.					1			
440	Programming skills	WS	1						
441	I have SAP certificate, CCNA 1 and CCNA 2, ability to handle RV2AJ Mitshubishi robot.				1				
442	My PSM or certificate.				1				
443	Communication.	CS	1						
444	Communication skill, technical skill.	CS,WS	2						
445	I don't know.								
446	Focus.								
447	Programming skills.	WS	1						
448	Very flexible person in doing work.			1					
449	Experience, university.			1		1			
450	Skills.	JS	1						
451	My programming skills.	WS	1						
452	My skills.	JS	1						
453	Skills and experience.	JS	1			1			
454	My skills.	JS	1						
455	Knowledge and experience.				1	1			
456	Communication, experience.	CS	1			1			
457	My qualification.				1				
458	My capabilities in doing anything effectively.				1				
459	My personalities and qualification.				1				1
460	My qualification and willingness to adapt myself to new situation.			1	1				
461	Creativity perhaps.	C2TS	1	1					
462	My skills and creativity.	JS,C2TS	2	1					
463	I have the ability to work in group, I will discuss and make decision and of course work hard.			1	1				
464	Programming skills and knowledge.	WS	1		1				
465	Attitude.								
466	Knowledge and personality.				1				1
467	Skills and tecniques of thinking	JS,CTS	2						
468	Easy to deal with people.			1					
469	Experience.					1			
470	Fighting through ideas			1					

#	Statement	Code							
471	I am able to speak and represent myself wherever I am.	CS	1		1				
472	Academic background, speaking and writing ability.			1	2				
473	Ability to work in group.				1				
474	Communication.	CS	1						
475	Communication skills and knowledge about industry.	CS	1		1				
476	Experience.						1		
477	Skills.	JS	1						
478	Salary.			1					
479	Experience.						1		
480	Confidence and experience.					1	1		
481	Public speaking.	CS	1						
482	Experience.						1		
483	Knowledge.				1				
484	Wide knowledge in selected fields.				1				
485	Good communication.	CS	1						
486	Will tell you later.								
487	Successful and hard working.			1					
488	Qualification.				1				
489	Technical skills.	WS	1						
490	My communication skills and performance.	CS	1						
491	My ideas and thinking, my work also.	CTS	1	1					
492	Qualification.				1				
493	Qualification.				1				
494	Creativity and bright ideas.	C2TS	1	2					
495	Communication skills.	CS	1						
496	My expertise in IT.				1				
497	Capabilities in convincing people.				1				
498	My degree and experience.				1		1		
499	Communication and interpersonal skills.	CS,SS	2						
500	Able to communicate with people.	CS	1		1				
501	Communication.	CS	1						
502	I like to work in group because I can share my brilliant ideas.			1					
503	My degree.				1				
504	House.								
505	The degree and experience.				1		1		
506	Beauty and I have confidence in myself.					1			
507	My ability to do something.				1				
508	General knowledge.				1				
509	Work hard and take risks.			2					
510	Knowledge.				1				
511	Knowledge.				1				
512	Sincerity and my loyalty.			2					

#	Description	Code	1	2	3	4	5	6	7
513	Communication.	CS	1						
514	Qualification and experience.				1		1		
515	Good public relation.	SS	1						
516	My capability of public speaking.	CS	1						
517	I have business and economic back ground.			1					
518	Work ethics.			1					
519	Personality and confidence.					1			1
520	My degree.				1				
521	Knowledge.				1				
522	Knowledge and skills.	JS	1		1				
523	Islamic worldview.			1					
524	Good personality.								1
525	Style, personality and confidence.					1			2
526	Familiar with PHP, JAVA.				1				
527	Skills to build system because the job market need JAVA and NET.	WS	1						
528	Skills.	JS	1						
529	Talent, ability and experience.			1	1		1		
530	Experience and qualification and good communication skill.	CS	1		1		1		
531	I have good communication skill and also good in programming.	CS,WS	2						
532	Programming skills.	WS	1						
533	I have good colloboration and team work.			1					
534	Ability in system development and good team player.			1	1				
535	Can do work.				1				
536	Personality.								1
537	Good attitude.								
538	Knowledge in programming.				1				
539	My discipline, commitment and skills.	JS	1	2					
540	The skills and good personality.	JS	1						1
541	Skills and qualification.	JS	1		1				
542	My abilities especially my technical skills.	WS	1		1				
543	Skills.	JS	1						
544	Working experience.						1		
545	Good communication.	CS	1						
546	Skills.	JS	1						
547	My attitude, I like to work hard.			1					
548	Flexible and able to adapt to new situations.			1	1				
549	Ability in knowledge about all programming languages.				2				
550	Qualification.				1				
551	Knowledge and self confidence.				1	1			

No.	Response	Code	Skills	Attitude	Qualification	Confidence	Experience	Language	Others
552	Full of commitment and hardworking			2					
553	My qualifications				1				
554	Ability to learn new things and able to work independently and in a team			2	1				
555	Hardworking, work alone and team work.			2					
556	Communication.	CS	1						
557	Hardworking.			1					
558	Communication skill.	CS	1						
559	Good interpersonal skills, willing to work, self-motivated and the degree.	SS	1	2					
560	I am harworking.			1					
561	Creative skills and dare to fail.	C2TS	1	1					
562	Qualifications.				1				
563	Problem solving ability, point of views, qualifications and how I manage myself.	CTS	1	1	2				
564	Hardworking and more experience.			1			1		
565	Hardworking.			1					
566	Willing to do anything and travel for a job.			2					
567	Knowledge and soft skills.	SS	1		1				
568	Have initiative, enthusiastic and professional attitude.			2					
569	I am hardworking, willing to learn and can communicate well.	CS	1	1					
570	The knowledge and experience.				1		1		
571	Knowledge and social skills.	SS	1		1				
572	M skills and creative ideas.	JS,C2TS	2						
573	Programming skills for work.	WS	1						
574	Being positive always.								
575	Hardworking, creative and full of commitment.	C2TS	1	1					
576	Networking skills.	WS	1						
577	Knowledge and experience.				1		1		
			268	214	216	31	68	9	31

Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total responses
268	214	216	31	68	9	31	837
Skills		Qualification	Confidence	Experience	Language	Others	Total %
32.02	25.57	25.81	3.70	8.12	1.08	3.7	100.00

Appendix J3f: Responses for Question 3f

Question 3f: When considering employment, do you identify any weaknesses in yourself?

Respondent   Answer to Question 6.

1	Lack of courage.
2	Lack of skills on software that are useful.
3	Yes, I do.
4	Communication skills.
5	Yes, working experience.
6	Lack of communication skills.
7	Yes, of course.
8	Experience.
9	Not confident.
10	Communication skills.
11	Weaknesses in English language.
12	Yes, and try to overcome my weaknesses.
13	Yes.
14	Yes.
15	Yes.
16	Yes.
17	Yes, I do.
18	Speaking skills.
19	Yes, I need more confidence.
20	No.
21	Yes.
22	Yes.
23	Yes.
24	Sometimes I do because I do not want to take any risk for my next job.
25	Yes, bad tempered.
26	Yes, I am not perfect and still learning new things.
27	Yes, my English is poor.
28	Yes.
29	Lack of knowledge in the field.
30	Lack of deep knowledge in one's field.
31	No.
32	Yes, to improve myself.
33	Yes.
34	Yes.
35	No.
36	Yes.

37	No comments.
38	Lack of skills and job experience.
39	My creativity skills are not enough and I do not have work experience.
40	Yes, I cannot do my work if a person in my team does not do his task.
41	Yes, so I can rectify the flaws in myself.
42	Yes.
43	Yes, oral skills.
44	Over confident.
45	Yes, I try to improve myself from time to time.
46	No.
47	Yes.
48	Yes.
49	Yes.
50	Yes, but I can change for the better.
51	Yes.
52	Yes.
53	Yes, of course.
54	No.
55	No.
56	Yes, absolutely.
57	Sometimes.
58	Knowledge.
59	Knowledge.
60	Yes.
61	Cannot communicate.
62	Slow to adapt to working environment.
63	Communication skills.
64	No.
65	Not enough skills and unmotivated.
66	Yes, I try to do my best.
67	Yes, I do.
68	Yes.
69	Yes.
70	Yes.
71	Yes.
72	Yes.
73	Yes.
74	Yes, I do.
75	Yes.
76	Yes.
77	Communication in English.
78	Confidence.
79	I am easily panic.
80	Communication.

81	Yes.
82	Yes.
83	I do not have experience.
84	Communicating with the interviewers.
85	Of course, I try to overcome my weaknesses.
86	Yes.
87	Yes.
88	Lacking in programming skills.
89	No motivation.
90	Lack of understanding and skills of the study undertaken.
91	Yes.
92	Yes.
93	Yes.
94	Communication.
95	Of course.
96	No.
97	Yes.
98	No.
99	Yes, I use SWAT to analyze my weaknesses and strength.
100	Yes, I do.
101	Yes, when I have to talk in front of a group of people.
102	Yes.
103	Yes.
104	Low confidence.
105	Communication skills, qualification.
106	Yes.
107	Yes.
108	Lack of experience.
109	Yes, my skills.
110	Yes, my knowledge and how to apply in work situations.
111	Yes, I will find my weaknesses when I work.
112	Yes, it is important to differentiate myself from others.
113	No.
114	Yes.
115	Yes.
116	Yes.
117	Yes, of course.
118	Yes, based on job requirements.
119	Yes.
120	Yes.
121	Yes.
122	Yes.
123	Yes.
124	Less fluent in English.

125	No, nothing.
126	Yes.
127	Self confidence.
128	Self confidence.
129	Yes, my communication skills.
130	Yes.
131	Environment.
132	No.
133	Yes.
134	No.
135	No.
136	Yes.
137	No comments.
138	Not good in communication, do not have critical thinking.
139	Yes.
140	Yes.
141	Yes.
142	No.
143	I just have basic knowledge in IT technology but I learn fast.
144	Yes.
145	Not good in communication.
146	Not good in communication.
147	Mostly, communication in English, not so good.
148	No, I don't.
149	Yes.
150	Laziness.
151	I am quiet.
152	No.
153	My programming skills and personality.
154	Lack of IT skills and practical.
155	Less IT skills and practical skills but I will learn.
156	Yes.
157	Not really.
158	No.
159	Yes, my time management skill is limited.
160	Yes, I will try to overcome my weaknesses.
161	Lack of knowledge and experience.
162	Yes, communication.
163	I am scared that I lack experiences.
164	Yes.
165	Sometimes lazy.
166	Lack of self confidence, tend to procrastinate and lazy.
167	Unconfident when communicating with other people.
168	Yes.

169	Yes, skills to present ideas naturally/fluently in public.
170	Yes, when working in company I do not want to work in.
171	Yes, always.
172	Yes, I take time to adjust myself to different environments.
173	No.
174	No.
175	Yes, confidence.
176	Communication with top level and decision making.
177	No.
178	Yes. Communication skills.
179	My knowledge is limited.
180	Yes.
181	Yes. Everyone has weaknesses. Maybe cannot perform as instructed by employer.
182	Yes.
183	Yes.
184	Yes, but fairly.
185	Yes.
186	No, because I try to be better.
187	Yes, I do.
188	Yes, I do.
189	Yes.
190	No.
191	Make more decision making.
192	Yes, lack of technical skills, only theory at university.
193	Yes, my results are not strong. I prefer working flexi hours.
194	Yes, my communication skill is very low.
195	Yes.
196	Yes.
197	Yes, communication skills need to be improved.
198	My communication skills.
199	Lack of confidence.
200	No.
201	Yes.
202	Yes.
203	Yes, but will improve my weaknesses.
204	Yes, lack of communication skills.
205	Yes.
206	No.
207	Lack of experience.
208	Yes.
209	Yes, we should be honest.
210	Yes, coming late to work, doing other things while working.
211	No.

212	Yes.
213	Too many.
214	No.
215	Yes.
216	Yes.
217	Yes.
218	Yes, too many to improve.
219	I can't adapt too much pressure.
220	Yes.
221	No.
222	Yes.
223	Many.
224	Yes, I like to work alone.
225	No, I am the best.
226	I am perfect.
227	Lack of experience.
228	Yes, a lot.
229	No.
230	Yes, my results.
231	Personality.
232	I am perfect.
233	None.
234	Yes, short temper and cannot tolerate playfulness.
235	Yes.
236	Too talkative.
237	My short temperedness and stressful attitude.
238	Not until now.
239	Yes.
240	Yes.
241	Could not work after lunch because need a nap.
242	Yes.
243	Yes.
244	Willingness to study hard.
245	My pointer is just average.
246	Not confident.
247	Yes.
248	Communication skills.
249	Sometimes, gender and race are issues of employment.
250	Yes, I tend to accept any job without considering the impact to my future.
251	Yes, my inexperience.
252	Cannot express myself.
253	I try not to think of me weaknesses.
254	Lack of soft skills, not so confident.
255	Yes.

256	No.
257	Yes.
258	Lack of experience.
259	Can lose focus when depress.
260	No.
261	Of course!
262	No, I don't.
263	Yes.
264	Yes.
265	Yes.
266	Yes.
267	Yes.
268	Lack of communication skills.
269	Less confidence.
270	No.
271	No, always say yes, I can do it.
272	Clumsy.
273	Yes.
274	Yes, of course.
275	Yes.
276	I am not an expert in the knowledge and skills but ready to learn to improve it.
277	Yes, of course.
278	Yes.
279	No.
280	Yes
281	Yes.
282	I lack communication skills.
283	Not at all.
284	Lack of communication skills.
285	Yes, over confident.
286	Too confident.
287	Yes, I lack communication skills.
288	Yes.
289	Of course!
290	My communication skills.
291	Lack of skills.
292	My communication skills, I really have to improve it.
293	Yes, I lack communication skills.
294	I have my own weaknesses and I accept any challenges and view it positively to improve myself.
295	Yes.
296	Yes.
297	Yes.

298	Lack of experience in handling new job.
299	Yes.
300	Selfish.
301	Yes.
302	Lack of communication skill.
303	Absolutely yes.
304	Lack of English proficiency.
305	Yes.
306	No.
307	Yes.
308	Absolutely.
309	Yes.
310	Yes.
311	Yes, I will try to improve myself.
312	Yes.
313	No.
314	Lack of sleep can reduce my productivity.
315	No.
316	I am quite nervous when I speak in front of a large group of people.
317	Unable to manage time and handle a lot of jobs at a time.
318	Lack of confidence.
319	Lack in communication and management for staff.
320	Yes.
321	No.
322	No.
323	Yes.
324	Scared to face people who are in high positions.
325	Yes. I will proof that I will do my best.
326	Yes, lack of confidence and risk adverse.
327	No.
328	Lack of experience.
329	Always depress when encounter problems.
330	No, definitely not.
331	Yes, when being asked by interviewers.
332	I am not really fluent talking in English.
333	None.
334	No.
335	Lack of communication skills.
336	Just a little bit of experience.
337	Yes.
338	Not interested in studying.
339	Yes.
340	General knowledge.
341	No.

342	Yes.
343	Yes.
344	Yes.
345	Poor in communication skills.
346	Yes.
347	Yes.
348	Yes.
349	Poor English.
350	Yes.
351	Maybe lack of technical skills.
352	Yes, lack of confidence.
353	Yes.
354	Yes, of course.
355	Yes.
356	No.
357	Yes, I do.
358	Yes, especially in people's skills.
359	Yes.
360	Yes.
361	No.
362	Of course, I identify and try to improve.
363	Yes.
364	Not really.
365	Yes.
366	No.
367	Not confident.
368	Yes, not skilful enough.
369	Work experience and knowledge in other field.
370	Not yet.
371	Yes, lack of skills.
372	Yes, weak in communication skills, lack of confidence.
373	Yes.
374	Yes.
375	Yes.
376	Self confidence problem.
377	Yes.
378	Yes.
379	Yes.
380	Yes.
381	Yes.
382	Yes.
383	Yes.
384	Yes.
385	Yes.

386	Poor in speaking in English.
387	Yes, of course.
388	Yes.
389	Sometimes.
390	Yes.
391	Yes.
392	Lack of project handling skills.
393	Yes.
394	Easily nervous.
395	Lack of confidence.
396	Yes, I do.
397	Not sure.
398	Yes
399	Social skills.
400	No.
401	I get excited easily.
402	No.
403	Not enough working experience.
404	Yes.
405	Yes.
406	Yes.
407	Sure.
408	Yes.
409	Yes.
410	No.
411	No.
412	Yes.
413	Yes, my time management skill is a little bad.
414	Yes.
415	General knowledge.
416	Yes.
417	Of course!
418	Communicative skills.
419	Yes, I cannot accept people yelling at me when I make mistakes, they're suppose to tell me in polite manner.
420	Yes.
421	Yes.
422	Poor in English.
423	No. I am very confident in myself.
424	Yes.
425	Yes.
426	No, but if I have any, it will be experience.
427	Yes.
428	Yes.

429	Yes.
430	No.
431	Yes, burning out.
432	Yes.
433	Qualification.
434	Lack of communicating skills.
435	Lack of communication skills.
436	Yes, I have nervousness that is difficult to handle.
437	Yes, not very confident.
438	Yes, of course.
439	Yes, lack of working experiences, IT field too wide, cannot focus on one particular field.
440	No.
441	Looks.
442	Skills.
443	Yes.
444	Yes.
445	No.
446	A bit of motivation.
447	Yes.
448	I don't see my weakness, other people should tell me.
449	Maybe in new field/technology.
450	Yes, lack of communication skills.
451	Yes, of course.
452	Lazy.
453	Yes.
454	Yes.
455	Time management skills.
456	Communicative skills.
457	Hard to start and stop doing work.
458	Yes.
459	No.
460	Yes, my communication skills.
461	Hard to stop doing work.
462	Sure, lack of contribution and knowledge.
463	Yes.
464	Yes.
465	Yes.
466	Yes.
467	Yes, I lack experience.
468	Absolutely yes.
469	Yes.
470	Yes, poor in spoken English.

471	Yes, I assume that the knowledge I gained is not good enough for the higher level jobs.
472	Result (CGPA), English language.
473	Communication skills.
474	Yes.
475	Yes.
476	Yes.
477	Yes.
478	Yes.
479	Sometimes. Y
480	Yes, my working experience could be one weakness.
481	Not sure.
482	Yes, lack of confidence when delivering ideas.
483	Yes.
484	No.
485	Not at all.
486	No.
487	Yes.
488	Yes.
489	Yes.
490	Yes.
491	No.
492	I never did.
493	Of course yes.
494	Yes, I do.
495	I get nervous in the interview. If I can overcome this, I will succeed.
496	Yes.
497	Yes.
498	Yes.
499	Lack of self confidence.
500	Lack of self confidence.
501	Lack of communication skills.
502	No.
503	Yes.
504	Yes.
505	Yes.
506	Yes.
507	Yes.
508	Yes.
509	Yes.
510	Lack of knowledge.
511	Yes, easy to get stress.
512	Yes, I have no working experience yet.

513	Yes.
514	Yes.
515	Yes, sometimes.
516	Sometimes.
517	No, must think positive.
518	No.
519	Yes.
520	Yes.
521	Yes.
522	Yes.
523	Yes.
524	Not sure.
525	Yes. Too ambitious and too confident.
526	Of course so that I will try to improve the next time.
527	Yes.
528	Yes.
529	Quite lazy.
530	Lack of communication skills.
531	Less confident.
532	Not confident when answering interview questions.
533	Lack of confidence during presentation.
534	Yes, I do.
535	My weakness is my communication skill.
536	I have just a little bit skill to do a system.
537	Communication.
538	I must improve my communication skill as well.
539	I must improve my English to be better.
540	Lack of experience.
541	Yes, depends on situations.
542	I must improve my weaknesses to be better to get a job.
543	I will try to be a good employee and improve my English.
544	No.
545	Yes, of course.
546	Less confident.
547	Yes.
548	Yes, I do. I need to know my ability to do the job.
549	Yes I do and need to improve my weaknesses.
550	Yes.
551	Hmmm, I think so.
552	Not sure.
553	Depends.
554	Yes, I will.
555	Not sure.
556	My communication especially communicating in English.

557	Yes, lack of communication skills.
558	Yes.
559	Yes.
560	I try to identify and improve.
561	Yes.
562	Yes.
563	I cannot speak Chinese.
564	No.
565	Yes, lack experience and average results.
566	Yes, depends on jobs.
567	Not good in spoken English.
568	Yes, try to improve it.
569	Yes, I want to improve.
570	Yes, I try to overcome it.
571	Lazy, when jobs don't suit me.
572	Yes, communication skills, English.
573	Yes, skills as required by posts.
574	Confidence in myself.
575	Lack of confidence.
576	Yes.
577	Yes, to overcome high expectation when employed.
578	No, willing to learn.
579	Yes, I try to overcome it.
580	Yes.
581	Yes.
582	No, I am willing to learn to improve myself.
583	Social skills.
584	Yes.
585	Yes, technical skills, social and comm. skills and confidence.
586	Soft skills.
587	Yes.

Appendix J3f: Analysis for Question 3f

R	Answer to Question 3f	S	S	Att	Q/D	C	E	L	O
1	Lack of courage.					1			
2	Lack of skills on softwares that are useful.	WS	1						
3	Yes, I do.								
4	Communication skills.	CS	1						
5	Yes, working experience.						1		
6	Lack of communication skills.	CS	1						
7	Yes, of course.								
8	Experience.						1		
9	Not confident.					1			
10	Communication skills.	CS	1						
11	Weaknesses in English language.	CS	1					1	
12	Yes, and try to overcome my weaknesses.								
13	Yes.								
14	Yes.								
15	Yes.								
16	Yes.								
17	Yes, I do.								
18	Speaking skills.	CS	1						
19	Yes, I need more confidence.					1			
20	No.								
21	Yes.								
22	Yes.								
23	Yes.								
24	Sometimes I do because I do not want to take any risk for my next job.								
25	Yes, bad tempered.			1					1
26	Yes, I am not perfect and still learning new things.			1					1
27	Yes, my English is poor.	CS	1					1	
28	Yes.								
29	Lack of knowledge in the field.				1				
30	Lack of deep knowledge in one's field.				1				
31	No.								
32	Yes, to improve myself.								
33	Yes.								
34	Yes.								
35	No.								

36	Yes.								
37	No comments.								
38	Lack of skills and job experience.	JS	1		1		1		
39	My creativity skills are not enough and I do not have work experience.	C2TS	1	1			1		1
40	Yes, I cannot do my work if a person in my team does not do his task.			1					1
41	Yes, so I can rectify the flaws in myself.								
42	Yes.								
43	Yes, oral skills.	CS	1						
44	Over confident.					1			
45	Yes, I try to improve myself from time to time.								
46	No.								
47	Yes.								
48	Yes.								
49	Yes.								
50	Yes, but I can change for the better.								
51	Yes.								
52	Yes.								
53	Yes, of course.								
54	No.								
55	No.								
56	Yes, absolutely.								
57	Sometimes.								
58	Knowledge.					1			
59	Knowledge.					1			
60	Yes.								
61	Cannot communicate.	CS	1						
62	Slow to adapt to working environment.			1					1
63	Communication skills.	CS	1						
64	No.								
65	Not enough skills and unmotivated.	JS	1	1					1
66	Yes, I try to do my best.								
67	Yes, I do.								
68	Yes.								
69	Yes.								
70	Yes.								
71	Yes.								
72	Yes.								
73	Yes.								
74	Yes, I do.								
75	Yes.								

No.	Response	Code								
76	Yes.									
77	Communication in English.	CS	1						1	
78	Confidence.					1				
79	I am easily panic.			1		1				1
80	Communication.	CS	1							
81	Yes.									
82	Yes.									
83	I do not have experience.						1			
84	Communicating with the interviewers.	CS,IS	2							
85	Of course, I try to overcome my weaknesses.									
86	Yes.									
87	Yes.									
88	Lacking in programming skills.	WS	1							
89	No motivation.			1						1
90	Lack of understanding and skills of the study undertaken.	WS	1		1					
91	Yes.									
92	Yes.									
93	Yes.									
94	Communication.	CS	1							
95	Of course.									
96	No.									
97	Yes.									
98	No.									
99	Yes, I use SWAT to analyze my weaknesses and strength.	CTS	1							
100	Yes, I do.									
101	Yes, when I have to talk infront of a group of people.	CS	1			1				
102	Yes.									
103	Yes.									
104	Low confidence.					1				
105	Communication skills, qualification.	CS	1		1					
106	Yes.									
107	Yes.									
108	Lack of experience.						1			
109	Yes, my skills.	JS	1							
110	Yes, my knowledge and how to apply in work situations.	CTS	1		1			1		
111	Yes, I will find my weaknesses when I work.									
112	Yes, it is important to differentiate myself from others.									
113	No.									
114	Yes.									
115	Yes.									

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No	Response	Code							
116	Yes.								
117	Yes, of course.								
118	Yes, based on job requirements.			1					
119	Yes.								
120	Yes.								
121	Yes.								
122	Yes.								
123	Yes.								
124	Less fluent in English.	CS	1					1	
125	No, nothing.								
126	Yes.								
127	Self confidence.					1			
128	Self confidence.					1			
129	Yes, my communication skills.	CS	1						
130	Yes.								
131	Environment.			1					1
132	No.								
133	Yes.								
134	No.								
135	No.								
136	Yes.								
137	No comments.								
138	Not good in communication, do not have critical thinking.	CS,CTS	2						
139	Yes.								
140	Yes.								
141	Yes.								
142	No.								
143	I just have basic knowledge in IT technology but I learn fast.				1				
144	Yes.								
145	Not good in communication.	CS	1						
146	Not good in communication.	CS	1						
147	Mostly, communication in English, not so good.	CS	1					1	
148	No, I don't.								
149	Yes.								
150	Laziness.			1					1
151	I am quiet.			1					1
152	No.								
153	My programming skills and personality.	WS	1	1					1
154	Lack of IT skills and practical.	WS	1				1		
155	Less IT skills and practical skills but I will learn.	WS	1				1		
156	Yes.								
157	Not really.								
158	No.								

#	Response	Code	Count						
159	Yes, my time management skill is limited.	CTS	1						
160	Yes, I will try to overcome my weaknesses.								
161	Lack of knowledge and experience.			1			1		
162	Yes, communication.	CS	1						
163	I am scared that I lack experiences.			1			1		1
164	Yes.								
165	Sometimes lazy.			1					1
166	Lack of self confidence, tend to procrastinate and lazy.			1		1			1
167	Unconfident when communicating with other people.	CS	1			1			
168	Yes.								
169	Yes, skills to present ideas naturally/fluently in public.	CS	1						
170	Yes, when working in company I do not want to work in.			1					1
171	Yes, always.								
172	Yes, I take time to adjust myself to different environm			1					1
173	No.								
174	No.								
175	Yes, confidence.					1			
176	Communication with top level and decision making.	CS,CTS	2	1					1
177	No.								
178	Yes. Communication skills.	CS	1						
179	My knowledge is limited.			1					
180	Yes.								
181	Yes. Eveyone has weaknesses.Maybe cannot perform as instructed by employer.			1					1
182	Yes.								
183	Yes.								
184	Yes, but fairly.								
185	Yes.								
186	No, because I try to be better.								
187	Yes, I do.								
188	Yes, I do.								
189	Yes.								
190	No.								
191	Make more decision making.	CTS	1						
192	Yes, lack of technical skills, only theory at uni.	WS	1						

193	Yes, my results are not strong.I prefer working flexi hours.			1	1				1
194	Yes, my communication skill is very low.	CS	1						
195	Yes.								
196	Yes.								
197	Yes, communication skills need to be improved.	CS	1						
198	My communication skills.	CS	1						
199	Lack fo confidence.					1			
200	No.								
201	Yes.								
202	Yes.								
203	yes, but will improve my weaknesses.								
204	Yes, lack of communication skills.	CS	1						
205	Yes.								
206	No.								
207	Lack of experience.						1		
208	Yes.								
209	yes, we should be honest.								
210	Yes, coming late to work, doing other things while working.			2					1
211	No.								
212	Yes.								
213	Too many.								
214	No.								
215	Yes.								
216	Yes.								
217	Yes.								
218	Yes, too many to improve.								
219	I can't adapt to much pressure.			1					1
220	Yes.								
221	No.								
222	Yes.								
223	Many.								
224	Yes, I like to work alone.			1					1
225	No, I am the best.			1					1
226	I am perfect.								
227	Lack of experience.						1		
228	Yes, a lot.								

272

No.	Response							
229	No.							
230	Yes, my results.				1			
231	Personality.			1				1
232	I am perfect.			1				1
233	None.							
234	Yes, short temper and cannot tolerate playfulness.			2				
235	Yes.							
236	Too talkative.			1				1
237	My short temperedness and stressful attitude.			2				1
238	Not until now.							
239	Yes.							
240	Yes.							
241	Could not work after lunch because need a nap.			1				1
242	Yes.							
243	Yes.							
244	Willingness to study hard.			1				1
245	My pointer is just average.				1			
246	Not confident.					1		
247	Yes.							
248	Communication skills.	CS	1					
249	Sometimes, gender and race are issues of employment.			2				1
250	Yes, I tend to accept any job without considering the impact to my future.			1				1
251	Yes, my inexperience.						1	
252	Cannot expression myself.	CS	1					
253	I try not to think of me weaknesses.			1				1
254	Lack of soft skills, not so confident.	SS	1			1		
255	Yes.							
256	No.							
257	Yes.							
258	Lack of experience.						1	
259	Can lose focus when depress.			1				1
260	No.							
261	Of course!							
262	No, I don't.							

No.	Response	Code	1	2	3	4	5	6	7
263	Yes.								
264	Yes.								
265	Yes.								
266	Yes.								
267	Yes.								
268	Lack of communication skills.	CS	1						
269	Less confidence.					1			
270	No.								
271	No, always say yes, I can do it.								
272	Clumsy.			1					1
273	Yes.								
274	Yes, of course.								
275	Yes.								
276	I am not an expert in the knowledge and skills but ready to learn to improve it.	JS	1		1				
277	Yes, of course.								
278	Yes.								
279	No.								
280	Yes								
281	Yes.								
282	I lack communication skills.	CS	1						
283	Not at all.								
284	Lack of communication skills.	CS	1						
285	Yes, over confident.					1			1
286	Too confident.					1			1
287	Yes, I lack communication skills.	CS	1						
288	Yes.								
289	Of course!								
290	My communication skills.	CS	1						
291	Lack of skills.	JS	1						
292	My communication skills, I really have to improve it.	CS	1						
293	Yes, I lack communication skills.	CS	1						
294	I have my own weaknesses and I accept any challenges and view it positively to improve myself.								
295	Yes.								
296	Yes.								
297	Yes.								
298	Lack of experience in handling new job.						1		
299	Yes.								
300	Selfish.			1					1
301	Yes.								
302	Lack of communication skill.	CS	1						

No.	Answer								
303	Absolutely yes.								
304	Lack of English proficiency.	CS	1					1	
305	Yes.								
306	No.								
307	Yes.								
308	Absolutely.								
309	Yes.								
310	Yes.								
311	Yes, I will try to improve myself.								
312	Yes.								
313	No.								
314	Lack of sleep can reduce my productivity.			1					1
315	No.								
316	I am quite nervous when I speak in front of a large group of people.	CS	1			1			1
317	Unable to manage time and handle a lot of jobs at a time.								1
318	Lack of confidence.					1			
319	Lack in communication and management for staff.	CS,CTS	2						1
320	Yes.								
321	No.								
322	No.								
323	Yes.								
324	Scared to face people who are in high positions.					1			1
325	Yes. I will proof that I will do my best.								
326	Yes, lack of confidence and risk adverse.					1			
327	No.								
328	Lack of experience.						1		
329	Always depress when encounter problems.			1					1
330	No, definitely not.								
331	Yes, when being asked by interviewers.					1			
332	I am not really fluent talking in English.	CS	1					1	
333	None.								
334	No.								
335	Lack of communication skills.	CS	1						
336	Just a little bit of experience.						1		
337	Yes.								

No.	Response	Code							
338	Not interested in studying.			1					1
339	Yes.								
340	General knowledge.				1				
341	No.								
342	Yes.								
343	Yes.								
344	Yes.								
345	Poor in communication skills.	CS	1						
346	Yes.								
347	Yes.								
348	Yes.								
349	Poor English.	CS	1					1	
350	Yes.								
351	Maybe lack of technical skills.	WS	1						
352	Yes, lack of confidence.					1			
353	Yes.								
354	Yes, of course.								
355	Yes.								
356	No.								
357	Yes, I do.								
358	Yes, especially in people's skills.	SS	1						1
359	Yes.								
360	Yes.								
361	No.								
362	Of course, I identify and try to improve.								
363	Yes.								
364	Not really.								
365	Yes.								
366	No.								
367	Not confident.					1			
368	Yes, not skillful enough.	JS	1						
369	Work experience and knowledge in other field.				1		1		
370	Not yet.								
371	Yes, lack of skills.	JS	1						
372	Yes, weak in communication skills, lack of confidence.	CS	1			1			
373	Yes.								
374	Yes.								
375	Yes.								
376	Self confidence problem.					1			
377	Yes.								
378	Yes.								

No	Answer	Code								
379	Yes.									
380	Yes.									
381	Yes.									
382	Yes.									
383	Yes.									
384	Yes.									
385	Yes.									
386	Poor in speaking in English.	CS	1						1	
387	Yes, of course.									
388	Yes.									
389	Sometimes.									
390	Yes.									
391	Yes.									
392	Lack of project handling skills.	WS	1							
393	Yes.									
394	Easily nervous.						1			
395	Lack of confidence.						1			
396	Yes, I do.									
397	Not sure.									
398	Yes									
399	Social skills.	SS	1							
400	No.									
401	I get excited easily.			1						1
402	No.									
403	Not enough working experience.							1		
404	Yes.									
405	Yes.									
406	Yes.									
407	Sure.									
408	Yes.									
409	Yes.									
410	No.									
411	No.									
412	Yes.									
413	Yes, my time management skills is a little bad.	CTS	1							1
414	Yes.									
415	General knowledge.						1			
416	Yes.									
417	Of course!									
418	Communicative skills.	CS	1							
419	Yes, I cannot accept people yelling at me when I make mistakes, they're suppose to tell me in polite manner.									
420	Yes.									
421	Yes.									

422	Poor in English.	CS	1					1	
423	No. I am very confident in myself.								
424	Yes.								
425	Yes.								
426	No, but if I have any, it will be experience.							1	
427	Yes.								
428	Yes.								
429	Yes.								
430	No.								
431	Yes, burning out.								1
432	Yes.								
433	Qualification.				1				
434	Lack of communicating skills.	CS	1						
435	Lack of communication skills.	CS	1						
436	Yes, I have nervousness that is difficult to handle.					1			
437	Yes, not very confident.					1			
438	Yes, of course.								
439	Yes, lack of working experiences, IT field too wide, cannot focus on one particular field.						1		
440	No.								
441	Looks.			1					1
442	Skills.								
443	Yes.								
444	Yes.								
445	No.								
446	A bit of motivation.			1					1
447	Yes.								
448	I don't see my weakness, other people should tell me.								
449	Maybe in new field/technology.			1					
450	Yes, lack of communication skills.	CS	1						
451	Yes, of course.								
452	Lazy.			1					1
453	Yes.								
454	Yes.								
455	Time management.skills.	CTS	1						1
456	Communicative skills.	CS	1						
457	hard to start and stop doing work.								1
458	Yes.								
459	No.								
460	Yes, my communication skills.	CS	1						

No.	Response								
461	Hard to stop doing work.			1					1
462	Sure, lack of contribution and knowledge.				1		1		
463	Yes.								
464	Yes.								
465	Yes.								
466	Yes.								
467	Yes, I lack experience.						1		
468	Absolutely yes.								
469	Yes.								
470	Yes, poor in spoken English.	CS	1					1	
471	Yes, I assume that the knowledge I gained is not good enough for the higher level jobs.				1				
472	Result (CGPA), English language.	CS	1		1			1	
473	Communication skills.	CS	1						
474	Yes.								
475	Yes.								
476	Yes.								
477	Yes.								
478	Yes.								
479	Sometimes.								
480	yes, my working experience could be one weakness.						1		
481	Not sure.								
482	Yes, lack of confidence when delivering ideas.					1			
483	Yes.								
484	No.								
485	Not at all.								
486	No.								
487	Yes.								
488	Yes.								
489	Yes.								
490	Yes.								
491	No.								
492	I never did.								
493	of course yes.								
494	Yes, I do.								
495	I get nervous in the interview. If I can overcome this, I will succeed.					1			1
496	Yes.								
497	Yes.								
498	Yes.								
499	Lack of self confidence.					1			
500	Lack of self confidence.					1			

#	Answer	Code							
501	Lack of communication skills.	CS	1						
502	No.								
503	Yes.								
504	Yes.								
505	Yes.								
506	Yes.								
507	Yes.								
508	Yes.								
509	Yes.								
510	Lack of knowledge.				1				
511	Yes, easy to get stress.			1					1
512	Yes, I have no working experience yet.						1		
513	Yes.								
514	Yes.								
515	Yes, sometimes.								
516	Sometimes.								
517	No, must think positive.								
518	No.								
519	Yes.								
520	Yes.								
521	Yes.								
522	Yes.								
523	Yes.								
524	Not sure.								
525	Yes. Too ambitious and too confident.			1		1			1
526	Of course so that I will try to improve the next time.								
527	Yes.								
528	Yes.								
529	Quite lazy.			1					1
530	Lack of communication skills.	CS	1						
531	Less confident.					1			
532	Not confident when answering interview questions.	IS	1			1			
533	Lack of confidence during presentation.					1			
534	Yes, I do.								
535	My weakness is my communication skill.	CS	1						
536	I have just a little bit skill to do a system.	WS	1						
537	Communication.	CS	1						
538	I must improve my communication skill as well.	CS	1						
539	I must improve my English to be better.	CS	1					1	
540	Lack of experience.						1		

			1	2	3	4	5	6
541	Yes, depends on situations.							
542	I must improve my weaknesses to be better to get a job.							
543	I will try to be a good employee and improve my English.	CS	1				1	
544	No.							
545	Yes, of course.							
546	Less confident.					1		
547	Yes.							
548	Yes, I do. I need to know my ability to do the job.				1			
549	Yes I do and need to improve my weaknesses.							
550	Yes.							
551	Hmmm, I think so.							
552	Not sure.							
553	Depends.							
554	Yes, I will.							
555	Not sure.							
556	My communication especially communicating in English.	CS	1				1	
557	Yes, lack of communication skills.	CS	1					
558	Yes.							
559	Yes.							
560	I try to identify and improve.							
561	Yes.							
562	Yes.							
563	I cannot speak Chinese.	CS	1					1
564	No.							
565	Yes, lack experience and average results.				1		1	
566	Yes, depends on jobs.							
567	Not good in spoken English.	CS	1				1	
568	Yes, try to improve it.							
569	Yes, I want to improve.							
570	Yes, I try to overcome it.							
571	Lazy, when jobs don't suit me.							1
572	Yes, communication skills, English.	CS	1					
573	Yes, skills as required by posts.	WS	1					
574	Confidence in myself.					1		
575	Lack of confidence.					1		
576	Yes.							
577	Yes, to overcome high expectation when employed.							1
578	No, willing to learn.							

579	Yes, I try to overcome it.								
580	Yes.								
581	Yes.								
582	No, I am willing to learn to improve myself.								
583	Social skills.	SS	1						
584	Yes.								
585	Yes, technical skills, social and comm. skills and confidence.	WS,SS,CS	3						
586	Softskills.	SS	1						
	Yes.								
			109	53	26	43	27	17	62

Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total Responses
109.00	53.00	26.00	43.00	27.00	17.00	62.00	337.00
Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total Responses
32.34	15.73	7.72	12.76	8.01	5.04	18.40	100.00

Appendix J4a: Summary of responses

3b

Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total
27.02	30.64	25.09	5.79	3.62	0.72	7.12	100.00

3c

Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total
28.79	15.46	12.62	9.65	12.62	2.42	18.44	100.00

3d

Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total
19.92	10.27	29.46	1.97	27.59	0.93	9.85	100.00

3e

Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total
32.02	25.57	25.81	3.70	8.12	1.08	3.70	100.00

3f

Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total
32.34	15.73	7.72	12.76	8.01	5.04	18.40	100.00

Strength

	Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total
3b	27.02	30.64	25.09	5.79	3.62	0.72	7.12	100.00
3e	32.02	25.57	25.81	3.70	8.12	1.08	3.70	100.00
Total	66.66	49.91	34.54	21.43	13.44	6.91	7.12	200.00
Mean	33.33	24.95	17.27	10.72	6.72	3.46	3.56	100.00

Weakness

	Skills	Attitude	Qualification	Confidence	Experience	English	Others	Total
3c	28.79	15.46	12.62	9.65	12.62	2.42	18.44	100.00
3f	32.34	15.73	7.72	12.76	8.01	5.04	18.40	100.00
Total	61.13	31.19	20.34	22.41	20.63	7.46	36.84	200.00
Mean	34.22	17.37	11.04	12.65	11.22	4.30	9.22	100.00

What students think employers want in them

	Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total
3d	19.92	10.27	29.46	1.97	27.59	0.93	9.85	100.00

Appendix J4b: Line chart for strength, weakness and what students think employers want from them

	Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total
Strengths	33.33	24.95	17.27	10.72	6.72	3.46	3.56	100.00
Weaknesses	34.22	17.37	11.04	12.65	11.22	4.30	9.22	100.00
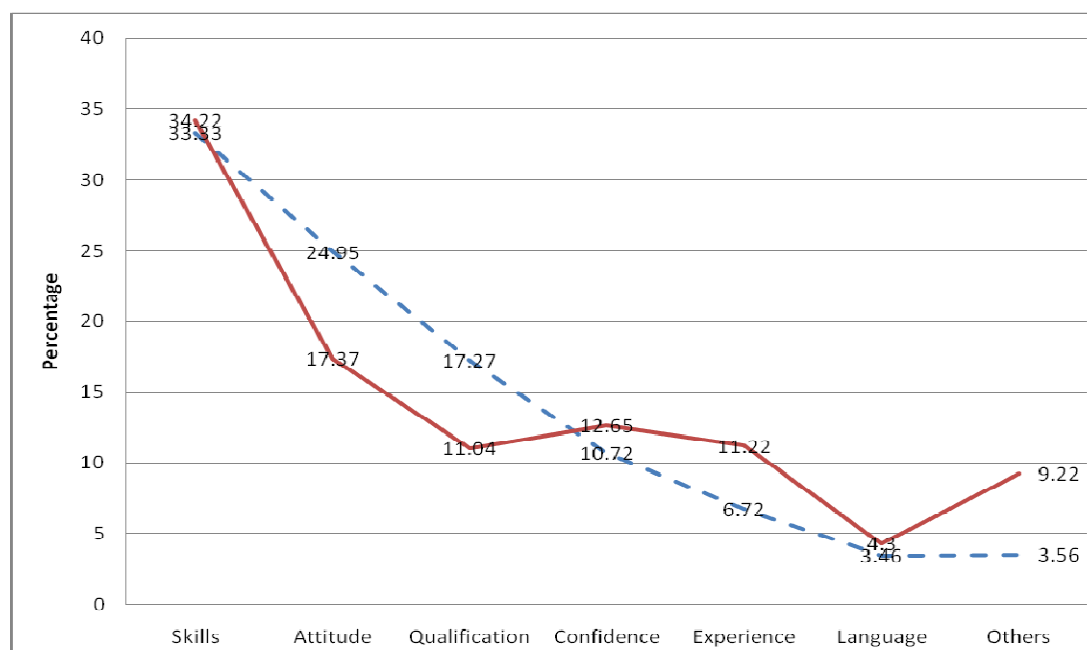
What sudents think employers want	Skills	Attitude	Qualification	Confidence	Experience	Language	Others	Total
	19.92	10.27	29.46	1.97	27.59	0.93	9.85	100.00

284
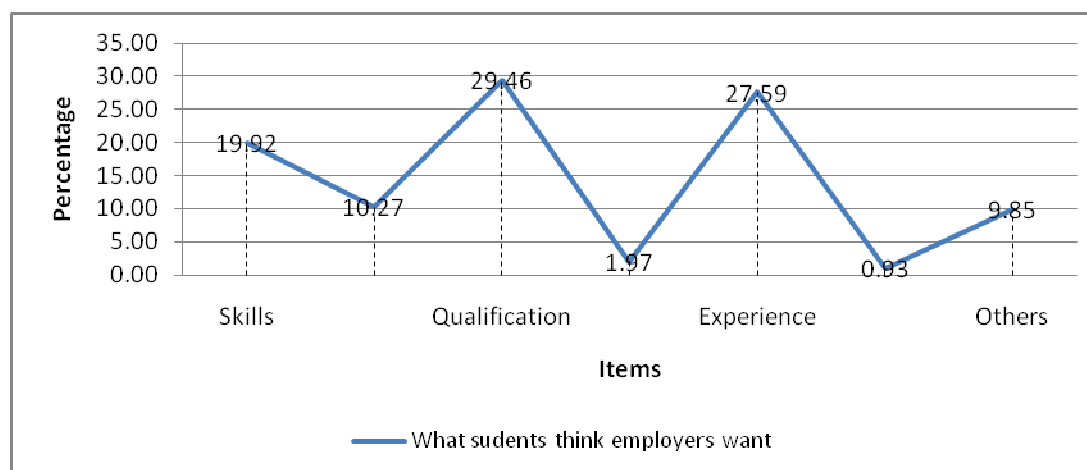
Appendix K1 : Mean Scores for Ability and Importance according to gender

Mean scores for ability according to gender

	Female	Male
S1	3.52	3.63
S2	3.80	3.81
S3	3.73	3.67
S4	3.57	3.68
S5	3.62	3.69
S6	3.40	3.56
S7	3.58	3.60
S8	3.80	3.81
S9	3.58	3.62
S10	3.57	3.62
S11	3.47	3.54
S12	3.50	3.61
S13	3.45	3.55
S14	3.45	3.50
S15	3.42	3.51
S16	3.57	3.59
S17	3.41	3.53
S18	3.46	3.48
S19	3.50	3.59
S20	3.34	3.41
S21	3.29	3.32

S22	3.60	3.72
S23	3.38	3.52
S24	3.35	3.47
S25	3.34	3.52
S26	3.32	3.48
S27	3.52	3.56
S28	3.57	3.68
S29	3.45	3.53
S30	3.45	3.53
S31	3.43	3.54
S32	3.71	3.79
S33	3.48	3.48
S34	3.36	3.47
S35	3.51	3.50

	lowest
	highest

Mean Scores for importance to future employment according to gender

	Female	Male
S1	3.74	3.85
S2	3.88	3.92
S3	3.87	3.91
S4	3.85	3.87
S5	3.79	3.92
S6	3.56	3.72
S7	3.69	3.80
S8	3.97	4.02
S9	3.74	3.77
S10	3.65	3.73
S11	3.78	3.92
S12	3.71	3.75
S13	3.75	3.9
S14	3.78	3.81
S15	3.66	3.67
S16	3.77	3.87
S17	3.62	3.77
S18	3.68	3.73
S19	3.81	3.92
S20	3.63	3.77
S21	3.65	3.65
S22	3.80	3.87

S23	3.63	3.66
S24	3.73	3.76
S25	3.65	3.76
S26	3.59	3.69
S27	3.75	3.80
S28	3.80	3.91
S29	3.69	3.78
S30	3.61	3.75
S31	3.67	3.84
S32	3.43	3.53
S33	3.66	3.73
S34	3.55	3.68
S35	3.73	3.79

	lowest
	highest

Appendix K2: SPSS output ability acc to gender

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Thinking independently * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Egocentricity/sociocentricity * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Fully u/stand unfamiliar ideas * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Consider positive aspects of life * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Recognize limits of knowledge * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Brave to admit truth in own thinking * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Consistent in app of intellectual standards * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Change req patience n hard work * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Reach conclusion tru reasoning * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Important to dif useful n misleading simplifications * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Brave to admit truth in own thinking * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Consistent in app of intellectual standards * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Change req patience n hard work * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Reach conclusion tru reasoning * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Able to use, transfer and apply ideas to new sit * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Can create n explore own belief * Respondent's sex	671	100.0%	0	.0%	671	100.0%
In p/solving, I understand b4 judgment * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I u/stand, analyze n critique concepts * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I develop criteria when evaluate s/thing * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
I use reliable sources when formulating conclusions * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I am not limited to accepted ways of doing things * Respondent's sex	671	100.0%	0	.0%	671	100.0%

	N	Percent	N	Percent	N	Percent
I use analytic tools when u/s reasoning of conclusions * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I use everything available to me when generate/assess sol * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I examine consequences of actions * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Read with heavy skepticism * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I listen actively and ask key qs * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I use insights frm other experiences to u/s other subjects * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I question deeply * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I reason dialogically inwardly n with others * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
I reason dialectically * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I make effort to see myself n others accurately * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I think abt my own thinking * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I am sensitive to similarities and differences * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
I reason dialectically * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I make effort to see myself n others accurately * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I think abt my own thinking * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I am sensitive to similarities and differences * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I evaluate assumptions * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
I am able to distiguish btween relevant n irrelevant facts * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I am extremely careful in my observations in making inferences * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I can insightfully defend the conclusions I make * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I value consistency and recognize contradictions * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I u/s when I accept statemnt, I have to accept implications * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Means

Report

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Respondent's sex		Thinking independently	Egocentricity/sociocentricity	Fully u/stand unfamiliar ideas	Consider positive aspects of life	Recognize limits of knowledge
female	Mean	3.52	3.80	3.73	3.57	3.62
	N	407	407	407	407	407
	Std. Deviation	.676	.678	.660	.765	.709
male	Mean	3.63	3.81	3.67	3.68	3.69
	N	264	264	264	264	264
	Std. Deviation	.717	.656	.709	.798	.716
Total	Mean	3.57	3.80	3.70	3.61	3.64
	N	671	671	671	671	671
	Std. Deviation	.694	.669	.680	.780	.712

Report

Respondent's sex		Brave to admit truth in own thinking	Consistent in app of intellectual standards	Change req patience n hard work	Reach conclusion tru reasoning	Important to dif useful n misleading simplifications
female	Mean	3.40	3.58	3.80	3.58	3.57
	N	407	407	407	407	407
	Std. Deviation	.712	.820	.675	.751	.722
male	Mean	3.56	3.60	3.81	3.62	3.62
	N	264	264	264	264	264
	Std. Deviation	.695	.826	.701	.770	.713
Total	Mean	3.46	3.59	3.80	3.60	3.59
	N	671	671	671	671	671
	Std. Deviation	.709	.822	.685	.758	.719

Report

Respondent's sex		Able to use, transfer and apply ideas to new sit	Can create n explore own belief	In p/solving, I understand b4 judgment	I u/stand, analyze n critique concepts	I develop criteria when evaluate s/thing
female	Mean	3.47	3.50	3.49	3.45	3.42
	N	407	407	407	407	407
	Std. Deviation	.680	.726	.665	.731	.710
male	Mean	3.54	3.61	3.55	3.50	3.51
	N	264	264	264	264	264
	Std. Deviation	.759	.711	.668	.719	.692
Total	Mean	3.50	3.54	3.51	3.47	3.45
	N	671	671	671	671	671
	Std. Deviation	.712	.721	.667	.726	.704

Report

Respondent's sex		I use reliable sources when formulating conclusions	I am not limited to accepted ways of doing things	I use analytic tools when u/s reasoninq of conclusions	I use everything available to me when generate/assess sol	I examine consequences of actions
female	Mean	3.57	3.41	3.46	3.50	3.34
	N	407	407	407	407	407
	Std. Deviation	.701	.709	.721	.687	.698
male	Mean	3.59	3.53	3.48	3.59	3.41
	N	264	264	264	264	264
	Std. Deviation	.734	.775	.808	.707	.719
Total	Mean	3.58	3.45	3.47	3.54	3.37
	N	671	671	671	671	671
	Std. Deviation	.714	.737	.756	.696	.706

Report

Respondent's sex		Read with heavy skepticism	I listen actively and ask key qs	I use insights frm other experiences to u/s other subjects	I question deeply	I reason dialogically inwardly n with others
female	Mean	3.29	3.60	3.38	3.35	3.34
	N	407	407	407	407	407
	Std. Deviation	.725	.768	.695	.798	.749
male	Mean	3.32	3.72	3.52	3.47	3.52
	N	264	264	264	264	264
	Std. Deviation	.807	.783	.681	.817	.735
Total	Mean	3.30	3.65	3.44	3.39	3.41
	N	671	671	671	671	671
	Std. Deviation	.758	.775	.692	.807	.748

Report

Respondent's sex		I reason dialectically	I make effort to see myself n others accurately	I think abt my own thinking	I am sensitive to similarities and differences	I evaluate assumptions
female	Mean	3.32	3.52	3.57	3.45	3.45
	N	407	407	407	407	407
	Std. Deviation	.751	.725	.712	.724	.727
male	Mean	3.48	3.56	3.68	3.53	3.53
	N	264	264	264	264	264
	Std. Deviation	.750	.773	.748	.739	.769
Total	Mean	3.38	3.54	3.61	3.48	3.48
	N	671	671	671	671	671
	Std. Deviation	.754	.744	.728	.730	.745

Report

Respondent's sex		I am able to distiguish btween relevant n irrelevant facts	I am extremely careful in my observations in making inferences	I can insightfully defend the conclusions I make	I value consistency and recognize contradictions	I u/s when I accept statemnt, I have to accept implications
female	Mean	3.43	3.71	3.48	3.36	3.51
	N	407	407	407	407	407
	Std. Deviation	.712	.797	.687	.669	.708
male	Mean	3.54	3.79	3.48	3.47	3.50
	N	264	264	264	264	264
	Std. Deviation	.774	.877	.750	.702	.735
Total	Mean	3.47	3.74	3.48	3.40	3.50
	N	671	671	671	671	671
	Std. Deviation	.738	.830	.712	.684	.718

Appendix K3: SPSS output importance to employability acc to gender

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Thinking independently * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Egocentricity/sociocentricity * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Fully u/stand unfamiliar ideas * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Consider positive aspects of life * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Recognize limits of knowledge * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Brave to admit truth in own thinking * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Consistent in app of intellectual standards * Respondent's sex	671	100.0%	0	.0%	671	100.0%

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	671	100.0%	0	.0%	671	100.0%
Change req patience n hard work * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Reach conclusion tru reasoning * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Important to dif useful n misleading simplifications * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Able to use, transfer and apply ideas to new sit * Respondent's sex	671	100.0%	0	.0%	671	100.0%
Can create n explore own belief * Respondent's sex	671	100.0%	0	.0%	671	100.0%
In p/solving, I understand b4 judgment * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I u/stand, analyze n critique concepts * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I develop criteria when evaluate s/thing * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
I use reliable sources when formulating conclusions * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I am not limited to accepted ways of doing things * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I use analytic tools when u/s reasoninq of conclusions * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I use everything available to me when generate/assess sol * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I examine consequences of actions * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Read with heavy skepticism * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I listen actively and ask key qs * Respondent's sex	671	100.0%	0	.0%	671	100.0%

297

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
I use insights frm other experiences to u/s other subjects * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I question deeply * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I reason dialogically inwardly n with others * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
I reason dialectically * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I make effort to see myself n others accurately * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I think abt my own thinking * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I am sensitive to similarities and differences * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I evaluate assumptions * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
I am able to distinguish between relevant n irrelevant facts * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I am extremely careful in my observations in making inferences * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I can insightfully defend the conclusions I make * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I value consistency and recognize contradictions * Respondent's sex	671	100.0%	0	.0%	671	100.0%
I u/s when I accept statement, I have to accept implications * Respondent's sex	671	100.0%	0	.0%	671	100.0%

Means

Report

Respondent's sex		Thinking independently	Egocentricity/s ociocentricity	Fully u/stand unfamiliar ideas	Consider positive aspects of life	Recognize limits of knowledge
female	Mean	3.74	3.88	3.87	3.85	3.79
	N	407	407	407	407	407
	Std. Deviation	.771	.750	.773	.793	.819
male	Mean	3.85	3.92	3.91	3.87	3.92
	N	264	264	264	264	264
	Std. Deviation	.836	.802	.787	.824	.828
Total	Mean	3.79	3.90	3.89	3.86	3.84
	N	671	671	671	671	671
	Std. Deviation	.798	.771	.779	.804	.825

Report

Respondent's sex		Brave to admit truth in own thinking	Consistent in app of intellectual standards	Change req patience n hard work	Reach conclusion tru reasoning	Important to dif useful n misleading simplifications
female	Mean	3.56	3.69	3.97	3.74	3.65
	N	407	407	407	407	407
	Std. Deviation	.753	.851	.816	.850	.804
male	Mean	3.72	3.80	4.02	3.77	3.73
	N	264	264	264	264	264
	Std. Deviation	.797	.837	.815	.833	.812
Total	Mean	3.62	3.73	3.99	3.76	3.69
	N	671	671	671	671	671
	Std. Deviation	.774	.847	.816	.843	.807

Report

Respondent's sex		Able to use, transfer and apply ideas to new sit	Can create n explore own belief	In p/solving, I understand b4 judgment	I u/stand, analyze n critique concepts	I develop criteria when evaluate s/thing
female	Mean	3.78	3.71	3.75	3.78	3.66
	N	407	407	407	407	407
	Std. Deviation	.801	.779	.757	.757	.814
male	Mean	3.92	3.75	3.90	3.81	3.67
	N	264	264	264	264	264
	Std. Deviation	.814	.779	.862	.822	.827
Total	Mean	3.83	3.72	3.81	3.79	3.67
	N	671	671	671	671	671
	Std. Deviation	.809	.778	.803	.783	.819

Report

Respondent's sex		I use reliable sources when formulating conclusions	I am not limited to accepted ways of doing things	I use analytic tools when u/s reasoninq of conclusions	I use everything available to me when generate/asses s sol	I examine consequences of actions
female	Mean	3.77	3.62	3.68	3.81	3.63
	N	407	407	407	407	407
	Std. Deviation	.789	.822	.794	.781	.808
male	Mean	3.87	3.77	3.73	3.92	3.77
	N	264	264	264	264	264
	Std. Deviation	.884	.861	.832	.855	.868
Total	Mean	3.81	3.68	3.70	3.85	3.69
	N	671	671	671	671	671
	Std. Deviation	.829	.840	.809	.812	.835

Report

Respondent's sex		Read with heavy skepticism	I listen actively and ask key qs	I use insights frm other experiences to u/s other subjects	I question deeply	I reason dialogically inwardly n with others
female	Mean	3.65	3.80	3.63	3.73	3.65
	N	407	407	407	407	407
	Std. Deviation	.776	.853	.792	.827	.779
male	Mean	3.65	3.87	3.66	3.76	3.76
	N	264	264	264	264	264
	Std. Deviation	.859	.819	.768	.932	.750
Total	Mean	3.65	3.83	3.64	3.74	3.69
	N	671	671	671	671	671
	Std. Deviation	.809	.840	.782	.869	.769

Report

Respondent's sex		I reason dialectically	I make effort to see myself n others accurately	I think abt my own thinking	I am sensitive to similarities and differences	I evaluate assumptions
female	Mean	3.59	3.75	3.80	3.69	3.61
	N	407	407	407	407	407
	Std. Deviation	.819	.806	.803	.787	.810
male	Mean	3.69	3.80	3.91	3.78	3.75
	N	264	264	264	264	264
	Std. Deviation	.795	.855	.838	.822	.884
Total	Mean	3.63	3.77	3.84	3.72	3.67
	N	671	671	671	671	671
	Std. Deviation	.810	.825	.818	.802	.842

Report

Respondent's sex		I am able to distiguish btween relevant n irrelevant facts	I am extremely careful in my observations in making inferences	I can insightfully defend the conclusions I make	I value consistency and recognize contradictions	I u/s when I accept statemnt, I have to accept implications
female	Mean	3.67	3.43	3.66	3.55	3.73
	N	407	407	407	407	407
	Std. Deviation	.825	.755	.768	.789	.793
male	Mean	3.84	3.53	3.73	3.68	3.79
	N	264	264	264	264	264
	Std. Deviation	.850	.739	.826	.876	.853
Total	Mean	3.73	3.47	3.69	3.60	3.76
	N	671	671	671	671	671
	Std. Deviation	.839	.750	.792	.826	.817

Appendix L: Samples of consent

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FAKULTI SAINS KOMPUTER DAN SISTEM MAKLUMAT
FACULTY OF COMPUTER SCIENCE AND INFORMATION SYSTEMS

RUJUKAN KAMI (OUR REF.) :
RUJUKAN TUAN (YOUR REF.) :   UTM.28/13.12/1-1 (28)   18 Oktober 2006

Notshima Zainal Shah
School of Applied Language and Intercultural Studies
Dublin City University
Dublin 9, Ireland

Assalamualaikum. wbh. wbt

Saudara.

PERMOHONAN DATA PELAJAR DOKTOR FALSAFAH (SAINS KOMPUTER)
UNIVERSITI TEKNOLOGI MALAYSIA

Dengan hormatnya saya merujuk kepada surat saudara bertarikh 2 Oktober 2006 adalah berkaitan.

2.   Sukacita bersama ini disertakan data alamat dan email pelajar Ph. D (Sains Komputer)
seperti yang diminta untuk tindakan saudara selanjutnya.

Diharap dengan maklumat yang diberi akan membantu saudara menjalankan kajian saudara dengan
jayanya.

Sekian, terima kasih.

"BERKHIDMAT UNTUK NEGARA"

Yang benar.

PROF. MADYA DR. NAOMIE SALIM
Timbalan Dekan(Penyelidikan & Pengajian Siswazah)
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PEJABAT PENDAFTAR

UTM(S)02.05/13.15/1/4 Jld. 2(2)   18 Oktober 2006

RUJUKAN KAMI (OUR REF.) :

Puan Norshima Zainal Shah
School of Applied Language and Intercultural Studies
Dublin City University
Dublin 9
IRELAND

Puan

DATA ON GRADUATES OF FACULTY OF
COMPUTER SCIENCE AND INFORMATION SYSTEM

....

Dengan hormatnya saya merujuk surat puan bertarikh 6 October 2006 mengenai perkara di atas.

2   Dukacita dimaklumkan pejabat ini tidak dapat memberikan maklumat seperti yang diperlukan.

Sekian, terima kasih.

'BERKHIDMAT UNTUK NEGARA'

Yang benar,

NAJMAH BINTI SHAMSUDDIN
Timbalan Pendaftar
(Pengurusan Akademik)
b.p. Naib Canselor
Tel: 07-5530367
najmah@utm.my

DCU

To: Ms. Norshima Zainal Shah.
Fax: 0060390574291

21st July 2005

Dear Ms. Zainal Shah,

Further to your application I am very pleased to tell you that we wish to offer you a place
as a research (Ph.D) student in the School of Applied Language and Intercultural
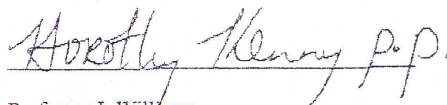Studies at Dublin City University.

All registered students are required to pay fees in accordance with the University
Regulations and if you accept this offer you must be confident of your ability to fulfil this
obligation.

Your studies will commence on 26th September 2005 and you should ensure that you
arrive in Dublin at least two weeks in advance of this date. My colleague, Dr. Sheridan,
will be able to advise you about accommodation etc.

Subject to satisfactory progress, the normal duration of a doctoral programme is 3 years.

I hope you will accept our offer and I look forward to welcoming you in due course to
Dublin City University.

Yours sincerely

Professor J. Williams
Head of School

UNIVERSITI TEKNOLOGI MALAYSIA

81310 UTM SKUDAI,
JOHOR DARUL TA'ZIM,
MALAYSIA

TEL : ON : +607-5530361   E-mail : admin@pendaftar.utm.my   TELEFAX : +607-581 5821

BAHAGIAN PEMBANGUNAN SUMBER MANUSIA

RUJ. KAN KAMI (OUR REF) :

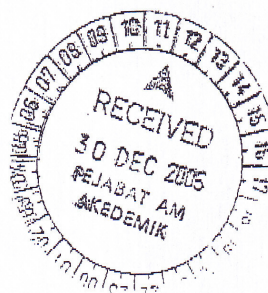UTM.02.03/12.14/1/2/1978 (9)

14   Disember 2005
12   Zulkaedah 1426

Pn. Norshima binti Zainal Shah
Akademi Tentera Malaysia (ATMA)

Melalui dan salinan :

Pengarah
Akademi Tentera Malaysia (ATMA)
57000 Sungai Besi
KUALA LUMPUR

Saudara,

KELULUSAN CUTI BELAJAR LUAR NEGARA

Dengan segala hormatnya, saya diarah memaklumkan bahawa Universiti ini meluluskan Cuti Belajar/Melanjutkan Pelajaran kepada saudara untuk mengikuti pengajian seperti berikut :-

Status Cuti Belajar	:	Bergaji Penuh Dan Berbiasiswa
Nama Kursus	:	Ijazah Doktor Falsafah
Bidang	:	Pendidikan/TESL
Taraf Kursus	:	Profesional
Institutsi Pengajian	:	Dublin City University, Ireland
Tempoh Cuti Belajar	:	21 Disember 2005 – 3 Januari 2009 (3 tahun 2 minggu)
Tempoh Biasiswa	:	28 Disember 2005 – 27 Disember 2008 (3 tahun)
Biasiswa	:	SLAB/UTM

2. Di bawah tawaran dan kelulusan Cuti Belajar ini Universiti akan membayar gaji penuh (jika pegawai ialah pegawai tetap), elaun tutor (bagi jawatan tutor), elaun biasiswa dan elaun yang berkaitan dengan kursus. Kadar elaun biasiswa adalah seperti **di Lampiran.**

3. Untuk makluman, urusan penerbangan saudara dan keluarga (jika berkenaan) akan diuruskan oleh Universiti ini. Di bawah ini ialah nama-nama ahli keluarga yang diluluskan tambang perjalanan dengan kapal terbang oleh Universiti ini (tertakluk kepada syarat bahawa tempoh kursus melebihi dua belas (12) bulan dan keluarga tinggal bersama-sama pegawai di luar negeri secara terus menerus tidak kurang dari 6 bulan).

a)   Nama Suami   :   Mahazir bin Ramly

b)   Nama anak-anak di bawah umur tiga belas (13) tahun pada tarikh mula kuatkuasa Cuti Belajar/Melanjutkan Pelajaran :

    i.   Aiman Arif   (7 tahun)
    ii.   Ain Nuraisha   (5 tahun)
    iii.   Ain Nurintan   (4 tahun)

.../2-