

Title: Employability Skills for Business Students in IR4.0: A Narrative Review**Author Names:** Fathima Nasreen, Sook Fern Yeo, Yeow Jian Ai, Aidawati Abd Rahman

Abstract: Employability skills are essential for job placement in the industry. Students need to enhance relevant employability skills for IR 4.0 based on their work sector, as the required skills differ for each sector. However, there is a skill gap between academic institutions and the industry needs. The previous research predicted that the skill gap would be more comprehensive in Industrial Revolution 4.0. Hence, this research aims to find the required employability skills for the industry. This research used previous studies published between 2018 and 2023. Databases such as WoS of Science, Scopus and Google Scholar were used to search articles from academic journals using the following keywords: employability skills, IR 4.0, business education, and industry demands. This study used a narrative review to explore the required employability skills for the industry. The analysis comprises 53 academic articles. Based on the thematic analysis, three themes were developed for this review. Namely, relevant employability skills for the industry's current and future needs are grouped under the categories of key skills, contextual skills, digital skills, and social skills. Moreover, required skills for business studies are grouped under soft skills, hard skills, and personal traits. This research recommends that academic institutions collaborate with the industry to prepare relevant graduates for the industry.

Key words: Employability skills, Business students, Industrial Revolution 4.0**DOI:** <https://doi.org/10.59953/paperasia.v40i6b.253><https://www.compendiumpaperasia.com/index.php/cpa/article/view/253>