

Pressures of jobseekers after graduation: Evidences from a public university of Bangladesh

Ram Proshad Barman^{1*}, Arifuzzaman Nishat², Md. Rashidul Hasan³

Department of Sociology, Begum Rokeya University, Rangpur, Bangladesh^{1,2}

Department of Public Health, Leading University, Sylhet, Bangladesh³

rpbarman@brur.ac.bd, nishat.soc2017@gmail.com, rashidulhasan067@gmail.com



Article History

Received on 27 August 2023

1st Revision on 31 August 2023

2nd Revision on 16 September 2023

3rd Revision on 18 September 2023

4th Revision on 6 October 2023

Accepted on 13 October 2023

Abstract

Purpose: The goal of this study is to present the results for job seekers who have graduated from public universities.

Methodology/approach: Quantitative as well as qualitative methods were used to carry out the study. The data were gathered from 200 jobseeker students of Begum Rokeya University, Rangpur (BRUR) between February and May 2022. The study adopted a purposive sampling technique to choose respondents, and seven case studies to draw qualitative conclusions. The study also employed the Chi-square test to test the hypotheses.

Results/Findings: The results of the hypothesis are as follows: there is a strong relationship between economic crisis and highly salaried jobs (H_1); a medium relationship between more time to complete graduation and the pressure on job career (H_2); a medium relationship between lower preparation for a job and more participants than job capacity (H_3); and finally, a medium relationship between cultural influence on respondents' behavior and alienation from family and relatives (H_4). This study also discovered that pressure on students comes from a variety of sources, including family, workplace, cultural hegemony, and academic pressure. Finally, the study concludes that students may reduce demands, the government can increase employment, and jobless youth may develop self-servicing possibilities for living.

Limitations: The researchers had limitations because, even without these findings, the environment and appropriateness might be advantageous for graduates instead of pressures. Another barrier is time and money.

Contribution: Students, job seekers, and society at large who are concerned about unemployment and the programs that may address it both domestically and internationally will find the research to be helpful.

Keywords: Jobseeker, Student, Pressure, Graduation, Public University, Bangladesh

How to cite: Barman, R. P., Nishat, A., & Hasan, M. R. (2023). Pressures of jobseekers after graduation: Evidence from a public university in Bangladesh. *Journal of Social, Humanity, and Education*, 4(1), 49-62.

1. Introduction

Despite the numerous positive effects of technology development on humanity, unemployment is now a significant social issue in our society. Although Bangladesh has 69,816,252 laborers, the International Labor Organization has estimated 3.6 million unemployed person is in 2022 (NEWAGE, 2022; Worldbank, 2022). Unemployment rate is currently in Bangladesh is 5.40 percent, and it will drop to 4.70 percent in 2023 (Economics, 2023). Corruption, reduced capacity, outdated curricula, a limited labor pool, a deficient educational system, a lack of job specialization, political dominance, the

influence of demographic factors, and the appointment process are the only factors to blame for high unemployment rates in Bangladesh (Amegayibor, 2021; Rashid, 2019).

For people who have recently finished their education and Bangladeshi youth in general, unemployment has negative consequences on mental health issues (Mamun et al., 2020). In addition, to attain full and productive employment as well as decent work for all men and women by the year 2030, Goal 8 of the SDGs suggests that adolescents should be encouraged to choose careers in education, training, or employment (UN, 2023). At the same time, the transfer of young graduates with poor social capital into the workforce is seen as a major concern (Blustein et al., 2002); therefore, a lack of skill is considered an important hindrance to being poor and unemployed (UNESCO, 2018). Graduates with poor skill levels must compete with more applicants for jobs; as a result, different psychological strains affect their health and work environment (Li, Kang, & Guo, 2021).

So, students are more likely than employees to experience melancholy and exam anxiety, whereas good job habits help people feel less stressed out (Gallea, Medrano, & Morera, 2021; Hafezi & Etemadinia, 2022). After graduation, students in Bangladesh face an extremely challenging environment that requires them to master a variety of skills in order to succeed academically, just like international students do, otherwise they may suffer psychological problems (Ebuka, Ngozi, Obianuju, & Peace, 2022; Lund et al., 2018; Masud, Mensah, Subarna, & Hasan, 2023; Milon, Islam, & Khan, 2021). For the analysis of the position of the graduates of BRUR, many students from lower-class and lower-middle-class families who attend public universities strive to secure better jobs to retain their status (Nasir & Neger, 2022). Even if they show willingness to work, they are unable to get employment because going without a job is viewed as a curse. A jobseeker may be persuaded to commit any crime, including suicide, abduction, murder committed for ransom, or establish a drug addiction (Rahman & Al Amin, 2023). For these reasons, it is recommended that the initiatives be prioritized in future research to ensure the best outcomes (Davis, 2014).

Therefore, this study aims to achieve the following goals: (a) to understand the association between economic crisis and a highly salaried job; (b) to determine whether more time to complete graduation is significantly associated with the pressure on a job career; (c) to discover the association between lower job preparation and more participants than job capacity; and (d) to test whether cultural influence on respondents' behavior is significantly associated with alienation from family and relatives. The study will still be helpful for students, jobseekers, and the community at large, who are acting on the issue of unemployment and its pertinent programs both domestically and internationally.

2. Literature Review

Since social class is one of the key aspects in the social sciences, DeOrtentiis and other researchers examined the role of social class during the job search process. They analyzed longitudinal data from 516 new job entrants, where they found that job seekers from lower social classes possessed lower job search. Additionally, parental income was strongly correlated with the rate of job acceptance. Finally, they concluded that social class has an impact on job search antecedents and actions (DeOrtentiis, Van Iddekinge, & Wanberg, 2022).

A study on life challenges found that student life challenges contribute to promoting mental health and self-rated health among university students (Porru et al., 2022). Another study on the financial, stress, and mental health of graduate students (Mousavi et al., 2018). Similarly, Lim with few researchers worked about mental health problems and role of social support of graduate students while Atitsogbe also conducted a work on employability and entrepreneurship among jobseeker students (Atitsogbe, Mama, Sovet, Pari, & Rossier, 2019; A. Y. Lim, Lee, Jeon, Yoo, & Jung, 2018).

In a study, Rafi, Mamun, Hsan, Hossain, and Gozal (2019) targeted to find out the prevalence and associated risk factors of depression, anxiety, and stress of job seekers. A total of 304 jobseekers were surveyed from August to October 2018. They applied several tests, such as the Depression Anxiety Stress Scale, Chi-square test, Fisher's exact test, and binary logistic regression to identify the factors associated with jobseekers. Relatively high rates of depression, anxiety, and stress were found among

graduate job seekers. Because of job insecurity, social pressures from family and environment played a strong role in depression, while part-time jobs also acted as a risk factor for anxiety. They suggested that fair job markets, more employment opportunities, early mental support, and resilience training programs can be sources of mitigation for psychological pressures among graduates in Bangladesh.

In a study on depression among Bangladeshi university students, researchers found that there are several reasons why students experience depression. The major goal of this study was to gauge the extent of depression in Bangladesh and the extent to which it affects students' quality of life. They utilized a cross-sectional design for the study, and 1844 Dhaka University students were chosen to participate as respondents. They identified the main causes of depression as stressful life events, student status, gender diversity, drug use, family history of disease, and an individual sense of self. They recommended that effective psychological help services, awareness and intervention programs can play vital role to reduce students' psychological pressure (Rasheduzzaman, Al Mamun, Faruk, Hosen, & Mamun, 2021).

Kim, Oh, and Rajaguru (2022) looked at undergraduate students' concern towards job searching and conduct related to employment preparation. They used cross-sectional research and included 360 students. From November 2020 to February 2021, researchers used structured self-report questionnaires to collect data for this study. They discovered that students in the health sciences reported more anxiety when looking for jobs than those in the social sciences did. They also demonstrated a favorable link between students studying social science and health science in terms of circumstances and reasons for employment anxiety induction. They showed that age, sex, and intended work position were strongly correlated with anxiety related to job search and conduct related to job preparation. According to the study's findings, undergraduate students had higher levels of job preparation behavior and higher levels of job-seeking anxiety. To increase undergraduate students' positive attitudes toward desired job selection, intervention measures should be designed to encourage job preparation behavior and decrease job-seeking anxiety. In fact, there is pressure on jobseekers to obtain employment because of factors such as the university's reputation, labor market considerations, personal devotion to one's studies, and self-confidence (Rothwell, Jewell, & Hardie, 2009). In addition, an appeal is placed for taking a program for graduate students which would involve them with psychological, organizational, and instrumental support (Babicka-Wirkus, Wirkus, Stasiak, & Kozłowski, 2021).

As youth, graduate students are considered an important part of a country. To understand this issue, a group of researchers looked at how stress was experienced by jobless young people from a gender viewpoint and found that females are related to higher stress levels (Costa et al., 2021). Sometimes, graduates who are psychologically strained are encouraged to commit suicide. Thereafter, Kemsley conducted an article on the tendency of suicide and mental health of graduate students, which provided new ideas to reduce the suicide rate, such as getting a separate room or apartment for living apart from others and spending time with the sufferer (Kemsley, 2017).

There is gender difference concept having efficiency in labor market, but every jobseeker should be able to qualify in any sector by achieving one's own quality without gender and ethnic concerns (Taylor, Charlton, & Ranyard, 2012). From a gender perspective, female postgraduates should have the same access to prior job experience as males and females (Shaw, 2012). Furthermore, a study by J.-Y. Lim and Lee (2019) revealed that while girls are interested in achieving GPA, boys are more interested in pursuing employment.

Additionally, researchers have advised if it is feasible to resolve the financial issues and academic delays, it must lessen despair and anxiety among university students (Islam, Barna, Raihan, Khan, & Hossain, 2020). Salami has also advocated that the government improve its system to foster entrepreneurship in its region in order to lower the unemployment rate for graduates (Salami, 2013). Although scientific researchers have overlooked the function of mental strain and its enormous effects on science, graduate students' interest in economic and social growth is growing (Cho & Hayter, 2020). Similarly, Mæhlisen et al. (2018) demonstrated that working individuals benefited more from stress reduction.

2.2. Identification of Variables and Formulating Hypotheses

A hypothesis links these two variables and provides statistical evidence of their relationships. The variables used in the study were economic crisis, job ranking, time to complete graduation, academic pressure, psychological pressure, job preparation, number of jobseekers, cultural pressure, and jobseekers' involvement with family. A null hypothesis indicates that there **is** no association, while an alternative hypothesis is the exact opposite of the null hypothesis. In this study, the null hypothesis was designated H0, and the alternative hypothesis was designated H1. The following hypotheses were formulated to meet the study's goals:

1. HO- Economic crisis has no strong association with highly salaried job
H1- Highly salaried job and economic crisis has strong association
2. HO- There is no association between academic pressure and job career
H1- Academic pressure and job career is strongly associated
3. HO- Psychological stress has no strong association with jobseekers
H1- Jobseekers are greatly associated with psychological stress
4. HO-Cultural issues have no strong connection with jobseekers
H1- Cultural issues have great influence on jobseekers

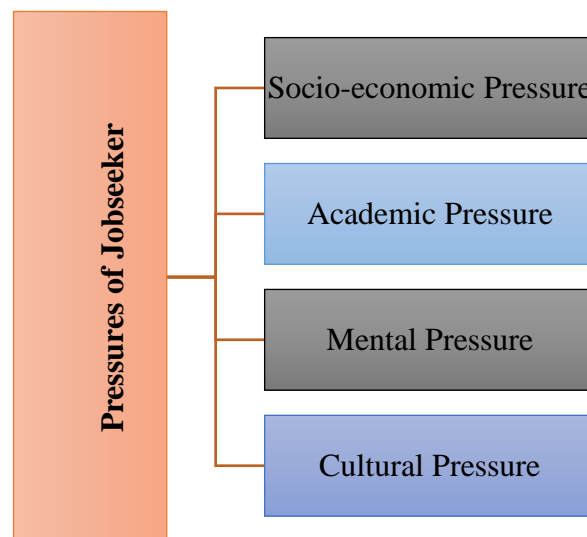


Figure 1: Conceptual model of the study
Source: Self-generated framework

2.3. Test of Association between Variables

Various techniques are used to determine the relationship between two variables, including the Cramer contingency coefficient test, chi-square test of independence, and Karl Pearson's correlation coefficient. The chi-squared test of independence was used to test the association between variables. Here the hypotheses are

H₀: There is no association between these two variables.

H₁: There is an association between the two variables.

The test statistic: $\chi^2 = \sum_{i=1}^r \sum_{j=1}^c \frac{(O_{ij} - E_{ij})^2}{E_{ij}}$ with $(r-1)(c-1)$ degrees of freedom

Where O_{ij} = Observed cell frequency, E_{ij} = Expected cell frequency

2.4. Theoretical Framework

Three theories, Merton's strain theory, Durkheim's theory of anomie, and Marx's theory of alienation, are used in this study as the foundation for the conceptual model.

2.4.1 Merton's Strain Theory

Robert K. Merton first developed Strain Theory in the 1940s in order to explain the rising crime rates experienced in the USA at that time. According to him (Strain theory, 1938), social systems place pressure on people to achieve cultural aspirations rather than on people who lack access to social resources. To secure financial security while living in turmoil and experiencing terrible emotions, individuals commit crimes (Nickerson, 2023). Another way to think about strain is when there is a discrepancy between ambitions and one's existing social standing (Merton, 1938). When people are under pressure, there are five ways to adapt: a) conformity, where people must meet cultural goals through socially acceptable means; b) innovation, in which people use socially unacceptable or unconventional means to achieve culturally acceptable goals, such as when they deal with drugs or steal to achieve financial security; c) ritualism, the third stage, where people use socially accepted institutional means to reach their goals; and d) retreatism, where people withdraw from society.

2.4.2 Durkheim's Theory of Anomie

Emile Durkheim's 1893 research on anomie or normlessness states that social groupings and organizations serve as the main conductors. In his books "The Division of Labor in Society" (1893) and "Suicide" (1897), Durkheim makes the argument that when social norms break down, societies go through fast social change because societal institutions don't always manage to govern people properly (Marks, 1974). Durkheim made several contributions, including identifying four different types of suicide: egoistic, altruistic, anomic, and fatalistic. According to Durkheim (1897), egoistic suicide occurs in modern society when a person is lonely, has poor social integration, lacks solidarity, or has problems adjusting to their family, relatives, or group.

2.4.3 Marx's Theory of Alienation

Karl Marx's phrase alienation explain how capitalism affects the working class. According to sociology, alienation occurs when people feel cut off from or distant from a certain aspect of their nature or society. Additionally, people might become estranged from both themselves and other people, which frequently leaves them feeling helpless or without control over their own lives. In other words, when employees lose their capacity to work, alienation refers to the separation of individuals from their expectations. According to this idea, a person is becoming mentally and physically isolated from themselves, products (related goods and services), the act of production (options for working), and other employees (becoming unemployed).

2.5. *Conceptual Framework*

Though social stratification in our society plays a distinct role, in Merton's theory, individuals want to get a decent job with education. Because of the mental strain that comes with managing better work, young people often turn to illegal or socially abandoned activities to make a living. For these reasons, people who are more affected by economic crises wish to work for highly paid positions.

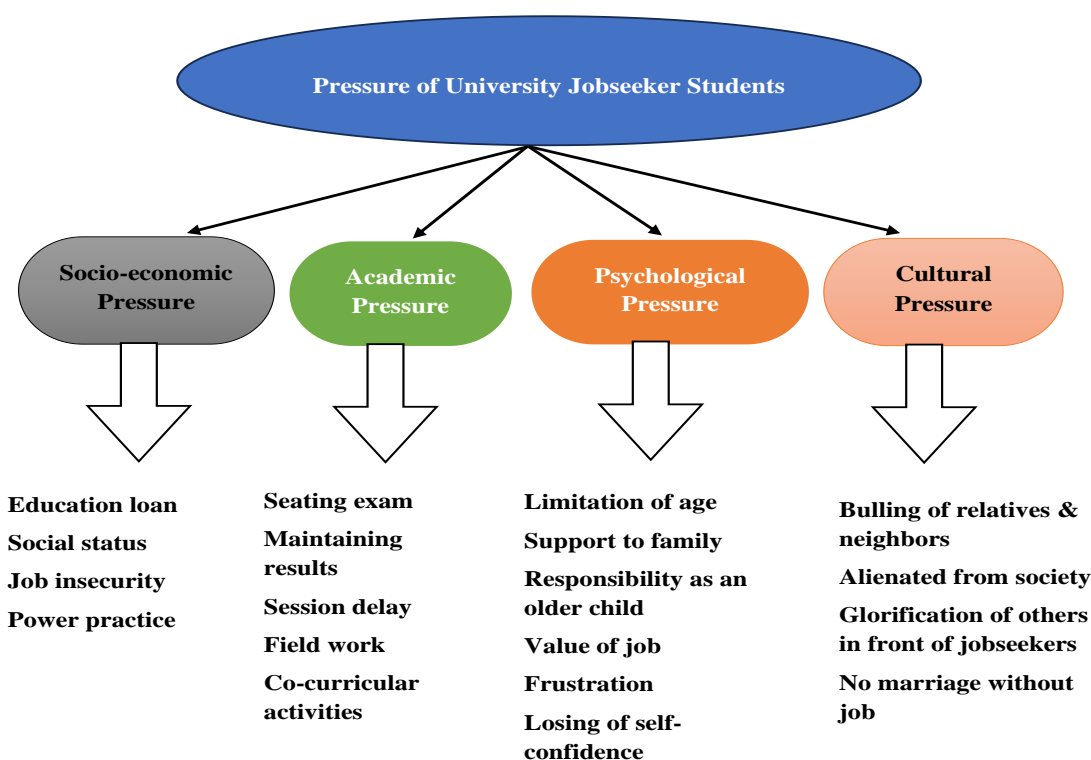


Figure 2: Pressure of University jobseekers
Source: Self-generated framework

Again, utilizing Durkheim's knowledge, the researchers undertook the anomie concept, especially the unemployed people becoming more disappointed. Since anomie detaches a person from the social system, similar to being unemployed, jobseekers become detached from their families, relatives, and friends. Moreover, such separation from others inspires unemployed jobseekers to commit suicide.

According to Marx, alienation in a capitalist society occurs when a job seeker psychologically distances himself from the anticipated employment. As a result, psychological and cultural hardship, as well as feeling cut off from family and friends, drives people to commit suicide. Researchers have developed a conceptual framework by using these theories as a foundation. The framework identifies four pressures: socioeconomic, academic, mental strain related to one's employment, and cultural pressure.

3. Methodology

3.1. Study Area and the Study Population

This study was conducted at Begum Rokeya University Rangpur (BRUR), Rangpur, Bangladesh. The university is a public university in Bangladesh. It is located at 25.7179°N 89.2592°E. Job seeker graduates from several departments in BRUR were the study population for the current study.

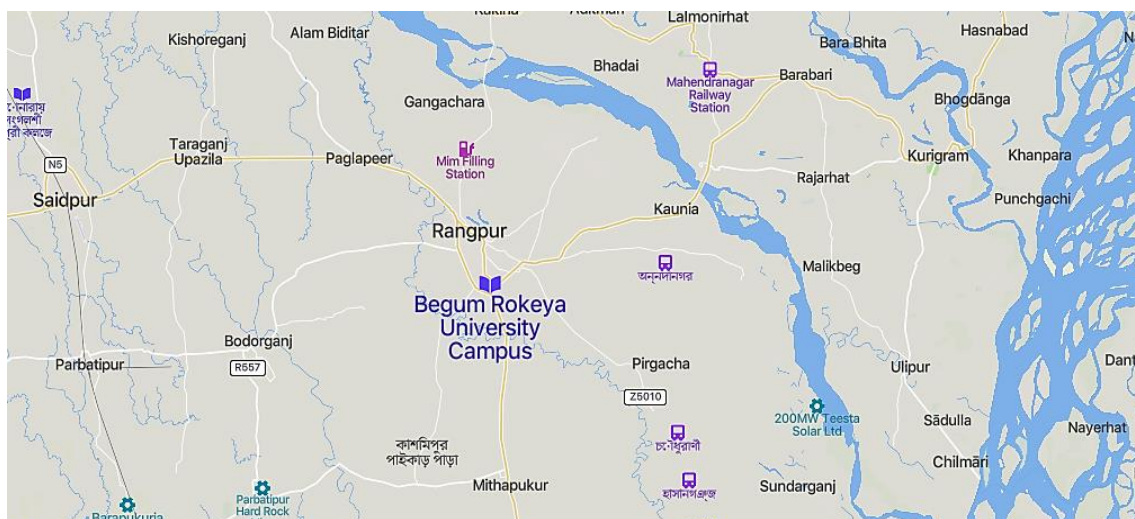


Figure 3: Location of the study (lies in 25°43' north latitudes and 89°15' east longitudes)
Source: Google maps (Screenshot taken on January 10, 2023)

3.2. Sample Design

The study adopted a purposive sampling design to choose respondents, which is a non-probability sampling technique. Purposive sampling was used because it was advantageous to gather data from focus group participants, which made it easier to recognize and address problems (Saha & Barman, 2015). In this study, 200 job-seeking students were interviewed as the sample, 52% of them were women and 48% were men. Seven case studies were used for successful outcomes. This study used both qualitative and quantitative techniques to collect and analyze the data.

3.3 Sources of Data

The data were collected through a survey of 200 jobseekers in Begum Rokeya University Rangpur (BRUR) between February and May 2022. A structured questionnaire was designed to collect the data. The questionnaire contained a Likert scale, blank choice, and yes/no questions to design queries, whereas open-ended, organized research questions were employed for case studies. After collecting the data, a crucial step towards organizing the data was editing, coding, recoding, and tabulating. SPSS (version 25.0) software was used to organize and analyze the data.

4. Results and Discussions

4.1. Economic crisis and highly salaried job

To test whether there is any significant association between the experience of an economic crisis and the demand for highly salaried jobs, a chi-square test of independence was performed with $\alpha=0.05$. The results are presented in Tables 1 and 2.

Table 1. Test of Association between Economic Crisis and Highly Salaried Job

		Demand for highly salaried job			χ^2 -value	p-value
		No	Yes	Total		
Experience of economic crisis	No	Count	33	13	46	
		Expected Count	12.7	33.4	46	
	Yes	Count	22	132	154	58.624
		Expected Count	42.4	111.7	154	(df=1)
Total	Count	55	145	200		
	Expected Count	55	145	200		

Source: Processed data by SPSS (2022)

Table 2. Symmetric Measures

Criteria	Phi coefficient	Value	P Value
		0.541	<0.001
No. of observations		200	
The reference value of the Phi coefficient	0.1 refers	Lower relationship	
	0.3 refers	Medium relationship	
	0.5 refers	Strong relationship	

Source: Processed data by SPSS (2022)

From Table 1, the chi-square test was statistically significant, $\chi^2(1, N=200) = 58.624$, $P\text{-value} < 0.001$, with a Phi coefficient of 0.541 (Table 2), indicating a strong relationship. As a result, it can be concluded that the desire for highly paid jobs and experience of economic crises are significantly related. That is, when respondents go through a financial crisis, they look for highly salaried jobs.

It was also discovered (Table 1) that 154 (77.0 %) respondents had financial difficulties paying for their education, and that 145 (72.5%) respondents' families expected them to land a high-paying job because when people experienced financial difficulties, their expectations for high-paying jobs rose. One interviewee stated the following.

"As a member of a middle-class household, I work in agricultural farming with my parents. Numerous issues have plagued our family since I began my bachelor's degree, but despite several economic downturns, my family has always supported my decision to pursue a higher education. They even took out certain loans with exorbitant interest rates twice, yet they never stopped me from advancing to my job. Now that I am aware of the circumstances, I want to secure a position at a good salary for my family as compensation for their sacrifices" (Male, unmarried, 25).

From the seven case studies, five instances (71%) had economic problems recognized, while six cases (86%) had families expecting highly compensated jobs.

A job applicant made an effort to explain his emotions.

"Since he was a little child, his family has been more complicated, especially because of the costs associated with his schooling, his room and board, and his need for higher medical care. He recalled the scenes of a shortage in which people had to go days without food or just eat once a day. In light of these circumstances, he wishes to work for a big salary with his entire family of six in order to provide for their needs" (Male, married, 28).

Thus, it makes sense to claim that there is a strong correlation between employment and socio-economic status and that when individuals experience an economic crisis, they seek highly paid jobs to avoid experiencing the same problem again.

4.2. Academic pressure and job career

To determine if academic strain on employment career is associated with taking longer than four years to finish graduation, a Pearson chi-square test for independence ($\alpha=0.05$) was utilized.

Table 3. Test of association between academic pressure and more time to complete graduation

		Academic Pressure on Job Career			$\chi^2\text{-value}$	p-value
		No	Yes	Total		
Count		16	28	44		
No Expected Count		6.6	37.4	44		

More time to Complete Graduation	Count	14	142	156	20.193	<0.001
	Expected Count	23.4	132.6	156	(df = 1)	
Total	Count	30	170	200		
	Expected Count	30	170	200		

Source: Processed data by SPSS (2022)

Table 4. Symmetric Measures

Criteria	Value	P Value
Phi coefficient	0.318	<0.001
No. of observations	200	
The reference value of the Phi coefficient	0.1 refers	Lower relationship
	0.3 refers	Medium relationship
	0.5 refers	Strong relationship

Source: Processed data by SPSS (2022)

From Table 3, the chi-square test was statistically significant, $\chi^2(1, N=200) = 20.193$, P-value<0.001, with a Phi coefficient of 0.318 (Table 4), indicating a medium relationship. As a result, it can be concluded that more time to complete graduation and academic pressure on a career are significantly related. That is, when respondents go through a financial crisis, they look for highly salaried jobs. Thus, students who take longer to graduate experience academic pressure throughout their career.

It is shown (Table 3) that 156 respondents (78%) stated that they feel pressured either directly or indirectly if it takes them more than four years to complete their education. Once more, 170 respondents (85%) of jobseekers illustrated how academic pressure have impacted their professional lives. One graduate shared his experiences:

"One of my cousins and close acquaintances graduated on time from another institution. He is currently employed in the banking industry, but my one-year delay has hampered my ability to prepare for jobs and make professional decisions. Because of this, I personally ask the university administration to reconsider delaying the session." (male, unmarried, 27 years).

Another graduate expressed her opinion in the following manner to explain the circumstances of session delay:

"Social pressures from my family cause anxiety when one of my friends tells my father that he has started a job, even though he has only recently finished a three-year degree pass course from a national university, neglecting the fact that my honors degree course is four years. However, the average person views a job as the yardstick by which success is measured, and I am currently trailing in this job race." (Female, unmarried, 29).

Of the seven case studies, six (86%) took more than four years to graduate and five (71%) involved respondents who reflected that the demands of their academic workload had a negative impact on their ability to prepare for the workforce. As a result, there is a connection between academic and workplace pressures.

4.3. Psychological stress and jobseekers

A Chi-square test of independence is performed with $\alpha=0.05$ in order to test whether there is any significant association between lower preparation for a job and more participants than job capacity. The reported results are listed in Tables 5 and 6.

Table 5. Test of association between lower preparation of job and more participants than job capacity

		More participants than job capacity create hopelessness			χ^2 -value	p-value
		No	Yes	Total		
Lower preparation of job increases stress of graduates	No	Count	19	16	35	
		Expected Count	7.9	27.1	35	
	Yes	Count	26	139	165	24.581
		Expected Count	37.1	127.9	165	(df = 1)
	Total	Count	45	155	200	
		Expected Count	45	155	200	

Source: Processed data by SPSS (2022)

Table 6. Symmetric Measures

Criteria	Value	P Value
Phi coefficient	0.351	<0.001
No. of observations	200	
The reference value of the Phi coefficient	0.1 refers	Lower relationship
	0.3 refers	Medium relationship
	0.5 refers	Strong relationship

Source: Processed data by SPSS (2022)

From Table 5, the chi-square test was statistically significant, $\chi^2(1, N=200) = 24.581$, $P\text{-value} < 0.001$, with a Phi coefficient of 0.351 (Table 6), indicating a medium relationship. Hence, the null hypothesis can be rejected, indicating a significant association between lower preparation for a job and more participants than job capacity.

About (Table 5) 165 respondents (82.5%) agreed that lower job preparation increases the mental pressure of jobseekers and 155 persons (77.5%) agreed that more participants than the job capacities make them more hopeless. So, it can be mentioned that when jobseekers have lower job preparation, they become hopeless to see the increasing number of job participants. One interviewee shared her feelings:

“As more people have been participating in the workforce recently, a student with less career preparation feels stressed and despairing. The job market atmosphere is also adding to the mental tension, as every job circular requires experience, and freshers like me lose the quality of their applications. Alternately, Bangladesh's age restriction for entry-level employment must be raised in order to reduce stress and prevent such suicides” (Female, unmarried, 23).

By analyzing the case studies, we may conclude that job searchers who have less work preparation experience stress and despair as a result of watching more job participants. Therefore, it can be pinpointed that there is a considerable connection between a person's employment and their mental health.

4.4. Jobseekers and Cultural issues

To test any significant association between cultural influence on respondents' behavior and alienation from family and relatives, a chi-square test of independence was performed with $\alpha=0.05$. The results are presented in Tables 7 and 8, respectively.

Table 7. Test of association between cultural influence on respondents' behavior and alienation

		Alienation from family & relatives			χ^2 -value	p-value
		No	Yes	Total		
Cultural influence on respondents' behavior	No	Count	26	9	35	
		Expected Count	14.7	20.3	35.0	
	Yes	Count	58	107	165	18.153
		Expected Count	69.3	95.7	165.0	(df = 1)
	Total	Count	84	116	200	
		Expected Count	84.0	116.0	200.0	

Source: Processed data by SPSS (2022)

Table 8. Symmetric Measures

Criteria	Phi coefficient	Value	P Value
		0.301	<0.001
No. of observations		200	
The reference value of the Phi coefficient	0.1 refers	Lower relationship	
	0.3 refers	Medium relationship	
	0.5 refers	Strong relationship	

Source: Processed data by SPSS (2022)

From Table 7, the chi-square test is statistically significant, $\chi^2(1, N=200) = 18.153$, $P\text{-value} < 0.001$, with a Phi coefficient of 0.301 (Table 8), indicating a medium relationship. Hence, the null hypothesis can be rejected, indicating a significant association between cultural influence on respondents' behavior and alienation from family and relatives.

A total of 165 (82.5%) respondents (Table 7) demonstrated that culture affects their behavior. Of particular note, 116(58%) respondents reported that bullying caused them to feel estranged by their families. Consequently, there is a substantial connection between employment and cultural sector. One interviewee demonstrated her position:

"A graduate needs a lot of time to manage a career once they have earned their degree. Once again, if they land a dream job in particular, their roommates, classmates, and university friends put indirect pressure on each other. Someone could become estranged from everyone as a result, even their family or relations" (female, married, 23).

From the case studies, it is clear that five people are estranged from their family and friends because they feel troubled, have not found a job yet, are under mental stress, or are taking a long amount of time. In the other two examples, people were still supported by their families, proving that there was no need to separate them. Thus, there is a connection between the two variables of alienation from family and other relatives and cultural influences on the respondents' conduct. In light of this, we may recognize the existence of a connection between the cultural sector and employment.

5. Conclusion

The aforementioned discussion leads to the conclusion that there is a connection between employment and socioeconomic status, academic pressure, mental health, and the cultural sector. Nowadays, graduated and post-graduate university jobseekers enter the job market under a number of pressures. However, when there is an economic crisis, students choose better, higher-paying jobs, and when it takes longer to graduate, people get nervous about getting the right job preparation. In addition, this study contends that increased job applicants and inadequate work preparation lead to increased psychological strain. Furthermore, graduate jobseekers are increasingly alienated when subjected to

bullying by their families, relatives, and neighbors. It is important to remember that maintaining positive working relationships and relationships with development partners, particularly employees, employers, and young people without jobs, may help them make the most of their abilities. In summary, legal authorities can be supportive; if jobseekers realize a favorable environment, they reflect on their expectations.

5.1. Recommendations

Unemployment conditions can be a burden for Bangladesh; therefore, this study has concentrated on a few key topics that require implementation.

1. Students should avoid excessive pressure in the academic and career sectors, because stress can worsen these issues.
2. The Bangladeshi government can increase the number of job opportunities because more graduates are awarded degrees each year, which increases the number of jobs available.
3. Participation in various development programs or projects. Jobseekers can support their families, such as field workers in the health ministry or data collectors.
4. Authorities can also take action to shorten academic session delays and urge educational institutions to reduce academic strain on students.
5. Cultural pressures need to be adjusted because, as society becomes more modernized and urbanized, people's expectations change.
6. Students need to acquire a self-serving mindset rather than relying on government job assistance.
7. In addition to institutional knowledge, access to training and technology may revolutionize the employment market, as freelancing has been implemented in Bangladesh.

5.2. Limitation and study forward

There is an issue with sample size and budget constraints. The amount of data gathered from the respondents might not be sufficient to make a judgment. Evidence-based suggestions might not be entirely suitable given the low number of respondents and the data that were collected.

Acknowledgment

The researchers would like to acknowledge the research respondents for providing valuable opinions to conduct the study. The authors extend their sincere gratitude to their coworkers, professors, and family members for their important advice on how to conduct this specific research. All opinions, including conclusions, research findings, and suggestions, were from the authors alone.

References

- Amegayibor, G. K. (2021). The effect of demographic factors on employees' performance: A case of an owner-manager manufacturing firm. *Annals of Human Resource Management Research*, 1(2), 127-143.
- Atitsogbe, K. A., Mama, N. P., Sovet, L., Pari, P., & Rossier, J. (2019). Perceived employability and entrepreneurial intentions across university students and job seekers in Togo: The effect of career adaptability and self-efficacy. *Frontiers in psychology*, 10, 180.
- Babicka-Wirkus, A., Wirkus, L., Stasiak, K., & Kozłowski, P. (2021). University students' strategies of coping with stress during the coronavirus pandemic: Data from Poland. *PloS one*, 16(7), e0255041.
- Blustein, D. L., Chaves, A. P., Diemer, M. A., Gallagher, L. A., Marshall, K. G., Sirin, S., & Bhati, K. S. (2002). Voices of the forgotten half: The role of social class in the school-to-work transition. *Journal of Counseling psychology*, 49(3), 311.
- Cho, S., & Hayter, C. S. (2020). Under pressure: A systematic review of stress and its impact among graduate students. *Science and Public Policy*, 47(6), 758-771.
- Costa, C., Briguglio, G., Mondello, S., Teodoro, M., Pollicino, M., Canalella, A., . . . Fenga, C. (2021). Perceived stress in a gender perspective: a survey in a population of unemployed subjects of Southern Italy. *Frontiers in public health*, 9, 640454.

- Davis, J. R. (2014). A little goes a long way: Pressure for college students to succeed. *The Journal of Undergraduate Research*, 12(1), 2.
- DeOrtentiis, P. S., Van Iddekinge, C. H., & Wanberg, C. R. (2022). Different starting lines, different finish times: The role of social class in the job search process. *Journal of applied psychology*, 107(3), 444.
- Durkheim, E. (1897). *Le suicide: étude de sociologie*: Alcan.
- Ebuka, A. A., Ngozi, N. H., Obianuju, C., & Peace, N. N. (2022). Job Crafting, a brain drain antidote in Public Universities in Nigeria. *Annals of Human Resource Management Research*, 2(1), 1-13.
- Economics, T. (2023). Bangladesh Unemployment Rate.
- Gallea, J. I., Medrano, L. A., & Morera, L. P. (2021). Work-related mental health issues in graduate student population. *Frontiers in neuroscience*, 15, 593562.
- Hafezi, A., & Etemadinia, S. (2022). Investigating the relationship between homework and academic achievement in elementary students. *Journal of Social, Humanity, and Education*, 2(3), 185-195.
- Islam, M. A., Barna, S. D., Raihan, H., Khan, M. N. A., & Hossain, M. T. (2020). Depression and anxiety among university students during the COVID-19 pandemic in Bangladesh: A web-based cross-sectional survey. *PloS one*, 15(8), e0238162.
- Kemsley, J. (2017). Grappling with graduate student mental health and suicide. *Chem. Eng. News*, 95(32), 28-33.
- Kim, J., Oh, J., & Rajaguru, V. (2022). *Job-seeking anxiety and job preparation behavior of undergraduate students*. Paper presented at the Healthcare.
- Li, Y., Kang, T., & Guo, J. (2021). *The Relationship Between Subjective Socioeconomic Status and Job-Seeking Self-Efficacy: The Mediating Role of Pressure*. Paper presented at the 7th International Conference on Social Science and Higher Education (ICSSHE 2021).
- Lim, A. Y., Lee, S.-H., Jeon, Y., Yoo, R., & Jung, H.-Y. (2018). Job-seeking stress, mental health problems, and the role of perceived social support in university graduates in Korea. *Journal of Korean Medical Science*, 33(19).
- Lim, J.-Y., & Lee, Y.-M. (2019). Exit duration and unemployment determinants for Korean graduates. *Journal for Labour Market Research*, 53(1), 1-14.
- Lund, C., Brooke-Sumner, C., Baingana, F., Baron, E. C., Breuer, E., Chandra, P., . . . Kieling, C. (2018). Social determinants of mental disorders and the Sustainable Development Goals: a systematic review of reviews. *The Lancet Psychiatry*, 5(4), 357-369.
- Mæhlisen, M. H., Pasgaard, A. A., Mortensen, R. N., Vardinghus-Nielsen, H., Torp-Pedersen, C., & Bøggild, H. (2018). Perceived stress as a risk factor of unemployment: a register-based cohort study. *BMC public health*, 18, 1-11.
- Mamun, M. A., Akter, S., Hossain, I., Faisal, M. T. H., Rahman, M. A., Arefin, A., . . . Hossain, S. (2020). Financial threat, hardship and distress predict depression, anxiety and stress among the unemployed youths: A Bangladeshi multi-city study. *Journal of Affective Disorders*, 276, 1149-1158.
- Marks, S. R. (1974). Durkheim's theory of anomie. *American Journal of Sociology*, 80(2), 329-363.
- Masud, N. A., Mensah, J., Subarna, M. T. N., & Hasan, M. (2023). A comprehensive review of international students' perceptions of the learning environment in relation to academic achievement. *Journal of Social, Humanity, and Education*, 3(3), 219-236.
- Merton, R. K. (1938). Social structure and anomie. *American sociological review*, 3(5), 672-682.
- Milon, M., Islam, M. R., & Khan, M. A. R. (2021). Employability skills of business graduates in job markets of Bangladesh: investigating weaknesses and suggesting improvements. *International Journal of Management and Accounting*, 3, 20-27.
- Mousavi, M. P., Sohrabpour, Z., Anderson, E. L., Stemig-Vindedahl, A., Golden, D., Christenson, G., . . . Bühlmann, P. (2018). Stress and mental health in graduate school: How student empowerment creates lasting change. *Journal of Chemical Education*, 95(11), 1939-1946.
- Nasir, K. B., & Neger, M. (2022). Students' attitude towards online education system: A comparative study between Public and Private Universities in Bangladesh. *Journal of Social, Humanity, and Education*, 2(2), 167-183.

- NEWAGE. (2022). 3.6m to stay unemployed in 2022: ILO. Retrieved from <https://www.newagebd.net/article/160264/36m-to-stay-unemployed-in-2022-ilo>
- Nickerson, C. (2023). Merton's Strain Theory of Deviance and Anomie in Sociology. Retrieved from <https://www.simplypsychology.org/mertons-strain-theory-deviance.html>
- Porru, F., Schuring, M., Bültmann, U., Portoghese, I., Burdorf, A., & Robroek, S. J. (2022). Associations of university student life challenges with mental health and self-rated health: A longitudinal study with 6 months follow-up. *Journal of Affective Disorders*, 296, 250-257.
- Rafi, M. A., Mamun, M. A., Hsan, K., Hossain, M., & Gozal, D. (2019). Psychological implications of unemployment among Bangladesh Civil Service job seekers: a pilot study. *Frontiers in psychiatry*, 10, 578.
- Rahman, M. M., & Al Amin, M. (2023). Factors affecting depression and suicidal tendency among the students for the educational process. *Journal of Social, Humanity, and Education*, 3(3), 185-196.
- Rasheduzzaman, M., Al Mamun, F., Faruk, M. O., Hosen, I., & Mamun, M. A. (2021). Depression in Bangladeshi university students: The role of sociodemographic, personal, and familial psychopathological factors. *Perspectives in Psychiatric Care*, 57(4), 1585-1594.
- Rashid, H. (2019). Why Bangladesh Civil Service (BCS) Remains Lucrative as Career? A Gender Based Analysis. *JKKNIU Journal of Social Science*, 2(3).
- Rothwell, A., Jewell, S., & Hardie, M. (2009). Self-perceived employability: Investigating the responses of post-graduate students. *Journal of Vocational Behavior*, 75(2), 152-161.
- Saha, C., & Barman, R. (2015). Drought and Livelihoods: Understanding the Impacts on Dryland Smallholders' and their Adaptation Challenges in Northern Bangladesh. *The Journal of social studies*, 147, 49-72.
- Salami, C. (2013). Youth unemployment in Nigeria: A time for creative intervention. *International Journal of Business and Marketing Management*, 1(2), 18-26.
- Shaw, A. J. (2012). The value of work experience in outcomes for students: An investigation into the importance of work experience in the lives of female undergraduates and postgraduate job seekers. *Journal of Vocational Education & Training*, 64(2), 155-168.
- Taylor, S. D., Charlton, J. P., & Ranyard, R. (2012). Ethnic and gender differences in the labour market perceptions of post-higher education job seekers: 'Double jeopardy' or 'ethnic prominence'? *Journal of Occupational and organizational Psychology*, 85(2), 353-369.
- UN. (2023). 8 Decent Work and Economic Growth. Retrieved from <https://www.un.org/sustainabledevelopment/economic-growth/>
- UNESCO. (2018). One in Five Children, Adolescents and Youth is Out of School. *Fact Sheet No. 48, UIS/FS/2018/ED/48*. Retrieved from <https://uis.unesco.org/sites/default/files/documents/fs48-one-five-children-adolescents-youth-out-school-2018-en.pdf>
- Worldbank. (2022). *Labor force, total - Bangladesh*. Retrieved from <https://data.worldbank.org/indicator/SL.TLF.TOTL.IN?locations=BD>