

A STUDY ON FACTORS AFFECTING JOB PREFERENCES OF GCBS STUDENTS TOWARDS PUBLIC SECTORS

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ABSTRACT

Bhutanese Government gave more importance towards the development of private sectors; however, the Bhutanese youth preferences is still comparably more towards the public sectors than in private sector. Therefore, the purpose of this study is to study the organizational factors affecting the job preferences of GCBS students towards public sector with the sample size of 318. The data were collected using the systematic sampling approach through survey questionnaires and for this study, the descriptive statistical analysis techniques: Frequencies and Percentage and for the inferential statistics: Correlation and Regression analysis were used to interpret the data. The finding of the study concluded that Salary, Job Security and Working Environment have a significant positive relation with the public sector and among which, the working environment has major impact on the Job Preference towards Public Sector. Moreover, it was also found that there are other factors affecting preference towards public sector job apart from the mentioned factors in this study.

Key Words: Preference, GCBS students, Public Sectors, Salary, Working Environment, Family and Peer Influence, Job Security.

INTRODUCTION

The Global unemployment rate has shown an increase since 2018 and it was seen to be at 5.42% in the year 2020 (O'Neil, 2021). Factors such as global recession, high interest rates, personal preferences of jobs, and financial crises plays a greater role in the creation of unemployment (Amadeo, 2020) and among which, this study particularly focuses on studying the organizational factors which affects the job preferences of the youth, particularly towards the public sector, which in entirety affects the economic development of a nation.

Bhutan as a small landlocked country located among the two Asian giants, India and China, have been able maintain its sovereignty and strive with stable economy. The Royal Government of Bhutan has played a leading role in the modern sectors of Bhutan's economy where the public sectors were the main sectors in 1960s which provided a large number of job opportunities (Economic Development Policy, 2016). The Fourth Druk Gyalpo's long-term concern since his ascension to the throne was for the development of private sector with the hope to reduce the unemployment rate. His Majesty issued royal directives to create partnership between the government and private sector to share the responsibilities for provision of employment (UKessay, 2015). Then since the eighth five year plan (1998-2003), Bhutan solely focused towards the private sector development (UKessays, 2015). However,

Bhutan has seen a rise in the youth unemployment rate even with the creation of job opportunities through private sectors (Plecher, 2020) and one of the reasons for the unemployment is due to the least preferences of Private sectors jobs by the Bhutanese youths (Tshedup, 2016).

LITERATURE REVIEW

Writer (2020) stated that a public sector organization is a form of organization that is funded or controlled by the public and it consists of government companies, and other public agencies. As per the definition, some of the public sector organizations in Bhutan includes 21 listed companies under Royal Securities Exchange of Bhutan Limited (RSEBL), largest and only government owned company the Druk Holding and Investment (DHI) which consists of 18 companies under it.

The private sector is the part of the economy that is run by individual and companies for profit and is not state controlled (Brock, 2020). Some of the private companies of Bhutan are Zimdra Food Pvt. Ltd, Bhutan Pharmaceuticals Private Limited Company, Penden Cement Authority Ltd etc...

2.1 Salary

Dolly, Arora, and Rawal (2014) conducted research to investigate the degree of job satisfaction of the employees of Public and the Private sector. The research revealed that the employees of public sector are more satisfied due to salary package, organizational culture, less stress and time schedule for working hours compared with private sector employee. Likewise, Hyder (2014) conducted a micro data analysis with the objective to examine the relationship between job preference towards public sector and factors affecting an individual

career choice. The tools used were coefficient of correlation, linear distribution, cumulative distribution and regression analysis were used. The researcher found out that public sector employment in Pakistan is still viewed as more attractive because of better pay, better working conditions, and availability of an array of fringe benefits.

A similar finding was found by a study conducted by Rahman, Mustafizur, and Hasan (2018) to examine the factors which contributes to the change in the relative attractiveness of public sector jobs in Bangladesh. Their findings exerted that introducing the addition of non-wage benefits in public sectors brought a shift to the preferences of public sectors over private sectors in Bangladesh. A similar study was conducted in Germany by Wust and Simic (2017) to identify the differences in career development preferences between German and Croatian students where they found that the most important factors that affects the German students job preferences are high income, a safe job and contact to others, while for Croatian students the most important aspects were stimulating tasks and working conditions. For Croatians, the value of a work in society is much greater than Germans.

2.2 Working Environment

Boateng (2019) exerted that Chinese accounting students prefer working in public sector rather than private, as public sector provide flexibility working environment, better pension plan and good terms of services after conducting a study on the perceptions and the career choice of Chinese Tertiary Accounting Student with an aim to find out the students' job choice either in public and private sector.

Moreso, Hensatra and McGwan (2016) conducted an exploratory analysis on the graduate student career motivation and expectations with the purpose to study the factors that motivates the millennials to pursue a career in public service while taking a sample size of 107 graduate students. Their study showed that due to exposure to discriminatory treatment

and the employment experiences cited by some of the students, they were motivated to seek for public sector employment.

Zakaria et al. (2015) also studied on the factors affecting the preferences of accounting students in Malaysian Private Universities in the selection of jobs while taking a sample size of 200 students. They used the IBM SPSS Statistics to analyze and test their collected data. Their study was able to find that the three factors, the working environment, employer reputation, and the starting salary for the employees affected the students' job selection in Malaysian Private Universities.

2.3 Family and Peer Influence

Naz et al. (2014) studied on Peer and Friends and Career Decision Making: A Critical Analysis with the purpose to study the role friends and peers influential in career decision-making process. Their conclusion stated otherwise that peer and friends helps in career decision making, professional career, and selection of job with the use of 100 sample size of students using random sampling method. Thus, peer influence also affects the youths' career decision making.

In addition, the conclusion of a study conducted by Palos and Drobot (2010) showed that when it comes to career-related plans, mothers offer more guidance than fathers by initiating specific plans and providing psychological support. Parents who are affectionate, patient, and goal-oriented become more interested in their children's professional growth. This on entirety proved that family influence impacts the career choice of adolescents.

William, Agboola, and Eibhakemen (2020) also conducted a similar study in Nigerai to find the level of influence of peer group on the career choice of secondary school students in South Senatorial District of Edo State. The study used the descriptive statistics of mean,

standard deviation and the correlation statistics and found that there was a significant influence of peer group on the career choice of the students.

Likewise, Xing and Rojewski (2018) studied on the influence of career decision-making of Chinese Secondary Vocational Students with the objectives to examine the influence of family variables on the career choice of Chinese Secondary Vocational students. The data calculated using SPSS including the regression analysis showed that family member's support was a significant factor in the student's career choice.

2.4 Job Security

On contrary, Ajani and Oyekola (2019) conducted a study to find out why Nigerians prefer public sector job to private sector jobs with a view to understand the dynamics of youth employment in a rapidly changing society. However, the researchers were able to find out that majority of the respondent choose their career in public sector based on job security, societal value, economic benefit, and negative perception on other form of employment as the major reason for choosing public sectors.

Barsoum (2015) also conducted similar research on Public Sector as the Employer of Choice among Youth in Egypt with the objective to find the attractiveness of jobs in public sectors, and discussing its relevance. The researcher concluded that young Egyptians prefers to work in the public sector, even though the pay is lower than private sectors due to the stability and job security.

A study was conducted to find the relation between gender and public job preferences of urban youths in Ibadan (Oyekola, Eyitayo, and Ajani 2021). The researcher concluded that there is no relation between the gender and the public job preferences, where both the gender

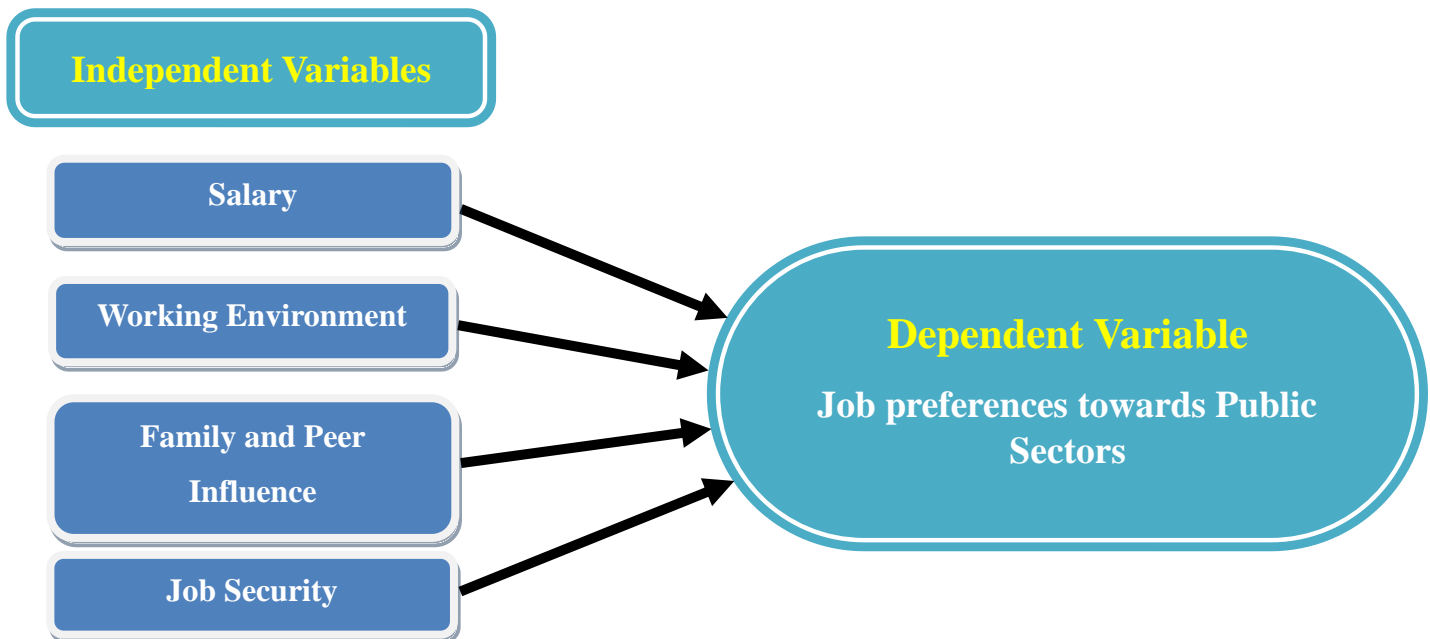
has a preference for public jobs based on factors such as job security, secured payment, exposure and opportunities.

On similar ground, a study with the objective to find the factors affecting the preferences of undergraduate accounting students in university on job selection towards selecting their first job during recruitment was conducted by Rajendran and Shamsudin (2017) which also concluded that their independent variable (Job security) plays an important role in determining dependent variable (Job selection preferences).

Research Gap

After the review of the literatures, the researchers could find that there are various independent variables such as salary, working environment, family and peer influence, and job security to which an individual's preference towards jobs in public sectors is influenced. These are the variables extracted from the studies conducted on the factors of job preferences of youths towards public sectors and other similar studies across the globe by various researchers. Although there are various such researches conducted across the globe, the researchers found a need to conduct research to understand the factors affecting Bhutanese students' jobs preferences towards public sectors and which factors has the major influence on their preferences through the perspective of GCBS students.

Conceptual Framework



Source: Omar, Zakaria, Ismail, & Selvakumar (2015), Wust and Simic (2017), Naz at.al (2014)

The conceptual framework shows the independent variables; Salary, Working Environment, Family and Peer Influence, and Job Security and the dependent variable: Job preferences towards Public Sectors. The four independent variables are the organizational variables extracted from various literatures which were conducted on a similar objective and topic. It describes how the four independent variables influences the dependent variable.

Problem Statement

In a time of ever-increasing educational attainment levels, youths still experiences lower level of employment, income, and participation rates as well as higher unemployment compared to adults (Pastore, 2018). According to the Indian Express News (2019), youth today differentiate their job preference between private and public sectors, and it was found that the students of India prefer jobs in private sectors than in public sector. However, Nigerian youths are shown to prefer jobs in public sectors than in private sectors (Ajani and Oyekola, 2019) and other similar studies carried out in the perspective of youths in Africa, Pakistan and China showed that more job preferences were towards public sector. In today's economy, Bhutan's private sectors are termed as the engine of growth and the well-being of the country is strongly tied to its private sector as they play a vital role in the economic development (Wangchuk, 2020), and it also creates more employment opportunities to the people. Despite the growth of private sectors in Bhutan, the youth unemployment rate is still on the rise and it was 11.29% in the year 2020 (O'Neill, 2021). According to Wangmo and Deki (2012), the reason for increase in the youth unemployment rate was due to the least job preference in private sectors, and even the Bhutan's Labor Market report (2017) stated that Bhutanese students who pursuit secondary and tertiary studies forgo private jobs in order to look for jobs in public sectors. Therefore, this research attempts to study the organizational factors affecting GCBS students' job preferences towards public sectors.

Research Questions

1. What degree of relation does the factors have on the job preferences of GCBS students towards public sectors?
2. Which factor has the major impact on the job preferences of GCBS towards public sector?

Research Objectives

To study the organizational factors affecting GCBS students' job preferences towards public sectors.

Significance of Study

This study will contribute to the existing knowledge based on the preferences and factors that influence students' Job Preference towards Public Sector. Since this research is the first of its kind to be conducted through GCBS students' perspective, it can serve as a reference for those researchers who will be studying on student's job preferences towards public sectors in Bhutan. Moreover, the findings from this research will contribute in the formulation of employment policy in private sector organization in Bhutan.

METHODOLOGY

3.1 Research Design

According to McCombes (2019), descriptive research aims to systematically and accurately describe a phenomenon, population, or a situation. It is an approach which is useful for the researcher who does not have much information about a certain topic. Therefore, with the availability of limited information regarding the factors affecting job preferences of students towards public sectors in Bhutanese context, descriptive method of research was used.

3.2 Sampling Design

This study used the systematic random sampling method for data collection and took the GCBS students as the sample population. The study uses quantitative approach of data collection with the use of questionnaire through Google form.

3.3 Sample Size

The sample size was calculated using the Taro Yamane Formula with a confidence level of 95%.

$$n = N/(1+Ne^2)$$

Where: N = Population size

n = required sample size

e = allowable error of 5%

According to the official website of Gedu College of Business Studies, there are total of 1550 students for the academic year 2021. Therefore, the sample size for this research was:

$$n = 1550/(1+(1550* [0.05]^2))$$

$$n = 318.$$

3.4 Data Collection Method

Primary sources were used for the collection of data for this study. A planned and structured questionnaire was presented to the respondents of this research. The data was collected using the questionnaire method which was sent to the respondents using various media platforms such as WhatsApp, Messenger, and Telegram.

3.5 Research Procedure

Considering the Covid-19 situation across the globe and the lockdown of the country, the online survey method was the most appropriate method to collect data. The data for this study were collected based on primary data from 318 students of GCBS using a planned and structured questionnaire as this method helps a researcher to get hold of their respondents or samples within a short period of time, thereby making it more economical to collect large

amount of information. The survey questions were sent individually to the students who were selected using the systematic sampling method. The calculated total sample size as per the Taro Yamane formula was 318, but only 270 samples who preferred public sectors job preference were taken for data analysis.

3.6 Data Analysis Method

The data collected were expressed with the help of Excel and SPSS (Statistical Package for Social Sciences) version 22 statistical analysis tool. The SPSS tools used to analyze the collected data were the descriptive statistical analysis techniques: Frequencies and Percentage and for the inferential statistics, the techniques used are: Correlation and Regression analysis.

DATA INTERPRETATION AND ANALYSIS

1. General Information

Table 1. Gender of the Respondents

Age Group	Frequency	Percent
Male	147	54.4
Female	123	45.6
Total	270	100.0

Source: Computed from Primary Data

Table 1 reveals the gender of respondents. Majority of the respondents are male with 147 (consisting 54.4%) respondents as compare to male with 123 respondents and constituting 45.6%.

Table 2. Academic Program of the Respondents

Program	Frequency	Percent
Common Foundation (CF)	117	43.3
B.Com	110	40.7
BBA	37	13.7
MBA	6	2.2
Total	270	100.0

Source: Computed from Primary Data

Table 2 shows that the academic program of the respondents. The academic program of the respondents are mostly who are common foundation (43.3%), followed by B.Com (40.7%), 13.7% are BBA students and fewer respondents are MBA (2.2%).

Table 3. Major of the Respondents

Major	Frequency	Percent
1 st Year / CF	119	44.1
Finance	56	20.7
Accounting	59	21.9
Marketing	23	8.5
HRM	13	4.8
Total	270	100.00

Source: Computed from Primary Data

Table 3 reveals the major of the respondents. Out of 270 respondents, the majority of the sample i.e., 44.1% constituted 1st Year students, 21.9% of the respondents are majoring in accounting, 20.7% are finance major students, 8.5% are from marketing major and 4.8% of the respondents are from HRM Major. Thus, the majority of the respondents are fall in 1st year students' group.

Table 4. Parent's Occupation of the Respondents

Experience	Frequency	Percent
Civil Servant	74	27.4
Farmer	119	44.1
Corporate	20	7.4
Business	40	14.8
Others	17	6.3
Total	270	100.00

Source: Computed from Primary Data

Table 4 displays the Parent's Occupation of the respondents. It shows that most of the respondent's family backgrounds are from farmer with 119 respondents, followed by civil servant with 74 respondents. However, there are 17 respondents whose family backgrounds are from other occupations. Hence, the major respondent's family backgrounds are from farmer (44.1%).

2. Reliability

Reliability is the measure of stability and consistency of items forming a dimension and its purpose is to determine the validity of a test score (Reliability, 2020). Cronbach's alpha was used to measure the internal reliability and its threshold is .70 (Stephanie, 2016)

Table 5. Reliability for Job Preference towards Public Sector (Dependent Variable)

Job Preference towards Public Sector	Reliability Statistics	
	Cronbach's Alpha	N of Items
	.826	4

Source: Computed from Primary Data

The Validity subscale for Public Sector Job consisting of 4 items was found to be reliable at $\alpha = .826$ which is greater than Cronbach's Alpha threshold of .70. This indicates that the dependent variable is valid enough to be used for its expected purposes.

Table 6. Reliability of Factor Affecting Job Preference (Independent Variables)

Sl. No	Factor Dimension	Cronbach's Alpha	N of items
1	Salary	0.796	7
2	Working Environment	0.761	6
3	Family and Peer Influences	0.893	6
4	Job Security	0.784	4

Source: Computed from Primary Data

Similarly, the Validity subscale for all independent Variables was also found to be reliable at ($\alpha = .796$), ($\alpha = .761$), ($\alpha = .893$), ($\alpha = .784$) respectively. This indicates that all the independent variables are valid enough to be used for its expected purposes for this study

3. Factor Affecting Public Sector Job Preferences

Mean and percentage method were used to find out which items has the major impact on the respective dependent and independent variables.

Job preferences towards public sector by GCBS students were compared between their major using percentage methods.

Following are the items under job preference.

1. Public sector job is my first choice for my career.
2. I will be satisfied if I work in public sector job.
3. Public sector job will fulfil my desire to serve my country.
4. I prefer public sector as it is highly reputed.

D = Disagree N = Neutral A = Agree

Table 7. Job preferences towards public sector

	Major														
	1st Year/CF			Finance			Accounting			Marketing			HRM		
	D	N	A	D	N	A	D	N	A	D	N	A	D	N	A
1	.8	10.1	89.1	0.0	5.4	94.6	3.4	3.4	93.2	0.0	4.3	95.7	0.0	0.0	100.0
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
2	1.7	11.8	86.6	0.0	1.8	98.2	5.1	3.4	91.5	0.0	0.0	100.0	0.0	7.7	92.3

	%	%	%	%	%	%	%	%	%	%	0%	%	%	%	
3	3.4	15.1	81.5	3.6	5.4	91.1	5.1	10.2	84.7	4.3	13.0	82.6	0.0	7.7	92.3
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
4	4.2	14.3	81.5	5.4	16.1	78.6	10.2	1.7	88.1	4.3	0.0	95.7	7.7	7.7	84.6
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%

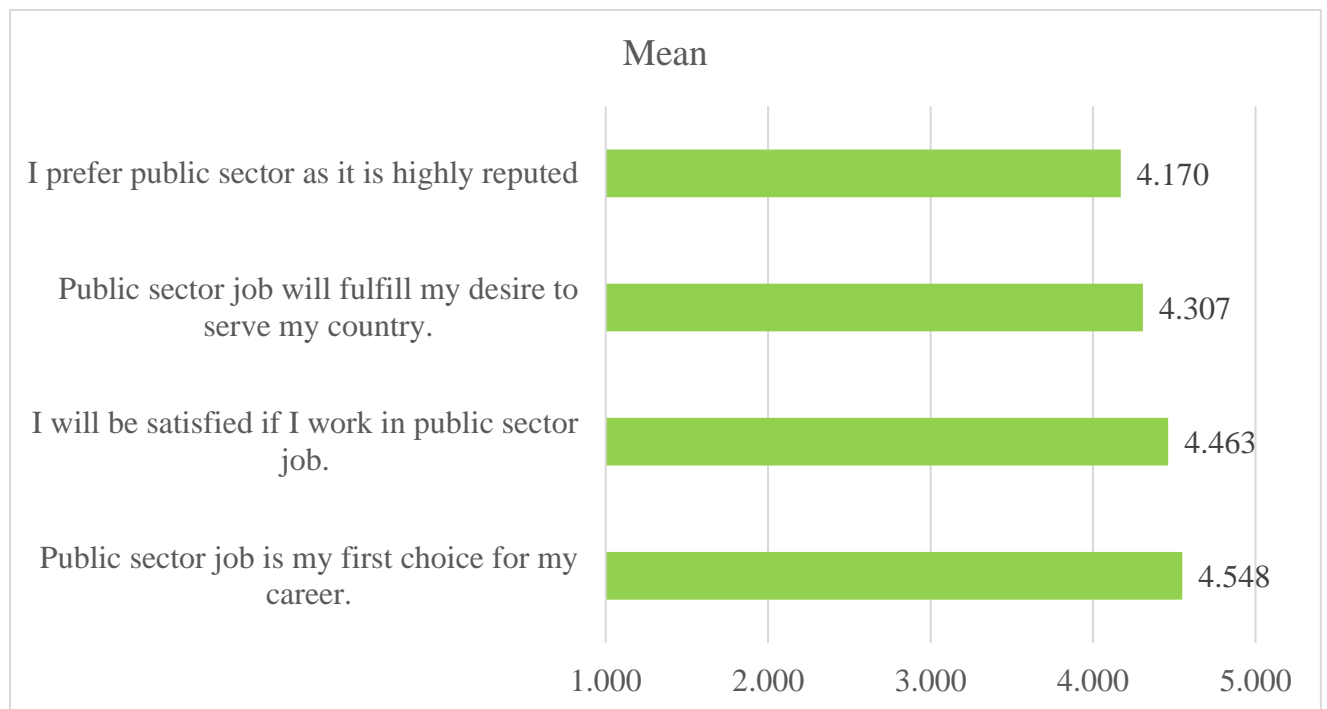
Source: Computed from Primary Data

This table shows the total percentage of Agree, Disagree and Neutral of GCBS students’ base on the Majors towards the public sector job preferences.

It shows that 100% of HRM students Agreed on “Public sector job is my first career choice” followed by Marketing students with 95.7%. Moreover, it also shows that 100% of Marketing students Agreed on “I will be satisfied if I work in Public sectors” followed by the Finance students with 98%. Coming to “Public sector job will fulfil my desire to serve my country”, HRM students prefer most with 92.3% and regarding “I prefer public sector as it is highly reputed” Marketing students prefer the most with 95.7%. Over all it has shown that public sectors job is the first career choice for the students and also, they will be satisfied if they work or employed in the public sectors.

Job Preference (mean comparison)

Graph 1. Preference



Source: Computed from Primary Data

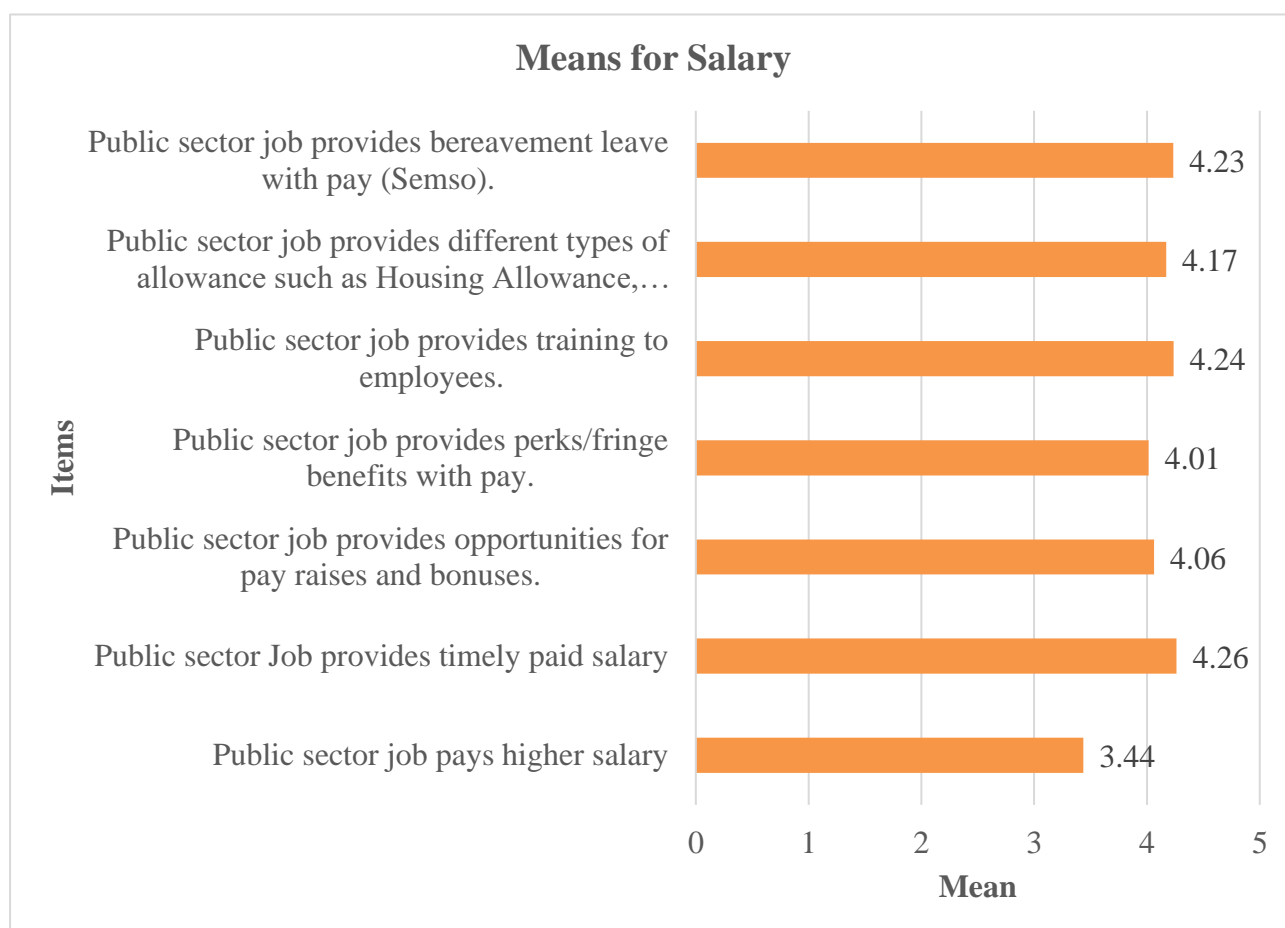
The Graph 1 shows the means of the Job Preference towards Public Sector.

It shows that the ‘Public sector job is my first choice for my career’ has the highest impact with a mean of 4.548, where 92.2% respondents agreed to this statement, and the ‘I prefer public sector as it is highly reputed’ has the least impact among all the items under the salary with a mean of 4.170 where 83.7% of the respondents agreed to this statement.

3.1 Salary

There are seven items under the independent variable ‘Salary’ which were compared through means and percentage items.

Graph 2. Salary



Source: Computed from Primary Data

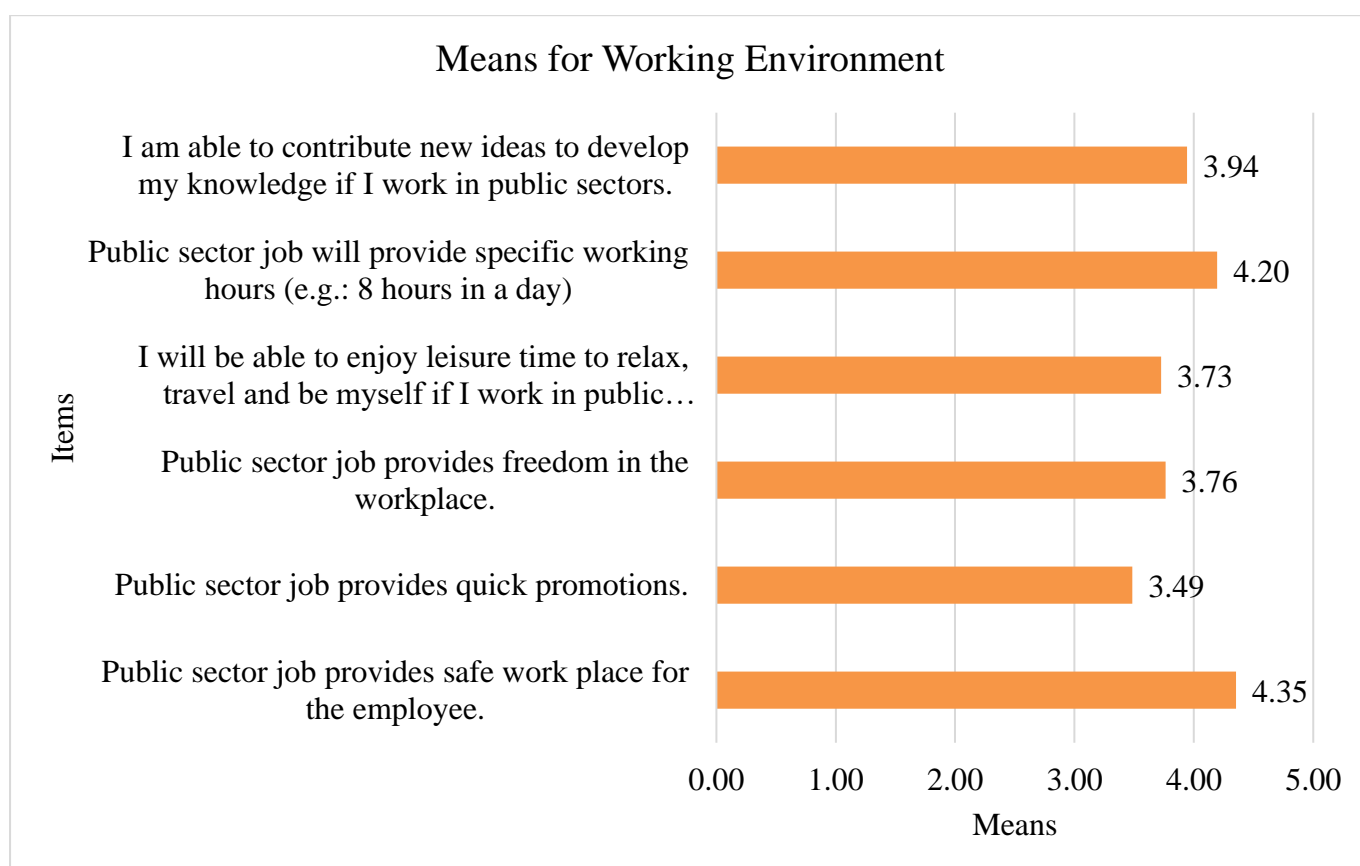
The Graph 2 shows the means of the public sector job preference based on salary.

It shows that the ‘Timely paid salary by the public sector’ has the highest impact with a mean of 4.26, where 86.7% respondents agreed to this statement, and the ‘Highly paid salary by the public sector jobs’ has the least impact among all the items under the salary with a mean of 3.44 where 51.9% of the respondents agreed to this statement.

3.2 Working Environment

There are six items under ‘Working Environment’ which were compared through means and percentage.

Graph 3. Working Environment



Source: Computed from Primary Data

The Graph 3 shows the means of the public sector job preference based on Working Environment.

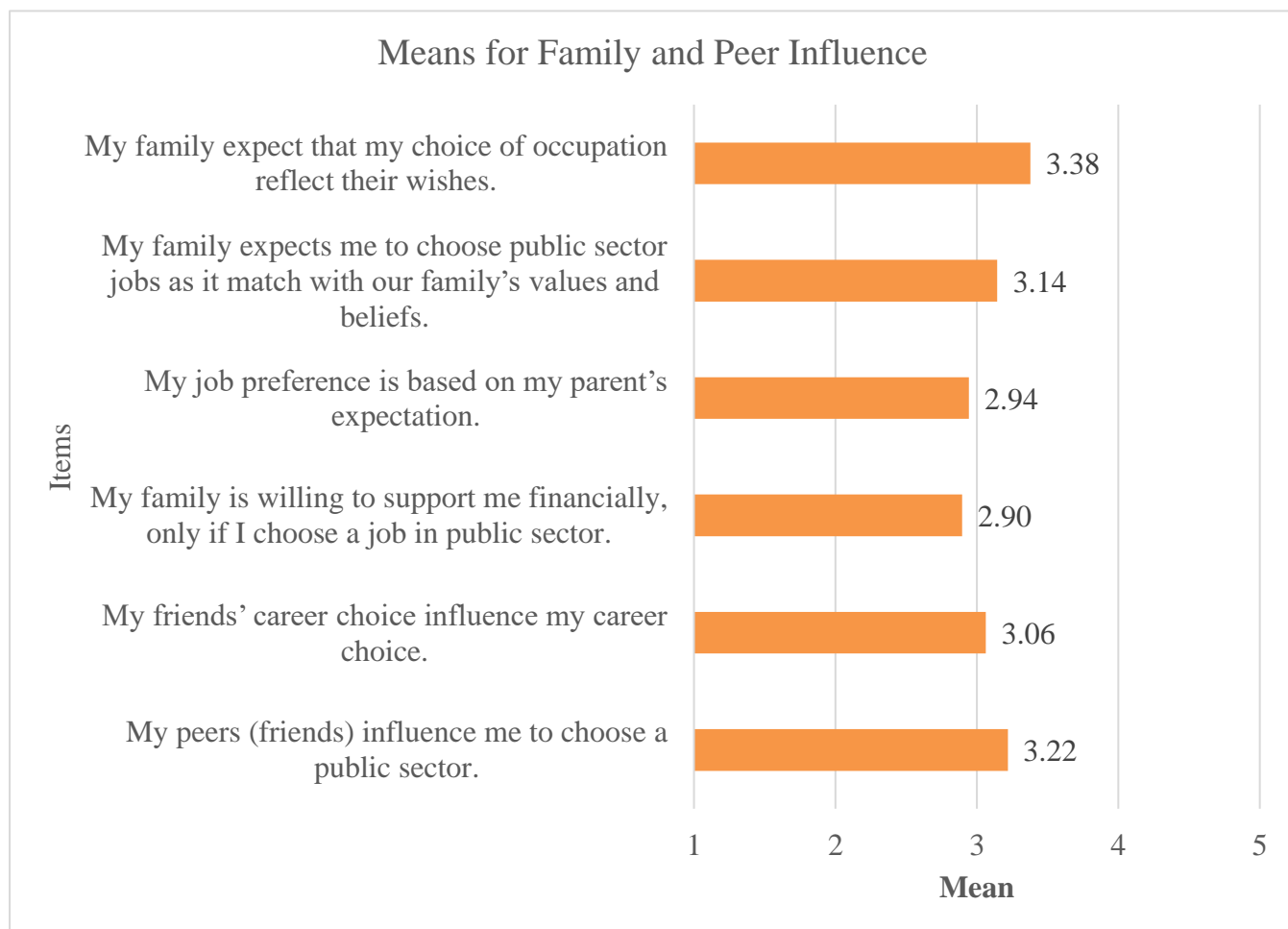
It shows that ‘Safe working condition provided by the public sector job’ has the highest impact on Working Environment with a mean of 4.35 where 90.74% respondents agreed to this statement, and the ‘Quick promotion provided by the public sector jobs’ has the least

impact among the items under the Working Environment with a mean of 3.49 where 49.26% of the respondents agreed to this statement.

3.3 Family and Peer Influence

There are six items under ‘Family and Peer Influence’ which were compared through means and percentage.

Graph 3. Family and Peer Influence



Source: Computed from Primary Data

The Graph 4 shows the means of the public sector job preference based on Family and Peer Influence.

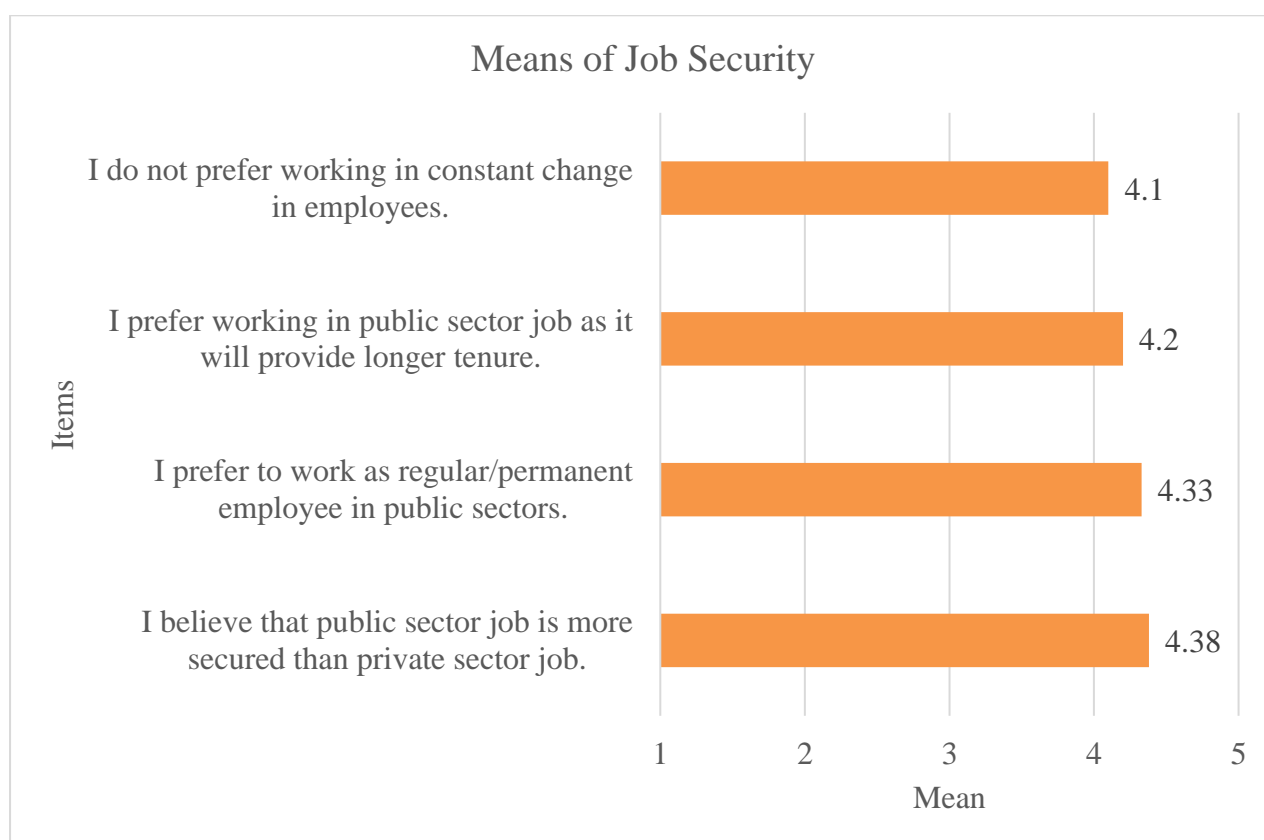
It shows that ‘My family expect that my choice of occupation reflects their wishes’ has the highest impact on Family and Peer Influence with a mean of 3.38 where 51.9% of the respondents agreed to this statement, and ‘My family is willing to support me financially, only if I choose a job in public sector’ has the least impact among the items under the Family

and Peer Influence with a mean of 2.90 where 38.9% of the respondents agreed to this statement.

3.4 Job Security

There are four items under ‘Job Security’ which were compared through means and percentage.

Graph 5. Job Security



Source: Computed from Primary Data

The Graph 5 shows the means of the public sector job preference based on Job Security.

It shows that the ‘Public sector job is more secure compare to private sector job’ has the highest impact on Job Security a mean of 4.38 where 88.15% of the respondents agreed to this statement, and ‘I prefer not to work in constant change in employees’ has the least impact among the items under the Job Security with a mean of 4.10 where 80.37% of the respondents agreed to this statement.

Correlation Analysis

Correlation analysis is a statistical method that is used to find the relationship between the two variables. So, in this study the Pearson Correlation was used to measure the relation between the variables and its coefficient values ranging from +1 to -1, where +1 indicates perfect positive correlation and -1 indicates perfect negative correlation. However, the coefficient values between .50 and 1 is said to be strongly correlated, .30 and .49 is said to be moderate and below .29 is considered as low degree of correlation.

Table 8. Correlation between Dependent and Independent variable

Items	Job Preferences towards Public Sector		
	Pearson Correlation	Sig. (2-tailed)	N
Salary	.456**	.001	270
Working Environment	.516**	.001	270
Family and Peer Influence	.219**	.001	270
Job Security	.443**	.001	270

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

Source: Computed from Primary Data

The table 8 shows the correlation between Dependent variable and Independent Variables. Result of the Pearson correlation indicates that there is a significant ($p < .05$) positive correlation between dependent variable (Job Preferences towards Public Sector) and independent variables (Salary, Working Environment, Family and Peer Influence and Job Security).

The correlation of Salary and Job Security in relation to Job Preferences towards Public Sectors has shown to be moderately correlated with the Job Preferences towards Public Sector at ($r = .456$, $n = 270$, $p = .001$) and ($r = 0.443$, $n = 270$, $p = 0.01$) respectively. Among all the factors the Working Environment has shown to be highly or strongly correlated with the Job Preferences towards the Public Sector at ($r = .219$, $n = 270$, $p = .001$) however, the

Family and Peer Influence has shown to have low positive correlation with the Job Preferences towards Public Sector at ($r = .219$, $n = 270$, $p = .001$) level.

4. Regression Analysis

Regression analysis is a set of statistical method used to estimate the relationship between the dependent variable and independent variables (Regression Analysis , 2015). The multiple linear regression analysis was used for this study. The purpose of this multiplier linear regression is to determine how much the independent variables explain the dependent variable and which independent variable has the major influence on the dependent variable.

Table 8. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.579^a	.335	.325	.551

a. Predictors: (Constant), Job Security, Family and Peer Influence, Salary, Working Environment

Source: Computed from Primary Data

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	40.626	4	10.157	33.433	.001
	Residual	80.504	265	.304		
	Total	121.130	269			

a. Dependent Variable: Job Preference towards Public Sector

b. Predictors: (Constant), Job Security, Family and Peer, Salary, Working Environment

Source: Computed from Primary Data

Coefficients

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
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1	(Constant)	1.527	0.259		5.896	.001
	Salary	0.182	0.067	0.175	2.734	.007
	Working Environment	0.328	0.069	0.315	4.78	.001
	Family and Peer Influence	0.007	0.033	0.012	0.22	.826
	Job Security	0.196	0.057	0.205	3.409	.001

a. Dependent Variable: Job Preferences towards Public Sector

Source: Computed from Primary Data

Regression Model

The Table 8 is a multiple linear regression which was calculated to predict the Job preference towards Public Sector by the GCBS students (Dependent Variable) based on Salary, Working Environment Family and Peer Influences and Job security. The result of the multiple linear regression has shown at (F (4,265) = 33.433, $p < .001$, $R^2 = 0.325$). The individual predictors were examined further and indicated that Salary ($t = 2.734$, $p = .007$), Working Environment ($t = 4.78$, $p = .001$) and Job Security ($t = 3.409$, $p = .001$) were significant Predictors in the model however Family and Peer Influence has shown insignificant at ($t = 0.220$, $p = .826$) level.

As per the result of multiple linear regressions it has shown that the independent variables can explain 32.5% change in the dependent variable of job preference towards public sector by the GCBS students and rest 67.5% are influenced or explained by other factors.

The following regression model equation has been formed using constant and beta form coefficient table.

$$PF = 1.527 + .0182SR + 0.328WE + 0.196JS + \epsilon_i$$

Where,

PF= Job Preferences towards Public Sector

SR = Mean of Salary

WE = Mean of Working Environment

JS = Mean of Job Security

From above Regression model, it can be seen that for every one unit increase in the Working Environment has a .328 unit increase in Job Preference towards Public sector is Predicted

holding all other factors constant followed by the Job Security of .196 and Salary of .182 of unstandardized coefficient beta. So, it was concluded that Working Environment has the major influence on the Job Preference towards Public Sector with Beta Coefficient of 0.328 among the other independent factors. However the Family and Peer Influence towards the Job preference for public sector is shown to be statistically insignificant as the p value was shown to be greater than .05.

FINDINGS

The findings of this study shows that there is a significant positive correlation between all the independent variables and the dependent variables. Among all the factors, the Working Environment shows a strong positive correlation with the dependent variable (Job Preference towards Public Sector) however, the Family and Peer Influence shows that there is a weak positive correlation with the dependent variable. As per this study, it has revealed that working environment has the major influence towards the Job Preference towards Public Sector.

RECOMMENDATIONS

The recommendations are for the private sector organizations based on the findings of the study:

1. Timely payment of salary by the public sectors organization

As per the mean analysis conducted on Salary which is one of the independent variables showed that 'Timely paid salary by the public sectors' had the highest mean of 4.26 out of 5 (Likert scale) which means that 270 respondents prefers a job in public sectors because of its ability to pay timely salary to the employees. Therefore, the public sector organizations must maintain a clear policy regarding the timely disbursement of salary to motivate more people to get employed in the sector.

2. Safe workplace for the employees

The mean analysis showed that under the independent variable Working Environment, the highest impact with a mean of 4.35 was 'Public sector provides safe work place' which means that the youths trust public sectors for being able to provide safe workplace to their employees. Thus, the public sector organizations will be able to provide more employment opportunities and attract more youths.

3. Providing job security to the employees

Under the independent variable 'Job Security', the item 'I believe that public sector job is more secured than private sector' was shown to have the highest mean with 4.38 which means that the youths prefer to be employed in public sector organizations as they believe that the sector will be providing them with better job security. Therefore, the public sector should continue to job security to the employees as their job preferences towards public sectors in also influenced by the job security. Moreover, it will also be advisable for the private sectors to reform their policy regarding the job security to support in providing more employment opportunities.

LIMITATION OF THE STUDY

- 1) Independent variables in this research were extracted from various literatures which were conducted on the similar objectives. So, the independent variables can explain 32.5 % towards the Job Preference towards Public Sector by the students.
- 2) This study has excluded 15.09% of the respondents who prefer private sector job rather than public sector job. So, the sample size of the study was decreased from 318 to 270.
- 3) The study was based only on public sector organizations in Bhutan, where those factors affecting preference for private sectors were excluded.
- 4) This study lacks comparative study between other colleges and universities in Bhutan, which otherwise could have provided a more precise result.
- 5) Individual factors such as students' attitude and students' financial background were not included in this study and only the organizational factors were taken.

SCOPE FOR FURTHER STUDIES

- 1) The future researchers can conduct studies with a similar objective, but with different focus topics such as private sector, government sector, and preference for entrepreneurial mind set.
- 2) The study can also be conducted to compare the preferences and factors affecting the preference between public sector and private sector.
- 3) Comparative research can be conducted to compare preferences between different colleges for more precise result.
- 4) The future researchers can also include individual factors along with the organizational factors.

CONCLUSION

The study was conducted with the purpose to study the organizational factors that affects job preferences of the students towards public sector and to determine which factor affects their preference the most. Through this study, it was shown that the independent variables such as Salary, Working Environment, Family and Peer influence and Job Security were some of the many factors which affects the students/youths' job preferences towards the public sector. Among the independent variables, Working Environment has the huge impact on the job preference towards public sector of the students. Therefore, the study concludes that main reason for students to prefer public sector job was due to the better working environment provided by the public sectors. However, it also showed that there are other factors other than the aforementioned factors that affects the Job Preference of the students towards Public Sector.

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