

Job Preference of Private Universities Students in Bangladesh (A Case Study of Some Selected Private Universities)

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-----ABSTRACT-----

This paper attempts to investigate the job preference of private universities in Bangladesh. A total number of 407 students, irrespective of gender in 45 private universities located in Dhaka city have been interviewed. The major departments that have been chosen by the students for specialization are BBA, CSE, EEE, Textile, Economics and Social Science. Majority of the respondents' preferred field for future career development are banks and business. Gender of the respondents, department of the respondents, family status of the respondents, education qualification of father and region of the respondents the major motivations for the student's career preference. The female respondent would choose others job (Banking, Business, Private Service, Teaching) as occupation likely .108 times more than the male respondent. In this study we use chi square test and logistic regression model for our analysis. The findings of this study may be helpful to the students to build up themselves according to the likelihood of professions to be chosen on the basis of their socio-economic and academic background.

KEYWORDS: Job preference, Private Universities, Bangladesh, Chi Square Test, Logistic regression.

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I. INTRODUCTION

Students approach higher education with varying aspirations, bringing a wide range of prior skills, knowledge, abilities and ambitions from secondary and further education. They arrive at the threshold of higher education by different routes and embark on very different career trajectories within higher education. A Well-educated, well-trained population could propel a nation towards rapid economic growth. Most of the public universities and private universities provide education based on models and materials developed in the west, particularly from the UK and USA. In a study conducted upon the private university students of Bangladesh. The private higher educational institutions in Bangladesh are presently growing at a rapid pace. This growth is happening not only in terms of number but also in terms of their contribution to produce skilled and qualified manpower. These growing numbers of private universities are getting more competitive by performing beyond their traditional teaching and researching. They are now challenged to contribute to society's economic and social development, which is the third mission of universities (Gibb, 1996) ^[1, 2, 3, 4]. Establishment of private university in Bangladesh initiated after the institution of the *Private University Act 1992*. There are 64 such universities that are operational in five out of seven division of the country. Most of the private universities are in Dhaka Division summing up to 45.

II. OBJECTIVES OF THE STUDY

The aim of the present study is to find the job preference of private universities in Bangladesh and to identify the major factors influencing the career preference. For this purpose, the focus has been on;

- [1] To find out the motivating factors that prompts them to accept a job in an organization.
- [2] To study the gender differences with respect to job preference.
- [3] To find the probability of choosing different types of occupation under different types of socio-economic and academic background.

III. METHODOLOGY

Methodology is the most important part in any study, particularly, research works like the current research work. The research is based on field level primary data which were collected from different departments of private universities. Survey methods have its advantages over other method and it involves shorter time and it offers similar scope as the case of study method in collecting primary data. The area of 19 private Universities is covered by the survey. All the students of private University in Bangladesh consider as population. Here sampling units are the students of private University. There are many techniques to select data. In this study, we used the technique of stratified random sampling ^[5]. We have collected information using a stratified random sampling technique, considering each department as a stratum; the numbers of sampling units of strata are selected proportional to the number of students of the departments. Information from a sample of 450 students has been collected through a well designed questionnaire. However, after scrutiny, only 407 questionnaires

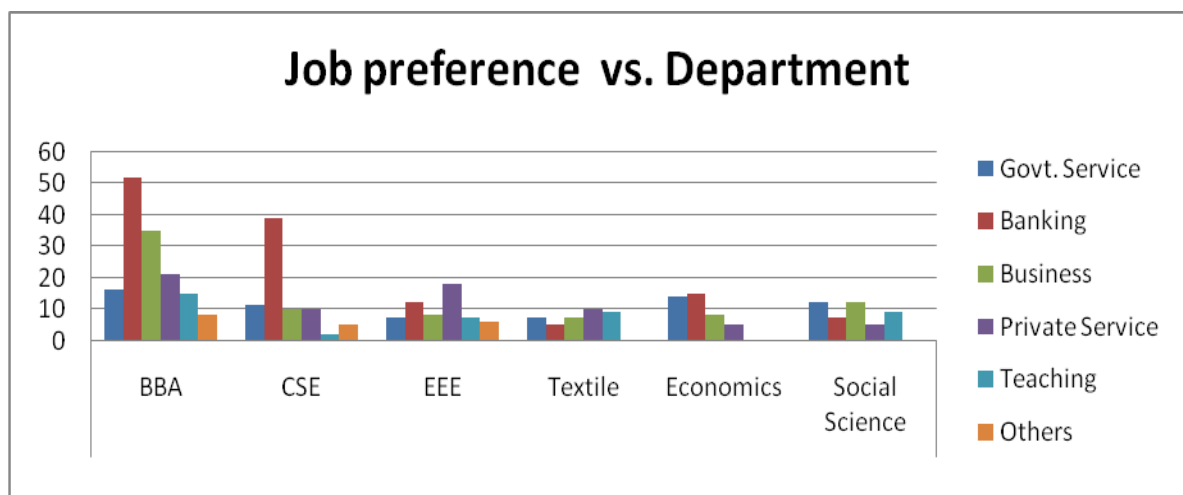
have been selected as the sample of the study. In this study we use chi square test ^[6] and logistic regression ^[7] model for our analysis.

Table: Frequency and Percentage Distribution According to Different factors of the respondents:

	Variables	Number of respondent	Percentage
Age	17	30	7.3
	18	44	10.8
	19	81	19.9
	20	65	16.0
	21	39	9.6
	22	71	17.4
	23	58	14.3
	24	19	4.7
	Total	407	100
Job preference	Govt. Service	67	16.5%
	Banking	130	31.9%
	Business	80	19.7%
	Private Service	69	17.0%
	Teaching	42	10.3%
	Others	19	4.7%
	Total	407	100
Gender	Male	222	54.5%
	Female	185	45.5%
	Total	407	100
Department	BBA	147	36.1%
	CSE	77	18.9%
	EEE	58	14.3%
	Textile	38	9.3%
	Economics	42	10.3%
	Social Science	45	11.1%
	Total	407	100
Region	Dhaka	100	24.6%
	Chittagong	65	16.0%
	Rajshahi	71	17.4%
	Barisal	53	13.0%
	Khulna	45	11.1%
	Rangpur	36	8.8%
	Sylhet	37	9.1%
	Total	407	100
Religion	Muslim	285	70.0%
	Hindu	76	18.7%
	Others	46	11.3%
	Total	407	100
Education of father	Illiterate	40	9.8%
	Primary	35	8.6%
	Secondary	55	13.5%
	Higher Secondary	82	20.1%
	Graduate	117	28.7%
	Post Graduate above	78	19.2%
	Total	407	100
Education of mother	Illiterate	27	6.6%
	Primary	47	11.5%
	Secondary	67	16.5%
	Higher Secondary	160	39.3%
	Graduate	80	19.7%
	Post Graduate above	26	6.4%
	Total	407	100
Profession of father	Govt. Service	51	12.5%

	Business	182	44.7%
	Banking	42	10.3%
	Private Service	71	17.4%
	Teaching	28	6.9%
	Others	33	8.1%
	Total	407	100
Profession of mother	Govt. Service	16	3.9%
	Teaching	24	5.9%
	House wife	204	50.1%
	Banking	13	3.2%
	Private Service	95	23.3%
	Others	55	13.5%
	Total	407	100
Family expenditure	bellow 30000	46	11.3%
	30000-40000	70	17.2%
	40000-50000	155	38.1%
	50000-60000	90	22.1%
	above 60000	46	11.3%
	Total	407	100
Family status	Lower Class	19	4.7%
	Middle Class	249	61.2%
	Upper Class	139	34.2%
	Total	407	100
Satisfaction	Yes	176	43.2%
	No	231	56.8%
	Total	407	100
Family Income	bellow 40000	43	10.6
	40000-60000	77	18.9
	60000-80000	153	37.6
	80000-100000	101	24.8
	100000+	33	8.1
	Total	407	100.0

Bar Diagram: for job preference vs. department of the respondents:



From this diagram we see that most of the BBA students prefer banking job, CSE students prefer banking job, EEE students prefer private job, Textile students prefer private job, Economics students prefer banking job, Social Science students prefer Government job.

Statistical Analysis and Findings

In this section statistical analysis are carried out to have some idea about the relationship/association for some common but important characteristics by using different statistical tools such as, χ^2 -test through contingency table and logistic regression analysis. A chi-square test is a statistical test commonly used for testing independence and goodness of fit. Testing independence determines whether two or more observations across two populations are dependent on each other. In both cases the equation to calculate the chi-square statistic is

$$\chi^2 = \sum_{i=1}^n \frac{(O_i - E_i)^2}{E_i}$$

Where, O_i =the observed frequency and E_i = the expected frequency and n = the number of cells.

Table: Cross tabulation between job preference and gender of the respondent

job preference	Gender		Total
	Male	Female	
Govt. Service	28	39	67
Banking	74	56	130
Business	53	27	80
Private Service	34	35	69
Teaching	19	23	42
Others	14	5	19
Total	222	185	407

Hypothesis:

H_0 : There is no association between job preference and gender of the respondent.

H_1 : There is association between job preference and gender of the respondent.

Test	Value	df	P-Value
Pearson Chi-Square	14.160 ^a	5	.015

Comment: Since P-value less than 0.05 with 5 df. So we may reject the H_0 . That means there is significance association between job preference and gender of the respondent.

Table: Cross tabulation between job preference and department of the respondent.

Job preference	Department						Total
	BBA	CSE	EEE	Textile	Economics	Social Science	
Govt. Service	16	11	7	7	14	12	67
Banking	52	39	12	5	15	7	130
Business	35	10	8	7	8	12	80
Private Service	21	10	18	10	5	5	69
Teaching	15	2	7	9	0	9	42
Others	8	5	6	0	0	0	19
Total	147	77	58	38	42	45	407

Hypothesis:

H_0 : There is no association between job preference and department of the respondent.

H_1 : There is association between job preference and department of the respondent.

Test	Value	df	P-Value
Pearson Chi-Square	80.347 ^a	25	.000

Comment: We have P-value less than 0.01 with 25df, which is highly significant at 1% level of significant. So we may reject the H_0 . That means there is significance association between job preference and department of the respondent.

Table: Cross tabulation between job preference and family status of the respondent

Job preference	Family status			Total
	Lower Class	Middle Class	Upper Class	
Govt. Service	0	30	37	67
Banking	9	92	29	130
Business	5	55	20	80
Private Service	0	40	29	69
Teaching	0	24	18	42
Others	5	8	6	19
Total	19	249	139	407

Hypotheses:

H₀: There is no association between job preference and family status of the respondent.

H₁: There is association between job preference and family status of the respondent

Test	Value	df	P-Value
Pearson Chi-Square	54.470 ^a	10	.000

Comment: We have P-value less than 0.01 with 10 df, which is highly significant at 1% level of significant. So we may reject the Ho. That means there is significance association between job preference and family status of the respondent,

Table: Cross tabulation between job preference and region of the respondent

job preference	region							Total
	Dhaka	Chittagong	Rajshahi	Barisal	Khulna	Rangpur	Sylhet	
Govt. Service	17	14	7	8	8	6	7	67
Banking	37	31	24	13	7	6	12	130
Business	20	13	15	5	5	14	8	80
Private Service	10	2	10	16	13	10	8	69
Teaching	16	5	10	3	6	0	2	42
Others	0	0	5	8	6	0	0	19
Total	100	65	71	53	45	36	37	407

Hypotheses:

H₀: There is no association between job preference and region of the respondent.

H₁: There is association between job preference and region of the respondent.

Test	Value	df	P-Value
Pearson Chi-Square	92.814 ^a	30	.000

Comment: We have P-value less than 0.01 with 30 df, which is highly significant at 1% level of significant. So we may reject the Ho. That means there is significance association between job preference and region of the respondent.

Table: Frequency and Percentage Distribution According to Different factors of the respondents

Job preference	Education of father						Total
	Illiterate	Primary	Secondary	Higher Secondary	Gradutae	Post Graduate & above	
Govt. Service	11	7	12	16	10	11	67
Banking	6	10	21	18	50	25	130
Business	12	8	9	12	21	18	80
Private Service	4	6	8	17	19	15	69
Teaching	2	4	5	11	11	9	42
Others	5	0	0	8	6	0	19
Total	40	35	55	82	117	78	407

Hypotheses:

H₀: There is no association between job preference and education qualification of father of the respondent.

H₁: There is association between job preference and education qualification of father of the respondent

Test	Value	df	P-Value
Pearson Chi-Square	47.117 ^a	25	.005

Comment: We have P-value less than 0.01 with 25 df, which is highly significant at 1% level of significant. So we may reject the H₀. That means there is significance association between job preference and education qualification of father of the respondent.

Logistic regression analysis:

Logistic regression model is useful to find the best fitting and most parsimonious, yet biologically reasonable model to describe the relationship between an outcome (dependent or response variable) and a set of independent (predictor or explanatory) variables. For a single variable, the logistic regression model is of the form

$$\text{Prob (event)} = \frac{1}{1 + e^{-(\beta_0 + \beta_1 x)}}$$

Where β_0 and β_1 are the regression co-efficient estimated from the data, x is the independent variable and the base of natural logarithm. For more than one independent variable, the model assumes the form

$$\text{Prob (event)} = \frac{1}{1 + e^{-z}}$$

Where, $z = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_p X_p$

The model is to be written in terms of the log odds of event occurring. This is called logit;

$$\ln = \left(\frac{\text{Prop (event)}}{\text{Prop (noevent)}} \right) = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_p X_p$$

Here we coded Government job as 0 and others jobs (Banking, Business, Private Service, Teaching) as 1.

Table: for logistic regression analysis:

		B	S.E.	Sig.	Exp(B)
Department	BBA(RC)			.000	
	CSE	-.006	.599	.991	.994
	EEE	.241	.698	.730	1.272
	Textile	-.978	.639	.126	.376
	Economics	-1.180	.588	.045	.307
	Social science	-3.727	.815	.000	.024
Gender	Male(RC)				
	Female	-2.229	.463	.000	.108
Region	Muslim(RC)			.060	
	Hindu	22.917	3.616E3	.995	8.968E9
	Others	2.083	.877	.018	8.027
Family Income	Bellow 40000(RC)			.166	
	40000-60000	19.246	3.851E3	.996	2.282E8
	60000-80000	-.561	.628	.371	.570
	80000-100000	-.191	.661	.772	.826
	100000+	1.153	.749	.124	3.166
Education of father	Illiterate(RC)			.046	
	Primary	-.854	.771	.267	.425
	Secondary	-.546	.761	.473	.579
	Higher Secondary	-1.560	.736	.034	.210
	Graduate	.090	.645	.890	1.094
	Post graduate above	.063	.611	.918	1.065
Constant		3.268	.962	.001	26.250

1. Variable(s) entered : department, Gender, religion, family income, education of father.

2. RC= Reference category

***Significance level 0.05**

****Significance level 0.01**

From the above table our findings are as follows:

- For the coefficient of female, we have $\text{Exp}(B) = .108$, this suggests that the respondent who are female, would choose others job (Banking, Business, Private Service, Teaching) as occupation likely .108 times more than the respondent who are male.
- For the coefficient CSE, we have $\text{Exp}(B) = 0.994$, this suggests that the respondent who study at CSE department, would choose others job as occupation likely 0.994times more than the respondent who study at BBA department. Also the respondent, who study at EEE department, would choose others job as occupation likely 1.272 times more than the respondent who study at BBA department and so on.
- For the coefficient of Hindu, we have $\text{Exp}(B) = 8.968E9$, this suggests that respondents who is Hindu, would choose others job as occupation likely 8.968E9 times more than the respondent who is Muslim.
- For the coefficient of family income 100000 +, we have $\text{Exp}(B) = 3.166$, this suggests that respondent who have family income 100000 +, would choose others job as occupation likely 3.166 times more than the respondent who have family income bellow 40000. The respondent who have family income 40000 - 60000, would choose others job as occupation likely 2.282E8 times more than the respondent who have family income bellow 40000 and so on.
- For the coefficient of Graduate, we have $\text{Exp}(B) = 1.094$, this suggests that the respondent whose father education is Graduate, would choose others job as occupation likely 1.094 times more than the respondent whose father is illiterate. Also the respondent, whose father education is Primary, would choose others job as occupation likely 0.425 times more than the respondent whose father is illiterate and so on.

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