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# **COMPARATIVE INSTITUTIONAL ANALYSIS ON STRATEGIES FOR GRADUATES TO SHOW THEMSELVES 'EMPLOYABLE': CRITICAL DISCUSSIONS ON CASES OF AUSTRALIA, JAPAN AND VIETNAM**

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## **ABSTRACT**

Employability has become a key concept attracting attention of scholars and industries in many countries. At the same time, its concept is highly fluid and vague due to its nature not evidenced by real employment and difference in the nature of labour market from country to country. It would be more critical and evidenced, rather, to discuss strategies for graduates to utilise in their job-hunting in order to show how employable they are and to compare them across the countries. In this study, therefore, the aim is to compare tendencies in strategies that graduates utilise in transiting into the labour markets in three countries, namely: Australia, Japan and Vietnam. In discussions, comparative institutional analysis (CIA) is utilised. From the investigation, three types of strategies have been identified. As in Australia, if the market tends to consist of various competitors with different experiences, graduates have to differentiate themselves from others. As in Japan, if the market would consist of competitors from the same academic year cohort and the employment tends to be more long-term as life-long one and personnel vacancies are filled within the same companies, employment would mean more as membership based on the match with corporate culture. As in Vietnam, if the trust against universities is low in terms of their training programmes and few supports extended by them then the university students would utilise their human networks for entries and demonstrate their capacities for growth throughout probation.

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