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**A SURVEY ON GRADUATE RECRUITMENT PATTERNS
IN LOCAL AND FOREIGN BANKS**

**By:
MEERA A/P PONNIAH
EGC 020017**

**SUBMITTED TO THE FACULTY OF ECONOMICS AND
ADMINISTRATION, UNIVERSITY OF MALAYA IN
PARTIAL FULFILMENT OF THE REQUIREMENTS FOR
THE DEGREE OF MASTER OF PUBLIC
ADMINISTRATION**

JUNE 2005

Perpustakaan Universiti Malaya



A512499728

ABSTRACT

This study attempts to analyse the patterns of graduate recruitment in the local and foreign banks. It seeks to find out whether local and foreign banks in Malaysia prefer to employ local public university graduates or foreign university, private university and private college graduates, and consequently identify the reasons for their preference.

A survey was administered through questionnaires. Data were obtained from 120 manager level staffs in six randomly selected local and foreign banks in Kuala Lumpur. The analysis revealed that local and foreign banks preferred to recruit graduates from private universities and private colleges to graduates from local public universities. Among the reasons for adopting such a practice in recruitment that were found in the study include lack of proficiency in English, lack of Information Communication Technology (ICT) knowledge, lack of communication and interpersonal skills, mismatch in the job market, marketability of fields of education, characteristics of graduates, and their capabilities and expertise. Limitations and suggestions for future research were also stated.

ACKNOWLEDGEMENTS

Firstly, I would like to take this opportunity to record a special thanks to my supervisor, Ms. Beh Loo See for all the guidance, assistance, comments and opinions given throughout this study. I also want to extend my appreciation to En. Khaldun Munip Abd. Malek for his guidance and advices.

My sincere appreciation also goes to the administrative staffs of Faculty of Economics and Administration, University of Malaya and to the managers and staffs from the six banks studied, for their valuable time and cooperation.

I am also greatly indebted to my friend, R. Marian Julita for her encouragement and support, not forgetting Kiranjeet Kaur, S. Mangaleswari, R. Muthalahee, S. Kalaiselvi and other friends for their constructive criticisms and opinions, who kept me motivated throughout this study.

Last but not least, my heartfelt gratitude goes out to my parents, sister and brother for their patience, love, care and concern.

Most of all, all praises be to GOD. Without divine help, this study would not be possible. Thank You GOD.

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