

## Influences of Education on Career Choice: A Study on Sylhet City, Bangladesh

<sup>1\*</sup> *Md. Abdul Latif*, <sup>2</sup> *Mohammed Abdul Aziz*, <sup>3</sup> *M.D. Munna Ahmed*

<sup>1</sup> *Department of Business Administration, Sylhet International University, Bangladesh*

<sup>2,3</sup> *Advanced Research and Education Center, Nayasarak, Sylhet, Bangladesh*

Received 27 June 2015, Accepted 18 July 2015

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### ABSTRACT:

This paper attempted to explore the expectation level of individuals to match themselves with the career offers and their awareness level to make the right decision in choosing right career in an economy of unemployment problems especially among the educated persons. This descriptive analytical research work is done on the basis of perceptions of students of different levels of education. The stratified probabilistic sampling is used to collect information from representative units of the population. A well structured questionnaire is used to collect data from 235 educated youths of Sylhet city, Bangladesh. Sylhet is one of the seven divisional cities of the country with 160 million people in most densely populated area of the world. This developing economy has an alarming issue of increasing unemployment problem of educated people. The collected data were processed through Microsoft Excel 07 and SPSS 19 to get the desired outputs by using statistical methods like frequency distribution, cross tabulation and Chi-square tests. It is supposed to get significant difference in the expectation level of youths from their careers, scopes of using education and skill in the job and the social status and other expectation from the job. But the research on an economy of underemployment proved no such difference in the expectation from careers as majority of the people have to struggle to get a job to survive by minimizing the matching process.

**Keywords:** *Career Choice, Youth, Matching process, Knowledge, Compensation*

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### INTRODUCTION

Rapid change is a characteristic feature of the job market which derive unemployment problem. It is a common scenario of most countries. Bangladesh's educated youths are facing some serious issues after completing expected level of graduation as well, like educated unemployment and under employment. This compelled them to think carefully before selecting their career especially in an economy while unemployment problem are existing. Beginning of the career students has relatively similar interest in three broad selections;

employment, entrepreneurship and creative field. Educational level has influences on career selection due to the expectation of status and other returns. The quality of decision making is supposed to be increased along with education level because of gathering more information and acquiring the art of decision making.

As the future job market can be fluctuating, the present study suggests that the various factors should be taken into consideration very carefully before selecting career. Career management is the lifelong process of investing

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\*Corresponding Author, Email: [novalatif@gmail.com](mailto:novalatif@gmail.com)

resources to achieve the desired career goals. The result of successful career management should include personal satisfaction, balance in both life and work, goal achievement and financial security (Seema and Sujatha, 2012). The individual quality of students is different from one another that result in choose of their career in respective field through the choice of their branch of education. The level and branch of education are supposed to increase the specific interest about working field. This study is designed to consider the impact of education on choosing the career both by level and by branch.

#### Literature Review

Career can be defined as pattern of work of a person's life. Career management is a process to gather information, to increase awareness and to adjust with environment (Greenhaus et al., 2013). The selection of career is very important for any individual. The career as bankers, university teachers, doctors and engineers depend on specific type and level of education. Career selection is the process of choosing a profession or occupation that lead future life (Zaidi and Iqbal, 2012). Though parent's expectation, peer pressure, uniformed decision and self image influences on career selection (Giola, 2010). Such factors influence on decision on education level and branch. But the performances on education have impact on career selection also. The more requirement and restriction on specific job decrease the interest of candidates in selecting that career. The experience and information about the any job makes others more cautious in career selection (Lent et al., 1994). Some researchers identified push and pull factors in selecting self employment by minority ethnic groups (Boissevain, 1984; Barrett et al., 1996). Non matching job pull the aspirant youths back in their career (McGrimmon, 2010). So career should be matched with the education level of the youths. Borchert (2002) identified environment, opportunity and personality as the major basic factor of career selection and the education increases the ability of youths to avail the opportunity of the career environment. Education increases the awareness about the better career opportunity, preparedness to avail such opportunity, intention of using the

knowledge and skill in workplace and the socio-economic returns from the career. Thus education plays important roles in career selection and continuation with success.

#### Objectives

The main objective of the paper is to examine the influence of education by level and branch in consideration of career selection. The specific objectives are:

- i. To find out the demographic profile of the respondents within their present educational qualification to measure the justification of that research.
- ii. To examine the relationship between career choice and different descriptive variables such as demand for job, scope of using education in job and job status.
- iii. To show the level of education and its influence in an economy where unemployment problem is existing.

#### RESEARCH METHOD

The research was conducted to reveals the range of educational influence on career choice on educated youths at their career preparation level and to look for whether there is relationship between targeted variables or not. It can be categorized as a descriptive analytical applied research. The researchers have developed different hypotheses with intention are to be proved by this research are:

##### Hypothesis 1

There is no significant difference among the respondents of different education levels regarding the achievement of minimum requisite qualities of each career.

##### Hypothesis 2

There are no significant differences among the respondents of different education levels regarding the utilization of knowledge and skill in their working fields.

##### Hypothesis 3

There is no significant difference in the expectation of socio-economic return from the career among the respondents of different education levels.

The researchers used stratified random sampling of prospective youths of that region and selected the range of age, gender and education level as primary data. The primary

data was collected from 235 youths of different educational institutions of Sylhet city by a well structured questionnaire. Sylhet city is located on the banks of the Surma River and is surrounded by the Jaintia, Khasi and Tripura hills of India. The questionnaire was verified by the senior researchers before collecting data to be ensured about the validity of research. Microsoft Excel 07 and SPSS 19 used as a data analyzing tools. To reach in a conclusion, Cross tabulation and Chi-square test were analyzed and formed as outputs.

**RESULTS AND DISCUSSION**

The educational profile helps to get variation of decision in different level of education and large portion of respondent changes their path of career after completing Higher Secondary Certificate (HSC).

In this primary level of career path students has first choice on science and following position are arts and business studies. Among 235 respondents, only 29.8 % had business studies while science had 7.2% more than business studies and arts kept remaining portions.

The variations observed in HSC level when

students' quality of judgment has increased that turned them to rethink about career selection. The business studies, which was 3<sup>rd</sup> position in SSC level moved to 1<sup>st</sup> choice in HSC level. Students who received lower marks in SSC feel disappointed and some case they feel better to change as it looks hard. The space of opportunity to become a doctor or an engineer is very rare with lower score and hesitated person don't want to take this risk. Employment opportunity in marketing, banking and in finance sector dramatically increased during the last decade. Opportunity of higher education has also increased in private and public institution during this period that attract student to get knowledge about business oriented sectors and make them independent entrepreneurs. Focus on business education is remained constant (43% of graduate respondents) in graduation level in order to make them eligible for the position offered by the enterprises (table 1).The priority of education in business related studies in post graduation is also restored due to the demand of market. So it can be inferred from the profile of the respondents that the representative sample of the population is adapting themselves to the career opportunity by educating them in the demanding programs.

**Table 1: Profile of respondents regarding the level and branch of education**

Level	Group	Frequency	Percent	Level	Group	Frequency	Percent	
<b>SSC (Grade 10)</b>	Science	87	37.0	<b>Graduate</b>	Science	17	31.48	
	Arts	78	33.2		Arts	10	18.52	
	Business	70	29.8		Business	23	42.59	
	Total	235	100.0		Other	4	07.40	
<b>HSC (Grade 12)</b>	Science	72	30.6	Total	54	100.00		
	Arts	72	30.6	Arts	3	18.75		
	Business	91	38.7	Business	6	37.50		
	Total	235	100.0	Science	5	27.78		
<b>Undergraduate</b>	Science	48	20.96	<b>Post-Graduate</b>	Other	2	11.11	
	Arts, Social Science	45	19.65		Total	16	100.00	
	Business	113	49.35					
	Others	23	10.04					
	Total	229	100.00					

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014.

Every job requires specific level of skill and knowledge from the employee. So the enterprises design minimum requisite qualities for every employment. For entrepreneurship, different fields require different skills, interest and quality to perform the necessary task effectively. For creative work, nobody can imagine a wrong person in a specific field. Without imaginary thinking capacity, nobody can be a poet, writer or artist. Thus every career requires specific quality to be fit with it. The education creates awareness about career and the requirements to be fit with any career. So the educated persons are supposed to consider the minimum quality to apply for a job. The unemployment problem-ridden economy creates the opportunity of malpractices in employment, especially in the public enterprises, as the supply of human resources exceeds the demands and the educated unemployed youths' need for job is very high because of huge investment of time and money for academic degree for expected jobs. Most of the respondents (82.5%) consider the minimum qualification to apply for a job as significant and

most significant. A small portion (7.3%) consider that requisite quality as insignificant and most insignificant because of their dependence or frustration because of existing malpractices in employments in Bangladesh. The similar perception may persist in the mind of 10.3% of the respondents who think it as moderately significant (table 2a). There may be some sort of frustration in their mind but they take their preparation for achieving the minimum academic degree for employment. Analyzing the education level of respondents' perception regarding requisite quality for employment, it is found that all respondents from HSC level consider that quality as significant or most significant. But a small portion of respondents from higher level of education expressed their negative opinion regarding that quality because of their bitter experience from practical life. The Chi-square test verifies that there is no significant difference in the perception of respondents from different tiers of education level (table 2b).

**Table 2a: Consideration of requisite quality by educated Youths**

Education level	Description	Demand of Job (Requisite Qualities)					Total
		very Insignificant	Insignificant	Moderately significant	Significance	Strong Influence	
HSC	Count	0	0	0	1	5	6
	Percentage	0.0%	0.0%	0.0%	16.7%	83.3%	100%
Under-graduate	Count	3	11	19	72	70	175
	Percentage	1.7%	6.3%	10.9%	41.1%	40.0%	100%
Graduate	Count	0	2	3	15	18	38
	Percentage	0.0%	5.3%	7.9%	39.5%	47.4%	100%
Post Graduate	Count	0	1	2	3	10	16
	Percentage	0.0%	6.3%	12.5%	18.8%	62.5%	100%
Total	Count	3	14	24	91	103	235
	Percentage	1.3%	6.0%	10.2%	38.7%	43.8%	100%

**Table 2b: Chi- Square test**

	Value	df	Asymp. Sig. (2-sided)
<b>Linear-by-Linear Association</b>	0.549	1	0.459

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014.

The intention of every educated person is to build a better career and use their acquired skill and knowledge in their working field. The expectation is supposed to be higher in the lower tier of education as students may have less bitter experience about working field. But the respondents of upper educational tier are in more touch of practical world of underdeveloped economy where the utilization of human's talent is not up to the expectation level. Most of the respondents (76.2%) expects to use their knowledge and skill in their working field significantly or most significantly. A small portion of respondents (6.3%) do not consider that factor in selecting their career and 17% of them consider it as moderately important. This is because of stiff competition in employment and redundancy of graduates in that economy (table 3a). So, that portion of respondent has such consideration due to their investment of time and efforts for academic certificate and no option of

wait for suitable job. It is also perceived that due to the increased flow of job seekers, there are little probability of suitable employment in future. The expectation about suitable career with the opportunity of engaging the knowledge and skill may be varied in the respondents of different level of education. The lowest levels are far away from practical field and have a utopia about their future, so they are found very optimistic about utilizing skill and knowledge in their working area. But in the upper level youths are comparatively more practical and aware of the job market, so a small portion of them do not consider the factor as most significant or significant. They are ready to sacrifice that intention for the sake of survival.

The Chi-Square test justifies that there are no significant difference among the respondents of different tier of education in the intention of utilizing their knowledge and talents in their working field (table 3b).

**Table 3a: Education level and Scope of using education in the Job: Cross-tabulation**

Education level	Description	Scope of using Earned Education and Skill					Total
		very Insignificant	Insignificant	Average	Significance	Strong Influence	
HSC	Count	0	0	0	2	4	6
	Percentage	0.0%	0.0%	0.0%	33.3%	66.7%	100%
Under-graduate	Count	3	12	27	62	71	175
	Percentage	1.7%	6.9%	15.4%	35.4%	40.6%	100%
Graduate	Count	0	0	7	16	15	38
	Percentage	0.0%	0.0%	18.4%	42.1%	39.5%	100%
Post-Graduate	Count	0	1	6	6	3	16
	Percentage	0.0%	6.3%	37.5%	37.5%	18.8%	100%
Total	Count	3	13	40	86	93	235
	Percentage	1.3%	5.5%	17.0%	36.6%	39.6%	100%

**Table 3b: Chi-Square test**

	Value	df	Asymp. Sig. (2-sided)
<b>Linear-by-Linear Association</b>	1.458	1	.227

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014.

The economic and social status of the job is considered as important as social-economic return received from the job. Every youth invest in education in the expectation of return from the career. So the return is very significant to the aspirant youths. Most of the youths (80.5%) consider the return as significant or most significant. Only the smaller frustrated portion (7.7%) considers the return as insignificant or most insignificant may be due to the perceived incompetence or pessimistic attitudes (table 4). Like other factors the return from career is considered as above average significant by the respondents of lower education level but a portion of higher levels is compromising regarding the return for the sake of survival. The Chi-square tests verifies the hypothesis that

there are no significant differences among the respondents of different education levels regarding the expectation of return from the career (table 4).

The impact of education level on career selection can be analyzed according to the perception of aspirants of different education levels regarding the significance of minimum requisite quality, scope of utilization of the earned knowledge and skill in the work field and expectation of socio-economic return from the career. It is found that most of the respondents perceive those factors of career as significant in above average level. The perceived less qualified and pessimistic persons are somehow frustrated about these factors but they are the minority (table 5).

**Table 4: Education level and Socio-economic status of job: Cross tabulation**

Education level	Description	Socio-Economic Status of job					Total
		very Insignificant	Insignificant	Average	Significance	Strong Influence	
HSC	Count	0	0	0	4	2	6
	Percentage	0.0%	0.0%	0.0%	66.7%	33.3%	100
Under-Graduate	Count	4	12	25	65	69	175
	Percentage	2.3%	6.9%	14.3%	37.1%	39.4%	100
Graduate	Count	0	2	2	20	14	38
	Percentage	0.0%	5.3%	5.3%	52.6%	36.8%	100
Post-Graduate	Count	0	0	1	8	7	16
	Percentage	0.0%	0.0%	6.3%	50.0%	43.8%	100
Total	Count	4	14	28	97	92	235
	Percentage	1.7%	6.0%	11.9%	41.3%	39.1%	100
<b>Chi-Square tests:</b>							
		Value		df		Asymp. Sig. (2-sided)	
<b>Linear-by-Linear Association</b>		1.620		1		0.203	

Source: Outputs of SPSS of the Data from Field Survey conducted on May-Aug 2014.

**Table 5: Result of hypothesis testing**

NUMBER	Hypothesis	RESULTS
#1	There is no significant difference among the respondents of different education levels regarding the achievement of minimum requisite qualities of each career.	Accepted
#2	There are no significant differences among the respondents of different education levels regarding the utilization of knowledge and skill in their working fields.	Accepted
#3	There is no significant difference in the expectation of socio-economic return from the career among the respondents of different education levels.	Accepted

Due to the supply of more and more human resources in excess of demand creates some sorts of malpractices where requisite quality is ignored, less consideration of utilization of knowledge and skill and in consequence socio-economic return from the career is not matching with the quality.

### CONCLUSION

Like other factors of career choice, Education level of aspirant youth is supposed to have major impact on career choice. The entrance, expectation about deliberation and returns are the main concern for selection of careers by the educated youth. Achievement of required certificate in demandable programs is considered by almost all the respondents along with the expectation about utilization of education and skill in the career and expected socio-economic returns from the careers. Thus, education influence the youths in preparation for career, in searching the utilization scope of talents and expected returns from the career with the limitation of malpractices in the employment in public jobs that create pessimistic attitudes about the entrance and continuation.

### Benefits of the Study

The study would help to get notification about awareness, preparation and expectation of the educated youths due to their acquired knowledge. Such notification is more important for the existing and potential entrepreneurs to utilize the talents and efforts of the educated youths who are always considered as most valuable assets.

### Limitation of the Study

The sampling frame and size of sample is the visible limitation of that research. The lack of sufficient literature due to insufficient study in Bangladesh context is another limitation of establishing theoretical background of that study.

### Further Research

Such type of research by resetting sampling frame and taking larger sample size can be used for effective generalization on that topic. Research on other factors of career selection may be used to judge the impact of these factors on career selection and a regression analysis can

be done to establish an effective equation on the factors of career selection.

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