

Private job rather and government service

Business, Decision Making



At present we are seeing that young graduates show more enthusiasm in private job rather than government service. In the present society, young generation think money is all which can bring happiness in life and it is the private organization where we can see they are well paid compare to government service. Day by day the number of candidates applying for a government service is decreasing. On the other hand there is huge rush on private job. There are not sufficient vacant positions for fresh graduates. Still there is lot of demand. In this research, will try to find out the reasons behind young graduates are more interested in private jobs rather than government service. Background: The status of young graduates is an important factor affecting the overall development of a country.

The total development of Bangladesh will be hampered if the status of fresher, constituting a huge number of the country population, remains as low as it is today. Few decades back, the young generation were more concerned for government job. They used to think that it is the most prestigious and secured job in the country. People also used to respect government officials. Moreover people were attracted to the benefits those were provided in the government service whereas private/ non government jobs did not provide those benefits.

People could work in a flexible way in government service. There were some companies which gives flexibility option to their employees, but that was few in number. Maximum private organizations were rigid.

They did not give their employees freedom. They did not empower their employees. Thus employees could not participate in any type of decision

making. That's why people felt well in government job rather than private job.

The present scenario is changing. Now a day, Young generation seems more enthusiastic towards private (especially in multinational companies) rather than government job. At present private companies offer handsome salaries to their employees which basically an employee look for. Government employees are not well pay off. But the old experienced people claim that government job is the best job. During this research, an attempt has been taken to focus light on the current status of job sector in Bangladesh through surveys of present day fresh graduates from a significant stratum of the society, which acted as primary sources of information.

Another important primary source of information was interview sessions with two authoritative personnel. Relevant online comments, articles and books worked as a secondary source Of information. 2 Areas of Research: This paper is based on some key areas based on the following research questions: The first question is what is the percentage of the graduates joining in private job and in government job? To determine this number, I need to go to Public Service Commission (SC) of Bangladesh for finding out the exact percentage Of those people who are joining in the government service. SC can give these data by observing the passing rate of BCC (Bangladesh Civil Service) exam and the rate of joining candidates in the job. It is not easy to figure out the percentage rate of joining in private company as a fresh graduate. So, I am assuming that the people who are not joining in the government service, are entering in the private sector. The second

question is what is the key factor in joining one of these jobs? In their own eyes, where do fresh graduates stand, is a vital aspect of the paper.

To establish their rights, it is necessary for young generation to believe in themselves. To what extent are they aware of this matter? What are reasons behind turnover? Do they think that they lack any competency? If they do not lack any competency, do they have the complete ability to compete successfully with others? What are the factors that they are looking in the job? The research paper will try to bring out the answers to all these questions. The third question is what are the privileges providing in government job and private job? The third area to be focused is the acts of the society in its claim to meet the gaps between government sector and private sector.

It is required to find out whether the society tends to meet this gap by offering privileges to employees. If privileges are actually offered, what 3 kind of privileges are they? To establish equal benefits in government service and private sector, the same treatment should be offered to both the organizations, and if privileges are to be offered that should also be of the same degree. The paper seeks to find if there is any deviation from this. It is necessary to observe if the degree of privileges is same for both organizations or not. The next question is that are employees satisfied in their respected field? The fourth area that the paper pays attention to is the satisfaction level of employees regarding the privileges they get. It is essential to see what employees think should be the degree of privileges offered to them. It should be observed whether employees feel that there is

any lacking in the privileges offered to them, or there are extra privileges that the organizations tends to offer to them.

If there are added privileges for employees, how do they feel about it? Do they think that these privileges are needed for their betterment or are these unwanted? In employees' point of view, will the removal of privileges help to lead them a better life or do they think that the existence of such privileges will help them establish their rights? The research paper will endeavor to answer these questions. The last question is which are the things that make an employee satisfied? Lastly, the paper tries it level best to find out the way of making an employee satisfied by offering different types of privileges to the employees in organization . What effect do these privileges create? Through a careful observation, the paper tries to bring out the actual truth behind the mask of employees privilege. Are these offered actually to respect employees and encourages employee empowerment or do they symbolize that employee are unable to 4 become self-dependent and thus they lead a parasitical life? This is the most crucial question which this paper will try to answer and thus move towards an attempt to prove its hypothesis. To summarize, this research papers objective is to determine the true picture of the job sector in Bangladesh through observing the way it treats the employees.

It will shed a light on the extent to which the organization claims to have changed its behavior towards employees and whether what it claims is true or not. At the end it will try to reveal if there is any indirect meaning behind all the facilities it offers to women in the name of ' women empowerment. 5

Hypothesis: The old people is still considering private as inferior, perhaps indirectly. This is because they think there is no job security in private job. But if the fact is true then there will be no sustainability of private companies in our country and there will be no investment. Moreover there is political threats and lot of corruptions in government job.

So, keeping all these things in mind and also some other things, young generations are building up their career through private job. 6 Methodology: The primary data collection was done in two ways, through questionnaire survey and personal interviews. For the questionnaire survey, it was kept in mind that data can be collected from at least one strata of the society, since it is impossible for a research to come to a rational conclusion by focusing on the perception of only one class of the society. Hence, one group was targeted, which represent a significant portion of young generation in the society. The target group was the fresh graduate students of North South University (from every discipline) and this group was chosen as a representative of the upper stratum. Another source of primary information was the interview session with Muhammad Sis Hogue, Ex- Additional Chief Engineer, Public Work Department (POD). He provided invaluable information for this research by sharing his thoughts regarding government service and the society and also gave emphasis on one of the very important aspects of this research which is the degree of privileges.

The interview session with Md. Emmanuel Hogue, Managing Director, General Pharmaceuticals Limited also gave the researcher some very important information. How employees are treated in private sectors was

revealed from what he said. For secondary source of information, the massive materials of the internet were used. Also, elevate online articles and journals were extensively used, one of the articles which is The status of job demand in Bangladesh: is the situation really encouraging? By Dry.

Sat Hosing, Ex Chairman of SC(Public Service Commission) is worth mentioning. Primary Data Analysis: Questionnaire Survey At first the data analysis of target group consisting university students is presented as follows: Target Group: University Students 1) Data presentation Question Number: 1 2 3 4 5 6 7 8 9 10. Options selected by candidates: a) b) (3/30) (27/30) 8/30) 13. 33% (4/30) 23. 33% (7/30) 66. 67% (20/30) 23. 3% (7/30) (24/30) 3. 33% (11/30) 26.

67% (8/30) c) WA d) N/A 26. 67% (8/30) BOO) This is the tabulation of results of the questionnaire survey performed on 30 students of North South University, Dacha University and BRACE University.) Graphical Representation and Written Data Analysis: The questions were carefully designed so that the perception of our society young generation regarding the job sector of Bangladesh can be revealed. The questions aim to bring out the true facts beginning from fresh graduate's competencies in their own perspective, through what additional privileges they are offered and end tit finding out the true picture behind these privileges. The most important objective was to find out that in 8 which sector young generation is interested to build his career.

The answer options chosen by the candidates provide an insight to these key questions. A few significant questions are graphically represented and all the

questions' data have been analyzed. The very first question was designed to identify the preference of students, i. e.

Which type of organization they want to work in. Preference of students

Government organization Private organ action 0. 00% 20. 00% 40. 00% 60. 00% 80. 00% 100.

00% Option A Option B Government job Private job A didst inactively clear majority of 90% chose option (b) indicating the fact that young generation seems more enthusiasm towards private sector. On the other hand according to rest 10% chose option (a) which indicates they have some sort of interest regarding government service. The variation was unexpected. The reason for such a high percentage of candidates to choose option (b) may be that their relatives or neighbors have doing job in the public sector. So, they know the real picture of this side. Now a day, young generation shows more interest in taking challenges and look for scopes which is only available in the private sector.

9 The next question attempts to find out the logic of their choice. The following pie chart gives information about their opinion. Logic for their choice 3 3 6 The organization has a secured future for me The work environment may be good at all 18 The organization has flexibility option The organization pays me well From the above pie chart it is observable that 60% candidate answered that work environment may be good at all. In the previous question 90% candidate choose private organization. That means from that 90%, 60% believe that work environment in good in the organization whereas overspent organization has not good working

environment. 10% candidates told about salary. 20% candidates mentioned security factor.

The other 10% mention about flexibility. Above all, good work environment is the thing that maximum people think before doing a job. 10 The third question attempts to figure out the most important thing in the job according to the candidates. Important thing in a Job 10.

00% 6. 67% 20. 00% Good salary Status Flexibility 63. 33% Responsibility In this case I have found that majority of the candidates want status in the organization which is more than 63. 33%. The percentage figure indicate that owe much important the status is. Meanwhile candidates told about salary which helps an employee to meet up daily expenses.

The other 10% told about job responsibilities and rest 6. 67% mentioned about flexibilities. The candidates give their opinion by saying that status is the thing they look forward for. This status can be earned by showing good performance in the organization. Thus an employee can earn good status. 11 The fourth question tries to find out the possible reason for switching to private job from government job.

Reasons for switching to private job from government service Lack of motivation. Less salary compare to the private organizations Political threat Corruption 0. 00% 10.

00% 20. 00% 50. 00% 60. 0% From the above graph it is observable that more than 50% candidates think that it is the salary which leads an employee to take the decision of switching to private from government

service. 20% candidate thinks that there is lack of motivation in the government sector compare to private sector. The other candidates think corruption and political are also the reasons for switching the job. In government organization pays little which is very tough to run a family and meet up the daily expenses.

Moreover political threat and irruption may decline the status and respect for the job. Thaws why employees leave the job. 2 The fifth and sixth question discussed about the candidates perception regarding the private job and government service. Government Service Prestigious job 20.

00% 26. 67% Completely risk free job Totally good for nothing 23. 330.

00% Though it pays less to the employees, it gives huge benefits and bonuses every year In the government service, 30% candidate mentioned that government job is good for nothing. 20% thinks that it is a prestigious job. 23. 33% candidate thinks that it is completely risk free job and 26. 7% think that it pays less, but it gives huge benefits and bonuses every year. It was a great wonder that all the percentages were very close. 13 Private job 70. 00% 60.

00% 30. 00% 20. 00% 10. 00% 0. 00% More challenging Employees are very than the government hard working, job energetic.

No flexibility Company pays well, but do not provide to much benefits and bonuses like government organizations Escritiores the above the graph, it is observable that more than 65% candidates think that private job is more challenging compare to government job. 6% think there is no flexibility like

government service. 3% thinks company pays well, but do not provide sufficient benefits and bonus as government organization. In question 7 and 8, there were rating scale where candidates rated the organization. 80% candidate rated only 2 in government organization in a scale of 5 whereas 90% candidate rated 4 in the private organization in a scale of 5. This rating proved how much interest the candidates have in the private sector. 14 In the ninth and tenth question, I have focused on the recommendation/suggestion part where they can take initiatives to come over this situation.

Government Organization 6. 67% 6. 67% 26. 67% Introduce incentives for better performance Giving remunerations performance basis, not on seniority basis 60.

0% Introduce Performances related pay) system and get rid of traditional pay system Sending employees to training From the above pie chart it is observable that 60% candidates recommended introducing Performance related pay (Pretest in the government organization. Thus it is expected productivity will increase. More than 26% recommend that promotion will be given on performance basis, not on seniority basis. Thus better performance is expected in the government service for future development. 6% emphasized on providing incentives for better performance.

Recommendation for private Organization Ensure bright future 13.

33% 10. 00% Reduce manpower cut 20. V. 67% Empowering Employees Should concentrate on unemployment; s development From the above pie chart it is observable that almost 57% candidates emphasized on bright future. Private organization does not provide security which is really a

disappointing matter for the employees. However, 20% suggested stopping manpower cut.

13% insisted on empowerment and 13% focused on employees' development. 16 Primary data analysis: interview session-I: For the sake of research, an interview of Muhammad Sis Squeegee Additional Chief Engineer, Public Work Department, Ex Member, Public Service Commission (SC)CSS taken. He also worked In this section outcome of the interview session is summarized. One of the vital objectives of Public Service Commission is recruiting employees in the government departments and also responsible for taking BCC Backlashes Civil Service) exam. Muhammad Sis Issued to look after the databases of Public Service Commission and worked in the mission of employee empowerment through information and telecommunication technology. In his words, “ Not even in the modern age, employee are enjoying their job as previous.