

Investigating the Relationship Between the Field of Study and the Employment Status of Graduates of the Faculty of Education of Parwan University

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ABSTRACT

The purpose of this study was to investigate the relationship between the field of study and the employment of undergraduate graduates of the Faculty of Education of Parwan University during the academic years of 1394 - 1398. This research is descriptive-survey in terms of type and correlational in terms of method. The statistical population (936 people) included all graduates of the Faculty of Education of Parwan University in four disciplines of biology, chemistry, mathematics and physics who were graduated during the years 1394 to 1398. The sample size was determined using Cochran's formula 127 people and were selected by stratified random sampling method. The instrument of this research was a researcher-made questionnaire whose validity was confirmed by professors and experts and its reliability was measured by test-retest (0.92). Data were analyzed using Chi-square, Human Whitney, Wilcoxon and t-tests. The results showed that there is a significant relationship between field of study, employment and job suitability; This means that in fields such as mathematics, biology, employment status and job fit is better than other fields. However, in fields such as alchemy and physics, the employment situation and job suitability are unfavorable. The relationship between educational average and type of employment with the field of study was not significant.

Keywords- employment, graduates, field of study, education, Parwan University.

main reason for the weakness of universities in Third World countries is that most universities in these countries, in terms of structure and performance, have modeled the old universities of industrial societies. Many national development programs at universities are imitations of universities in developed countries (Mansori, 2001, pp. 16-18)

The role and position of higher education in this field becomes clear when we know that scientific predictions and estimates create rapid changes and developments in the field of technology and, consequently, in the functioning of economic institutions of society. Therefore, because higher education trains and prepares individuals with appropriate technical and scientific skills, it is one of the key elements in the link between scientific knowledge and its applications in order to achieve economic progress. However, the economic structure of societies is changing drastically, and this increases the need for new skills, abilities and capabilities. Therefore, it seems very important that senior policymakers understand the economic and industrial developments and changes and how the higher education system can be adapted to these new conditions. Paying attention to this is effective in reducing concerns about the widespread unemployment of graduates. For this reason, in order to meet the labor market demand for a skilled and efficient workforce, all countries have paid special attention to higher education. Today, entrepreneurship education in universities and higher education institutions has become a global phenomenon. An entrepreneurial university is a university that identifies opportunities and absorbs and provides the required resources, and also implements operational plans by providing creative design solutions while accepting risk and tolerating failure and mistakes, and the results obtained to Provides timely and easy access to organizations and stakeholders.

One of the dimensions of entrepreneurship development has been entrepreneurship education at all levels of the education system, especially higher education. Entrepreneurship education is necessary to create self-employment, because it makes the student's mind creative and provides suitable conditions for his / her employment according to the current situation. Given the huge expenditures made each year by

I. INTRODUCTION

The most important mission of the higher education system in any country is to train efficient, creative and entrepreneurial human resources. In this regard, universities and institutes of higher education as the implementing units of the higher education system in the field of entrepreneurship and training of specialized and skilled personnel needed by different sections of society have a significant share. The main mission of universities is to cultivate human resources, create creativity, initiative and innovation. The less advanced the society, the higher the expectations of the people from the universities, because in such countries there are no other institutions and organizations that can take over the duties and responsibilities of the university. The

governments and families to educate young people, it is necessary to pay attention to the efficiency and its consequences, and not just add to the flood of unemployed people in the society and the society suffers fruitless expenses and losses instead of progress and development. And on the other hand, the educated young man enters the Kaaba of his dreams with a thousand hopes and aspirations and becomes a job-seeking graduate, frustrated and disappointed. Today, higher education must be held accountable for the career prospects of graduates and the high costs incurred each year for student education; It must be clarified what benefits higher education courses have for society, and whether they enable graduates to achieve vital jobs with the skills needed by society, or does it add to the flood of unemployed job seekers each year? Isn't it time to attract more human capital to this region? Isn't it time to pay a little attention to the quality of education in universities instead of paying special attention to improving the quantity of universities? Employment is a means through which a person is drawn to the scene of economic and social activities and not only causes the continuity and cohesion of his/her society, but also through this can meet her material and spiritual needs. Unemployment has become an acute problem in underdeveloped countries in the last decade. In these countries, the problem of unemployment is not a periodic problem due to the temporary decline in growth and production, but has become a chronic problem; In addition, the difference between unemployment in underdeveloped and developed countries is that in underdeveloped countries, unemployment is limited to young people and educated people, while unemployment in developed countries includes the elderly and the poor. Educated manpower is one of the most basic productive and economic factors of any country. Clearly, a country that fails to develop the skills and knowledge of its people and use it effectively in the national economy will not be able to develop anything else. Numerous empirical studies have shown that educated people work more hours a year, migrate more than those with less education, and are constantly evaluating, refining, and improving their information and awareness. And that is why trained manpower, in fact, provides the basis for sustainable development of the country and is considered by higher education planners. And according to the training of trained manpower in developed countries, we can understand the importance and role of quality manpower in increasing production and sustainable development of these countries. Over the past few decades, the phenomenon of graduate unemployment has become a problem in most countries

II. LITERATURE REVIEW

Berenji, (1973) entitled "Career Fate of Graduates in Educational Management, Faculty of Psychology and Educational Sciences, University of Tehran", which examines the employment status of

thirteen graduates of the same year. In the results of the research, the reasons for not using the master's degree in educational management are stated as follows: Organizations are not aware that there is such a field for training managers in the Faculty of Educational Sciences, the unwillingness of the Ministry of Education to use the graduates of this field and the desire and interest of the graduates to continue the work they have been engaged in during the training course. Before graduating, most students engage in activities that are completely at odds with their field of study, and for this reason, and for fear that they may not be able to put the material into practice, change jobs and pursue a career with a degree. They do not want to be in harmony. The inconsistency of the job with the type of educational data makes it impossible to acquire the necessary skills to implement what has been learned in practice.

Bahrami, (1997) in a study entitled "Study of employment status of undergraduate graduates of the Faculty of Educational Sciences and Psychology of Ahvaz University during the years - 1370-1375" has studied the employment status of 958 graduates of undergraduate courses Out of 958 people (550 men and 408 women), 798 were employed (490 men and 308 women) and 160 were unemployed (60 men and 100 women). The employed were mostly married (78%) with an average age of 32 years and the non-employed were mostly single (59%) with an average age of 27 years. There is the most job fit between counseling and psychology. There was no significant relationship between parents' education and graduates' employment status, and most of their parents' employees were illiterate and low-literate. About 86.8% of the employees have been employed in the public sector and most of the employees are related to the graduates of 1373 and 1375. The researcher believes that the reason for this is a better job situation and more manpower in these two years, because there was a wider employment in the public sector in those years. Most of the unemployed cited unemployment as a reason for not being recruited by education, and some cited low salaries and unrelated fields of study to the job [and among women the most common cause of unemployment was continuing education].

Mozaffari (2007) in a study entitled "Study and study of regional advantages in employment of graduates of Bu Ali Sina University in the provinces of Hamadan, Kerman Shah, Zanjan and Kurdistan" The situation of employed and unemployed with higher education by major groups and Major groups of activities and comparison with indicators of the whole country, the situation of higher education in the region and comparison with the whole country have been studied.

The results of his research showed that among the provinces of the region, in terms of population, Kermanshah has the most and Zanjan the least area and in terms of area, Kurdistan province has the most and Hamedan province has the least area. The payload, which is equal to the employed population - the total

population/ employed population, is equal to 2.11 people in the country. A high index means that the employment situation is unhealthy. In the provinces under study except Kermanshah, in other provinces, the burden of guardianship is less than the burden of the country. The lowest level of guardianship is related to Kurdistan province with the number 1.97 percentage of employees per capita in Kermanshah province is lower than the whole country, but for other provinces the percentage of employees per capita is the same as in the whole country. The region's human poverty index is very high and among the 26 provinces of the country, all four provinces have ranks above 16, which indicates widespread and severe human poverty in the region. One of the repulsive factors in attracting higher education graduates to the region is the high share of food, beverage and tobacco costs in the provinces of the region. The share of employees with higher education in the region was equal to 6.97%. This ratio in comparison with the whole country indicates that the situation of activity in the region is such that the possibility of using educated people in various activities is relatively less. Among the provinces of the region, Kermanshah province has the highest number of unemployed people with higher education with 46%. This ratio is for Hamedan, Kurdistan and Zanjan provinces, respectively: 27%, 21/13% and 15.8% and in fact, the lowest unemployment rate with higher education among the provinces of the region is related to Zanjan province.

The important questions raised in this study are what percentage of the graduates of the Faculty of Education of Parwan University are attracted to the labor market. How many graduates of this college cannot enter the labor market? Why aren't the graduates of this college recruited? What organizations have been pioneered to attract graduates so far? To what extent has their field of study been effective in their job, and finally, what is the relationship between the field of study and the employment status of the undergraduate graduates of the Faculty of Education? In this research, these questions have been answered as much as possible.

III. RESEARCH QUESTIONS

1. What is the frequency distribution of graduates working in the Faculty of Education of Parwan University according to the field of study in the period 1394-1398?
2. What is the number of employed graduates of the Faculty of Education of Parwan University in terms of the year of graduation in the period 1394-2014?
3. What is the number of employed graduates of the Faculty of Education of Parwan University in terms of the appropriateness of the job with the field of study in the period 1394-1398?
4. Is there a relationship between the field of study and the employment status, job fit and employment in the public sector of the graduates of the Faculty of

Education of Parwan University during the years 1394-1398?

5. Is there a relationship between the field of study and the employment status of the graduates of the Faculty of Education of Parwan University during the years 1394-1398?

IV. RESEARCH METHOD

This research is descriptive-survey in terms of type and correlational in terms of method. And in terms of purpose and nature of research in the category of applied research. Because the purpose of applied research is to develop applied knowledge in a specific field. In terms of data collection, the present study is descriptive correlational research, which seeks to identify the correlation between the field of study and employment of graduates. In order to obtain a suitable sample for data collection, the proportional stratified sampling method was used. In this sampling method, Cochran's formula was first used to determine the sample size.

$$n = \frac{t^2 P \cdot (1 - P)}{d^2}$$

which n is the sample size, P is the ratio of graduates employed to the total sample, t is the level of confidence and d is the degree of accuracy or trust, which is usually 0.05 to 0.08 and in this study 0.08 was selected.

$$n = \frac{(1.92)^2 \cdot 0.67(1 - 0.67)}{0.08^2} \cong 127$$

Sampling method using Cochran's formula was used to determine the sample size. The sample size of 127 people was determined for this study. In the next stage, graduates of different fields were selected according to their proportion in the society. Although this was not done completely and proportionately or it was not possible, nevertheless, an attempt was made to include the proportion of community graduates in the sample as much as possible. A researcher-made questionnaire was used to collect the required information. The personal characteristics of the respondents, employment status, training experience and graduates' recommendations for obtaining a suitable employment status were among the main issues raised in the questionnaire. Also, the questionnaire was given to a number of people in the research community (graduates of Parwan University) to comment. Then, based on their opinions and the opinions of experts, the final questionnaire, which includes 20 questions, and in designing this questionnaire, a five-point Likert scale (from very high to very low) was used. The calculated correlation for two times of questionnaire was 0.92 Which indicates the high validity of the questionnaire.

Because the answers to the questions were very similar and coordinated in the two performances. For classification, description and number of gender variables, Employment status, Housing, Job Type, Average education, Middle, Average and standard deviation was used. To review and answer research questions Chi-square test, t-test, variance and Human Whitney test were used.

V. RESEARCH FINDINGS

Question 1. What is the number of graduates of the Faculty of Education of Parwan University in terms of employment and field of study in the period 1394 - 1398?

Table 1. shows the number of graduates of the four disciplines of the Faculty of Education of Parwan University in terms of employment and field of study.

Table 1: Number of graduates of the Faculty of Education of Parwan University by field of study and in the period 1394 – 1398

Occupational status	Field	Frequency	Percent	Cumulative percent
Employed	Mathematics	26	32.5	32.5
	Chemistry	12	15	47.5
	Physics	13	16.25	63.75
	Biology	29	36.25	100
	Total	80	100	
Unemployed	Mathematics	8	17.03	17.03
	Chemistry	14	29.78	46.81
	Physics	15	31.92	78.73
	Biology	10	21.27	100
	Total	47	100	

Question 2. What is the number of employed graduates of the Faculty of Education of Parwan University in terms of the year of graduation in the period 1394 - 1398?

Table 2 shows the number of graduates of the four disciplines of the Faculty of Education according to the year of graduation.

Table 2: Frequency of graduates of the four fields of study of the Faculty of Education according to the year of graduation in the period 1394 - 1398

FIELD OF STUDY	1394	1395	1396	1397	1398	TOTAL
BIOLOGY	55	56	101	44	43	299
MATHEMATICS	48	64	71	48	44	275
CHEMISTRY	28	21	55	39	34	177
PHYSICS	31	12	63	35	44	185
TOTAL	162	153	290	166	165	936

Question 3. What is the frequency of graduates employed of the Faculty of Education of Parwan University in terms of job suitability with their field of study in the period 1394-1398?

Table 3 shows the frequency of employed graduates of the Faculty of Education of Parwan University in terms of the appropriateness of the job to the field of study and indicates that the graduates of recent years have had a better employment status. as

shown in Table 3, most employed people with a ratio of 36.76% are related to 1396 graduates and 1397 and 1398 graduates are in the next ranks. It is noteworthy that the status of job fit with the field of study of graduates until 1396 is an upward trend and after 1396 shows a downward trend and from 1397 onwards shows an upward trend and it indicates that in the policy of manpower recruitment, the necessary attention has been paid to the field of study.

Table 3: Number of employed graduates of the Faculty of education of Parwan University in terms of job fit with the field of study in the period 1394-1398.

Leisure year	1394	1395	1396	1397	1398	Total
Proportion of job or field of study Graduates	6.12	12.24	36.76	20.4	24.48	100%

Question 4. Is there a relationship between the field of study and employment status, job fit, employment in the opposite field and unemployment of graduates of the Faculty of Education of Parwan University during the academic years of 1394-1398?

Table 4 shows some of the basic variables regarding the status of graduates in the period 1398-94.

According to Table 4, the highest unemployment rate is related to alchemy and then physics and the lowest unemployment rate is related to mathematics and biology. Regarding the ratio of discipline to job, there is the highest proportion in mathematics and the lowest in alchemy. The highest percentage of employment in non-disciplines is in physics and the lowest is in mathematics.

Table 4: Employment status, suitability of the field with the job, non-field employment and unemployment based on the field of study of the graduates of the Faculty of Education of Parwan University.

Majors	Unemployment	The fit of the field with the job	Employment contrary to the field	Total
Biology	25.64	41.03	33.33	100
Mathematics	23.54	55.88	20.58	100
Chemistry	53.84	19.23	26.93	100
Physics	53.57	32.14	14.29	100

Question 5. Is there a relationship between the educational status and employment of graduates of the Faculty of Education of Parwan University during the years 1394-1398?

In this question, the educational status of employed and non-employed graduates is examined and its results are given in Table 5.

Considering the value of t (-0.35) with degree of freedom 135, it can be concluded that there is no significant difference between the mean scores of employed and non-employed graduates.

Table 5: t test to determine the relationship between graduates' educational status and employment

Employment status	frequency	Average	The standard deviation	t	Degrees of freedom	Sig
Employed	80	15.8	1.75	-0.349	125	0.67
Unemployed	47	15.9	1.69			

VI. DISCUSSION AND CONCLUSION

The results of research on the number of employed graduates in the period 1394-1398 show an increase in student enrollment and an increase in the number of graduates in all fields and trends, and compared to previous years, the desire of young people to enter the university, especially in these fields is relatively More than ever, the reasons are very clear according to the research literature. The results of this study with the results of Zarghami (2000) who in his research found that as time goes on, the demand for university entrance increases significantly and every year more graduates enter the labor market and also Bahrami (1997) research which is about the graduates of Ahvaz University and has reported a significant increase in the desire to enter the university and increase the number of graduates, It is also in line with Livanos (2010) study, which reported the tendency of Greek youth to enter universities and increase their graduation. The reason for the increase in university admissions, according to Amaral (2007) research on increasing student enrollment in Indian universities and the entry of countless graduates into the Indian market and also

Hofman (2006) study on the reasons for the increase in graduates from 1999 to 2005 in Sri Lanka and the research of Mero and Litwood (2006) on the study of university admissions and the number of graduates in the United Kingdom, the increase in the number of young people in this period and the strong demand of society to enter universities and the government has also inevitably resorted to policies to increase the capacity of universities.

The results showed that the highest number of employees is related to graduates in 1396, which includes about 32.14 % of employees. The result implicitly shows that graduates of previous years did not have a better employment status. Of course, the situation in 1396 is unique, because the graduates of this year have a better employment status than the previous two periods. This result is in line with the result of Asadzadeh's research (2003) which, after examining the employment status of graduates, found that in 1996, the employment situation was much better than in other years, However, in 1378 and 1379, the unemployment rate was higher than the average unemployment rate in the country and Bahrami (1997) research that most of the employees are related to graduates in 1373 and 1375 and

the reason for this is a better job situation and more manpower in these two years, Because in the public sector, wider employment has been done in the mentioned years, and most of the unemployed have mentioned the reason for their unemployment not being absorbed by education and not having a field of study related to the relevant job also, Yazdanpanah (1996) research, which reported the highest number of educated employees in the years 1373 to 1375, is consistent.

However, with the result of Shah Hosseini (1993) research on the employment status of midwifery experts, it was concluded that over time, the employment situation among midwifery graduates becomes more complicated. It is completely different. Regarding the relationship between the field of study and the employment of graduates, the results showed that in fields such as biology and mathematics, there is the highest job fit with the field of study That, this research result is in line with the research result of Alizadeh (2008) who mentioned the highest job fit in the Department of Educational Sciences and Psychology and Mirkamali (1993) research which has shown some aspects of the relationship between education and employment in Iran and that 65.8% of graduates believe that there is the highest job fit between their job and field of study and 95.1% of Employers have also reported a high work-life balance between the field of study and work, Is consistent. also, the results of this study are in line with the results of the study (Lee, 2009) which mentioned the highest job fit in the technical, educational sciences and psychology groups. and with the research of Pedrian (1993) who in his research has mentioned the most relationship between education and employment among the group of technical and engineering graduates that this relationship between graduates of humanities and educational sciences reaches its lowest value, Zarghami (2000) who stated that job fit in all fields is very low and Amiri (2003) who concluded that only 25% of the graduates of the whole country have a field of study commensurate with their job. In response to the existence or absence of a relationship between the field of study and employment status, the results showed that there is a positive and significant relationship between these two nominal variables; In other words, the field of study is quite effective in the employment status of graduates.

With a little attention to the job status of the four existing fields, it can be seen that the most employees are in fields such as biology and mathematics and the least number of employees are in chemistry and physics. In this regard, the results of the study with Asadzadeh (2003) who in the study of the employment status of graduates of the University of Tabriz during 1379-1375 achieved a similar result and reported a significant relationship between the two variables of study and employment of graduates and Azizmalayeri, (1993) which examines the employment status of undergraduates of Islamic Azad University in Malayer

and Arak universities, there is a significant relationship between the variables of field of study and employment between the departments of educational sciences and psychology and has reported especially in the fields of clinical psychology and counseling and with the result of research (Bazargan, 2001) which has reported the relationship between education and employment in its statistical population is weak and job fit is low. And Ghatmiri (2001), who in his research underestimated the relationship between educational status and employment, especially in the fields of educational sciences in Fars, Kohkiluyeh and Boyer-Ahmad provinces. does not match. In addition, the results showed that the field of study and the type of employment (public, private and free) have no significant relationship. This result is consistent with the results of Alizade, (2008) who did not find a significant relationship between field of study and type of employment and Tilak (2000) who achieved a similar result in the Dominican Republic. But with the research of Assad (1997) who has reported a significant relationship in some fields such as law, psychology, teaching, counseling and librarianship with the type of employment, More than 87% of graduates' work in the public sector. also, Salehi (2001) found that there is no significant relationship between the type of employment and the field of study.

SUGGESTIONS

1. It is recommended that educational planners at the ministry level pay attention to the labor market and the real needs of the community, and not just increase the capacity of universities and disciplines to meet unreasonable social demand.
2. The adoption of some policies will make it possible to attract and link graduates to the university. Adopt policies such as introducing graduates to the labor market, using sports and recreational facilities with significant discounts, holding celebrations and conferences and inviting all graduates, employment and job opportunities for university graduates.
3. It is suggested that the career destiny of graduates be continuously evaluated and its results used for policy-making and planning.

Considering that the research results show the lowest percentage of employment and the proportionality of the field with employment in the fields of chemistry and physics, it is suggested that this issue be pathological and reviewed by policy makers and planners in these fields.

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