

Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh

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APPROVAL

This thesis, titled **Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh**, submitted by **Md. Hasanuzzaman** to the Department of Management Information System, Daffodil International University, has been accepted as satisfactory for the partial fulfillment of the requirements for the degree of Master's in Management Information System and approved as to its style and contents. The presentation was held on February 3, 2024.

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We hereby declare that this thesis has been done by us under the supervision of **Abdus Sattar**, **Assistant Professor and Coordinator MSc., Department of CSE** Daffodil International University. We also declare that neither this thesis nor any part of this thesis has been submitted elsewhere for award of any degree or diploma.

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ABSTRACT

This thesis explores the complexities of Bangladesh's employment market, considering the global workforce changes. It uses a multifaceted methodology, incorporating quantitative and qualitative approaches, to understand the dynamic interactions between skill demands, industry changes, and employers' needs. The study also examines the alignment between academic qualifications and industry requirements, addressing difficulties faced by job seekers and providing guidance for educational institutions. The research also projects future trends and offers a forward-looking perspective, assisting professionals, educators, and policymakers in navigating Bangladesh's complex skills ecosystem. The thesis contributes to ongoing discussions on employability, skill development and the strategic alignment of education with industry demands.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

The work industry's dynamism is unquestionably at the forefront of societal growth in today's global economy. The confluence of changing market needs, technological advancements, and the growing aspirations of a highly skilled labor population creates the critical mass where economic destiny is shaped. This crucible is never more fascinating and complex than it is when considered in the context of Bangladesh, a country that is rapidly industrializing and changing technologically.

In order to understand the complex relationship between skills, employability, and the constantly changing demands of the Bangladeshi job market, this master's thesis, "Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh," dives deep into this complexity. This research aims to provide a detailed perspective of the skills landscape, shedding light on the abilities most wanted by employers and the complex forces defining the employability paradigm, against a backdrop of expanding opportunities and inherent constraints.

Furthermore, the thesis projects the future course of Bangladesh's labor market with a forward-thinking methodology. The study intends to add to academic scholarship as well as influence policymakers, direct educational institutions, and provide job searchers with a strategic perspective by evaluating successful case studies and incorporating views from industry practitioners.

We understand that the information gained from this research has ramifications not only for individual job seekers but also for the long-term sustainable growth of the country as we begin our investigation of the skills landscape.

1.2 Motivation

In a time of unparalleled technological progress, the landscape of the economy is changing more quickly than ever before. As Bangladesh becomes a more significant actor in the international economy, it is more important than ever to match an individual's skills to whatever the sector needs. The impetus for this master's thesis, "Navigating the Skills Landscape: A

Comprehensive Analysis of the Job Industry in Bangladesh," is a deep desire to understand the complexities of this mutually beneficial link between employability and skills.

In light of the emergence of Industry 4.0, characterized by automation, artificial intelligence, and networked technologies, it is imperative to conduct a thorough analysis of the skills landscape. The motivation behind this initiative is the conviction that a comprehensive examination will yield data that can advise governments, direct educational institutions, and assist individuals in successfully navigating the ever-changing labor market.

Furthermore, the drive is inextricably linked to a desire to make a significant contribution to the scholarly conversation around employability. Our goal in doing this research is to close the knowledge gap between theory and practice by providing useful insights that are in line with the real-world experiences of educators, industry experts, and job seekers.

Essentially, the driving force behind this research endeavor is the belief that a thorough examination of Bangladesh's employment market, with a particular emphasis on skills, will enhance academic research and positively impact the lives of those attempting to negotiate the complex job landscape of the twenty-first century.

1.3 Research Objective

This master's thesis's main goal is to provide thorough and in-depth research on Bangladesh's employment market, with a particular emphasis on the country's skill set. The goals of the research are set up to offer a methodical and sophisticated comprehension of the complex relationships that exist between employability, skills, and industry demands. The following is an outline of the precise goals:

- To Determine Important Industry Sectors: Examine and determine the important industries in Bangladesh's employment market that have a major impact on the country's economic expansion and job prospects.
- To Analyze Skill Requirements: Look into the skill sets—both technical and soft skills—that companies in specific industry sectors require.

- To Assess Workforce Preparedness: Take into account educational backgrounds, training, and professional growth while assessing how well-prepared Bangladesh's present workforce is to meet the specified skill needs.
- To Examine Industry Trends: Look into new developments in the labor market, such as how technology improvements and changes in the world economy are affecting the need for particular skill sets.
- To comprehend institutional viewpoints, learn how training providers and educational institutions view industry needs and how they plan to produce graduates who are prepared for the workforce.
- To make recommendations for policies: Create evidence-based policy suggestions to improve employability overall by promoting a more symbiotic relationship between employers, job seekers, and industry stakeholders.
- To offer advice regarding career planning: Provide helpful advice and suggestions for those who want to match their skill set with what employers need in order to help them make well-informed career decisions.
- Contribute to Academic Scholarship: In order to improve the body of knowledge now in existence and guide future study, offer insightful opinions to the academic discussion on employability, skill development, and the employment sector.

Together, these study goals provide the framework for an in-depth investigation of the skills landscape within the Bangladeshi employment sector.

1.4 Research Questions

- What are the current skill demands in the job industry in Bangladesh across various sectors?
- What is the most popular job position sought by employers in Bangladesh?
- What are the frequently faced issues encountered by employers when recruiting graduates in Bangladesh?

1.5 Report Layout

The report is divided into six chapters, each of which provides directions to follow:

We covered the overview of this research in Chapter 1, and in this section of the study, we went into great detail regarding the significance of the Bangladesh Job Market. This section also covers the research question, the logic behind the study, its motivation, and its anticipated results.

We examined previous research on the Bangladesh job market in this chapter. In this section, we spoke about the methodologies, approaches, limits, and outcomes of other authors. Research scope and challenges have also been covered here.

Research methodology has been primarily covered in Chapter 3. This chapter demonstrates the process of gathering data, data statistics, classifiers, and statistical numbers. In this chapter, implementation needs have also been covered

The main findings of this investigation are presented in Chapter 4. We have presented the findings from every classifier we have employed in this study in this chapter.

Chapter 5 illustrates the potential influence of this discovery on our society. This chapter primarily demonstrates the significance of this work and how it will endure in this field.

The research's discussion and conclusion are presented in Chapter 6. We have also talked about the limitations of this study as well as future work in this section.

CHAPTER 2

BACKGROUND

2.1 Introduction

The dynamics of globalization, technological advancement, and a growing younger labor force are constantly reshaping the boundaries of employment in Bangladesh's dynamic labor market. In this context, the thesis, "Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh," is presented, combining insights from a variety of sources, the majority of which are data from a sizable job fair. More than 250 businesses from a variety of industries came together for this important event, and each one offered a distinct viewpoint on the constantly changing needs of the labor market.

The solid dataset that was taken from these industry participants—who not only actively contribute to Bangladesh's economic story but also have a substantial impact on the employment landscape—forms the foundation of our study. The job fair functioned as a hub where the goals of job seekers met the skill needs stated by businesses from a variety of industries, including manufacturing, technology, finance, and more.

The study's core objective is to interpret the complexities of this data, with a particular emphasis on the employment roles that are available and the matching skill requirements that these significant market participants have highlighted. Through the procedure of identifying patterns, trends, and variances from this abundance of data, the research endeavors to create an all-encompassing skills landscape map that reflects the dynamic nature of Bangladesh's modern employment sector.

This project is a trip into the core of employability and skill relevance, rather than just a statistical analysis. The study aims to clarify the complex relationship between industry demands and desired skill sets through a thorough examination of the data, offering a comprehensive view of the dynamic processes that underpin the labor market.

All told, the goal of this thesis is to go beyond the statistics and turn data points into useful insights. The research intends to make a significant contribution to the conversation on skill alignment by using the perspective of a job fair. This will serve as a guide for job seekers, educators, and policymakers as they negotiate the complex world of Bangladesh's employment market.

2.2 Related Works

The current skill demands in the job industry in Bangladesh across various sectors include communication, teamwork and collaboration, problem solving, computer literacy and technical skills, honesty and integrity, hard work and willingness to take on extra work, achievement orientation, adaptability, time management, leadership, personality, and academic results and knowledge [1]. In addition, the ICT industry specifically has a high demand for job titles such as Software Developers, Computer System Engineers/Architects, Web Developers, and Project Management Specialists, as well as skills like API, Database, and JavaScript [2]. The garment sector also has specific job requirements and qualifications, which include knowledge of apparel firms' behavioral theory as well as other job-specific skills [3]. Overall, there is a need for highly skilled professionals in technical and managerial positions to support the growing industry and service sectors in Bangladesh [4]. Individuals seeking employment in Bangladesh face both challenges and opportunities in the current skills landscape. The rising flow of overseas employment due to labor shortages in developed and developing countries has created opportunities for skilled and professional workers in Bangladesh [5]. However, there are several challenges that hinder the supply of quality workers. These challenges include insufficient government initiatives, recruitment agencies' failure, a lack of training and education opportunities, and issues related to syndicates and illegal migration [6]. Additionally, women in Bangladesh still face roadblocks in the workplace, despite the increase in their labor force participation. Policies and environments that address gender bias, work-life balance, and promotion prospects can contribute to women's professional development and job satisfaction [7]. Furthermore, the food retail industry in Bangladesh is underdeveloped compared to other South Asian countries, presenting challenges for individuals seeking employment in this sector [8]. Overall, addressing these challenges and improving the skills landscape can enhance employment opportunities for individuals in Bangladesh. Employers in Bangladesh frequently face several issues when recruiting graduates. These issues include a lack of suitable candidates who possess the desired employability skills and traits [9]. The recruitment and selection process in the cadre service is also hindered by nepotism, favoritism, corruption, and political interference [10]. Additionally, the performance appraisal system is not overt and scientific, and the training system is not modern [11]. The traditional recruitment system in Bangladesh does not effectively match the skills of candidates with the requirements of employers [12]. Furthermore, there is a lack of emphasis on career education and interpersonal and information technology (IT) skills, which are crucial for enhancing graduate employability [13]. These

issues contribute to the challenge of finding suitable candidates for employment in Bangladesh. The most popular job position sought by employers in Bangladesh is in the banking industry. The expansion of private banking business has created a large number of job opportunities, making it a major job provider in the country [14]. Additionally, the apparel industry is also a significant employer in Bangladesh, particularly in the garment sector, which employs millions of people [15]. However, it is important to note that there is a gap between the expectations of employers and the quality of graduates in Bangladesh. Employers expect qualities such as academic qualification, experience, professional knowledge/competency, loyalty, sincerity, and IT skills from job seekers, but they feel that there is a substantial gap between the quality of fresh university graduates and the quality standard needed by the professional world [16].

2.3 Scope of the problem

The thesis "Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh" covers a broad variety of possibilities and difficulties that exist in Bangladesh's labor market. The goal of the research is to investigate, evaluate, and offer insights into a range of aspects pertaining to the dynamics of skill supply and demand, the types of jobs that various industries offer, and the changing demands of the labor market. The range consists of:

Examining the discrepancy between the abilities held by employees and the abilities that employers require.

- **Industry Variances:** Analyzing how different industries—such as the IT, finance, manufacturing, and service sectors—have different skill requirements.
- **Job Position Trends:** Finding patterns and trends in the kinds of jobs that organizations are offering, taking into account both entry-level and seasoned positions.
- **Emerging Skills:** Examining the need for new and developing abilities, such as data analytics, digital literacy, and technology-specific competencies.
- **Geographical Disparities:** Examining how employment possibilities and skill needs differ by area in various parts of Bangladesh.
- **Educational Landscape:** The educational landscape involves evaluating how well the skills that companies are looking for and the talents that educational institutions offer align.

- **Impact of Job Fairs:** With a particular emphasis on the information gathered from these gatherings, this study aims to comprehend how job fairs aid in closing the gap that exists between employers and job seekers.

By focusing on these areas, the study hopes to provide insightful information that will benefit policymakers, academic institutions, and job seekers alike, enabling a more efficient and adaptable labor market in Bangladesh.

2.4 Challenges

Due to the intricacy of the labor market and the research methodology, the thesis "Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh" faces a number of difficulties. Among the principal difficulties are:

Data Availability and Reliability: Obtaining thorough and trustworthy data from a variety of sources, particularly with regard to particular job roles, skill needs, and industry trends, may present difficulties.

Industry Heterogeneity: Bangladesh's labor market is made up of a variety of industries with a range of skill requirements. Such heterogeneity analysis calls for a sophisticated strategy and in-depth knowledge of every industry.

Dynamic Nature of Skills: Accurately capturing the most recent skill requirements requires real-time data due to the industry's demands and technology's quick expansion.

Geographical Disparities: Differences in job marketplaces between areas may complicate the analysis and necessitate a close look at how skill supply and demand vary by Bangladeshi region.

Multidisciplinary: A thorough examination takes into account a number of variables, including economic policies, technology, and education. It is difficult to integrate these interdisciplinary components **while maintaining coherence**.

Impact of External Factors: It can be difficult to separate internal dynamics from external factors that have a major impact on the employment market, such as shifts in politics, public health problems, or global economic trends.

Validity of Skill Assessments: Since employers' and job seekers' perceptions of skills can differ, it can be difficult to determine the validity and relevance of the skills that they report.

Stakeholder Cooperation: It is essential to work together with a variety of stakeholders, such as corporations, government agencies, and educational institutions. Careful discussion may be necessary to ensure their cooperation and active participation.

Ethical Considerations: It is crucial to uphold ethical standards in the gathering, analyzing, and reporting of data. It's a continuous struggle to protect the privacy and confidentiality of the people and businesses taking part in the study.

In order for the research to be completed successfully and to offer insightful information about the intricacies of Bangladesh's employment market, it will be imperative that these issues be resolved.

CHAPTER 3

RESEARCH METHODOLOGY

3.1. Introduction

In order to successfully attain the study objectives, it is imperative to employ a transparent and highly efficient methodology. To this end, the study followed a systematic and well-structured approach, which is both time-bound and comprehensive. This approach is outlined in Figure 3.1 below, and it serves as our guiding framework for the study, helping us to systematically prioritize tasks and methodically address pertinent issues step by step. This methodological rigor will ensure that we gather robust and meaningful data, ultimately leading us to achieve our research goals with precision and reliability.

The importance of the study in comprehending the dynamics of the labor market is established in the introduction to "Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh. Based on information gathered from a job fair with over 250 participating organizations, the thesis seeks to explore trends in employment and skill requirements unique to the industry.

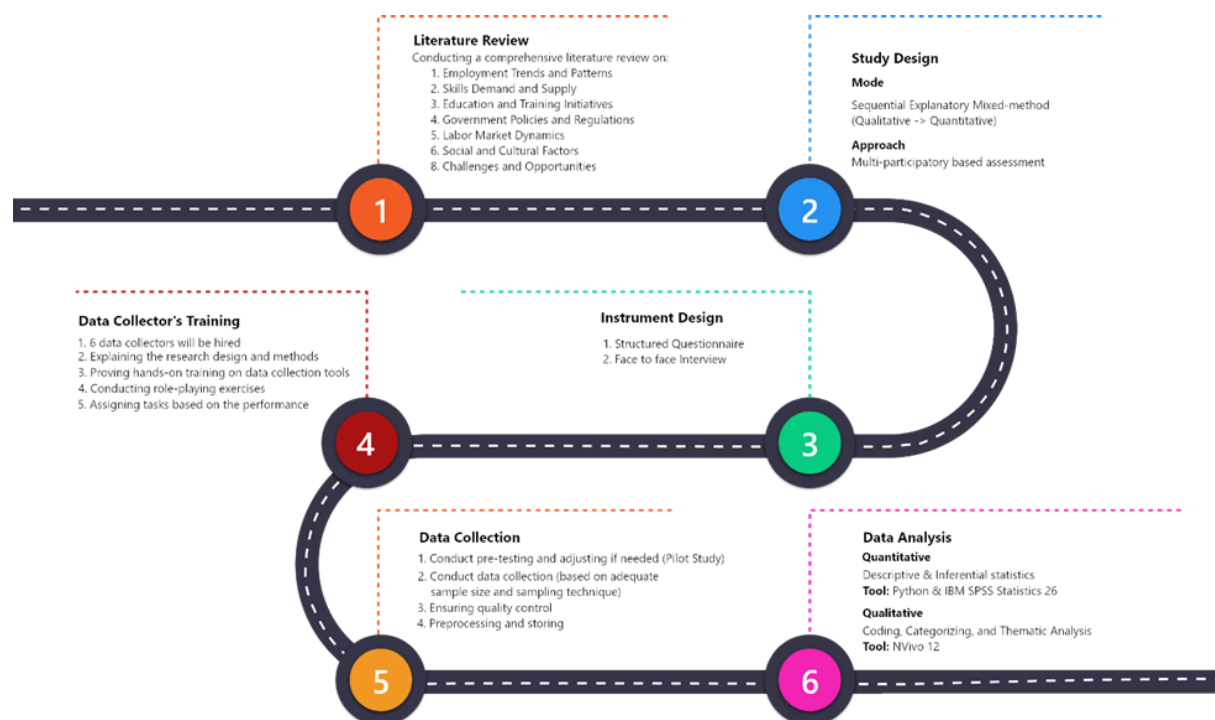


Figure 3.1.1 Research Road Map

3.2. Study Design and Settings

Utilizing a mixed-method (sequential explanatory: QUAN → QUAL) research design, this study was executed across two distinct time frames. Firstly, data collection took place on the 1st and 3rd of December 2022 during the DIU Job Utsob -2022. Secondly, further data was gathered on the 24th and 25th of November 2023 at Daffodil International University (DIU) Daffodil Smart City (DSC) in Ashulia, Savar, Dhaka-1341, Bangladesh. The selection of these events was strategic, given the substantial participation of over 500 employers representing various companies offering more than 5000 job openings and 2000 internships. This extensive turnout provided an ideal setting for our research endeavors.

3.3. Data Collection Instruments

The data collection instruments (DCIs) employed in this study included a structured questionnaire conducted through face-to-face interactions and a one-to-one semi-structured interview. These instruments were meticulously designed by a team of quantitative and qualitative research experts, drawing insights from previous studies, specifically [9-13]. Rigorous measures were taken to ensure the validity and reliability of the DCIs. To establish content validity, the judgment method was implemented as recommended by [14]. A panel of domain experts evaluated the DCIs using a 5-point rating scale, assessing dimensions such as relevance, representativeness, specificity, and clarity. Additionally, internal consistency reliability was determined through Cronbach's alpha coefficient ($\beta = 0.87$), following the guidance of [15]. Simultaneously, a triangulation method was employed to enhance the trustworthiness of the semi-structured interviews.

Initially, employers were administered a survey questionnaire containing a comprehensive list of both hard and soft skills. They were requested to rate the significance of these skills on a scale of 1 to 5 concerning their companies' needs when hiring graduates. The primary objective of this survey was to gain a deeper understanding of the dynamic and intricate requirements of employers and to identify the essential employability skills sought in graduates. Subsequently, one-to-one semi-structured interviews were conducted with each participating employer. These interviews aimed to delve into various aspects, including their perceptions of Graduate Employability Skills (GESs), how skill requirements vary among different job categories,

expectations from fresh graduates, desires for academia to meet their demands, potential collaboration opportunities with universities, challenges and opportunities in the job market, and specific recommendations for enhancing key GESs. The ultimate goal was to garner insights that could guide higher education institutions (HEIs) in producing more effective graduates tailored to the demands of the real-world workplace.

3.4. Data collectors' Training

Six data collectors, composed of students from various departments, along with three supervising officers/moderators from academic and administrative backgrounds, underwent training before embarking on data collection. Before starting data collection, two of our experts conducted an extensive training session to prepare the data collectors for gathering meaningful insights. The training encompassed lectures covering the comprehension of questionnaire contents, interviewing techniques, and practical exercises involving mock interviews among the participants. Subsequently, based on their performances, three groups were established, each comprising one moderator and two students.

3.5. Participants and Sample Size

The key participants of the study were employers from different types of organizations. The overall sample size comprised randomly selected employers from different backgrounds, such as IT, ITES, and telecommunications: [25%] Software Development & Solutions providers: [20%], Education, Training & Development: [10%], Local Group of Companies: [5%] First Moving Consumer Goods: [5%], BPO: [5%], RMG: [5%], Bank/ Insurance/ Leasing/Vehicle/ Networking: [10%], others: [15%].

3.6. Statistical Analysis

The data in this study was analyzed in two stages. Initially, a suitable descriptive analysis (frequency distribution, mean, and standard deviation) was performed using IBM SPSS Statistics 26. Secondly, the qualitative data (text data from one-to-one semi-structured interviews) were coded and thematically analyzed as per the recommendations of the studies [25-26].

3.7. Ethical Consideration

Approval was secured from the relevant institutional authorities as a prerequisite for this study. Prior to commencing data collection, participants were briefed on the study's purpose and research objectives. It's important to note that none of the participants were compelled to divulge information; explicit consent was obtained from each participant. Furthermore, ethical considerations and the confidentiality of participants were diligently addressed to prevent any potential confidentiality issues.

3.8. Research Procedure Flow Diagram

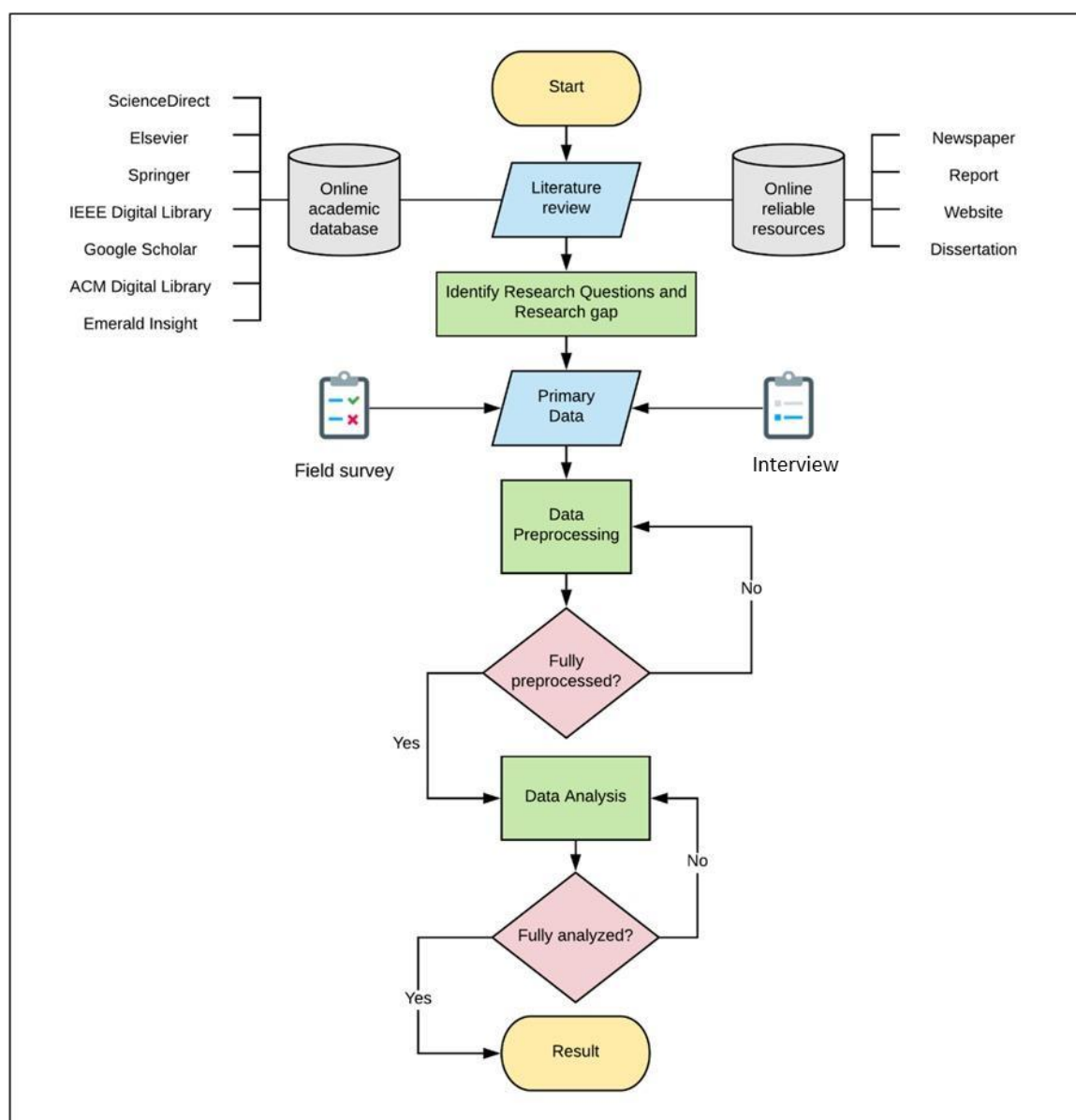


Figure. 3.6.1 Methodology Working Stage

3.9. Implementation Requirements

There are some requirements to implement this project.

Hardware or Software Requirements

- Windows 7 or above operating system
- Portable or in-built Hard Disk above 500 GB
- Minimum 8 GB RAM
- Google Chrome or Mozilla Firefox

Developing Tools

- Python
- Microsoft Excel
- SPSS

CHAPTER 4

EXPERIMENTAL RESULTS AND DISCUSSION

4.1 Introduction

Chapter 4 focuses on the main part of our investigation, giving the results obtained from the thorough experimental procedures described in Chapter 3. This section focuses on the thorough examination and explanation of the factual information collected throughout our investigation. The results of our experiments provide useful insights that directly answer the research questions provided at the beginning of this study.

Within this chapter, we thoroughly examine the data, uncovering discernible patterns, trends, and correlations that arise from the experimental findings. The objective is to derive significant insights and provide a comprehensive analysis of the ramifications of our discoveries. As we analyze the experimental data, it becomes clear how these results correspond to or diverge from established theories, hypotheses, and expectations.

The chapter focuses on presenting quantitative and qualitative data in a systematic manner, including graphical representations, statistical analysis, and other applicable research techniques. The discussion analyzes these findings in relation to the wider scope of the research goals and enhances the theoretical framework created in previous chapters.

We explore multiple dimensions to gain a comprehensive grasp of the things being investigated. The subsequent conversation, whether confirming or questioning preexisting ideas, offers a detailed analysis that improves our comprehension of the topic.

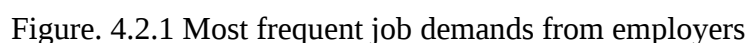
4.2 Experimental Results

Descriptive Information

Table 4.2.1: Descriptive Data Information

Year	Number of Employer	Number of Job Offered
2022	185	843
2023	120	401

The most frequent job demands from employers are:



The result lists Bangladeshi companies' most common requests for employment. Employers regularly look for certain job positions and skill sets in the workforce, as revealed by the analysis. The most frequent job demands from employers are: executive, software developer, business analyst, software engineer, sales executive and others. The findings shed light on the important areas that companies are focusing on and highlight the talents that are in great demand, offering insights into the dynamics of the labor market as it stands right now. The goal of this thorough analysis is to provide useful information that will help policymakers and job seekers alike better comprehend and manage Bangladesh's changing job market.

Top job vacancies for the years 2022 and 2023

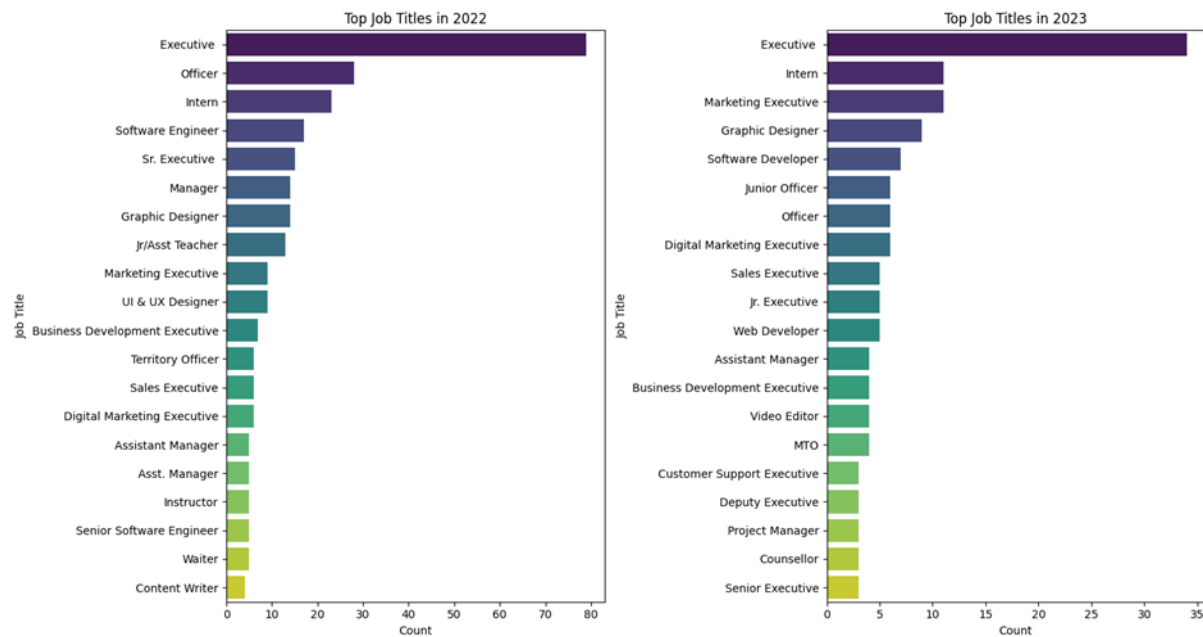


Figure. 4.2.2 Top job vacancies for the years 2022 and 2023

Note: larger lettering indicates greater importance, emphasis, or frequency.

The figure delves into the top job vacancies prevalent in the years 2022 and 2023 in Bangladesh. Through extensive research and analysis, the study identifies and describes the key job positions that experienced high demand during this period. The results shed light on the industries, sectors, and roles that were particularly prominent in the job market, providing valuable insights for job seekers, educational institutions, and policymakers. We have found that the executive and Officer post had the most vacancies. Besides Software developers, Intern & Graphics designer positions had good vacancies after Executive positions. This examination aims to capture the dynamic nature of the employment landscape, offering a nuanced understanding of the evolving job market trends during the specified timeframe.

[illegible]

Note: larger lettering indicates greater importance, emphasis, or frequency.

However, companies also take into account a fresh graduate's strong CGPA, technological abilities like email writing and Microsoft Office proficiency, and knowledge of discipline-specific fundamentals

[illegible]

Note: larger lettering indicates greater importance, emphasis, or frequency.

Apart from that, when recruiting fresh graduates, companies usually run into problems with dedication, a lack of professionalism, communication skills gaps, and basic knowledge gaps.

CHAPTER 5

IMPACT ON SOCIETY, ENVIRONMENT, AND SUSTAINABILITY

5.1 Impact on Society

The comprehensive analysis conducted, "Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh," carries profound implications for society, shaping the discourse on workforce dynamics and contributing to informed decision-making in both public and private sectors. The impact on society can be observed through many lenses:

- **Informed Policy Formulation:** The insights produced from the analysis provide policymakers with a detailed view of the skills landscape in Bangladesh. This knowledge is crucial in establishing policies that address the present needs of the job market, supporting economic growth, and maintaining alignment between school curricula and industrial demands.
- **Educational Relevance and Innovation:** Academic institutions can exploit the findings to adapt and innovate their educational programs. Aligning courses with the identified skill gaps means that graduates are more able to meet the demands of the labor market, encouraging a more agile and responsive educational ecosystem.
- **Strategic Workforce Planning:** Businesses and industries gain a competitive edge by proactively aligning their workforce development strategies with the observed trends. This helps businesses to proactively address talent shortages, develop employee training programs, and foster a workforce that meets the shifting needs of the sector.
- **Empowering job searchers:** Job searchers, both existing and prospective, gain from a clearer grasp of the skills in demand. This information helps individuals make informed decisions regarding their education, training, and career pathways, ultimately contributing to reduced unemployment and enhanced employability.
- **Economic Growth and Worldwide Competitiveness:** The thesis adds to the greater goal of boosting Bangladesh's economic growth and worldwide competitiveness.

- **Social Inclusion and Equality:** The findings shed light on discrepancies in access to skills and employment opportunities. This understanding is crucial for devising measures that promote social inclusion, minimize gender and socioeconomic disparities, and build a more equitable employment market.
- **Ongoing Adaptation to Change:** The dynamic nature of the skills landscape needs ongoing adaptation. This concept advocates a culture of continual learning, emphasizing the need for professionals and institutions to be abreast of developing trends to remain competitive in an ever-evolving labor market.

In conclusion, the significance of "Navigating the Skills Landscape" extends far beyond the academic

5.2 Impact on Environment

One important component of our thorough investigation, "Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh," is the influence on the environment. Even if job skills are the main focus, it's important to recognize the possible environmental effects of workforce development and industry requirements. This study takes into account the dynamics of the labor market as a whole, industry practices, and the ecological footprint connected to skill acquisition. We hope to add to the conversation on sustainable practices in the larger framework of Bangladeshi job and skill development by bringing these elements to light.

5.3 Ethical Aspects

Our study framework for the complete analysis, "Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh," is based on ethical considerations. It is crucial to uphold ethical norms and make sure research is conducted responsibly. When it comes to gathering, analyzing, and reporting data, the study abides by values like honesty, openness, and discretion. The privacy and consent of the people and organizations concerned are fully respected during the collection and use of data. In addition, the study makes an effort to reduce biases, guarantee the objectivity of its conclusions, and encourage the responsible sharing of knowledge. Respecting ethical norms is essential to this study's dependability and legitimacy.

5.4 Sustainability Plan

The sustainability plan for "Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh" is meant to ensure the continuing influence and applicability of the research findings. The objective is to integrate environmentally, socially, and economically acceptable methods to ensure the long-term success of the thesis.

Stakeholders: Identified stakeholders include academic institutions, researchers, policymakers, industry experts, and the broader community. Engaging with these groups will add to the sustained influence of the thesis.

Social Sustainability

A. Community Engagement

Foster ongoing contact with the academic community, industry experts, and policymakers through conferences, webinars, and collaborative efforts.

B. Knowledge Sharing

Disseminate research findings extensively to benefit various audiences. Develop accessible information and connect with the public to promote understanding of the job industry landscape in Bangladesh.

Economic Sustainability

A. Funding Diversification

Explore multiple funding opportunities to support continuing research and knowledge sharing. Collaborate with industry partners for financial assistance and relevance.

B. Industry Collaboration

Establish cooperation with industry stakeholders to ensure the practical applicability of the study findings. Foster partnerships with groups that may profit from the thesis outcomes.

C. Skill Development Initiatives

Recommend policy approaches and efforts based on research findings to encourage skill development in Bangladesh, contributing to economic sustainability

CHAPTER 6

CONCLUSION AND FUTURE WORK

6.1 Summary of the study

A detailed insight into Bangladesh's dynamic labor market can be gained from the paper "Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh." The study examines the talent needs of a variety of businesses by examining information from more than 250 employers who attended a job fair. Important findings shed light on the particular skill sets that businesses are looking for and indicate how the employment market is changing.

The study's conclusion highlights the necessity of a deliberate alignment between industry demands and academic programs in order to improve employability. The skill gaps and industry preferences that have been found provide insightful information to politicians, job seekers, and educational institutions.

As we look to the future, it will be crucial to continuously monitor and periodically reevaluate industrial needs in order to guarantee the continued relevance of educational programs. Further research should look into how developing technologies affect employment requirements and how to best facilitate industry-academia collaboration. This study provides a basis for further research, which is encouraged to build on its findings and add to the continuing conversation about workforce development in Bangladesh.

6.2 Conclusions

In conclusion, the thesis, "Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh," has provided a detailed examination of the skill dynamics within the country's job market. Through a meticulous analysis of data obtained from a diverse range of industries and over 250 participating companies, this study has identified critical trends and patterns.

The findings underscore the evolving nature of skill demands, reflecting the dynamic changes within industries. The identified skill gaps and preferences serve as valuable information for

educational institutions, policymakers, and job seekers, offering actionable insights to bridge the divide between academia and industry.

The thesis emphasizes the importance of adapting educational curricula to align with the evolving needs of the job market. This strategic alignment is crucial for fostering a workforce that is not only equipped with relevant skills but is also adaptable to the changing landscape of industries.

As we conclude this study, it is evident that a proactive approach is necessary to address the challenges posed by the evolving job market. The recommendations and insights presented in this thesis lay the groundwork for future research and policy initiatives aimed at ensuring the continued employability and success of the Bangladeshi workforce. The journey to navigate the skills landscape is ongoing, and this thesis serves as a valuable contribution to the ongoing discourse on workforce development in Bangladesh.

6.3 Implications for further study

This thesis' thorough analysis, "Navigating the Skills Landscape: A Comprehensive Analysis of the Job Industry in Bangladesh," provides a number of directions for more research and investigation. In order to improve our comprehension of the changing dynamics between skills and job markets in Bangladesh, the implications for future studies are imperative. The following are some crucial issues that demand more research:

- **Longitudinal Studies:** To gain a better understanding of the durability and adaptability of the trends found, longitudinal studies tracking the changes in skill demands over time would be conducted.
- **Sector-Specific Analysis:** Targeted workforce development programs would benefit from a closer examination of certain industries or sectors to comprehend the subtle differences in skill requirements within each.
- **Geographic Variances:** A more nuanced view of Bangladesh's heterogeneous economic landscape can be obtained by examining regional differences in skill demands and job markets.

- **Impact of Technology:** Considering how quickly technology is developing, it is crucial to look into how new technologies affect job prospects and skill requirements in order to prepare the workforce for the future.
- **Cross-Cultural Comparisons:** Research with nations that have comparable issues would allow for a more comprehensive comprehension of successful methods for closing skill gaps and improving employability.
- **Evaluation of Policies:** Evidence-based policy suggestions would benefit from an assessment of the efficacy of current policies designed to close the skills gap and promote industry-academic collaboration.
- **Entrepreneurial Landscape:** Awareness of alternate career paths may require a thorough awareness of how entrepreneurship contributes to job prospects and meets skill demands.

Future research projects on these topics will allow academics to add to the body of information about employment dynamics and skills, which will support long-term and practical workforce development plans in Bangladesh.

6.4 Recommendations from Employer

- **Enhance students' soft skills first**

The survey makes it obvious that employers view soft skills—such as social, personal, and methodological skills—as a basic set of competences that go beyond graduates' academic aptitude for any position in the business. According to 35.2% of the businesses surveyed, educators should put a high priority on helping students improve their soft skills from the start of their academic careers.

- **Increase the ties between practice and knowledge**

Without exercise, knowledge is meaningless. In about 14.84% of the comments that we received, employers suggested that academic institutions focus more on theory than practice. This is due to their belief that graduates need to have some sort of practical comprehension of how a real-world company functions.

- **Enhance academia-industry relationship**

The most effective weapon against unemployment may be strong ties between education and industry. Approximately 13.28% of the responses we received said that companies should encourage academic institutions to collaborate. Graduates' employability skills can be greatly increased by industry professionals participating in course design, training, workshops, grooming, knowledge dissemination seminars, field work, and research with academic and industry experts.

- **Run more training or programs that are practically oriented and in line with the topic matter.**

The fast growth of technology, the dynamic character of the workplace, globalization of the economy, and digitization have made it difficult for HEIs to keep their curricula up to date with industry demands. Employers recommended that universities offer more realistically focused programs and training that are in line with topic knowledge in approximately 11.71% of the responses that we gathered. For this reason, it's critical to set up additional practical training, workshops, and seminars in addition to helping graduates hone their abilities in an actual, real-world situation.

- **Organize more career route workshops according to discipline.**

Employers, who made this recommendation in large numbers (9.37%), suggested that academic institutions hold additional workshops on discipline-specific career pathways in order to provide graduates with the tools and resources they need to launch fulfilling careers. If so, the Careers Service Center can provide a wealth of suggestions for enhancing graduate employability skills both inside and outside of the university.

- **Bolster the technical and IT abilities of graduates**

Employers prioritized developing graduates' technical and IT abilities by over 8.59%. Since the modern workplace is always changing, graduates need to be able to change with the times swiftly. Employers therefore recommend that educational institutions give graduates the IT and technical abilities that are in high demand in the workplace.

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