INSTRUMENT DEVELOPMENT AND VALIDATION IN ASSESSING EMPLOYABILITY TRAITS AMONG YOUTH IN MALAYSIAN CONTEXT

Puspalathaa Armum
Department of Educational Psychology
Faculty of Education
Universiti Kebangsaan Malaysia, 43600 Bangi, Selangor, Malaysia
Email: laths1207@gmail.com

Agnes Indra Chokkalingam
Department of Educational Administration
Faculty of Education
Universiti Kebangsaan Malaysia, 43600 Bangi, Selangor, Malaysia
Email: agnesindra07@gmail.com

Tan Shiu Kuan
Department of Curriculum & Pedagogy
Faculty of Education
Universiti Kebangsaan Malaysia, 43600 Bangi, Selangor, Malaysia
Email: shiukuan@gmail.com

Kalaivani Chellappan
Department of Electrical, Electronics & Systems Engineering
Faculty of Engineering and Built Environment
Universiti Kebangsaan Malaysia, 43600 Bangi, Selangor, Malaysia
Email: kckalai@ukm.edu.my

ABSTRACT

Employability among youth has become a dynamic topic that attracts many different stakeholders. Therefore, it is essential to ensure reliable instrument to be used in assessing the employability traits among the youth. The dominant objective of the research is to explore upon an instrument development procedure that can be utilised in employment studies in order to ensure the accuracy of the results. The target participants are youth between the age of 20 and 24 from two different economy statuses based on their residential area. The researchers selected 50 samples through stratified sampling to participate in this preliminary research. The instrument consists of 75 items that are proposed to assess on two subscales: (1) Employment Barriers and (2) Employment Opportunities. The Employment Barriers consist of 50 items. The Employment Opportunities consist of 25 items. The items are rated on a 5-point Likert scale with 1=Strongly Disagree and 5=Strongly Agree. The instrument was administered in both English and Malay languages. The collected data were processed and analysed using Statistical Package for Social Sciences (SPSS). For descriptive analysis, the researchers analysed the demographic profiles such as gender, residential area, and highest academic qualification of the samples of this research. Furthermore, the reliability analysis by using Cronbach Alpha is to indicate the consistency of the items in addressing the barriers and employability skills needed among the youth from the marginalised community to enter and sustain in an employment. Based on the reliability analysis, some items have been deleted from the instrument. The item-total correlation and alphas' if item deleted were taken into consideration in deciding the removable items. The researchers have deleted 29 items from the total number of items. As such, the questionnaire consists of 28 items in assessing the employment barriers and 18 items to measure the employment opportunities. So, the revised questionnaire encompasses 46 items.

Keywords: youth, reliability, employability traits, instrument, validity

Introduction

Employability continuously emphasises the depth of research within social sciences research. Hence, it is essential to identify proper survey instrument development since there is abundance of employment studies focusing on survey research. In a review of the recent studies, there are various studies that have approached survey as a research design method for data collection.

There are multiple reasons for the aforementioned studies using survey as their data collection method. The purpose of using a survey method is to enable the researcher to understand the general view of the phenomenon that investigated. Besides that, survey method that access to a random sampling ensure generalisation of the result and provides freedom for the participants in completing the instrument based on their convenience.

Therefore, the main purpose of this study is to explore upon an instrument development for employability assessment.

Survey research provides benefits regards of matter of cost, widen the data collection of the research, enlarge the number of participants for data analysis, and enable to minimise socially desirable responses. Although survey research encountered a limitation in terms of misinterpretation of survey items, these possible limitations of survey research can be eliminated by developing and establishing a valid and reliable instrument.

In year 2015, youth represents 61% or 8 171 200 of the country's total of 12 675 800 labour force and 64% or 7 820 400 youth represent the country's 12 284 400 total employment (Jabatan Perangkaan Malaysia, 2013). However, 11.3% of youth are experiencing unemployment in year 2010 from 31% of the working population.

In this modern world, youth triumph over a significant position in the community. The youth is the unpredictable, yet the most potential group of the population in terms of socio-economic, emotion, and other aspects (Anasi, 2010). They are deliberated as the utmost asset of the society which is consistent with the belief, that youth is the future leader that leads to the growth and development of a country. However, the youth unemployment has become a contentious issue. In the unending increasing of global population in the reality, the youth unemployment is rampant and it becomes a serious problem not only in the country but a problem all over the world currently. This is considered to be a burden to most nations. Hence, the rate of unemployment among young people is soaring and they are finding it more challenging to find careers that match their skills and education levels.

Furthermore, two of the key determinants associated with youth risks and social exclusion are youth experiences in education and their prospects for finding gainful employment. In short, young people especially from marginalised community are at a great risk of being unable to achieve a foothold in the world of work. Young people from the marginalised community may be particularly affected by the current situation, as they are poor in accessing information regarding higher education that has robust demand in the competitive labour market.

So, this study was initiated in order to address the needs of the youth in their career development through career exploration and career readiness. This study is mainly focused on helping the marginalised community or at risk youth to prepare themselves for productive adulthood by indicating the barriers and developing the opportunities that enable the youth to build a successful future. Hence, the researchers developed an instrument to explore the employment barriers and opportunities that encountered by youth from the marginalised community to enter and sustain in an employment.

This study would contribute massively towards employability literature by broadening our understanding of the employability barriers and opportunities. Although there are series of instruments used in investigating the barriers and opportunities of employment, minimal consideration is given in using an instrument that developed based on Malaysian context. Therefore, this research is capable of assessing the accuracy of the developed instrument that will establish a reliable instrument that match and accomplish the requirements of employment in Malaysian setting. The researchers take the initiative to develop a new instrument rather than utilising the existing instrument in order to produce a more appropriate instrument in Malaysian context. A preliminary study was carried out in order to evaluate the reliability of the newly developed instrument. It enables the researchers to assess the accuracy of the items used in assessing the variables of the study. It is hoped that the reliability analysis that generated from this preliminary study will be helpful in developing the most accurate instrument to accomplish the objectives of the research. The development of an accurate instrument is believed to be capable of exposing career and labour market challenges that experienced by the youth to enter the career world.

Objectives

The general aim of this research is to develop and validate an instrument to assess the employment traits consists of barriers and opportunities that confronted by Malaysian youth towards sustainable employment.

Demonstrating Reliability

Reliability is defined as the repeatability, constancy, or internal consistency of a questionnaire (Jack & Clarke, 1998). Cronbach alpha is one of the vital ways to illustrate the reliability through statistic approach. This statistic utilises inter item correlations to indicate whether the items created are assessing the same construct (Bowling, 1997; Bryman & Cramer, 1997; Jack & Clarke, 1998). If the items show good internal consistency, the Cronbach alpha score should be higher than 0.70 for a developing questionnaire or higher than 0.80 for a more established questionnaire (Bowling, 1997; Bryman & Cramer, 1997). It is very common to illustrate the Cronbach's alpha for the individual constructs within a questionnaire rather than the entire questionnaire. Item-total correlations can be useful in measuring internal consistency. If the items are measuring the same underlying concept, then each item should nexuses with the total score from the questionnaire or construct (Priest et al., 1995). This score is believed to be biased, especially in small sample sizes, as the item itself is included in the total score (Kline, 1993). Hence, to minimise this bias, a corrected item-total correlation should be measured. This eliminates the score of the item from the total score of the questionnaire or construct prior to the correlation (Bowling, 1997). Kline (1993) endorses corrected item-total correlation that gained by removing any item will also indicate the items that are too similar.

CRONBACH ALPHA

Alpha was established by Lee Cronbach in 1951 to gain the internal consistency of a test or scale which will be expressed as a number between 0 and 1. Internal consistency explains the ability of all the items in an instrument measure the same domain or

construct. Apart from that, the items are connected to the inter-relatedness of the items within the instrument. If the items in a test are correlated to each other, the value of alpha is increased. Internal consistency should be indicated before a questionnaire can be utilised for research to ensure validity. Furthermore, reliability estimates reveal the amount of measurement error in a questionnaire. Alpha is also influenced by the length of the questionnaire. We cannot deny that a higher coefficient alpha does not always mean a higher degree of internal. A questionnaire that consists of the small number of items will score low value of alpha. So, it is essential to increase the number of related items that assessing the concept in order to gain higher alpha. It is also important to take into consideration that alpha is a characteristic of the scores on a questionnaire from a particular sample of a population. Thus, researchers should not determine the reliability of an instrument by relying solely on published alpha estimates. The alpha therefore should measure every time the questionnaire is administered.

Method

Participants

This study focused on youth between the ages of 20 and 24 from two different economy status based on their residential area. The study employed urban youth from families with household income below RM 3,000, while rural youth from families with household income below RM 1,500. The researchers selected 50 samples that currently in employment as the participants of this preliminary research.

Sampling

The study utilised stratified sampling in selecting the samples for this research. It is a probability sampling technique wherein the researchers distribute the entire population into varies subgroups or strata, then select the final samples randomly from the different strata. This study which aims to focus on a particular subgroup within the population uses stratified sampling. This technique is beneficial in this research because it confirms the existence of the key subgroup within the sample. This sampling method has a higher statistical accuracy because it only requests a small number of sizes that can save a lot of time, money and effort of the researchers.

Instruments

The questionnaire was designed based on two key aspects of the study regards barriers and opportunities of the youth from the marginalised community in entering and sustaining in an employment. The questionnaire consists of 75 items that are proposed to assess on two subscales: (1) Employment Barriers and (2) Employment Opportunities. Employment Barriers are concerning the personal and environmental difficulties encountered by the youth in employment. The Employment Barriers subscale encompasses of 10 constructs, such as Self-confidence, Self-determination, Satisfaction, Self-control, Role Model, Adaptability, Commitment, Geographical Constraints, Custodial Constraints and Financial Constraints. The Employment Barriers consist of 50 items. Employment Opportunities are the employability skills needed by the youth in entering and sustaining in an employment. The Employment Barriers subscale encompasses of 5 constructs, such as Teamwork, Information Seeking through Technology, Critical Thinking Skills, Communication Skills, and Problem Solving. The Employment Opportunities consist of 25 items. The items are rated on a 5-point Likert scale with 1=Strongly Disagree and 5=Strongly Agree. The questionnaire was administered in both English and Malay version.

Procedure

Researchers pursued permission from the company management to carry out the survey in the company. Meanwhile, consent was sought from the samples who volunteer to participate in the study. These questionnaires were administered to the participants who willingly participate in the survey. The questionnaires were distributed, completed and gathered on the same day. There was no time limitation given in completing the questionnaire in order to create a relaxing mood for the samples to respond the questionnaire. The time limitation freedoms that experienced by the samples to complete the questionnaire ensure accuracy and reliability of the responses given. However, the samples successfully completed the questionnaire in 25 to 30 minutes.

Data Processing And Analysis

The responses of the participants on the components were documented inclusively and compared statistically. The questionnaires filled out by the samples anonymously were processed and analysed using Statistical Package for Social Sciences (SPSS). For descriptive analysis, the researchers analysed the demographic profiles, such as gender, residential area, and highest academic qualification of the samples of this research. Furthermore, the current study emphasises on the reliability analysis by using the Cronbach Alpha to indicate the consistency of the items built in the questionnaire in addressing the barriers and employability skills needed among the youth from the marginalised community in order to enter and sustain in an employment. Item analysis was used to demonstrate the factors that might have given impact on the quality of the test: (1) item–total correlation, in which test items with a lower correlation with the total score were deleted or modified; (2) impact on reliability after the deletion of such items, in which deletion of adjustment was done if this could have increased the reliability.

Results

Descriptive Analysis

According to Table 1, this sample is encompassed of more male youth (86%) than female (14%) in the age range of 20 to 24 years. The larger portion of the sample (52%) falls into the rural residence compared to the urban residence (48%).

Table 1: Profile of the participants

Variables	Frequency	Percentage (%)
Gender		
Male	32	64.0
Female	18	36.0
Residential area		
Rural	26	52.0
Urban	24	48.0

Reliability Of Questionnaire In Current Study

The reliability of the questionnaire, in other words, the capability of the questionnaire to assess the construct that identified in the study accurately, in this case, questionnaire for the current study, is presented in Table 2.

Table 2: Measures of internal consistency for the questionnaire and its subscale

Scale	Cronbach's Alpha
Questionnaire (Part B & C)	0.93
Employment Barriers (Part B)	0.87
Employment Opportunities (Part C)	0.91

According to the common rule of thumb (George & Mallory, 1999) stated that a Cronbach alpha equals to or higher than .70 is deemed as acceptable for social science research. In this present study, an acceptable Cronbach alpha was yielded for the Barriers and Employability Skills (0.93). In addition, high Cronbach alphas were yielded for the subscales Barriers (0.87), and Employability Skills (0.91) (Rost & Mostert, 2007).

Item-Total Statistics

Table 3: Item total statistics of barriers in employment

Self confidence

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B1_1	185.84	262.382	.457	.865
B1_2	185.48	260.744	.521	.864
B1_3	185.64	260.888	.621	.863
B1_4	186.02	256.510	.577	.862
B1_5	185.72	258.614	.593	.863

Self determination

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B2_1	185.78	269.930	.119	.869
B2_2	185.88	271.863	.010	.870
B2_3	185.26	264.360	.517	.865
B2_4	185.70	264.541	.299	.867
B2_5	186.06	257.527	.434	.864

Satisfaction

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B3_1	186.12	256.312	.766	.861
B3_2	185.72	263.430	.468	.865
B3_3	186.06	266.343	.373	.866
B3_4	185.56	261.884	.468	.864
B3_5	186.80	291.388	-.520	.883

Self-control

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B4_1	186.22	255.726	.514	.863
B4_2	186.38	255.547	.582	.862
B4_3	186.46	266.294	.140	.870
B4_4	186.76	255.900	.353	.866
B4_5	185.88	260.353	.371	.865

Role Model

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B5_1	185.98	267.489	.301	.867
B5_2	186.00	267.061	.382	.866
B5_3	185.94	267.037	.305	.867
B5_4	185.90	276.990	-.240	.873
B5_5	186.66	271.453	.008	.872

Adaptability

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B6_1	186.16	260.015	.403	.865
B6_2	187.14	257.388	.452	.864
B6_3	185.92	260.728	.779	.863
B6_4	186.24	262.513	.245	.868
B6_5	186.28	261.879	.331	.866

Commitment

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B7_1	185.62	263.342	.452	.865
B7_2	185.94	261.241	.373	.865
B7_3	185.86	262.735	.335	.866
B7_4	187.52	250.949	.523	.862
B7_5	186.18	278.600	-.225	.875

Geographical Constraints

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B8_1	186.00	256.000	.524	.863
B8_2	186.66	248.474	.685	.859
B8_3	186.12	257.618	.393	.865
B8_4	186.50	260.786	.258	.868
B8_5	186.74	255.584	.414	.864

Custodial Constraints

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B9_1	187.92	283.259	-.300	.880
B9_2	185.86	261.878	.425	.865
B9_3	186.78	253.849	.492	.863

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B9_4	186.24	255.982	.416	.864
B9_5	187.28	248.410	.538	.861

Financial Constraints

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B10_1	187.52	289.928	-.615	.881
B10_2	185.56	262.047	.440	.865
B10_3	186.44	254.415	.531	.862
B10_4	186.54	252.294	.530	.862
B10_5	186.14	254.490	.523	.862

This output reports the coefficient Alpha (reliability) to be 0.87 (good). There are 50 cases and 50 items included in the scale. A small item-correlation provides empirical evidence that the item is not measuring the same construct measured by the other items included. A correlation value less than 0.2 or 0.3 indicates that the corresponding item does not correlate very well with the scale overall and, thus, it may be dropped. The correlations are between 0.40 and 0.78 except for the following items, B2_1, B2_2, B2_4, B3_3, B4_3, B4_4, B4_5, B5_1, B5_2, B5_3, B5_4, B5_5, B6_4, B6_5, B7_2, B7_3, B7_5, B8_3, B8_4, B9_1 and B10_1 which scores lower than 0.3.

Another piece of information is "alpha if item deleted", which indicates the effect on alpha (improvement or decline) if a specific item were deleted from the scale. As we can see, significant improvements will be gained if B3_5, B9_1 and B10_1 are deleted from the scale.

Item-Total Statistics (Part C - Employability Skills)

Table 4: Item total statistics of employment skills

Teamwork

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
C1_1	88.90	118.418	.304	.907
C1_2	88.56	115.639	.724	.898
C1_3	88.52	115.193	.764	.897
C1_4	91.00	134.816	-.629	.918
C1_5	89.68	119.651	.393	.904

Information Seeking through Technology

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
C2_1	89.02	112.632	.770	.896
C2_2	88.92	113.504	.712	.897
C2_3	88.36	121.827	.365	.904
C2_4	88.56	111.598	.760	.896
C2_5	88.20	115.837	.698	.898

Critical Thinking Skills

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
C3_1	88.62	111.261	.787	.895
C3_2	88.96	113.631	.810	.896
C3_3	88.88	114.353	.756	.897
C3_4	88.92	113.912	.740	.897
C3_5	89.90	132.704	-.341	.920

Communication Skills

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
C4_1	88.28	117.267	.642	.900
C4_2	89.08	114.157	.627	.899
C4_3	88.44	119.680	.454	.903
C4_4	89.28	122.165	.152	.910
C4_5	88.44	115.925	.588	.900

Problem Solving

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
C5_1	88.80	110.735	.874	.894
C5_2	88.78	112.951	.804	.896
C5_3	88.92	111.177	.828	.895
C5_4	89.14	112.164	.589	.900
C5_5	89.20	123.469	.051	.917

This output reports the coefficient Alpha (reliability) to be 0.91 (good). There are 50 cases and 25 items included in the scale.

A small item-correlation provides empirical evidence that the item is not measuring the same construct measured by the other items included. A correlation value less than 0.2 or 0.3 indicates that the corresponding item does not correlate very well with the scale overall and, thus, it may be dropped. The correlations are between 0.45 and 0.83 except for following items, C1_1, C1_4, C1_5, C2_3, C3_5, C4_4, and C5_5 which scores lower than 0.3.

Another piece of information is "alpha if item deleted", which indicates the effect on alpha (improvement or decline) if a specific item were deleted from the scale. As we can see, significant improvements will be gained if C1_4 and C3_5 are deleted from the scale.

Discussion

Effectiveness and integrity of a research will be determined by the accurateness of the measurement utilised, especially in assessing vague and subjective components as barriers in employment. The research sketched the processes involved in developing and validating an instrument to assess the barriers and opportunities in employment of youth, specific to Malaysian context. The researchers defined the barriers and opportunities in employment construct based on literature reviews related to theories of career and then outlined the elements. The researchers constructed the instrument based on a survey research on a representative sample of youth. The content validity was established by experts in this particular field of study. The researchers used Cronbach's alpha scores to show the reliability of the scores of the instrument. Apart from that, item-total correlation was used in assessing each construct in employment barriers and opportunities. Item-total correlation measures the correlation between each item and the total score of the instrument. Hence, items with low correlation have been dropped from the instrument since these items do not correlate well with the overall score of the construct. So, 29 items were removed from the total number of items. In conjunction with this, the instrument consists of 28 items in assessing the employment barriers, and 18 items to measure the employment opportunities. So, the revised self-developed Employability Traits Questionnaire encompasses 46 items.

Reliability Of Revised Questionnaire In Current Study

The reliability of the questionnaire, in other words, the capability of the questionnaire to assess the construct that identified in the study accurately, in this case, questionnaire for the current study is presented in Table 5.

Table 5: Measures of internal consistency for the revised questionnaire and its subscales

Scale	Cronbach's Alpha
Questionnaire (Part B & C)	0.96
Employment Barriers (Part B)	0.92
Employment Opportunities (Part C)	0.96

The original 75-item version explained 0.93 Cronbach's Alpha but 29 items demonstrated poor fit to the Item-Total Correlation and were deleted. The resulting 46-item Employability Traits Questionnaire functioned reasonably well in this sample and an increment in the Cronbach alpha of the instrument and its subscales was explained in this version. The instrument accomplished a very good Cronbach alpha that equals to 0.96. Besides that, high Cronbach alpha was yielded for the subscales Barriers (0.92) and Employability Skills (0.96) (Rost & Mostert, 2007). Thus, this instrument is considered as an accurate tool to be used in measuring the employment barriers and opportunities among youth from the marginalised community in Malaysian context. This instrument holds a very high reliability while developed by a group of researchers that well verse with the cultural context. So, surely it enables to narrow down the cultural factors that may affect the outcome of the results.

The role model construct was eliminated from the employment barriers subscale of the instrument based on the item total correlation. This may indicate a general misfit of these items across sample populations, where the respondents have different opinions and rated these items inconsistently in relation to their overall response pattern. For item B5_3 ("I imitate someone at the workplace to achieve success") and B5_4 ("The success of others in the workplace gives me encouragement"), the misfit may include an interpersonal aspect. For participants with different levels of general self-efficacy, some felt a strong sense of competence in achieving success like their role model, whereas others felt they had less such competence and role model presentations seem to have little influence on their achievement in employment (Hernandez, 1995). Hence, the employment barriers subscale of the revised instrument consists of 9 domains, namely Self-confidence, Self-determination, Satisfaction, Self-control, Adaptability, Commitment, Geographical constraints, Custodial constraints and Financial constraints.

In addition, some items from each domain have been deleted to increase the reliability of the instrument, namely B2_4. A person emphasising the first part of the item ("I am able to stand up for myself…") would perhaps give a high rating for this item, indicating his or her belief in their own capability. On the contrary, a person with high ratings on the other items may still have given this item a low rating if he or she emphasised the latter part of the item ("… to get what I need") as they realised certain circumstances in the workplace might not allow them to proceed with their preferred method. So, the employment barriers subscale of revised instrument consists of 28 items.

In regard to the employment opportunities subscale of the instrument, none of the constructs have been removed. However, the researchers have deleted 7 unrelated items from the original 25-item employment opportunities subscale to generate a more convincing Cronbach's alpha. With respect to item C2_3, it may be that the sample characteristics played a significant role in determining the respondents' rating. That is, their response and interpretation of the item "I can browse the internet for information on my work" may have been related to their ability to browse the internet for basic information, regardless the value or suitability of the material. On the other hand, others may have more general aims and target in mind when responding to this item. They would have expected better capability in retrieving more comprehensive and helpful resources to complete the work. This discrepancy may have led to item C2_3 misfitting with the employment opportunities subscale. Hence, after the deletion of the 7 items, the employment opportunities subscale demonstrated a rise in Cronbach's alpha from 0.91 to 0.96, with a total number of 18 items.

Conclusions

Employment plays a dominant role in every individual's life in confronting the challenging world. The employment of an individual gives impact on the development of an individual and the nation in terms of politics, economics and social. In this modern era, entering and sustaining in an employment has become a main issue among youth. Youth in Malaysia is facing difficulty in empowering themselves with the appropriate skills that required in ensuring successful employment. There are abundance of studies explore the employability traits that influence the employment of youth, yet the usage of local instruments in assessing are very limited. Local instrument should be given greater concentration in order to detect the employability traits that contribute to career development of youth in Malaysia. Hence, this reliable instrument will be a platform in assessing and understanding the employability traits that contribute towards career development.

Limitations

The ultimate outcomes that stance from the recent study lead towards progress and contribution in terms of theoretically to the research on barriers and opportunities among youth. Thus, the current study is a foundation that enables to develop an instrument that can be useful in addressing career development issues in Malaysian context. However, there is a series of limitations that potential in directing towards further studies. First, the self-report approach that used in collecting the data of the study. Employment barriers and opportunities' weighing and impact of informational sources is complicated that believed to limit in capturing realistic insights into the underlying process of cognitive assessments. Thus, qualitative approach as an additional method in gathering data enables to develop the most accurate instrument. Furthermore, the study employed a small number of participants due to time constraints. Thus, it is questionable whether the findings can be generalized to different age groups from

a different setting. So, replication of this research could aim other population to produce a robust relationship among the components analysed in this study. Finally, the samples were selected by using stratified sampling in this study, which may restrict the generalisation of the findings of this study to the general population of adolescents in Malaysia.

Recommendations

In order to enhance the study, some recommendations are proposed:

Firstly, the study should involve a larger number of participants from different age groups to ensure the heterogeneity of the sample. Thus, the outcome of the study can be generalised to represent the larger population of adolescents in Malaysia. In addition, the researchers also suggested utilising probability sampling method, such as random sampling in gathering data to ensure the outcome of the result to be representative of the population of youth in this study.

References

Anasi, S. N. I. (2010). Curbing Youth Restiveness in Nigeria: The Role of Information and Libraries. *Library Philosophy of Practice 2010*. Retrieved from http://www.webpages.uidaho.edu/~mbolin/anasi.htm

Bowling, A. (1997). *Research Methods in Health*. Buckingham: Open University Press.

Bryman, A., & Cramer, D. (1997). *Quantitative Data Analysis with SPSS for Windows: A Guide for Social Scientists*. London: Routledge.

Cronbach, L. J. (1951). Coefficient Alpha and the Internal Structure of Tests. *Psychometrika*, *16*, 297–334.

George, D., & Mallory, P. (1999). *SPSS For Windows Step-By-Step Guide: A simple guide and reference.* Massachusetts: Allyn and Bacon.

Hernandez, A. E. (1995). Do Role Models Influence Self Efficacy and Aspirations in Mexican American at-Risk Females? *Hispanic Journal of Behavioral Sciences, 17*(2), 256–263.

Jabatan Perangkaan Malaysia. (2013). *Labour Force Survey Report Malaysia 2012.* Putrajaya: Jabatan Perangkaan Malaysia.

Jack, B., & Clarke, A. (1998). The Purpose and the Use of Questionnaires in Research. *Professional Nurse*, *14*(3), 176–179.

Kline, P. (1993). *Personality: The psychometric view.* London: Routledge.

Priest, N. D., Freemont, A., Humphreys, J. A. H., Kathren, R. L. (1995). Histopathology and Am Micro Distribution in Skeletal USTUR case-246. *Health Phys, 69,* 330–337.

Rost, I., & Mostert, K. (2007). The interaction between work and home of employees in the earthmoving industry: Measurement and prevalence. *South African Journal of Industrial Psychology*, *33*(2), 54–61.