

Factors Affecting Graduates' Opportunities In Oman

Posted on October 3, 2018

1.1 Background of the study

Presently, the issue of the rate of unemployment among fresh graduates is a subject of scholarly discussion. As entrants enter the job market, a huge number of fresh graduates are unemployed. The majority of fresh graduates would like to get high-wage employment with better working conditions. This is essential for them to be successful so that they can pursue their career path. Other factors that affect the employability of fresh graduates include the professional field, prestige and reputation of the college, graduates' starting wages, and individual economic elements. First, most employees look for graduates from reputable colleges who do not produce experts and complete individuals who are up to the task. Therefore, if some universities are not valued by their employees, then the graduates from those institutions will be disadvantaged. Moreover, colleges with integrity and history have been preferred since they are believed to nurture the principles of integrity and help their students to become honest. Secondly, graduates' professional field is a key to their employability. The labour market may demand specific fields which their graduates may not have (Pauw, Oosthuizen, & Van Der Westhuizen, 2008). For instance, if most employees are looking for graduates who pursue technical courses such as engineering, then the other graduates who did not pursue that and may perhaps not be needed at that time will have to miss their job search. Most firms carry out efficient candidate interviews to get the best and most competent candidates to take the positions. The reason is that hiring individuals with the right skills and competence will be beneficial to the organization. An effective accounting system is important in ensuring that the organization is productive and makes a profit. An effective cost management system is important in ensuring that the organization meets its vision and goals while complying with ethical demands as well as corporate social responsibility. An effective cost management system helps create a satisfactory organizational performance that gives the company a competitive edge. An organization that is prosperous and has a competitive advantage attributes its success to competitive cost management, especially those at the top. Therefore, top organizational leadership is expected to understand the environment as well as cost control. Thus, accountants should understand that cost management activity involves assessing the external environment while designing the organization to meet the rising needs of the customer based on unique market needs. Furthermore, accountants should focus on the use of knowledge and information as the critical resource for achieving competitive advantage in the market. Since the current study does not outline how key resources can be used to achieve competitive advantage, it is necessary for further research to focus on key capabilities and resources of organizations which guarantee strategic advantage in the market.

In the view of Pauw, Oosthuizen, and Van Der Westhuizen (2008), employers conduct a proper selection of candidates for a job position is essential. Most firms carry out efficient candidate interviews to get the best and most competent candidates to take the positions. The reason is that hiring individuals with the right skills and competence will be beneficial to the organization. For instance, the firm will be able to achieve profitability and productivity. The proper interview also helps eliminate incompetent candidates who cannot meet the firm's objectives. In this sense, the organization and the management will not spend extra money on hiring other candidates because they need to offload the incompetent ones. However, the process of interviewing and hiring candidates is a detailed one which requires effective processes.

Firms always experience difficulties as well as challenges. Organizations have been facing difficulties and challenges in effectively using and balancing their cost and limited resources to offer quality services as required by their consumers and stakeholders. Going by history, most firms have operated under managers who are not very concerned about cost management or services. In addition, even up to date, measurements and controls have not been approved. Notably, most hospital firms have experienced administrative and financial issues operated by physicians who are believed to be technically prepared for complex assignments. Presently, the adopted system of paying sources has been putting pressure on the services to ensure the sustainability of the organization (Battu, Belfield, & Sloane, 1999). The market conditions call for better effectiveness. Global activity-based costs are proposed as suitable for the management of hospitals since activity-based costing aims to track and clean outlined expenses within the organization. The information obtained from activity-based costing will significantly help management and planning control.

Moreover, hospital firms over the decades have been faced with several difficulties as well as numerous challenges in balancing the little resources available and the costs to meet their demand for the products and services. Activities-based cost can help hospitals offer cost control, enhanced quality, and the efficiency of the care the hospital gives, as well as manage their resources well. Just like other organizations, hospitals experience a challenging as well as a competitive environment (Schaufeli & VanYperen, 1992). Also, the increased competition, the focus on the quality of the care given to the patient, and the high cost of embracing new technology comprise the elements that compel the organization to offer better services to clients. To control costs, the administrators of firms need cost information that is appropriate for their decision-making needs. Conservative hospital system cost accounting, although frequently, does not offer information concerning the cost of various activities. The application of the systems of activity-based costing may play a critical role in helping to resolve these difficulties. Overall, these systems have been effectively implemented in health care and a broad variety of supplementary health care firms. Additionally, these applications have allowed these firms to enhance their business processes, precisely identify and control their costs, and offer managers various useful information, which has allowed them to enhance their operational and strategic decision-making processes.

1.2 Problem statement

The rate of unemployment among graduates in Oman is worrying and has caused a lot of debate and discussion. The factors for unemployment among the graduates are believed to encompass the following: the prestige and reputation of the college, the career or course pursued, the quality of education/ training, the preparedness of the graduates to join the labour market as well as the imbalance between the number of graduates and the job opportunities available for the youths. Therefore, with few job vacancies, employers look for competent and skilful graduates who can perform to the demands of the task. Also, the quality of education should match the demand of the labour market. Therefore, gaining entrance into the job market is a key breakthrough for graduates. Transiting from education to the work of the labour market is not an easy achievement. Employers always look for competent and employability skills in graduates before they are employed. Therefore, a lack of experience will make some graduates wait before getting any employment since most graduates would like to progress through career development, gain social networks and have financial independence. The profile of graduates is an important factor for most employees. In this sense, both extra and co-curricular activities are important in determining the employability of the graduate. Additionally, the training institutions should provide the students with skills needed in labour even as they prepare them for such demands. Overall, the rate of unemployment is an issue that should be tackled by all the stakeholders, including the employers, the government and the graduates themselves.

1.3 Purpose of the study

The study sought to investigate factors affecting the employability of graduates in Oman.

1.3.1 Objectives of the study

1.3.2 Specific objectives of the research

1. To examine the perceptions of graduates over the quality of training offered in their training colleges in Oman.
2. To outline the major challenges the graduates encounter when seeking employment.
3. To offer policy recommendations to improve the labour market conditions for graduates in Oman.

1.3.3 Research Questions

1. What are the perceptions of graduates over the quality of training offered in their training colleges in Oman?

2. What are the major challenges the graduates encounter when seeking employment?
3. What are the policy recommendations for improving the labour market conditions for graduates in Oman?

1.4 justification of the study

The study is relevant since it seeks to explore the reason why many graduates are not employed in Oman. The study will offer recommendations on what should be done to fix the situation of unemployment among graduate youths. The study will enable the government and stakeholders to determine whether employment policies and programs currently in place are affecting and addressing the huge rate of unemployment among graduates in Oman.

1.5 Significance of the study

The study is helpful to the graduates and the government of Oman in general since they will be able to know the reason why there is a high rate of unemployment among graduates in Oman. The bank graduates will know their capacities and have knowledge in effectively preparing themselves towards employment. Further, the study will be important to global leaders as well as governments since it will add to the scanty scholarly world.

1.6 Organization of Research

The study is organized into an introduction, literature review, methodology, results, discussions, and conclusion. The introduction section covers the background of the study by focusing on graduate unemployment. Other critical aspects, such as the objectives of the study and problem statement, have been provided. The literature review focuses on understanding the research problem, while the methodology section outlines the research design adopted to collect data.

1.7 Key Assumptions

The study assumes that the unemployment rate in Oman among graduates is worrying and should be addressed by all stakeholders. Other key assumptions relate to improved governance o matters graduate employment.

2.0 Chapter Two: Literature Review

2.1 Introduction

The section presents the theoretical as well as conceptual framework and provides the basis for the entire study. Further, the section covers the definition of the main terms to be used in the study, the existing literature on the topic of the research and the conclusion of the chapter.

2.2 Working concepts and definitions

2.2.1 Youth

The ideology of the young individuals, or rather the youths, varies from one society to another, relying on traditions and customs, social activities, and location. Gonzalez (2008) points out that the standard clarity of the young individual includes the individual who is aged between the ages of 15 and 24 years. Nevertheless, in Oman, the individuals referred to as youth are people between the ages of 15 and 35 years.

2.2.2 Skills

Pauw, Oosthuizen, and Van Der Westhuizen (2008) define skills as the ability to make smooth progress in coordinated performance, which is usually moderately effective in its objectives, provided that the context in which it frequently happens. Considering this situation, the individuals or rather the youth, can be capable of engaging themselves in diverse undertakings in which they may be capable of discovering, considering, and at the same time assessing the possible transformations in the way they do things. The idea of skill is relevant to this study primarily because without the provision of adequate and proper skills like business, technical, and other skills to the youth, the possibility of entering the labour market may be difficult. Moreover, this may be a hindrance to the labour supply in every labour market and to employment opportunities. Therefore, a number of opportunities may remain untapped and idle, primarily not because of the restrictions but because of a lack of required skills within the labour market.

2.2.3 Competence

The idea of competence can be defined as the definite level of standardized obligation for the individual to virtually perform a particular occupation or task in the world of work. Nonetheless, competencies are frequently judged as the combination of knowledge and skills needed for people to perform particular roles professionally and adequately. Moreover, this ideology is applicable in the study since it is part of the training output attained during the time of career training from different institutions of study. Hence, if the youths are not given the opportunity to learn some of the wanted competencies, which in turn will make them ready for employment, they will stay unemployed. In the

view of Kahn (2010), competence is the capability of a person to perform errands as well as perform the necessary roles and obligations to the required standards. It is significant to note that competence is perceived as being holistic since it comprises the subject matter of knowledge, qualities, and abilities to do an activity or, rather, work in a different manner. Nevertheless, for the purpose of the research, the ideology of competence may be used to refer to the ability to use knowledge and skills in the practice

2.2.4 Employment

From an economic viewpoint, employment is a form of economic activity that offers people the opportunity to advance their quality of life or discover creative entrepreneurial opportunities. Most scholars argue that employment, particularly among young individuals, is deemed mostly to be the economically vulnerable, and it can be the outcome of enhanced economic strategies as well as programs which facilitate and promote employment among the youth by the provision of access in order to credit as well as business advance services, the networking and other various forms of support. Further, this is in line with the competencies that are attained from the training that also enable them to venture into the market and employment or entrepreneurial activities (Murphy & Topel, 1997). Moreover, there is another range of motivating factors that drive them to be employed, such as independence and the ability to express themselves. The purpose of employment as an ideology in the research is to address the entire journey as well as transitions that youth take to begin their employment, which in most cases are related to their professions, competence, and skills they possess as graduates. In spite of the fact that all the graduates are trained to have skills to be in a particular occupation, several people fail to be employed as expected.

2.2.5 Wage employment

Wage employment is described as the form of employment in which an individual is given a salary as a result of selling his/her labour. Further, wage employment occurs in both the informal and formal economy in Oman. As Al-Zufairy (2008) points out, several youths begin in wage employment and switch to self-employment at a point in their life. As a result, this is the main reason for the financial constraints, and it occurs at a point when the entrepreneurs desire to build up funds in their first employment. The main difference between self and wage employment is that wage employment entails fewer risks compared to self-employment within the labour market.

2.3 Transition from school-to-work/ labour market

Theoretically, the transition from school to work is deemed as a new development that is associated with the transformation of life. Additionally, this period is viewed as the time when the individual leaves formal education and is expected to join the labour market or, rather, employment. Moreover, it is important to note that the transition takes place at any level of an individual education. Further,

the school-to-work program provides the opportunity to address many standing problems concerning employment creation, schooling, and training schedules. These issues are enhanced and perceived as to be part of a distinct process as well as practice. As Kahn (2010) points out, the change from school to work can be described as the period between the end of obligatory education and the achievement of steady opportunities for employment.

The success of the change from school to work for the youth is highly reliant on the way such young individuals are capable of securing economic activities and all the other kinds of employment occupations in the line of work that is considered to be gainful, that is the main principle objectives for youth at the time they are through with their education. For developing countries like the Oman Sultanate, the likelihood of employment opportunities is mainly entrenched within the informal department that is primed in the labour market of Oman since there are considered to be few opportunities in the formal department of the country's economy. Moreover, the youth frequently desire to be assisted in the process of taking actions that are helpful if they need to discover a way to live satisfying lives on their own without the help of their parents. On the other hand, the school-to-work change for young individuals needs steady mentoring and apprenticeship strategies in order to become the core practice in the entire process that pertains to school-to-work changes in the labour market.

On the other hand, active labour market strategies may also play a vital function in facilitating the transition from school to work. These strategies comprise formal employment as well as self-employment policies. Moreover, the relevance of such strategies is that these policies play a vital role in incorporating the deprived youth who fail in the market labour absorbent with the required skills that enable the young individuals to remain active. According to (Fogg, Harrington, and McMahon (2010), these policies comprise the individual capabilities in a particular area of work. In addition, these policies may facilitate the process of the economic journey of the graduates by leading to programs that enable them to be productive and successful. According to Try (2005), the index of school quality has a higher influence than academic performance on the change from school to labour in Oman. Moreover, he estimates the gross return of the individuals who attend elite institutions is considered to be as high as 10.7%. Further, Pauw, Oosthuizen, and Van Der Westhuizen (2008) assert that the college's reputation, different from the years of schooling, is directly correlated with the earnings the graduates grow since the reputation of a college can signify the higher capabilities of the student body as well as the value added.

Also, Kahn (2010) demonstrates that it is quite difficult for young graduates with degrees in computer science, law, and English to be employed in Oman. Consequently, the choices of institution major is receptive to transformations within the knowledge composition of employment. Moreover, different research has shown that economics majors earn very high wages. Hence, the mismatch had a much smaller salary for economics majors compared to business majors. Li, Whalley, and Xing (2014) state that the higher unemployment rate for graduates in Oman is due to the country's inadequate attainment of education. The research also revealed that the higher reservation of jobs in Oman can result in a longer time of job search for graduates. This, therefore, means that the graduates may

have a longer time searching for jobs when they are from institutions with better reputations, or rather, they possess a higher education level since they have greater expectations for salaries.

2.5 Social Networks

Randeree (2012) points out that social networks include the individual's closest friends and families. On the other hand, Paul and Moser (2009) demonstrate that the family may include persons who are considered to be fictive families. Also, it can happen to individuals who are deemed to have relations founded on their nature of family connections as well as association with the elders and other class classifications. However, it is important to note that a network can either be helpful or unhelpful in that social networks differ from the intentions the person has for being involved in it. The skills and experiences of the youth, in terms of employment, particularly in developing nations like Oman, are mainly based on the family system, which is embedded in various communities, and these signify a social network. Also, Kapiszewski (2000) recognized the prosperous basis of value that networks offer at various levels of informal and formal relations. They argue that having the necessary connections with individuals who are competent as well as skilled in offering the desired assistance in either private or public life is considered to be an important feature of the customs among the youth who are inquisitive in deciding about their career into employment.

2.6 Importance of employment to young people

Currently, there are a number of young individuals who are out of work, others have ventured in the opportunities that comes with the self-employment. Moreover, the unemployment rate in Oman for graduates seems to be increasing in relation to the population who are deemed to be working either as self-employed or just employed in other companies and industries. Additionally, Williams, Bhanugopan, and Fish (2011) believe that over half of the youths in Oman, approximately 62%, are categorised as economically inactive. Approximately one-third of the unemployed young people from the research conducted showed an interest in working and would wish to be employed. Moreover, young people face increasing levels of discrimination in the sector of gaining and retaining jobs, which can make the youths venture into other forms of employment like self-employment, which seems to be the best option for the graduates in Oman who are prepared for self-employment. Therefore, enhancing the employment opportunities for the youth may promote the increasing level of unemployment among the youth, it can also assist in the prevention of social exclusion between the defenceless youth as well as narrow the increasing gap of the rates of employment for the young individuals in Oman. Overall, the employment strategies for the youths in Oman should mainly focus on liaising with employers and placing people in work.

2.7 Employment Search Theory

In line with the ideologies of neo-classical economics and the human investment-oriented job search

theory, the employed youths in Oman search for employment to take full advantage of their utility. Further, in the search exercise, the youth selects a job search passion as well as the reservation for the remuneration advantages. The concept of job search utilizes the techniques of sequential statistical choice, such as the theory of difficulty of workers in meeting the required opportunities for jobs in the decentralised market of labour. Provided that the employment search data is deemed to be expensive as well as difficult, frequently, young individuals without employment have to search for the most favourable policies that may take full advantage of the current value to the future returns. Additionally, because the market is considered imperfect, job opportunities do not frequently exist in the labour market.

According to Al-Harthi (2011), the youths do not seek jobs simply in the areas of their residence, but they may also seek employment opportunities in the regions that are distant from where they stay. Relying on this model, the idea of distance is also a vital element influencing the job search labours as well as pains, specifically among the youths that are considered to be helpless, who in the real sense do not possess the required resources to necessitate their movement in seeking for employment across the country. On the other hand, Girgis (2002) asserts that the model he developed can help the youths of Oman in seeking employment in that the model relies on the preferences about the employment search technique as well as intensity to a normal rate, and therefore, it is useful in the process of employment seeking. Moreover, he argues that all the people who are not employed frequently take full advantage of their utility by selecting a set wage in the labour market. Thus, they will assess the wages that are acceptable for them to do the job.

2.8 Analytical framework

The analytical framework, the structured figure below, was formed to guide the interpretation and analysis of the information presented in the fourth chapter of the study and elucidate the outcome in line with the research questions that were presented in the first chapter.

Economic Journeys to forms of employment

PERSONAL AND INSTITUTIONAL FACTORS

- Age
- Skills
- Competencies
- Access to credit

Transition from school-to-work

- Family support
- Support networks
- Personal initiatives
- Other initiatives

Employment

Self-employment

Figure 1: The design of the analytical framework factors

As demonstrated in the diagram, the youths in Oman may rely on personal factors like institutional as well as social network factors and other factors like skills, competence and wages in their process of employment search. Moreover, the opportunities for youths to seek employment are frequently affected by access to capital as well as the desired competence and skills that a person has before joining the labour market. Therefore, the analytical framework provides a vital picture of the way the information interpretation and analysis should be discussed depending on the mentioned factors in the diagram.

3.0 Chapter Three: Research Methodology

3.1. Introduction

This section consists of data collection, method, research design, participants, sampling methods, data analysis technique, data collection instruments and ethical concerns. This section will provide the research methodology that will be adopted for the study. The chapter will begin with an introduction, the nature of the survey, the justification for taking a systematic review approach, and the collection of data.

3.2. Research design

The study mainly employed a questionnaire approach and partly relied on a quantitative approach. Research design defines how the data will be collected and analyzed. The study employs a descriptive survey. The descriptive survey described using variables and their relationship.

3.3. Data collection

The data collected will be subjected to critical analysis. Different theories will be adopted in analyzing quantitative data. The selected literature will be compared, and the information contained will be keenly read to check for relevancy. The study partly employed a literature search. This was chosen because the research is readily available in libraries as well as in online databases. The literature review will cover behavioural factors that are directly attributed to information security breaches in various organizations, with a particular interest in academic works done by previous researchers modelling such behaviours to aid the process of comprehending the impact of these factors on information security.

3.4. Sampling Method

The research will employ purposive sampling, where the researcher will look for literature that is relevant to the study.

3.4.1. Participants

The participants would include 30 graduates of employability in Oman. They would be given a questionnaire to fill in on their views concerning graduate employability in Oman.

3.5. Data collection

The study mainly employed a quantitative research design where both primary and secondary sources were used. The primary data was gathered through the questionnaires which were distributed to 30 graduates' employability in Oman. The questionnaire was divided into four parts to obtain information from the respondents. The first part contained general information about the respondents; the second part gathered information about the employability of the graduates in Oman as well as the participants. The data was analyzed using frequency-distributed tables. The sound part consisted of the competence and degree of education of the graduates. Secondary sources, which include books and journals, are obtained from online and public libraries. The research was done on electronic databases, online libraries, peer-reviewed journals and other materials that relate to the topic. The selection process will begin with choosing articles from distinguished scholars to ensure that the research findings are accurate. To avoid choosing irrelevant literature, formulate the main words that are essential to research.

3.6. Data analysis

The gathered data was evaluated and analysed using descriptive statistics. Dabaleni Oni and Adekola (2001) denote that descriptive statistics permits the meaningful description of the distribution of the scores. Further, descriptive statistics provide a fast image of the values of the variables. Thus, bearing in mind the quantitative nature of the information collected, the descriptive statistics describe the major features of the gathered information. The data was presented by the application of tables. Further, the information attained was then compared to the existing literature to determine the areas of agreement as well as areas of disagreement to ascertain the facts of the study.

3.7. Ethical consideration

Ethical concerns are essential in doing research since they guide and give the rules that the researcher needs to follow. Also, the responses found should be confidential and should only be for

academic purposes. Finally, the study will use literature that was published not later than five years ago. The respondent was not allowed to reveal their names. Pseudonyms were used.

3.8. Scope and Delimitations

This study sought to explore the factors influencing the employability of graduates in Oman. It further explores various employability styles and compares the age, competence, and degree of education of graduates in Oman.

4.0 Chapter Four: Results And Discussions

4.1 Introduction

This section presents the findings and a discussion of the research. Thirty questionnaires were duly filled out and used in the analysis and discussion of the findings of the research.

4.2 Demographic Profile of the Respondents

Gender	Frequency	Percent (%)
Male	5	17
Female	25	83
Total	30	100

Table 1: Respondents Gender

The research conducted was on the number of third respondents. From Table 1, 25 of the respondents were female, making a total of 83% of the total percentage of respondents in the study. The number of males in the research was 5 in total, which translates to 13% of the total respondents. Therefore, from the research, it was obtained that females covered the largest part of Oman's total population.

Age	Frequency	Percent (%)
19-24 years	10	33

25-30 years	14	47
31-36 years	5	17
37-42 years	1	3
43-58 years	0	0
Over 58 years	0	0
Total	30	100

Table 2: Age of the Respondents

The table presents the ages of the respondents in the study. Most of the respondents were between the ages of 25 and 30 years, which was represented by a percentage of 47% of the total population. This age is followed by the ages between 19 and 24 years, which are represented by a percentage of 33%. The lowest age in the research was represented by 3% of the population, with an age difference of 37 and 42 years.

Time Employed	Frequency	Percent (%)
1-4 years	27	90
5-8 years	2	7
9-12 years	1	3
13-16 year	0	0
17-20 years	0	0
total	30	100

Table 3: Time Period employed

The table shows the period in which the graduates involved in the research were employed. According to the table, 90% of the respondents have been employed for one to four years since they graduated from college or other institutions. The lowest percentage from the research is represented by 3% of the total population and have worked for between 9 and 12 years since they graduated. This shows that most of the graduates are not employed in Oman. Most of the graduates are on and off of employment, and there is no stability in the employment they get.

4.3 Factors Affecting Fresh Graduates Employ-ability

Item	Weighted mean	Verbal interpretation
Age as a factor of Fresh Graduates' employability	1.18	Strongly disagree
Gender as a factor of employability.	1.09	Strongly disagree
Religion influences fresh graduates' employability.	1.03	Strongly disagree
Composite mean	1.1	Strongly disagree

Table 4: Graduates' Employability

Legend: 3.50 - 4.00 = Strongly Agree; 2.50 - 3.49 = Agree;

1.50 - 2.49 = Disagree; 1.00 - 1.49 = Strongly Disagree

As per the information gathered from the research, all were evaluated as strongly disagreeing in relation to the profile of the graduates in Oman, with the summation value being 1.1. Further, the religious influence on the fresh graduate's employability was ranked the lowest, with a mean of 1.03. In regards to the age factor, as a vital measure in the hiring of graduates, it ranked on top with a mean of 1.18.

Items	Weighted mean	Verbal interpretation
Proper grooming and employment.	4.00	Strongly agree
Proper hygiene and employment.	3.91	Strongly agree

They graduate with a good set of teeth.	3.12	Agree
Height of fresh graduates.	2.06	Disagree
Good complexion and employability.	1.97	Strongly disagree
Weight and employability	1.27	Disagree
Composite mean	2.72	Agree

Table 5: Physical Appearance and Graduate Employability

Legend: 3.50 - 4.00= Strongly Agree; 2.50 - 3.49 = Agree;

1.50 - 2.49 = Disagree; 1.00 - 1.49 = Strongly Disagree

The table shows the elements that affect the fresh graduate's employability in relation to the physical appearance of the graduates. From the research conducted and the information gathered, it was obtained that an overall evaluation was 2.72, which was rated as agree. Therefore, from the study and information, proper grooming has a significant function in the employment of graduates, which was ranked at 4.00, and the respondents strongly agreed with this element. In Oman, there has been an uptrend of graduates enrolling in personality enhancement schools over time; this is a major signifying the increase in the graduates' awareness of the benefits of possessing proper grooming as well as pleasant behaviour. The Oman graduates are beginning to build up on their looks by ensuring that they take proper care of themselves and maintain proper hygiene. They also need to make sure they build and enhance their personalities in an effort to be noticed by employers in the labour market.

Items	Weighted Mean	Verbal interpretation
Creativity to do the work	4.00	Strongly Agree
Efficient communication skills	4.00	Strongly Agree
Right attitude for the job	3.97	Strongly Agree
Effective listening skills	3.94	Strongly Agree

Skills of leadership	3.91	Strongly Agree
Responsiveness to details	3.82	Strongly Agree
Critical thinking, planning and organizing	3.82	Strongly Agree
Capabilities in conflict resolution	3.79	Strongly Agree
Composite mean	3.91	Strongly Agree

Table 6: Employability and Soft Competencies

Legend: 3.50 – 4.00= Strongly Agree; 2.50 – 3.49 = Agree;

1.50 – 2.49 = Disagree; 1.00 – 1.49 = Strongly Disagree

This represents the elements of the fresh graduate's employability in relation to the soft competence of the individual. From the data gathered, the overall evaluation was at 3.91, which was ranked as strongly agreeing with the fact that the competence of an individual is directly connected to the employability of the person. It is, therefore, clear that employers expect graduates to maintain some element of discipline and possess technical competence from training in colleges and institutions. Thus, there are a number of attributes, knowledge and skills that are essential to the employers and the graduates should have before they are employed.

The creativity to do the job given, as well as the efficient communication skills of the person, ranked the highest with a mean of 4.00 in the data collected, which was ranked as strongly agree. To show that above all the qualifications, the graduates must possess the will to do the work as well as have effective communication skills, which are considered to be very vital to the market labour. Moreover, companies require workers who are capable of thinking on their feet and taking the necessary action without waiting for other people to inform them on what to do. Overall, this kind of flexibility, as well as courage, is what thrusts organizations and teams to revolutionize and overcome the high competition in the market. Moreover, from the table, the graduates with the capabilities to resolve conflicts appropriately ranked the least and rated as strongly agree. In other words, the market does not require graduates who can only resolve conflicts since there are no conflicts to be resolved in the market, but they must fairly compete with other organizations.

Items	Weighted mean	Verbal interpretation
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Training in a related field	3.91	Strongly agree
Job and workshop	3.88	Strongly agree
Social awareness	3.88	Strongly agree
seminar	3.27	agree
Composite mean	3.72	Strongly agree

Table 7: Employability and Work Experience

Legend: 3.50 – 4.00= Strongly Agree; 2.50 – 3.49 = Agree;

1.50 – 2.49 = Disagree; 1.00 – 1.49 = Strongly Disagree

As obtained from the information gathered, graduates with work-related experience in the labour market is an added benefit to the employability of the graduates as it provides them with a leap to the job well done, and should easily react to the working environment as well as transforms as strongly agreed by the research participants and possessing a composite mean of 3.72 from the table. For graduates entering the labour market, an internship is vital to the opening of employment opportunities. Further, current employers frequently demonstrate a preference for individuals who have actual life experiences compared to the ones who do not. Moreover, employers are always keen on recruiting individuals who are already operational, as it is able to fast-track the training procedure.

Items	Weighted mean	Verbal interpretation
Awards and recognition	3.94	Strongly agree
Degree of education	3.82	Strongly agree
Proper grades	2.85	agree
Institution graduated from	1.36	Strongly disagree
Composite mean	2.99	Agree

Table 8: Employability and Education

Legend: 3.50 – 4.00 = Strongly Agree; 2.50 – 3.49 = Agree;

1.50 – 2.49 = Disagree; 1.00 – 1.49 = Strongly Disagree

From the information gathered, the factors affecting employability in relation to education were ranked as agree with the summation mean of 2.99. Moreover, the industry-related recognitions and awards are significant and the most visible, as revealed with a mean of 3.94, which was ranked as strongly agreed. Therefore, with recognition and awards, the graduates are then sure of their employment and can affirm that he/she is sure of being employed within a short while.

4.3 Summary

Therefore, sweeping the demographic transformation across Oman as a country will place a higher pressure on the private as well as government departments in order to initiate and enhance creative resolutions to integrate, educate as well as retain the rapidly transforming and different working population in the country.

5.0 Chapter Five: Conclusion And Recommendation

5.1 Conclusion

Most employers in the labour market do not provide an intensive eyeing of the graduates' demographic profile of the individuals applying to be employed. Profiles such as gender, age, and religion do not influence the abilities of the graduate applying for a position in the company and do not affect the workability of the graduate. In regards to the physical appearance of the graduate, the study conducted showed that proper hygiene and grooming play an essential role as they are integral segments of the graduate's property. Moreover, from the research done, another significant element attained that affects employability is the soft competence of the graduate since they provide a positive influence to the graduate applicants. On the other hand, the work experience of the graduate is vital in hiring them as it gives the necessary information on the way the applicant does his/her work.

5.2 Recommendation

Dependent on the findings as well as the conclusion of the research on the factors affecting the graduate's employability in the [labour market in Oman](#), the research, therefore, recommends that;

1. The graduates from Oman should focus on the development and enhancement of the curriculum to ensure that the students improve their professional appearance, particularly in relation to proper grooming and hygiene.
2. Moreover, the institutions must create communication seminars which would enhance the soft competence that is required by employers in Oman. This should be done through the colleges involving the learners in industry-related organizations as well as leadership training in order to advance and raise the self-confidence of the students.
3. Finally, the students should be involved in corporate social activities, which better their chances of employability in the labour market.

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APPENDIX 1:

Questionnaire

Thank you for participating in this research. Your response will help us understand graduates' employability in Oman. Please tick the answer that best describes you or your view. Your answers will be kept confidential.

Section A. Background

1. What is your gender? Male 2. How old are you? 19-24 31- 36 43-58 Over 58 3. What duration have you worked after graduation? 1-4 9-12 17-20 Section B.	Female 25- 30 37 - 46 5-8 13-16
4. Does the age factor affect the employability of graduates in the labour market in Oman? strongly agree Disagree Strongly disagree	
5. Does gender as an aspect impact the graduate's employability? strongly agree to disagree strongly disagree 6. Does the religion of a graduate influence employability in Oman? strongly agree to disagree strongly disagree 7. Does proper grooming impact the employability of graduates? strongly agree to disagree strongly disagree 8. Does proper hygiene affect the employability of graduates? strongly agree to disagree strongly disagree 9. Do graduates with a set of teeth and good heights have an impact on employability in Oman? strongly agree to disagree strongly disagree	

10. Does a good complexion impact the employability of graduates?

strongly agree agree

disagree

strongly disagree

Section C

11. Why do the graduates take a long period before being employed?

.....

12. Mention some of the strategy programmes that facilitate the graduates into employment.

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13. State some of the issues graduates encounter in their journey of employment.

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