

Available Job Opportunity to Youth Graduate and its Relations to the Needs of the Saudi Labor Market "A Field Study"

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Abstract

The labor market faces persistent challenges owing to the increasing number of job seekers as opposed to the low supply of jobs in addition to the sometimes exaggerated specifications required by employers in the job offered. The figures indicate an increase in the unemployment rate of female graduates with bachelor's degrees. This has created some concern. These indicators prompted the researchers to conduct this study to describe and analyze the needs of the Saudi labor market for graduates' specializations in humanities and what career opportunities are available? Also, what are the requirements of employers to employ a graduate and reduce unemployment and keep pace with the ambitions of Vision 2030? One of the most important findings is that the reasons for the lack of career opportunities are the employment requirements set by companies and institutions to get a job at 87.55%. The study recommended that a detailed database on the national labor market should be formed that would allocate the last level of education to job training and not only focused on acquiring knowledge, under the supervision of the university, so that the graduate would be familiar with the requirements of the labor market and be aware of the skills required for each job; This helps him to gain work experience before graduation so that he can take the right career decision after graduation.

Keywords: Job Opportunities – Graduates – Labor Market – Job Requirements – Kingdom's Vision 2030

Introduction

Many graduates aspire to find job opportunities consistent with the scientific specialization obtained in the Saudi labor market. The vision of Saudi Arabia by 2030 sought to reduce the unemployment rate from 11.6% to 7%. This means that it will undoubtedly contribute to the provision of hundreds, perhaps thousands of jobs for new graduates from different fields and specializations. But you might wonder: which disciplines will be most needed in the Saudi labor market? Students enrolled in university education, including humanities, have many different disciplines: history, philosophy, religions, etc. So it might be a good option if you like these disciplines and enjoy them. Through your specialization in humanities you will acquire many skills in writing, reading, critical thinking

and communication skills. Competition in the current labor market with the openness we live in now depends not only on getting a good education, but there is a need to combine education, experience and multiple other skills - including language skills to highlight the reality of your abilities and entitlement to a good job that satisfies the aspirations of graduates. The labor market faces persistent challenges owing to the increasing number of job seekers as opposed to the low supply of jobs and the sometimes exaggerated requirements required by employers in the job offered. The transition from study to employment is undoubtedly the most difficult stage faced by new graduates and the estimated data from the Labor Force Survey - General Authority for Statistics (2021) The rate of female bachelors and no job is 27.8% vs 3.8% of male graduates as well as unemployment in social sciences, journalism

and media majors is 31% vs. 2.7% of males. The figures indicate an increase in the unemployment rate of female graduates with a bachelor's degree, which has created some concern. These indicators prompted the researchers to conduct this study to describe and analyze the needs of the Saudi labor market for the specializations of graduates in the field of humanities and what career opportunities are available? What are the requirements of employers to employ a graduate and reduce unemployment and keep pace with the ambitions of Vision 2030?

Study's problem: Societies are now undergoing rapid transformations and changes that have affected all aspects of society, including the educational sector and learning outputs. They are also linked to the labor market. In order to achieve a comprehensive development, attention must be paid to improving the career opportunities of young graduates from universities to reduce unemployment. This has made obtaining an educational qualification not only sufficient to obtain a job opportunity but also linked to many technical and linguistic skills and knowledge that are adapted to the needs of the labor market in general and reduce the proportion of graduate unemployment that has become generally associated with all disciplines.

Developments have taken place in Saudi Arabia in recent years, specifically in the economic spheres and the Saudi labor market making the state care

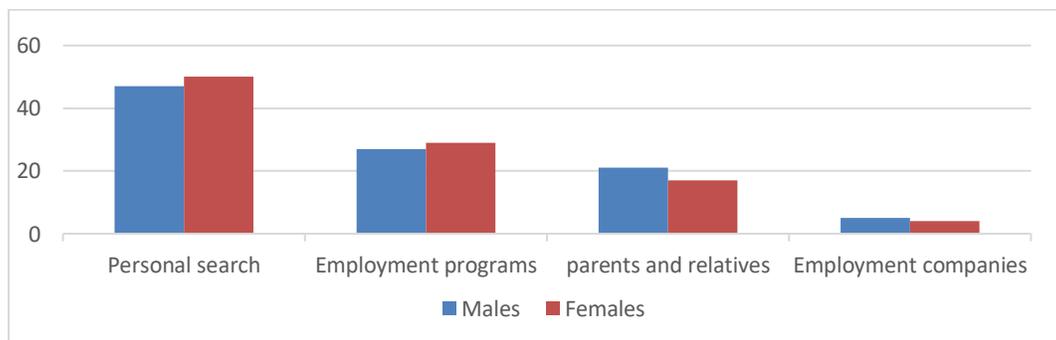
for young graduates and considering this issue has become essential. (Al-Issa, 2016, P 302).

Higher education statistics in Saudi Arabia also indicate that universities have not done enough to bring out national competencies to the Saudi labor market. Statistics also indicate that the Saudi labor market has sufficient energy to accommodate all higher education outcomes, but in fact there is unemployment among Saudi competencies, especially graduates with a bachelor's degree, and to a lesser degree in master's and higher diploma. (Al-Ruaili, 2020, p. 2).

The General Authority for Statistics in Saudi Arabia mentioned the unemployment rate of the total Saudi population with a bachelor's degree and equivalent females and males and there was a difference in unemployment indicators in the first quarter of 2021, female unemployment was 26.1% of female graduates, while male unemployment was 5.4% of graduates. In the second quarter of 2021, unemployment was slightly higher in female unemployment by 26.4%, while male unemployment was slightly lower by 5.1% of graduates and in the third quarter of 2021, the female unemployment rate has risen respectively by 26.9% while the male unemployment rate has declined respectively by 4.5%, indicating that the female unemployment rate is higher than that of male graduates. (General Authority for Statistics).

The statistic also shows how young people search for job opportunities by type and age group from (15-34) 2019 as in the following figure:

Figure 1 shows the type and methods of research used to get a job



Source: General Authority for Statistics, Saudi Youth Development Survey 2019

There are many previous studies and research that have discussed the subject of unemployment and

the labor market, such as the Reda's study (2021) to identify the compatibility between the outcomes of the educational process in social work colleges and the needs of the labor market in accordance with Vision 2030.

Al-Arafj's study (2015) examined the level of orientation of King Faisal University students towards the labor market.

Al-Murshid and Mahdi Study (2015) identifies economic and social barriers to the employment of citizens in the northern border region of Saudi Arabia.

Estimated data from the Labor Force Survey - General Authority for Statistics (GSO) also indicated a high female unemployment rate of 64.4% for males of 33.2% in the 2021 survey.

In the light of the above, the study's problem is reflected in the following question:

What are the job opportunities available to young graduates related to the requirements of the Saudi labor market?

Study objectives:

1. Identify the reasons for the lack of career opportunities for young graduates.
2. Identify the implications of the lack of career opportunities for young graduates.
3. Reaching proposals from the point of view of young graduates to provide job opportunities in the Saudi labor market.

Study questions

1. What are the reasons for the lack of career opportunities for young graduates?
2. What are the implications of the lack of career opportunities for young graduates?
3. What are the proposals from young graduates' perspective to provide job opportunities in the Saudi labor market?

Study's importance

The study draws its importance from the Kingdom's Strategic Vision 2030, which focuses on:

1. Attention to the issue of sustainable development in Saudi society, which depends on the advancement of society, attention to youth, reduction of unemployment and contribution to the creation of job opportunities in the Saudi market for young graduates and the utilization of these young energies.
2. Demonstrate the reasons for the lack of limited career opportunities in return for the increase in the number of university graduates, which increases the problem of unemployment and its psychological, economic and social effects on young people.
3. Come up with recommendations that may help decision makers and planners come up with strategies through which to try to deal with the problem in a scientific way to find solutions that increase career opportunities and absorb the graduate into labor market.
4. Finding a set of research proposals in this area.

Study concepts: (Young graduates - Saudi labor market)

Saudi labor market: It's a hypothetical theoretical market in which the job seekers and the employers from companies' owners and others who create a workplace and look for employees to fill them. (Wikipedia).

It is also known as the economic regulatory institution in which the job offer and demand interact, i.e. the area in which the services are sold and purchased, and thus the pricing and full engagement of the work services. (Metwally, 2014)

The labor market is divided by geographical dimension as follows:

Local Market: Work close to home (60-70 km)

Regional market: It relates to the whole region like the province.

Country market: It's about the whole country.

Foreign market: operating outside the country's borders.

The labor market in this study is defined as the field of job offer and demand in various public and private bodies, institutions and sectors wishing to employ graduates in the fields of social and human sciences, whether local, regional or national.

Young graduates: The determination of the young person's start and end varies from one society to another depending on the social and economic conditions prevailing in those communities. Some focus on the maturity and social integration of the personality in determining the concept of youth and therefore represent an age group with a number of social and psychological qualities and abilities.

The youth phase is a quantitative and qualitative change in personality features. and is characterized by a high degree of complexity in which the desire to assert oneself is mixed with the search for a social role and rebellion against what has already been achieved along with a sense of responsibility, The desire for a more exemplary society with the constant pursuit of change through which the movement of the individual is controlled in the social context and the environment in which he lives to assume the responsibility of contributing to economic, social, cultural and political development and to be effective in seeking scientific, cognitive and technical qualifications, It also seeks to have more expertise that helps to upgrade material and moral production. (Barakat, 2008 p. 5)

Barakat, Wgdei Mohammed (2008): Prospects for Youth Development and the Impact of Society (Contemporary Social Security Vision), Royal Academy of Police (Security Research Centre), Kingdom of Bahrain.

Young graduates are this class of students who graduated from the university after completing their university education, obtaining a degree in a major, whatever kind of scientific qualification enables them to find work in that specialty. (Smiley, 2016, p: 210)

The researchers used young graduates in this study are bachelor's degrees in social service, sociology, communication and information technology disciplines during 2020, 2021 and look for job opportunities in the Saudi labor market.

Previous Studies:

Fernández 2020 indicate in a study explaining unemployed young people's job search behavior that psychological capital is a useful resource for facilitating job search among unemployed young people and helps them to continue this search as much as they have levels of cognition and control of the search process that are directly related to the amount of time spent searching for a job. He stressed the importance of enhancing young people's ability to persevere in seeking employment that would help them to find opportunities.

The Reza study (2021) identified the extent to which the outcomes of the educational process in social service colleges are compatible with the needs of the labor market in accordance with Vision 2030 and ways to enhance them. The researcher used the analytical descriptive approach, relied on questionnaire, and the results pointed to the compatibility between Princess Noura University's education outputs and the labor market, a large degree of approval of the skills offered by the university to its students to suit the labor market, as well as a large degree of consent to mechanisms to enhance the skills needed to achieve compatibility between education outputs and the labor market.

Al-Arafj Study (2015) found out the level and satisfaction of students of King Faisal University towards the labor market and disclosed the differences in their trends depending on the gender variability, specialization and academic achievement The results of the study found that the university students' trend towards the labor market reached an average level and there are no differences in the level of trend towards the labor market depending on specialization only after the trend towards the private sector was in favor of students from the scientific disciplines and there are no differences in the level of trend towards the

labor market depending on academic achievement.

Al-Murshid and Mahdi Study (2015) identified economic and social barriers to the employment of citizens in the northern border region of Saudi Arabia. This study relied on questionnaire and quantitative statistical methods to analyze relationships between variables. The results of the study found four main reasons why Saudi nationals could not be employed in the region; Lack of large enterprises, low wages, migrant workers' competition and the effects of family and social conditions.

The study also showed that the region's unemployment indicators were high and a real problem regardless of gender.

The Road Study (2014) identified "subjective, societal, institutional and organizational" constraints and the impact of the social, economic and demographic characteristics of Saudi women on their trends towards impediments to the empowerment of Saudi women in the labor market.

The descriptive approach was used along with the questionnaire for data collection, with several findings summarized in the study; Various obstacles associated with Saudi women's empowerment in the labor market, including: Women's psychological pressures in non-traditional work and poor social awareness of the importance of women's role in the development process and the inability of women to decide whether to take part in certain jobs; Some customs and traditions that limit women's enrolment in many occupations and the refusal of most families to allow women to work in the same working environment with males, and the low level of wages in the private sector compared with the public sector ", the salary was not commensurate with the effort, and information was not readily and sufficiently available for labor market needs.

The study of Al-Suwaiti and Attia (2014) showed the suitability of the review methodologies in Saudi universities to the requirements of the labor market from the point of view of both professionals and academics. That it is appropriate to the requirements of the labor market, and that it provides concepts, procedures and mechanisms

for implementing the reviewing process in line with the needs of the labor market, and the results indicated that there are no differences between the opinions of both professionals and academics about the appropriateness of reviewing methodologies.

Al-Alouni study (2014) found mechanisms for harmonizing Yanbu colleges with the labor market. The study was conducted according to the mixed approach. The researcher relied on questionnaire and personal interview to collect data. The results concluded that the degree of application of some mechanisms for harmonization between colleges and the labour market was high, the most important being: The effectiveness of advisory boards in colleges and good scientific practice within and outside colleges, planning and designing programs according to the labor market, providing students with the most needed skills sought after in the labor market and expanding the use of technology. The study has also experienced some difficulties, including: Weak administrative flexibility, weak research cooperation between colleges and the labor market.

Commentary on previous studies:

Previous studies illustrate the diversity of young people's employment opportunities as well as studies on the needs and requirements of the labor market. Some have tried to provide a conceptual framework for each other while others have tried to link them.

The present study attempts to describe and analyze career opportunities for female graduates of certain disciplines in the social and human sciences and to develop recommendations and proposals useful in reducing unemployment.

Theoretical orientation of the study:

The theoretical framework issues that emerge from the study will be addressed from the job search theory, the social learning theory of Albert Pandora and the social role theory. Ultimately, the theoretical issues directed to the current study will be presented as follows:

Job search theory: This theory confirms the difficulty of providing complete information on the labor market, which leads individuals to seek to learn about this information. The information search process has two characteristics:

1- Financial costs for both workers and enterprises; They include direct costs: job search costs, information about the enterprise, transportation costs..., indirect costs; These represent the lack of income as a result of the time devoted to the search for other work, which could have been used for paid work; Plus psychological cost due to the pressure and anxiety imposed on the job seeker in finding the job that suits him.

2- Consuming a long time and needing a relatively free schedule from the job seeker in order to collect this information about the labor market.

These two characteristics underpin this theory to explain the huge amount of unemployed persons, with vacant employment opportunities; which is due to inadequate and insufficient information on the labor market. The lower the cost of research leads to longer research period, and the higher the wage, because the lower the cost of job search encourages the individual to continue to search for a higher paid job offer, which increases the duration of the research. This theory also underscores individuals' desire to leave their jobs and leave full-time in order to research and gather information on the best appropriate employment opportunities for their abilities. It also compares the length of research between those with more than the average qualification. It explains that the first category seeks higher remuneration, as well as their families, link social status to income. In summary: This theory aims to develop a concept that corresponds to the employer's relationship with the employee, in the form that serves the framework of analysis of the relationship of formation - employment. Thus, according to this theory, unemployment prevailing in the economy is an optional behavior as it is necessary to achieve the optimal distribution of the workforce among different activities and uses. On the other hand, businessmen would prefer to retain vacancies for some time rather than to fill them, with a view to ensuring that the most appropriate candidates are found; This theory has contributed to the interpretation of periods of unemployment, and

the reason for their prolongation among certain groups compared to other categories of the workforce, This is particularly true for young new arrivals in the labor market, inexperience increases their changing rate between different jobs in order to obtain greater information and experience. Thus, these individuals are more flexible than other groups; this increases their unemployment rate during the period of jumping-around between different jobs. (Daden, others, 2012)

Albert Pandora's Social Learning Theory: Social learning theory focuses on the study of apparent measurable behavior by experimental scientific methods, and is based on the basic principle that behavior of all kinds is acquired by learning, and learning is caused by environmental conditions, especially those that refine behavior. Perhaps the cornerstone of learning theory is that behavior whose results are satisfactory is one's own learning and that behavior whose results are unsatisfactory is one that the individual does not learn and tries to get rid of. (Al-Bakr, 2004)

The theory of social learning is based on the basic assumption that human beings live in groups of individuals with whom they interact, influencing them and affected by them, thus observing the behaviors, habits and attitudes of other individuals and working to learn them as desirable models through observation and imitation. In Pandora's view, observational learning includes: (Zaghoul, 2003)

First: it does not necessarily have to be directly exposed to the multiple experiences to learn, but by observing they fabricate models as they exercise these experiences (such as the inferior view of certain occupations in society can be learned by exchanging experiences through conversation and observation without the individual experimenting with these professions, they are judged by different experiences and behavioral patterns in the surrounding environment).

Second: The perception of the unemployed in society is through symbolic representation, reflected in the impact of social values and norms on citizens' acceptance of certain occupations, such as craft and manual occupations. This

symbolic representation is gained through the observational learning process and through socialization patterns and mechanisms, and the extent to which the social environment affects the unemployed person.

Third: behavioral processes acquired from the environment that determine an individual's behavior and value and cognitive trends towards his or her external surroundings associated with social relationships.

In Pandora's view, individuals are working to regulate their behavior and determine the mechanism for its implementation in the light of the results they expect to achieve.

Social role theory: Represents the role expected of the individual in the community. The role theory emerged at the beginning of the twentieth century. It is a modern theory in sociology. It considers that the individual's behavior and social relations depend on the social role or roles he occupies in society. The individual's social status and standing also depend on his social roles. The individual's role is determined by his/her duties. His/her rights are determined by the duties and tasks he/she carries out within society, bearing in mind that the individual does not occupy a single social role, but rather occupies a number of roles performed in different locations. The roles are not equal in the same institution, but are of a different nature, including leadership, intermediate, and base. The role is the constructive unit of the institution, the institution is the constructive unit of the social structure, and the role is the link between the individual and society. (Alhassan, 2005, p. 159)

The social status is also linked to a set of expected responsibilities of the incumbent, called social roles. In this sense, the social role is that of the incumbent, which is socially recognized and therefore predictable, with a high degree of accuracy. (Khamish, 1999, p. 139)

The present study is therefore based on an integrated theoretical framework directed at it, and is based on a number of assumptions:

- The requirements of the labor market are linked to the graduate's characteristics to provide career opportunities.

- Employers retain career opportunities for those who possess the skills and attributes they seek.
- Employers link achieving business quality with their enterprises and increasing income and competition in the economic market.
- Unemployment of female graduates with a bachelor's degree in Saudi Arabia is linked to a set of social norms and values prevailing in the social and cultural order.
- The length of the job search period for bachelor's graduates is associated with the frequent changing and switching in search of the best job with the most return that fits with the social status of the graduate and his family.
- The graduate's job represents a role within a society and a real role is fulfilled for a set of psychological, social and economic needs stemming from the feeling of the need for appreciation, achievement and social interaction that he satisfies by obtaining a job opportunity in the Saudi labor market.

Methodological procedures for the study:

This study belongs to the pattern of analytical descriptive studies that rely on the study of the phenomenon as it actually exists and is accurately described as qualitative and quantifiable by giving it a numerical description through figures and tables showing the extent, size or degree of its association with other phenomena.

In order to achieve the objectives of the study, researchers used the analytical descriptive approach to describe and analyze career opportunities available to young graduates in the Saudi labor market.

Study tools: The questionnaire tool has been relied upon as a key tool, including a set of carefully crafted, accurate, sequential, and clear questions about "job opportunities for young graduates and their relationship to the Saudi labor market". The questionnaire of the study consists of the following:

Personal data (Major, Graduation year, Age, Marital status).

Study variables: the variables consist of three main axes against which the questionnaire is designed as follows:

Table (1) showing the questionnaire axes and the number of their phrases

Axes	Number of phrases
First axis: Reasons for lack of career opportunities.	12
The second axis: The implications of the lack of career opportunities for young graduates.	4
Third axis: Proposals to provide job opportunities in the Saudi labour market.	7
Total	23 phrase

Study's sample:

Table (2) showing the number of female graduates and graduate year

Graduate Number	Graduate Year
230	1441
150	1442

* * Statistics obtained from the Graduate Unit of the Faculty of Arts

Sample and how it was chosen: A deliberate sample of 88 female graduates, representing the percentage that responded to the questionnaire in the period during which it was made available "a month" from the comprehensive survey framework of the study sample of female graduates (1441-1442) this number represents 23.2% of the total number of graduates.

Difficulties associated with study procedures: women graduates' poor response to questionnaire packaging with insufficient data about them such as telephone or email numbers, which affected sample size.

Steps used to prepare the study tool: the questionnaire is designed in light of the theoretical framework and findings of previous studies, and is divided into three sections:

Section I: Preliminary data

Section II deals with the questionnaire's axes and consists of:

The first axis, the reasons for the lack of career opportunities are divided into:

- a. Employment opportunities available in society.
- b. Employment requirements in companies and institutions for young people to have a career opportunity.

The second axis: The implications of the lack of career opportunities for young graduates.

Section III: Proposals to provide job opportunities in the Saudi labor market.

Submission to the arbitrators:

1. The preliminary questionnaire as a research tool was presented to a number (4) of faculty arbitrators in the field of specialization to arbitrate the questionnaire in terms of the relevance of questions to the objective and the drafting of phrases.

2. Arbitrators' adjustments to the questionnaire were made in accordance with their observations in terms of drafting modification and adding questions.

The validity and consistency of the questionnaire:

1- The validity of the questionnaire: The validity of the questionnaire means that the questions of the questionnaire measure what it was prepared to measure, and the validity of the questionnaire was verified through the following:

Apparent validity: The two researchers presented the study tool in its preliminary form to a group of arbitrators consisting of faculty

members in order to express their views on the appropriateness of the phrases to measure what they are designed for, The clarity of the wording and the relevance of each phrase to the axis to which it belongs and the adequacy of the phrases to cover each focus of the study, as well as the suggestion that they deem necessary to modify or delete the phrase " and, based on the arbitrators' observations and guidance, the researchers made the adjustments.

Internal consistency: To verify the internal consistency of the questionnaire, a 30-strong exploratory sample was taken, and Pearson's correlation coefficient was calculated; to identify the degree of association of each phrase with the overall degree of the axis to which it belongs.

Table No. (3) Pearson's correlation coefficients for the expressions of the first axis with the total score for the axis. n=88

I. "Reasons for lack of career opportunities"					
Employment opportunities in the community		Requirements of Employment in Companies and Institutions for a Career Opportunity			
Phrase Number	Axis Correlation Coefficient	Phrase Number	Axis Correlation Coefficient	Phrase Number	Axis Correlation Coefficient
1	**0.572	1	**0.470	6	**0.552
2	**0.524	2	**0.622	7	*0.403
3	**0.562	3	**0.759	--	--
4	**0.478	4	*0.385	--	--
5	**0.733	5	*0.426	--	--

** Indicative at 0.01 and below - * indicative at 0.05 and below

Table (3) shows that the coefficient values of each phrase with its axis are positive and statistically relevant at an indicative level (0.01); and an indicative level (0.05), indicating the internal

consistency between the words of the first axis, and its appropriateness to measure what it was designed to measure.

Table No. (4) Pearson's correlation coefficients for the second axis phrases with the total grade of the N = 88 axis.

III "The implications of the unemployment of young graduates"				
Psychological implication			Social implications	
Phrase number	Axis Coefficient	Correlation	Phrase number	Axis Correlation Coefficient
1	**0.574		1	**0.723
2	**0.932		2	**0.846
3	**0.928		3	**0.662

* * Indicative at 0.01 and below - * indicative at 0.05 and below

Table (4) shows that the coefficient values of each phrase with its axis are positive, statistically relevant at an indicative level (0.01) and an indicative level (0.05), indicating the internal consistency between the third axis phrases and their suitability for measure what it was designed to measure.

Second: The stability and consistency of the questionnaire:

The questionnaire is consistently intended to give the same result if it is re-applied under the same circumstances and conditions, in other words, that the consistency of the questionnaire means stability in the questionnaire results and not significantly altered whether it is redistributed to a similar sample of 30 individual or redistributed within different periods of time and then calculated the consistency and validity of the questionnaire as follows:

Stability by the alpha-Cronbach method:

Table 5 shows the alpha-cronbach coefficient for measuring questionnaire stability n = 88.

Axis	Phases number	Alpha-Cronbach coefficient
I. "Reasons for lack of career opportunities"	12	0.794
II. "The implications of the unemployment of young graduates"	7	0.740

Table 5 shows that the general stability factor is high and this indicates that the resolution has a high degree of stability and validity that can be relied upon in the study's field application.

Field of the study:

Spatial field: Faculty of Arts at Imam Abdulrahman bin Faisal University in Dammam.

Human field: Graduates of the Faculty of Arts at Imam Abdulrahman Bin Faisal University class of 14411 - 1442 H.

Time: The period of data collection and analysis is the second semester of the school year 1443 A.D.

Statistical data processing:

First: statistical processing methods.

Researchers have unloaded and analyzed the identification through the Statistical Analysis Program (SPSS), and the following statistical methods have been used:

1. Descriptive statistics: percentage, average arithmetic, standard deviation and relative weight.
2. Pearson correlation coefficient: to measure the validity of the questionnaire paragraphs, and to know the relationship between variables.

3. Test the alpha-cronbach consistency coefficient to see the reliability of the study tool.

Second: Sample Study Characteristics:

The repetitions and percentages of the study sample individuals are calculated according to variables (major, graduation year, age, marital status).

1. Distribution of study sample personnel by major:

Table (6) shows the breakdown of the study sample by major n = 88

Major	Repetition	Percentage
Communication and Media Technology	18	20.5
Social work	38	43.2
Arabian and Islamic Studies	32	36.4
Total	88	%100

The results shown in table (6) show that (20.5%) majored in communication and information technology. (43.2%) of the study sample members majored in social work, while (36.4%) of the study

sample members majored in Arabian and Islamic studies.

2. Distribution of study sample personnel by age

Table (6) shows the breakdown of the study sample by age

Age	Repetition	Percentage
From 24 to 26	65	73.9
From 27 to 29	15	17
30 and above	8	9.1
Total	88	%100

Source: numbers from the questionnaire 2022

The results shown in Table 4 show that 73.9% of the study sample members are aged 24 to 26 years, 17% are aged 27 to 29 years, while 9.1% are aged 30 years and older.

3. Distribution of study sample personnel by year of graduation:

Table (7) shows the breakdown of the study sample by graduation year

Graduation year	Repetition	Percentage
1441	36	40.9
1442	52	59.1
Total	50	%100

The results shown in Table (7) above show that (40.9%) of the study sample members have the year of their graduation (1441 AH), while (59.1%) of the study sample accounted for the year of their graduation (1442 AH), the largest percentage.

5. Distribution of study sample personnel by marital status:

Table (8) shows the distribution of the study sample by marital status n = 88.

Marital status	Repetition	Percentage
Married	29	33
Single	58	65.9
Divorced	1	1.1
Total	88	%100

The results shown in Table 8 show that 33% of the students' marital status (married), 65.9% of the study sample members (single) and 1.1% of the study sample members (divorced).

Third: Analysis of the study's axes:

Since the Licert Trimeter was used in the preparation of the study tool, the study adopted the test shown in Table 9 to judge the direction of each phrase when using the Licert Trimeter, relying primarily on the value of the arithmetic medium to determine the level of approval of the study phrases; through which the outcome of each of the study's paragraphs will be determined.

Table (9): Test adopted in study N = 88.

N	Category	Category Parameters	
		To	From
1	Agree	2.34	3.00
2	Agree to some extent	1.67	2.33
3	Don't agree	1.00	1.66

The researchers conducted an analysis of the study's axes, to determine the reality of these axes in the study population, and the results of the

analysis of the study axes can be explained as follows.

I: Reasons for lack of job opportunities**Table (10) Arithmetic means, standard deviations, and relative weights of the first axis and its association with job opportunities available in the community and its phrases n = 88.**

N	Phrase	Arithm etic mean	Standard deviations	Relative weights %
1	More graduates than labor market needs.	2.5341	.72633	84.47
2	I did not find my major in the job opportunities available in the community.	2.5000	.66089	83.33
3	I have a willingness to work if I find a job opportunity without considering major.	2.4659	.74199	82.20
4	Lack of job opportunities.	2.7045	.57052	90.15
5	My lack of knowledge of recruitment sites.	2.0795	.89983	69.32
Overall Average		2.4568	.43093	81.98

In order to identify the responses of the study sample members to the employment opportunities available in society, the calculation of the arithmetic mean, the standard deviation and the relative weight of each phrase of the axis and the overall degree of the axis was made. Table 10 shows that the overall arithmetic mean of all paragraphs is 2.46, the standard deviation is 0.430, and the relative weight is 81.89%. This indicates the approval of the study sample members to the employment opportunities available in society, and it is clear that the fourth phrase (Lack of available jobs) is the most important phrase of this axis, where it has the highest relative weight of 90.15%. This may be due to the different trends of employers at this point in time, and the lowest phrase is the fifth phrase (My lack of knowledge of recruitment sites) weighing 69.32% may be due

to the need to know how to handle and use with new recruitment sites.

This requires universities to prioritize majors according to the needs of the labor market, with students to be trained before graduating on how to search for suitable jobs. This is underscored (Reda, 2021) in terms of approving the skills offered by the university to its students to fit the labor market, as well as a significant degree of approval towards mechanisms to enhance the skills needed to align education outcomes with the labor market. This is also coincide with the theory of social learning in the underlying principle that behavior of all kinds is acquired through learning, and learning is caused by environmental conditions, especially those that refine behavior.

Table (11) Arithmetic means, standard deviations and relative weights of employment requirements in companies and institutions n = 88.

N	Phrase	Arithm etic mean	Standar d deviatio ns	Relative weights %
1	The requirement of language in institutions has made it difficult to create career opportunities.	2.6364	.59077	87.88

2	The institutions did not announce suitable jobs.	2.7045	.55001	90.15
3	increase in working hours the reason for young people's reluctance to work	2.2955	.85982	76.52
4	Requirement number in years of experience.	2.9091	.35996	87.96
5	Institutions' dependence on volunteers reduces employment opportunities in society.	2.7273	.56176	91.90
6	Unclear requirements of employment in companies and institutions.	2.5341	.60551	47.84
7	Remote employment plays a role in having jobs available in the community.	2.5795	.65603	85.98
Overall average		2.6266	.36530	87.55

In order to learn about the responses of sample study individuals about the employment conditions in companies and institutions for young people to have a career opportunity, the calculation of the arithmetic mean, the standard deviation and the relative weight of each phrase of the axis and the overall degree of the axis, as shown in the table (11) The general arithmetic mean of all phrases is 2.63, the standard deviation is 0.365, and the relative weight is 87.55%. This indicates the approval by the study sample individuals of the employment requirements in companies and institutions for young people to have a career opportunity. (The requirement of number in years of experience) is the most important phrase of this axis, where it received the highest relative weight of 96.97%, and the lowest phrase is the third paragraph (increase in working

hours the reason for young people's reluctance to work) at the weight of 76.52%.

(Al-Tariq, 2014) in his study indicated that the most prominent obstacles in obtaining a job are the low level of wages in the private sector compared to the public, the disproportion of the salary with the effort required, and the lack of information easily and sufficiently available about the needs of the labor market.

II. Results of the analysis of the second axis: implications of the unemployment of young graduates

The effects in this axis are represented in each of the psychological effects - social effects as follows:

Table (12) Arithmetic means, standard deviations and relative weights of psychological effects and its paragraphs n = 88

N	Phrase	Arithmetic mean	Standard deviations	Relative weights %
1	I'm upset about not having a job.	2.8636	.43369	95.45
2	I lose self-confidence when looking for a job and get rejected.	2.4091	.73713	80.30
3	I feel desperate when I don't get a job opportunity.	2.6932	.61323	89.77
Overall average		2.6553	.47799	88.51

To identify the responses of the study sample members about the psychological effects, the arithmetic mean, standard deviation, relative weight of each of the axis phrases and the total degree of the axis were calculated, as it was found from Table (12) that the general arithmetic mean of all phrases equals 2.66, the standard deviation equals 0.477, and the weight The relative is equal to 88.51%, and this indicates the approval of the

research sample members on the psychological effects, and it is clear that the first paragraph (I feel upset about not having a job) is the most important phrase of this axis, as it obtained the highest relative weight of 95.45%, and that the lowest phrase is the second paragraph (I lose self-confidence when looking for a job and get rejected.) with a weight of 80.30%.

Table (13) Arithmetic means, standard deviations and relative weights for social effects n = 88

N	Phrase	Arithmetic mean	Standard deviations	Relative weights %
1	The lack of employment opportunities has led to my unwillingness to engage with society.	2.2614	.8372	75.38
2	Not getting a job is a burden on my family.	2.4886	.7580	82.95
3	I think the lack of career opportunities has a role to play in young people's reluctance to marry.	2.8409	.45198	94.70
Overall average		2.5303	.48644	84.34

To identify the responses of the study sample members about the social effects, the arithmetic mean, standard deviation, relative weight of each of the axis phrases and the total degree of the axis were calculated. Table (13) showed that the general arithmetic mean of all phrases equals 2.53, standard deviation equals 0.486, and weight The relative is equal to 84.34%, and this indicates the

approval of the members of the study sample on the social effects, and it is clear that the third phrase (I think the lack of career opportunities has a role to play in young people's reluctance to marry.) is the most important phrase of this axis, as it obtained the highest relative weight of 94.70%, and that the lowest phrase is the first phrase (The lack of employment opportunities has

led to my unwillingness to engage with society.) with a weight of 75.38%.

In the light of the above psychosocial effects, Albert Pandora's social learning theory underscores that behavioral processes are acquired from the environment and determine the behavior, value and cognitive trends of an individual towards their external surroundings associated with social relationships. The role theory also emphasized that the role is the constructive unit of the institution, the institution is the cornerstone of the social structure, and the role is the link between the individual and society.

III. What are the proposals for job creation in the Saudi labor market from the point of view of young graduates?

Among the most prominent proposals expressed by the sample study, arranged according to their relevance, are the following:

1. Educational outputs must be compatible with job and investment opportunities in the labor market, making it easier for young people to have a job opportunity that suit the major obtained with a percentage of 90%.
2. The University provides partnerships with community institutions aimed at training graduates according to their majors as voluntary opportunities that help the trainee to engage in the labor market and practice closely to gain practical experience and is awarded an experience certificate after 6 months to a year according to the nature of the major with a percentage of 88%.
3. The Ministry of Civil Service and stakeholders should employ graduates in the public and private sector and remove employment constraints imposed by some authorities with a percentage of 85%.
4. Attention to giving young graduates training courses to create a spirit of initiative for them and bear the risks of opening projects for them, in addition to courses in modern management methods to ensure the success of projects and courses in preparing economic feasibility studies with a percentage of 83%.
5. Support young people and help them create small businesses for those who want to work with a percentage of 77%.
6. Do not require English in jobs that do not need it with a percentage of 73%.

Conclusions and recommendations

1. The study found that the highest percentage of graduates seeking employment in the Saudi labor market are from the class of 2021 and in the 24-26 age group at the rate of 73.9% and at 65.9% of them are single. This underscores the impact of employment on young people's social life.
2. One of the main reasons for the lack of career opportunities is the lack of such opportunities versus the number of graduates at a relative weight of 90.15%.
3. Study sample members agree on the reasons why job opportunities are not available, which is the employment requirements set by companies and institutions for young people to get a job at 87.55%.
4. The approval of the study sample members that the most influential psychological effects on young people are the feeling of annoyance about not getting a job, with a relative weight of 95.45%.
5. The study summarized the most important social implications of the lack of career opportunities that play a role in young people's reluctance to marry at a relative weight of 94.70%.
6. One of the most prominent proposals expressed by the study sample to provide job opportunities is the need for educational outputs to comply with the needs of the Saudi labor market, thereby creating job opportunities that facilitate young people having a job opportunity suitable to the major obtained with a percentage of 90%.
7. Additionally, one of the proposals to provide career opportunities is the university's forming partnerships with community institutions aimed at training graduates according to their specialties by providing volunteer opportunities that help the trainee to engage in the labor market

and practice closely to gain practical experience and award an experience certificate after 6 months to a year according to the nature of the major at 88%.

Recommendations

1. Introducing the culture of self-employment among young Saudis from the early stages of education, through the unified national platform for youth empowerment, and modifying negative trends towards certain occupations through: curricula, visual and audiovisual media, conferences and seminars, vocational and guidance programs, so as to contribute to the realization of Saudi Arabia's Vision 2030.

2. Allowing remote work through modern social networks and training graduates in scientific interaction with websites and acquiring technical skills that help young people find employment opportunities away from sites that expose some to fraud. This helps with the research and obtaining employment opportunities for young people without requiring presence in the region also expanding employment opportunities across the Kingdom of Saudi Arabia.

3. Create a detailed database on the national labor market that includes the comprehensive classification of current and prospective jobs in all companies and institutions.

4. Supporting small and medium-sized enterprises (social responsibility) and facilitating procedures for establishing small and medium-sized enterprises for young people in order to help them meet the requirements of life, and familiarizing young people with the most important SME support institutions in the Kingdom of Saudi Arabia (Bab Rizk Jameel/Social Development Bank/various other institutions).

5. The last levels of study in the scientific departments of all colleges in various majors should be for job training and not just to acquire knowledge, under the supervision of the university in order to be aware of the requirements of the labor market and aware of the skills required for each job, and so that the graduate can gain some

practical experience also before graduation to be able to get the right job after graduation.

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