Harvard Business Review

Type of the Paper (Article)

Employment Factors Among Bangladeshi University Graduates

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Abstract: This study examines the relationship between employment outcomes and various factors affecting graduate and post-graduate students at Bangabandhu Sheikh Mujibur Rahman Science and Technology University (BSMRSTU) in Bangladesh. The research focuses on graduates from both the social science faculty and science faculty, investigating key variables including family income, family support, communication skills, pre-employment training, job experience, and academic performance. Using primary data collected from 150 respondents across the departments of Economics, Sociology, and Electronics and Telecommunication Engineering (ETE), the study employs descriptive statistics and logistic regression analysis to evaluate employment determinants. The sample comprises 64.67% male and 35.33% female respondents, with departmental distribution of 47 from Economics, 65 from Sociology, and 38 from ETE. Notable findings reveal that 22.67% of respondents are employed, while 77.33% remain unemployed, with 50 participants being married. Through regression analysis, several variables demonstrated significant impact on employment prospects. Age, marital status, coaching, training, and academic performance in SSC, HSC, and Master's degree programs showed positive correlations with employment outcomes. Conversely, factors such as government job preference, honors performance, and distance from employment centers exhibited negative impacts on employment prospects. These findings provide valuable insights for educational institutions, policymakers, and students in understanding and addressing the employment challenges faced by graduates in Bangladesh's contemporary job market.

Keywords: Employment status; Education; Unemployment determinant; Socio-economic characteristics.

Citation:
doi.org/10.2504/HBR.2025.135275

Academic Editor: Amy Bernstein
Published: 21.04.2025

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1. Introduction

1.1 Background of the Study

Bangladesh is a populous country. Bangladesh ranks seventh in the world in terms of population. According to the department of youth development, about third of this population or 53 million is the youth population. At present, unemployment is one the major problem in Bangladesh. Unemployment is defined as the condition of having no job or being out of work proportion of people which are able to work and actively searching jobs but they are able to find it. The unemployment rate in Bangladesh in 2020 was 5.30% a 1.08% increase from 2019 (O'Neill, 2022). The total number of unemployed in Bangladesh is 26 lakh and 8 thousand (Hossen, 2021). If sufficient jobs are not generated unemployment problem will create many complex social and political problems. Some of the major causes of unemployment in Bangladesh are technological changes, contribution of women in labor force, demographic structure, economic conditions, immigration from rural areas towards town and cities. According to theory, there is a positive relation between employment and the economic growth of countries. Economic growth is an essential factor that affects the unemployment. Higher education acts as catalytic force to obtain sustainable economic growth by providing required skills and abilities which lead further research and development as well as ensure sustainable growth. Economic Intelligence Unit (EIU) sponsored by British Council estimates that the rate of graduate unemployment in Bangladesh is 47% (DHAR, 2021). 34% graduates are unemployed who earned first class in their Bachelor and Master degree.

1.2 Rationale of the study

In our country, there have many regional public universities from where over the year almost 40000 (forty thousand) students usually complete their graduation. In our study, we tried to find out the employment condition after completing graduation and post-graduation which will give us a complete idea about employment and unemployment to the regional public university students in Bangladesh. This case study is very much essential for our country and its people by which everyone can concern about the fact of employment and unemployment after receiving higher education.

1.3 Objective of the study

Main objectives of the study are-

- To assess the employment and unemployment situation to the higher educated people in BSMRSTU.
- To find out the effects of essential variables on employment.
- To suggest measures to improve employment opportunities and to develop skill of the unemployed people.
- To find out the socio-economic characteristics of the respondents.

1.4 Contribution of the study

This is the first time we worked on socio-economic determinants of employment at a regional public university in Bangladesh. In our study, we directly used primary data of recent graduates and post graduates. By conducting our case study we filled up the gap of the research on the determinants of employment to the regional public university students. There is significantly limited research on the determinants of employment to the regional public university students in Bangladesh.

1.5 Organization of the study

Our first chapter is Introduction; then we arrange our study as the second chapter consists of Literature review; the third chapter is Methodology of the study; the fourth chapter is Results and discussions; and the finally the fifth chapter is Conclusion and Policy Recommendation.

2. Literature Review

Review of literature provides information to the researchers regarding the previous work done in their area of research and thereby helps them in identifying the theoretical framework and methodological issues related to the study and in comparison of research findings with the empirical evidence that already exists. It provides the researchers a proper direction to carry out their research work and enables them to arrive at meaningful results.

2.1 Review of past literature

Raifu (2017) directed a study on the determinants of unemployment in Nigeria. She used data of 1981-2014 for her study. She presented Autoregressive Distribution Lag Estimation technique. She used inflation rate, exchange rate and FDI, GDP as variables. She found that trade openness worsens unemployment rate both in the short-run and long-run. She also found that in the short-run current account balance increases unemployment rate but reduces it in the long-run (Raifu, 2017).

Yangchen (2017) narrated a study on determinants of young unemployment in Bhutan. He used data of 2009-2014. He used age, gender, area, qualification, type of training, bachelor degree as variables. He applied OLS technique for his study. He found that, there is significance and correlation between youth employment and the identified determinants. There is a mismatch between supply and demand because youth with higher qualification and higher training are more unemployed indicating that demand for highly educated youth is not increased (YANGCHEN, 2017).

Fairris (2020) led a study on determinants of changing employment in Brazil. He used data of 2000 – 2010. He used primary education, race, disable, labor law enforcement, secondary education as variables. He employed linear probability model for his study. He found that, the significant decline in wage and salary informal employment over the period 2000-2010 in Brazil (Fairris, 2020).

Bashier and Wahban (2013) conducted a study on the determinants of employment in Jardands. They used data of 1980-2012. They implemented OLS technique for their study. They used labor force, employment, unemployment and foreign workers as their variables. They found

that positive and significant impact of all included variables (GDP, FDI and trade openness) on employment level and real GDP impact on employment level was very substantial (AL. ABDULRAZAG A. BASHIER, 2013).

Ahmed & Khan (2014) conducted a study on employment and unemployment situation in Bangladesh. They used data of 1974-2013. They used gender, locality, employment rate, unemployment rate, environmental degradation and employment in agriculture as variables. They applied simple statistical table and graphs for their study. They found that, most of our labor force is employed in agriculture where the labor suffers from disguised unemployment and under employment. Educational institutions become the factories of producing huge number of unemployed people. So, we should careful to establish new educational institution specially universities (Sarder Syed Ahmed, 2014).

Comola & Mello (2009) led a study on the determinants of employment in Indonesia. They used data of 1996 – 2004. They used formal sector workers, informal sector workers, inactive workers, primary education, tertiary education, household schooling as variables. They applied OLS technique for their study. They construct that, the Indonesian labor market is segmented, with a majority of workers engaged in informal-sector occupation. This posed problems for the estimation of earnings equations, because selection into different labor market status is likely to be non-random. Finally, the endogeneity of educational attainment in earning equation is likely to bias parameter estimates (Margherita Comola, 2009).

Ahmed and Azim (2016) conducted a study on employment scenario in Bangladesh. They applied SPSS technique for their study. They used employee's expectations, employability skill, gap between expectation of employers and quality of graduates as variable. They found that most required qualities expected by employers are academic qualifications, experiences, professional knowledge, loyalty, sincerity and IT skill (Ak. Ziauddin Ahmed, 2016).

Chowdhury & Hossain (2014) described a study on determinants of unemployment in Bangladesh. They used unemployment rate, GDP growth rate, exchange rate, inflation rate as variables. They employed OLS technique for their study. They found that GDP and exchange have negative impact and inflation rate has positive impact on unemployment rate (Mohammad Shafiur Rahman Chowdhury T. H., 2014).

Bastola (2020) directed a study on the determinants of sectoral employment in Nepal. He used data of 1991-2020. He used education, population growth rate, interest rate, employment percentage in agriculture, service and industry as variables. He applied OLS technique for his study. He found that education, health, population growth, interest rate, inflation and political conflict have been significant determinants of sectoral employment when the economy is divided into three major sectors of employment-agriculture, industry and services (Bastola, 2020).

Hossain (2021) narrated a study on Covid-19 impacts in employment and livelihood of marginal people in Bangladesh. He used data of 2010-2020. He used loss of income and employment, poverty and inequality as variables. He applied simple statistical table for his study. He constructs that in the past-Covid situation, there is an opportunity to rebuild the economy in a new way. It is very important at this time to have an idea and preparation for how to rebuild economy. The Covid situation demands a departure from our conventional notions. In the post-

Covid situation, a new action plan is also needed for the drivers of Bangladesh's economy in the new reality (Hossain, 2021).

Mahmood and Shashi (2019) conducted a study on employment and unemployment amongst educated youth in Bangladesh. They used data of 2005-2017. They applied Probit Regression Model for their study. They used to return to education skill, development skill as variables. They found that the average age of the unemployed in 25.6 years while full time workers are between 26 and 27 years. They also found that SSC/HSC holders contribute relatively more but it is the BA and specially MA holders who are concentrated at the paying job. Similarly, while the probability of post-graduate student in getting a job is lower say than a BA, his chances of being paid a much higher salary are for better (TANVEER MAHMOOD, 2019).

2.2 Gaps in the previous literature

We worked on socio-economic determinants of employment for the regional public university in Bangladesh. Before our working, many researchers worked on the determinants of employment in Bangladesh like employment and unemployment amongst educated youth in Bangladesh, determinants of unemployment in Bangladesh, employment and labor market in Bangladesh and so on. But this the first time, we worked on socio-economic determinants of employment for the regional public university in Bangladesh. Mainly, we worked on the students who have completed their graduation and post-graduation from a public university in Bangladesh.

3. Research Methodology

3.1 Selection of the study area

The selected area is BSMRSTU, Economics, Sociology and Electronic & Telecommunication Engineering (ETE) departments.

Bangabandhu Sheikh Mujibur Rahman Science and Technology University is a public university located in Gopalganj, Bangladesh. It was established in 2001 and named after Bangabandhu Sheikh Mujibur Rahman. The university opened in 2011. Every year, around 3000+ students enroll in undergraduate programs.

Category	Number
Economics	47
Sociology	65
Electronic & Telecommunication Engineering (ETE)	38
Total	150

During our study we collect data from 150 former students. They are from three departments which are Economics, Sociology and Electronic & Telecommunication Engineering (ETE). From those subjects two of them are social-science faculty and one form science. We collect data from two or three batches from each department. Let's discuss what was the economic and social characteristics of the data obtain.

3.2 Selection of sample and period

We used interview over phone, sending questionnaire, or by physical verification; data taking period from June 2021 to October 2021.

3.3 Analytical technique

We used Stata application.

A logistic regression analysis is employed given that the dependent variable, respondents' participation (R) is dichotomous or binary and takes values 1 for the respondent who is employed and 0 for the respondent who is unemployed. To conduct our study, we used employment as dependent variable and education, family income, training for job, communication skills, academic results as independent variables. We also use, a Logistic Regression Analysis to execute our case study.

The relationship between the dependent and the independent variable is specified using discrete model of probability, which generally looks at the chances that an event will occur. This gives us the following probabilities

Prob (R = 1/X) = P, being the probability of the event that the respondent is employed and; Prob (R = 0/X) =1 – P,

being the probability of the event that the respondent is unemployed. Where; P (R = 1/X) = P (F = 0/X) = 1 – P (F = 1/X)

The notion of the odd ratios is therefore inevitable for our understanding. The odd ratios is given by; Odd

Ratios = $e\beta i$; the odds ratio alongside the value of coefficients and probabilities will be employed for the purpose of interpreting results.

Odds, which is defined as the ratio of the probability to its complement. Calculating the logit of the log odds give us;

Logit (P) = log. This implies that as the probability goes down to zero, the odds approach zero and the logit approaches $-\infty$. At the other extreme, as the probability approaches one, the odds approach $+\infty$, and so does the logit. Negative legist represent probabilities below half and positive logit represent probabilities above half. As such, the logistic regression model is specified as follows:

Where: log represent logarithm; P the Probability of the respondent being employed; P/1-P = odd ratio, being the probability that the respondent is working over the probability that the event does not occur. W is the vector of independent variables, the constant term and a vector of parameters to be estimated and captures other variables which relate with the dependent variable but which are not included in the model. The vector includes variables like the level of education, Gender, Marital status, Age, Number of family numbers, dwelling house, permanent residence, Family income, Communication skill and Result. As concern the description of the variable in the model, and how it was coded.

4.1 Socio-economic characteristics of the respondent

During our survey we collected 150 data from Economics, Sociology and Electronic & Telecommunication Engineering (ETE) departments. We collected data from different session students of each department which includes both male and female. Let discuss those data according to their socio-economics characteristics below:

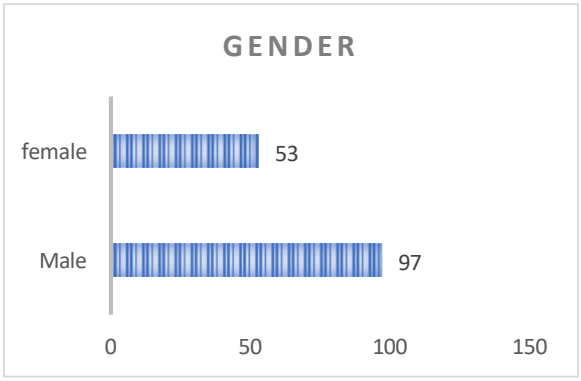
4.1.1 Gender

Table-4.1.1: Gender

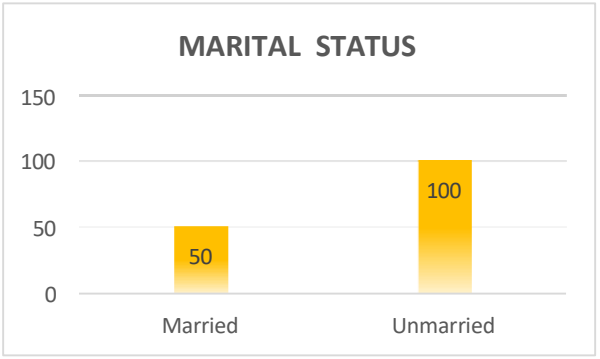
Gender	Number	Ratio
Male	97	64.67%
female	53	35.33%
total	150	100%

Figure-4.1.1: Gender

From Table 4.1.1 we found 97 male and 53 female respondents, for a total of 64.67 percent male and 35.33 percent female. This is also shown in Figure 4.1.1.



4.1.2



4.1.3 Marital Status

Table-4.1.2: Marital Status

Status	Number	Ratio
Married	50	33.33%
Unmarried	100	66.67%
Total	150	100%

The marital status of our respondents reveals that 50 are married (33.33%) and 100 are unmarried (66.67%) of our total data.

4.1.4 Employment Status:

Table-4.1.3: Employment Status

Status	Number	Ratio
Employed	34	22.67%
Unemployed	116	77.33%
Total	150	100%

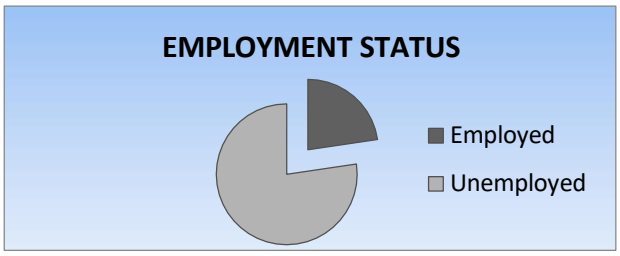


Figure-4.1.3: Employment Status

Our data shows that, about 22.67% of our respondents are Employed which is 34 out of 150. Other hand about 116 respondents is Unemployed which is 77.33% of our entire data. We collect a balance employed and unemployed data. From this we will able to find out what are really determining the job. Are the students really in a good rally for a highly competitive job market?

4.1.5 Department:

Table-4.1.4: Department

Category	Number	Ratio
Economics	47	31.33%
Sociology	65	43.33%
Electronic & Telecommunication Engineering (ETE)	38	25.33%

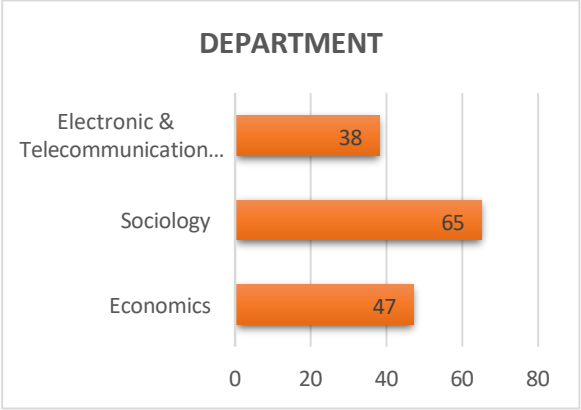


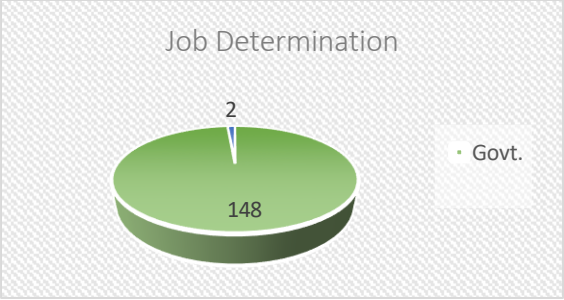
Figure-4.1.4: Department

From Table 4.1.4, we get that from three departments they are Economics 47 respondents 31.33%, Sociology 65 respondents 43.33%, Electronic & Telecommunication Engineering (ETE) 38 respondents 25.33%, of our entire data. This is also shown in Figure 4.1.4.

4.1.5 Job Determination:

Preference	Number	Ratio
Govt.	148	98.67%
Private	2	1.33%
Total	150	100%

Table-4.1.5: Job determination



Among the 150 respondents, 148 have desire for government jobs, accounting for 98.67 percent, while only 2 have desire for private jobs, accounting for 1.33 percent of our total data. We can see the scenario of private and government job determination from this. Respondents have desire for government jobs the most.

Dwelling House:

Table-4.1.6: Dwelling House

Category	Number	Ratio
Town	30	20%
Village	120	80%
Total	150	100%

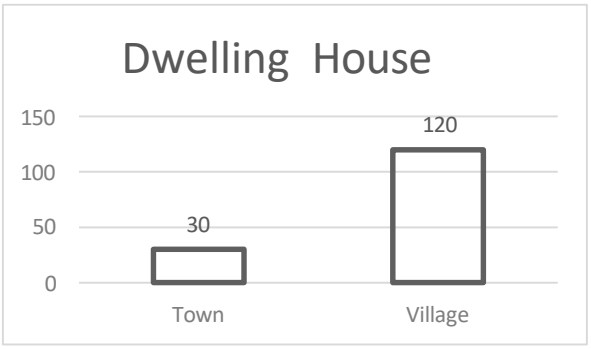


Figure-4.1.6: Dwelling House

Our data show that our respondents are 80% from village and 20% from town. We can say that village people are not backdated any more. Both village and town people are consious about the study. Minwhile student of village are more then the town.

4.1.6 Previous Job Training:

Table-4.1.7: Previous Job Training

Category	Number	Ratio
Yes	17	11.33%
No	133	88.67%
Total	150	100%

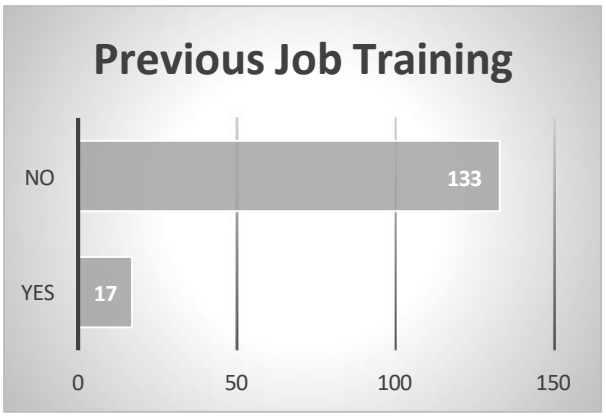


Figure-4.1.7: Previous Job Training

About 88.67% of our respondents have no previous job training which 133 respondents and 11.33% have previous job training which 17 respondents.

4.1.7 Family Support for Job Preparation:

Table-4.1.8: Family Support for Job Preparation

Support	Number	Ratio
Yes	133	88.67%
No	17	11.33%
Total	150	100%

Figure-4.1.8: Family Support for J.P.

For job preparation family support is important. Among 150 respondents 133 respondents have family support for job preparation. And only 17 don't have support for preparation.

4.1.8 Present Resident:

Table-4.1.9: Present Residence

Category	Number	Ratio
City	143	95.33%
Village	7	4.67%
Total	150	100%

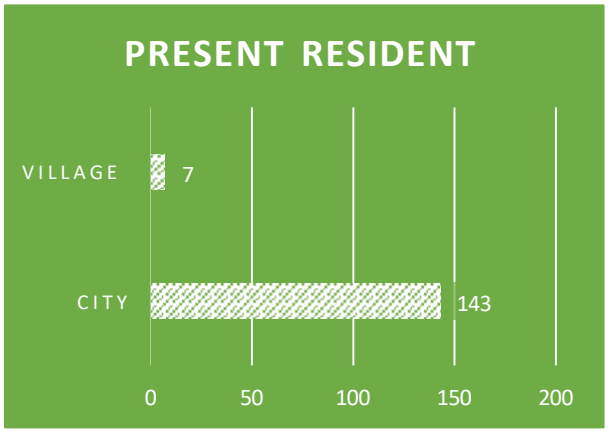


Figure-4.1.9: Present Resident

Our respondent is mostly staying in the city. Lion share of our respondents (143) are staying in city for better life style and good opportunity for job preparation. Other sides 7 are staying in the village.

4.1.9 Govt. Job Preference:

Table-4.1.10: Govt. Job Preference

Preference	Number	Ratio
Yes	141	94%
No	9	6%
Total	150	100%

Figure-4.1.10: Govt. Job Preference

Among 150 respondents, 141 prefer government jobs, accounting for 94 percent, while 9 do not have any govt. job preference, accounting for 6 percent of our total data.

4.1.10 Job Necessity:

Table-4.1.11: Job Necessity

Necessity	Number	Ratio
Urgent	70	46.67%
Very Urgent	79	52.67%
Not Urgent	1	0.67%
Total	150	100%

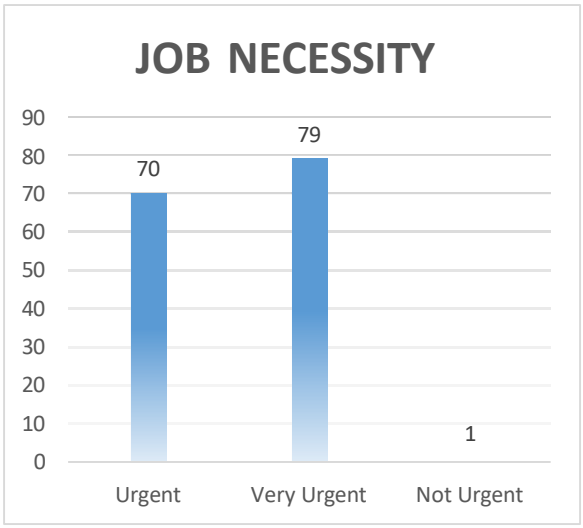


Figure-4.1.11: Job Necessity

Most of Our respondents have Very urgent job necessity of 79 respondents and 70 respondents have urgent job necessity and 1 respondent don't have any job necessity.

4.1.11 Self-preparation for Job:

Table-4.1.12: Self Preparation for Job

Preparation	Number	Ratio
Good	47	31.33%
Very Good	99	66%
Not Good	4	2.67%
Total	150	100%

Figure-4.1.12: Self Preparation for Job

Among the respondents, 47 have good self-preparation which is 31.33% of the data. 99 respondents have very good self-preparation for job and 4 don't have good preparation for job.

4.1.12 Communication Skill:

Table-4.1.13: Communication Skill

Skill	Number	Ratio
Good	95	63.33%
Very Good	50	33.33%
Not Good	5	3.33%
Total	150	100%

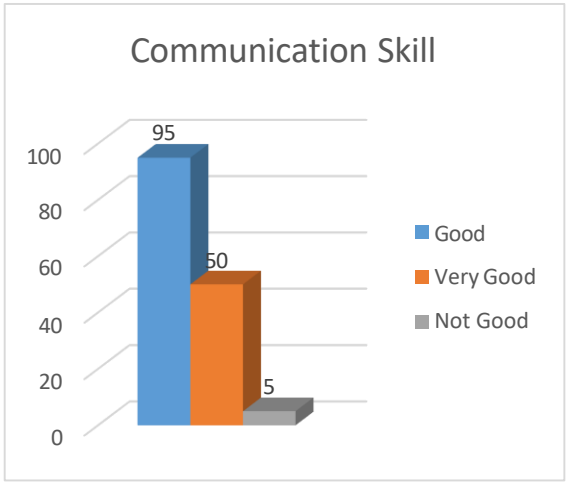


Figure-4.1.13: Communication Skill

Among Our respondents, 95 have good communication skill, 50 have very good communication skill and 5 don't have good communication skill.

4.1.13 Govt. Job Thinking:

Table-4.1.14

Thinking	Number	Ratio
Fair	136	90.67%
Little Fair	11	7.33%
Quite Fair	3	2%
Not Fair	0	0%
Total	150	100%

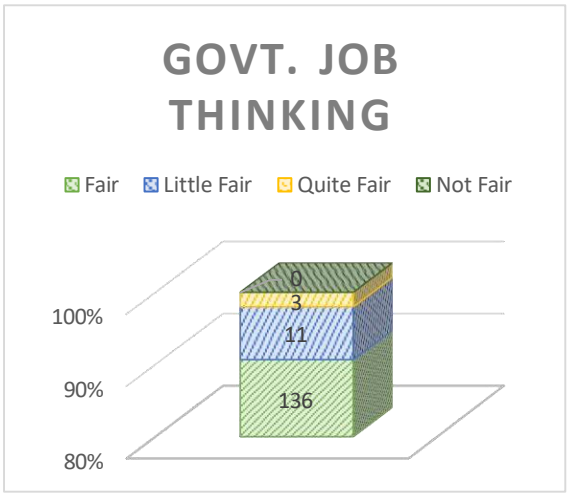


Figure-4.1.14: Govt. Job Thinking

Most of our respondents, 136 think govt. job is fair while 11 respondents think govt. job is little fair, 3 respondents think govt. job is quite fair.

Expected Outcomes

4.2.1 Descriptive statistics

The results of the descriptive statistics of our observation are noted in the table 4.2.1. From table we have found that, the average age of the respondents is 27.313 and the minimum age is 24 where the maximum age is 30. Our respondents give the average of 16.547 numbers of exams. Where the minimum number of exams given is 1 and the maximum number of exams given is 40. Over 151 respondents the average family income per month is 34706.67 TK. Where the maximum income is 70000 and the minimum income is 3000. The average expenditure we found is 30253.33 TK per month. Where the minimum expenditure is 2500 and maximum expenditure is 60000. Average SSC result of our respondents is 4.818, where we found minimum result of 3.81 and maximum result of 5 (GPA). Average HSC result is 4.657. The minimum result is 4 and maximum result is 5 (GPA). Honors or equivalent average result is
3.232 and the minimum result we found is 2.88 and maximum of 3.95 (CGPA). Form those 151 observations, we found average masters result of 3.372. The minimum result is 2.94 and maximum result is 4. (CGPA)

Table-4.2.1: Descriptive statistics

Variable	Observation	Mean	Std. Deviation	Minimum	Maximum
Age	150	27.313	1.238	24	30
Number of Exam	150	16.547	8.582	1	40
Income	150	34706.67	14118.17	3000	70000
Expenditure	150	30253.33	11028.3	2500	60000
SSC	150	4.818	0.191	3.81	5
HSC	150	4.657	0.207	4	5
Honors	150	3.232	0.175	2.88	3.95
Masters	144	3.372	0.172	2.94	4

Source: Author's Own Calculation

4.2.2 Results of logit model

From the logit model we obtained the outcomes as displayed in Table 4.2.2. From the table we found the logistic result of the data collected. Let's discuss what we have got from the logistic result; Age has a positive relationship with the dependent variable. If the age increases, then the possibility of getting job increases. The variable is 1% significant. Gender has a positive relationship with variable. If the percentage of male increases, then the possibility of getting job also increase. The variable is 10% significant. Marital status also has a positive relationship with the employment rate. If the probability of married increases, then the possibility of getting job also increase. Variable is 10% significant. According to the table who have problem for attending the exam is not getting job where the respondents who don't have the distance

problem is getting job. But the probability is not significant. Coaching shows positive relationship with the dependent variable, but the probability is not significant. Previous job experience has positive relationship with the dependent variable. Those who have previous experience are getting job more than those who don't have any experience. But the probability is not significant. Family support has a positive relationship with the variable. But the probability is not significant. Respondents with govt. job determination is not getting job. But the probability is not significant. Training has a negative relationship with the dependent variable. But the probability is not significant. Govt. job preference has negative relation with dependent variable Employment status. The probability is significant. SSC result has a positive relation with dependent variable. If the result increase (SSC) than the probability of getting job increase. But the probability is not significant. HSC Result has a positive relationship with the variable. The probability is 5% significant. Hon's result has a negative relationship with the variable. But the probability is not significant. Masters result has a positive relationship with the variable. But the probability is not significant.

Table-4.2.2: Results of logit model

Variable	Co-efficient	Standard Error	Z	P>|z|
Age	1.041	0.386	2.70	0.007
Gender	1.301	0.758	1.72	0.086
Marital Status	1.363	0.771	1.77	0.077
Dwelling House	0.756	0.776	0.97	0.330
Distance Problem	-1.094	0.859	-1.27	0.203
Coaching	0.843	1.044	0.81	0.419
Previous Job Experience	1.192	0.981	1.22	0.224
Family Support	0.419	1.293	0.32	0.745
Job Determination	2.999	2.693	1.11	0.266
Training	-0.038	0.834	-0.05	0.964
Govt. Job Preference	-3.757	1.778	-2.11	0.035
SSC	0.470	2.178	0.22	0.829
HSC	6.563	2.632	2.49	0.013
Honors	-0.348	4.022	-0.09	0.931
Masters	2.316	3.847	0.60	0.547

Source: Author's Own Calculation

5. Conclusion

Employment of any country like Bangladesh is a vital issue. The purpose of this study is to investigate the connection between employment and unemployment to the graduate and post- graduate students at a regional public University in Bangladesh. The study area was the graduates of social science faculty and science faculty of BSMRSTU. The Variables selected for the study are Family income, Family support, Communication skill, Training before job, Job experience, Academic result. Primary data is used to conduct our study. The data are collected from the department of Economics, Sociology, Electronic and Telecommunication Engineering (ETE) of BSMRSTU. We used the descriptive statistic and logistic regression analysis model to examine our collected data. We have collected 150 raw data where the percentages of male 64.67% and percentages of female 35.33%. In our study we collected information from dept. of Economics, Sociology, Electronics and Telecommunication Engineering (ETE). The respondent of economics is 47, Sociology is 65 and Electronics and Telecommunication Engineering is 38. The number of married student is 50 within 150 respondents. The rate of employment is 22.67% and rate of unemployment is 77.33%.

5.2 Policy recommendations

Policy Recommendations are stated below in brief:

1. In our study shows that age is significant at 10% significance level. Therefore, age is positively related to the employment. When age increases the possibility of getting job increases. Thus, govt. should increase the age limit from 30 to 35 for more employment generation.

2. After conducting the study, we found that gender is significant at 10% significance level. So, gender is positively related to the employment. When the respondent is male, he has more opportunities to get a job. Though the male job seekers are more, govt. can more facilitate female job seekers along with male.

3. Our study showed that govt. job preference is significant at 5% level of significance. So, govt. can increase more opportunities for the job seekers to generate more employment.

4. According to our study, we have seen that marriage is significant at 10% level of significance. So, marriage is positively related to the employment. When the respondent is married he has more possibly to be employed instead of unmarried respondent. Therefore, govt. can inspire the job seekers to be get married by reducing the strict rules and regulations of marriage.

5. In our study, we have seen that HSC result is significant at 5% level of significance. When the result is higher, the possibility of getting job is higher. There govt. can motivate to the students to achieve good result in the HSC examination to create more employment.

5.3 Limitations of the study

Due to limited time and resource, data used is very limited. At the same time, due to pandemic situation we could not reach out to all the respondents properly and many respondents were not provided appropriate information willingly. Further research can be done by using more data from various departments to have a broad view towards employment and the reasons of unemployment.

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Questionnaire on

Socio-Economic Determinants of employment for the students of a regional public university in Bangladesh. A case study of BSMRSTU

[All information will be kept confidential] [Thank you for your time and cooperation]

Name of the respondent: ; Gender: ◯ Male ◯ Female;
Age: ; Family member: ; Marital status: ◯ Married ◯ Unmarried;
Department: ; Education: ◯ Graduate ◯ Post-graduate;

Answer to the following questions:

1. Employment stratus:
   ◯ Employed ◯ Unemployed

2. Unemployment exit duration:
   Month Year.

3. Dwelling house:
   ◯ Village ◯ Town

4. Job market information:
   ◯ Yes ◯ No

5. Number of job exam you have given: .

6. Present residence:
   ◯ City ◯ Village

7. Face distance problem for attending job exam: ◯ Yes ◯ No

8. Per month family income and expenditure .

9. Enrolment in job coaching:
   ◯ Yes ◯ No

10. Previous job experience
    ◯Yes ◯ No

11. Family support for job preparation: Yes◯ No

12. Health status:
    ◯ Disability ◯ No disability

13. Determination of job:
    ◯ Govt. ◯ Private

14. Any previous training for job:
    ◯ Yes ◯ No

15. Govt. job preference:
    ◯ Yes ◯ No

16. Self-preparation for job:
    ◯ Good ◯ Very good ◯ Not good

17. Communication skill:
    ◯ Good ◯ Very good ◯ Not good

18. Necessity of job:
    ◯ Urgent ◯Very urgent ◯Not urgent

19. What do you think about govt. job: Fair
    ◯Unfair ◯Little fair
    Quite fair

Academic results:

Exam passed	Scale	Result
SSC	GPA	
HSC	GPA	
Honors	CGPA	
Masters	CGPA	