

HCRC RESEARCH SPOTLIGHT: FINDINGS AND INSIGHTS

LEADERSHIP POTENTIAL AND SELF-PERCEIVED EMPLOYABILITY OF UNDERGRADUATE STUDENTS IN THE UAE

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SUMMARY

This research addresses a gap in understanding how leadership potential (LP) is associated with self-perceived employability (SPE) in the UAE. An empirical study was conducted based on a survey of 523 undergraduates, the study validates the 10-item LP scale for the UAE context, and a statistically significant positive relationship was found between the LP of undergraduate students and their SPE.

FINDINGS

- **Leadership Skills Enhance Job Prospects:** University students who develop leadership skills have higher self-perceived employability, indicating greater confidence in securing jobs that match their qualifications.
- **Validation of Leadership Scale:** The research successfully validated a 10-item scale that measures leadership potential tailored to the cultural context of the UAE. This scale helps identify and foster potential leaders.
- **Statistical Positive Relationship:** A statistically significant positive relationship exists between students' leadership abilities and their confidence in getting jobs, highlighting the importance of integrating leadership development into university curriculums.

IMPLICATIONS FOR EDUCATION

- **Curriculum Development:** Universities should integrate leadership development training into their curriculums to help students develop crucial skills that enhance their employability.
- **Career Services:** Enhanced career guidance services could use these findings to better prepare students for the workforce by focusing on developing leadership skills.
- **Policy Making:** Educational policymakers should consider these insights to revise higher education standards and practices, ensuring that student leadership development becomes a core component of university education.

CONCLUSION

The study validates a 10-factor leadership potential scale (LPS) for UAE undergraduate students, confirming its suitability and applicability within the UAE context. It highlights a strong link between leadership potential (LP) and self-perceived employability (SPE), emphasizing the need for higher education institutions (HEIs) to incorporate leadership training and development into their curricula, focusing on skills like problem-solving, citizenship, and global mindset in both academic and extra-curricular programs to better prepare students for the workforce.

Citation:

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