

B U I L D C A R E E R B U I L D N A T I O N

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Job Fair '03



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الجامعة الإسلامية العالمية شيتاغونغ
International Islamic University Chittagong

JFair

Souvenir

25th February, Tuesday, 2003

Institution of Engineers Bangladesh
Chittagong.

Md. Sazzad Hossain

A. Z. M. Obaidullah

Mr. Farid Ahammad Sobhani
Mr. Md. Shamsul Alam
Mr. Md. Riaz Mahmud
Mr. A.N.M. Rezaul Karim
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বিস্বহীন



PRIME MINISTER

GOVERNMENT OF THE PEOPLE'S REPUBLIC OF
BANGLADESH

I am happy to know that the International Islamic University Chittagong (IIUC) is organizing the "IIUC Job Fair 2003" in Chittagong for the first time.

It is heartening to note that the goal of the fair is to introduce the job seeking graduates with leading companies and major employers in business and ICT sectors. The fair, I hope, will provide opportunities to the graduates of greater Chittagong region to be familiar with the job providing companies, their requirements and recruitment procedures. I do believe that this kind of fair will contribute to minimize unemployment problem of the country.

I wish IIUC Job Fair 2003 all success.

Allah Hafez, Bangladesh Zindabad.

Khaleda Zia

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**Job
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State Minister

Ministry of Civil Aviation & Tourism
Government of the People's Republic of Bangladesh

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I am immensely delighted to know that International Islamic University is going to organize the first ever job fair in the Commercial Capital City of Bangladesh. I sincerely believe that this fair is a splendid initiative taken by the authority of Islamic University. The instant job fair mainly meant for the newly coming out students i.e. for the freshers of the University to place the job seeking graduates in their right place. There is no doubt that this fair will facilitate our newly coming out graduates remarkably in building their professional career. IIUC Job Fair '03 will hopefully be a milestone to introduce the graduates of the country especially from IIUC, CU, USTC, BITC, IUB with requirements and selection procedure of the participating companies.

I sincerely wish this fair a grand success.

Mir Mohammad Nasiruddin

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**Job
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'03**



State Minister
Ministry of Environment & Forest

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It gives me immense pleasure to note that the International Islamic University Chittagong is going to organize the first ever Job Fair on 25th February, 2003 in Chittagong.

I do believe, this endeavor will lead a successful job oriented service to the students so that they can equip and enrich their curriculum vitae after visiting the fair and consulting the employers of the corresponding companies- national and multinational.

This sort of fair, which brings students efficiency with the demand of the job market, should frequently be held for the utmost benefit of the students and thus students can be given a guideline to be competent in the competitive global job market.

I believe this arrangement will certainly add a new dimension to student services.

I wish every success of the IIUC Job Fair 2003.

Jafrul Islam Chowdhury



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I am indeed delighted to announce that the **International Islamic University Chittagong** is going to organize the first ever Job Fair in Chittagong on 25th February, 2003 at the Institute of Engineers Bangladesh, Chittagong.

'Placement Unit' under Student Affairs Division (STAD) of IIUC has taken the initiative to organize this job fair to help the graduates to get job in the leading business enterprises working with global reputation and facing effectively multi-dimensional managerial challenges.

Through this fair the graduates of different Universities, particularly those of IIUC, will have an opportunity to be introduced with the present job market and senior executives of different leading business enterprises.

I do believe that wide-ranging job opportunities are awaiting our graduates in many manufacturing and service sectors of Bangladesh in the coming days.

Wishing all the best for the IIUC Job Fair 2003.

Prof. Dr. A.K.M. Azharul Islam
Vice-Chancellor
International Islamic University Chittagong



চিটাগাং চেম্বার অব কমার্স এণ্ড ইণ্ডাস্ট্রি
CHITTAGONG CHAMBER OF
COMMERCE AND INDUSTRY

It gives me immense pleasure to note that the first ever job fair in Chittagong is being organized by International Islamic University Chittagong (IIUC).

The graduates, hopefully, through this fair will have an opportunity to be introduced with a worth mentioning members of leading firms with global reputation. I do believe and trust that Job Fair 2003 will certainly play a pivotal role in the placement of graduates from different universities.

I sincerely believe that this grand endeavour will outline to develop a suitable and appropriate guideline for our job seeking graduates.

I am sure this fair will achieve its goal.

Amir Humayun Mahmud Chowdhury
President
Chittagong Chamber of Commerce & Industry

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Job
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M E S S A G E

It was our great expectation to arrange a 'Job Fair' in Chittagong for long. I am very much happy to know that the **International Islamic University Chittagong (IIUC)** is going to organize the first ever job fair in Chittagong.

Present globalization process, revolutionary advancement of Science and Technology and prompt change of world order have confronted us with tough challenges. This is an age of intellectual competition. To survive in this technological based world, we must have efficient human resources who will be equipped with proper knowledge to fulfil the requirements of contemporary job market.

I do believe, this endeavor will lead a successful job oriented service to the students. After visiting the fair and consulting the employers of national and multinational companies, they can equip and enrich their curriculum vitae.

This sort of fair, which bridge students' efficiency with the demand of the job market, should frequently be held for the utmost benefits of the students and thus students can be given a guideline to be competent in the competitive global job market.

The **International Islamic University Chittagong (IIUC)** not only in Bangladesh but also in South East Asia is building some honest, efficient, skilled graduates for globally reputed companies.

I wish every success of the Job Fair 2003.

Md. Badiul Alim
Secretary
Islamic University Chittagong Trust

Job Fair 2003 ... Convener's Note

Md. Sazzad Hossain

"In the middle of difficulty lies opportunity"

-Albert Einstein

What is Job Fair? Why Job Fair? These are the common questions we find. The notion of job fair may be new in a developing country like ours but Job Fair or Career Day is well known terms in the developed countries like the USA, the UK, Canada etc. Job fair is considered as a common means of entry level recruiting in these countries. For the corporate employers, it creates a chance to search potential employees in the shortest amount of time. It is worthy to mention that while I was pursuing my higher study in the USA, I found the job fair as one of the pertinent functions of a University. However, a student can easily have the opportunity to be introduced with the employers, and their recruiting policies through the job fair. Besides the employers can fill-up their vacancies for their manufacturing and service-oriented industries by their active participation in such a fair. It matches the needs of the employers appointing qualified and experienced incumbents through direct interactions. On the other side, it aids the graduates to build up their prospective career. However, it gives me immense pleasure to find a number of well-reputed corporate participants in the IIUC Job Fair 2003. I express my heartfelt gratitude to all the participating organizations. I would like to offer my thanks to all the members of the Job Fair Committee and others who gave their precious time to make the event a success. The slogan, which come into light in the IIUC Job Fair 2003, is "Build Career Build Nation". I hope this job fair will contribute in providing a venue for the job seekers and reduce at least a little portion of the unemployment problem of the nation.

Usually a full 50 percent or more of the attendees at job fairs are "window shoppers" who are just browsing to see what is available. While this approach may seem valid, take note that job fairs are not a "get acquainted session" for you to meet prospective employers. Even the two to three minute greeting and exchange of sound bites is considered a real interview. You are being evaluated, whether it is for thirty seconds or thirty minutes. You always need to be at your very best. Attend career fairs and job fairs early in your university career so that you are familiar with the process later when it counts.

The recruiters you will be meeting with at a job fair are seldom the actual Hiring Managers. They are usually Personnel/Human Resources Recruiters who make their living as professional screeners. Their job is to weed out the undesirables so that hiring managers can spend "quality time" with the candidates they are truly interested in.

Understanding what type of job fair you are attending is crucial to your planning, since each type has distinct differences in approach, setup, and general level of success for entry-level candidates.

University-Sponsored Job Fairs

The University-sponsored job fair is by far the most popular and productive for students. For many, this is the job fair. The University-sponsored job fair is ideal for most students since it is convenient; the lines are generally shorter than commercial job fairs.

University-Sponsored Career Days

As a sideline to the university job fairs, many universities now have an event that they call "Career Day" in the fall semester, and a "Job Fair" in the spring semester.

Commercial Entry Level Job Fairs

These job fairs are run by independent companies and hosted in centralized locations throughout the country. They are highly advertised events that draw large numbers of students.

Mr. Md. Sazzad Hossain, Convener Job Fair '03 and Assistant Professor, CSE, IIUC.

Commercial Professional Job Fairs

These general professional job fairs are geared to a wide range of professional occupations, from accounting to programming to engineering to sales. Be aware that you are running with a new herd at this one.

Commercial Specialty Job Fairs

These professional job fairs are geared toward a specific specialty group, such as "Computer Job Fair" or "Technical/Engineering Job Fair." If you are in one of the specialty groups, this is an excellent resource for finding hiring employers.

Following are some of the items you will need to bring with you to the job fair :

Resume - Yes, you are required to bring one. And it is better to be an outstanding one because at the end of the day it is often difficult for recruiters to sort out the bad from the good. Bring at least two copies of your resume for each employer you plan to speak with.

Letters of Recommendation - Make copies of your top three letters of recommendation multiplied by the number of employers you plan to meet with. Make sure all of the employers you are interested in, get copies of your letters of recommendation. It will force them to file you differently from the rest of their stack of resumes.

Portfolio - Your 9" x 12" leather-bound or vinyl-bound portfolio will be used to store your resume and letters of recommendation, and for taking notes after talking with each employer.

Briefcase - The amount of information you pick up at a job fair can sometimes be rather daunting. A briefcase gives you a mini-office from which to operate, including storage for extra copies of your resume and letters of recommendation. It also provides a much more professional look than the plastic bag most job fair attendees walk around with, loaded with their information cache of the day.

Dress - Image is crucial at a job fair--even more important than at a normal interview since decisions are made much more quickly. This is not the time to model the latest in campus fashions. Make sure you wear a classic business suit. Keep it conservative so that their focus is on you, not your clothes. Instead of just getting into the first line you see, you should use the Walkabout Technique. There are two steps :

1. Walkabout the job fair

When you first arrive at the job fair, walkabout the entire room to get a feel for the layout and where each employer is located. Most rooms are laid out in a "maze format" which requires walking through the corridors to see what is on the other side. Make note of those employers that are conducting secondary interviews either at their booth or in another location. If there is a separate area devoted to secondary interviews, ask one of the job fair workers which employers are conducting second interviews in that area.

2. Walkabout the employer

Instead of just getting into line, approach the employer booth from the side and quietly pick up some of the slick glossies that are prominently displayed on the table. Then take a few steps back. The reason for this is twofold : first, you now have in your hands some extremely valuable pre-interview reading material; second, and most important, you have an opportunity to get a free preview of the employer and recruiter. How? By staying four to six feet away and listening. You will be far enough away to be unobtrusive, yet still within earshot of the conversation that is taking place. Listen to what the recruiter asks. Be prepared to answer the same questions yourself. Listen to the responses. Did the recruiter respond positively or negatively? Listen to two or three different interviews to compare different responses. If there is more than one recruiter for the employer, note the different styles of each and choose the line behind the one who is the closest fit to your own personality range.

If you have done your homework properly, you should be able to determine what the employer's needs are and what they are specifically looking for in filling those needs. Ask yourself two questions : (1) "Is this something I'm interested in?" and (2) " Am I able to show that I am qualified for the position (s) they are offering?" If your answer to either question is "No," don't waste your time by standing in line. If you have an interest in what the employer has to offer and you can meet it's basic needs, it is time to get in line yourself. This is the time to really soak up the information in the employer materials you have already picked up from the table. Remember, most people do not get this information until they have met with the employer, so you have a great advantage to start. You will be, on the other hand, mentally alert and focused on what is important to the employer and its recruiters, and what your role can be in furthering the employer's goals. In short, you will be ready above and beyond all your competition.

Congratulations - you have just taken a simple step that will put you a giant step ahead of your peers. Why? Because you have already learned "from the inside" what they are looking for and have pre-read all of their company propaganda. You are fully prepared while your competition is wandering aimlessly about, staring blankly into space. When your ture arrives, step up with confidence, introduce yourself, and state succinctly your specific career mission statement and how it fits in with their needs as an employer. You will truly stand apart from the crowd.

"What are you looking for here at the job fair?" "A job" is not an acceptable answer. You should be ready with a clear and succinct description of exactly what you are looking for. If you have done your homework properly, what you are looking for should match quite nicely with what they are looking for.

Reference:

On line material.

Career Opportunity in Bangladesh : General Perspective

A. Z. M. Obaidullah

Now-a-days students are very much career concerned because of the appreciation to careerist attitude every where. Unlike the past, present day employers mention their specific requirements, needs, specialization in vacancy announcement. 10 years back computer literacy was not at all a need for a junior post, whereas programming skill is preferred by an employer now. This proves that all the studies in Bangladesh has become career oriented like other developing countries. With the development of private universities specially guardians have made up their minds to send wards for job oriented degrees. Recently more than 50 universities launched their programs, none of which failed to start with BBA and Computer Science.

Why Career?

In the developed world families, education institutes, social bodies and government functionaries plan to turn every human being into a human resource. For example, in the UK all the citizens are being provided with compulsory minor level education without fail which covers minimum basic knowledge needed for humanly livelihood.

After minor, some students are sent to vocational schools considering their level of understanding, others are sent to school for O and A level degree. Here they are segregated into arts, science and commerce judging their flair, talent and attitude.

Genius and talented students are sent for honors level studies, studious and laborious students are sent for Medical, Engineering and other technical subjects.

In our country this was an unaddressed problem for long. Students had to develop themselves without any goal and guidance.

As a result after a certain time they have become frustrated about life finding very narrow scope of absorption.

Country like Bangladesh, where demographic growth is uneven, population size is uncontrollable, GDP is slowly increasing, employment opportunity is under threat, per capita income is near the least, nepotism is dominant in the public sector, corruption is leading every where- needs special career plan for its manpower. Our students should be guided to select their best options from among the available opportunities.

Some salient features to be considered :

Bangladesh is a country with around 147570 sq. kms area and about 140 million population out of which only 47% are literate. Only 382 people get higher education in every 100000. Unemployment rate is more than 35%.

Our economy is still based on agriculture which contributes 32%, whereas industries contribute 11.36%, business and service contribute 22.98%. Still government is the largest employer for the skilled manpower in the country which is changing with an increasing demand of specialized people in the non government and private sectors specially IT and Business field.

Mr. A.Z.M. Obaidullah, Member Secretary, Job Fair '03 and Director, Student Affairs Division (STAD), IIUC.

Career opportunity :

Considering the prevailing situation in the country I would like to emphasize on the career opportunities of the country in the following ways:

1. Free Profession :

A. Business :

Business is the largest area of employment. In one Hadith prophet said- "90% of rijk lies in business other 10% covers agriculture and other professions". Jews discovered the money machine "Interest" and Allah has given the opportunity of business as he says "Allah has make "Business" halal and 'Interest' "haram". Graduates from any discipline can do business in his/her relevent/irrelevant fields.

One may start a business house or business concern in commerce, IT, health, education or any other field. It can be a construction, garments, food, agriculture, horticulture, fisheries, handicrafts business. It can be a trading house, indenting firm, grocery, department store, chain market, book stall and anything else. In one sense, in the village everybody is a businessman dependant upon each other. Consider the scenario where a farmer produces rice, beans etc, sells to the market and purchases other necessary items from other persons. Alike, a fisherman selling fishes purchases all other things in exchange. This is how all are some way or other is engaged in business.

Special priorities are given to law business, clinic, income generating program, agro firms, irrigation projects, dealership, cooperatives etc.

B. Entrepreneurship

Entrepreneurship is one of the major opportunity in the country. People having organizing copability may come forward to establish large, medium and small scale enterprises.

These enterprises may be of different kind such as production companies, construction, housing and development companies, marketing companies, media firms, clinics, hospitals, schools, colleges.

Many of the todays leading group of companies started their first enterprise with a small strength of 5-10 executives which is now more than three thousands. Entrepreneurship is a career which creates self employment opportunity, helps one to become employer instead of being employed.

Now-a-days banks, investment companies, trade and commerce ministry, social welfare ministry, youth ministry extend help to develop entrepreneurship. One may have a few days short term training to become entrepreneur from BIM, BASC and other professional bodies.

One can get soft loan, project profile and technical advice from the concerned organizations.

2. Job

Data shows that in universities, Medical, Engineering Leather Technology, Textile and other degree colleges, secondary and higher secondary schools and colleges, Alim, Fazil and Kamil madrasahs have a total number of 1, 73,645 male and 43777 female teachers, 54,578 male and 7193 female officers are employed in the country. There is a scope for new employment of 29016 teachers and 9763 officers per year. Perhaps this is the largest employment opportunity for the graduates. ¹

People who work as teacher and officers in the education institutes may earn a poor package but they do enjoy respect, dignity and social recognition. Besides they may have sideline for more earning such as private tuition, book stall, dispensary etc.

On the otherhand, opportunity in public sector is one of the largests for our graduates. The foollowing chart gives us a picture.

Sl.	Field	BCS Cadre	Psc	Adhoc	Total	New recruitment per anum (Appr.)
1	Secretariat/Ministry	4200	6000	1200	11400	1140
2	Divisional Admin.	60	180	60	400	40
3	District Admin.	3840	3200	1600	8680	868
4	Thana Admin.	7888	9860	2958	20706	2071
Total		15988	19240	5818	41146	4115

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If we consider the largest employment opportunity i.e private and non govt. sectors we find the following scenario.

SL.	Field	Officers	Other Employees	Total	New recruitment per anum (Appr.)
1	Bank/Insurance	61000	300000	361000	36100
2	Industries	50000	200000	250000	25000
3	NGOs	40000	120000	160000	16000
4	Transportation	5000	20000	25000	2500
5	Garments / Textiles	20000	100000	120000	12000
Total		176000	740000	916000	91600

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Army, Navy, Airforce, Police, BDR are some other fields when there is a narrow scope for the graduates. Some doctors get chance in medical core, some engineers in engineering core, some teachers in education core and madrasa graduates as religious teachers.

There is huge job opportunities in the growing IT fields for our CSE and CCE graduates. Most of the companies need programmers, data processor and data analysts. Big companies now need MIS and Software experts. Almost all the sophisticated office is going to be automated which ultimately creates opportunity for skilled manpower in IT. Cellphone companies employ a good number of skilled manpower.

Banks and multinational companies are becoming leading employers for the smart and skilled manpower with very lucrative packages. It is noteworthy that many of the Bangladeshi group of industries have already developed global standard corporate management which drew the attention of prospective employees and eventually could bring some MNCs for establishing Joint ventures with Bangladeshi counter parts.

We have to overcome the limitations :

Nation has now more than one crore educated unemployed manpower. They have degree, some of them are competent enough, but there is little chance for any job. Job has become the 'golden deer' for every job seeker. When any vacancy is announced thousands of boys and girls start a rat-race in getting it. In one university, last year, there was an announcement for recruitment of one peon which requires a simple SSC pass boy. More than 200 applications came, out of which about 100 were graduates with excellent academic feat.

Some of our employers do not bother whether their employees are educated, qualified, skilled and well behaved which ultimately hampers the quality. Whole world is now advocating for Total Quality Management (TQM) for Total Quality Products (TQP) to meet the global challenge.

In this juncture our organizations specially the employers should take care of their recruitment giving emphasis on quality. Scholastic institutions as producer of human resources should take care to produce quality graduates with updated knowledge, necessary practical experience and adequate skill. Graduates must have very good command of both spoken and written Bangla and English, smooth interpersonal communicative skill, environment free attitude. There is little good name in the market about our graduates both from public and private universities.

Universities must have placement units for searching, creating and providing employment opportunities to their graduates. This unit may organize seminar, talks, mock interviews in presence of renowned employers. That may help graduates to know about the needs, requirements and procedures adopted in the companies at the same time it can be helpful to the employers to come across the prospective employees they need.

Data Sources:

1. BAINBES report, 2002

2, 3. Report prepared for Career Guidline Conference, Chittagong, 2002

CAREER OPPORTUNITIES FOR THE BUSINESS GRADUATES IN BANGLADESH

Farid Ahammad Sobhani*

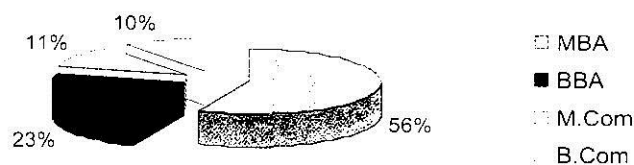
INTRODUCTION:

Career, job, and employment are often synonymously used that leads to confusion. Although these notions are complementary in use but these must be distinguished. Firstly, employment is a work that one does in order to earn money.¹ Secondly, job may be briefed as the work for which one receives regular payment. On the other side, it refers to a particular task or piece of work that one has to do. Thirdly, career may be defined as the series of jobs that a person has in a particular area of work, usually involving more responsibility as time passes. Besides, it is the period of time that one spends in his or her life working or doing a particular thing.² It is obvious from the above succinct definitions that the term 'career' is widely used to mean a profession covering all occupational jobs and employments. However, choosing a bright career is, indeed, an intricate decision to make for the university graduates. As Bangladesh is one of the poorest counties of the world having 35.9% unemployment rate, it is a bothersome task to find career opportunities for the business graduates in this country. Fact is that job opportunities for the university graduates are becoming tougher in the years to come. It is worthy to mention that due to lack of available vocational institutes, the scope of jobs is found to be common to all types of graduates without a number of specialized areas like medicine, engineering, chemistry, law practice etc. The business graduates of this country must have to face all economic, political and social challenges and constraints in order to capture a job 'golden deer'.³

CAREER PROSPECTS OF THE BUSINESS GRADUATES:

MBA is highly considered in the competitive job market. Most of the business concerns now-a-days prefer MBAs to fill-up their mid and senior level positions. Business executives, engineers, bankers, army officials, physicians and so on having non-business backgrounds are pursuing MBA program in the public and private universities. The Executive MBA Program of International Islamic University Chittagong (IIUC) designed for the practicing managers has been highly remarkable in this regard. Presently about 500 executives from different national and multinational companies are studying here at IIUC to build-up their professional career acquiring the most recent knowledge of facing the managerial challenges and complexities of 21st century.

Figure - Current Trend of Business Graduate: Employment



A good number of BBA students are found to be appointed by the employers. It is evident from the today's market scenario that M.Com and B.Com degree holders are comparatively becoming less attractive to the potential employers. Majority of the lucrative offers are being captured by the qualified MBA graduates. The current trend of employing business graduates in the job market may graphically be shown as in figure-1.⁴

*Assistant Professor, Department of Business Administration, International Islamic University Chittagong.

1. Souvenir, 5th Batch MBA Program, Session Ending Festival 1998, Department of Accounting, CU P.9

2. Oxford Advanced Learner's Dictionary, 5th Edition, P.168, 639

3. Opcit P.10

4. Data gathered from the study conducted over a number of employers

The employers find the graduates of Institute of Business Administration (IBA), University of Dhaka more suitable. The appointing authorities also recognize business graduates of a few private universities like NSU and IUB. A few employers often invite applications only from the business graduates of one or two institutions mentioning in the job circular. But it is unfair and unjust to the graduates of other universities as they are being ignored at the entry level positions even to face the interviews. Vacancies should be filled-up by a fair selection procedure offering all eligible graduates of the recognized universities and institutions with equal treatment and opportunity.

Among the university graduates MBAs and BBAs are in good shape in term of employment. It is widely acknowledged that there is a great prospect of skilled business graduates in private and public sector organizations in Bangladesh. Due to poor managerial performance, many public enterprises incurring net losses year by year. It is possible to bring about qualitative changes in the management standards of these organizations by employing qualified business graduates like MBAs and BBAs. The career opportunities of the business graduates of the country may be categorized as *dependent* and *independent careers*. A dependent career is serving in a particular organization from which one receives regular remuneration and independent career may be used to mean entrepreneurship and business.

A. Dependent Careers:

1. Becoming banking officials:

The banking sector in Bangladesh is a growing one comprising of private and public banks. Presently there are 5 national banks excluding Bangladesh Bank, and about 50 private banks including 9 mutational banks in the country.⁵ The incumbents prefer multinational banks like HSBC and Standard Chartered as these banks offer lucrative financial packages. Banks based on Islamic Shariah have also experiencing a rapid growth. Presently there are 6 Islamic banks operating in the country. All these financial institutions offer a large number of job opportunities at entry, mid and senior levels for the qualified business graduates.⁶ Grameen Bank - a unique bank in Bangladesh managing in the private sector also offers prospective career for the business graduates.

2. Becoming executives in multinational companies:

Due to liberalization and privatization policy of the government of Bangladesh, an increasing number of multinational companies are found to be operated in this country. Presently more than hundreds multinational companies are operating in Bangladesh excluding banks. A good number of companies are being satisfactorily activated having foreign equity partners. Lever Brothers Bangladesh, Coats Bangladesh, Square Pharmaceuticals, Grameen Phone, GlaxoSmithKline Limited etc. are big business concerns in this country offering well-paid packages. The number of MNCs is expected to be increased in this 21st century, the century of globalization and diversity. As such, career prospects of the eligible and experienced business graduates are expected to be raised in the coming days.⁷

3. Becoming executives in the organizations in EPZs:

There is a trend of export-led economic growth in Bangladesh. Export processing zones operating in Chittagong and Dhaka have a large number of local, joint ventures and 100% foreign equity participated companies. New EPZs at Mongla and Comilla have also started their domestic and export operations. These opportunities have created job prospects for the business graduates in Bangladesh.⁸

4. Becoming managers in the insurance companies:

Insurance sector has emerged during post-liberation period of Bangladesh. Private insurance companies have been growing in view of their development and administrative activities. The job prospects of business graduates in this sector are expected to be bright in near future.⁹

5. Diary 2003, Islami Bank Bangladesh Limited, P.64-66

6. Future Prospects of MBA of IIUC, MBA Hand Book, IIUC P.37

7. Ibid P.37

8. Ibid P.37

9. Ibid P.37

5. Choosing bright career in other areas:

Business graduates becoming top 2%-5% may expect to avail the opportunity to be first class government officials appearing in the BCS competitive examinations. Presently there are 19 national and 39 private universities in Bangladesh.¹⁰ The universities particularly the private universities are the good opportunities for the graduates to be appointed in their academic and administrative positions. But only the brilliant graduates along with Masters securing 1st class or CGPA 3.5+ at 4.00 points scale are eligible to be appeared in the admission test for the selection of teaching resource. Above all, many government and semi-government organizations, private institutions including private colleges, thousands of private limited companies, hundreds of NGOs including BRAC, ASHA and PRASHIKA are offering tremendous job opportunities for the business graduates in Bangladesh.

B. Independent Careers:

6. Doing business:

Business is a broad area for developing ones career. Many business-graduates may easily run their family businesses after becoming BBA and MBA graduates. Modern knowledge of business will help the graduates to face and overcome the business challenges and complexities. As money is a vital factor to start a business, intending business graduates may form a partnership with their friends or relatives. Forming a partnership is very easy. It requires no permission from the government authorities and involves no legal procedures. When two persons decide to go into business together signing a 'partnership deed', a partnership is automatically formed. A partnership brings together the capital, talents, and experience of the partners.¹¹

7. Becoming entrepreneurs:

Entrepreneurship is a challenging, and stimulating career. There is an enormous opportunity to build-up enlightened future as entrepreneur. A person is well remembered in a society if he / she can become a dedicated, skilled and welfare-minded entrepreneur. There is a severe dearth of honest, entrusted, dedicated, and far-sighted entrepreneurs in the society. Moreover, business graduates may choose entrepreneurship as a career for the following reasons.¹²

- ◆ It provides for self-employment and also enables to create jobs for others.
- ◆ It assists a person to prosper in life quickly if prospective business opportunities can be exploited.
- ◆ It activates the process of economic development of a nation and helps to play a meaningful role to serve the society in a dignified way.
- ◆ It enables a person to meet all types of needs including physiological, safety, social, ego and self-actualization ones.

CAREER TIPS FOR THE NEW BUSINESS GRADUATES:

It takes some graduates to great deal of time and efforts to find a suitable career. Others may walk right into an employment situation. A new business graduate should not be frustrated, discouraged if s/he has to pursue many leads. Teachers, guardians, friends, neighbors and counselors may know of available jobs of his/her field of interest. A business graduate should read the daily newspapers regularly and follow the classified ads. One may also contact with the employers directly. It is better if one can use a well-reputed referee while meeting with the employers directly.¹³

❖ General guidelines

- ▶ Completion of MBA from a recognized university
- ▶ Gathering career information
- ▶ Planning career
- ▶ Emphasizing personal interests and needs
- ▶ Being fluent in English
- ▶ Developing basic computer skills

10. *Diary 2003*, International Islamic University Chittagong P.58-66

11. *Accounting for Partnership and Corporation, Accounting (Second Edition - 1993) by Horngren and Harrison P.584*

12. *Entrepreneurship as a Career for the Graduates, Executive Views, Issue 1, DBA, IIUC, P.17*

13. Data available on the web page - <http://www.flexicareer.com> on February 5, 2003

- ▶ Learning how to conduct a good job search and develop a Curriculum Vitae (CV)
- ▶ Gaining experience early
- ▶ Continuous learning

❖ Where to look for career opening:

- Personal contacts
- Employers
- Classified ads
 - National and local dailies
 - Professional journals
- Internet networks and resources
- Career planning and placement offices
- Employment agencies and career consultants
- Community agencies
- Above all, Job Fairs.

❖ Browsing Internet:

The Internet, which is available 7 days a week, 24 hours a day in the cosmopolitan cities in Bangladesh, provides a variety of information, including career and job search resources and techniques. However, no single network or resource will contain all of the information available on employment or career opportunities, so a graduate should be prepared to search for what s/he needs. When searching employment databases on the Internet, it is often possible to send CV to an employer by email or to post it on-line. Some resources may allow to send email free of charge, but it is needed to be careful about incurring additional charges.¹⁴ There are hundreds of web pages and resources for searching prospective career. The business graduates in Bangladesh may visit the following web pages:

- ✓ <http://www.bdjob.com>
- ✓ <http://www.jobs.net>
- ✓ <http://www.careerbuilder.com>
- ✓ <http://www.telecomCareer.com>
- ✓ <http://www.HAVE.IT.com>
- ✓ <http://www.SynergySource.com>

CONCLUSION:

Jobs for the unskilled are gradually disappearing. Fast growing population in the limited boundary of 147,570 sq. km. has made jobs rare to even qualified and skilled business graduates. Low literacy rate, high birth rate, political intolerance, rampant corruptions, low per capita income, low productivity rate, weak political leadership quality, backward and inadequate infrastructural facilities etc. have created threats to the employment opportunities in a least-developed country like ours. Entrepreneurs and businessmen are also in need of supportive and congenial atmosphere to pursue entrepreneurship career and business profession. There should exist supportive role of the government to develop entrepreneurship. Unless and until we have become successful in revolution of our production sector with high degree of moral values, national spirit and commitment, it will not be easy for us to offer bright career opportunities for graduates inclusive business ones. However, although there exists severe competition in the job market, it is expected that this study will help the job seekers and career builders in finding or choosing a prospective career and making career decisions.

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