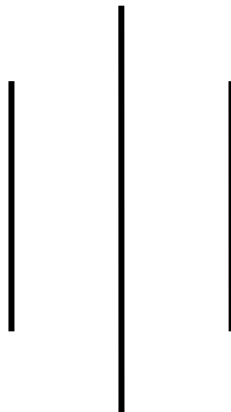


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**STATUS OF THE HUMAN RESOURCES
PRODUCED BY COMMUNITY COLLEGES IN
RUPANDEHI DISTRICT**

Submitted By:

**Parroha Multiple Campus
Sainamaina-04, Rupandehi**



**Submitted To
Ministry of Education, Science, Youth and Sport
Lumbini Province
Butwal, Nepal**

Dated: Ashar, 2079

PREFACE

It is our pleasure to forward the recently completed work entitled “status of human resources produced by community colleges Rupandehi district” based on the Rupandehi district Lumbini province. This is survey based work carried out during the year 2078 B.S. The Present study is the outcome of research grant by Province Government awarded to Parroha Multiple Campus. It is the joint effort between the Province Government and Research division of Parroha Multiple Campus dedicated to promoting research and extension. Faculty researchers working on behalf of the parroha multiple campus conducted extensive research and analysis for more than 6 months, proactively engaging within the district to make the work extensive and inclusive. We take this opportunity to express our sincere thanks to all the team members RMC. Our gratitude to the provincial government for financial grant and their hard work coordinating and guiding this exercise. I also thank all the students for their contributions during data collection. All the dignitaries during the presentation session for valuable creativity which contributed to add quality in the work are highly appreciated. Our appreciations to Prof. Laxman Gyawali for valuable suggestion which make the work come as an output successfully. The effort taken by Thaneshwar Poudel and Tikaram Aryal is praiseworthy in the completion of the project and we are highly thankful to them. All the staffs of the ministry and PMC are also appreciated as well.

Campus Chief
Parroha Multiple campus
Sainamaina Rupandehi.

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LIST OF ABBREVIATION

AD	: Anno Domini
BS	: Bikram Sambat
ILO	: International Labour Organization
PMC	: Parroha Multiple Campus
RMC	: Research Management Cell
BBS	: Bachelor of Business Studies
B.Ed.	: Bachelor in Education
MBS	: Master in Business Studies
M.Ed.	: Master in Education
HEIs	: Higher Education Institutions
Appex.	: Appendices

ACKNOWLEDGEMENT

It is our pleasure to foreword the recently completed work entitled 'Status of Human Resources Produced by Community Colleges Rupandehi District' based on the survey of graduates who pass out from the community colleges Rupandehi district Lumbini province. The survey was carried out during the month of Falgun and Chaitra 2078 B.S.

The status of human resources produced by community colleges of Rupandehi district is outcome of continuous engagement and support of several institutions and individuals. we extend our sincere thanks to all those who extended their invaluable support to make this Project successful. The effort would not have been materialized without the support of Ministry of youth, science and education Lumbini province Government of Nepal and special thanks goes to education cell and Research division, Nepal for their overall guidance and support in the entire process of this work. We appreciate the support of the office of different colleges for providing access to all available information and Ex-students required for sampling. We express special thanks to the host institution Parroha Multiple campus for facilitating the requirement and providing the administrative support during the process of the completion of the present work. Sincerely appreciate the support rendered by all the students of PMC for providing inputs in the data collection during field survey and questionnaire distribution and collection of data. All the dignitaries during the presentation session for valuable creativity which contributed to add quality in the work are highly appreciated. Our appreciations to Prof. Laxman Gyawali for his valued suggestion which make possible the work come as an output successfully.

We owe gratitude to Mr. Homan Chaudhary for administrative support and Dhan Kumar Kunwar for setting the work in procedural format. Similarly, sincere gratitude to Dr. Tara Prasad Gautam, Campus Chief of PMC for creative input into the work during writing and editing of the report. This survey would not have been possible without the generous support of all valuable resources the passout graduates and we are thankful to all respondents.

Research Team

Parroha Multiple Campus

EXECUTIVE SUMMARY

This work is part of the ongoing effort of PMC to work with the government of Nepal to promote research and extension under Ministry of Education, Science, youth & Sports, Lumbini Province, Government of Nepal as capacity development for Faculty research of community colleges. Every year our colleges and universities produce fresh and energetic human resources and are considered as the integral and significant part of Nepalese economy. The fresher are found joining the economic sector every year and many are still seeking for employment to best suit their skills and knowledge in the domestic as well as global market. In spite of government's policies to mobilize educated human resources, it is difficult to change the trend of employment of college graduates.

How the colleges' output human resources are engaged in the promotion of economic activities within the country by utilizing the capital and knowledge acquired from the HEIs in the context of Rupandehi district is the main purpose of this study.

The study also tries to investigate as how the colleges output are being converted into sustainable earning in the different economic activities. There can be many problems associated with unemployment due to the lack of opportunities and their skill utilization which need to be diagnosed and addressed properly to effectively gain from the ideal human resources. Employment of college students is closely related to government's labor and distribution policies. Reducing vast gaps of income and social security among various industries, occupations, regions, systems and labor markets will diversify and rationalize graduates' of HEIs.

This work is part of the ongoing effort of PMC to work with the government of Nepal to promote research and extension under Ministry of youth and science , Lumbini Province, Government of Nepal as capacity development for Faculty research of community colleges

Data are collected from 162 graduates who pass out from the community colleges Rupandehi district from all the 17 colleges implementing questionnaire keeping in mind the ethical safety issues. Both primary and secondary data are the inputs of the present work.

In addition, we further produce supporting evidences of analytic parts in the full text of this report and annexes. We believe that this research will benefits all the concern and such study/ survey also help to know the status of the resources produced by the community colleges.

ABSTRACT

Due to the slow pace of economic development in the past, our government was unable to broaden employment opportunities within the country. In the recent years the passed out resources from colleges and universities are increasing day by day. Countries had experienced the trend of labors outflow to developed countries and are getting opportunities of foreign employment. The present study proposes to investigate as how the colleges output skills are being converted into sustainable earning in the different economic sectors and activities. It is utmost important to evaluate student employment and higher education at times that it is consistent and not contradictory. Every year our colleges and universities produce fresh and energetic human resources and are considered as the integral and significant part of Nepalese economy. With the increase of the number of HEIs in Nepal, the enrollment has also grown considerably. In the recent year many developed countries focus on this element to understand the dynamics behind the human resources produced by HEIs and the employment. It is notable that the money and time are spent in the colleges should be made productive through the employment process. After the completion of university education most of the human resources are found to have created opportunities by utilizing their skills for self-employment and providing job opportunities to other as well for their sustainable livelihood. The fresher are found joining the economic sector and many are still seeking for employment to best suit their skills and knowledge in the domestic as well as global labor market. How the colleges' output human resources are engaged in the promotion of economic activities within the country by utilizing the capital and knowledge acquired from the HEIs in the context of Rupandehi district is the main purpose of this study. The mix method of research is designed and data will be collected from field survey and HEIs.

CHAPTER I

INTRODUCTION

1.1 Concept of the Study

The freshers are found joining the economic sector and many are still seeking for employment to best suit their skills and knowledge in the domestic as well as global labor market. How the colleges' output human resources are engaged in the promotion of economic activities within the country by utilizing the capital and knowledge acquired from the HEIs in the context of Rupandehi district is the main purpose of this study.

Based on the change in employment rate, and the financial crisis pose by Covid-19 influence, employment rate and aggravate the supply-demand relation. This decline will have negative influence on initial employment rate of college graduates. The structural change in economy caused by financial crisis will influence the structure of demand to college graduates, because, college graduates are barely motivated to work in less developed areas or some occupations. In spite of government's policies to mobilize educated human resources, it is difficult to radically change the basic trend of employment of college graduates.

At the same time, it is equally important to get insight into the problems related with the employment of the human resources produced by colleges. The study also tries to investigate as how the colleges' output skills are being converted into sustainable earning in the different economic activities. There can be many problems associated with unemployment due to the lack of opportunities and their skill utilization which need to be diagnosed and addressed properly to effectively gain from the ideal human resources. It is a fact that the major portions of our energetic youth force are attracted in foreign employment and many spent youthful times without any work in the homeland. The skills and knowledge are yet an important and most valuable asset which can be utilized for the benefit of all. It is essential to focus on domestic job creation because the demographic transition is swelling the ranks of the working-age population. More than 42,000 people of working age joined the labor market per month in Nepal. (Kathmandu Post, 2018/04/17)

Employment of college students is closely related to government's labor and distribution policies. Reducing gaps of income and social security among various industries, occupations, regions, systems, job option and labor markets will diversify and rationalize graduates of the HEIs'. There can be still many problems associated with unemployment due to the lack of opportunities and their skill utilization which need to be diagnosed and addressed properly to effectively gain from the ideal human resources. ILO estimated that 1.6 billion people will become jobless due to the outbreak of the Pandemic Covid-19. Nepal is also expected to welcome the large numbers of returnees from different nations at the same time.

Employment of college students is closely related to government's labor and distribution policies. Reducing vast gaps of income and social security among various industries, occupations, regions, systems and labor markets will diversify and rationalize graduates' of HEIs.

Government should encourage research institutes to conduct long-term follow-up investigations to the labor market of graduates of higher education by disclosing adequate and concrete information of labor market to university graduates for their career development. Intensify career development service in higher education institutions to improve the efficiency of job application. The career service unit can serve as a professional organization in higher education institution in counseling their output get job placement. Higher education institutions should also redesign their academic programs and curriculum based on shifts of demands in the job market, to encourage coordinated efforts between university and industries, and to foster a growth in job opportunities.

1.2 Background

Rupandehi lies in Lumbini Province of Nepal and covers an area of 1,360 km² (530 sq. mtr.) Rupandehi is divided into 16 local level units, in which 6 are urban municipality and 10 are Rural municipality, Butwal is considered as a sub-metropolitan municipality. The number of HEIs in Nepal has grown considerably since the early days. That is not to say that there are now a large number of

universities proper in Nepal. One particular feature of the Nepalese education system is that there are relatively few universities, but a very large number of campuses and affiliated colleges under the umbrella of these universities. Tribhuvan University remained the only university in Nepal still the largest university in Nepal and enrolls about 76 percent of all Nepali students. The total number of enrollment in the year 2018/19 is 4,41,819 students as per the report published by UGC Nepal. There are 17 public colleges in the Rupandehi district (EMIS Report on HEIs 75/ 76 UGC).

There are two types of campuses/colleges in Nepal: Constituent campuses/colleges (directly managed and financed by a university), and Affiliated campuses/colleges: institutions that offer programs that lead to a degree awarded by the affiliated university, but are funded and managed externally. Affiliated campuses/colleges can be privately owned or publicly subsidized by local communities. Community campuses charge tuition fees, but also receive grants from the UGC.

There is no official record of employment of human resources produced by colleges in Rupandehi district. The present study tries to identify. Therefore, it is an utmost important area to find as how the produced human skills are utilized to convert into sustainable income / earning in the homeland by the educated workers.

Nepal's political and socio-economic system is in a period of transition and the country is recovering from a series of national disasters. Nepal issued some 3.5 million labor permits to migrant workers for travel mainly to Malaysia and the gulf cooperation council in the last fiscal year. The social-cultural related problems and divorce are increasing due to the increase in the foreign employment rate which has created negative impact in our social-cultural norms and values. Therefore, the job search by our youngsters has increased with the increasing awareness to retain and work in the homeland and be with the near and dear ones.

Every year our colleges and universities produce fresh and energetic human resources and are considered as the integral and significant part of Nepalese economy. In the recent year many developed countries focus on this element to understand the dynamics behind the passed out students and employment. How the

colleges' output human resources are engaged in the promotion of economic activities within the country by utilizing the capital and knowledge acquired from the HEIs in the context of Rupandehi district could help gain insights into the present status of our educated human power. No doubt they contribute part in our gross domestic product and remain active in employment within the country. The present study will trace the passed-out graduates and gather valuable information is to understand the status of human resources produced by the public colleges of Rupandehi district. How the knowledge, experiences and skills are being utilized by the public colleges output to achieve sustainable income in home as well as foreign country is the theme of the present study proposal.

Despite this growing attention, limited research has been conducted to understand the decision-making dynamics behind the human resources utilization produced by our community colleges particularly in Rupandehi district. It is a fact that our universities and colleges contribute in the development of human resources in the country in a number of ways including internship and placement of skilled acquired by their students thus linking the producers of human resources and organizations requiring the manpower. The fresher are found joining the economic sector and many are still seeking for employment to best suit their skills and work knowledge in the domestic as well as global labor market.

1.3 Rationality / Relevance of the Study

Growing interest and aspiration of people to stay with family and do something at homeland can be seen in individual post in social media. The present study helps to understand therecent status of human resources and its utilization by government, non-government and other formal and informal organizations. The present study not only traces the resources but also capture the skill/concept/ideas/creativity utilized by the human force produced by our community colleges. The rationality of the study as follows:

- i. Indicate the human capital mobilizations in the economic development. It supports in the Policy formulation regarding the employments/self-employment for state and central government
- ii. The increasing turbulences in the social cultural norms/value due to ideal human resources can be minimized and thus reduce conflict.
- iii. Help to identify the impact of the government policy in the self-employment and promotion of internal employment thus discourage foreign employment.
- iv. Provide guidelines tracing the human skills and its utilization for the promotion of economics and social activities within the country and help to address the problems associated with the skill utilization and create positive environment.
- v. Indicate the problems associated with the skill utilization and create positive environment. Encourage the human resources and gain from the available opportunities within the country.
- vi. May help to discourage the ideal/inactive educated citizens who are the valuable resources and convert them into productive activities.
- vii. Provide guidelines to enforce higher education institutions to redesign their academic programs and curriculum based on shifts of demands in the job market, to encourage coordinated efforts between university and industries, and to foster a growth in practice opportunities for human resources by institutionalizing college student.

1.4 Statement of the Problems

It has been a long story since Nepalese worker seeking employment within nation and abroad. Till now it is rationally accepted concept by Nepalese society. Beside the educational certificate earned, it is very important to know and identify what different skill/Knowledge placement has been made and how these work skills are being utilized by the organizations as human capital that had been produced by public colleges in the district.

- i. Are the public colleges producing the human resources compatible with the demand of labor market?

- ii. What different job search problems encountered during the transition period of employment?
- iii. Do the human resources produced by colleges match the job and they fit in the organization where they worked?
- iv. Are the human resources produced by public colleges getting career opportunities, earning well and satisfied with job?

1.5 Research Objectives / Purpose

Social and economic integration of students upon their completion of education should also be an important concern of the community and the government. Not only the learning but earning of the human resources should be properly assessed by the state for the sustainable development and promotion of employment homeland through the process of employment.

The major objective of the study is to trace the human resources produced by public HEI to find out their employment status as well as their income and job satisfaction level.

The specific objectives of the study were as follows:-

- i. Identify the status of Human resources produced by the HEIs of Rupandehi.
- ii. Identify the employment of resources in sector wise.
- iii. Analyze the level of the employed human resources in term of earning, career development and job satisfaction.
- iv. Identify problems encountered during transition period (after completion of education and before the job placement).

1.6 Research questions

- i. What are the quantifiable Human Resources produced by Public HEIs in Rupandehi district?
- ii. How are the Human resources produced by Public colleges in Rupandehi district currently positioned and what problems they encountered in Job Placement / employment?

- iii. Do the human resources output of public colleges encountered Problems in Job Placement / employment?
- iv. Are the Public colleges producing Human Resources as per the Skill need of the current labor market or?
- v. Is the academic qualification converted into sustainable Earning and are the human resources satisfied?

1.7 Limitations of the study

Limitations are, such as the sample size, geographical location or setting in which the study takes place, population traits, etc. These constraint imposed due to practical reasons, such as lack financial resources to carry out a more thorough investigation.

- i. The study will be conducted in the context of Rupandehi district.
- ii. The exact population of the returnee is unknown.
- iii. The study will include and takes into consideration only selected variables to understand the status and therefore does not include the social-cultural and psychological aspect of the respondents.
- iv. The sample size is extremely small and therefore the findings may or may not represent the whole aspects.
- v. The general tendency to have report with less accuracy and more than relevance by the respondents may affect our findings.

Apart from the above facts, the study definitely holds relevance and therefore helps to know much more about the output of the public colleges of Rupandehi district in particular.

CHAPTER II

REVIEW OF RELATED LITERATURE

2.1 Literature review

The past work/review done in the national and international level are presented to gather facts and relevance on the status of human resources produced by higher educational institutions.

In this part some of national international journals and publication and reports are reviewed to logically base the present study.

Kafle Agni Prasad, 2007: Managing education reforms has been a critical factor in a less developed country such as Nepal. Although education is considered to be a primary means of human resource development for a nation's long-term sustainable economic growth, the gap between proposed reforms and the ability to implement them is widening day by day. reveals that the employment rate of the graduates of technical schools as one of the most significant criteria for external efficiency. Technical schools have shown that the employment rate of graduates dropped from 87% to 55%, and 90% to 56%, respectively. Among the many factors related to economic development, a dynamic creation of a workforce development system for decent and productive employment is a crucial matter. For meaningful economic development, Nepal's economically active people should have some marketable skills through which they can secure paid-employment or self-employment in the global job market. In today's economy, the competition is across the ocean not just beyond the country's borderlines. *(Source: Published by Asian Development Bank Institute 2007 "Workforce Development in Nepal Policies and Practices")*

International Labour Organization, 2011: Origin of tracing the resources produced by educational institution and methodology was first developed in 2003-2004 by IPAC as part of the project "Measuring Longer Term Impact on Children and Families through Tracer/Tracking Methodology." It was piloted in six locations. The lessons learned in the implementation of the six original tracer studies, helped to adjust the tracer study methodology. The improved methodology was then used to

carry out six further tracer studies which were implemented during a period of two years (2010-2011). This was part of the global project, “Impact Assessment Framework: Follow up to Tracer and Tracking” (IAF). (*Source: www.ilo.org*)

European Training Foundation, 2017: Education and training systems have a key role to play in ensuring that opportunities are provided for all individuals to develop their skills continually in a lifelong learning perspective, enabling them to adapt to rapidly changing labour market requirements and conditions. Training and labour market policy makers decide on the configuration of education and training systems, employment policies and investments. Training institutions decide on the type and content of the training courses to be delivered. Individuals and their families decide on their own education and training, while employers take decisions on how to enhance the skills of their workers.

Tracer studies provide information that is valuable for all these actors; and this helps to inspire education, training and employment policies, curricula of education and training courses, guidance to help individuals decide on their education or training paths, and clearer judgments about (re)-skilling the labour force. (Skills Anticipation Background Note, February 2017)

Nepal Labor Market Update ILO Country Office for Nepal, 2017: A lack of adequate employment opportunities at home and chronic political instability have led young men and women of the most productive age groups to look for economic opportunities abroad. The difference in monthly income between the GCC destinations and Nepal is sizeable enough that people take debts and endure hardships to find employment abroad. (*Source: www.ilo.org*)

Lumbini Banijay Campus, Rupandehi, 2074: A tracer report of LBC released as on Feb 10, 2020 a total of 84 students as sample of the study. The students who passed Bachelor of Business Study (BBS) and Master of Business Study (MBS) in 2073 BS from Lumbini Banijya Campus were under this study. The objective of the study was to examine the employment status of the graduates, and examine the quality and relevance of the higher education. This result further elucidates that 18.92 percent of the total students have initiated and engaged in their own job which reveals that the program has been contributing on the entrepreneurship development

of the country. Furthermore, 10.81 per cent students have been engaged just in part-time job but they are still seeking full-time jobs. 10.81 per cent students were found unemployed. The large portions of the students are engaged in full time job, which contribute 54.06 percent. However, the sample taken for the study was extremely small and therefore additional work need to be done to get better insight from the broader prospective.

Government of Nepal, national planning commission, 2018: As per the report there were approximately 20.7 million people of the working age and approximately 7.1 million were employed while 908 thousand were unemployed. This translated into unemployment rate of 11.4 percent. Females reported a higher unemployment rate of 13.1 percent, which is 2.8 percentage points higher compared to males. One in every five people who had jobs in Nepal, were employed in agriculture, the biggest employing industry. Trade industry had the second largest share of employment (17.5 percent), followed by construction (13.8 percent). The informal sector had a bigger share of 62.2 percent. Close to a quarter of all employed people (23.8 percent) were employed in service and sales occupations, followed by elementary occupations with just over 20 percent. Education does matter, in that individuals with high level of education had better labour market outcomes. Employment-to-population ratio and labour force participation rate increased with the level of education for both male and female. However, the gap between male and female remained irrespective of education with exception of the unemployment rate where the gap between male and female narrowed among those with tertiary education to a percentage point.

(Source: Report on the Nepal Labour Force Survey 2017/18 Government of Nepal National Planning Commission Central Bureau of Statistics)

World Bank Report, 2018: Nepal has secured the top spot in job creation in South Asia, with employment rate hovering around 68 percent, says the latest World Bank report. This means 32 percent of the country's working-age population —people aged 15 to 64—is either unemployed or voluntarily inactive—the lowest in South Asia. This has made Nepal an exception, as its employment rate is higher than that of many other countries with a similar income level, says the latest World Bank report, 'Jobless Growth?' Nepal needs to create at least 286,900 jobs per year to

keep this employment rate intact, adds the report. Nepali labour market sees entry of at least 512,000 youths per year, according to the Economic Survey of the Ministry of Finance (Source: <https://kathmandupost.com/money/2018/04/17/nepals-employment-rate-highest-in-south-asia>)

Aryal Suman Raj, 2019: According to the Nepal Labour Force Survey 2017-18, unveiled by Central Bureau of Statistics (CBS), the main government body dealing with country's vital statistics, as many as 908,000 people out of total labour force of 7.99 million are unemployed. This represents unemployment rate of 11.4 percent compared to total labour force. Although Nepal has working age population aged over 15 years stands at 20.7 million, the survey has identified only 7.99 million people as labour force as they are either working or are trying to find a job where either they are paid or they get profit for engaging in the work. The survey showed that a large portion of working age population is still not in the labour force. "There is significant unemployment within the labour force too, (Source: Xinhua/ 2019-04-27 18:36:23)

Wadud Mushfique, 2019: A Review of the Survey paper Submitted by Wadud that the employment rate among graduates of private universities in Bangladesh is higher than that of graduates from public universities, a study has revealed Entitled Tracer Study of Graduates of Universities in Bangladesh, the study conducted by researchers at the Bangladesh Institute of Development Studies, or BIDS, says that while the employment rate among public university graduates is 32%, it is 44% among private university graduates More private than public university graduates land jobs

Yu Li, 2019: Intl conference on advanced education service management has been summarized as: With the popularization of higher education and the deepening reform of college graduate employment system, the number of college graduates has risen year by year, while the employment rate has been declining with the slowdown of Chinese economic development. The employment problems of college students mainly manifest the following aspects: The number of employment increases, the employment rate declines, the employment satisfaction is not high, the phenomenon of employment discrimination is serious, employment has regional difference, there is a deviation of career choices among college students. Since 2003, the Chinese

government has adopted a series of policies and measures to promote the employment of university graduates and has achieved some progress. However, it has not fundamentally alleviated the employment problem of college graduates in China. The solution to the employment problem of college students in China depends on not only the reform of the government policy system but also on the reform of the school education system and the change of graduates' concept of employment. Analysis of Employment Status and Countermeasures of Contemporary College Students

Danish Trade Union Development Agency Nepal Labour Market 2019: The unemployment rate in Nepal is estimated low at 1.3% in 2019, and stays lower than the regional average of 3.1%, based on stringent international statistical standards. Due to this low unemployment rate in Nepal, a gender gap appears not to be a critical issue. Also among the Nepalese youth, the unemployment rate is quite low at 2.1%, and it stays significant more inferior than the regional average. Young Nepalese men's unemployment rate is higher than some of the main reasons for the stringent low unemployment rate in Nepal are also attributed to several aspects:

- i) Around 45% of the population is not economically active and excluded from the unemployment statistics,
- ii) Many are migrating to different countries for employment opportunities, and a majority is active in 'vulnerable employment' in the informal sector Economy Labour.

Byanjankar Preeti, Dec 2021: This study assessed the public college student's understanding of part-time job which shows the familiarity towards a part-time job, source of information, the effectiveness of part-time among students, the level they agree and also either the college timing and study affects students doing a part-time job or not. The study also shows more than half (57.14%) of the respondents were familiar with part-time jobs. It reveals that 73.02% agree that a part-time job is effective for students where 65.08% also agree that college timing and study affect students doing a part-time job. Thus, they believe that study is their priority at this age. This study was also conducted to understand the student's readiness for part-time jobs. The result shows the number of students involved in part-time job & the duration including reasons to get involved in a job. It also mentioned the level of

income and identifying whether they are satisfied with the job or not. It was found that nearly one-third of the respondents were involved in a part-time job to gain experience. Similarly, the respondents complained that there is no rule made by the government for the fair payment system.

(Source: The Rising Nepal, Saturday, 18 December, 2021 “Part Time Jobs: Earning While Studying”)

International Labour Organization, 2019: More challenging for Nepal is the quality aspect of employment, which is associated with predominance of employment in the informal segments of the economy where productivity and earnings are low and conditions of work are poor. This, in turn, is manifested in large numbers being underemployed - the so-called working poor. And an important part of the employment challenge is to raise the productivity and earnings of these workers and improve their working conditions. A large number of labour force, especially the youth have opted overseas migration in search of higher income and dignity at work. Our workers in overseas are least protected and hence not able to get due benefit. The Constituents fully recognize these challenges and the urgency to address them. (Employment promotion ILO office, Asia pacific)

(Source: www.ilo.org)

Policy Review

Employment policy, B.S. 2074: Provisions Relating to Employment Types of employment: (1) An employer may engage a labour in any type of the following employment: (a) Regular employment, (b) Work-based employment, (c) Time-based employment, (d) Casual employment, (e) Part-time employment.

Prohibition on employment without entering into employment contract: (1) No employer shall employ a person without entering into an employment contract. (2) Notwithstanding anything contained in sub-section (1), it shall not be necessary to enter into an employment contract in writing for a casual employment. (3) While entering into an employment contract pursuant to sub-section (1), remuneration, benefits to be received by the labour, conditions of employment and other matters as prescribed shall be set out in such a contract

Provision relating to probation period:

In entering into an employment contract with a labour, the employer may so enter into the contract that he or she remains in a probation period for six months,

Provisions Relating to Trainees and Apprentices 16

Trainees may be engaged in work: (1) any enterprise may, by making an agreement with any educational institute, employ any person as an apprentice in accordance with the approved curriculum of such an institute. (2) The apprentice referred to in sub-section (1) shall not be deemed to be a labour for the purpose of this Act

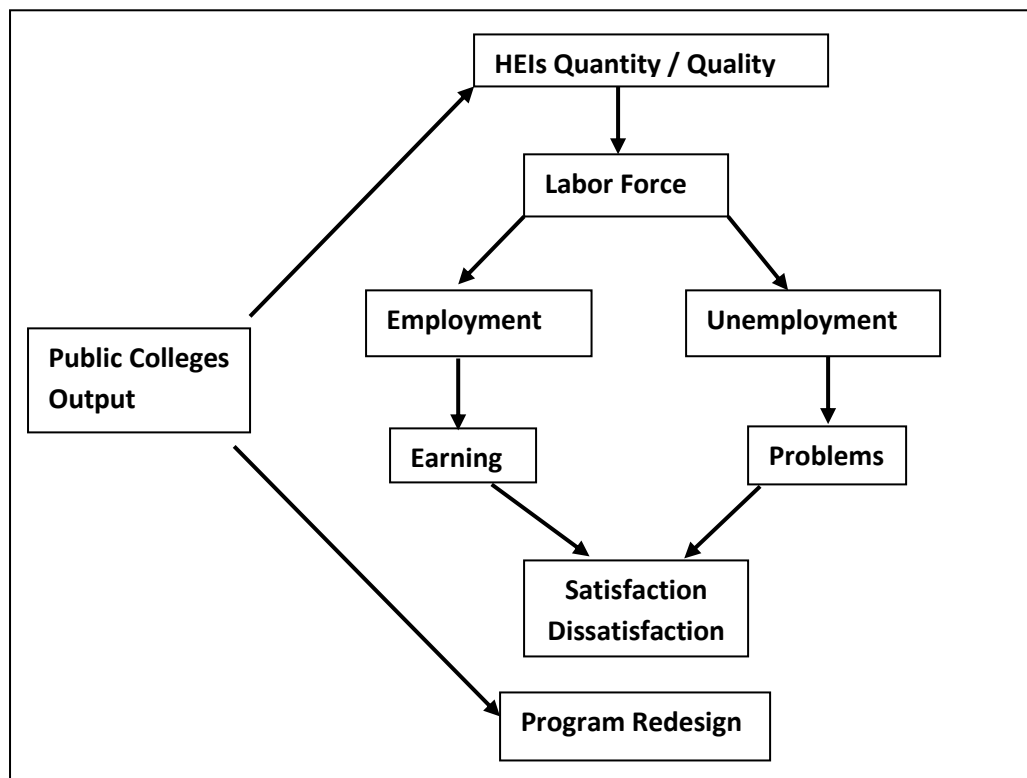
2.2 Conceptual Framework

This study uses the employability model as the conceptual benchmark. The concept draws a line between employment and employability. Being employed means having a job and being employable means having the qualities needed to maintain a job and progress at the work place shows the schematic employability model.

The present work will have the periphery as given in the model:

Figure No. 1

Conceptual Framework



2.3 Research Gap

Much many works are found to conduct taking into the consideration the status of human resources. Public colleges generally made Tracer Study to know the status of their past students. However, the status of human resources produced by public colleges in Rupandehi district so far has not been studied. There are 17 public colleges in the district and considerable number of students passed out every year. The previous work done mainly focused on the particular college only and it does not provide the picture of the district in totality. Problems faced by the fresher in seeking the employment in the job market should be one of the important parts along with this status study, sectorial picture of human resource utilization could be an important unexplored area and in the context of Rupandehi district no any such work has been traced or found so far. The Present work is an attempt to explore the gap in this regard.

CHAPTER III

RESEARCH METHODOLOGY

3.1 Research Methodology

A mix of quantitative and qualitative approach adopted to carry out the present research and complete the investigation making field survey.

The study will be carried out systematically and effectively keeping in mind to provide a quality output as an important documentary statement and evidences. Scientific research process adopted to address the research problem and complete the paper. It is ensured to conduct the activities in a coherent and logical manner. Analytical and descriptive techniques used to present and interpret data.

3.2 Study Design

This study used a combination of qualitative and quantitative data collection and analysis techniques. The qualitative research approaches seek to understand a given research problem or topic from the perspectives of the local population. Quantitative design approach by nature is focused on the collection and analysis of numerical data and statistics.

The project/research carried out by adopting both analytical and descriptive method. Quantitative and qualitative research design adopted to carry out the work. Both analytical and descriptive techniques are used to present and interpret data.

3.3 Method and Tool of Data Collection

Both primary and secondary data will be used for the purpose of this study. Primary data will be collected by appointing surveyors directly from the field by administrating and implementing questionnaire method. Questionnaire (both structured and unstructured) is designed by taking into consideration to meet the research problem and collect the needed facts and figure. Observation and interview is undertaken as per necessary to collect the information as input for the research. Questionnaire (KOBO COLLECT) was used as tools for data collection.

3.4 Primary Sources

Primary data are taken directly from the field by the surveyor filling the questionnaire from the human resources produced by public colleges as respondents. Organization/Institutions are visited to collect the information as well.

3.5 Secondary Sources

National and international journal/Articles/Economic index/Economic related sources reviewed to collect the secondary data, similarly newspaper and other published from colleges official and UGC websites taken as basis for secondary data.

3.6 Population

The population consists of the entire human resources produced or graduated from public colleges within the Rupandehi district, who are active or inactive. All the output graduates who had completed by 2020 are considered as the population. The exact number of resources produced by public colleges till cannot be confirmed and total population remains unknown. However, the number of public colleges currently in the district is 17. There are altogether 16 local administrations in the district i.e. 5 Nagarpalika and 11 Gaunpalika. Attempt made to trace more and more to include within the study area. About 500 HEIs passed out are traced which represents the Assumed population of the current study.

3.7 Sample Size

Out of the population identified 250 respondents will be selected to collect the require information. The respondents are consulted and requested by implementing the designed questionnaire by the surveyors. Only the reliable respondents are under the consideration of the study ensuring that they are genuine. The sample/respondents included from all the 17 colleges in the district is the universe from which the sample drawn. All the output graduates who had completed Higher education from Public colleges Rupandehi district by 2020 the respondents.

3.8 Method of Data Analysis Tools

Both quantitative and qualitative method adopted to analyze the collected data in this present study and different tools to analyze and present the data. All the data are collected in the depository online and collected in SPSS (statistical package for social science version 25). Necessary calculation, transformation, and presentation are made using the software. Statistical Tools are used for data analysis. Charts, graph, tables, diagrams are in used, to make the project simple to understand and get the glimpse of numerical pictures. Computer software such as Microsoft Excel and SPSS used extensively to convert data into meaningful way. Questionnaire, online, and KOBO COLLECT assist our project.

3.9 Research Variables

The different aspect of research variables are Age, Sex, Status, Work Position, experiences, Working sector, career development, Earning and problem encountered, and satisfaction with the job.

3.10 Survey Plan

In order to ensure the quality of survey and data collection a system of field check is designed by the supervisor. The survey plan operated as below:

- i. Draft of questionnaire, checked and rechecked by the Research team that only reliable questions are included and unreliable questions excluded.
- ii. The questionnaire designed to meet the objective of the research in which respondents select (Tick mark) in the desired option/alternative.
- iii. The respondent's evidences referred that they are genuine
- iv. Enumerators support taken appointed on wage basis for survey work.
- v. Clusters made to identify the respondents and collect the responses from the past students of public colleges.
- vi. Implemented the questionnaire in the month of Chaitra and Baishak 2078/79 BS.
- vii. Follow- up.

- viii. Assistants visited the field to ensure that enumerators are operating in each responsible cluster area.

3.11 Quality Standard: Reliability, Validity and Documentation

Reliability

As far as possible enough questions were assessed to make competence of the study only reliable questions developed to meet the objective. Consistent environment ensured and made sure that participants have enough time and in comfortable place. Participants made familiar with the questionnaire and made them clear with the unfamiliarity.

Validity:

A lot of evidence backing is made to support the validity of the present work. It was ensured that the respondents are genuine hold pass certificates. The Name, Address and Contact number of the respondents included as part of important data. Questionnaire made easily understandable by providing translated Nepali Printed Forms. The questionnaires self-filled by the respondents in the presence of the surveyor and online.

Documentation

All the documentary papers are part of our work and made safe to provide legality of the work. Video clips and photos of the data collection activities included as valid records of the work.

To make the report more legitimate and authentic all the activities carried out during the process of this study are documented so as to create base for evidences. The respondents' evidences referred that they are genuine confirming appropriate papers and copy to ensure reliability of the respondents. All the fact, figure and other forms in relation with survey as designed and developed and preserved. Related photos and video clips documented.

3.12 Pilot testing

The study instruments pretested with 20 respondents randomly selected mainly from the Sainamaina municipality. Feedbacks received from pretesting incorporated to minimize ambiguities, enhance clarity and increasing internal consistency and reliability of the study. Essential reviews on the questionnaire made after consultation with the language experts.

3.13 Ethical consideration

This study adheres the following ethical values and norms in the process of completing the research work.

- i. The research team is fully responsible to certify that the manuscript represent valid work.
- ii. The team intents to produce it own original paper and that plagiarism has no part in our originality.
- iii. All the information collected will not be used for personal or in any other ways. Information so collected will not be misused.
- iv. The Research team is fully aware of not to mislead/Misinterpretation/Fabrication and Falsification.
- v. To ensure appropriate data analysis, all the sources and method used to obtain and analyze data will be fully disclosed.
- vi. It is ensured that no any Conflicts will be created in the interest of different aspect in connection with the present work.
- vii. All the information related with the secrecy of the respondents adhered and therefore will not create any harm.
- viii. The protection of the dignity of the respondents, confidentiality and respect for privacy maintained.
- ix. Avoid Political/Social-Cultural conflict and that interests of other aspect are fully respected.

3.14 Novelty of study

The foreign employment is argued to be brain drain and resource loss for a nation. The available human resources should be transforming for economic gained within the nation. Benefits can be obtained and optimized only if educated dormant are encouraged to utilize by the state and the society.

In the context of Nepal, we lack skills/concept/ideas/creativities in the work place. The present study not only traces the resources but also capture /idea/creativity that are being utilized. The present study can help to identify as how the knowledge and qualification earned can be utilized to effectively improve the standard of living and achieve sustainable income through the application of awards/ educational certificate obtained from the public colleges.

The increasing aspiration of the people to be with family members staying homeland can be seen in their social media status. Therefore, it is very important to note the fact as how are the college graduate doing or plan to do to meet the aspiration of living together with family members.

The growing opportunities within the country and assurance made by the government are also attracting the internal employment. It is important to trace what opportunities are available to the human resources produced by our public colleges from the perspectives of employment.

3.16 Institutional Arrangements to Conduct the Study

This study is designed and conducted by Research Management Cell (RMC) Parroha Multiple Campus supported by Ministry of education science youth and sports of Lumbini province.

The Research Team consists of:

- Mr. Hemchandra Kharal -investigator (Research Management Cell Parroha multiple campus)
- Mr. Ashok Rana - Investigator (Research management Cell-Member PMC)
- Mr. Hemanta Sharma, Faculty member

- Mr. Jagannath Gautam, Faculty member
- Mr. Dhan Kumar Kunwar, Technical Assistant, PMC
- Mr. Prabin KC, Minulal Panthi and Mamata Chaudhary as Assistant for survey
- Coordinated by Parroha Multiple Campus
- Supported / funded by Ministry of Education, Science, Youth and Sports, Lumbini Province

CHAPTER 4

DATA ANALYSIS AND PRESENTATION

4.1. Status of Human Resources Produced by HEIs in Rupandehi District.

The status of human resources produced by HEIs of Rupandehi district cannot be exactly said as the data bank (centralized Big Data) of such information is unable to be found. Many colleges do not maintain EMIS and therefore to gather the number of enrollment and passout graduates in different years of different colleges itself is a time consuming and costly work. However as per the EMIS Report Published every year by UGC Nepal, the enrollment of students in different faculty during the five years i.e. 2015/ 16 to 2019/20 ranges from 43,045 to 56,681 in Lumbini Province and similarly the pass rate of community colleges in Lumbini Province of last 5 years ranges from 23.13% (15/16) to 29.3% in the year 2019/20. Therefore, similar figure of pass rate can be assumed for community based HEIs of Rupandehi districts. The district wise report cannot be derived from any sources.

4.2. Demographic Profile of Sample

The Demographic Characteristics of the Respondents as in Table

Table No. 1 below presents the frequency distribution of the respondents' demographic profile. The data depicts the gender-wise distribution of the graduates and found that most of the graduates are female which comprises 56 percent and only 44 percent are male. This shows that the female students are more attracted towards the higher education. It also reveals the women empowerment in education too. The largest age group is between 22 to 27 years old which represents 69.62% of the total respondents.

Table No. 1***Demographic Profile***

Characteristics	Categories	Frequency	Percent
Gender	Male	77	47.5
	Female	85	52.5
Age	22 to 27yrs	119	73.5
	28 to 32yrs	34	21
	32 and above	09	5.
Education	Graduate and above	All	

4.3. Program wise enrollment

Regarding the level of education, all of the respondents were diploma passed students in different years (till 2020 A.D) from different colleges. They were found enrolled in different programs such as BBS, B.Ed., MBS, M.Ed. and nearly 60% are found to enrolled in BBS program whereas near about 30% enrollment in B.Ed. program as shown in the table no. 2 below.

Table No. 2***Program wise enrollment***

S.No.	Programme	No. of students	Percentage
1	BBS	97	59.88
2	B.Ed	48	29.63
3	MBS	15	9.26
4	M.Ed	2	1.23

4.4. Sample Colleges

The Table below reveals the Samples that are drawn from the 13 community colleges from Rupandehi district. However, there are 17 colleges in the district and four college's data are not able to collect.

Table No. 3

Sample Colleges

S.No.	Name of Campus	Total Respondents
1	Bhairahawa Multiple Campus	12
2	Brihaspati Multiple College	10
3	Butwal Kalika Campus	9
4	Devdaha Aadarsha Multiple Campus	12
5	Haraiya Multiple Campus	11
6	Khudabagar Adarsh College	10
7	Lumbini Banijya Campus	20
8	Parroha Multiple Campus	12
9	Pashupati Multiple campus	12
10	Sahid Narayan Pokharel Ramapur Campus	13
11	Sankarnagar Multiple Campus	10
12	Siddharth Gautam Buddha	15
13	Yagyodaya Multiple Campus	16
	Total	162

4.5. Employment Status of the Graduates

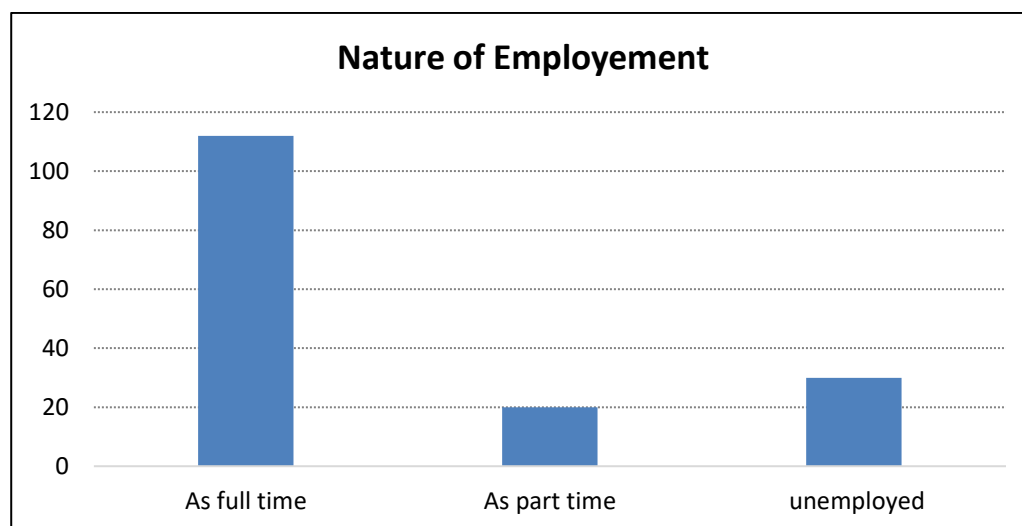
Table No. 4

Employment Status

Status	Frequency	Percentage
Employed	132	78.40%
Unemployed	30	21.60%

Table No. 5***Nature of Employment***

Status	Frequency	Percentage
As full time	112	69.1
As part time	20	12.3
Unemployed	30	18.6

Figure No. 2**Nature of Employment****Employment Location****Table No. 6*****Employment Location***

Value	Frequency	Percentage
Homeland	123	93
Foreign country	9	07

The table 6 depicts the number of graduates working in own country and the foreign country. The data shows that 93 percent of the graduates are working in their own country and 7 percent of the graduates are in foreign land. This reveals that resources produced by community colleges in Rupandehi are employed in their own homeland.

Table No. 7
Sector Wise Status

Value	Frequency	Percentage
Education	48	36.36
Financial	45	34.04
Trade and industry	23	13.6
NGO/INGO	9	6.8
Health	4	3
Agriculture farms	5	3.7

In above table, it is shown that 36.36 percent of the graduates are employed in education sector, nearly 34 percent of them are employed in financial sector, 13.6 percent of them are in trade sector, 7.5 percent of them are engaged in industrial sector, 3 percent of them are in health sector, 3.7 percent of them i.e. 5 graduate out of 132 engaged in agricultural farms, and 6.8 percent of them are found engaged in NGO/INGO.

Figure No. 3
Sector Wise Employment Status

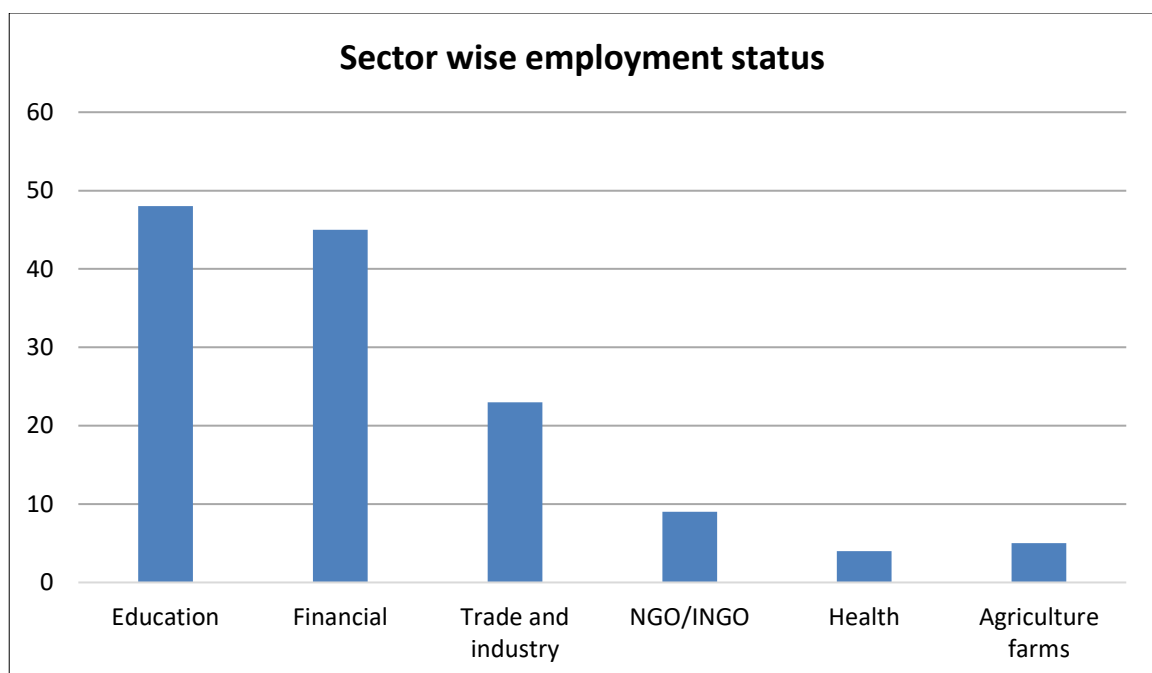
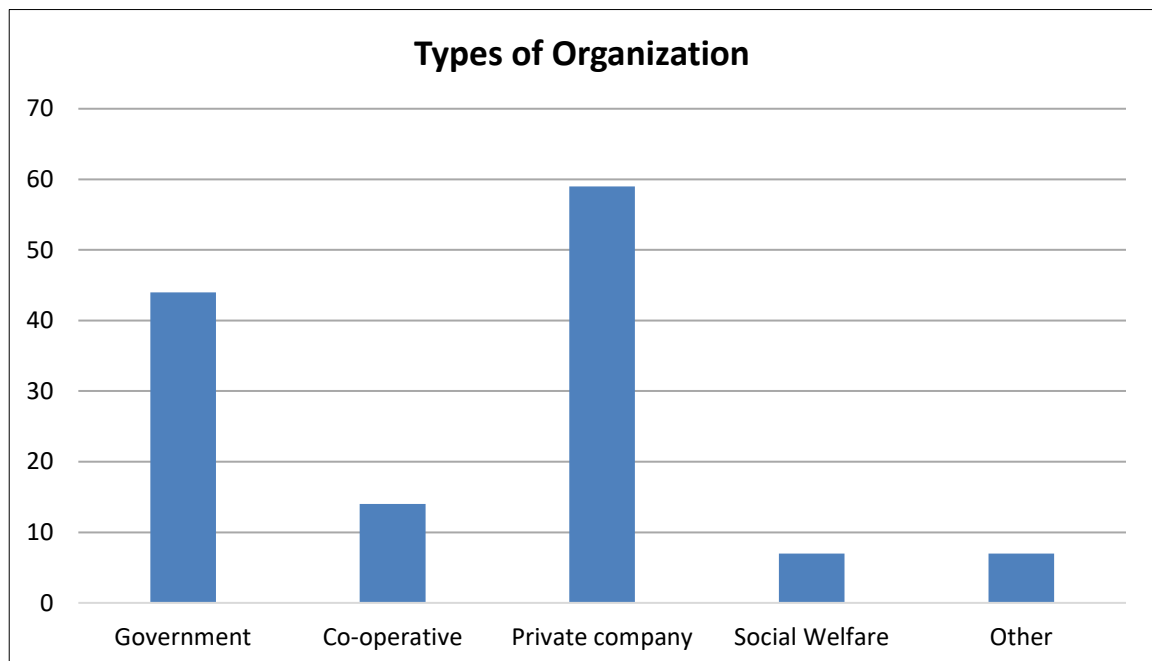


Table No. 8***Types of employer organization***

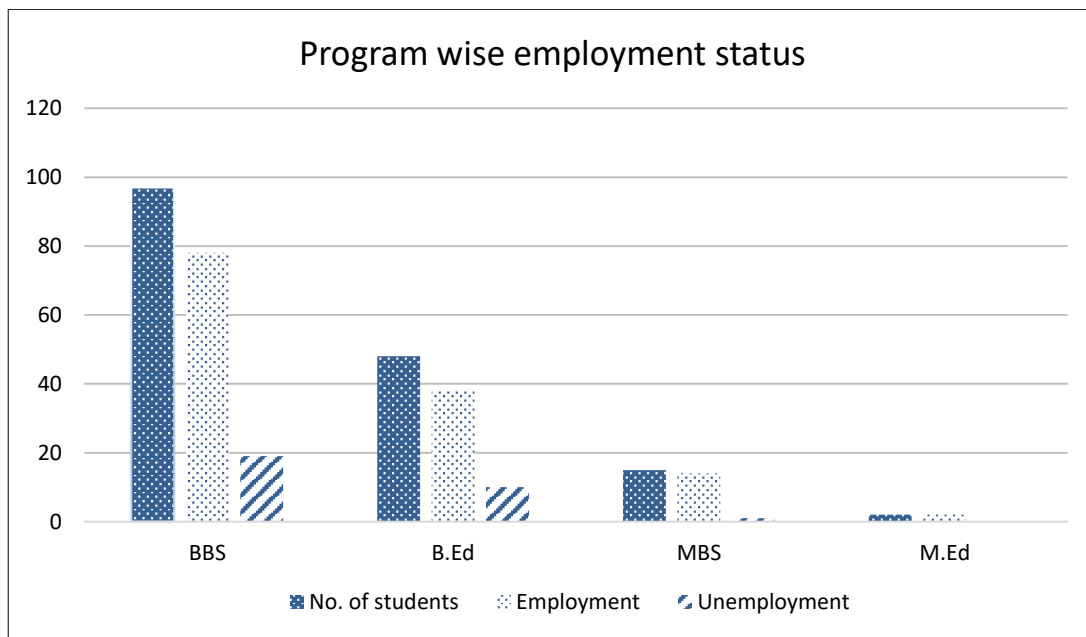
Types	Frequency	Percentage
Government	44	33.33
Co-operative	14	10.61
Private company	59	44.7
Social Welfare	7	5.30
Other	7	6.06

Figure No. 4***Types of Organization***

In above figure, it indicates the types of organizations the graduates are employed to. About 45 percent of the graduates are engaged in private company, 33 percent of them are in government sector, and nearly 11 percent of them are in co-operative sector, 5 percent of them are in social welfare organization and 6 percent are engaged in other companies. From the above data we can see that most of the graduates are working in the private companies.

Table No. 9***Program wise employment***

Program	No. of students	Employment	Unemployment	Emp. %
BBS	97	78	19	80.41
B.Ed	48	38	10	79.17
MBS	15	14	1	93.33
M.Ed	2	2	0	100.00
Total	162	132	30	

Figure No. 5**Program Wise Employment Status**

As shown in the Table No. 9 and figure No. 5, it is found that graduates from M.Ed. are in full employment, 93% students are employed from graduation of MBS program, BBS graduates have employed more than 80% and B.Ed. graduates have 79% employed out of the total graduates. It is found that master level graduates have higher employment rate equating to bachelor level graduates.

Table No. 10***Position wise employment***

Level	Frequency	Percentage
Senior level	20	15.15
Middle level	75	56.82
Lower level	37	28.03

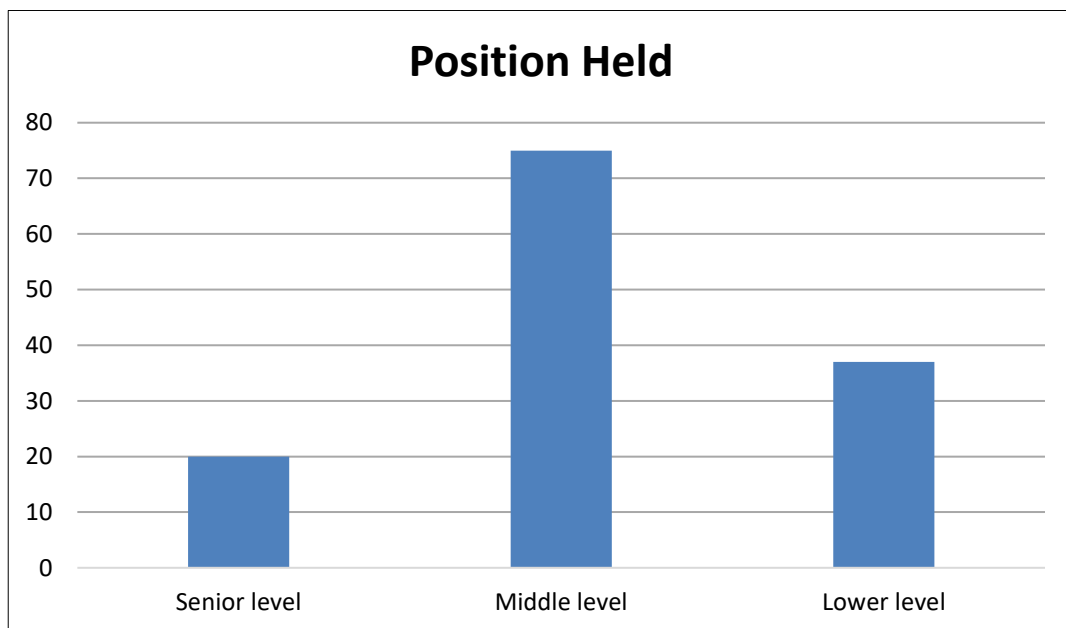
Figure No. 6**Position Held**

Figure No. 5 included above reveals the level of employment of the graduates working in the organizations. It shows that majority of the employed graduates, i.e. 56.82 percent works as middle level and 28.03 of them are in lower level position and only 15.15 percent of them are in senior level position. The figure reveals that there exists a smaller number of graduates working in the top-level positions of the organizations.

Table No. 11***Current job and satisfaction***

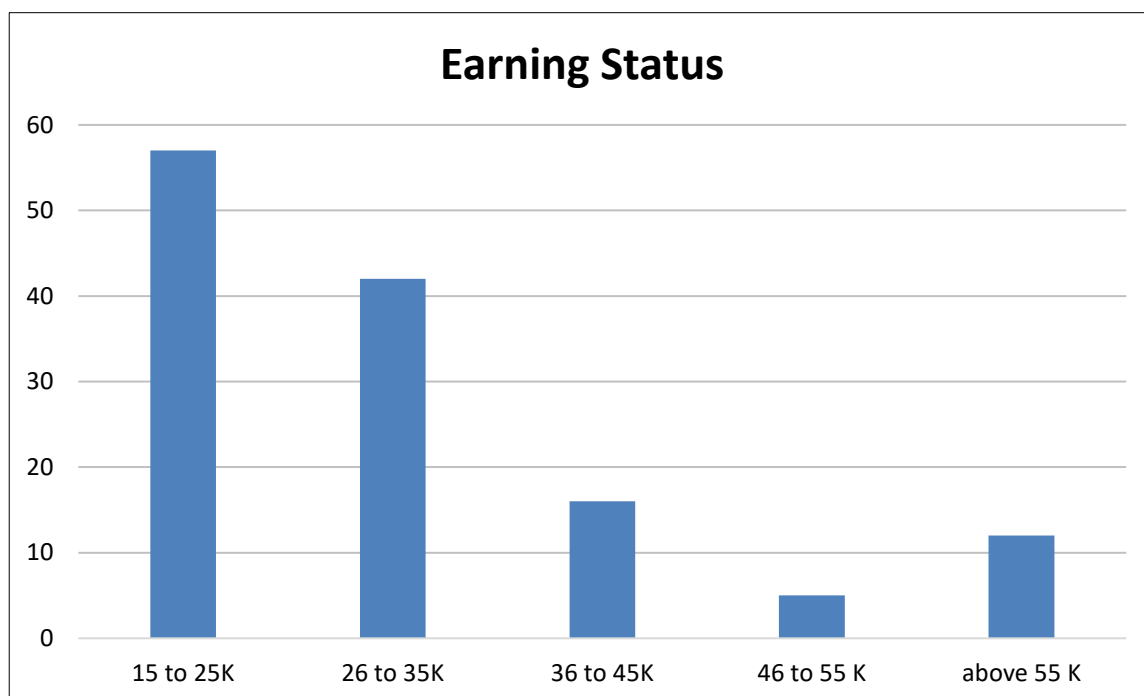
Satisfaction Level	Frequency	Percentage
Highly satisfied	5	3.79
Satisfied	76	57.58
Neutral	43	32.58
Dissatisfied	4	3.03
Highly dissatisfied	4	3.03

Figure No. 7**Level of Job Satisfaction**

Figure No. 6 shows the level of satisfaction of the graduates. Nearly 57 percent of them are satisfied with their job, 33 percent are in neutral, 3 percent of them are dissatisfied with their job, 3 percent of them are highly dissatisfied and only 3.79 percent of the graduates are highly satisfied with the job they are doing.

Table No. 12*Earning Status in the current employment.*

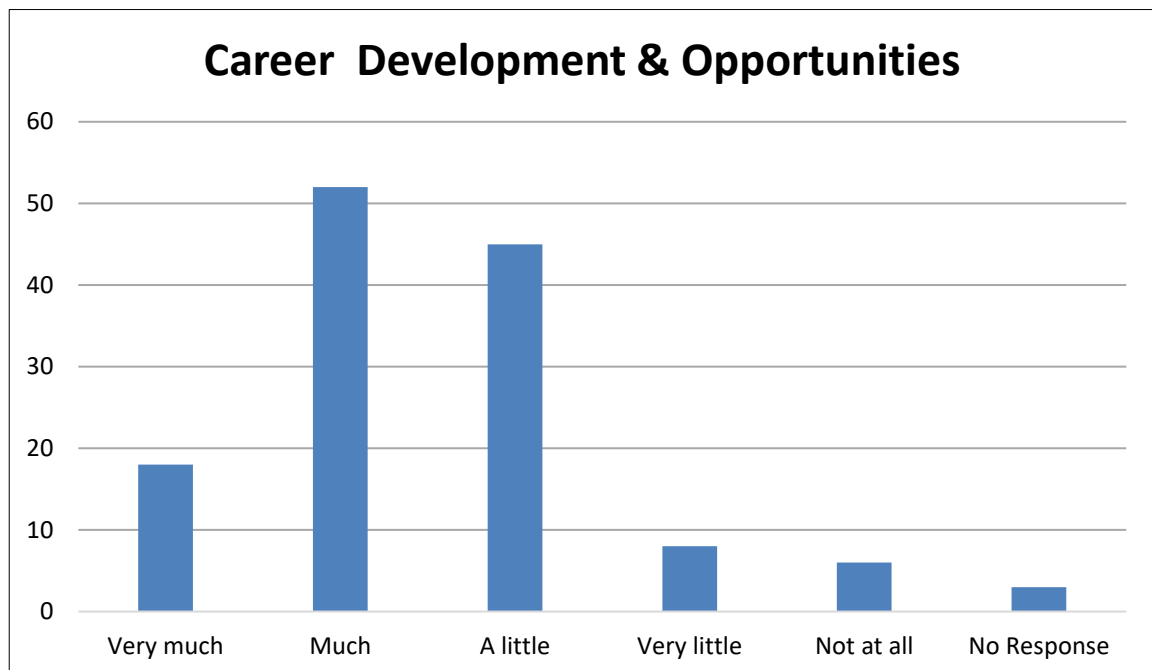
Salary Scale	Frequency	Percentage
15 to 25K	57	43.18
26 to 35K	42	31.82
36 to 45K	16	12.12
46 to 55 K	5	3.78
above 55 K	12	9.09

Figure No. 8**Earning Status**

The table 12 shows the earning of the graduates. Nearly 43.18 percent of them earns only 15 to 25k, similarly 31.82percent earns 26 to 35k per month and 12.12 percent of them earns 36 to 45k. Only 3.78 percent of them earn 46k to 55k and 9.09 percent of them earn above 55k per month. The above table shows that most of the graduates are earning less than 25k.

Table No. 13***Career development and opportunities***

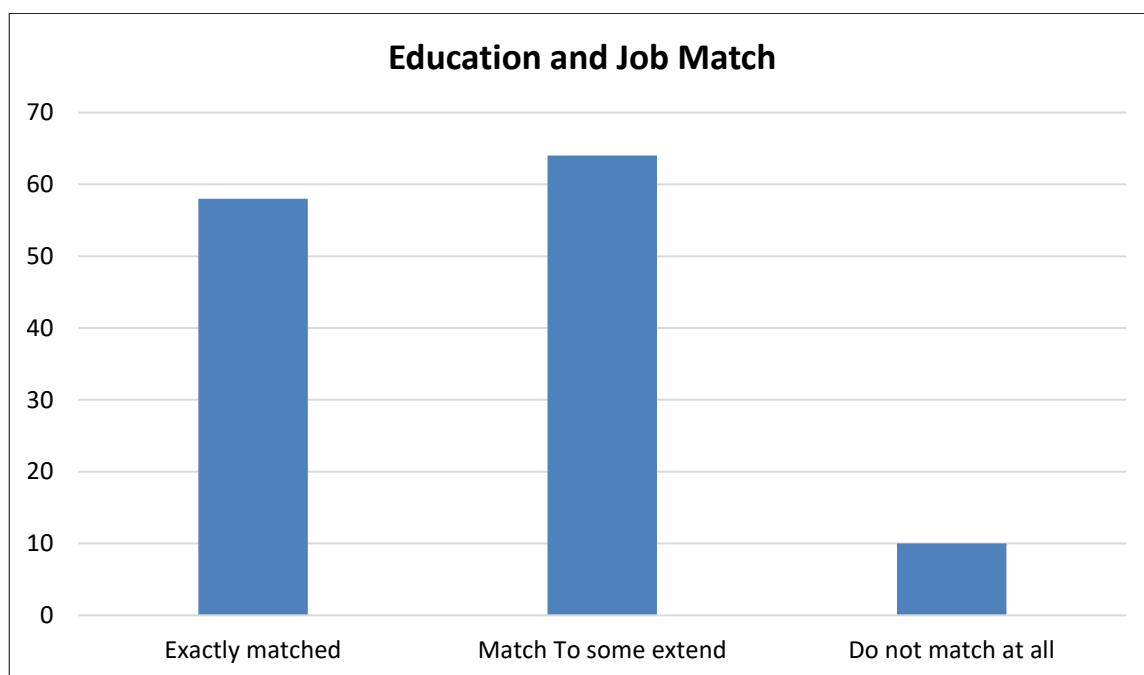
Response	Frequency	Percentage
Very much	18	13.64
Much	52	39.39
A little	45	34.09
Very little	8	6.06
Not at all	6	4.55
No Response	3	2.27

Figure No. 9**Career Development & Opportunity**

In figure 7 we can see the percent of career development programs and opportunities that are provided in the organizations where the graduates work. Among them 13.64 percent claims that they are getting very much progress and opportunities which helped them in career development, 39.39 percent claims that they are getting much career development and opportunities in their organizations. 34.09 percent claims that they are getting little, 6.06percent claims that they are getting very little opportunities and 4.55 percent claims not to have any career development and opportunities in the current job.

Table No. 14***Education and job match***

Job Match	Frequency	Percentage
Exactly matched	58	43.94
Match To some extend	64	48.48
Do not match at all	10	7.58

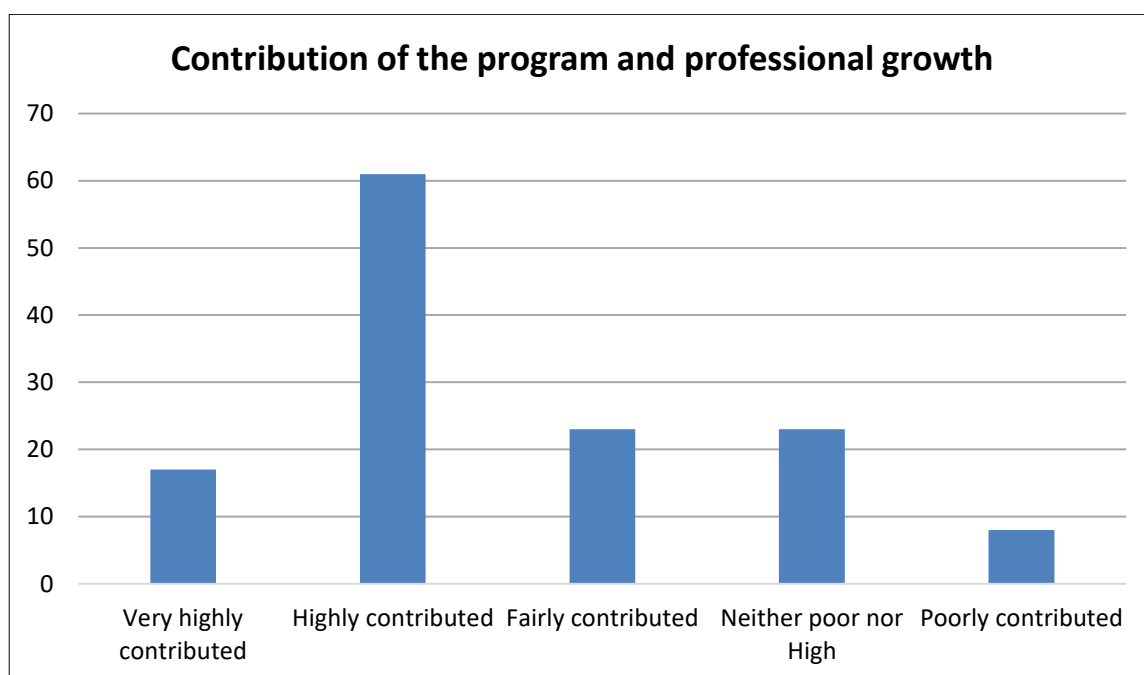
Figure No. 10**Education and Job Match**

In above figure it shows how much of their level of degree and the job match. 43.94% percent of the graduates claims that their degree and the job exactly matched. 48.48 percent of the graduates claims that it matches to some extent. However, 7.58 percent claim that it does not match at all.

One of the respondent who had completed his/her diploma B.ed was interviewed over telephone and he was employed as an accountant in a private organization and found her/him feeling of repentance of not joining accountant base course.

Table No. 15*Contribution of the program and professional growth.*

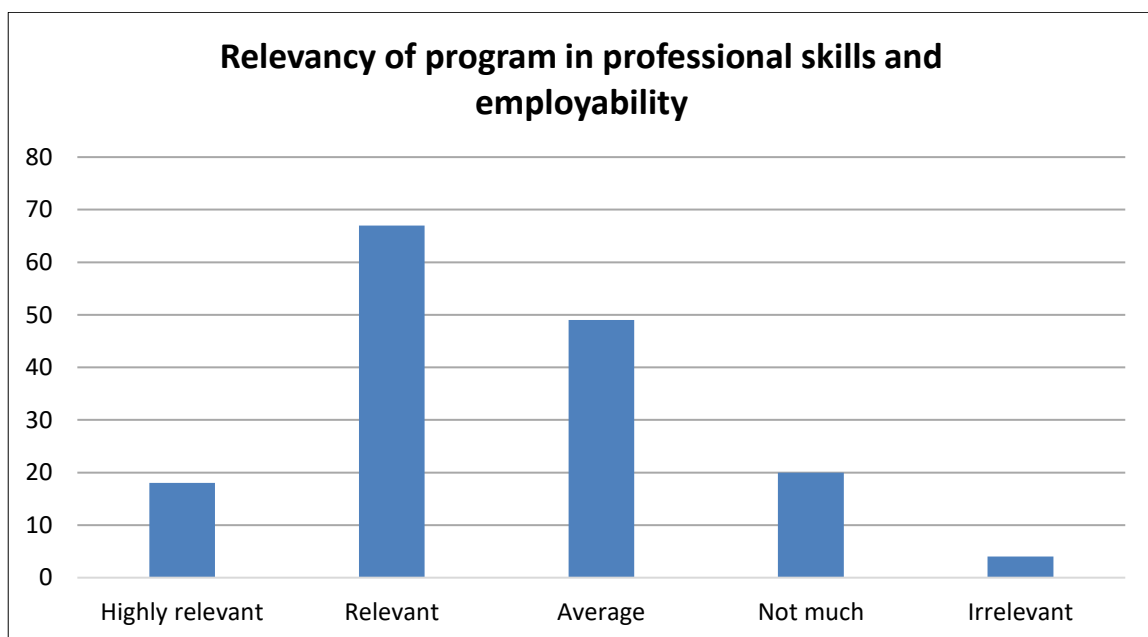
Job Match	Frequency	Percentage
Very highly contributed	17	10.49
Highly contributed	61	37.65
Fairly contributed	23	14.2
Neither poor nor High	23	14.2
Poorly contributed	8	4.94

Figure No. 11**Contribution of Program and professional growth**

The above table shows that percent 10.49% of the graduates are found to have very highly contributed to the personal and professional growth. 37.65% found highly contributed. 14.2 percent of the graduates are found fairly contributed by the program offered by community colleges in the professional growth of the graduates. 14.2 percent of the graduates remarked “neither poor nor high” whereas, 4.94 percent are found to have poor contribution in their professional growth by the program offered by the public colleges.

Table No. 16***Program Relevancy in term of Professional Skill***

Program Relevancy	Frequency	Percentage
Highly relevant	18	11.39
Relevant	67	42.41
Average	49	31.01
Not much	20	12.66
Irrelevant	4	2.53

Figure No. 12**Program Relevancy**

In figure 10 it shows the relevance of the programs offered by community colleges in terms of professional skills and employability. 11.39% claims that it is highly relevant, 42.41% graduates agreed that it is relevant, 31.01% claims average, 12.66% claims that it is not much relevant and 2.53% claims that it is irrelevant and 2.47% student does not response

The association among contribution of program and professional growth, program relevancy and job satisfaction are found highly significant as the matric correlation is determined as 0.889, 0.966, -0.68 and 0.946. (The matric correlation shown in Appex. 2)

4.6 Problems encountered during Transition period

The transition period for new graduates can be described as gradual and complex process involving a complete transformation particularly in the first year after graduation. This transition can be described as a period of stress.

The transition from graduate student to professional is recognized as a period of great stress for the new graduate. New graduates enter a relatively new and often challenging environment. They have to adjust from being fresher to practicing independently as qualified professionals. This change in status from a student to a professional is marked by changes in both roles and expectations, which requires that the theoretical knowledge acquired in school be transferred to the practice context. The study highlighted that participants were overwhelmed with feelings of anxiety due to uncertainty about their job, organization and earning.

When asked as what problems they encountered during the transition period and most of the respondents are found facing problems such as job placement, experience and lack of soft skills. Graduates entering into the education sectors specifically private schools are found to have problems associated with payment of salary. High work pressure, working environment and work system know how are also the problems faced by newly produced human resources as found from this study.

One of the respondents who was selected and placed in Nepal bank limited was interviewed about his experience in the first day of his work. He was directly incorporated and assigned with his responsibility just after introduction with coworkers which made him unfamiliar environment and overwhelmed with feelings of anxiety about the job and organization and earning.

Another respondent shared his/her experience that just the formal introduction was made in the first day and right after he/she was given the assignment without socialization.

The problems that are faced by the gradates during the transition period and detail as given in Appex. 3.

Table No. 17***Further study***

Program Relevancy	Frequency	Percentage
Yes	81	58
No	59	42

The table above shows the percent of the graduates who are pursuing further studies. 58% percent of them claims that they are pursuing further studies and 42% are not pursuing higher study.

4.7 Major findings.

- 1) It is found that students are enrolled in different programs such as BBS, BBA, B.Ed., MBS, M.Ed. etc. and 54% are found to enrolled in BBS program where as 20% enrollment in B.Ed. program
- 2) The data depicts the employment status of the graduates who are involved in various organizations. 69.1 percent of the graduates are serving as full timer whereas 12.3 percent of the graduates are serving as a part timer and 18.6 percent were currently unemployed. This reveals that most of our sample occupy employment.
- 3) The data shows that 93 percent of the graduates are working in their own country and 7 percent of the graduates are in foreign land. This reveals that resources produced by community colleges in Rupandehi are employed in their own homeland.
- 4) The study found that 36.36 percent of the graduates are employed in education sector, nearly 34 percent of them are employed in financial sector, 13.6 percent of them are in trade sector, 7.5 percent of them are engaged in industrial sector,
- 5) About 37percent of the graduates are engaged in private company, 14percent of them are engaged in public company, 13 percent of them are in government sector, nearly 8percent of them are in co-operative sector, 2

percent of them are in NGO/S INGO, 2percent of them are in social welfare organization.

- 6) It shows that majority of the employed graduates, i.e. 46.31 percent works as middle level and 21.48 of them are in entry level position and only 12.75percent of them are in senior level position.
- 7) Nearly 47 percent of them are satisfied with their job, 27.52 percent are in neutral, 2.68 percent of them are dissatisfied with their job, 2.68 percent of them are highly dissatisfied and only 2.01 percent of the graduates are highly satisfied with the job.
- 8) Nearly 43.18 percent of them earns only 15 to 25k, similarly 31.82percent earns 26 to 35k per month and 12.12 percent of them earns 36 to 45k. Only3.78percent of them earn 46k to 55k and 9.09 percent of them earn above 55k per month.
- 9) Regarding the education to job fit it is found that 43.94% percent of the graduates claims that their degree and the job exactly matched. 48.48 percent of the graduates claims that it matches to some extent. However, 7.58 percent claim that it does not match at all.
- 10) The contribution of educational degree in the professional growth, it is found that 10.49% of the graduates are found to have very highly contributed to the personal and professional growth. 37.65% found highly contributed.14.2 percent of the graduates are found fairly contributed by the program offered by community colleges in the professional growth of the graduates.
- 11) The study found that the relevance of the programs offered by community colleges in terms of professional skills and employability, 11.39% claims that it is highly relevant, 42.41% graduates agreed that it is relevant. The association among contribution of program and professional growth, program relevancy and job satisfaction are found highly significant as the matric correlation is determined as positive ie 0.047, 0.883, and0.966.
- 12) When asked as what problems they encountered during the transition period and most of the respondents are found facing problems such as job placement, experience and lack of soft skills Graduates entering into the education sectors specifically private schools are found to have problems associated with payment of salary. High work pressure, working

environment and work system know hows are also the problems faced by newly produced human resources as found from this study

- 13) The percent of the graduates who are pursuing further studies. 58% percent of them claims that they are pursuing further studies and 42% are not pursing higher study.

CHAPTER V

SUMMARY, CONCLUSION AND RECOMMENDATION

5.1. Summary

The present study entitled “status of human resources produced by community colleges Rupandehi district is a survey-based study conducted during the year 2078/79 taking the data based on the public colleges in Rupandehi district. Such study survey has not been carried out to know the status of the produced resources in Rupandehi district so far. This report represents an important milestone as generate, for the first time. The statistics presented here can be used as evidence for designing and improving the program in the public colleges. This study is to anticipate the status of resources output in terms of employment, professional growth and job match. Data are collected from 162 from 11 public colleges as samples. Respondents information data are taken and contact was made with them in phone and sending them the questionnaire on line as well as direct meeting.

The collected data have been organized, processed and analyzed qualitatively and quantitatively. Qualitative information has been analyzed to explain phenomenal realities, observation, causalities and experiences to draw general conclusions that have significantly affected. Closed ended Questionnaire are designed as to meet the objective of study and the typical 5 level Likert rating scale is used to measure the degree of satisfaction (5 as highest) and dissatisfaction (1 as the lowest) where applicable.

Quantitative information have been organized in tabular forms, frequency distribution, mean score and percentage calculated to describe the degree of service satisfaction. Various diagrams/charts been developed as per required.

The big data base need to be created from where all data can be centrally collected as this study face a challenge in survey work due to lack of data.

Finally, it was recommended to the concern to improve the area where problems are detected as such most of the produced resources are without jobs are found having low response rate concerning professional growth and satisfaction with job. This research will benefit all the concern and study/ survey should be made time and again. The big data base need to be created from where all data can be centrally collected as this study face a challenge in survey work due to lack of data.

5.2.Scope for Future Research

This research was conducted with limited scope, time and resources. The sample size is also very small to draw the result from public opinion and therefore findings may not be near to reality. This only and did not consider socio-demographic factors and institutional factors. The research could not address legal and administrative factors, administrative culture, and political factors and therefore could be the further probable research area in the same subject matter.

5.3.Conclusion

The sample of 13 colleges are taken for the study in which 162 respondents were involved in this research work. However, four colleges are not into consideration of the study due to the lack of data. The work was carried during the month of chaitra 2078 and Baishakh 2079. This project was completed with the financial support of Ministry of Education, Science, Youth & Sports and Parroha Multiple Campus.

The study found that the relevance of the programs offered by community colleges in terms of professional skills and employability. The impression made by the study is that resources produced by community colleges are utilized in the different sectors and organizations. The program offered by community colleges are found to hold relevancy in terms of employment, earning, job satisfaction and program match to job. Job related problems during the transition periods are also detected in this study such as unemployment and lack of skills with the fresh human resources. The draft of the report was presented on 2079/03/08 and further discussion was carried and the view of the dignitaries was incorporated in this report.

5.4.Recommendation.

1. Along with the existing program offered by public colleges it is recommended to conduct skill-based training for students as to suit and adjust to the present work situation.
2. It is necessary to promote and motivate self-employed skills which will reduce the number of employments seeking human resources.
3. It must be made compulsory to take internship before the final certification as to add experience and reduce gap of college learning and work practice.
4. The concept of earning and learning at the same time should be properly assessed by colleges and state for the effective utilization of resources which otherwise remain idle during the course study year of 4 years.
5. Fresh and energetic resources after the selection should be properly socialized within the organization which can reduce the work phobia in the initial period and avoid high work pressure, working environment and work system knowhows.

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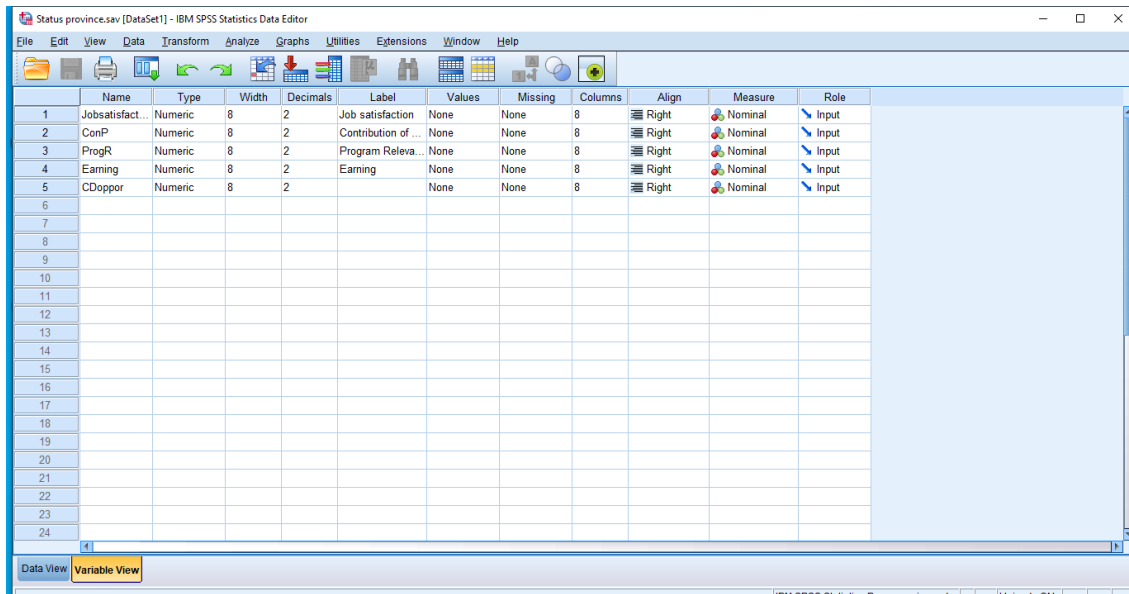
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Appex. 1



Appex 2

Correlation

Correlations

		Job satisfaction	Contribution of Program	Program Relevancy	Earning	CDoppor
Job satisfaction	Pearson Correlation	1	.889*	.966**	-.682	.946*
	Sig. (2-tailed)		.043	.007	.205	.015
	N	5	5	5	5	5
Contribution of Program	Pearson Correlation	.889*	1	.873	-.666	.767
	Sig. (2-tailed)	.043		.053	.219	.130
	N	5	5	5	5	5
Program Relevancy	Pearson Correlation	.966**	.873	1	-.780	.969**
	Sig. (2-tailed)	.007	.053		.120	.007
	N	5	5	5	5	5
Earning	Pearson Correlation	-.682	-.666	-.780	1	-.818
	Sig. (2-tailed)	.205	.219	.120		.091
	N	5	5	5	5	5
CDoppor	Pearson Correlation	.946*	.767	.969**	-.818	1
	Sig. (2-tailed)	.015	.130	.007	.091	
	N	5	5	5	5	5

*. Correlation is significant at the 0.05 level (2-tailed).

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

CDoppor: Carrier Development and opportunity

Appex. 3

Problems encountered during the transition period (original copied and pasted)

Lack of experience

Experience problem

Rojgari ko Awasekta bhanda badi bharna linu

Training problems

I faced training and experience problem.

Lack of communication skills. Hesitate to explore my self due to lack of public speaking practice in college period.

Hard to find a job

Not give suitable decision

Unfair competence

Its to diificult for freshers we are not given prior opportunity not even in small organization as well.

High work pressure

No issues till

facing to not education related job.

Organization need experiance but i have no experiance

Practical knowledge

No quick placement

I found difference in my educational study and practical study during the transition period.

It seems very hard to get job without reference of reputed person.

System knowledge

Financial problem and carrer selection

Problem of experience

Mentoring and guidance

Nothing much.I got employed in 1st attempt.

Seeking employment is problem

Very less opportunity regarding the number of student graduate/post graduate every year

Took time to search job

Experiance problem

Lacking of internship and job related experiance.

No job security

Job distance

Asses is given to them who have political power than qualified one.

Course sangai training Pani dinu parxa

Skill related probem

All organization wants highly experiance employee

Practical skills for job are lacking

Time management

Job experiance problem

Job vacancy information problem

I faced experiance prob

There were lots of problems

Training prob

Job searching problem

No experiance

Private schools have no any proper rules for the salary and qualification. Salary is not much given if job found.I think gov. should have strict laws for private school for salary.

Insufficient Vacancies

Difficult to search job

Population explosion, lack of resources, lack of relevance curriculum

Mot supported by the seniors

I don't get salary in time. So I leave that school and now I have no any job. Please

help me

Lack of Training

Difficulty in finding appropriate work

Less experience

Less experience about the job

Less salary and experience

No experience and knowledge

No experience and less talking skill

Less communication skill

Lack experience and knowledge about particular field

Skill problem

Book were not available on time

Lack of Experience and Practical knowledge

Experience

A lots of problem such as lack of job opportunity, payment system

Lack of experience in related fields.

Lack of skill and experience

people or banking person under statement cooperative sector

Communication, working environment, working time, staff coordination,

To some extend.

Job and education not match.

Appex 4

Suggestion to HEIs (Original copied)

Suggestion by respondents

Rojgari ko awasekta vanda bade vorna linu bandha garnu pardachh

There is a need for practical education and skilled education

Educational tour/industrial tour. Seminar and event in college in subject of banking and other financial services. Guest speaker from different organisations to guide the market economy.

HEIs should be more focused on Practical based curriculum and more research activities.

Not just for HEIs but from the very beginning education system must be skilled based not just transformation of bookies knowledge

Make technology friendly environment

To provide basis and skillful knowledge of the study

provide practical knowledge more than subjective knowledge

Its my humble request its time to upgrade our education faculties towards practical and soil fit .

Provide more training and practical education to the student, so that they could face any kind obstacles in their professional and personal life

Practicality in education system should be must.

Practical education to be manage for adapting in coming days obstacle considering skill manpower

focus on English medium

Need to provide trainings for career development related to faculty

Practical oriented Education3

Employment oriented course is desirable

It should be more practical than theorial

Skill Training during course period

Suggestion by respondents

Lengthy course

I want practical study.

Internship, college training, communication skill should be given along with course.

Be more practical

Too lengthy course and time consuming

HEIs may launch professional programs.

- Need to focus on skill-based knowledge (including soft skills) - Need to include more practical activities to involve students and make learning effective

Introduced practical rather than theory

Practical education should be provided rather than only theoretical education

Public college should offer wide range of course

Now a days HEIs are unable to nurture their scholar as per exact demand of market. HEIs must focus on most vocational and practical culture rather than bookish trend.

Practical training should be given along with theory class

Computer training is necessary in public colleges

Basic Computer Training, Professional Accounting Training should be given.

Educational programs should be in time

Quality and professional education should be given.

Curriculum must be practical base.

Political campaign haru hataunu parxa

Practical education is a necessity today

They need to support their student for employment

Need to Upgrade teaching methodology with current situation

Give the practical education not theory

Suggestion by respondents

Learning and job practice at same time is necessary

Skill Training included as compulsory requirement.

Work practice with course will be better

It must be technical and job oriented

College ma different training dinu parch

public colleges must Reduce fees.

Job placement service

High fees like private

Practical activities should be increased

Job opportunities should be arranged

Design competency based curriculum and increase student engagement at class

Should be in doorsteps

I want to study in higher level but there is no any opportunity and there is no good job for Bed student and get only 8000 salary which is not satisfied for me

Skill development program organise time to time

Should provide the text book before started the classes

Modification and Practical base syllabus

Education must be skill oriented

Education should be based on the practical study more then theoretical base

Make practical education

Better to teach in practical approach rather than theoretical knowledge.

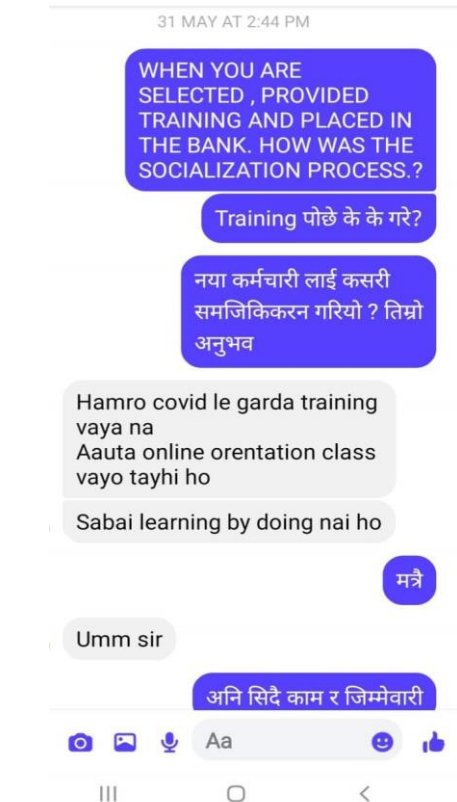
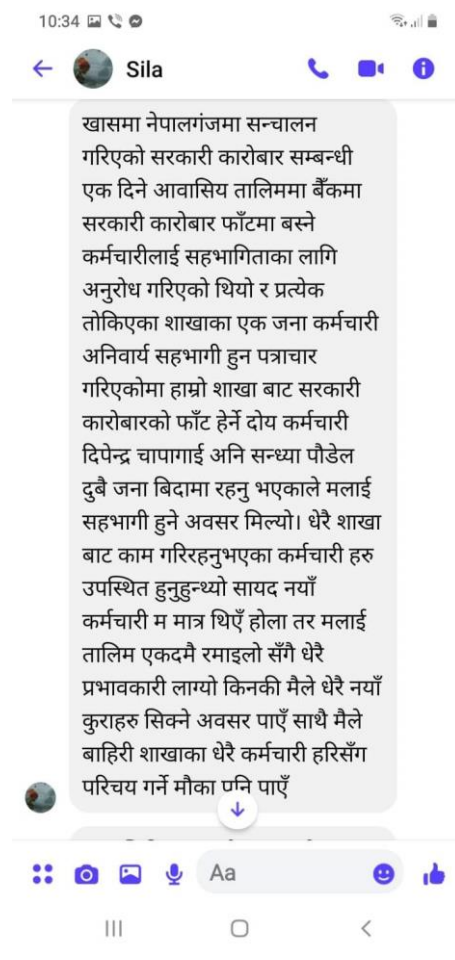
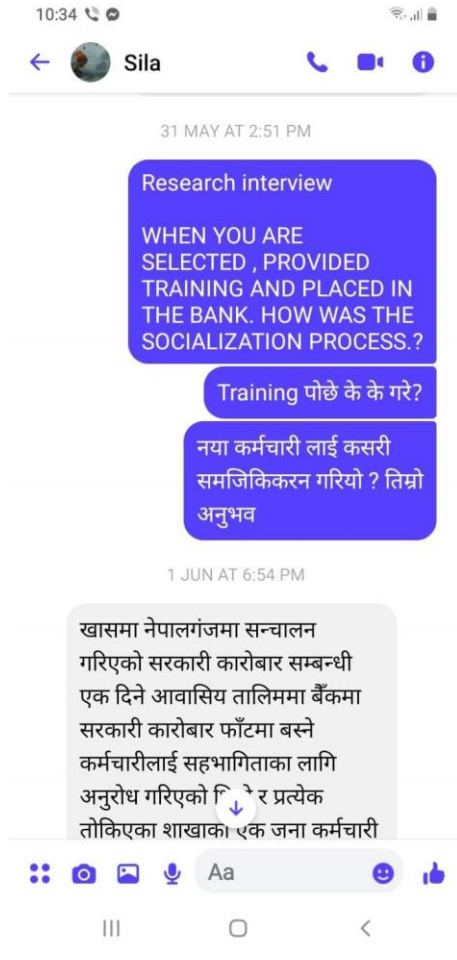
Provide practical base education

Focus on practical knowledge and skill development

Community college should give quality education.

Appex. 5

Interview with Paassout student (Screenshots)



Appex. 6

Report Presentation at Parroha Multiple Campus

