

(-)

:

-

% ,

()

...

(:)

"

" (:)

()

Employability Skills
Overtoom (2000)

Saterfield & Mclarky (1995)

()

()

:

.

.

.

.

.

()

()

%

()

:

/

()

()

:

()

:

()

(:)

()

()

% ,

Media Co.

IBM

.(:)

- :
-
-
-
-

.(Carnevale et al, 1990)
Cairns (1995)

McLaughlin (1995)

:

Colussis (2001)

() (AACSB)

:

:

Imel (1999)

School to) STWOA

(Work Opportunities Act

)

(

() ()

()

(TQM)

()

:

.

.

.

()

Ghuri et al (1995)

Saunders et al (1997)

%

(p.129)

(% ,)

()

()

(%)

()

(%)

()

(%)

(SPSS)

:

Mann-Whitney

()

()

%

% , : % ,

%

% , : % , % ,

% , : % ,

% ,

% ,

:

.

.

.

.

% , ()

% ,

% ,

.

% ,

% ,

)

(

%. ,

)

(

()

,	,	,	,	,	,	,	

()

) ()
(

(,)
()

(, ,)

.()

(())
()

Carnevale et al, (1990) ()

. (,)

()

(,)

)

(

(,)

()

()

(,) (,)

) Mann-Whitney

-()

- (

)

.(

-

-

()

Mann-Whitney

		**		
Sig.*	Z	Sig.*	Z	
,	-	,	-	
,	-	,	0 -	
,	-	,	-	
,	-	,	-	
,	-	,	-	
,	-	,	-	
,	-	,	-	
,	-	,	-	
,	-	,	-	()
* ,	-	,	-	
,	-	,	-	
,	-	,	-	
,	-	,	-) (
,	-	,	-	
,	-	,	-	

.p < 0.05

*

**

()

.(0.01)

()

" "

:

)

(

)

(

-

-

(Simulation)

(

)

%

/

-

()

" ()

- ()

" ()

"

()

" ()

- () ()

" ()

" :

" :

" ()

()

" ()

:

" ()

" :

" ()

" :

- () ()

" ()

"

" ()
:
:
" ()
"
- ()
:
" ()
"
:
-
" ()
:
() ()
" ()
() () "
:
" ()
" ()
:
"
:
-
()

- Cairns, K. (1995) Using Simulations to Enhance Career Education, ERIC Digest No. : (ED 404583).
- Carnevale, A. P.; Gainer, L. J.; and Meltezer, A. S. (1990) Workplace Basics: The Essential Skills Employers Want, Jossey – Bass, San Francisco.
- Saunders, M., Lewis, P. and Thornhill, A. (1997) Research Methods for Business Students, Pitman Publishing, London.
- McLaughlin, M. A. (1995) Employability Skills, Profile: What are Employers Looking for , ERIC Digest No. : (ED 399484).
- Overtom, C. (2000) Employability Skills: An Update , ERIC Digest No. : (ED 445236)
- Saterfield, T. and Mclarky, J. (1995) Assessing Employability Skills, ERIC Digest No. : (ED 391109).
- Saunders, M., Lewis, P. and Thornhill, A. (1997) Research Methods for Business Students, Pitman Publishing, London.
- Imel, S. (1999) School to Work, ERIC Digest No. : (ED 4).

Employability Skills Required by Private Saudi Employers and the Role of Higher Education System in Delivering Them: A Field Study

Dr. Sami A. Albahussain
Management Technology Department,
College of Technology at Dammam, Saudi Arabia

Abstract

Private sector organisations face increasing challenges of competing in a world market and rapid technological advancements. This in turn has necessitated fundamental changes in behaviour and orientation towards workforce and employability skills for current or future employment needs. This paper aims to investigate the most needed employability skills by the Saudi private sector and how successful are the higher educational establishments in delivering graduates with skills that match what the market is asking for? The study finds that 77.8% of the employers, surveyed in our sample, express their doubt about the ability of the higher education system in providing graduates with the appropriate employability skills. The study also concludes that there are certain skills highly in demand by the Saudi employers. Top of the list comes loyalty and hard working, excellent time keeping and commitment, ability to work in a team, English language competence, and computer literacy. Although, employers agreed on the importance of previous experience and writing skills but it comes at the bottom of their priority ladder for employability skills.