

EMPLOYER REQUIREMENTS FOR FINANCE GRADUATES: IDENTIFYING KEY EMPLOYABILITY SKILLS THROUGH INTERNSHIP RELATED INSIGHTS

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Internships serve as a critical stepping stone for finance undergraduates, bridging the gap between academic knowledge and the dynamic demands of the professional world. As employers seek graduates equipped with industry relevant competencies, internship programs provide students with first hand exposure to financial operations, decision-making processes, and problem-solving in real world scenarios. Research has consistently highlighted the role of internships in enhancing employability by fostering essential skills that go beyond the classroom such as analytical thinking, adaptability, and proficiency in financial tools. However, the landscape of internships has undergone a significant transformation, particularly with the disruptions caused by the COVID 19 pandemic. Organizations have shifted towards remote internship models, emphasizing the importance of digital literacy and the ability to collaborate effectively in virtual environments. This evolution has reshaped employer expectations, making technological proficiency and resilience key attributes for aspiring finance professionals. This study aims to identify the most valued employability skills for finance students, focusing on UiTM undergraduate BBA (Finance) interns. Through descriptive statistical analysis, the research examines the employability skills required in today's financial sector, the most frequently used Microsoft Office programs, and additional software applications essential in the workplace. By uncovering these insights, the study contributes to a deeper understanding of how internships shape finance graduates into competitive candidates ready to meet evolving industry needs

Keywords: Employability Skills, Internship Programs, Finance Graduates, Employer's Expectation, Digital Literacy