

Report On
Fresh Graduate's interest on doing job at Bangladesh Bank

By
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An internship report submitted to BRAC Business School in partial fulfillment of the
requirements for the degree of
Bachelor of Business and Administration

BRAC Business School
BRAC University
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Declaration

It is hereby declared that

1. The internship report submitted is my own original work while completing degree at BRAC University.
2. The report does not contain material previously published or written by a third party, except where this is appropriately cited through full and accurate referencing.
3. The report does not contain material which has been accepted, or submitted, for any other degree or diploma at a university or other institution.
4. I have acknowledged all main sources of help.

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Letter of Transmittal

Ms. Tanzin Khan

Lecturer,

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66 Mohakhali, Dhaka-1212

Subject: Submission of the Internship Report titled “Fresh Graduate’s interest on doing job at Bangladesh Bank”

Dear Madam,

It is a great pleasure to present you the final internship report titled “Fresh Graduate’s interest on doing job at Bangladesh Bank” which is required for the course BUS400.

It is my honor to work on the central bank of Bangladesh and gain in-depth knowledge about how their overall departmental basic works, policies and their functions. Through the research, I have tried my best follow your instructions and accommodate as much relevant information to make this report as informative as possible.

I sincerely hope that the report will meet the standards which you were looking for.

Sincerely yours,

Sabrina Binta Azad

16104117

BRAC Business School

BRAC University

Non-Disclosure Agreement

This agreement is between Bangladesh Bank, Dhaka and Sabrina Binta Azad from BRAC University to use general information about the organization from their website and information and gathered during internship period from supervisors for the project “Fresh Graduate’s interest on doing job at Bangladesh Bank” which is not disclosed anywhere rather than my project and presentation.

For this report there are no such confidential data that I am aware of as only general data was used from the website and public articles. Here I may disclose confidential Information which the organization has no issues with me or my University.

The organization agrees that in order to complete the course BUS400 I have to submit the report and give a detailed presentation which mainly includes general information and little to no confidential information which will be presented Infront of a small group of audience that has not signed any non-disclosure agreements. This agreement may not be modified except by written instrument signed on behalf of each party.

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Executive Summary

Among graduates who have been in employment, understanding precisely what they desired to do or having a desirable thought about kinds of jobs and careers upon finishing university was the most vital aspect or behavior in identifying whether or not that employment was in professional or managerial roles or in non-professional roles to find out if it goes with their expectations. In this report, through primary and secondary research the key factors that influence interest of fresh graduates are identified and which variables are more relevant in this time of life are highlighted. The information for this research has been assembled through questionnaire distributed among the fresh graduates of private and public university, in addition, the secondary data has been obtained by going through numerous research papers, journals and articles. Through the results of the report, data analysis is performed and recommendations are specified for the organization which can be executed to additional progress to raise the level of interest of fresh graduates towards doing job at Bangladesh Bank.

Key Words: Employment, Bangladesh Bank, Interest of Fresh Graduates.

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List of Acronyms

IFGT	Interest of Fresh Graduates
SCST	Social Status
JSET	Job Security

Chapter 1:

Introducing the organization:

1.1 Overview of Bangladesh Bank –

The central bank of Bangladesh was once set up as a body corporate vide the Bangladesh Bank arrange 1972(P.O.No.127 of 1972) utilized to be impact from 16th December, 1972. It took area of the State Bank of Pakistan for the domain of Bangladesh within the incitement of freedom of the nation. The office of the Agent Representative of the country monetary institution of Pakistan in Dhaka works as its Head Office. After the liberation fight and the ultimate autonomy for the Bangladesh, the Government of Bangladesh recognized the Dhaka department of the state monetary institution of Pakistan as the central budgetary institution of the nation and named it Bangladesh bank. The reorganization utilized to be carried out compatible to Bangladesh Bank arrange, 1972, and the Bangladesh bank got here into presence with honest affect from 16th December 1971.

The Powers and the features of the Bangladesh Bank are governed through a range of laws and acts such as the Banker's Book Evidence Act 1891, Insolvency Act 1920, Banking Companies Ordinance 1962, Foreign Exchange (Regulation Act 1986), Money Loan Court act 1990, banking Companies Act 1991, Financial Institution Act 1993 and the policies 1994, Companies act 1994 and Bankruptcy Act 1997. At Present it has ten workplaces positioned in Motijheel, Sadarghat, Chittagong, Khulna, Bogra, Rajshahi, Sylhet, Barisal, Rangpur and Mymensingh in Bangladesh.

1.2 Functions of Bangladesh Bank –

There are many functions Bangladesh Bank performs rather than just regulating economic and monetary sectors and some main features of them are shown below:

- Setting specific rules and providing supervisions of banks and non-bank economic institutions, promotions and improvement of domestic monetary markets.
- Temporary banker for the whole Bangladesh authorities.
- Constructions to the executions of financial and deposit policies.
- Administration of Bangladesh internationals reserves.
- Gathering and furnishing of deposit information.
- Issuance of foreign money notes.
- Executions of overseas Exchange regulation Act.

- Administration and Protocols of the fee gadget.
- Preventing illegal concealment of money.
- Dealing a Deposit insurance Scheme.

1.3 Mission of Bangladesh Bank –

Bangladesh Bank is carrying out its following important features as the country's central bank:

- Formulation monetary and deposit insurance policies
- Managing foreign money problem and regulating paying system
- Managing foreign exchange reserves and regulating the foreign exchange market
- Regulating and supervising banks and monetary institutions and advising the government on interactions and influences of fiscal, economic and other economic policies.

In 2019 Bangladesh Bank mission they have mentioned, they are discharging these features in a forward looking, proactive, responsive and consultative manner. In their aspiration for ever greater requirements of performance they are conscious of their limitations in independence, logistics, expert expertise and appropriateness of skill sets in staffing; they are continual in effort to overcome these limitations. In their work they will retain and in addition to improve the already earned self-belief and trust of the nation, to continue being considered as a respected group to be emulated. Towards accomplishing these, their overall performance commitments to our diverse huge stakeholder agencies are as follows:

For the Nation-

They will catalyze and support socially accountable and environmentally sustainable development initiatives, inter alia inclusive of fuller financial inclusion of under-served productive sectors and bringing in wanted new dimensions in monetary markets and institutions; to facilitate extensive primarily based boom in output, employment and income, for fast poverty eradication and inclusive monetary and social progress.

For the government-

They will undertake and implement financial and savings policies conforming with country wide priorities, in coordination with government's fiscal and different macroeconomic objectives. They will optimize overseas alternate reserves and returns thereon, maintain

balance in financial markets curbing immoderate volatility, and provide evaluation and advice to the authorities on issues in economic administration and development.

For depositors in banks and monetary institutions, investors in monetary assets-

They will make sure protection of deposits in licensed banks and economic institutions with on-site and off-site supervision of their activities and with sufficient economic statistics disclosure requirements, without insuring small deposits. They will maintain an activity charge structure that provides truthful return on economic property while also aiding increase in the real sector, and they will promote and support development of markets in bonds and securities.

For banks and financial institutions in Bangladesh-

They will grant precise prudential regulatory, hazard administration and disclosure framework to defend solvency and liquidity of person institutions and steadiness of the normal financial system, acting as lender of closing motel if and when needed. They will trouble rules and put into effect compliance therewith inter alia on capital adequacy, asset classification, profits recognition and provisioning, large exposure and risk management; thru open consultative processes. They will preserve exterior sector viability with change charge stability and sufficient overseas exchange reserves. They will furnish a invulnerable and rapid price settlement system. They will promote and support improvement of new financial products, services and instruments.

For banks abroad-

They will maintain a solvent, liquid home economic machine with precise prudential regulatory, chance management and disclosure framework in line with global first-rate exercise standards. They will hold exterior quarter viability with change fee balance and adequate reserves. They will preserve a secure, rapid charge device for agreement of claims.

For the enterprise community, including farm and non-farm SMEs-

They will preserve liquidity conditions and credit score policies ensuring sufficient credit flows at market driven bendy interest fees for all productive financial activities, such as in sectors like agriculture and SMEs where markets have not been very responsive. They will foster macroeconomic steadiness thru economic and external sector management. They will promote

and assist improvement of new financial products, services and instruments. They will preserve a solid and speedy price device for agreement of claims.

For Bangladeshis abroad-

They will facilitate remittances from your income overseas to Bangladesh through authentic banking channels free of involvement of cash launderers or terrorism financiers. They will assist and promote development of new funding possibilities for your remittances to Bangladesh.

For our employees-

They will hold an surroundings that reinforces their delight in being personnel of Bangladesh Bank with compensation structure enough to appeal to and hold the high-quality in the market, job assignments and logistically properly resourced work conditions encouraging non-stop learning and profitable innovativeness and performance excellence by way of quick monitoring in career path, clear delegation and delineation of obligations and accountabilities, equity and objectivity in performance appraisal and personnel placement decisions.

1.4 Vision of Bangladesh Bank –

In 2019 they have also mentioned, they attempt to strengthen always as a forward looking central financial institution with the capabilities and dedicated authorities of excessive ethical standards, conducting monetary administration and economic region supervision to preserve rate stability and financial system robustness, supporting speedy extensive primarily based inclusive economic growth, employment era and poverty eradication in Bangladesh.

1.5 Objectives of Bangladesh Bank –

Bangladesh Bank have some set of specific objectives which needs to be full filled. These objectives are –

- Handling the task of modifying the circulation of currency and to hold foreign transaction stock.
- Maintain the control power of the financial and credit device of Bangladesh. The main intension is to create balance on internal monetary value.
- To maintain the equality on the fee of the Bangladesh Taka.

- Handling promotion and maintenance of an excessive degree of production, employment and actual income of Bangladesh and to foster increase and improvement of the country's productive resources.
- Strict supervision to the reservation for maintaining the rights of banks in Bangladesh.

1.6 Organizational Structure of Bangladesh Bank –



Figure 1: Organizational Structure of Bangladesh Bank

Chapter 2:

Introduction to the study:

2.1 Rational of the study –

Bangladesh Bank is the most budgetary institution of Bangladesh which is the controlling chamber of the full keeping money machine of the nation. In a financial gadget in a country, financial institution is called the presence blood of the framework. To urge an efficient, successful, created and enhanced keeping money gadget for finishing a solid budgetary objective, a nation has to require a solid and alluring central managing an account framework. For that reason, Bangladesh Bank as the central bank of Bangladesh is taking portion in that fundamentally part of the nation. To operate worthy central keeping money part, from the exceptionally commencing Bangladesh Bank has given a durable importance on its human Assets. In spite of the fact that Bangladesh Bank has given a tough centrality unequivocally on Human Resources, by the by presently the Human Assets Division is going through a parcel of issues. Numerous master and non-professional work force followed out issues in any case have no longer been unraveled however. In existing work, the analyst attempted

2.2 Objective of the Study-

There are some precise primary objectives of doing this report and they are –

- Identifying if their offerings are matching with the fresh graduates' expectations.
- Get familiar with the basic and overall human resource department of Bangladesh bank.
- Determining the human resource enhancement, different guidelines and practices of Bangladesh Bank.
- Getting knowledge about the recruitment, decision and promotion insurance policies of Bangladesh Bank
- Recognize the problems of Human resource department 's overall curriculum and procedure.
- To avoid future problems, providing some suggestion to point out where they can improve or polish off their working procedure.

There are some secondary objectives which is understanding the present situation of Bangladesh bank and how they are holding their quality for ensuring the better future of Bangladesh.

2.3 Limitations of the study-

There is some complexity that have been observed at the time of internship and those are described below -

- Though all of the employees welcomed for any help, they all have very busy schedule and it is hard to contact with any one after the internship session is over.
- All the officers, employees and workers of Bangladesh Bank are not allowed to disclose any records and facts for apparent reasons, which created barrier to do in depth analysis.
- There was some more need of one to one discussion have occurred at the time of working on the report but it was impossible to do because of lockdown in whole country for corona virus fear.
- There was no research paper close to this topic as every intern were interested to do report analysis of their selected department where there is huge lacking on creativity and self-observation.
- The organization was impotent to provide the opportunities on doing filed work as all of their information's are very sensitive and valuable. On the other hand, it encompasses the privacy of general people and the banks also which might be a massive risk for them. But this overall situation did not allow the interns to get practical knowledge of banking work.

2.4 Significance of the report –

The significance of this report can be considered from 4 unique angles and they are described below -

- ❖ Academic: This record can help forthcoming acquisition of knowledge of students or researchers to determine the results of it and can use the consequences to similarly advance the research.
- ❖ Organization: Organization can be benefited by using the results to focus on the factors where they need to work on and the suggestions from the report can be also efficient enough for implementation.

❖ Individual: A person can take a look at this report and locate themselves whether it goes with their expectation level on getting job at Bangladesh Bank. It will also help individuals to understand ta overall competitive market situation for government job.

❖ Others: This lookup may help others in unique topics which can also be associated with banking job sectors and help them related to their research.

2.5 Report Timeline –

Month & Date	March		April			
	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4
Selecting report topic						
Identifying variables						
Collecting secondary data						
Presenting Questionnaires						
Collecting primary data						
Working on introduction of the organization						
Working on reson behind the study						
Working on literature review						
Working on methodology of the study						
Working on analyses and interpretation of data						
Working on Summary of the findings, recommendations & conclusion						
Submitting the report						
Take reviews and complete correct						
Final submission						

Figure 2: Project Timeline

Chapter 3:

Literature Review:

The experience of curiosity about something or any individual is called interest. Interest push an individual to create stamina on work and someone’s action shows how much interest level he or she is putting on that specific matter. Personal interest developed because the idea it used to be an appealing task and something generate anticipation to pursue (Jack Kilby). It's within the fabulousness of intrigued of the radical cleared out sorts - incredible mental and key intrigued - to deny to recognize to the opportunity that sensible human creatures can question to their ideological supervision as viable individuals restricted, that would infer that their ideological demeanor is now not sensible or making sense. (Jordan Peterson). The intrigued alludes to a mental state of having a full of feeling input and centered intrigued for exact

substance fabric and shockingly persevering inclination to re-engage specific lessons of substances, strategies, or conclusions of others. (Ann Renninger and Suzanne Hidi discourses in Krapp et. al, 1992, 1998; Hidi). There are two category that are desirable to be focused on analyzing the interest level of fresh graduates –

- ❖ **Social status** - social status is the honor or prestige connected to one's role in the society. Social status the situation or rank of an individual or crew inside the society can be determined two ways. One can earn their social status by using their own accomplishments which is known as executed repute. On the other hand, one can be positioned in the stratification system with the aid of their inherited function which is known as ascribed status. Graduates are dynamically evaluated for social, communal and interpersonal capability and grasp an employability account in which to bundle bargain themselves and their encounters (Brown and Hesketh, 2004).A fresh graduate with better performance in academic life and experiences will be more interested to demand for jobs that offers higher social status and value to individual's presence.
- ❖ **Job security** - job security is the likelihood that a man or woman will hold his or her job. A work with an extraordinary level of work security is such that a man or lady with the work would have a little risk of turning into unemployed. For attaining the long term benefit it is essential to provide appropriate job security and establish a stable image which will be advantageous for both organization and employees and that will lead to gain more productivity and diminish job stress. On the other hand, it will illustrate the interest of the fresh graduates towards their jobs. (Nironjan Roy, financial express May 08, 2018)

Chapter 4

Methodology of the Study:

4.1 Theoretical Framework -

Through conducting secondary research, two independent variables were noticed & identified to have quite a significant impact on the dependent variable which is “Interest of Fresh Graduates”. These variables are, “Social Status” and “Job Security”. With the above-mentioned variables, the model below is created where there are two independent variables for the dependent variable of “Interest of Fresh Graduates”.

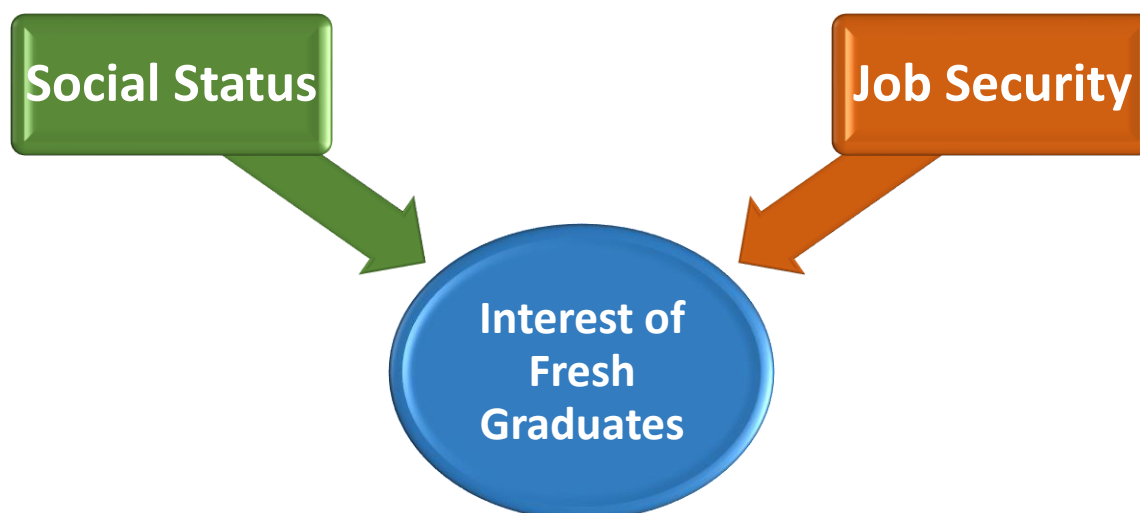


Figure 3: Factors affecting Interest of Fresh Graduates for joining Bangladesh Bank

Independent Variables: The two independent variables “Social Status” & “Job Security” are described below,

- ❖ **Social Status:** Social Status is generally considered as a measurement of social value, it mainly helps to judge a person to the level of respect, honor, defense or competence which is given to people in society (Sauder et al. 2012). Social status is also considered as a belief in society of who holds comparatively more or less social value than the other (Sedikides & Guinote, 2018). From ancient times in societies in Greece, Rome or Egypt, social status has been an important factor for humans and trying to have a higher social status has been a key priority for humans for generations, which they have tried to achieve through work, deeds or even marriage (Verboven, 2007; Mark, 2017). Although a handful of people usually work in the government sectors and have done in previous times, these people are given high social status in society compared to others who work in the private, agriculture or other sectors. This social status symbols in terms help create social hierarchies and helps people to notice how much social value the person has and how he should be treated (Mazur, 2015). For centuries humans have differentiated each other through social status with various methods such as caste systems and other methods. Although these days social status is not by any means taken as drastically as before but it is still considered a very important factor globally which a person considers while looking for a job. Social status helps a person to stand out in

society as a well-respected individual. Thus, a job in a renowned company with decent or high pay range can help a person to gain this high status and these jobs are highly sought after by graduates.

H1: The better social status a company can give, the more the chances of fresh graduates gaining an interest to work for that organization.

❖ **Job Security:** Job security is commonly associated with the assurance of a person keeping his job with respect to the economic condition in the country that person resides in. (James, 2012). In this time, different companies in different industry have certain type of job security however government jobs are globally considered to be more secure (Kaeding, 2014). Moreover, jobs that have a strong union are much more secure for example jobs such as government jobs, education, health-care, law enforcement have high job security while non-unionized private jobs have much less security (Jeremy, 2013). Job security has become such an important factor these days that according to a research for “Randstad Employer Brand Research 2019 survey” conducted globally including 2 lakh people and countries such as India, almost 52% employees were willing to cut 10% of their salaries to ensure job security. Even for freshers & students are preferring job where they would feel safe & secure. In addition, with the improvement of technology many jobs are being created and many jobs are lost so the graduates wish to get a job where they would feel safe and in a survey conducted in various colleges & universities in America almost 82.9% of the respondents voted job security to be very or extremely important, compared to the other variables job security managed to get the highest importance (Capozzi, 2018). Thus, job security is an important consideration for a fresh graduate or a student whom is looking to join an organization.

H2: The higher the security of the job is, the higher fresh graduates gain interest for that position or job.

Dependent Variable: For this study, the variable “Interest if Fresh Graduates” is the dependent variable. Interest of fresh graduates in this context generally refers to how much interest does an individual towards the particular organization. This interest hints towards which type of organization the individual prefers and how well he or she is going to be working there (Su, Rounds & Drasgow, 2012). There are several factors which have to be in place for these fresh graduates to be interested in working for an organization but two common factors are “Social Status” & “Job Security” (Saviozzi, 2017). Bangladesh Bank being the central bank of the

country it is commonly held in high standards among graduates and employees of other organizations as well. Which is why it has interest from talented fresh graduates.

4.2 Types of Data Used -

Primarily two types of data were utilized for this study

- ❖ **Qualitative Data:** Primarily used to identify the key variables. The data were collected through secondary research.
- ❖ **Quantitative Data:** Used predominantly for this report primarily for analyzing and finding out various factors of the variables. The Data was mainly collected through online questionnaire.

4.3 Data Source -

- ❖ **Primary Data:** Primary data for this research was mainly collected through utilization of Google Forms and the respondents were mostly fresh graduates and students of universities.
- ❖ **Secondary Data:** Various articles, journals, books and websites were utilized to gather the secondary data necessary data for this research.

4.4 Data Collection Method -

The collection of data was conducted through questionnaire on the Google Forms which was distributed to various students from reputed university around the country through social media. Secondary data was gathered from various reputable websites and recent articles, books and journals related to these variables and their relation to fresh graduates' interest.

4.5 Statistical Treatment of Data -

Primarily two software were used to do the analysis of the data. IBM SPSS software was used in majority of the analysis of the variables. Apart from that Microsoft Excel was used to create a certain tables and charts in the tables.

Chapter 5

Analyses and Interpretation of Data:

5. 1 Demographics of The Survey –

This survey was conducted on students from various universities around Bangladesh and various demographic questions were asked, the questions and the results are interpreted through graphs or charts below.

Question 1: What is your current employment status?

After inquiring about the respondents work status, the results are depicted in “Figure 4” below,

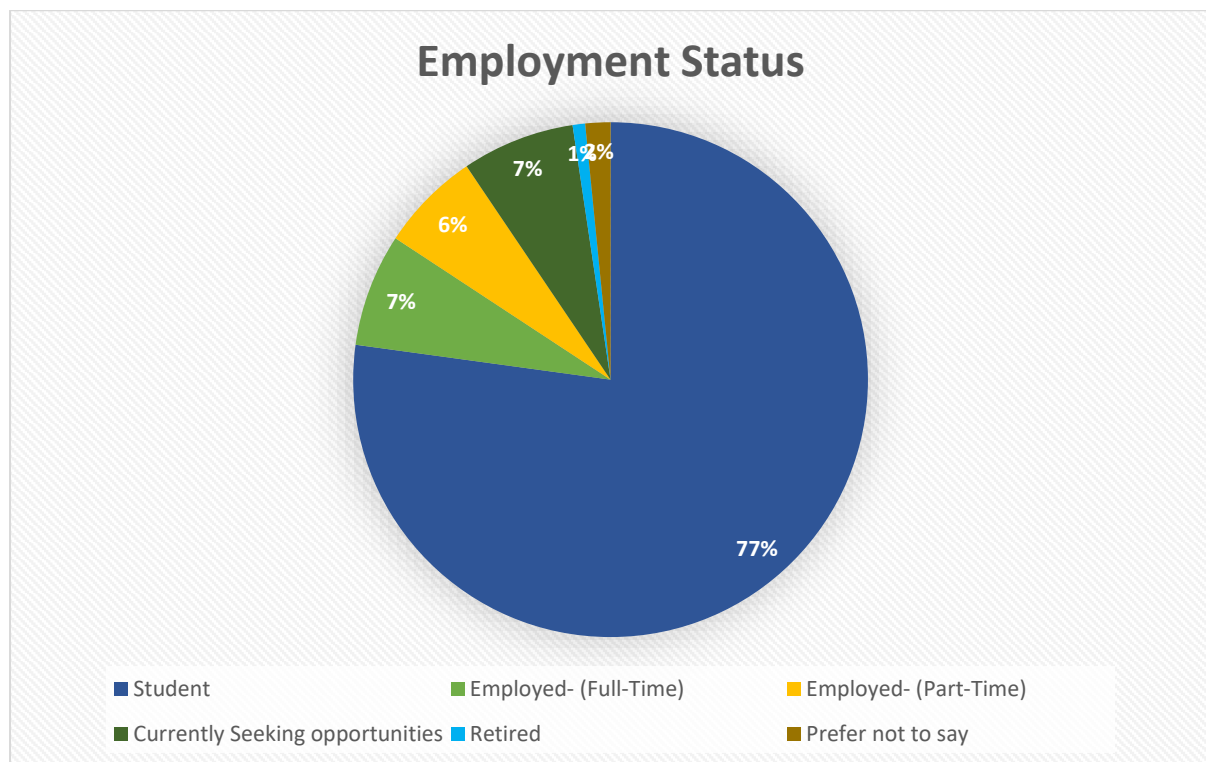


Figure 4: Employment Status of the 127 Respondents

As the research mainly targeted fresh graduates and students it was no surprise that most of the respondents were students or fresh graduates and were not employed in part-time or full-time jobs. 98 of 127 respondents were only students while a total of 26 of the respondents which accounts for 20% of the respondents out of the 127 respondents were employed or seeking opportunities at the moment.

Question 2: What is your Gender?

After inquiring about the respondent's genders through the survey the results showed 59.05% (77 Respondents) of the respondents were female while the rest 40.95% (52 Respondents) of the respondents were male which is depicted in the graph "Figure 5" below.

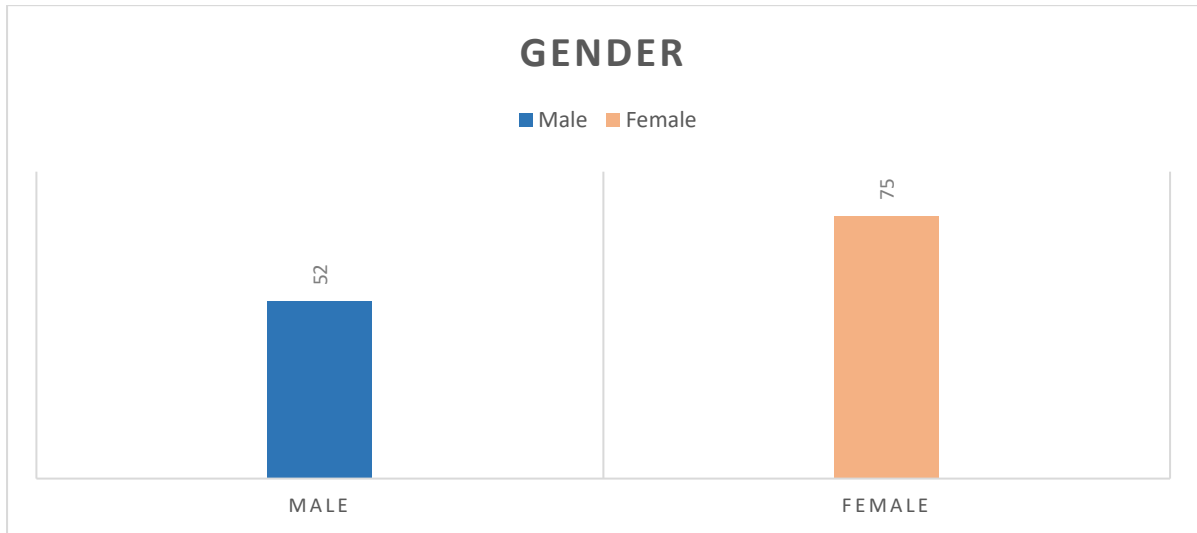


Figure 5: Gender of the Respondents

Question 3: What is your age group?

The age group of our respondents were also collected through the survey and the results are depicted below in "Figure 6",

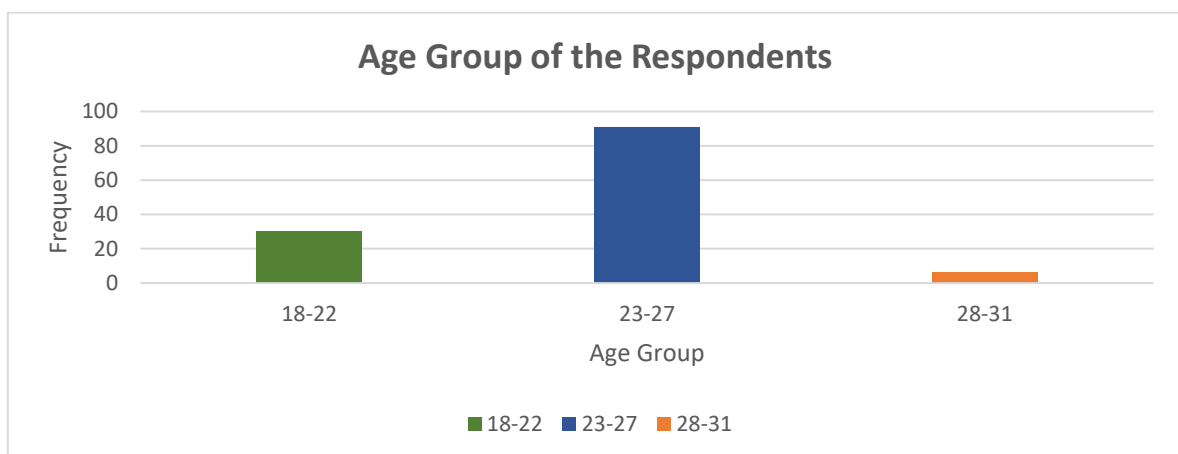


Figure 6: Age of the Respondents

For this survey, A large number of the students or fresh graduates were from the ages of 23 to 27 which accounted for 91 of the respondents, while 30 of them were from the age groups of “18-22” and only 6 of the respondents were from group of “28-31”.

Question 4: Which type of university are you enrolled in or have completed graduation from?

The survey was distributed among students among multiple renown public and private universities in Bangladesh and data were collected regarding which type of universities they are enrolled in or have completed their graduation from and from the results we see from “Figure 7” that 67% (86 Respondents) of the respondents were from private universities while 33% (41 Respondents) percent of the respondents were public universities and we have an almost 2:1 ratio between private university students and public university students among our respondents.

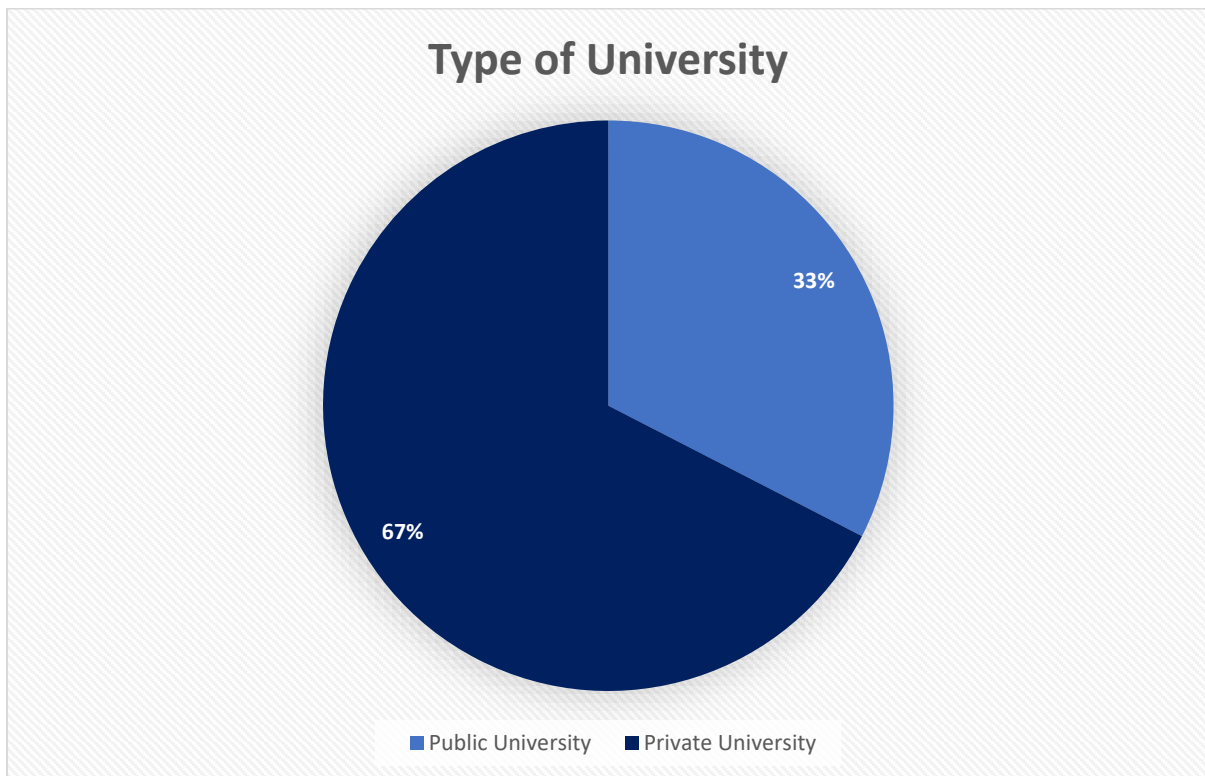


Figure 7: Type of University Respondents are Enrolled in or Graduated from

Question 5: What is your highest educational degree?

Asking the respondents about their highest educational degree revealed that an overwhelming majority of 92% or 117 of the respondents only had an undergraduate degree while only 10 of them or 8% respondents had a post graduate degree which is depicted in “Figure 8”.

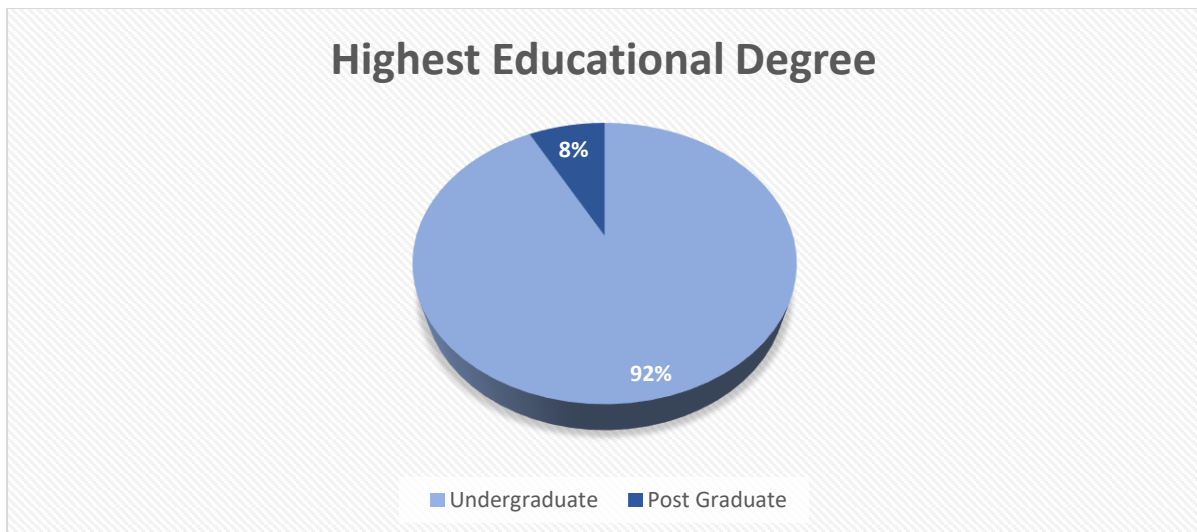


Figure 8: Highest Educational Degree of the Respondents

Question 6: What is your expected first salary for a job?

The respondents mostly being students or fresh graduates for this research, they were asked about their expected first salary for a job and their response were quite unique.



Figure 9: Expected Salary of the Respondents

After analyzing the graph from “Figure 9” we find,

- ❖ 0-15,000 taka: only 10 of the respondents expected their salaries to be in this range
- ❖ 15,001-30,000 taka: Majority of the respondents expected a salary in this range which accounted for 37.8% of the 127 respondents.
- ❖ 30,001-45,000 taka: Coming in second with almost 29.13% of the respondents was the range of thirty thousand to forty-five thousand taka.
- ❖ 45,000-60,000 taka: Only 20 of the respondents expected their salaries to be in this range.
- ❖ 60,001-75,000 taka: Very few respondents (4.72%) expected their salaries to be in this range.
- ❖ 75,001 taka+: Only 6 respondents were hopeful that their salary range would be this high.

5. 2 Analysis of the variable: Interest of Fresh Graduates -

Question 7: Gaining interest of fresh graduates is mandatory for any organization to get talented employees for the future.

Statistics		
Gaining interest of fresh graduates is mandatory for any organization to get talented employees for the future.		
N	Valid	127
	Missing	0
Mean		1.346
Median		1.000
Mode		1.0
Std. Deviation		.6221
Variance		.387
Range		3.0

Gaining interest of fresh graduates is mandatory for any organization to get talented employees for the future.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	92	72.4	72.4	72.4
Agree	27	21.3	21.3	93.7
Neutral	7	5.5	5.5	99.2
Disagree	1	.8	.8	100.0
Total	127	100.0	100.0	

Table 1: Frequencies & Statistics of Question 7

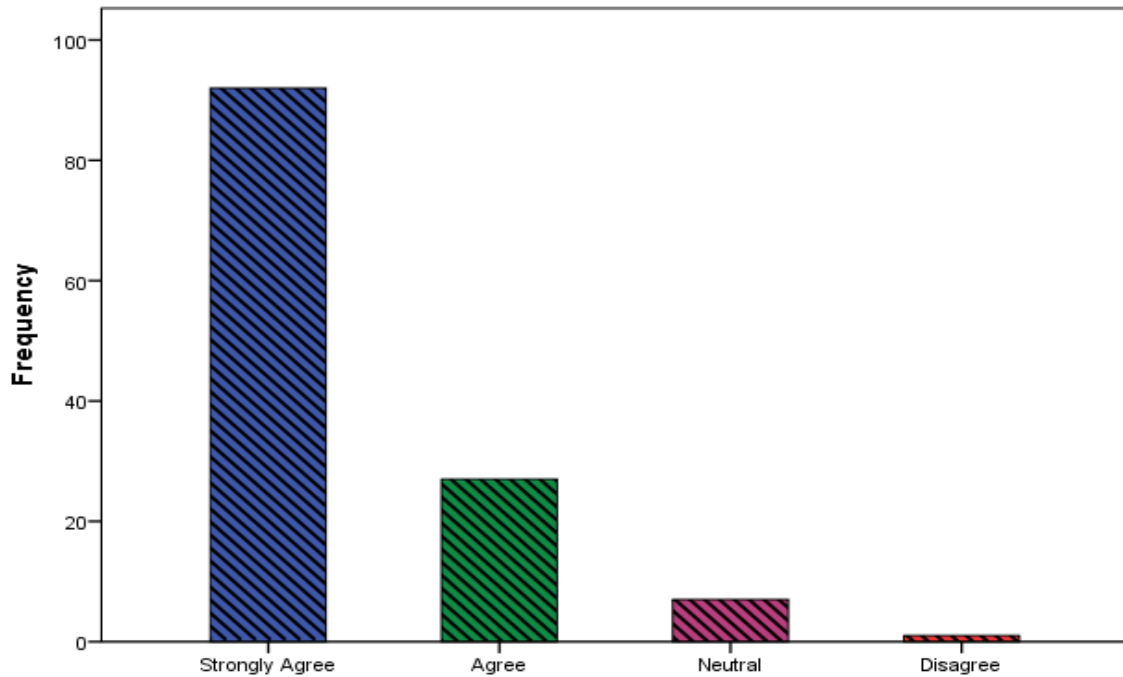


Figure 10: Bar Chart for Question 7

The results from above shows that a more than 119 of the respondents (93.7%) felt that the following statement was important “Gaining interest of fresh graduates is mandatory for any organization to get talented employees for the future.” While only 8 did not have an opinion or were not in support for the above mentioned statement.

Question 8: You would not work in an organization in which you have no interest in even if the offer is good.

Statistics		
You would not work in an organization in which you have no interest in even if the offer is good.		
N	Valid	127
	Missing	0
Mean		1.685
Median		1.000
Mode		1.0
Std. Deviation		.9976
Variance		.995
Range		3.0

You would not work in an organization in which you have no interest in even if the offer is good.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	79	62.2	62.2	62.2
	Agree	19	15.0	15.0	77.2
	Neutral	19	15.0	15.0	92.1
	Disagree	10	7.9	7.9	100.0
	Total	127	100.0	100.0	

Table 2: Frequencies & Statistics of Question 8

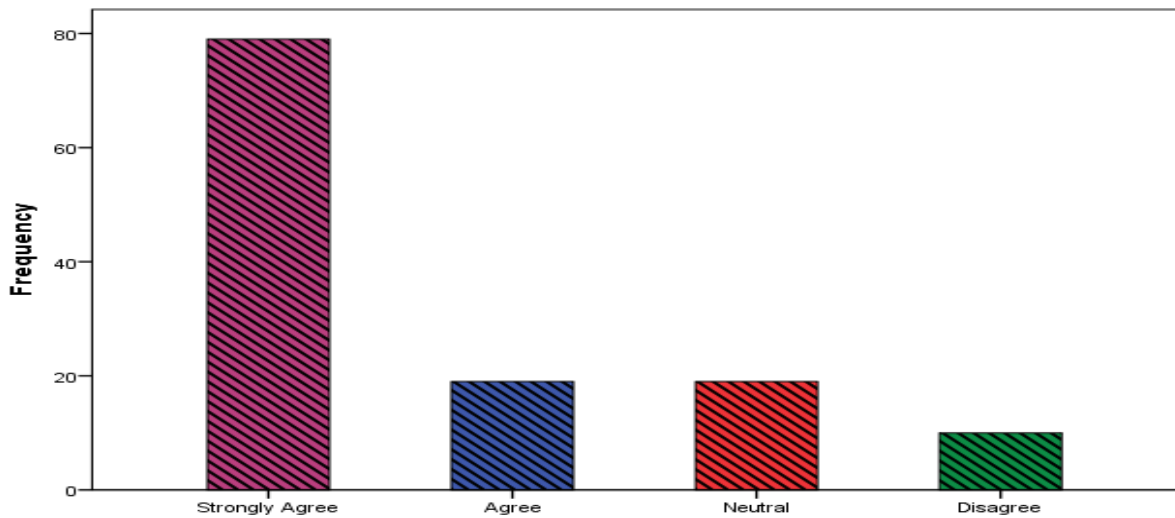


Figure 11: Bar Chart for Question 8

The results depicted above in a bar chart in “Figure 11” and in “Table 2” clearly highlights that an impressive 77.2% of the 127 respondents were in favor of the statement of “You would not work in an organization in which you have no interest in even if the offer is good.”. While only a small 15% were neutral and only 10 respondents felt that this statement was not important.

Question 9: Your Impression of an organization is one of the most important factors you look at when you are looking to get a job in an organization.

Statistics		
Your Impression of an organization is one of the most important factors you look at when you are looking to get a job in an organization.		
ON	Valid	127
	Missing	0
Mean		1.378
Median		1.000
Mode		1.0
Std. Deviation		.6033
Variance		.364
Range		3.0

Your Impression of an organization is one of the most important factors you look at when you are looking to get a job in an organization.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	86	67.7	67.7	67.7
	Agree	35	27.6	27.6	95.3
	Neutral	5	3.9	3.9	99.2
	Disagree	1	.8	.8	100.0
	Total	127	100.0	100.0	

Table 3: Frequencies & Statistics of Question 9

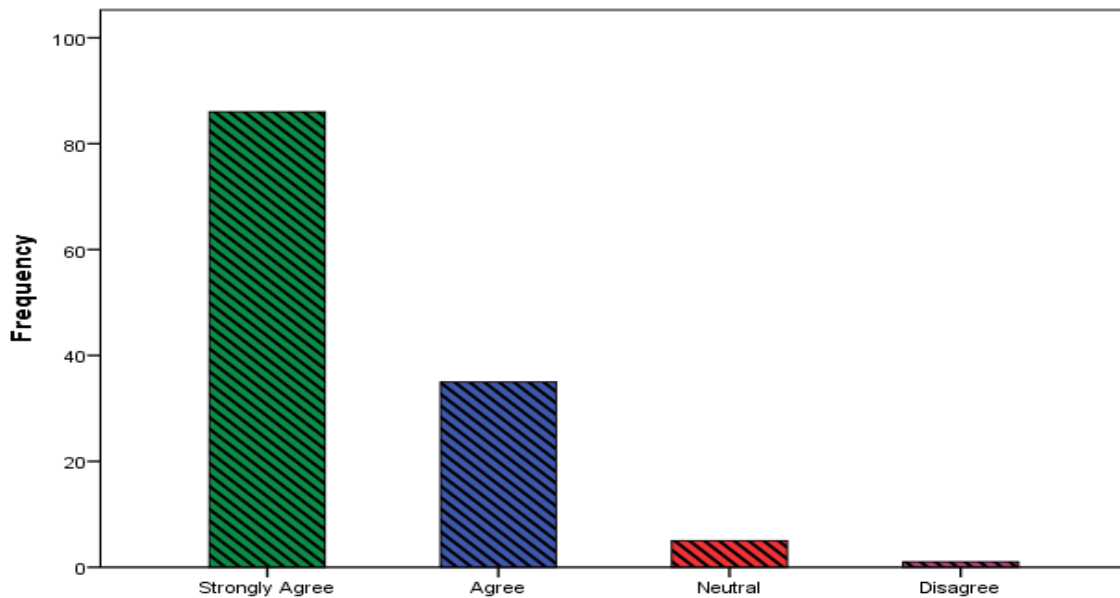


Figure 12: Bar Chart for Question 9

From the bar chart in “Figure 12” and “Table 3” the it is clearly visible through the bars that 126 out of 127 respondents were very pleased or neutral with the statement referring to their impression is one of the most important factor they look at when joining an organization while only 1 of them disagreed.

Question 10: A company that can provide you good social status and job security is more interesting to you than a company who only provides you monetary benefits.

Statistics		
A company that can provide you good social status and job security is more interesting to you than a company who only provides you monetary benefits.		
N	Valid	127
	Missing	0
Mean		1.323
Median		1.000
Mode		1.0
Std. Deviation		.6410
Variance		.411
Range		3.0

A company that can provide you good social status and job security is more interesting to you than a company who only provides you monetary benefits.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	96	75.6	75.6	75.6
	Agree	23	18.1	18.1	93.7
	Neutral	6	4.7	4.7	98.4
	Disagree	2	1.6	1.6	100.0
	Total	127	100.0	100.0	

Table 4: Frequencies & Statistics of Question 10

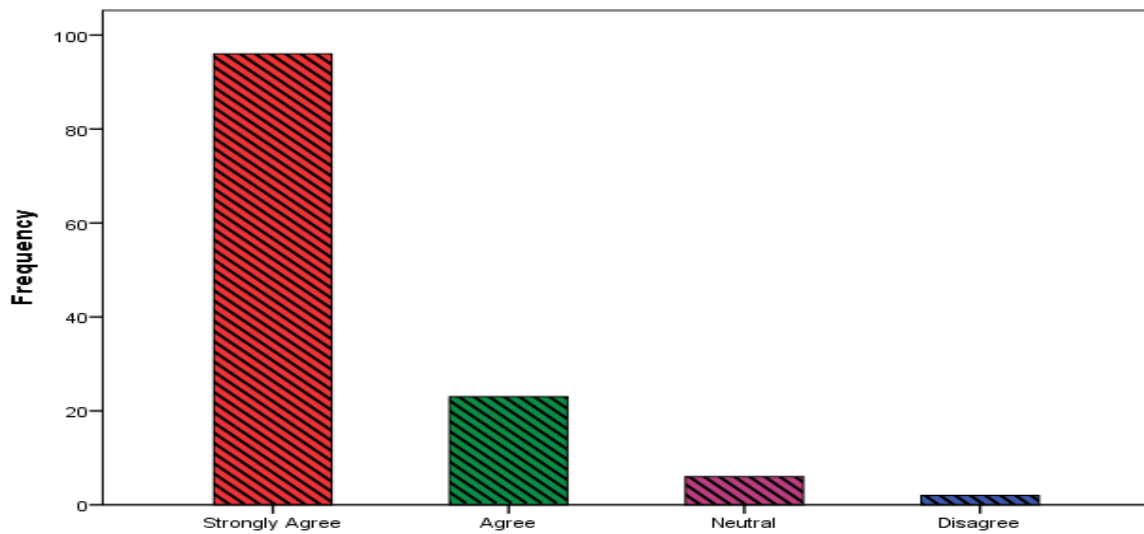


Figure 13: Bar Chart for Question 10

Results showing in “Table 4” and “Figure 13” shows a huge number of the people (96 respondents) voted for the option of “strongly agreed” to the question “A company that can provide you good social status and job security is more interesting to you than a company who only provides you monetary benefits” while only a handful of them disagreed and the rest either did agree or were neutral.

5.3 Analysis of the variable: Social Status -

Question 11: A company has to provide good social status in society in order to gain interest of talented freshers.

Statistics		
A company has to provide good social status in society in order to gain interest of talented freshers.		
N	Valid	127
	Missing	0
Mean		1.417
Median		1.000
Mode		1.0
Std. Deviation		.6600
Variance		.436
Range		2.0

A company has to provide good social status in society in order to gain interest of talented freshers.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	86	67.7	67.7	67.7
	Agree	29	22.8	22.8	90.6
	Neutral	12	9.4	9.4	100.0
	Total	127	100.0	100.0	

Table 5: Frequencies & Statistics of Question 11

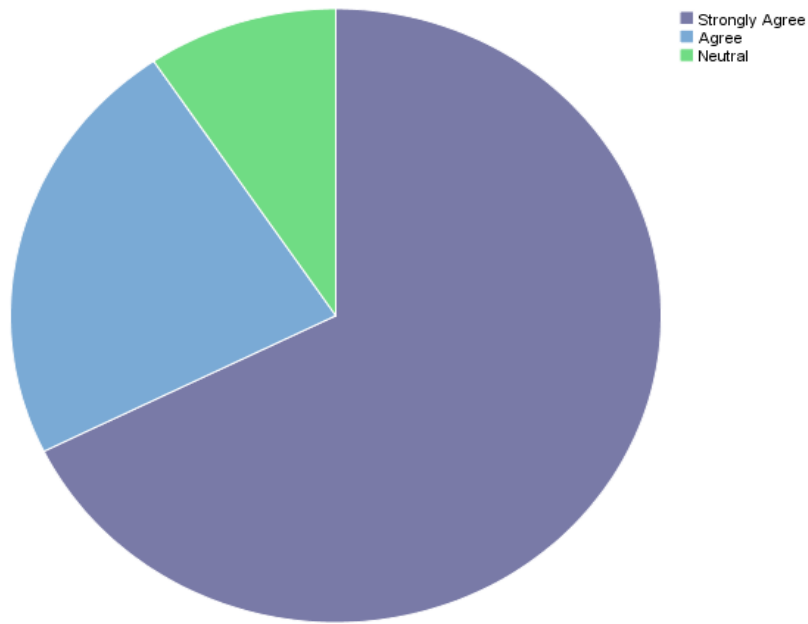


Figure 14: Pie Chart for Question 11

From results depicted in “Figure 14” and “Table 5”, we see that none of the respondents voted against the fact that a company has to provide good social status in society for fresh graduates to gain an interest in that particular organization. A vast majority of the respondents (90.6%) agreed or strongly agreed to it while only 12 respondents were neutral to it.

Question 12: It is important how family, friends, and society look at you and your job.

Statistics		
It is important how family, friends, and society look at you and your job.		
N	Valid	127
	Missing	0
Mean		1.551
Median		1.000
Mode		1.0
Std. Deviation		.9488
Variance		.900
Range		4.0

It is important how family, friends, and society look at you and your job.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	88	69.3	69.3	69.3
Agree	17	13.4	13.4	82.7
Neutral	14	11.0	11.0	93.7
Disagree	7	5.5	5.5	99.2
Strongly Disagree	1	.8	.8	100.0
Total	127	100.0	100.0	

Table 6: Frequencies & Statistics of Question 12

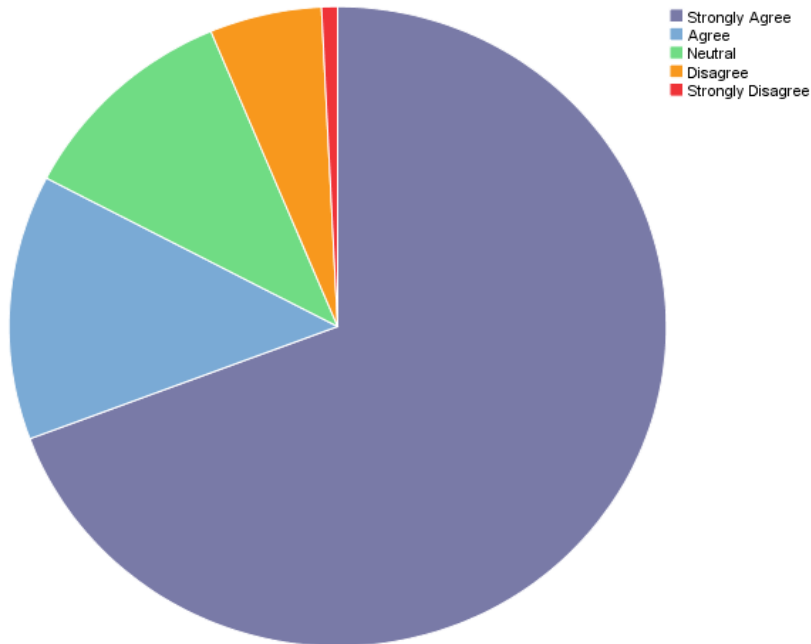


Figure 15: Pie Chart for Question 12

The result from “Table 6” and “Figure 15” shows that 82.7% respondents were in favor of the fact that they feel it is quite important for them how their family, friends and the society as a whole looks at them and their job, while only 8 respondents were not in favor and only 11% of the respondents were neutral.

Question 13: A lower paying job in a reputable company is more preferable than a higher paying job in a company that does not have a good reputation.

Statistics		
A lower paying job in a reputable company is more preferable than a higher paying job in a company that does not have a good reputation.		
N	Valid	127
	Missing	0
Mean		1.740
Median		1.000
Mode		1.0
Std. Deviation		1.0780
Variance		1.162
Range		4.0

A lower paying job in a reputable company is more preferable than a higher paying job in a company that does not have a good reputation.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	79	62.2	62.2	62.2
	Agree	15	11.8	11.8	74.0
	Neutral	22	17.3	17.3	91.3
	Disagree	9	7.1	7.1	98.4
	Strongly Disagree	2	1.6	1.6	100.0
	Total	127	100.0	100.0	

Table 7: Frequencies & Statistics of Question 13

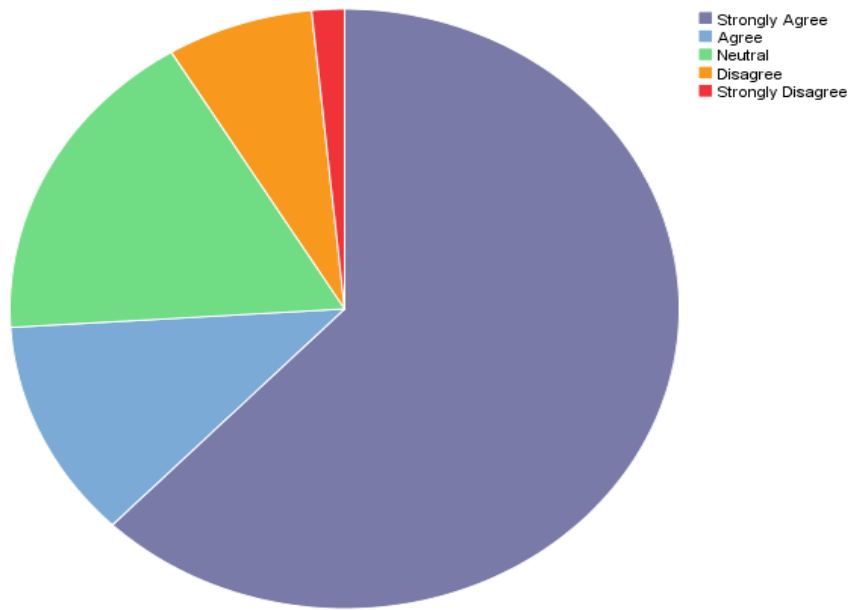


Figure 16: Pie Chart for Question 13

Results show from “Figure 16” and “Table 7” that only about 74% respondents agreed or strongly agreed to the fact that they think a lower paying job at a reputable company is more worthwhile than a job In a high paying company with not so good reputation, while 11 respondents disagreed or strongly disagreed. A moderate number of 22 respondents were neutral.

Question 14: Achieving high social status in society is easily possible through having a reputable job in a renowned company.

Statistics		
Achieving high social status in society is easily possible through having a reputable job in a renowned company.		
N	Valid	127
	Missing	0
Mean		1.480
Median		1.000
Mode		1.0
Std. Deviation		.7330
Variance		.537
Range		3.0

Achieving high social status in society is easily possible through having a reputable job in a renowned company.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	81	63.8	63.8	63.8
	Agree	34	26.8	26.8	90.6
	Neutral	9	7.1	7.1	97.6
	Disagree	3	2.4	2.4	100.0
	Total	127	100.0	100.0	

Table 8: Frequencies & Statistics of Question 14

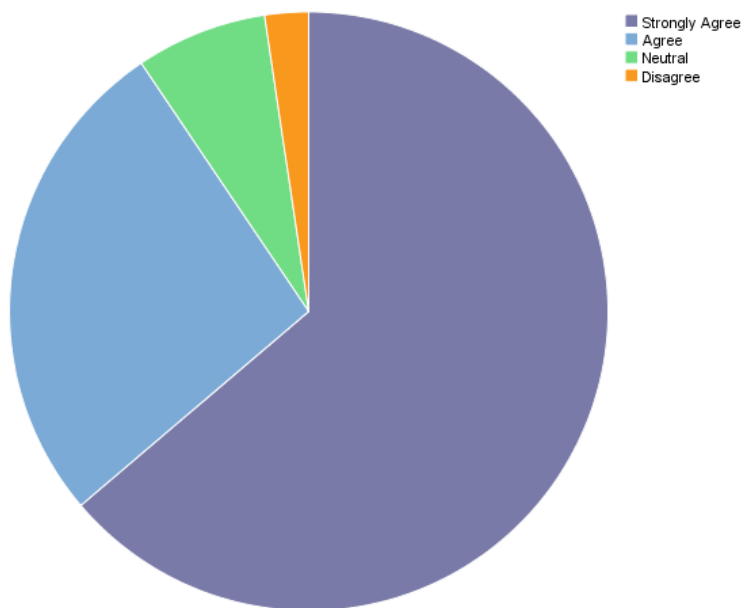


Figure 17: Pie Chart for Question 14

Results from above figure and “Table 8” shows that 90.6% of the respondents were in favor of the statement “Achieving high social status in society is easily possible through having a reputable job in a renowned company” while only 12 of the 127 respondents were neutral or disagreed.

5. 4 Analysis of the variable: Job Security -

Question 15: Job security is one of the key variables you look for when you want to join an organization.

Statistics		
Job security is one of the key variables you look for when you want to join an organization.		
N	Valid	127
	Missing	0
Mean		1.323
Median		1.000
Mode		1.0
Std. Deviation		.6410
Variance		.411
Range		4.0

Job security is one of the key variables you look for when you want to join an organization.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	95	74.8	74.8	74.8
	Agree	25	19.7	19.7	94.5
	Neutral	6	4.7	4.7	99.2
	Strongly Disagree	1	.8	.8	100.0
	Total	127	100.0	100.0	

Table 9: Frequencies & Statistics of Question 15

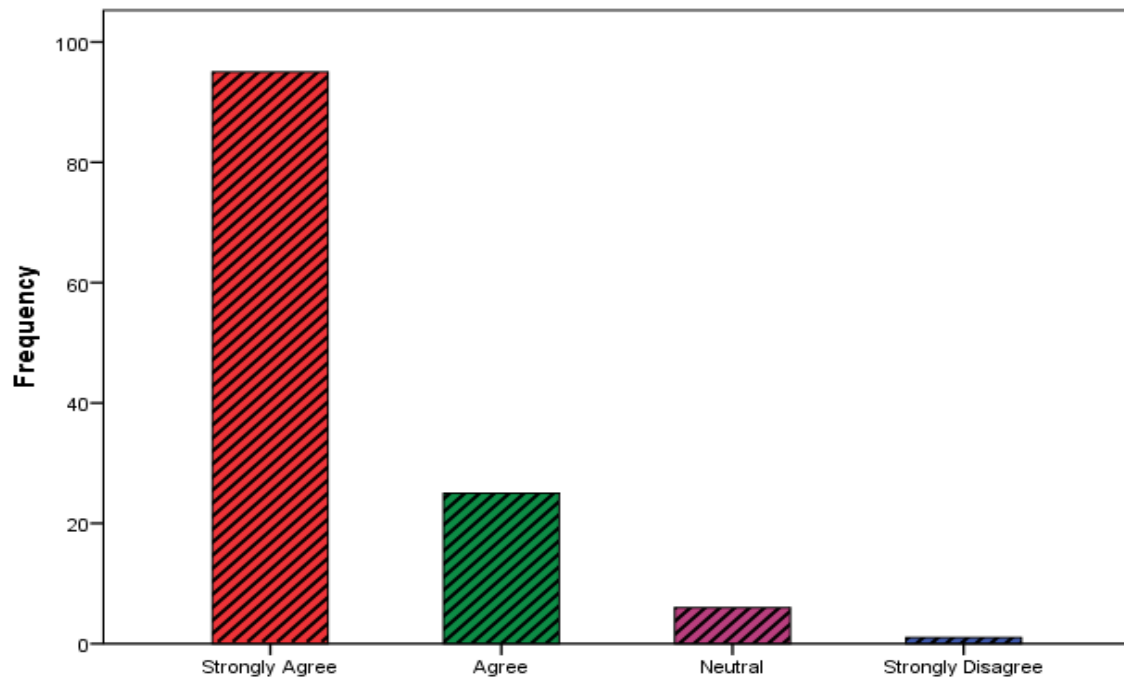


Figure 18: Bar Chart for Question 15

Analyzing results from “Figure 18” and “Table 9” its evident that a most people (120 out of 127 respondents) were in favor of the fact that they would consider job security to be one of the top key factors or variables they look at when they want to join an organization, while only 6 respondents were neutral and one disagreed.

Question 16: You do not feel safe to apply in an organization with a high turnover rate.

Statistics		
You do not feel safe to apply in an organization with a high turnover rate.		
N	Valid	127
	Missing	0
Mean		1.535
Median		1.000
Mode		1.0
Std. Deviation		.8242
Variance		.679
Range		3.0

You do not feel safe to apply in an organization with a high turnover rate.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	81	63.8	63.8	63.8
Agree	29	22.8	22.8	86.6
Neutral	12	9.4	9.4	96.1
Disagree	5	3.9	3.9	100.0
Total	127	100.0	100.0	

Table 10: Frequencies & Statistics of Question 16

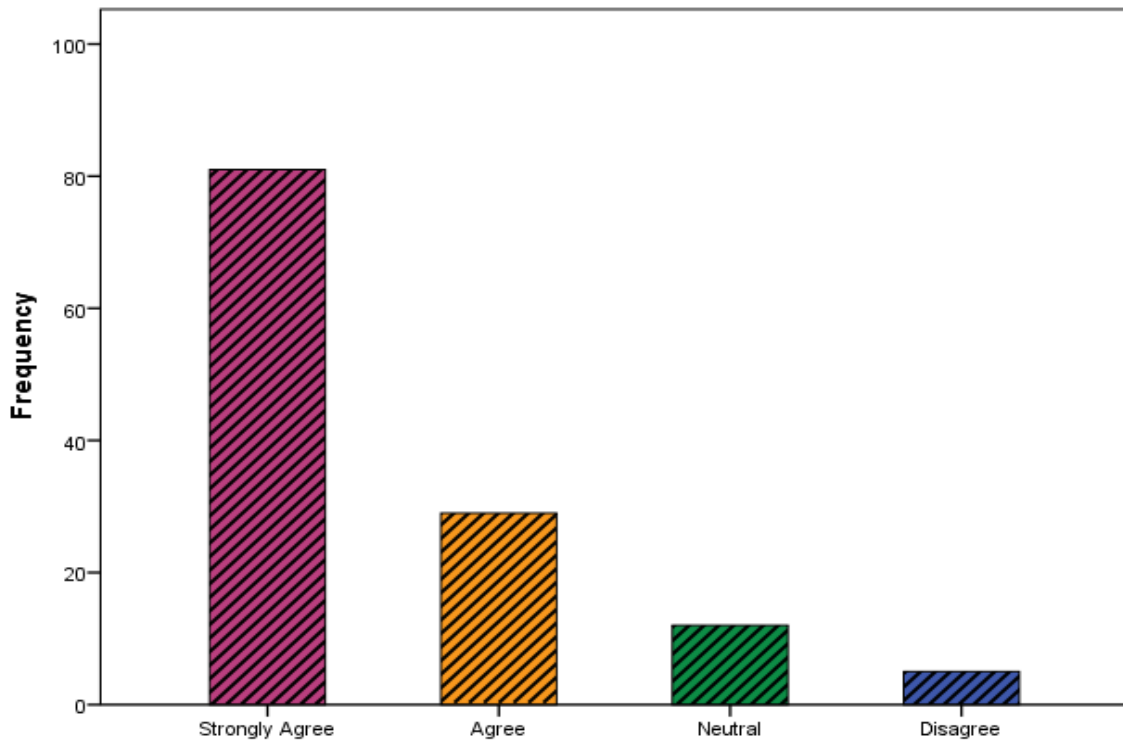


Figure 19: Bar Chart for Question 16

The results in “Table 10” and “Figure 16” shows that a lot of respondents (110 out of 127 respondents) did support the following statement that they would not feel safe to want to work or apply in such an organization that has quite a high turnover rate, while 9.4% were neutral and 3.9% disagreed.

Question 17: A company should have good HR policies to protect employee rights and their job security.

Statistics		
A company should have good HR policies to protect employee rights and their job security.		
N	Valid	127
	Missing	0
Mean		1.189
Median		1.000
Mode		1.0
Std. Deviation		.4669
Variance		.218
Range		2.0

A company should have good HR policies to protect employee rights and their job security.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	107	84.3	84.3	84.3
	Agree	16	12.6	12.6	96.9
	Neutral	4	3.1	3.1	100.0
	Total	127	100.0	100.0	

Table 11: Frequencies & Statistics of Question 17

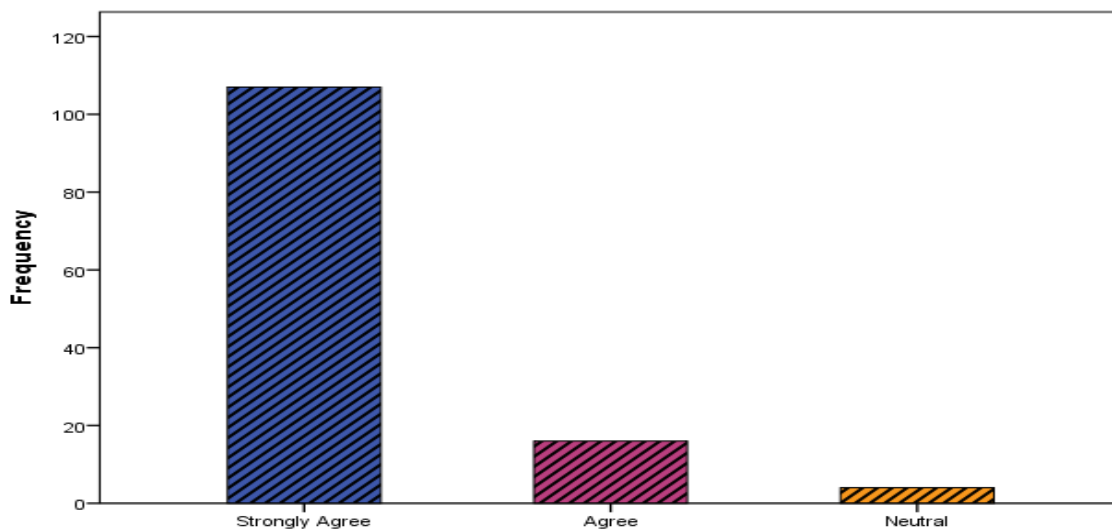


Figure 20: Bar Chart for Question 17

Results from “Table 11” and “Figure 20” shows that all of the respondents were in favor or was neutral to the statement that implies that a company has to have good HR policies which are favorable to protect employee rights and the security of their job, where 96.9% of the respondents strongly agreed or agreed and the rest were neutral.

Question 18: A company has to be financially stable and be able to retain all of its employees in case of emergencies to gain your interest.

Statistics		
A company has to be financially stable and be able to retain all of its employees in case of emergencies to gain your interest.		
N	Valid	127
	Missing	0
Mean		1.268
Median		1.000
Mode		1.0
Std. Deviation		.5110
Variance		.261
Range		2.0

A company has to be financially stable and be able to retain all of its employees in case of emergencies to gain your interest.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	97	76.4	76.4	76.4
	Agree	26	20.5	20.5	96.9
	Neutral	4	3.1	3.1	100.0
	Total	127	100.0	100.0	

Table 12: Frequencies & Statistics of Question 18

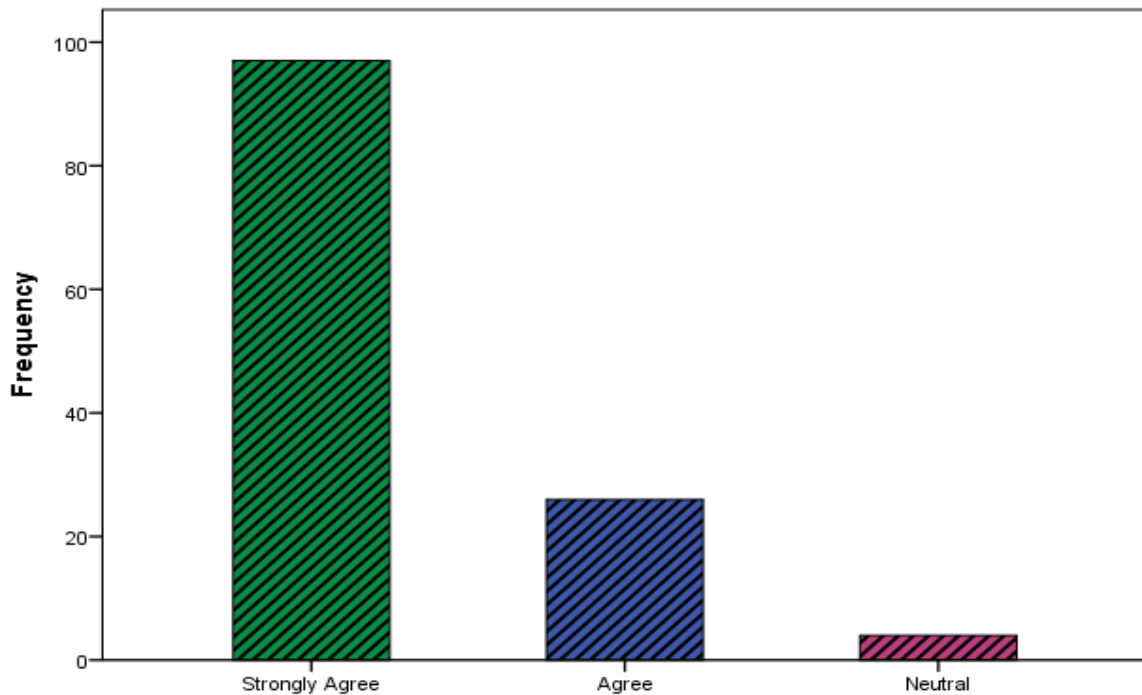


Figure 21: Bar Chart for Question 18

The results depicted in “Table 12” & “Figure 21” shows that all of the 127 respondents were in favor or were neutral to the statement that refers to the fact that to gain interest for working in a particular organization the organization must have enough financial capabilities or stability which can enable employees to be retained even in emergencies, where 97 respondents strongly agreed, 26 of them agreed and only 4 respondents were neutral.

5.5 Convergent Validity Analysis –

Convergent validity analysis is given below and the Pearson Correlation is given in the correlations table (Table 13) below where it shows the relationship between one question to the other and how strong or weak the relationship is.

Correlations													
		Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17
Q6	Pearson Correlation	1											
Q7	Pearson Correlation	.459**	1										
Q8	Pearson Correlation	.600**	.595**	1									
Q9	Pearson Correlation	.354**	.421**	.523**	1								
Q10	Pearson Correlation	.515**	.406**	.637**	.617**	1							
Q11	Pearson Correlation	.400**	.478**	.493**	.514**	.555**	1						
Q12	Pearson Correlation	.573**	.580**	.616**	.501**	.656**	.506**	1					
Q13	Pearson Correlation	.502**	.545**	.573**	.411**	.698**	.552**	.551**	1				
Q14	Pearson Correlation	.573**	.433**	.647**	.324**	.598**	.305**	.478**	.529**	1			
Q15	Pearson Correlation	.487**	.516**	.675**	.421**	.578**	.442**	.578**	.596**	.632**	1		
Q16	Pearson Correlation	.456**	.265**	.449**	.378**	.386**	.229**	.240**	.428**	.617**	.457**	1	
Q17	Pearson Correlation	.555**	.463**	.570**	.437**	.631**	.414**	.372**	.692**	.679**	.675**	.684**	1

** . Correlation is significant at the 0.01 level (2-tailed).

Table 13: Correlations Table

5. 6 Regression Analysis –

The regression analysis for this research conducted in IBM SPSS is given below, where the dependent variable is “Interest of Fresh graduate” (IFGT) and the dependent variables were “Social Status” (SCST) and “Job Security” (JSET).

Descriptive Statistics			
	Mean	Std. Deviation	N
IFGT	5.7323	2.26235	127
SCST	6.1890	2.83048	127
JSET	5.3150	2.07288	127

Table 14: Descriptive Statistics for Regression analysis

Correlations

		IFGT	SCST	JSET
Pearson Correlation	IFGT	1.000	.797	.714
	SCST	.797	1.000	.667
	JSET	.714	.667	1.000
Sig. (1-tailed)	IFGT	.	.000	.000
	SCST	.000	.	.000
	JSET	.000	.000	.
N	IFGT	127	127	127
	SCST	127	127	127
	JSET	127	127	127

Table 15: Correlations Table for Regression Analysis

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.834 ^a	.695	.690	1.25886	.695	141.471	2	124	.000

a. Predictors: (Constant), JSET (Job Security), SCST (Social Status)

Table 16: Overall Model Summary

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	448.390	2	224.195	141.471	.000 ^b
	Residual	196.508	124	1.585		
	Total	644.898	126			

a. Dependent Variable: IFGT (Interest of Fresh Graduates)

b. Predictors: (Constant), JSET (Job Security), SCST (Social Status)

Table 17: ANOVA Table for the Regression Analysis

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Partial	Tolerance	VIF
1 (Constant)	.970	.317		3.063	.003	.343	1.597					
SCST	.463	.053	.579	8.699	.000	.358	.568	.797	.616	.431	.554	1.803
JSET	.357	.073	.327	4.915	.000	.213	.501	.714	.404	.244	.554	1.803

a. Dependent Variable: IFGT (Interest of Fresh Graduates)

Table 18: Coefficients Table for the Regression Analysis

Coefficient Correlations^a

Model			JSET	SCST
1	Correlations	JSET	1.000	-.667
		SCST	-.667	1.000
Covariances	JSET	.005	-.003	
	SCST	-.003	.003	

a. Dependent Variable: IFGT (Interest of Fresh Graduates)

Table 19: Coefficient Correlations

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	SCST	JSET
1	1	2.861	1.000	.01	.01	.01
	2	.092	5.575	.82	.37	.02
	3	.047	7.763	.16	.62	.97

a. Dependent Variable: IFGT (Interest of Fresh Graduates)

Table 20: Collinearity Diagnostics for the Regression Analysis

The above tables show the correlations, coefficients, overall model summary, ANOVA table and more for the regression analysis.

5.7 Factor Analysis (KMO & Bartlett's Test) –

Factor analysis for the study is given below where there is a table for correlation matrix, total variance explained and also a test was performed to extract the KMO & Bartlett's Test,

Correlation Matrix^a

		IFGT	SCST	JSET
Correlation	IFGT	1.000	.797	.714
	SCST	.797	1.000	.667
	JSET	.714	.667	1.000

a. Determinant = .169

Table 21: Correlation Matrix

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.454	81.792	81.792	2.454	81.792	81.792
2	.349	11.629	93.421			
3	.197	6.579	100.000			

Extraction Method: Principal Component Analysis.

Table 22: Total Variance Explained

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.727
Bartlett's Test of Sphericity	Approx. Chi-Square	220.781
	df	3
	Sig.	.000

Table 23: KMO and Bartlett's Test Table

	Initial	Extraction
IFGT	1.000	.862
SCST	1.000	.829
JSET	1.000	.763

Extraction Method: Principal

Component Analysis.

Table 24: Communalities Table

5. 8 Reliability Analysis –

Reliability Analysis was conducted for this research to identify if the data were reliable or not for the research purpose and the results are given below.

		N	%
Cases	Valid	127	100.0
	Excluded ^a	0	.0
	Total	127	100.0

a. Listwise deletion based on all variables in the procedure.

Table 25: Case processing summary of the Reliability Analysis

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.916	.926	12

Table 26: Reliability Analysis and Cronbach's Alpha

5. 9 Results & Discussion of the Analysis -

Though the analysis of variables, “**Interest of Fresh Graduates**” the results show that 93.7% of the respondents believed that it is mandatory for organizations to gain interest of fresh graduates to secure a talented employee pool for the future. A huge number of employees 77.2% of them would not work for an organization they have no interest in even if the offer is good while 15% were neutral. Most of the respondents 95.3% valued their impression of an organization very highly when they are looking to get a job and lastly the results show that a huge number of respondents (93.7%) would be more interested in joining an organization that gives them good social status and job security than an organization that can only provide them monetary benefits.

Social Status: When analyzing the independent variable social status, the results show that, 90.6% of the respondents were positive to the fact that a company has to provide good social status to gain the interest of fresh graduates and 82.7% also give importance how family, friends and society thinks about them and their job. Surprisingly, 74% of the respondents would do job at a reputable company for lower pay than a company with better pay but lesser reputation and an overwhelming majority of 90.6% of the respondents believed that achieving high status in society is possible through having a reputable job at a renowned company.

Job Security: Analyzing the variable job security through the research reveals that, a majority of the respondents (94.5%) consider job security to be one of the key variables when they are looking to join an organization and also 86.6% of them do not feel comfortable in applying for a job in a company that has a high turnover rate. 96.9% of them also believe that a company should have good HR policies to protect employee rights and their job security while again 96.9% of them believe that a company has to have enough financial capability to be able to keep all employees in case of emergencies to be able to gain interest of talented individuals.

Factor Analysis: KMO and Bartlett’s test results depict a value of 0.727 which indicates that the depicted model in this research is very acceptable, in addition to that it has a decent Chi-Square value which is 220.781 and is distributed while significance is 0.000 which implies that it is quite significant thus the variables are significantly correlated.

Model Summary: Model summary from regression analysis shows that it is quite significant from the adjusted R square value which was 0.69, we get to know that 69% of the variance in the dependent variable in this study which is “Interest of Fresh Graduates” is explained by the variables “Job Security” and “Social Status”.

ANOVA Table: The results from the ANOVA table suggests that the model was significant as it displayed values, $F(2,124) = 141.471$, R square value in this case is 0.695, Adjusted R square value in this case is 0.690.

Coefficients and Regression Analysis: Results show that both of the independent variables played a noticeable and important impact on the “Interest of Fresh Graduates” as both of the variables shows significant p which is less than 0.05 and positive beta values which are quite high. For “Social Status” and “Job Security” we get a beta value and significance of,

- ❖ Social Status, the b value was 0.579, p value was 0.000.
- ❖ Job Security, the b value was 0.327, p value was 0.000.

Thus, for both of the variables we find that they have a large impact on the “Interest of Fresh Graduates”.

Reliability Analysis: The reliability analysis helps to indicate that Cronbach’s Alpha here for this particular research is quite significant and its value is 0.926 which is >0.7 which implies that the data scale and variables used here are quite reliable.

Chapter 6

Summary of Findings, Recommendation, Limitations and Conclusion:

6.1 Summary of Findings –

After finding the analysis result it is quite visible how much the independent variables “Social Status” & “Job Security” can impact the dependent variable “Interest of Fresh Graduates”. From the model summary it is found that 69% of the variance of the dependent variable can be explained by the independent variables. In addition, both of the independent variables “Social Status” ($b=0.579, p=0.000$) and “Job Security” ($b=0.327, p=0.000$) stand out to have significant impact. Moreover, the KMO and Bartlett’s test showed a value of 0.727 with a Chi-Square of 220.781 which implies that the variables are significantly correlated also the Cronbach’s Alpha being 0.926 means that the data scales and variables used are quite reliable. For this reason the hypotheses are to be accepted which means, the better social status a company can give to the employees the higher the chances of fresh graduates gaining interest in that organization and the higher the job security the higher the chance of fresh graduates gaining an interest in working for that organization.

6.2 Recommendations –

Though Bangladesh Bank is working deliberately if we think about the overall country perspective. Still there are some facts that is required to be taken care of for the progress of the future of the organization. These are described below –

- They need to offer the interns practical job assistances rather than only offering giving information about guidelines of banks and working procedures which may be able to increase the confidence of interns and help them out to get used to the real working life of bank. It will help increasing interest of interns for the job and will assist them to make decision for their future.
- It is acknowledged that their all information and data is very sensitive. In this case, they can offer the interns imaginary information which must be close to the banking tasks where there is no risk of leaking out data but the interns are getting the idea of the real work of Bangladesh bank which have effect on their interest level that will illustrate their observation whether it is their preferable job or not.
- There is a need of someone for all time supervision for giving feed back to the interns for any corrective action and giving suggestion for further improvements of individuals. This step will provide guidance to the interns to understanding level of their job security on any filed and how much it's important to get used to rapid changing working environment.
- There was still a slightly lacking was originated in the usage of digital system in higher authorities which should be concentrated for the betterment of their future. Because interns are now more interested to working on digital system.
- Though all of the employees showed satisfaction towards their jobs and bank, but there are some proposals they have for the bank which they are not comfortable to share to the higher authorities. In this situation, they can offer complain box for anonymous suggestions and complains which will be beneficial for the bank's future and may decrease the insecurity of the employees.
- They can offer 1 day for all inters as a question answer session at the end of the internship program where interns can mention to which specific division or wing, they need help so that they can arrange appointment for them as they all have busy schedule.
- Rules and regulation guidelines needed to go for continuous updating procedure to adjust with current situations and hold the interest of the interns and employees.

6. 3 Incompetence of the Study

There were certain boundaries to the research, some of the notable ones include,

- ❖ Due to the fair of corona virus, research could not be more revealing as it was expecting. The overall environment create disturbance in personal life which affect the quality of the research.
- ❖ This research only had 2 independent variables for the dependent variable, if there were additional variables used, this study would have been even more accurate.
- ❖ Sample measurement of the lookup was once solely 127 respondents, if there have been extra respondents, it could have been even more informative and accurate.
- ❖ The data series approach even though advantageous was not the quality way to get in depth facts regarding the variables such as taking personal interviews or other methods.

6. 4 Further Studies

From the research's outcomes there are additional study opportunities. For example, offering the respondent to provide further suggestions about their job requirements and priorities that controls their interest level. The survey results can be also used for additional study to find out in current time what fresh graduates choose as a start of their future. In, this particular report job security got prioritized over money. So, this is also debatable issue to look for in the future. Fresh graduates can also suggest for new methods which can be added to the report to create more value and accuracy.

6. 5 Conclusion

Fresh graduates' interest is very import in the competitive job market. Every year in Bangladesh Bank, they invest huge amount of money just for taking test and interviews and training their employees. So, it is very important to make sure their interest level is on the right direct which will be counted in long run as their contribution will show the result in the economy. Bangladesh Bank is overall doing great in terms of other banking organizations and it is very hard to get job over there. But they need to hold their quality with in the changing circumstances for the betterment of the country. Overall, it simply needed to emphasize in its pastime with desirable dedication and should confirm flexibility on its functions which always ensures the job security and social status for the good used of candidate's interests.

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Appendix

Academic Questionnaire for Internship Report

Demographic Questions

1. What is your current employment status?

- Student
- Employed Full-Time
- Employed Part-Time
- Currently Seeking opportunities
- Retired
- Prefer not to say

2. What is your Gender?

- Male
- Female

3. What is your age group?

- 18-22
- 23-27
- 27-31
- 32 or Above

4. Which type of university are you enrolled in or have completed graduation from?

- Public University
- Private University

5. What is your highest educational degree?

- Undergraduate
- Postgraduate

6. What is your expected first salary for a job?

- 0-15,000 taka
- 15,001-30,000 taka
- 30,001-45,000 taka
- 45,001-60,000 taka
- 60,001-75,000 taka
- 75,001 taka+

(Dependent Variable “Interest of Fresh graduates” Related Questions)

7. Gaining interest of fresh graduates is mandatory for any organization to get talented employees for the future.

- Strongly Agree
- Agree

- Neutral
- Disagree
- Strongly Disagree

8. You would not work in an organization in which you have no interest in even if the offer is good.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

9. Your Impression of an organization is one of the most important factors you look at when you are looking to get a job in an organization.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

10. A company that can provide you good social status and job security is more interesting to you than a company who only provides you monetary benefits.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

(Independent Variable “Social Status” Related Questions)

11. A company has to provide good social status in society in order to gain interest of talented freshers.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

12. It is important how family, friends, and society look at you and your job.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

13. A lower paying job in a reputable company is more preferable than a higher paying job in a company that does not have a good reputation.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

14. Achieving high social status in society is easily possible through having a reputable job in a renowned company.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

(Independent Variable “Job security” Related Questions)

15. Job security is one of the key variables you look for when you want to join an organization.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

16. You do not feel safe to apply in an organization with a high turnover rate.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

17. A company should have good HR policies to protect employee rights and their job security.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

18. A company has to be financially stable and be able to retain all of its employees in case of emergencies to gain your interest.

- Strongly Agree
- Agree

- Neutral
- Disagree
- Strongly Disagree