

The Gap Between the Required Entry-Level Job Experience and the Opportunity for the Freshers in Bangladesh

Azmery Sultana

Department of Management, Army Institute of Business Administration

Dhaka, Bangladesh

azmerysultana09041@gmail.com

ABSTRACT

Proper utilization of human capital is one of the most important issues in the developing economy of a country. The paper investigates the impact of the gap between the required job experience for entry-level and the remaining job opportunity for the freshers of Bangladesh. To conduct the research, participants from different sectors such as students, entry-level, mid-level, and freshers have been chosen for data collection. The collected information was solicited on the current gap between the required entry-level job experience and the fresher's job opportunity in Bangladesh. The performance construct was defined by the term's effectiveness, required experience level, knowledge gap, current job status, minimum years of required experience, flexibility, the opportunity of getting a job, fresher's depression level, and unemployment rate. The collected data were analyzed through descriptive statistics. For example, several people from different levels from the job holders to the students have participated here. The data shows a worse contribution of the required level of experience for getting into a job for the freshers. A minimum year of experience is required for getting into the job but on the other hand, freshers are not getting any opportunity to implement their knowledge in the practical field. The absence of opportunity has risen the unemployment rate in Bangladesh. Around 80% of the participants of the survey have admitted that the required level of experience is the main reason for the freshers not getting into the job after completing their graduation (Billett, 2008). A better implementation opportunity of the acquired knowledge is one of the most significant ways of getting out of this problem.

Keywords: *entry-level job experience, current status, frustration, knowledge gap, insufficient opportunity, depression of the freshers, flexibility, unemployment rate*

INTRODUCTION

Introduction of the Problem

Proper employment opportunity is considered to be one of the most important factors of the global phenomenon. To have efficient and economical improvement within

the whole of Bangladesh, the utilization of the acquired knowledge of the freshers in job sectors plays an important role in modern-day. The unemployment rate in Bangladesh is 5.40 percent in 2022 which is much higher compared to the previous one. The rate will be increasing day by day. Because of having no better opportunity for the freshers, they are getting frustrated. To earn money for their life, they have to do illegal works which in turn makes a country and its financial situation worse. In Bangladesh, there are few opportunities for freshers to have the formal experience of work before joining corporate life. On the other hand, every organization requires and recruits a person who has relevant experience related to that field. As a result, after completing their courses and degree, they remain unemployed (Baert et.al, 2017). Almost every entry-level job requires 1-3 years of experience. From the survey, it is clear that more than 90% of people feel and find it difficult to have a job without having no experience. Besides that, it is thought to be the main reason by the freshers and job seekers for not getting a job even after having the required degree. (Bartolj & Polanec, 2018). The educational institution of Bangladesh does not offer any working opportunities for the students. So many of the participants want to have the internship opportunity available and a direct connection between the internship and the permanent job opportunity (Bolli, et.al, 2019). Otherwise, the unemployment rate will be increasing day by day. As the job opportunity is less compared to the number of graduates in Bangladesh, every organization should have the scope of expanding the work. Business sectors should be expanded so that the students don't have to rely on jobs only.

Importance of the Problem

The employment rate is an important factor to measure the development factor of a country. The research paper will evaluate the gap between the required experiences and the opportunity for the freshers. As a result, it will define the development sector and opportunities in Bangladesh. If the graduates cannot implement their gathered skills and knowledge in work, Bangladesh will be unable to develop.

Description of the Relevant Scholarship

The working experience becomes a major requirement for entering into any job for the graduates. As in Bangladesh, there is no opportunity in the educational institution for this experience, and most of the students have to remain unemployed for a long period. There are very few employment opportunities compared to the number of graduates every year. More than 90% of freshers are having no job and cannot contribute to the development of Bangladesh. The absence of opportunity has made Bangladesh unable to utilize the energy of the youth for the development of the economy.

According to (Esther & Renold, 2021), If a person has no experience, he will have no employment opportunity. In the article, "No experience, no employment: The

effect of vocational education and training work experience on labor market outcomes after higher education” the importance of having the relevant experience is important for getting into the job. Even if the students are only concerned with gathering experience by doing a part-time job, they will be late in completing their studies. In Bangladesh, many students are seen joining the call center job which will make them late in completing their graduation.

Experience is required for the better performance of the employees (Godfroid et. al, 2022). The title, “Employee Tenure and staff performance based on experience” refers to the importance of experience. In Bangladesh, most of the employees are expected to have the relevant experience so that they can save the training cost and time. As a result, the organization can have the best quality of work from experienced employees (Jung & Magrabi, 1991).

A work-based learning organization plays an important role in utilizing the knowledge of the freshers and can implement their skills (Raelin,1997). In Bangladesh, educational institutions do not provide a work-based learning system. Here an internship term is provided to the students for three to four months duration. But unfortunately, this system does not guarantee that students have a permanent job opportunity. As a result, the freshers remain unemployed for a certain period.

The opportunity for school-to-work transition is not available in Bangladesh (Ryan, 2001). The students are unable to implement their gathered knowledge properly. As a result, after completing the graduation, they cannot join any organization because of having no work experience.

The economic implementation of learning by doing carries the highest value (Arrow, 1962). Though it has a great significance, in Bangladesh, the student does not get this opportunity. They only study the materials but do not get an opportunity for implementing their knowledge and skills. As a result, while applying for a new job, they cannot show any experience which is one of the main reasons for not getting into the job.

State Hypotheses and Their Correspondence to Research Design

The research paper, “The gap between the required experience for an entry-level job and the opportunity for the freshers in Bangladesh” will analyze the current view and the working system of Bangladesh. It will also clarify the gap between the required experience and the current situation of the freshers. The paper will also mention the reason for the employees being employed for such a long period. The research paper will also analyze the responses from the people of both the entry-level and the mid-level along with the freshers and students. The responses and the collected data will analyze the current situation and the suggestions of the employees.

METHOD

Research type - Qualitative online responses - 54 people from all entry-level, mid-level, freshers, and students of Bangladesh. Several factors cause an impact on employment opportunities which are discussed here, for example, employee productivity, required experience, implementation of knowledge, and work relevancy. The charts evaluate the responses and the correlations of different factors. The graph has also defined the correlation and the impact of different factors. The survey was conducted online by maintaining the Likert Scale Format.

Identify Subsections

To do the research here, a total of 54 respondents are gathered from the entry-level, mid-level, freshers, and students. Several questions are asked to them and collected their responses. Every participant participated in the survey with a clear mind and thoughts.

Participant (Subject) Characteristics

There are about 54 participants who have participated in the survey. Among the total 54 participants, 12 persons were entry-level jobholders, 10 participants are freshers, 2 are mid-level jobholders, and 30 participants are students. Every participant participated online.

Sampling Procedures

All participants in this survey are from different parts of Bangladesh. The entry-level and mid-level jobholders are from different areas of Bangladesh. The total sample size of this survey was 54. The data was collected and analyzed in Linkert Scale Format. The ethical standards that were followed, and safety monitoring systems were in place throughout the study.

1. Sample Size, Power, and Precision

The total sample size is 54 for this survey. Among 54 participants, 12 persons are entry-level jobholders, 10 are freshers, 2 are mid-level jobholders and 30 are students.

2. Measures and Covariates

All questions in the survey forms were formulated to get the following answers of “Yes”, “No” or “Undecided”, “Strongly Agree”, “Agree”, “Neutral”, “Disagree”, and “Strongly

disagree". The collected data was analyzed in Likert Scale format. The techniques were written questionnaires, interviews, and online observation. To have authentic responses, we have promised the participants to keep their names confidential.

3. Formula or Intervention

The collected data were analyzed in a Likert scale format. Besides that, the crosstabulation of different factors was done to define the correlations among different factors. The frequency level was measured properly.

RESULTS

Statistics and Data Analysis

In Bangladesh, most students remain unemployed after graduation because of having no experience. Every company demands the employees of having experience in a related field. As a result, they can have better outcomes for the employees. But the educational institution in Bangladesh has no opportunity for giving the students practical experience. As a result, most of the students have no practical knowledge. In this survey around 54 participants take part and they are from different backgrounds for example students, fresher, entry-level jobholders, mid-level, or experienced ones.

The responses along with the frequency level of each response are designed and given below:

Table 1

Respondent's Current Job Status

	Frequency	Percent	Valid Percent	Cumulative Percent
Entry Level	12	22.2	22.2	22.2
Fresher	10	18.5	18.5	40.7
Mid-Level	2	3.7	3.7	44.4
Student	30	55.6	55.6	100.0
Total	54	100.0	100.0	

Most of the participants of this survey are students and entry-level job holders beside them, freshers, and mid-level jobholders who were also available to share their own opinions.

Table 2

Number of Respondents who think Educational Institutes should provide Opportunities for Acquiring Practical Knowledge before Graduation

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	48	88.9	88.9	100.0
No	3	5.6	5.6	11.1
Maybe	3	5.6	5.6	5.6
Total	54	100.0	100.0	

Most of the participants think that every educational institution should provide the opportunity for acquiring relevant experience so that every student can apply it while applying for jobs. It will help the students and the fresher to get into the job easily.

Table 3

Respondent's Opinion on the Required Number of Years in terms of Employment Experience

	Frequency	Percent	Valid Percent	Cumulative Percent
0-1 year	29	53.7	53.7	53.7
2-3 years	3	5.6	5.6	59.3
4 years and above	22	40.7	40.7	100.0
Total	54	100.0	100.0	

In Bangladesh, most companies demand 2-3 years of experience. There is hardly any organization that requires no experience at all. As a result, most of the students remain unemployed even after completing their graduation.

Table 4

Number of Respondents who think Lack of Employment Opportunities for Freshers causes Frustration

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	44	81.5	81.5	100.0
Maybe	10	18.5	18.5	18.5
Total	54	100.0	100.0	

In Bangladesh, many students do not feel easy and flexible while searching for a job after their graduation. For then, this is because the educational institution has no opportunity for providing them with work experience. So, after graduation freshers cannot take their family responsibility which makes them frustrated.

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Table 5

Crosstabulation of the Relationship between Employment without job experience and organizational opportunities for freshers

		Do you think freshers are getting frustrated for this reason?			Total
		Yes	Maybe		
Do most of the freshers find it easy to get into the job without having any experience?	Yes	4	2		6
	No	36	2		38
	Maybe	4	6		10
Total		44	10		54

Here the common relationship of the two parts was discussed -- easiness to find a job and getting frustrated for not getting into the job. The students have reported that since they are facing several problems in finding a job, they felt frustrated. There were also several suicide cases that have been handled. Many students are even forcing themselves to do illegal work just to manage their families.

Table 6

Crosstabulation of the Relationship between Required Years of Experience and the Organization's scope for work for the freshers with no experience

		Should the organizations have the scope for work for the freshers having no experience at all?			Total
		Yes	No	Maybe	
Do most of the freshers find it easy to get into the job without having any experience?	Yes	2	1	3	6
	No	32	3	3	38
	Maybe	8	0	2	10
Total		42	4	8	54

As the freshers are not finding it easy to get into the jobs in Bangladesh after their graduation every organization should therefore create better opportunities for the freshers to have work experience which can be added while applying for work.

Table 7

Crosstabulation of the Respondent's Idea on the increasing gap between the required experience and the opportunity for freshers

		Should the organizations have the scope for work for the freshers having no experience at all?			Total
		Yes	No	Maybe	
The gap between the required experience and the opportunity for freshers is increasing day by day. How much do you agree with this?	Agree	18	3	3	24
	Disagree	2	0	0	2
	Neutral	4	0	2	6
	Strongly Agree	18	1	3	22
Total		42	4	8	54

As the gap between the required experience and the opportunity for freshers is increasing day by day, and most of the participants agree with it, every organization should have a better plan for compensating it.

DISCUSSION AND CONCLUSION

In Bangladesh, job opportunity is very limited compared to the number of graduates every year. Besides it, the required experience for the position has made it even worse for the freshers. As a result, even after completing the necessary studies and graduating in the relevant subject, freshers are not getting enough opportunities to get into the job. In this survey, several participants around 54 have participated. Most of them are students and freshers. To know the current situation and to make a connection, entry-level jobholders and mis-level jobholders are also taken. It was thought that in Bangladesh most students cannot get the job opportunity for not having enough vacancies. After this survey and from the responses of all the participants it has been verified that, the main reason of not getting a job was because of the required level of experience of freshers. As a result, most of them are suffering from frustration.

Since it is very difficult to get a job in Bangladesh without any work experience most participants have offered an alternative. According to them, If every educational organization in Bangladesh offers a job opportunity or a scope for gathering experience, it will be helpful and easier for the freshers to get into the job. While doing the survey, several obstacles have been faced, for example, many participants find their narratives confidential, and many did not want to share their personal experiences. But the final participants, a total of 54 were very friendly and shared their many experiences and

stories along with the suggestions. If every suggested idea can be implemented, many freshers will be able to implement their knowledge perfectly.

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