

# Examining the attitude of graduates in relation to the factors hindering employment creation

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## Article Info

### Article type:

Original Research

### How to cite this article:

Taghvaei, A. (2023). Examining the attitude of graduates in relation to the factors hindering employment creation. *International Journal of Innovation Management and Organizational Behavior*, 3(2), 1-6.  
<https://doi.org/10.61838/kman.ijimob.3.2.1>



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## ABSTRACT

**Objective:** Unemployment is recognized as a fundamental problem in the society, especially among the graduates of the country's educational system. The aim of this research is to identify the factors preventing graduates from creating employment.

**Method:** This research is applied with a survey-descriptive approach. The statistical population of this research was 180 graduates (both employed and unemployed) of public universities in Tehran, who were selected based on simple random sampling. After collecting the questionnaires, 150 questionnaires were returned. The data collection tool is a researcher-made questionnaire. Data analysis was done using SPSS statistical software.

**Results:** The most important factor preventing employment creation is the lack of government support with a mean of 4.31%. Also, the nature and obstacles of informing are in the next ranks of importance with a mean of 4.07% and 4.03%, respectively.

**Conclusion:** In the present study, which was formed based on the examination of the attitude of the graduates regarding the factors preventing employment in this field, it shows that obstacles such as the lack of government support, the lack of proper training to earn money from professional skills, the nature, information obstacles and individual obstacles and family have a significant role in the lack of employment of graduates of this field. The results of the research show that appropriate training should be provided in the field of acquiring employment skills in order to change the society's view of the nature of the field. Also, the support of the government and more attention of those involved and policy makers will improve the unemployment situation of the graduates of this field.

**Keywords:** education, job creation, entrepreneurship, graduates

## 1 Introduction

The 21st century has been introduced as the century of knowledge. In this era, societies' main capital is their human resources' knowledge, skill and attitude (Wang et al., 2004). For this capital to serve the welfare of society, job

creation capabilities are needed. Currently, one of the most basic issues and perhaps the most important economic issue of the country is to use a set of solutions to increase workforce employment (Tseng, 2009). *Employment* is one of the key variables that achieving its optimal level is one of the main goals of macroeconomic policies of any society.

Unemployment is a major problem in the society, especially among the graduates of the country's education system (Siriprasoetsin, Tuamsuk, & Vongprasert, 2011).

The significant increase in unemployment, especially among graduates, is a serious alarm, so it is necessary to make a detailed, comprehensive and long-term plan to solve this problem (Norouzi, 2009). The increase in the number of graduates from universities and higher education centers and the authorities' lack of attention to the need to provide job opportunities, as well as the reliance of graduates on government institutions for job creation, can be seen as one of the problems of some countries, including Iran. The increase in graduates and the lack of job opportunities, and unemployment can also be seen (Gopal & Cline, 2007). The number of graduates has increased, so government and specialized centers are saturated with graduates of this field. It has caused the inability to recruit more graduates to these centers (Kyriolidou & Persson, 2006). Therefore, it is necessary for the graduates to acquire the necessary abilities and skills and, like other university fields, to create businesses and create employment to provide themselves and others with the means to earn money.

Mohammad Kazemi, Ghasemi and Rostam Bakhsh (2011) evaluated the dimensions of leadership style, organizational culture, personality traits of employees and organizational conflict as behavioral barriers to organizational entrepreneurship in the country's education organization. They concluded that the obstacles investigated in this organization have reduced innovation (Mohammad Kazemi, Ghasemi, & Rostam Bakhsh, 2011).

Yadollahi Farsi et al. (2011) found that the problems of sports business infrastructure, communication, transportation, insurance services, and banking services are the main obstacles to entrepreneurship in the country's sports (Yadollahi Farsi et al., 2011).

Javadian Sarraf, Shaji'e (2009) believe that the inability to accept financial risk is the main obstacle to entrepreneurship. The problem of providing capital, government policies, field of study, lack of job opportunities and lack of guidance and counseling are the most important problems in running and starting a business (Javadian Sarraf & Shaji'e, 2009).

Singh Sandhu, Fahmi Sidique and Riaz (2011). They showed that the biggest obstacle to entrepreneurship is a need for more social networks, a lack of resources, and a lack of risk-taking (Singh Sandhu, Fahmi Sidique, & Riaz, 2011).

So far, much research has been conducted inside and outside the country regarding job creation and its obstacles in various fields. In the field, research has been conducted on job creation, but many have yet to specifically investigate the challenges and problems of job creation among graduates. Therefore, considering the importance of job creation and the need to create it, especially among librarians who play an influential role in the knowledge-based economy, as well as the existence of few studies in this field, the present research has been conducted to investigate the factors that prevent the employment of graduates.

## 2 Methods and Materials

### 2.1 Study design and Participant

This research was an applied descriptive study conducted with a survey approach. The statistical population of this research was 180 graduates, both employed and unemployed, from public universities in Tehran, who were selected based on simple random sampling. Of these, 150 completed questionnaires were collected and given.

### 2.2 Measurements

The data collection tool was a researcher-made questionnaire.

#### 2.2.1 Researcher-made Questionnaire

The questionnaire consists of 5 components, which include 27 factors that prevent employment. The questions are set according to the Likert scale (very much, much, medium, little, very little) in the order of points 1, 2, 3, 4, 5. 10 professors and students have measured the validity of the questionnaire. Also, Cronbach's alpha calculated for the questionnaire was equal to 0.79, indicating an acceptable reliability value.

### 2.3 Data Analysis

Data analysis was done using SPSS statistical software and descriptive statistics indices.

## 3 Findings and Results

To analyze the data, first, each of the factors inhibiting employment generation and their related components were identified and the mean of each component was calculated. The findings of the research questionnaire are as follows:

**Table 1**

*The mean of factors preventing employment related to the component of individual and family obstacles*

		Opposition of spouse/father or family members	Lack of effort and perseverance	Not having enough expertise, skills and experience	Lack of public and low social relations
N	Valid	150	150	150	150
	Missing	0	0	0	0
	Mean	2.14	2.30	3.23	3.18
	Sum	321.00	346.00	485.00	487.00

The findings of this component in Table 1 show that lack of expertise, skills and experience, with a mean of 23.3% has

the first rank in the problems of graduates' employment.

**Table 2**

*The mean of factors preventing employment creation related to the nature component*

		Inadequacy for members of society and officials	The inadequacy of the title and the frustration of the graduates due to the title of the field	Limitation of different trends in different levels of education	The lack of applicability of the materials presented during the course of study in the field of business and job creation	The lack of up-to-date academic units offered by the university in accordance with the needs of the society and their theoretical nature	Misperception of people and society	Lack of interesting needs of the labor market
N	Valid	150	150	150	150	150	150	150
	Missing	0	0	0	0	0	0	0
	Mean	3.96	4.34	3.74	3.75	3.43	4.59	4.74
	Sum	595.00	652.00	561.00	563.00	515.00	689.00	712.00

The findings of Table 2 show that the respondents have expressed similar opinions about the factors that hinder employment creation related to the nature component: the lack of exciting needs of the labor market and the wrong perception of individuals and society are the most important factors in the lack of employment of graduates. Factors such

as inadequacy for the people of the society and officials, the limitation of different trends in different levels of education, the lack of applicability of the materials presented during the academic period in the field of business and job creation show the degree of importance close to each other.

**Table 3**

*The mean of factors preventing employment related to the component of lack of proper training*

		Lack of proper training to acquire skills in finance, accounting and marketing	Lack of proper training in applying specialized courses	Lack of proper training in universities and educational institutions for job creation	Lack of familiarity of graduates with new technological developments in this field	The ineffectiveness of specialized courses taken at university or educational centers in creating employment according to the field of study	Lack of getting the necessary skills to do a job related to the field
N	Valid	150	150	150	150	150	150
	Missing	0	0	0	0	0	0
	Mean	3.81	3.70	3.90	3.45	3.68	3.44
	Sum	572.00	555.00	585.00	518.00	553.00	517.00

As seen in Table 3, the lack of proper training in universities and educational institutions for job creation has

been assigned the highest level of importance in the lack of employment of graduates with a mean of 3.90%.

**Table 4**

*The mean of the factors preventing employment creation related to the information barriers component*

	Not using public media such as radio and television for job creation training	Failure to inform graduates about the facilities provided by the government to encourage people to create and expand employment in the society.	Absence of specialized and appropriate publications in the field of job creation in the sector
N Valid	150	150	150
Missing	0	0	0
Mean	3.86	3.97	4.28
Sum	580.00	596.00	643.00

As can be seen in Table 4, the lack of specialized and appropriate publications in the field of employment creation

in the sector has the most importance in graduates' lack of employment creation, with a mean of 4.28%.

**Table 5**

*The mean of factors preventing employment creation related to the component of lack of government support*

	Recruitment of non-specialists in the position of librarian	Not replacing new forces with old forces	Lack of attention to the applicants' research portfolio	Lack of necessary coordination of student recruitment with the capacity of the labor market	Non-specialist interview in employment tests	Lack of special attention to private sectors	employment pathology
N Valid	150	150	150	150	150	150	150
Missing	0	0	0	0	0	0	0
Mean	4.55	3.87	4.62	4.68	3.98	4.22	4.30
Sum	683.00	581.00	694.00	702.00	597.00	633.00	646.00

The findings of Table 5 show that the respondents have expressed similar opinions about the factors preventing employment creation related to the lack of government support, so the following factors have the most importance in the lack of employment of graduates: The lack of necessary coordination of student recruitment with the capacity of the labor market, lack of attention to the applicants' research portfolio and the recruitment of non-specialists in librarian positions. Factors such as recruitment pathology, lack of special attention to private sectors, non-specialist interviews in recruitment tests and failure to replace new forces with old forces show the level of importance close to each other.

Considering the country's population growth in the last two decades, unemployment is the most important social challenge of the next few decades. In recent years, the increase of university graduates looking for work and the decrease in the demand for labor force have intensified the attention of planners to create employment in society. In this regard, after preparing a questionnaire consisting of 5 components that included 27 factors that inhibit employment creation, the importance of each of these factors was measured.

The findings of the last part of the research in Table 6 show that among the inhibiting factors related to the 5

components in this research, the inhibiting factors related to the lack of government support, with a mean of 4.31 have the most importance in the lack of employment of graduates. Also, the research results show that other inhibiting factors will significantly affect the lack of employment of graduates of this field.

Given that the coding of the answers is very low, low, medium, high, and very high, respectively, 5, 4, 3, 2, 1, a mean of less than 3 represents a low impact and a mean of more than 3 represents a high and significant impact. According to Table 6, all the components have considerable importance.

**Table 6**

*The mean of components of the factors inhibiting employment generation*

Components	Individual and family barriers	the nature	Lack of proper training	Information barriers	Lack of government support
Mean	2.71	4.00	3.66	4.03	4.31

In the end, it should be noted that some of the questionnaires returned by the respondents included other comments, which are:

1. Many cities have fewer graduates and they can be employed, but in many cities, there are many graduates in this field and employment becomes difficult (geographical location of employment);

2. Most of the time, if you have a party and a representative, you can find a suitable job, and this makes the recruitment process harder day by day (lack of meritocracy);

3. The society's view of a person with a librarianship degree needs to be more appropriate and accept him as a custodian of information (lack of social acceptance).

#### 4 Discussion and Conclusion

The results show that in terms of gender, 81.33% of the research population were women, and 18.66% were men. Also, 72% of the participants in this research had a bachelor's degree, 20% had a master's degree, and 8% had a doctorate. Also, 56.66% of the respondents were employed and, 43.33% were unemployed, 24.66% were employed in their profession and 32% had a job unrelated to their field of study.

According to the results obtained from the information analysis, the most important obstacle to the lack of employment of graduates is the need for more government support. Graduates consider the following to be the most important factors preventing the lack of jobs in this field: The lack of necessary coordination of student recruitment with the capacity of the labor market, lack of attention to the applicants' research record, recruitment of non-experts in librarian positions, recruitment pathology, lack of special attention to private sectors, non-specialist interviews in recruitment tests and finally, failure to replace new employees with old employees. They stated that the level of engagement of society to the creation and implementation of new ideas is one of the obstacles to entrepreneurship, which can be considered as the result of the lack of appropriate formal and informal support institutions (Yadollahi Farsi et al., 2011).

Also, according to the respondents, the nature of the second factor hinders graduates' employment. Graduates know the most important factors preventing the lack of jobs in this field: The lack of exciting needs of the labor market, the wrong perception of people and society, the inadequacy of the title and frustration due to the title of the course, the

insufficiency for the people of the society and the officials, the lack of applicability of course materials in the field of business and job creation, the limitation of trends in the course and the lack of up-to-date course content. Also, Some have also pointed out the factor of "field of study" in the lack of entrepreneurship of physical education students (Javadian Sarraf & Shaji'e, 2009).

As mentioned, personal and family problems such as the opposition of the spouse/father or family members, lack of effort and perseverance, and lack of public and social relations are the last obstacles to the lack of employment of graduates. Some researchers have also mentioned them in their studies (Javadian Sarraf & Shaji'e, 2009; Mohammad Kazemi, Ghasemi, & Rostam Bakhsh, 2011; Singh Sandhu, Fahmi Sidique, & Riaz, 2011).

#### 5 Suggestions and Applications

According to the findings of the research, the following suggestions are presented to improve the employment situation of graduates in Iran:

1. It is recommended that educational planners at the level of the Ministry of Science pay attention to the labor market and the real needs of society and not increase the capacity of universities and fields just to respond to excessive social demand;

2. It is suggested that the career destiny of the graduates be continuously evaluated and its results be used for policy-making and planning;

3. Strengthening capable students by using theoretical training, practical skills, and skills, including management skills;

4. Publication of the alumni weekly to publish news related to the labor market, employment and employment opportunities for university graduates, introducing employment opportunities suitable to the graduates' higher education, widely informing the country's market of the expertise and job skills of the graduates;

5. Specializing in the recruitment of public libraries and recruiting specialists for the post of librarian;

6. Examining the labor market in Iran and comparing it with other countries;

7. Adopting an updated database of graduates and introducing them to the labor market.

#### Acknowledgments

The cooperation of all participants in the research is thanked and appreciated.

## Declaration of Interest

The authors of this article declared no conflict of interest.

## Ethics principles

In this research, ethical standards including obtaining informed consent, ensuring privacy and confidentiality were observed.

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