

Title of Thesis	A Study of Factors That Attract College's Accounting Graduates to Work with Accountancy Companies in Miri
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ABSTRACT

Malaysia needs approximately 60,000 accountants to help the country in achieving developed nation status by the year 2020 as based on Malaysian Institute of Accountants (MIA). The objective of this research is to examine the factors that attract college's accounting graduates to work with accountancy companies in Miri. Independent variables namely salary and benefits, working environment, career development and governance have been chosen for this research. The researcher adopted quantitative method and the collection was through questionnaire to get the research data. The data are collected and analyse using simple statistic method.

This study aimed to bring insights to corporate recruiters such that they can attract more competitive candidates. Furthermore, this study might as well provide some useful suggestion for university and college's accounting faculty and career advisors to better tailor the on-campus recruiting schedules that match the students' preference. This study also aimed to bring insights to professional body like Malaysian Institute of Accountants (MIA) in the formulation of strategies to achieve a desired number of accountants in Malaysia.

The result revealed that most of the respondent will just choose a job that will provide the respondent an opportunity to achieve a good standard of living. Not only that, it also revealed that most of the respondents will like to work with a good boss who is considerable and fair. Besides that, the result collected also indicated that most of the respondent will concerns about a job that gives the respondent good opportunity for promotion. Also, the result revealed that majority of the respondents will select a job where the organization would probably have good governance as being an excellent employer. Lastly, majority of the respondents will accept a job after they graduation so long as the respondent's results or grades allow.