

## Data Article

### Jobseekers with Business Administration Degree in Saudi Arabia

**Comment [vr1]:** Create a precise statement on main variables

#### Abstract

This study aims to investigate the employment outcomes of graduates from universities facing limited job opportunities and to identify regions with high unemployment rates. A sample of 3303 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 is that the university plays a role in increasing the opportunity of getting a job. And Riyadh region highly has demand of job requests.

**Comment [vr2]:** Include a sentence on why this study is important.

**Comment [vr3]:** Check the whole manuscript for subject-verb agreements

**Keywords:** Business Administration, job Seekers, education.

#### Introduction:

The search for work or unemployment is one of the most significant problems faced by any country in the world and 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's 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 effect on all aspects, the Kingdom has taken several steps to address the issue of unemployment and develop solutions in line with Vision 2030, which stated 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, in reducing unemployment to enhance the skill level of Saudi citizens and develop their abilities. It has also provided the Authority for Job Creation and Combating Unemployment. One of the most important tools, which prepare young people to get a job or enter the labor market, is the high education. In the Kingdom of Saudi Arabia, which is scarce with the issue of education, there are approximately forty-two universities and 13 colleges, both public and private. In addition, there are also seven military colleges. Therefore, the university outcomes it plays a role in increasing the chance of getting a job.

**Comment [vr4]:** Responsible may be a better term.

## Objective 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 figure out 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 so contribute to reducing unemployment rates. Additionally, it will empower administrative regions to enhance employment opportunities and job creation to meet the needs of job seekers.

## 1. Literature review :

### 1.1 the definitions of unemployed

The definitions of unemployment that discussed exhibited variation, however, they concurred on the fundamental sense and notion of it 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" (Al-Quraishi, 2007). Also, the International Labor Organization 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" (Dahmani, 2013).

In the Kingdom of Saudi Arabia, where it cares about the issue of employment and strives to solve the unemployment crisis, it has created a platform that helps the process of employing young people, whether in the private or public sector.

Economists and scholars align with the International Labor Organization's (ILO) 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 (Zaki, 1998 AD). In Kingdom of Saudi Arabia there are government platforms tend to eliminate the job seekers and to help them to find a job. one of them name it Jadarah.

Jadarah: The Jadarah platform is a free electronic recruitment system affiliated with the Ministry of Civil Service and Social Development that helps 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 suit everyone and provide employers with access to the CVs of all applicants.

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### 1.2 types of unemployment:

(AlAnazi, 2020) delineated various forms of unemployment in his research, which can be examined as outlined below.

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 recovery and expansion and between contraction and economic crisis. It results in stopping hiring and venting the crisis by laying off workers.

2- Frictional unemployment: It 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: This type is the unemployment that affects a part of the labor force due to structural changes occurring in the national economy, which lead to creating a state of mismatch between the available employment opportunities and the qualifications and experience of workers. Unemployed people who want to work.

4- Hidden unemployment: It is represented by the condition of someone who performs secondary work that does not provide him with 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, is the situation in which marginal productivity falls to zero or less.

5- Seasonal unemployment: It 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 periods and decreases in other periods, resulting in unemployment during periods of time outside the season.

6- Voluntary unemployment: which is of the person's own volition, through an application. He resigned either because he was looking for another, better job, or for another reason.

### 1.3 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 economic and social reality and is not keeping pace with the changes occurring in the labor market. Second, the steady increase in expatriate workers and obtaining them more quickly than obtaining 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. Moreover, worsening the effects of information and technology wealth as it replaced labor, the demand for the human element has decreased. As well, a percentage of unemployment has a social or external source. There is a reluctance to engage in socially unacceptable professions, and this phenomenon is considered one of the causes of unemployment. Orientation towards working in the government sector and reluctance to work in the private sector, and workers' reluctance to engage in professional and manual crafts that require physical effort.

## 1.4 **universities**

The Kingdom of Saudi Arabia currently has forty-two universities, out of which thirty are government funded and provide free education. These universities offer a widerange of specializations, including graduate programs and post-secondary diplomaprograms. In 2018, there were 1.8 million students enrolled in university or college, compared to approximately 1 million in 2011 (World Bank Group, 2020).

Education among different programs and files are very important for a nation. It is an essential tool to equip people to engage life, in other words for establishing life by job. This study compares three universities that offer the same specialization, which is 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, King Abdulaziz University, and Imam Muhammad bin Saud Islamic University.

KSU's 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 (ACBSP), 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, 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.

## **2. Methodology**

In this section, we describe the model that is used in the rest of the analysis. Using data from [od.data.gov.sa](https://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 which are King AbdulAziz, King Saud, and Imam Muhammad. Additionally, the reason for choosing these universities is because they offer the same specialization in the three programs: degree, and the reason for choosing BA is because it is one of the highest demand majors in the market that helps us to evaluate the university outcome. Obviously, this paper

examines the three universities outcomes under equal conditions. Second, this sample contains both gender men and women in different ages, applying through 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 it because that helps decision makers to plan and create more jobs in this region. Finally, using SPSS with descriptive analysis and chi square analyses which are suitable for our data to get the right result.

### *1.2 Definition of model*

In this section we tend to describe the model in details and some shortcut names have used in tables.

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: refer to graduation years. There are six levels we have used it which is five years and less, 6-7, 8-9, 10-11, 12-13, 14-2. This classification depends on what data we have on Jadarah. This classification **light** the issue of the scarcity of job and to evaluate the opportunity of universities outcomes to **getting job**.

Regions: we divide it to three regions which are Riyadh, Makkah, and others. Regions that job seekers want to work in it.

Education level: refer to degree that job seekers hold it.

Diploma degree: which is from one year to three years after high school and its shortcut is (deploma).

Bachelor's degree: which is four years total, and its shortcut is

(Bach). MBA degree: which is master's in business administration.

Specialization: refer to Business Administration

.Imam: refer to Imam Muhammad Islamic

university. King Abdul Aziz: refer to King Abdul Aziz

university. King Saud: refer to King Saud university.

### *2.2 Hypothesis:*

H0: there is no relationship between the university and the opportunity to get

job. H1: there is relationship between the university and the opportunity to get job.

H0: there is no high job demand cross

regions. H2: there is high job demand cross

regions.

H0: there is no relationship between level of education and get a

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

### 3. Analysis of data

#### 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. The table 1 shows that.

Table 1

universities \* yearslevel Crosstabulation

universities	yearslevel	yearslevel						Total
		5&less	6-7	8-9	10-11	12-13	14-20	
IMAM	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%

The data in the table shows the percentage of students graduated year in each university

The universities listed are University: Imam Muhammad (Imam), King Abdulaziz University (KINGAbdulaziz), and King Saud University (KingSaud). The year levels listed (the graduated years) are 5 and less, 6-7, 8-9, 10-11, 12-13, and 14-20 years since graduated until 2020.

First, the table shows that IMAM in 2020 has the highest percentage of students in the 5 and less year level (85.6%), followed by King Abdulaziz (10%). Also, IMAM and King Abdulaziz have similar percentages of students the 6-7-year level (49.3% and 47.9% respectively), King Saud has the lowest percentage of students in the 5 and less year level (4.3%) and the 6-7-year level (2.7%).

Second, it is obvious that students who graduated for more than ten years are Distributors between KAU and KSA. For more detail: In the 8-9-year level, IMAM

and King Abdulaziz have similar percentages of students (41.2% and 52%, respectively), while King Saud has a lower percentage of students (5.9%). In the 10–11-year level, King Abdulaziz has the highest percentage of students (73.5%), followed by King Saud (14.7%) and Imam with the lowest percent (11%). In the 12–13-year level, King Abdulaziz (61.1%) has the highest percentage of students, (38.9%) followed by King Saud. As well as, in the 14–20-year level, King Abdulaziz has the highest percentage of students (77.4%), followed by King Saud (22.6%).

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	538.221 <sup>a</sup>	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.

Overall, depending on the chi-square shows statistically significant results that reject the null hypothesis which means there is a relationship between university outcomes and increasing opportunities of getting a job. Surly, the data shows that most job seekers in Jadarah graduated from IMAM University followed by King Abdulaziz, while King Saud has a lower percentage of job seekers.

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' study (2003): 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 lead 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). Also, the capacity of acceptance students in Business Administration in various programs is more than Market needs.

However, the heist percentage comes from Imam outcomes so they should 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 reach 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. As for the qualities that help production, in higher positions, it is 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.

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### 3.2 Level of education

The second analysis, using Chi Square to see the relationship between the level of education and getting job.

**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%

In this section we are focusing on the level of education, which are diploma or bachelor or MBA, whether graduated from Imam or KSA or KAU and which level most jobseekers have. First, in table 3, at diploma level in Business Administration refer to net of three years after high school, we have in total 117 jobseekers distributed among graduated years with most of them have five years and less (89%) following by 6-7 years with (5%) then 10-11 years (3%). Second, at bachelor's degree in business administration the total is 3172 jobseekers who divide it by five graduated and less with the highest percentage (94%) followed by 6-7 years with (2%) then 8-9 years (1%). Finally, who have MBA in total are only ten jobseekers. Also, who cannot find a job for five years or less with MBA are four (40%) followed by 14-20 with (30%).

Table 4:

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	145.212 <sup>a</sup>	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.

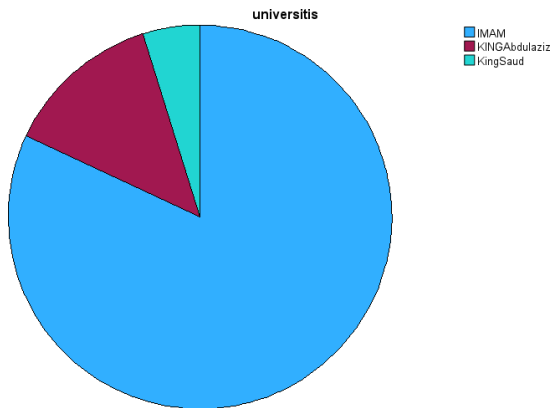
Overall, in table 3 & 4, the level of education plays a role of finding a job. Obviously, most job seekers have a bachelor's degree then following by who have a diploma and finally the lowest who have an MBA degree. Rely on the chi-square test, there is a significant result that rejects the null hypothesis, which means there is a relationship between degrees and getting a job; however, the result shows that those who have a bachelor's degree suffer more than other degrees in Saudi Arabia. In chart 1, we show the majority of job seekers who have a bachelor's degree, whether male or female.

**3.3 jobseekers over gender**

The third analysis, as shown in table 6. In this section, we are comparing between job seekers based on gender and universities. In this analysis, we use descriptive and frequency. Let us begin first with the total of job requests, divide it upon gender as shown in table 5. The male job seekers are 1826 more than female job seekers with 1477 requests. The difference has shown obviously in pie chart 1.

	Frequency	Valid Percent	Cumulative Percent
Valid male	1826	55.3	55.3
women	1477	44.7	100.0
Total	3303	100.0	100.0

Table 5 : *jobseekers over gender*



picture1: Pie chart showing university data

In table 6, For more details, there is in Imam university 85% male requests which is equal 1569. While women around 1138 with 77%. Comparing to King AbdulAziz we find 218 male job seekers with 11% , and 219 women with 14%. Additionally, KingSaud has 39 job seekers male and 120 women with 8%. Overall, in total male jobseekers are more than women with 1826 requests favor to male. As well as , obviously on chart 1& 2 that most job seekers graduated from Imam university whether male or female following by King AbdulAziz 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	

Table6: Panel data for Universitis

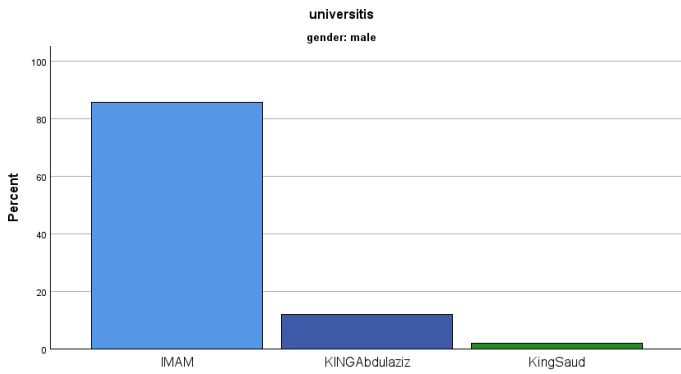


chart1: Bargraph showing university data for male

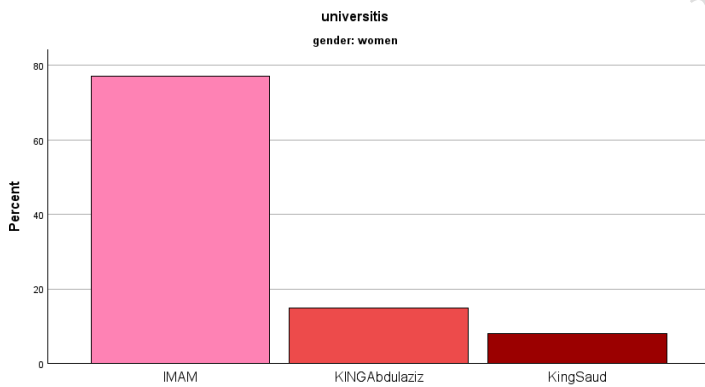


Chart2: Bargraph showing university data for women

### 3.4 Region highest demand

The fourth analysis: to demonstrate the most demand requesting job a cross threeregion: Riyadh, Makkah, and the other regions depend on gender. table 7 shows the percentage depend on descriptive and frequency analysis.

		region				
gender			Frequency	Percent	ValidPercent	Cumulative Percent
male	Valid	others	376	20.6	20.6	20.6
		MAKKAH	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
		MAKKAH	189	12.8	12.8	52.3
		Riyadh	705	47.7	47.7	100.0
		Total	1477	100.0	100.0	

Table7: region wise data

In details, the male jobseekers from Riyadh are 1090 with (59%) comparing to female jobseekers in Riyadh with 705 (47%). Going to Makkah region there is 360 male jobseekers with (19%) and 189 female jobseekers with (12%). Also, other region in Saudi Arabia has 376 male jobseekers with (20%) and 583 female jobseekers with (39%).

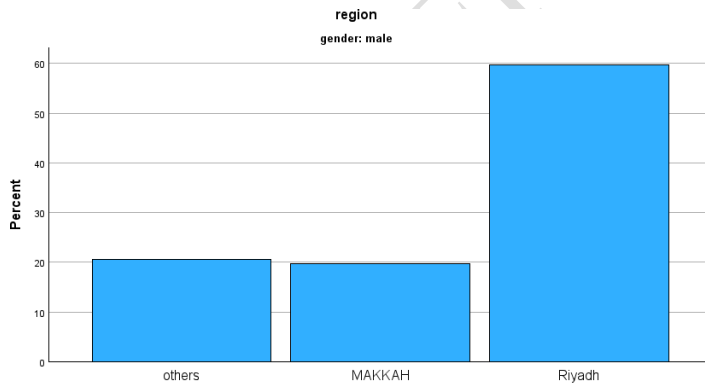


chart3: Bar graph showing region wise data for male

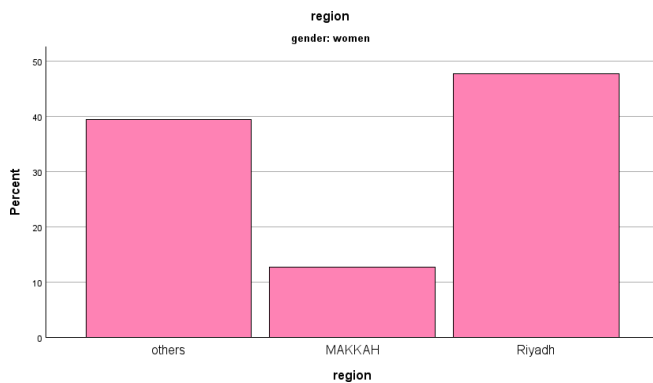


chart4: : Bar graph showing region wise data for women

The most job request of men comes from Riyadh flowing by Makkah then the rest of regions. moreover, most female job seekers from Riyadh then other region following by Makkah. Overall, the highest demand job is in Riyadh region.

### 3.5 Average age of job seekers

Fifth analysis is to illustrate the average age of job seekers depend on gender and average years of graduated using descriptive analysis in 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								

Table8: descriptive statistics

In general, the average age of both genders is the same. To explain more, the mean age of male job seekers is twenty-nine old. also, the youngest is twenty and the older is fifty. Comparing to female job seekers the mean age is twenty-nine, and the youngest is twenty and older is fifty-three. The average years of graduated for both male and female is around 2.6 and 2.8.

### 3.6 education over gender

The sixth analysis is to see the differences between male and female on education level. Using descriptive and frequency analysis in table 9.

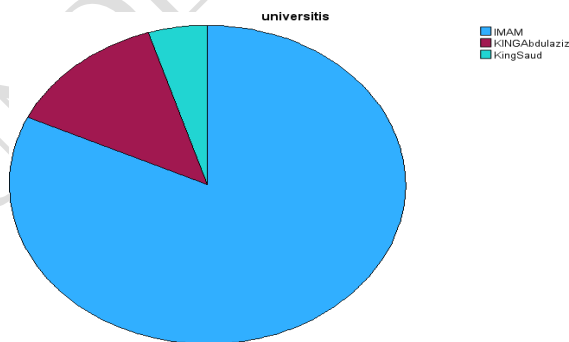
education						
gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	diploma	59	3.2	3.2	3.2
		batch	1761	96.4	96.4	99.7
		MBA	6	.3	.3	100.0
		Total	1826	100.0	100.0	
women	Valid	diploma	58	3.9	3.9	3.9
		batch	1415	95.8	95.8	99.7
		MBA	4	.3	.3	100.0
		Total	1477	100.0	100.0	

Table9: educational data

For more details, male job seekers who have diploma is 3.2% comparing with female with 3.9% which is almost the same. As well as male job seekers who have bachelor's degree is 96% while female job seekers are 95%. Additionally, male job seekers who have MBA is 0.3% with the same percentage for female.

#### 4. Main finding and discussion:

First finding is there is a relationship between universities outcomes and increasing opportunity to get job. It is obviously that King Saud university outcomes is the suitable for the market needs and the most companies prefer who graduated from KSU since it has the lowest job seekers request in Jadarah. See pie chart 2.



Picture 2 : Pie chart showing job seeker request among male

That means the universities should evaluate their program's diploma, bachelor's, and MBA to be more attractive to companies' needs see chart 6. Moreover, in Haider's study, Opportunities lie in the labor market, whether in the government sector or 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 universities and employment institutions. The university must turn into a laboratory that experiences the labor market and trains the graduate on the requirements of the labor market before he takes a single step in the bank, the office, the workshop, or the hospital. All the above can be summed up by a simple principle, which is that the graduate's strength and employability stem from the university's academic level and its closer relationship with the labor market (Haider, 2001 AD).

The second main finding is that the Riyadh region should create more jobs to follow the job demand which is less than the job supply. Discussion: Riyadh region has the highest job demand that means finding a job in Riyadh is challenging. The study (Al-Harbi, 2016) 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 showed that the most important causes of unemployment in Saudi society from the point of view of the unemployed in the city of Riyadh are arranged as follows: The lack of sufficient job opportunities and the requirement of experience that young people do not have. The study clarified some of the consequences of unemployment from the point of view of the unemployed, where the lack of a sense of self-independence comes first among the consequences of unemployment, delinquency of a family member, and poverty.

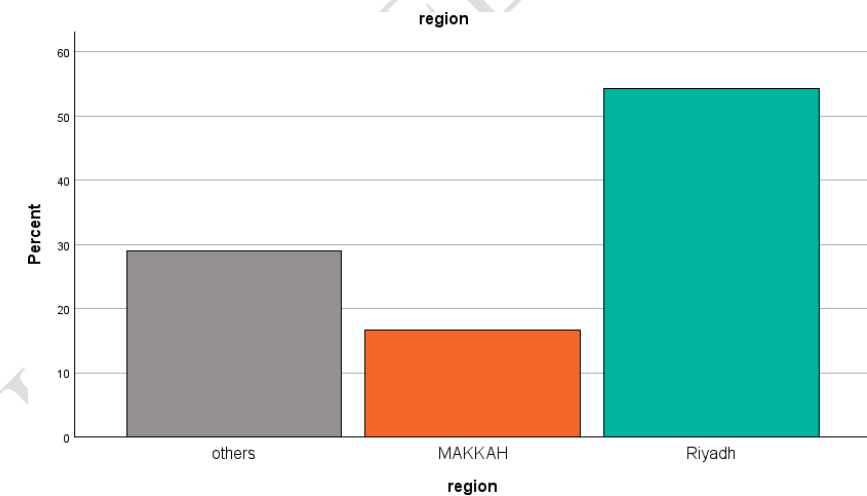
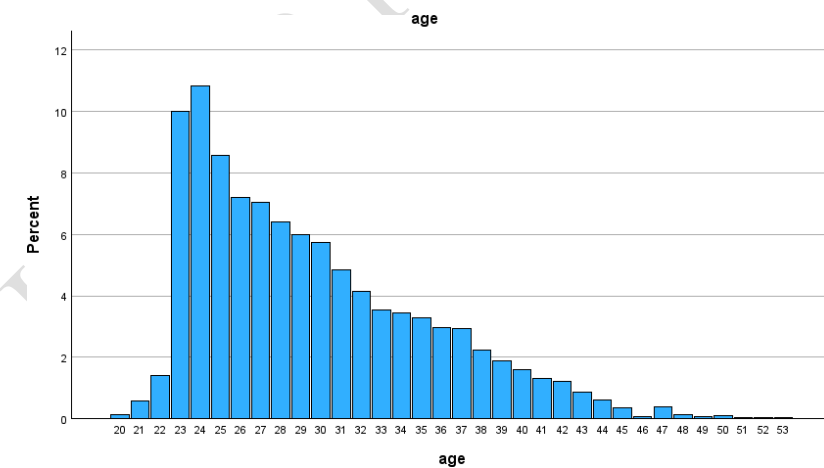


Chart5: Bar graph showing region wise data

A study by Albaker 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 showed, 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 (Albaker, 2004). However, depending on our data that highlighting 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, Riyadh has become the highest in demand for employment there see chart 5.

Another important finding is that most job seekers who are between twenty to thirty, which is the risky age group, see bar 1 and chart 6. There are few job seekers older than thirty, however the reason they quit a job or change. Also, regarding to Al Harbi study, the results of the field study also 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 been exposed to being relieved of their business, or they seek to change their business and obtain a better business. In general, we notice that unemployment in the Kingdom is youth unemployment. The danger of youth unemployment lies in the fact that the youth group is more prepared for political, criminal, and violence. Due to their young age and limited living experience, and the extreme frustration generated by the state of unemployment, which shocks all the ambitions of young people, youth unemployment is in fact not only The Kingdom's problem but a problem for many countries (Alharbi, 2016).



Graph 1 : Bar graph showing age distribution

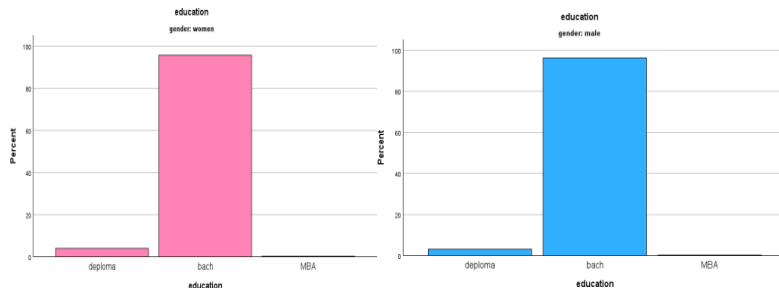


Chart6:Bar graph showing educational data

Finally, our analysis finds that most job seekers who graduated in five years or less have a bachelor's degree see chart 6 & 7. Of course, it is not clear whether they ever got the job or not, but in general this period, after graduation, is very sensitive. Regarding Albaker's study, the unemployed are in debt for a period ranging from one year to less than three years and from five years or more. The highest percentages are five years and less, and this long period without work results in serious effects that affect the structure of society, especially those related to the security, economic, social, and psychological effects on individuals and institutions of society. "Unemployment leads to a decline in the bonds that people hold towards the official institutions, systems, and social values prevailing in society (Albaker, 2004). Also, this result highlights that companies may prefer Diploma and MBA holders rather than bachelor's degree in business administration.

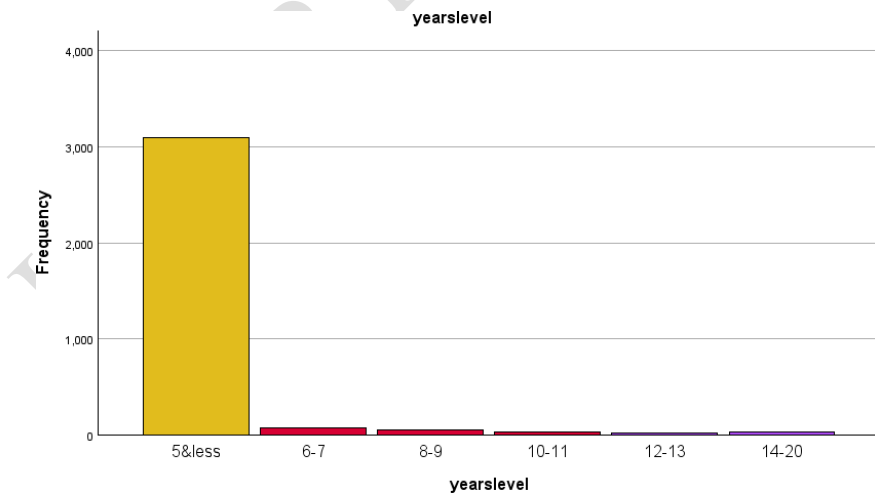
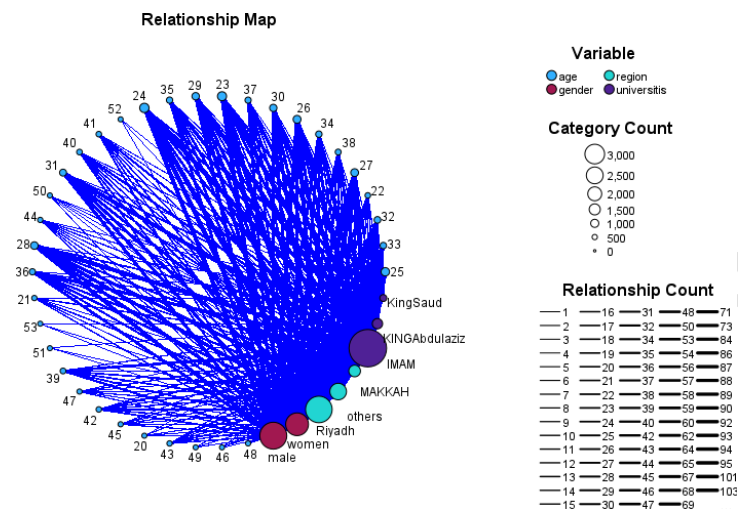


Chart7: Bar graph showing years level



Map.1 Relationship map

**Conclusion and limitation**

This study aims to investigate the impact of university outcomes, region, and education level to increasing job opportunity. Depending on the data from JADARAH we find that Imam University students are suffering to find a job. Additionally, the Riyadh region has a problem by offering jobs equal the demand. Also, male job seekers are more than female job seeker, see Relationship Map 1. This paper highlighting that the highest percentage of job seekers are holding bachelor's degree in business administration. The limitation, this data is collected from 2020 which perhaps affected by covid-19. There is another way to request and search job than JADARAH so that maybe affect the result.

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