

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.