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Investigating the compatibility of job opportunities: By fields of study Taloqan city, Takhar province

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Abstract

This article examines the job status of the graduates of the seven faculties of Takhar University and studies the compatibility of the job with the field of study in the city of Taloqan. On the one hand, it compares the competitiveness of Takhar University graduates with other institutions, and on the other hand, it examines the type of employment in government offices in terms of the field of study, skills, and specialization of graduates. It has also studied the employment problems of Takhar University graduates.

The results show that employment in government offices does not meet the promises of the government, and not only absolute unemployment has increased in the country, but also unemployment among the educated has been added to this problem. Due to the lack of coordination between the field of study and the labor market, a large number of graduates, considering that they cannot receive a job in their field of study, need to change some existing fields and the creation of new fields in accordance with the labor market has increased. In addition, technical and professional knowledge attracts attention.

In this study, the data and information were analyzed through a self-made questionnaire in a qualitative and exploratory form using the Excel program, the results of which show that 51% were consistent between the field of study and employment. While 49% of employment is not related to the field of study and job. Job opportunities are greater for some fields, including economics than for other fields, while employment in government offices is relatively different from specialization and skills acquisition. Training of skilled and specialized labor force in accordance with the labor market is one of the responsibilities of the country's universities. In the field, efforts are made by universities to meet the needs of the market. On the other hand, the unfortunate situation of the war and after the war has created an unfavorable situation in the labor market and employment of government departments. In the past, there was a serious need to reform government employment in accordance with the specialty and field of study, but now this need is even more acute.

Keywords: Employment, specialization and skills, graduates, field of study, Takhar University

Introduction

Attention and focus on training innovative, creative, and hard-working manpower is one of the most basic and important missions of the educational system of any country that universities and higher education institutions provide the fields for training specialized and skilled manpower in various sectors. In this regard, in advanced societies, people expect universities and higher education institutions to be able to train skilled and technical forces and provide a better role to society, this expectation is higher in less developed countries. In this way, developing countries follow the example of developed countries for the development of their societies and imitate many of the actions of developed countries (Bikdeli *et al.*, 2012) ^[14].

Thus, in recent decades, the relative supply of skilled and specialized educated labor in the labor market has increased, which has also led to an increase in university applicants, and more supply of such labor force dedicated to the labor market is a benefit of higher education because education Higher education leads to better jobs, higher wages, better and higher social status and status, which has attracted people's attention today for higher education (Ebrahimi *et al.*, 2015) ^[15].

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Training of specialized and skilled personnel required by the society, promotion, and advancement of knowledge acquisition provides the ground for the development of countries.

Such a process is one of the tasks of the educational system of countries. However, the economic structure of countries is changing drastically, which has led to more movements in the areas of acquiring new skills, abilities, and capabilities, and they are increasing and still seem very important. On this occasion, policymakers need to adopt such economic and industrial developments to changes in the education system to reduce concerns about increasing graduate unemployment (Bikdeli *et al.* 2012) ^[14].

The issue of manpower and human capital are related to many factors, which on the one hand are related to labor supply, population growth, age, gender distribution, support, immigration, women's participation rate, etc. On the other hand, human resources demand Factors such as investment volume, investment distribution, technology, economic growth, etc. are also related.

Excessive attention to increasing the admission capacity of students in university institutions of higher education without considering the capacity to attract the labor market has reduced the level of quality of higher education (Niazkhani, 2010) ^[16].

Low level of education, acquisition of skills and expertise, increase in population, discrimination in terms of (age, sex, race, ethnicity and religion), etc. cause social unemployment (Majidi, 2016) ^[17]. The unemployment rate in Afghanistan between 1390 and 1393 has been reported on average around 34.9 percent. While unemployment, if it exists higher than its normal rate in society, requires measures to prevent it (Majidi, 1397) ^[8].

In our dear country Afghanistan, recruitment is sometimes done in contrast to the fields of study, gaining skills and expertise in human resources. This has created some challenges in the way of gaining knowledge and expertise. Therefore, the main purpose of this study is to study how to match job opportunities and fields of study in local government offices in the center of Takhar province to see to what extent the employment in government offices in the center of Takhar province is in accordance with the field. It is educational. Accordingly, the researcher found the answers to the following questions:

- Is there a relationship between the type of job and field of study?
- Are government recruitments based on the expertise and skills of employees?
- Can the graduates of the seven faculties of Takhar University compete for vacancies in government offices in the province?

Review of Literature

No such research has been conducted in Takhar province so far, while in Kabul it is from previous years, but the following is somewhat similar to this research in many ways.

(Ramyar *et al.* 2013) ^[18] conducted a study entitled "Unemployment, its economic and social causes and consequences in Afghanistan" in Kabul. The results show that 58.6% are employed related to their degree and field of study. While 26.6% of their duties were to some extent

related to their degree and field of study and 13% of them work completely unrelated. Regarding the correspondence of the current job to the specialty and field of study, such results have been obtained that 62% are completely related to the field of study, while 24% are partially related and 14% are completely opposite to the field of study.

In the field of foreign studies, the pioneers of the study in this field can be referred to as the research of (Bikdeli *et al.* 2012) ^[14]. Bikdeli has conducted a study entitled "Study of the relationship between the field of study and the employment status of graduates of the Faculty of Psychology and Educational Sciences, University of Tehran." In this research, the graduates of six fields of study of the Faculty of Psychology and Educational Sciences of the University of Tehran have been examined in terms of employment and field of study. The results show that in the period of 1380-1387, the increase in student admission has increased and the students' desire for increased fields of study is clear compared to previous years. Also, the research results show that there is no significant relationship between the field of study and the type of employment.

(Ebrahimi *et al.* 2015) ^[15] have discussed the relationship between education size and employment in Iran. The results of this study show that the effect of experience on income is positive and significant but is observed at a decreasing rate. Over-education is not only a problem for individuals, but also for companies in the private and public sectors.

A study entitled "Assessing the degree of coordination and compliance of the higher education system and technical and vocational education with the needs of the labor market", the results of which are as follows: Surveys conducted in the first 6 months of 1389 in the city of Mashhad have shown that in general in these 6 months 477 job opportunities that required university education (in technical and vocational education, agriculture, medicine, technical Engineering, and Services) have been announced to the job seeker of Mashhad that due to the lack of a field of study corresponding to the desired job or the lack of skills required by job seekers, these job opportunities have not been absorbed.

(Niazkhani, 2010) ^[16] have conducted a study entitled "Study of the impact of students' work and occupation on leadership and their academic success in Iran." The results show that the effect of independent variables on students' perseverance and academic success is the only factor of job motivation that affects their perseverance and career success. In another model, work and job have been examined on job motivation, showing that only the improper performance of job creation institutions has affected students' job motivation. The admission capacity of universities is not compatible with the labor market.

Research Methodology

This research is descriptive research in terms of how to collect information and is a correlation in terms of type because it seeks to identify the consistency between the field of study and the employment of graduates (Bikdeli *et al.*, 2012) ^[14]. In this sampling method, the Yemaneh formula and method have been used to determine the sample size (Azimi, 1397) ^[5].

$$n = \frac{N}{1 + N(e)^2}$$

In which the statistical population N is 600 tons and e is the acceptable error rate of 0.05%, the sample size is determined based on it.

$$n = \frac{600}{1 + 600(0.05)^2} = \frac{600}{1 + 600(0.0025)} = \frac{600}{1 + 1.5} = \frac{600}{2.5} = 240$$

Using the mentioned method, the statistical sample size of 240 people has been determined for this research.

Research Findings

In this research, eleven government institutions such as; the Department of Education, Department of Labor and Social Affairs, Mostofit, Department of Hajj and Endowment Guidance, Department of Agriculture, Irrigation and Livestock, Department of Statistics and Information, Department of Takhar University, Department of Economy and Light Takhar, Department of Rural Rehabilitation and Development, General Department of Maritime and Takhar Municipality Department has received information from 240 employees of these institutions through an information questionnaire that the employment status in government institutions by gender and occupation is shown in Table 1.

Table 1: shows the employment status of employment agencies by gender and occupation in local offices in Takhar province

No	Governmental Employer Institutions	Recruited Male	Recruited Female	Total of recruits
1	Department of Education	15	0	15
2	Department of Labor and Social Affairs	24	5	29
3	Department of Hajj, and Endowments	15	0	15
4	Department of Agriculture, Irrigation, and Livestock	20	0	20
5	Department of Statistics and Information	19	1	20
6	President of Takhar University	41	4	45
7	Department of Economy of Takhar Province	15	1	16
8	Department of Rural Rehabilitation and Development	17	3	20
9	General Directorate of the Marine Basin Mayor	15	0	15
10	Department of Finance in Takhar Province	20	0	20
11	Department of Education	20	5	25
	Total	219	21	240

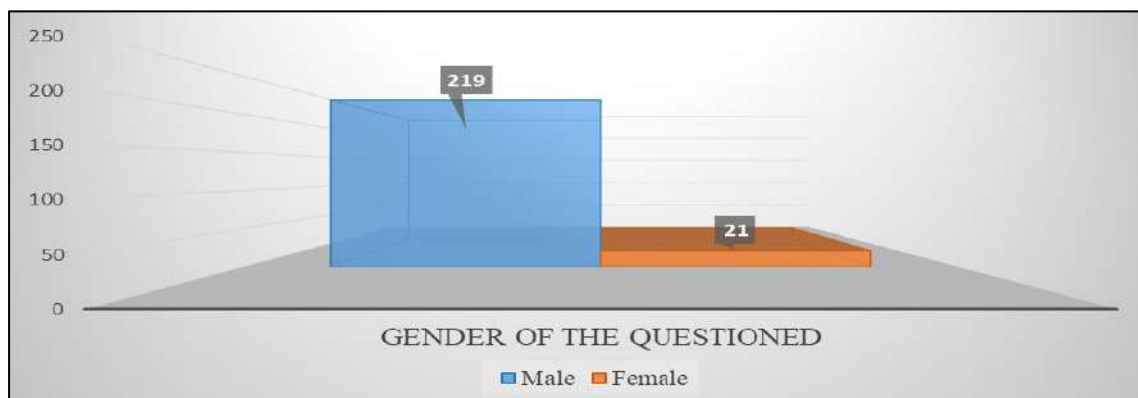


Fig 1: Analysis of respondents' gender

The 240 people employed in 11 government institutions in the province, the information obtained shows that 222 of the

respondents were male and 18 were female, who took an active part in answering these questions.

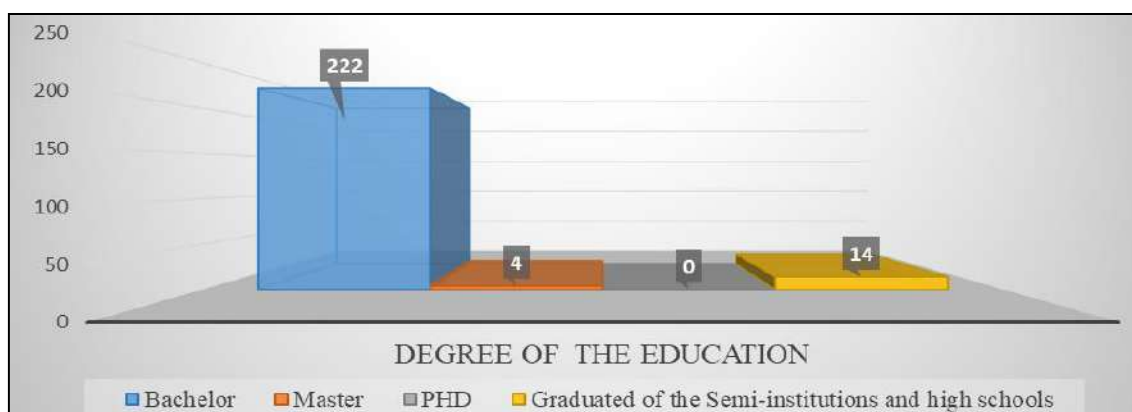


Fig 2: Analysis of the degree of education of the recruits

Individuals included in this questionnaire have different educational degrees, 222 of 240 are in a bachelor's degree, 4 of them are in the master's degree, 14 of them are graduates of higher education institutions and high school, but no

doctor has been hired in these departments yet, and there is a serious need for such a level of education in the province. While graduates of the master's degree program are also so little and are also felt in the field of need.

Table 2: Shows the status of the fields of study of the recruits

No	Majors	Total of Recruits
1	Faculty of Economics	40
2	Faculty of Engineering	28
3	Law and Political Science	27
4	language and literature	35
5	Agriculture	41
6	Education and training	36
7	Sharia	12
8	Social sciences and other sectors	7
9	Semi-institutions and high schools	14
	Total	240

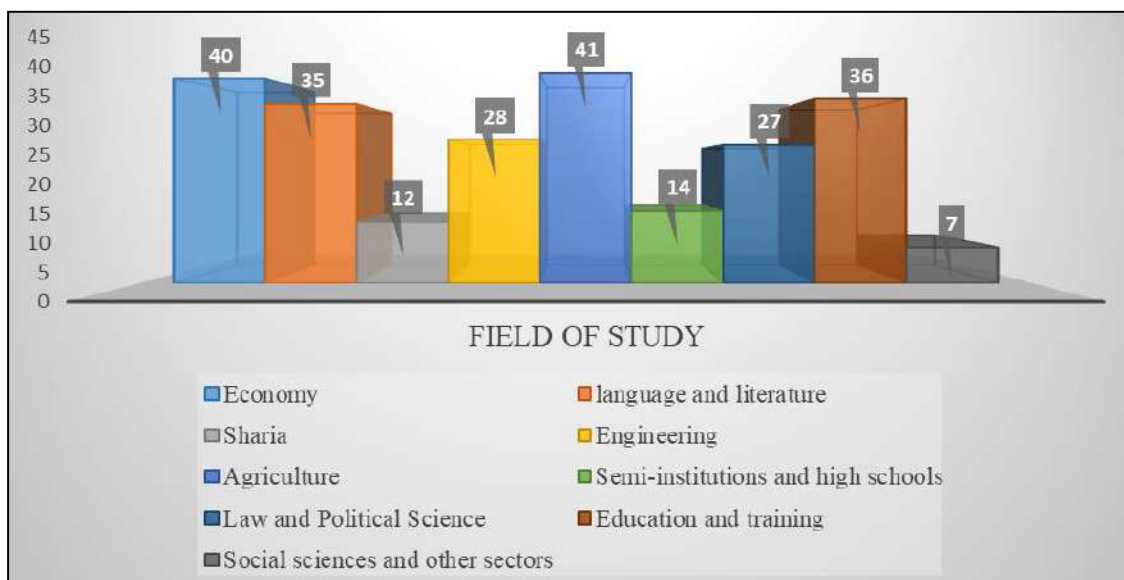


Fig 3: Field of Study

Graduates employed in these departments include 40 economics graduates, 28 engineering graduates, 27 law and political science graduates, 35 literature graduates, 41 agriculture graduates, 36 scholars Education is educated, 12 are graduates of Sharia, social sciences, and other

departments, 7 are graduates and semi-institutions and high schools are 14 graduates. It clearly shows that most of these graduates are undergraduates.

Ability to compete among Takhar University graduates for recruitment in government departments in Takhar province.

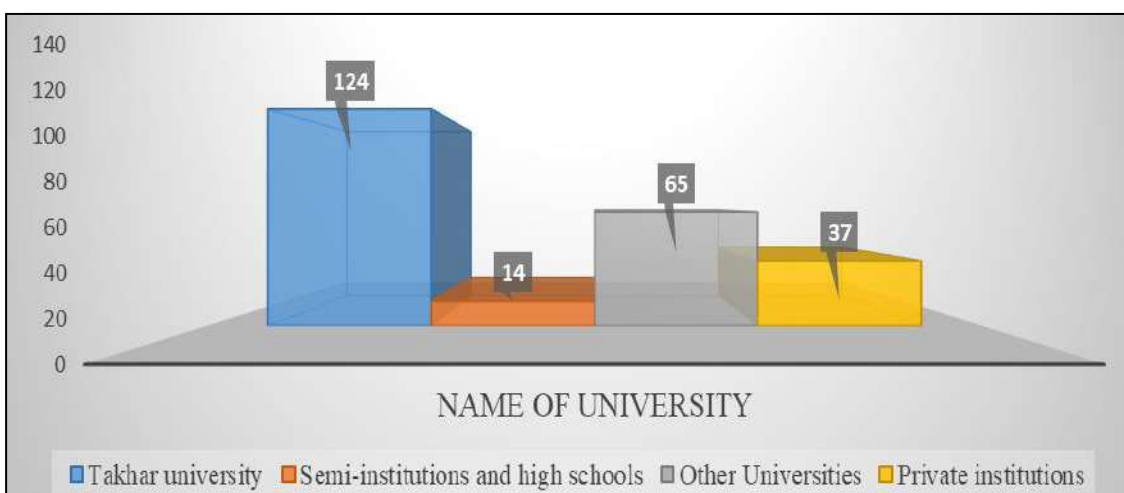


Fig 4: Competitiveness of Takhar University with other institutions

From the figure above, it can be concluded that out of 240 people employed in 11 government offices, 124 of them, representing 51.67% of those employed, are graduates of Takhar University, which in turn shows that Takhar

University has the ability to compete with other institutions of higher education in the country. Sample payment of salary and points for similar positions in local government offices in Takhar province.

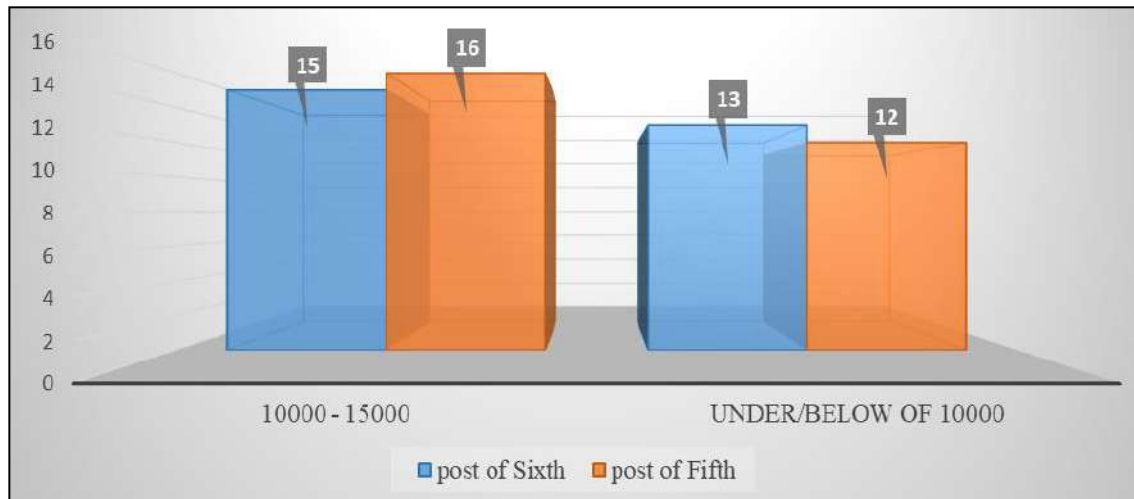


Fig 5: Examples of salary payments in government offices

The figure above shows the payment of salaries and benefits to employees in various government departments. For example, the sixth and fifth positions have been compared, and there is a huge difference between the advantages of a similar position in different departments. The salary and privilege of the fifth post in one office are less than 10,000 Afghanis and in another office between 10,000 and

15,000 Afghanis.

Coordination of Employment with Fields of Study in Local Administrations of Takhar Province

The relevance of the field of study to the job is shown in Table 3 below.

Table 3. Shows the suitability of the field of study with the job of graduates recruited in local government offices in Takhar province.

Majors	The similarity of field of study with job	Lack of similarity between the field of study and the job
Economics	89	11
Engineering	79	21
Law	32	68
literature	40	60
Agriculture	62	38
Education	50	50
Sharia	40	60
Semi-institutions and high schools	10	90
Social sciences and other institutions	60	40
percentage	%51	%49

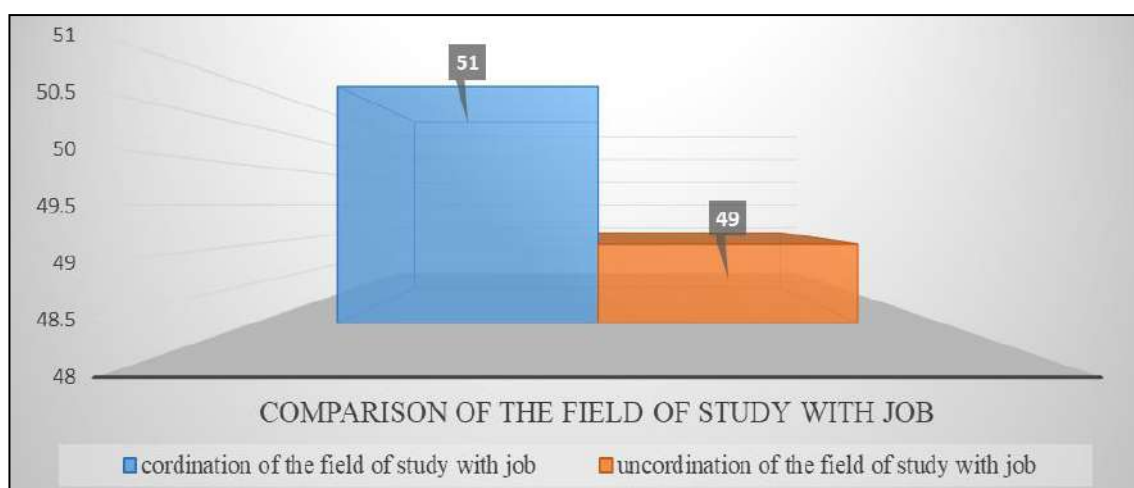


Fig 6: Comparison of the field of study with job

The table and graph above show that in general, 51% of the field of study is consistent with the job employed and 49% of employment is not consistent with the field of study, i.e. there is no significant relationship between the field of study and employment in government offices in Takhar province.

The proportion of employment economics graduates with the field of study currently in government department of Takhar province center

Graduates of the Faculty of Economics in departments such

as Head of the Department of Economics, Deputy Head of Finance and Administration, Director of Finance and Administration, Director of Revenues and Budget, Director of Remittances, Development and Social Worker, Director of Accounting, Director of Human Resources, Director of Finance and Administration, Director of Tax Assessment, Control Officer, General Manager of Taxation, Investigator of Registration, Director of Banking, Head of Statistics and Information, Manager of NGOs, employee and night watchman have been hired.

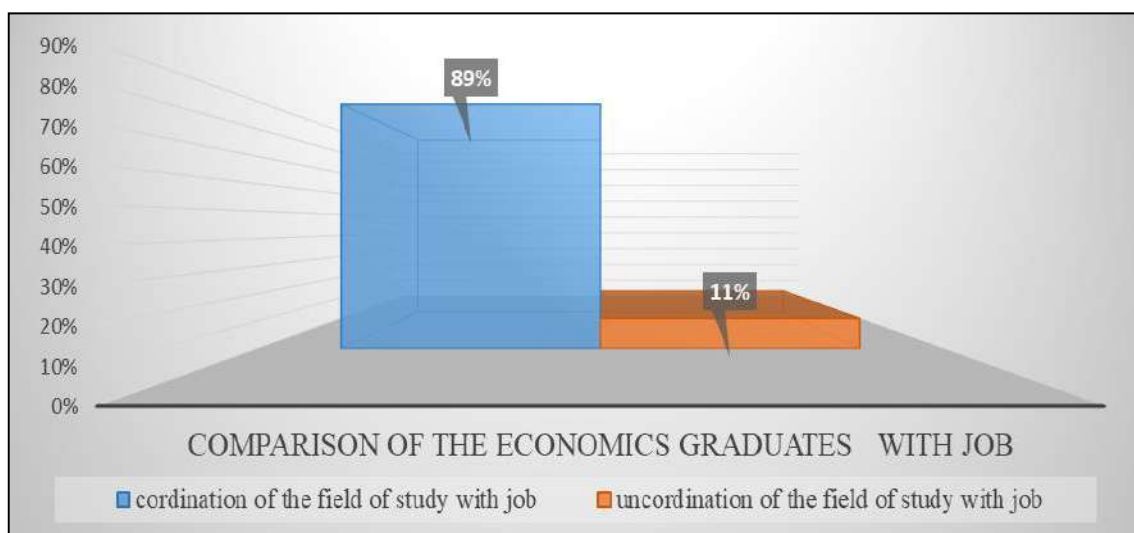


Fig 7: Recruitment of economics graduates

The above information shows that out of 18 cases of graduates of the Faculty of Economics, about 2 cases, which represents 11%, have not been employed based on their specialization, and the remaining 89% have been employed according to their specialization and academic skills. But in some departments, despite the expertise and skills of professional knowledge, people are still assigned. Graduates of the Faculty of Economics are eligible for employment in those departments.

The Proportion Employment of Engineering Graduates

with the Currently Field of Study in Government Department of Takhar Province

Engineering graduates hired in departments such as Development Manager, Program Manager, Construction Engineer, General Development Manager, Expert, District Engineer, Procurement Manager, Engineering Manager, Cartographer, Survey Engineer, Supervising Engineer, Groundwater Engineer, Management Services including Head of Maritime Administration, Surface Water Engineer, Social, and Development Officer, Labrant Engineer, Document and Communications Manager, and Officer.

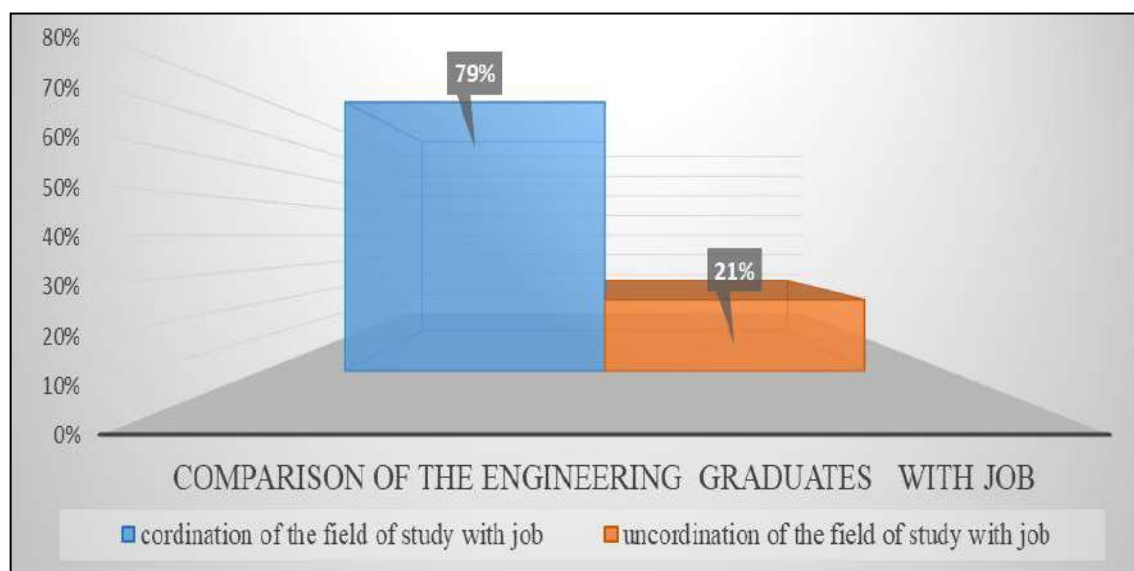


Fig 8: Recruitment of engineering graduates

The above information shows that in 19 cases employed in government departments (departments such as procurement, service management, social and development staff, and document and communication manager) employment does not correspond to the expertise and skills of the engineering field. While employment according to the field is 79%.

The Proportion employment of law and political science graduates with the currently field of study from government office of Takhar province

Graduates in law and political science in areas such as financial and budget management, director of human resources, director of the legal clinic, employment officer, director of the orphanage, general director of kindergarten, executive director, general director of law enforcement and taxation, director of revenue, member of control, director General mosques, endowment management, general director of Hajj, Gender director, urban district revenue director, grievance officer, and NGO staff have been hired.

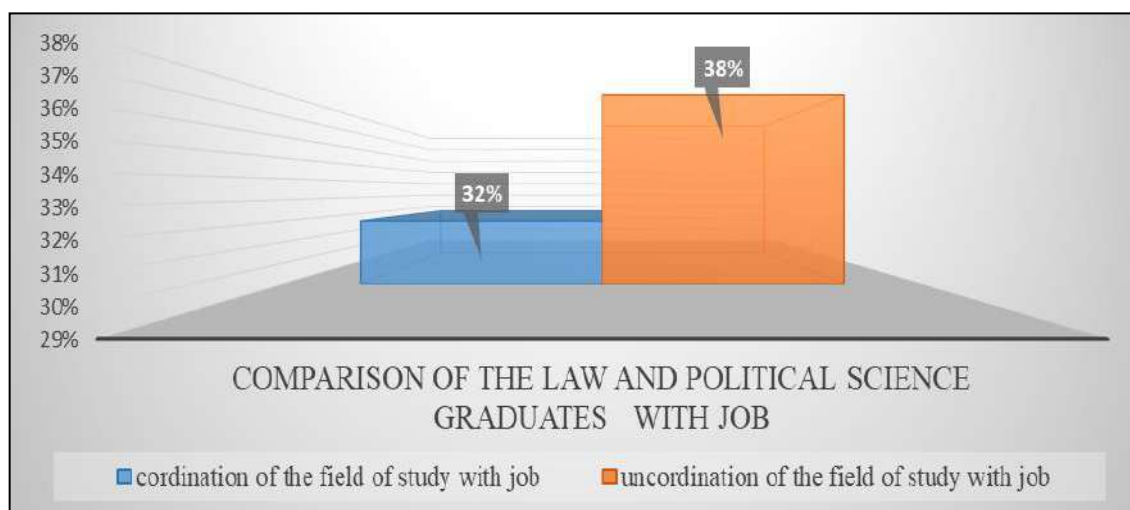


Fig 9: Recruitment of law and political science graduates

Using the obtained information, it is determined that including 17 cases of employment in government offices (such as financial and budget management, human resources directorate, employment mission, revenue manager, executive management, orphanage directorate, general manager of mosques, endowment manager, general manager Hajj, urban district revenue director and kindergarten management) 11 of which have different skills and expertise from the field of employment. 32% of employment corresponds to the field of study.

The proportion employment of loss and literature graduates with the currently field of study from government office of Takhar province

Graduates of literature in departments such as executive director, administrative staff, IT manager, service manager, remittance manager, plan manager, statistical manager, foreign national manager, human resources manager, guidance and invitation manager, registration and information officer, teaching manager, Dormitory Manager, Technical Programs Manager, Labor Market Study Manager, Social Affairs Officer, Child Protection Network Manager, General Recruitment Manager, Office General Manager, Library General Manager, Agricultural and Engineering Laboratory, Food Manager, Accident Officer, Gender and Employee General Manager Developmental hired.

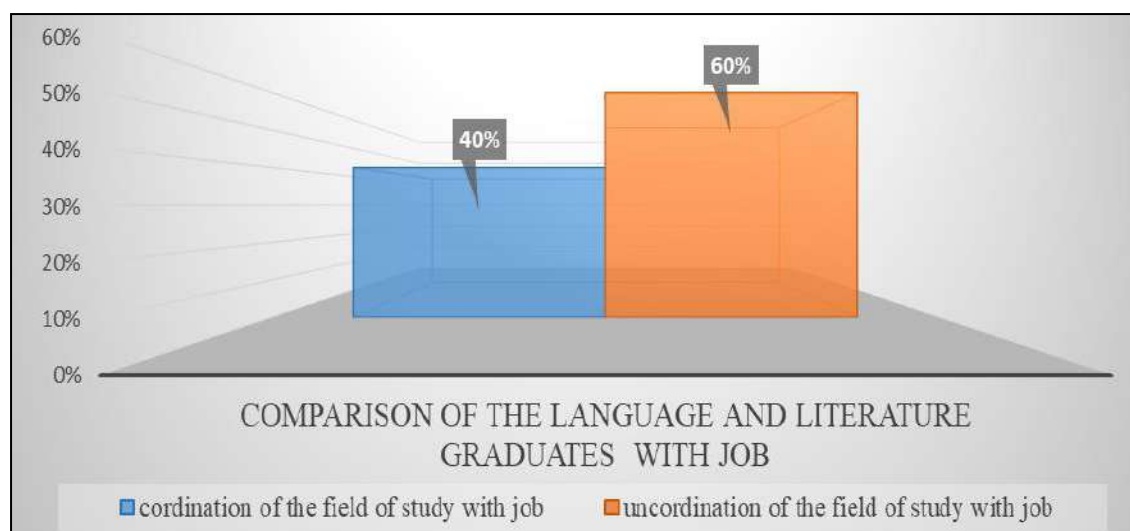


Fig 10: Recruitment of language and literature graduates

Considering the above, it can be said that among the 25 cases employed in government institutions (such as IT management, service management, remittance management, plan management, statistical management, human resource management, guidance and invitation management, Labor market study management, child protection network management, employment management, agricultural and engineering laboratory management, development and social worker, technical program manager, social affairs manager and accident manager) in about 15 cases, which is 60%, contrary to skills And specialties have been hired. However, it turns out that 40% of those hired were hired regardless of their specialization and academic skills.

The Proportion Employment of Agriculture Graduates with the Currently Field of Study from Government

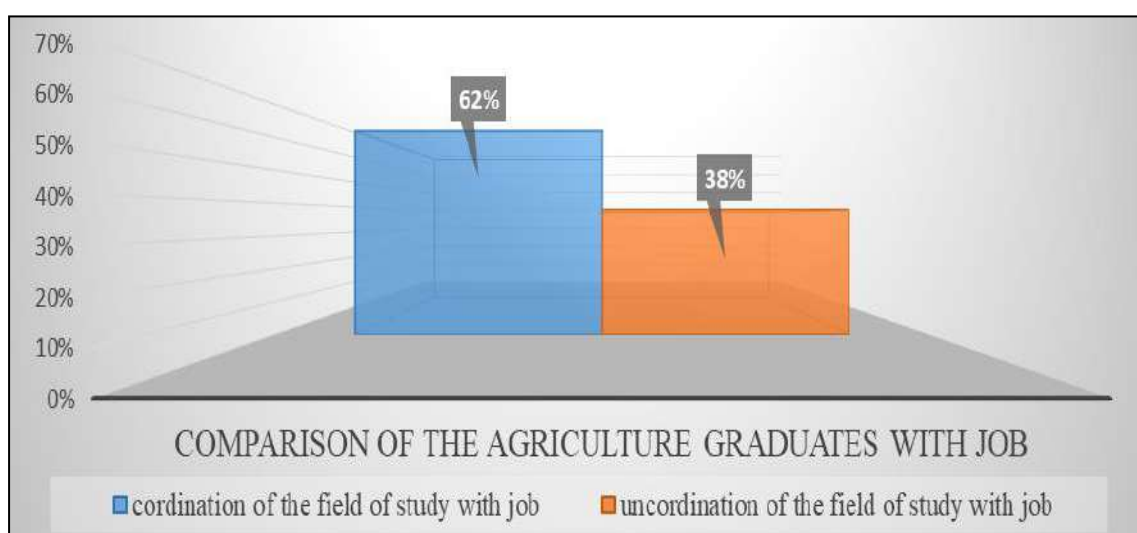


Fig 11: Recruitment of graduates in the field of agriculture

Information on employment of agriculture, including 29 cases employed in government institutions (such as financial and accounting director, service director, teaching director, executive director, cultural relations manager, employment officer, general manager of human resources, publications manager, member Remittances, e-Distribution Manager and Revenue Manager) In about 11 cases, 38% of which were hired in violation of skills and expertise, while 62% were hired in accordance with specialization and acquisition of academic skills.

The proportion employment of education graduates with the currently field of study from Government Office of

Office of Takhar Province

Graduates of Agriculture in sections such as Student Affairs Officer, Financial and Accounting Officer, Services Officer, Director of Conservation and Care, Teaching Manager, General Manager of Research Farm, Executive Manager, Director of Cultural Relations, Employment Officer, General Manager of Human Resources, Publication Manager, General Manager Agricultural water, water rights expert, economic and environmental analysis expert, remittance member, cooperative manager, director of natural considerations, director of agricultural services, forestry officer, plant protection officer, mechanized agricultural director, poultry officer, agricultural extension officer, Livestock Officer, Green Manager, ID Distribution Manager, District Revenue Manager and General Manager of NGOs have been hired.

Takhar province

The information of the recruits of education shows that in sections such as Surveyor, Director of Vital Statistics, Director of Information Technology, Director of Tenth and Zakat, General Manager of Religions, General Manager of IT, Kindergarten Health Officer, Director of Human Resources, Employee, Accident Manager, Professional Plan Management Member, Coordination Member, Teaching Director, Registration Manager, Graduate Manager, Laboratory Engineering Manager, Dormitory Manager, Executive Manager, Social Monitoring Manager and Development Officer have been hired.

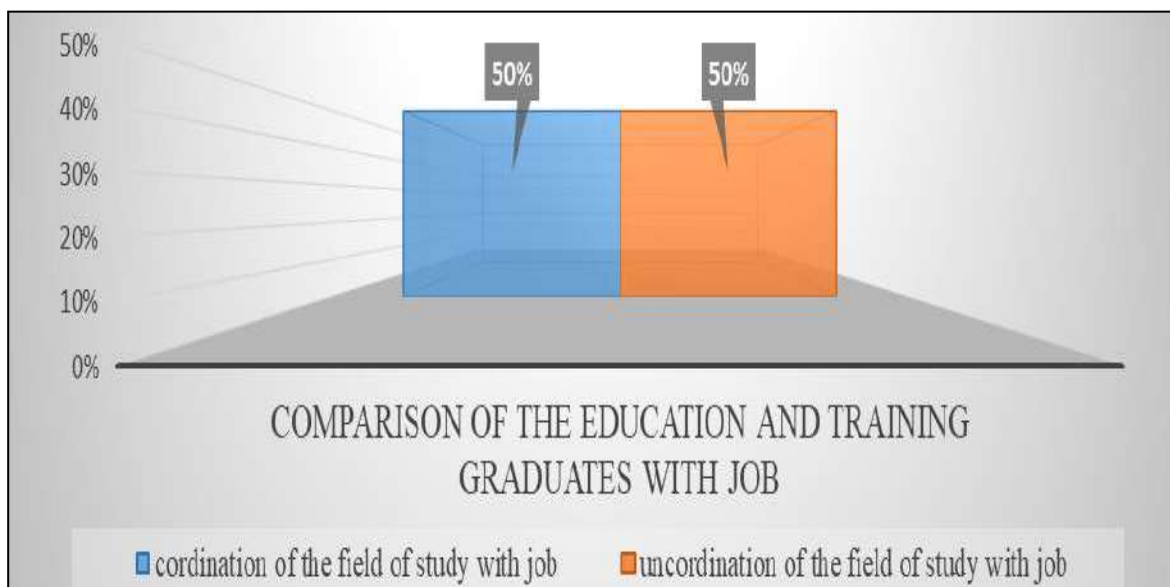


Fig 12: Recruitment of graduates in the field of education

According to the above information, education graduates have been employed in 20 cases, of which 10 cases are 50%, such as director of statistics, director of tithes and zakat, health officer of kindergarten, director of human resources, director of employment, director of accidents, surveyor, director General Religions, a professional member of the Planning Manager and a Laboratory Engineering Manager have been hired despite their skills and expertise, and 50% of the field of study is not in line with the job.

The proportion employment of sharia graduates with the currently field of study from government office of Takhar province

The information collected on how and where they were hired is as follows: in sections such as accident manager, executive director, grievance officer, human resources manager, social worker, kindergarten teaching director, labor manager, Hajj manager, manager Public Information and the Director of Hajj Endowments have been hired.

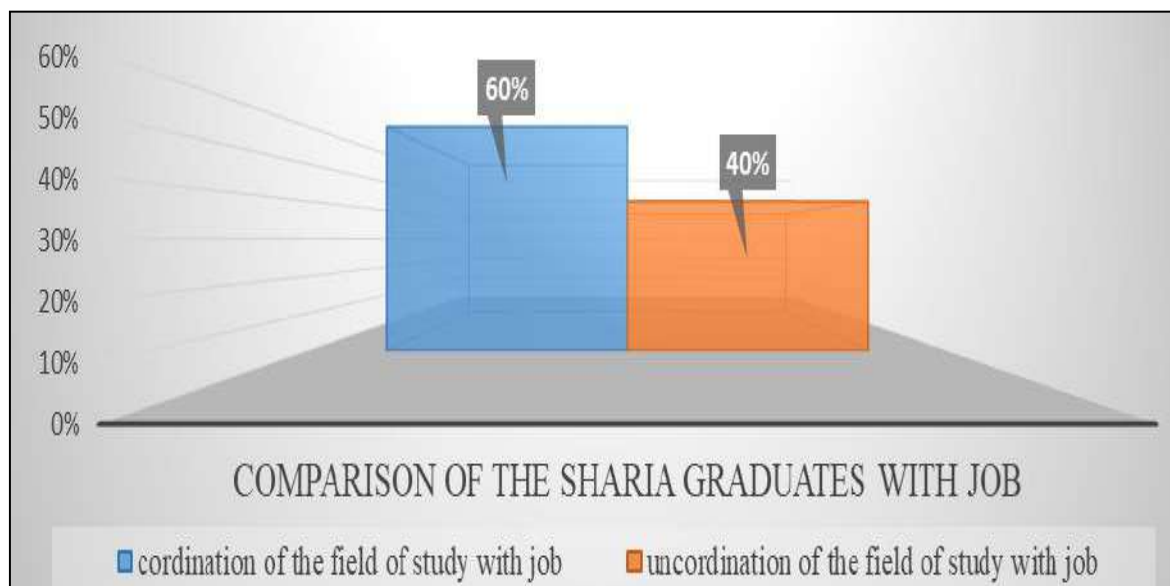


Fig 13: Recruitment of Sharia graduates

According to the employment status of Sharia graduates, in 10 cases, including 6 cases, which is 60%, such as accident managers, executive directors, human resources managers, social workers, kindergarten teaching directors and directors of labor affairs have been hired against skills and expertise. About 40% of them are employed in fields other than their specialty and field of study.

The proportion employment of semi-higher institutions and high schools graduates with the currently field of study from government office of Takhar province

Information on the employment conditions of the graduates shows that they have been employed in departments such as ID distribution manager, population registration manager, calculation manager, human resources manager, remittance manager, social worker, and general manager of social and development affairs.

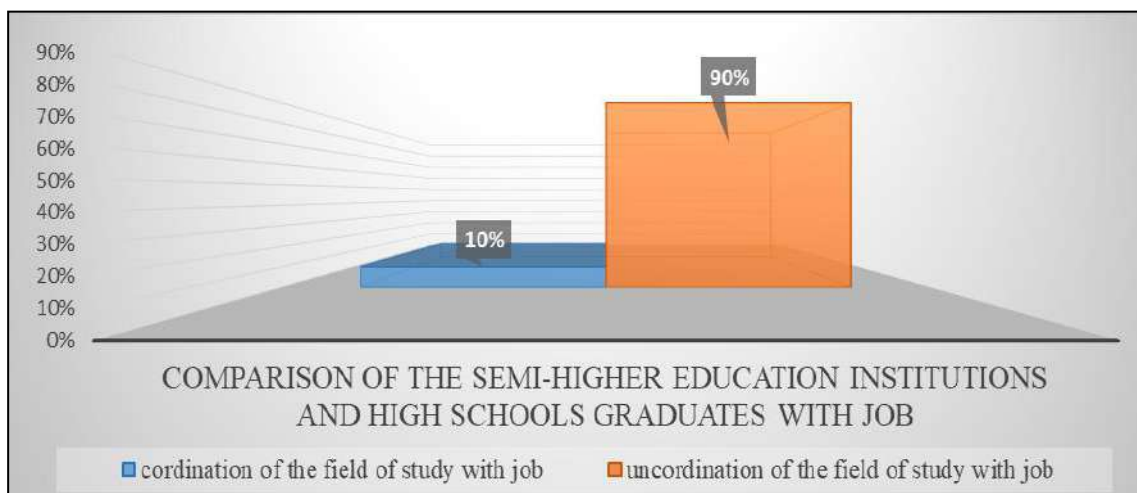


Fig 14: Recruitment of graduates of semi-higher education institutions and high schools

According to the employment conditions, about 90% of those hired are employed contrary to their specialization and work skills, while according to the labor law, people with less than a bachelor's degree or specialization or be removed from their positions because according to the law The country's work is not eligible for employment.

and other departments with the field of study currently in government department of capital Takhar province

According to information from social science graduates in foreign departments, administrative directors, and social workers have been hired. The data show that 60% of social science graduates have found work according to their field of study.

The proportion employment of social science graduates

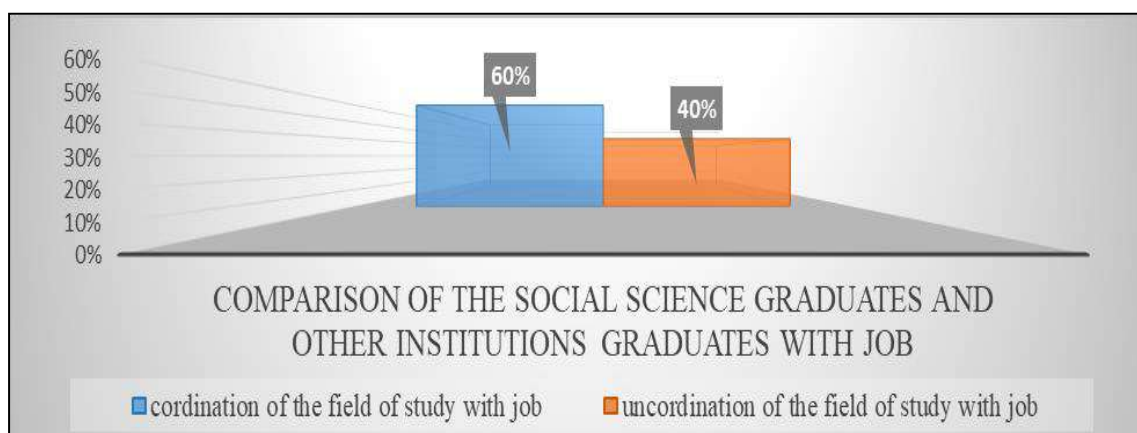


Fig 15: Recruitment of social science graduates and other institutions

The graph above shows that 60% are employed according to the field of study.

Discussion and Conclusion

Research conducted in Kabul in 1392 shows that in the current job correspondence, 58.6% are employed in relation to their degree/field of study, while 26.6% to some extent their duties are related to the degree and field of study. Have a relationship and 13% of them are completely unrelated. Regarding the correspondence of the current job to the specialty and field of study, such results have been obtained that 62% are completely related to the field of study, while 24% are partially related and 14% are completely opposite to the field of study (Ramyar 1392^[4]).

(Pedrian 1993)^[13], in his research, has mentioned the highest relationship between education and employment among the group of technical and engineering graduates, and this relationship between the graduates of humanities

and educational sciences reaches its lowest level. (Berenji, 1973)^[10]. The main reason for the inconsistency of the job with the field of study is the unfamiliarity with institutions and departments in this field. (Morshedi, 2009)^[12] mentioned the most relationship between university education and the labor market in the fields of technology, educational sciences, and psychology, especially in the threshold of (Lee, 2009)^[11] who mentioned the highest job fit in technical groups, Educational sciences and psychology have mentioned alignment. In addition, the results of this study showed that there is no absolute agreement between the field of study and the type of ignition and there is still no significant relationship. This result is in line with the research of Bikdeli *et al.* (Bikdeli *et al.*, 2012)^[14] that there is no significant relationship between the field of study and type of employment (public, private and free) and Alizadeh (Alizade, 2008)^[9] which has a significant relationship between the field of study and type of employment.

In answer to the first question, is there a relationship between the type of job and the field of study? In this case, the results show that there is a relative relationship between the field of study and job and it is about 51% that the type of employment is not in absolute agreement with the field of study and there is no significant relationship between the field of study and type of job. Regarding the second question, are government recruitments done according to the expertise and skills of the employees? The results show that about 49% of the recruitments in government offices were not in line with the field of study and skills acquisition, but were recruited contrary to skills and expertise.

In response to the third question, whether the graduates of the seven faculties of Takhar University are able to compete for job positions in government offices in the province? In this case, the results of this study show that the competitiveness of Takhar University graduates compared to other institutions was 51.67%.

Overall, employment in government offices shows that 51% corresponded to the field of study and 49% of the employees did not correspond to the field of study, but contrary to the specialization and skills acquired by graduates. 89% of the graduates of the Faculty of Economics, which shows the highest number, have been hired according to their specialization and skills. While graduates of other colleges are hired more contrary to their fields of study. The Faculty of Law has the highest number of recruits with 68% and the Faculty of Economics with the lowest percentage with 11%. And engineers show 21 percent who are hired despite their expertise and skills. However, the nature of employment in government departments is not expected to be in line with the field of study but has been employed contrary to the acquired expertise and skills, while eliminating the government's slogan of entrusting work to workers.

Not only are there no differences in the recruitment of specialties and skills, but there are also differences in the size of their salaries, while two people work in the same position, one earning less than 10,000 and the other earning between 10,000 and 15,000. This shows the injustice in hiring and paying concessions in local government offices in Takhar province. However, there is such recruitment and assignment at the national level. Local administrations play an active role in the shortlisting and recruitment but do not play a role in determining the status of salaries officials, but depend on the decisions of the country's top officials.

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