



Job-seeking Business Administration Degree Holders in Saudi Arabia Based on Universities Outcomes, Gender and Regions: Comparative Study

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Authors' contributions

This work was carried out in collaboration between both authors. Both authors read and approved the final manuscript.

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ABSTRACT

This study aims to not only investigate the employment outcomes of university graduates facing limited job opportunities but also identify regions with high unemployment rates. A sample of 3303 participants from the Statistics Authority's Jadarah program applicants in 2020 was used for this study. The sample was restricted to three universities: King Abdulaziz University, King Saud University, and Imam Muhammad bin Saud Islamic University. The business administration specialization selected for analysis encompasses all academic levels (diploma to master's) and genders. A statistical analysis program, SPSS, was employed to analyze the data. The main result indicates that the university plays a role in increasing the opportunity of getting a job, and the Riyadh region has a high demand of job requests.

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1. INTRODUCTION

The search for work or the prevalence of unemployment is one of the most significant problems faced by any country worldwide, and it is also a concern for young people. Work is a natural right for anyone able and willing to do it. Here in the Kingdom of Saudi Arabia, we face such a challenge, but the government is taking serious steps to close the gap year after year with clear policies and initiatives. Youth and women empowerment are two of the core pillars of Vision 2030. Considering the Kingdom of Saudi Arabia's recognition of the severity of the unemployment problem in Saudi society and its detrimental effects on all aspects, the Kingdom has taken several steps to address the issue of unemployment and develop solutions in line with Vision 2030, which states that the Saudi economy will provide opportunities for everyone to contribute to the best of their abilities. The vision has prioritized continuous training, as one of its priorities, geared toward reducing unemployment to enhance the skill level of Saudi citizens and develop their abilities. It has also established the Authority for Job Creation and Combating Unemployment. One of the most important tools that prepare young people to get a job or enter the labor market is high education. In the Kingdom of Saudi Arabia, where the issue of education is paramount, there are approximately 42 universities and 13 colleges, both public and private. In addition, there are also seven military colleges. Therefore, university outcomes play a role in increasing the chances of getting a job.

1.1 Objectives of the Study

The primary goal of this study is to investigate whether companies exhibit a preference for graduates from specific universities or whether there is no discernible difference between universities in terms of graduate employability. Additionally, the study aims to determine whether certain administrative regions experience higher employment demand compared to others. Furthermore, it looks to assess whether women face greater challenges in their job search compared to men or vice versa. Gaining insights into these questions will enable universities to better understand their role in shaping the labor market and thus contribute to reducing unemployment rates. Moreover, it will empower administrative regions to enhance employment

opportunities and facilitate job creation to meet the needs of job seekers.

2. LITERATURE REVIEW

2.1 Definitions of Unemployment

Although there are variations in the definitions of unemployment that have been discussed thus far, they concur on its fundamental sense and notion as "the condition of having individuals who possess the desire and capability to engage in labor and are actively seeking opportunities yet are unable to secure employment" [1]. Furthermore, the International Labor Organization (ILO) has defined it as "a term that includes all unemployed persons despite their readiness for it, their search for it, and having reached the legal age for work" [2].

The Kingdom of Saudi Arabia, which prioritizes the issue of employment and strives to solve the unemployment crisis, has created a platform that facilitates the process of employing young people, either in the private or public sector.

Economists and scholars align with the ILO's definition of unemployment, recognizing as "unemployed" those individuals who possess the capability and desire to work, actively seek employment opportunities, and are willing to accept work at the prevailing wage rate, yet remain unable to secure employment. This definition encompasses both individuals embarking on their first foray into the labor market and those who have previously held employment but have been forced to relinquish their positions due to various circumstances [3].

In Kingdom of Saudi Arabia, there are government platforms that tend to eliminate the job seeker phenomenon and help them to find jobs. One of such initiatives is Jadarah. The Jadarah platform is a free electronic recruitment system affiliated with the Ministry of Civil Service and Social Development that helps to address the issue of employment in government agencies compatible with applicants' qualifications and specializations. Job seekers can register their personal data, qualifications, and work experience, and attach the necessary documents electronically to create their profiles. In October 2022, the Ministry of Human Resources and

Social Development announced the transition to the unified national platform for employment (Jadarat) instead of Jadarah. The Jadarat platform, or unified national platform, is the new version of the Jadarah system, as it was launched to provide job opportunities that suited everyone and provided employers with access to the CVs of all applicants.

2.2 Types of Unemployment

AlAnazi [4] delineated various forms of unemployment in his research, and these could be outlined as follows:

1. Cyclical unemployment, according to the United Nations definition, occurs due to changes in the level of activity over a period resulting from the cyclical nature of capitalist systems that always move between not only recovery and expansion but also contraction and economic crisis. It results in stopping hiring and venting the crisis by laying off workers.
2. Frictional unemployment results from the movement of workers between jobs and sectors because of a lack of information among job seekers and business owners who have job opportunities.
3. Structural unemployment affects a part of the labor force due to structural changes occurring in the national economy, thereby leading to the creation of a state of mismatch between the available employment opportunities and the qualifications and experience of workers and unemployed people who want to work.
4. Hidden unemployment is represented by the condition of someone who performs secondary work that does not provide him with a sufficient means of livelihood, or when there is a group of workers working in a facility that does not have a need for employment for this number, and this type, according to neoclassical theory, typifies the situation in which marginal productivity falls to zero or less.
5. Seasonal unemployment occurs because of the seasonality of some businesses and economic sectors, such as the seasonality of work in the tourism and agricultural sectors, where the demand for labor increases in some periods and decreases in others, hence resulting in unemployment during periods of time outside the season.
6. Voluntary unemployment is of the person's own volition. This may entail resignation

either when one seeks another, better job, or for another reason.

2.3 Reasons of Unemployment

The origins of unemployment, as shown by Ben Hamouda (2015), can be discerned as follows:

First, the process of preparing and evaluating educational and training curricula is not linked to socioeconomic reality and is not keeping pace with the changes occurring in the labor market. Second, the steady increase in expatriate workers and their ease of acquisition, relative to national workers, is due to the lack of availability of trained national youth. Third, reasons related to working in the private sector, such as the low wages previously offered by some private sector establishments, are notable. Moreover, with the worsening effects of information and technology wealth, as it has replaced labor, the demand for the human element has decreased. A percentage of unemployment also has a social or external source. There is a reluctance to engage in socially unacceptable professions, and this phenomenon is considered as one of the causes of unemployment. Orientation toward working in the government sector and reluctance to work in the private sector, as well as workers' reluctance to engage in professional and manual crafts that require physical effort, are also notable.

2.4 Universities

The Kingdom of Saudi Arabia currently has 42 universities, whereof 30 are government funded and provide free education. These universities offer a wide range of specializations, including graduate programs and post-secondary diploma programs. In 2018, there were 1.8 million students enrolled in university or college, compared to approximately 1 million in 2011 [5].

Education across different programs and fields is very important for a nation. It is an essential tool to equip people to engage with life, or, in other words, for establishing life through jobs. This study compares three universities that offer the same specialization, namely, business administration. The comparison will be conducted across academic programs (diploma, bachelor's, and master's). This will ensure that the assessment is fair and balanced. The universities compared in this study are King Saud University (KSU), King Abdulaziz University (KAU) [6], and Imam Muhammad bin Saud Islamic University (IMSIU).

KSU's College of Business Administration (CBA), established in 1982, is a beacon of business education in Saudi Arabia. Accredited by the prestigious Association to Advance Collegiate Schools of Business (AACSB International), KSU's CBA stands as a testament to its unwavering commitment to academic excellence. With a diverse range of undergraduate and graduate programs spanning business administration, accounting, finance, marketing, and management, KSU's CBA empowers students to excel in a variety of business domains.

IMSIU's CBA, established in 1987, has carved a niche as a leading institution for Islamic business education. Accredited by the Accreditation Council for Collegiate Schools of Business, IMSIU's CBA seamlessly integrates Islamic values and principles into its business curriculum. Students are equipped with the knowledge and skills to navigate the intricacies of Islamic finance and other Islamic business sectors, thereby preparing them for success in this rapidly growing field.

KAU's CBA, established in 1962, is a cornerstone of business education in Saudi Arabia. Accredited by AACSB International, KAU's CBA offers a comprehensive range of undergraduate and graduate programs that foster critical thinking, innovation, and entrepreneurship among its students. With a strong emphasis on research and industry partnerships, KAU's CBA prepares graduates to make significant contributions to the ever-evolving business landscape.

3. METHODOLOGY

In this section, we describe the model that is used in the rest of the analysis using data from od.data.gov.sa of 2020. First, the random sample has 3303 job seekers who have a degree in business

administration from only three universities, namely, KAU, KSU, and IMSIU. Additionally, these universities are chosen because they offer the same specialization in the three program degrees, and we choose business administration because it is one of the highest demand majors in the market that helps us to evaluate university outcomes. Evidently, this paper examines the three universities' outcomes under equal conditions. Second, this sample contains both genders of different ages, applying through the

Jadarah program, which is the government service to help job seekers find a job. Third, this study determines only three regions that job seekers prefer working at because such information helps decision makers to plan and create more job in such regions. Finally, we use SPSS with descriptive analysis and chi-square analyses, as these are suitable to obtain accurate results with our data.

3.1 Definition of the Model

In this section, we tend to describe the model in detail, and some abbreviated names are tabularized herein.

Chi-square is a statistical test used to examine the differences between categorical variables from a random sample to judge the goodness of fit between expected and observed results.

Years level refers to graduation year. We use six levels—≤5, 6–7, 8–9, 10–11, 12–13, and 14–20. This classification depends on the data available on Jadarah. This classification highlights the issue of job scarcity and evaluates the opportunity of university outcomes vis-à-vis getting a job.

Regions entail the locations whereat job seekers want to work, and we divide it to three regions, namely, Riyadh, Makkah, and others. Educational level refers to the degrees that job seekers hold.

Diploma degree is from one year to three years after high school, and its short form is (diploma). Bachelor's degree entails four years total, and its short form is (Bach).

MBA degree is master's in business administration. Specialization refers to business administration. Imam refers to IMSIU. KingAbdulaziz refers to KAU. KingSaud refers to KSU.

3.2 Hypothesis

- H0: there is no relationship between the university and the opportunity to get a job.
- H1: there is a relationship between the university and the opportunity to get a job.
- H0: there is no high job demand across regions. H2: there is a high job demand across regions.
- H0: there is no relationship between the level of education and getting a job.

H1: there is a relationship between the level of education and getting a job.

has the lowest percentage of students in the ≤5- (4.3%) and 6–7- (2.7%) year levels.

3.3 Analyses of Data

3.3.1 University outcomes

The first analysis uses chi-square to examine whether there is a relationship between the outcomes of the three universities and the likelihood of obtaining employment in the market (Table 1).

The data in the table show the percentage of students that have graduated each year in each university. The universities listed are IMSIU (Imam), KAU (KingAbdulaziz), and KSU (KingSaud). The year levels listed (the graduation years) are ≤5, 6–7, 8–9, 10–11, 12–13, and 14–20 years since graduation until 2020.

First, the table shows that in 2020, Imam has the highest percentage of students in the ≤5-year level (85.6%), followed by KingAbdulaziz (10%). In addition, Imam and KingAbdulaziz have similar percentages of students in the 6–7-year level (49.3% and 47.9%, respectively), while KingSaud

Second, it is evident that students who have graduated for over a decade are distributors between KAU and KSA. For more detail, in the 8–9-year level, Imam and KingAbdulaziz have similar percentages of students (41.2% and 52%, respectively), while KingSaud has a lower percentage of students (5.9%). In the 10–11-year level, KingAbdulaziz has the highest percentage of students (73.5%), followed KingSaud (14.7%) and Imam with the lowest (11%). In the 12–13-year level, KingAbdulaziz (61.1%) has the highest percentage of students, (38.9%) followed by KingSaud, while in the 14–20-year level, KingAbdulaziz has the highest percentage of students (77.4%), followed by KingSaud (22.6%) [7].

Overall, the chi-square test shows statistically significant results that reject the null hypothesis, indicating that a relationship exists between university outcomes and increasing opportunities of getting a job. Notably, the data showed that most job seekers in Jadarah graduated from IMSIU, followed by KAU, while KSU had a lower percentage of job seekers.

Table 1. Graduation date data among universities

		universitis * yearslevel Crosstabulation							
		yearslevel							
universitis	IMAM	5&less	6-7	8-9	10-11	12-13	14-20	Total	
	Count	2647	35	21	4	0	0	2707	
	Expected Count	2537.1	59.9	41.8	27.9	14.8	25.4	2707.0	
	% within universitis	97.8%	1.3%	0.8%	0.1%	0.0%	0.0%	100.0%	
	% within yearslevel	85.6%	47.9%	41.2%	11.8%	0.0%	0.0%	82.1%	
	% of Total	80.2%	1.1%	0.6%	0.1%	0.0%	0.0%	82.1%	
	Adjusted Residual	20.6	-7.7	-7.7	-10.7	-9.1	-12.0		
	KINGAbdulaziz	Count	312	36	27	25	11	24	435
	Expected Count	407.7	9.6	6.7	4.5	2.4	4.1	435.0	
	% within universitis	71.7%	8.3%	6.2%	5.7%	2.5%	5.5%	100.0%	
	% within yearslevel	10.1%	49.3%	52.9%	73.5%	61.1%	77.4%	13.2%	
	% of Total	9.5%	1.1%	0.8%	0.8%	0.3%	0.7%	13.2%	
	Adjusted Residual	-20.3	9.2	8.5	10.5	6.0	10.6		
	KingSaud	Count	133	2	3	5	7	7	157
	Expected Count	147.1	3.5	2.4	1.6	.9	1.5	157.0	
	% within universitis	84.7%	1.3%	1.9%	3.2%	4.5%	4.5%	100.0%	
	% within yearslevel	4.3%	2.7%	5.9%	14.7%	38.9%	22.6%	4.8%	
	% of Total	4.0%	0.1%	0.1%	0.2%	0.2%	0.2%	4.8%	
	Adjusted Residual	-4.8	-8	.4	2.7	6.8	4.7		
Total	Count	3092	73	51	34	18	31	3299	
	Expected Count	3092.0	73.0	51.0	34.0	18.0	31.0	3299.0	
	% within universitis	93.7%	2.2%	1.5%	1.0%	0.5%	0.9%	100.0%	
	% within yearslevel	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	93.7%	2.2%	1.5%	1.0%	0.5%	0.9%	100.0%	

Table 2. Chi-Square Test

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	538.221 ^a	10	<.001
Likelihood Ratio	384.668	10	<.001
Linear-by-Linear Association	351.773	1	<.001
N of Valid Cases	3299		

a. 8 cells (44.4%) have expected count less than 5. The minimum expected count is .86.

Discussion: This may be due to several factors, such as the size of the universities, the programs offered, and the location of the universities. Regarding Yunus’s (2003) study, the extent to which graduates of Saudi universities suit the needs of the Saudi labor market. The most important reasons for the lack of private sector requirements for university graduates, which leads to the unwillingness of recruitment officials to appoint these graduates, are the graduates’ lack of familiarity with the English language, their lack of familiarity with the use of computers, their lack of information, and their lack of knowledge related to specialized qualifications, in addition to their lack of the necessary professional skills (vocational qualification). Moreover, the capacity of accepting students in business administration in various programs exceeds market needs. However, the highest percentage comes from Imam outcomes, so they ought to reevaluate their program. Higher education has a role in increasing the chances of obtaining a job for its graduates, and this is due to three factors (Mahmoud, 1990 AD). Increasing the student’s cognitive ability, as the educational system works in a way that leads to increasing ability The student’s cognitive ability begins with the ability to read and write and reaches the level of logical and analytical ability. The climate surrounding the study conditions leads, at various levels, to development. Personal qualities are related to productivity, and among the qualities that help production in lower jobs are punctuality, obedience, and respect for authority, while qualities that help production, in higher positions, are self-reliance and decision-making ability. Education is a means of selecting those who are fit for work. Here, the educational system works as a means of choice to identify those who possess certain qualities that have an impact

on productivity, such as intelligence and motivation.

3.4 Level of Education

The second analysis involved the use of chi-square tests to determine the relationship between the level of education and getting job.

In this section, we focus on the level of education, that is, diploma, bachelor, or MBA, whether job seeker graduated from IMSIU, KSA, or KAU; and which level most job seekers had. First, in Table 3, diploma level in business administration refers to 1–3 years after high school, and there are a total of 117 job seekers distributed across graduation years, with most of them being ≤5 years (89%), followed by 6–7 years (5%) and then 10–11 years (3%). Second, at the level of bachelor’s degree in business administration, the total is 3172 job seekers, and they are classified as ≤5 years with the highest percentage (94%), followed by 6–7 years (2%) and then 8–9 years (1%). Finally, there are only 10 job seekers with an MBA, and those who cannot find a job for ≤5 years with MBA are 4 (40%), followed by 14–20 (30%).

Overall, in Tables 3 and 4, the level of education plays a role in finding a job. Evidently, most job seekers have a bachelor’s degree, followed by those who have a diploma and finally the lowest number who have an MBA degree. Based on the chi-square test, the result that rejects the null hypotheses is significant, indicating that there is a relationship between degrees and getting job; however, the result shows that those who have a bachelor’s degree suffer more than those with other degrees in Saudi Arabia. Chart 1 shows the majority of job seekers who have bachelor’s degrees, either male or female.

Table 3. Level of education

			education * yearslevel Crosstabulation						
			yearslevel						
			5&less	6-7	8-9	10-11	12-13	14-20	Total
education	deploma	Count	105	6	2	4	0	0	117
		Expected Count	109.7	2.6	1.8	1.2	.6	1.1	117.0
		% within education	89.7%	5.1%	1.7%	3.4%	0.0%	0.0%	100.0%
		% within yearslevel	3.4%	8.2%	3.9%	11.8%	0.0%	0.0%	3.5%
		% of Total	3.2%	0.2%	0.1%	0.1%	0.0%	0.0%	3.5%
		Adjusted Residual	-1.8	2.2	.1	2.6	-.8	-1.1	
bach	Count	2983	67	47	30	17	28	3172	
	Expected Count	2973.0	70.2	49.0	32.7	17.3	29.8	3172.0	
	% within education	94.0%	2.1%	1.5%	0.9%	0.5%	0.9%	100.0%	
	% within yearslevel	96.5%	91.8%	92.2%	88.2%	94.4%	90.3%	96.2%	
	% of Total	90.4%	2.0%	1.4%	0.9%	0.5%	0.8%	96.2%	
	Adjusted Residual	3.7	-2.0	-1.5	-2.4	-.4	-1.7		
MBA	Count	4	0	2	0	1	3	10	
	Expected Count	9.4	.2	.2	.1	.1	.1	10.0	
	% within education	40.0%	0.0%	20.0%	0.0%	10.0%	30.0%	100.0%	
	% within yearslevel	0.1%	0.0%	3.9%	0.0%	5.6%	9.7%	0.3%	
	% of Total	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.3%	
	Adjusted Residual	-7.0	-.5	4.7	-.3	4.1	9.5		
Total	Count	3092	73	51	34	18	31	3299	
	Expected Count	3092.0	73.0	51.0	34.0	18.0	31.0	3299.0	
	% within education	93.7%	2.2%	1.5%	1.0%	0.5%	0.9%	100.0%	
	% within yearslevel	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	93.7%	2.2%	1.5%	1.0%	0.5%	0.9%	100.0%	

Table 4. Chi Square test

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	145.212 ^a	10	<.001
Likelihood Ratio	41.602	10	<.001
Linear-by-Linear Association	5.120	1	.024
N of Valid Cases	3299		

a. 10 cells (55.6%) have expected count less than 5. The minimum expected count is .05.

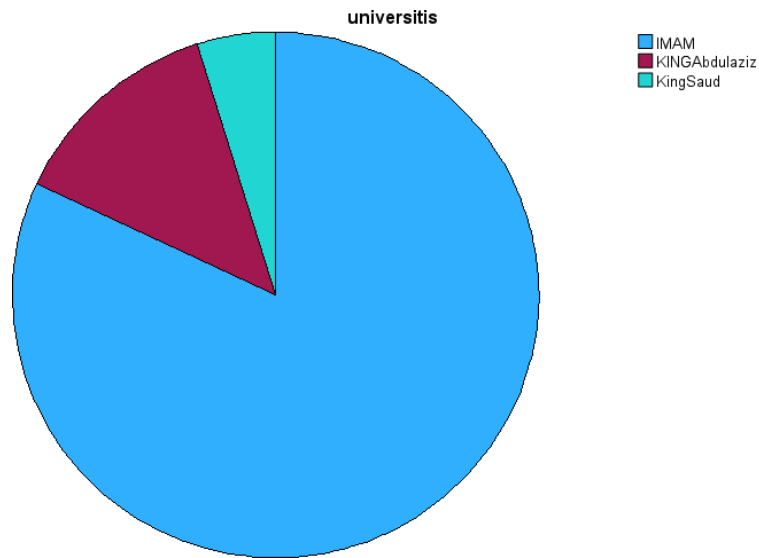
3.5 Job seekers over gender

The third analysis is presented in Table 6. In this section, we compare job seekers based on gender and university using descriptive statistics

and frequency. Let us first begin with the total of job requests and divide it based on gender, as Table 5 shows. Male (female) job seekers have 1826 (1477) requests. The differences have duly depicted in pie chart 1.

Table 5. Job seeker over gender

Frequen cy	Gender			
	Valid	Percent	Valid Percent	Cumulative Percent
Male	1826	55.3	55.3	55.3
Wome n	1477	44.7	44.7	100.0
Total	3303	100.0	100.0	



Picture 1. Pie chart showing university data

In Table 6, for more details, there are 1569 male requests, representing 85%, in IMSIU, while there are 1138 female requests (77%). Compared to KAU, we find 218 (219) male (female) job seekers, representing 11% (14%). Additionally, KSU has 39 male job seekers and 120 female job speakers, accounting for 8%. Overall, in total male job seekers are more than women with 1826 requests in favor to male. Charts 1 and 2 reveal that most job seekers, either male or female, have graduated from IMSIU, followed by KAU.

percentage depends on descriptive and frequency analysis.

In detail, there are 1090 male job seekers from Riyadh (59%) compared to the 705 female job seekers therein (47%). In the Makkah region, there are 360 male job seekers (19%) and 189 female job seekers (12%). Furthermore, other regions in Saudi Arabia account for 376 male job seekers (20%) and 583 female job seekers (39%).

3.6 Region highest demand

The fourth analysis is undertaken to demonstrate the most job demand requests across three regions: Riyadh, Makkah, and the other regions based on gender. Table 7 shows that the

Most male job requests are from Riyadh, followed by Makkah and the other regions. Moreover, most female job seekers are from Riyadh and other regions, followed by Makkah. Overall, the highest demand job is in the Riyadh region.

Table 6. Panel data for job seeker university

		universitis				
gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	IMAM	1569	85.9	85.9	85.9
		KINGAbdulaziz	218	11.9	11.9	97.9
		KingSaud	39	2.1	2.1	100.0
		Total	1826	100.0	100.0	
women	Valid	IMAM	1138	77.0	77.0	77.0
		KINGAbdulaziz	219	14.8	14.8	91.9
		KingSaud	120	8.1	8.1	100.0
		Total	1477	100.0	100.0	

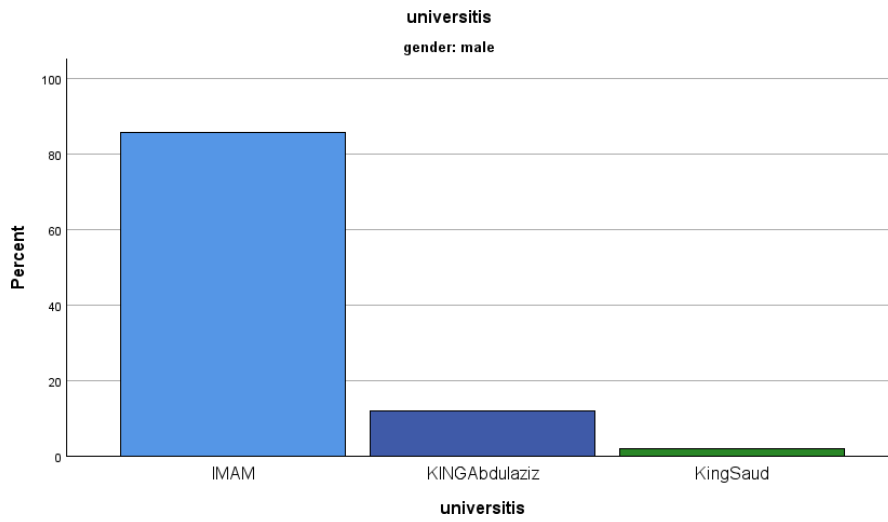


Chart 1. Bar graph showing university data for male

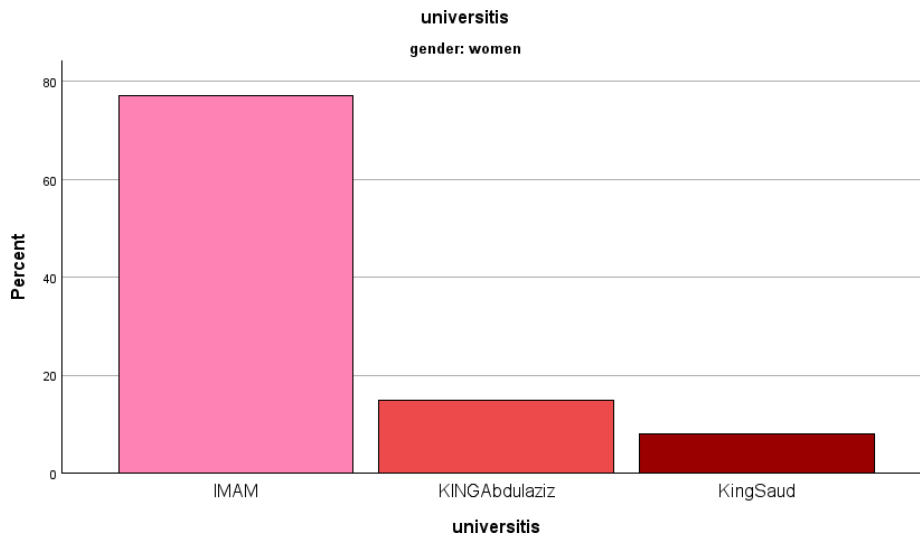


Chart 2. Bar graph showing university data for women

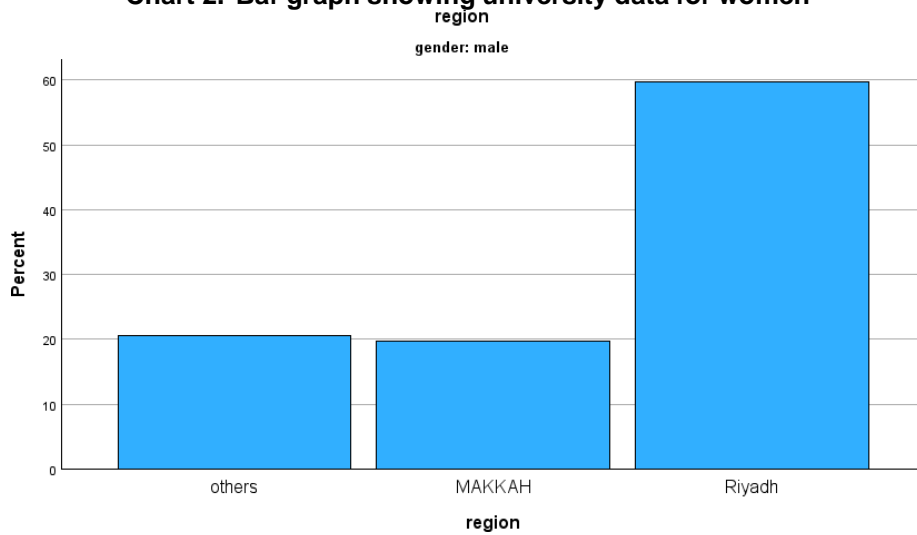


Chart 3. Bar graph showing region jobseeker data for male

Table 7. Jop seeker data among region

Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Male Valid others	376	20.6	20.6	20.6
MAKKA H	360	19.7	19.7	40.3
Riyadh	1090	59.7	59.7	100.0
Total	1826	100.0	100.0	
women Valid others	583	39.5	39.5	39.5
MAKKA H	189	12.8	12.8	52.3
Riyadh	705	47.7	47.7	100.0
Total	1477	100.0	100.0	

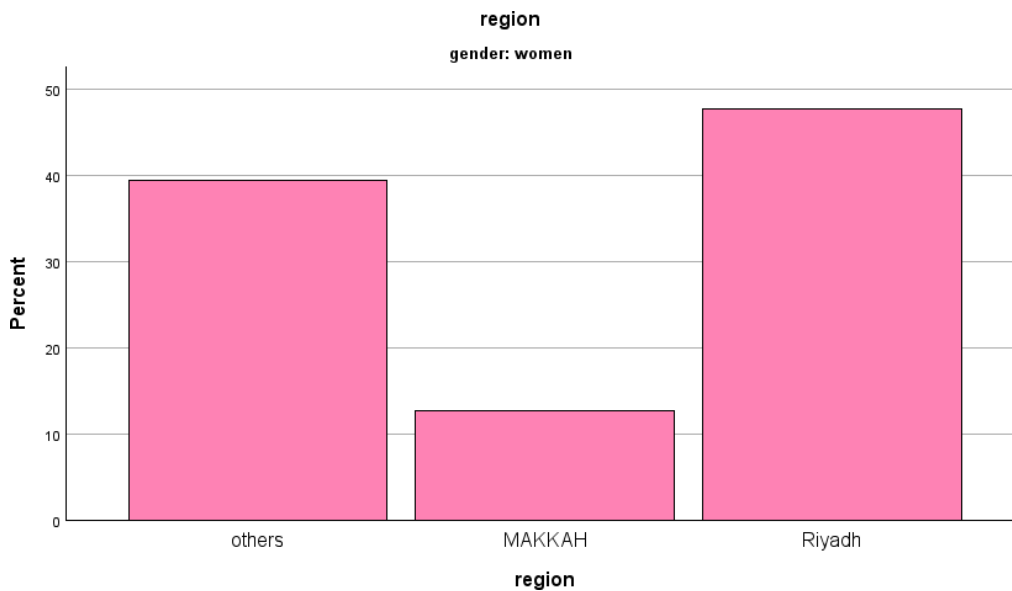


Chart 4. Bar graph showing region jobseeker data for female

3.7 Average age of job seekers

The fifth analysis entails the illustration of the average age of job seekers based on gender and average years of graduation via descriptive analysis (Table 8).

In general, the average age of both genders is the same. Furthermore, the mean age of male job seekers is 29, such that the youngest is 20 and the oldest is 50. Compared to female job

seekers, the mean age is 29, with their ages ranging from 20 to 53. The average years of graduation for both males and females are approximately 2.6 and 2.8, respectively.

3.8 Education over gender

The sixth analysis is conducted to determine the differences between males and females based on educational level using descriptive and frequency analysis (Table 9).

Table 8. Descriptive statistics

gender		N	Minimum	Maximum	Sum	Mean	Std. Deviation	Variance	Skewness	
		Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
male	years	1826	1.00	22.00	4866.00	2.6648	1.92786	3.717	4.650	.057
	age	1826	20	50	54390	29.79	5.814	33.798	.791	.057
	Valid N (listwise)	1826								
women	years	1477	1.00	24.00	4280.00	2.8978	2.47529	6.127	4.242	.064
	age	1477	20	53	42975	29.10	5.588	31.229	1.002	.064
	Valid N (listwise)	1477								

Table 9. Educational data

Gender	Frequency	Percent	Valid Percent	Cumulative Percent
male Valid diploma	59	3.2	3.2	3.2
bach	1761	96.4	96.4	99.7
MBA	6	.3	.3	100.0
Total	1826	100.0	100.0	
women Valid diploma	58	3.9	3.9	3.9
bach	1415	95.8	95.8	99.7
MBA	4	.3	.3	100.0
Total	1477	100.0	100.0	

More specifically, male job seekers who have diploma account for 3.2%, relative to their female counterparts (3.9%), representing almost the same values. In addition, male job seekers who have bachelor's degree account for 96%, while female job seekers account for 95%. Additionally, male job seekers who have an MBA represent 0.3%, with the same percentage for females.

3.9 Main Finding and Discussion

First, we find that there is a relationship between university outcomes and an increased likelihood of getting a job. Evidently, KSU outcomes are the most suitable for market needs, and most companies prefer KSU graduates, as they constitute the lowest number of job seeker requests in Jadarah (See pie chart 2).

This implies that universities should evaluate their diploma, bachelor's, and MBA programs to be more attractive to companies' needs (see Chart 6). Moreover, in Haider's study [8], opportunities lie in the labor market, either in government or in the private sector. The university's role is to help its students find good work by being distinguished in what it offers them and through its cooperation with other universities and employment institutions. The university must turn into a laboratory that experiences the labor market and trains its graduates on the requirements of the labor market before they take a single step in the bank, office, workshop, or hospital. All of the aforementioned can be summed up by a simple principle, which is that graduates' strengths and employability statuses stem from the university's academic level and its close relationship with the labor market [8].

The second main finding is that the Riyadh region should create more jobs to align with the job demand that is less than the job supply. Notably, the Riyadh region has the highest job demand, implying that finding job in Riyadh is

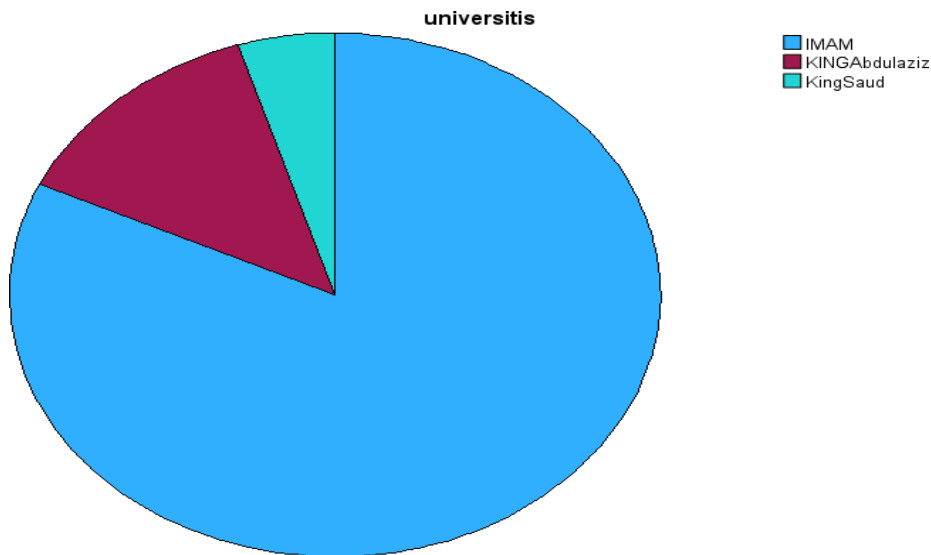
challenging. Al-Harbi's (2016) study showed the causes of unemployment in the Kingdom of Saudi Arabia, its characteristics, and its effects from the point of view of the unemployed (men and women) in the city of Riyadh. The results show that the most important causes of unemployment in Saudi society, from the perspective of the unemployed in the city of Riyadh, can be arranged as follows: the dearth of sufficient job opportunities and the requirement of experience that young people lack. The study clarifies some of the consequences of unemployment from the viewpoint of the unemployed, whereby the lack of a sense of self-independence is principal among the consequences of unemployment, delinquency of a family member, and poverty.

A study by Al baker showed that the General Statistics Authority (Ministry of Planning) conducted population censuses for the years 1413 AH–1992 AD, which supplied data for the study and validated its findings. The unemployment rate has noticeably increased, with the peripheral districts experiencing a greater increase than the central areas. The workforce's educational attainment is the primary variable, as the regression results also verify. As the study shows, it makes a substantial contribution to the explanation of the unemployment situation in the Kingdom's provinces. In certain administrative regions, there is a clear correlation between the rate of unemployment and the incidence of criminal activity [9]. However, our data highlight a tremendous change that has occurred over the past years. Instead of small cities being the ones suffering from a lack of job opportunities, we find here that the study proves that due to immigration to Riyadh, the city has become the highest in demand for employment (see Chart 5).

Another important finding is that most job seekers are between the ages of 20 and 30,

which are considered as the risky ages (see Graph 1 and Chart 6). There are a few job seekers over 30 years old; however, the reason is that they quit their jobs or voluntarily opted for a change. In addition, according to Al Harbi, the results of the field study showed the presence of a percentage of unemployed people aged 30 years and over, and these may be employees or workers who have previously worked and have been exposed before being relieved of their businesses, or they may have sought to change their business and engage in a better venture. In

general, we notice that youth unemployment is the most prominent form in the Kingdom. The danger of youth unemployment lies in the fact that the youth group is more prepared for political upheavals, criminality, and violence. Owing to their young age and limited living experience, as well as the extreme frustration generated by the state of unemployment, which hampers the ambitions of young people, youth unemployment is in fact a problem for not only the Kingdom's problem but also many other countries [10].



Picture 2. Pie chart shows outcomes among universities

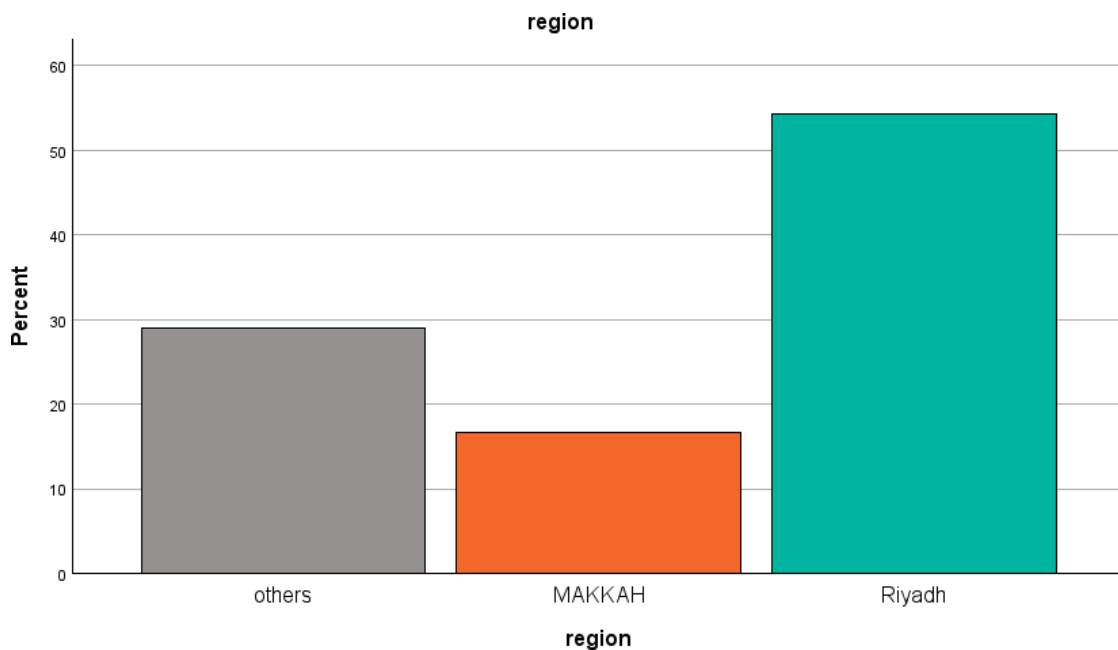
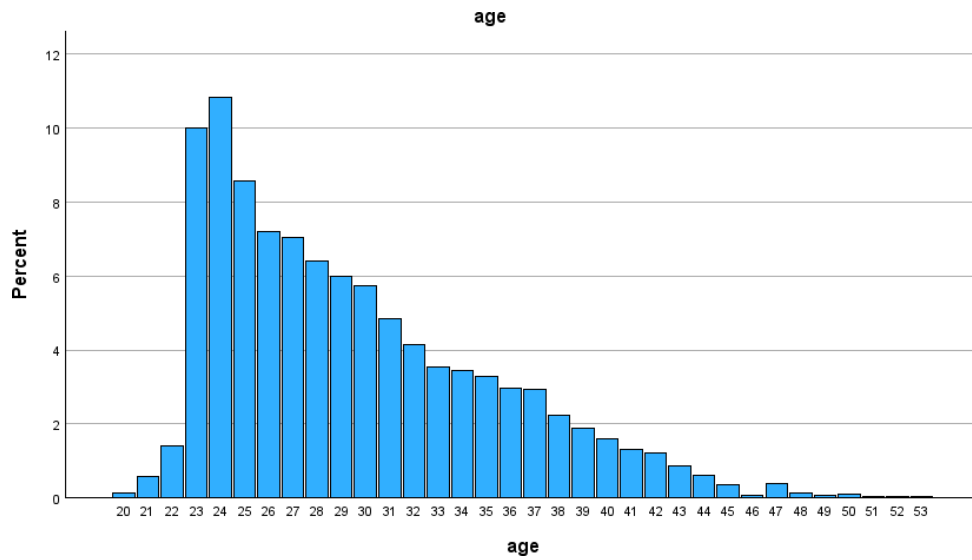


Chart 5. Bar graph showing data job seeker among region



Graph 1. Bar graph showing age distribution

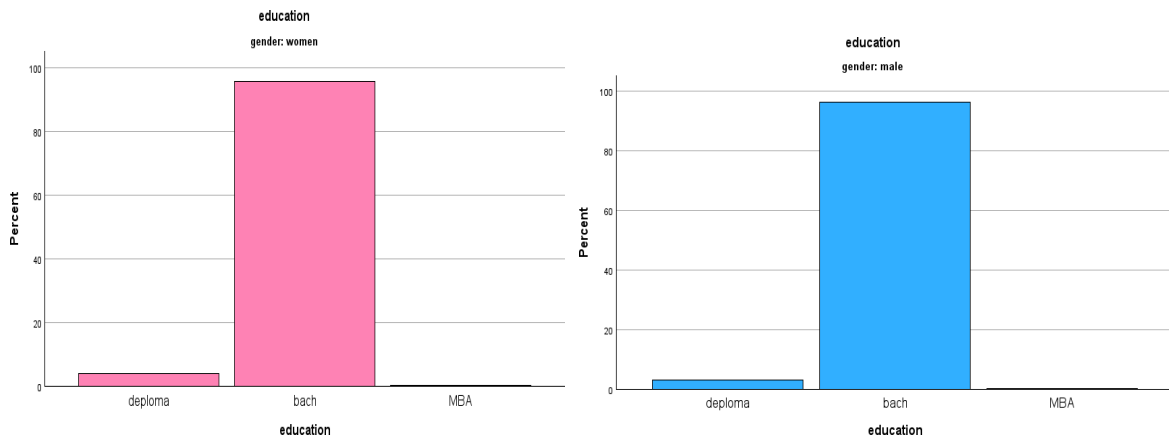


Chart 6. Bar graph showing educational data based on gender

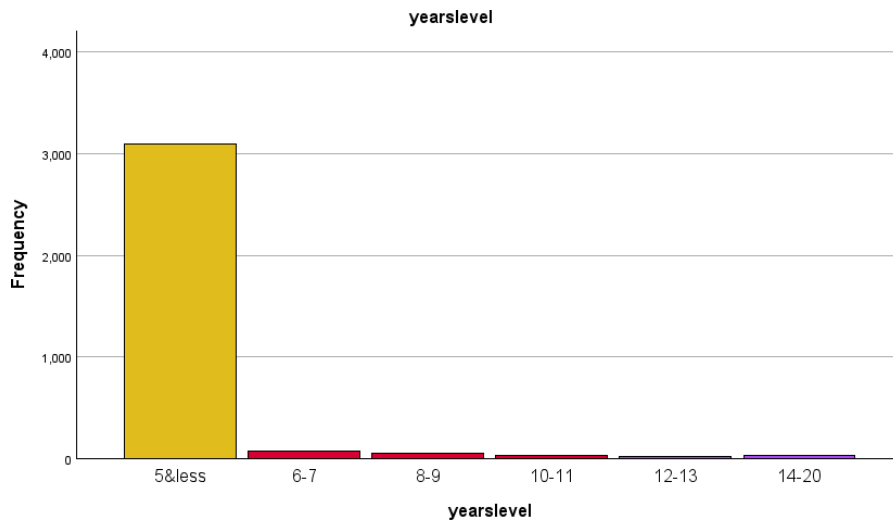
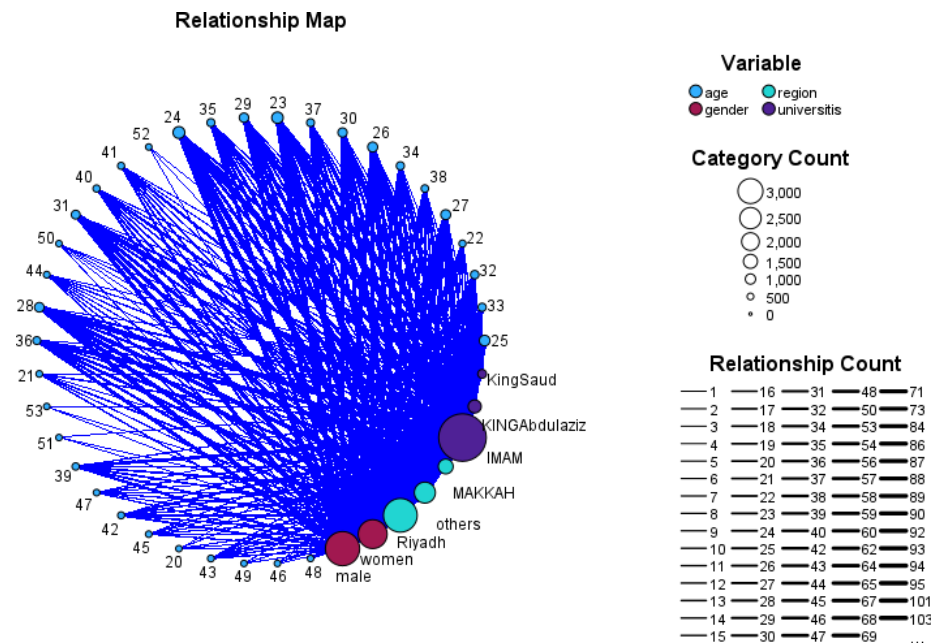


Chart 7. Bar graph showing graduation year



Map 1. Relationship Map

Finally, our analysis reveals that most job seekers who have graduated in 5 years or less have a bachelor's degree (see Charts 6 and 7). Of course, it is unclear whether they ever got the job or not,

but in general, this period after graduation is very sensitive. Regarding Al Baker's study, the unemployed are in debt for a period ranging from 1 year to less than 3 years and from 5 years or more. The highest percentages are 5 years or less, and this long period of unemployment results in serious effects that are detrimental to the structure of society, especially those related to the security, economic, social, and psychological aspects of individuals and societal institutions. "Unemployment leads to a decline in the bonds that people hold toward official institutions, systems, and social values prevailing in society" [9]. In addition, this result highlights that companies may prefer diploma and MBA holders over bachelor's degree holders in business administration [11,12].

4. CONCLUSION AND LIMITATIONS

This study aims to investigate the impact of university outcomes, region, and educational level in connection to increasing job opportunities. Based on the data from Jadarah, we find that IMSIU students are suffering to find jobs. Additionally, the Riyadh region confronts a

problem of offering jobs in tandem with the demand. Furthermore, male job seekers are more than female job seekers (see Relationship Map 1). This paper highlights that the highest percentage of job seekers hold bachelor's degrees in business administration.

The limitation of this study entails that the data are collected from 2020, which may perhaps have been affected by the COVID-19 pandemic. Moreover, there are other channels of requesting and searching for jobs other than through the Jadarah program that are not considered herein, and this limitation may affect the results of the present study.

COMPETING INTERESTS

Authors have declared that no competing interests exist.

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