



# **A Study on Effective Factors on Lack of Tendency of Agriculture graduate Students College to Employment and Production in Animal Husbandry Sector**

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## **Abstract**

This study generally aimed to study effective factors on lack of tendency of graduate students in the Pakdasht's Shahid Bahonar College of Agriculture to employment and production in animal husbandry sector. This study was empirical from objective point of view and causal- correlative from data collection point of view and a survey study among descriptive studies. Population of the study includes all graduate students of Pakdasht's Shahid Bahonar College of Agriculture (N=200). Given that sample size was small, census method was used and all population was selected as sample. To determine validity of the questionnaire recommendations of the experts and professionals, professors and consultant were used and validity of the study's tool was determined as (86%) applying Cronbach's alpha coefficient. Questionnaire was used in this study to collect data. To access objectives and questions of the study descriptive statistics of frequency, mean, variance, standard deviation and inferential statistics of correlation coefficient test and multiple regression analysis were used. The results of this study indicated that the variables (lack of improvement in available job opportunities, lack of satisfaction from knowledge level during education, lack of supportive governmental policies in employment section, lack of specialized potentials of the students, lack of communication of the university with working centers and lack of interest to work in the jobs related to agriculture course) are significantly correlated with dependent variable of lack of tendency to work and produce in animal husbandry sector in graduate students. Lack of supportive governmental policies in employment and lack of specialized potentials of the students determines 41.6 % (coefficient of determination  $R^2 = 0.416$ ) fluctuations of dependent variable (lack of tendency of graduate to employment and production in animal husbandry sector) and other will be related to remaining variables.

**Key words:** Animal Husbandry Sector, Employment and Production, Graduates, Lack of tendency.

## **Introduction**

Providing required knowledge and skill for the future labor is one of the best and most direct ways that higher education can do to help development of economy. On the other hand, providing required knowledge,

facilities and conditions for skilled and experienced human forces to be able to enter to the labor market is one of the most important actions and predictions that policymakers and decision makers of the country may apply for advancement in their developmental programs. Country that cannot

develop knowledge and skill of its people and exploit it effectively in national economy will not be able to develop anything.

As the number of the students in agriculture education system are more than employment and job opportunities then exact and continuous assessment should be done from current needs of the labor market and recruiters' (employers) demand in order that appropriate curriculum and educational programs for agriculture are provided and formulated based on these requirements. In developing countries, decline of employment opportunities by government causes students compelled to channel their learned knowledge and skills towards private sector (Movahedi, 2018).

### **Background**

(Movahed et al., 2015) indicated in a study titled "A Study on attitude of agricultural undergraduate students toward majoring in agriculture in Lorestan and Hamedan provinces" that students of agriculture major were interested moderately before entering to this course but they interest increased greatly after entering to the course. Results of this study suggested that 89% of the subjects have positive, 21% moderate, 68% converge and only 11% negative tendency towards majoring in agriculture. Also it is specified in this study that male students were more interested than females to agriculture major and tendency of the students were the same at both Azad Islamic University and Public University of Lorestan and Hamedan. On the other hand, significant difference was seen between place of residence of the subjects (city or village) and their tendency to agriculture major.

(Shahvali & Nouripour, 2017) in an article titled "Factors affecting agricultural students' attitude: practical guidance for agriculture major applicants" concluded that candidates that give priority to agriculture major have more experience, observation and undersanding and totally better attitude to agriculture and its different activities.

In a study by (Hemati et al., 2016) attitudes of the students who studied at Illinois, USA, to agriculture was as a positive career. They believed that there are various job opportunities in agriculture and agriculture is one of the most important industries in this state. Agriculture has a scientific basis and foundation and with this career many scientific principles can be learn and apply however, their parents were opposed with them to become a farmer in the future. In a study titled "unemployment reasons of the graduate students of the agriculture in labor market", many researchers identified lack of required skills to work as the main reason of unemployment of the graduate students of the agriculture (Movahedi, 2018).

(Dinani & Fouladi, 2019) in an article titled "attitude of the students towards agriculture career" arrived to this conclusion that the students who are experienced in agriculture have good and very good cultural point of view compared to those who are not experienced and they have weak and moderate economical point of view to agriculture carees and only 30% realized agriculture as a lucrative career (Dinani & Fouladi, 2019).

(Ramezani, 2019) in an article titled "Population aging in agriculture sector of Iran reasons and implications" indicated that



70% of the students has positive attitude to agriculture career that lack of support from the agriculture and its related careers, lack of trainers and **consultants** in agriculture area, lack of land and tools were among influential factors on students' attitude to agriculture careers.

Dinani & Fouladi, (2019) concluded in his study that students who are experienced in agriculture have good and very good cultural point of view compared to those who are not experienced and they have weak and moderate economical point of view to agriculture careers and only 30% realized agriculture as a lucrative career (Dinani & Fouladi, 2019).

Study results of (Shafiee & Shabanali Fami, 2016) titled "Attitude of agrisciences' students towards employment in agricultural sector: a case study in the university college of agriculture and natural resources of the University of Tehran" indicated that the reason of negative view of the students to agriculture career is their lack of knowledge about the range of the job opportunities in agriculture sector. The results of this study suggested that students described agriculture as a low income career with low social status and a future with low job security and perceived security of the Australian students around agriculture speech, job security and good income as effective factors on job selection.

## **Methodology**

This study was empirical from objective point of view and causal- correlative from data collection point of view and it is a *survey study from methodology point of view which*

studied effective factors on lack of tendency of graduate students in the Pakdasht's Shahid Bahonar College of Agriculture to employment and production in animal husbandry sector and it is descriptive from data collection point of view. *Population of the study are graduate students of Pakdasht's Shahid Bahonar College of Agriculture (N=200)*. Given that sample size was small, census method was used and all population was selected as sample. In the present study two major fields and documentary methods were used for data collection. At the end of the field study stage questionnaire method was applied for collecting data.

One of the main features of the survey studies is using formal tools and standards of data collection which were collected using and designing questionnaire. Dependant variable of the current study is "lack of interest of the graduates of Pakdasht's collage of agriculture to employment and production in animal husbandry sector". In this study below factors are considered as independent variables:

Personal characteristics (age, marital status, working experience and educational course), lack of interest to the cares related to agriculture courses, lack of satisfaction from knowledge level during education, lack of supportive governmental policies in employment section, lack of specialized potentials of the students, lack of communication of the university with working centers, lack of satisfaction from knowledge level during education).

Statistical descriptive results

Samples were most frequently at the range of 26 to 28 years old. Total population included men. 151 experts (80.32% ) were married and 37 were single. (47.87% ) of the subjects with

highest frequency (90 persons) have less than 3 years experiment. Educational level of the experts indicated that 45.22% of the subjects with the highest frequency (85 persons) have

bachelor degree. 134 graduates (71.28% ) have been unemployed and 54 persons employed (Tables 1-3).

**Table 1.** Frequency distribution of the age categories of the understudied samples (n=188)

Age categories	Frequency (Person)	Percentage	Cumulative percentage
23-25	65	34.57	34.57
26-28	61	32.44	67.01
29-31	42	23.34	89.35
32-35	13	6.91	97.35
36 and older	2	1.06	100
Total	183	97.35	-
Min: 23 Max:39	Ordinal mean: 27		SD: 3.53
5 persons did not answer to this question			

**Table 2.** Frequency distribution of the understudied sample in terms of gender (n=188)

Feature (variable)	Item	Frequency	Percentage
Gender	Man	188	100
	Woman	0	0
	Total	188	100

**Table 3.** Frequency distribution of the understudied sample in terms of professional status

professional Status	Item	Frequency	Percentage
	Employment	54	28.72
	Unemployment	134	71.25
	Total	188	100

Description of dependent variable of the study (tendency of the respondents to employment and production in animal husbandry sector)

To assess tendency of the respondents to employment and production in animal husbandry sector, five items with 5 points

Likert's scale (1- very low, 2- low, 3- moderate, 4- high, 5- very high) were proposed that given to scoring the minimum and maximum scores were gained as 5 (5x1=5) and 25 (5x5=25) respectively. Accordingly, tendency of the respondents to employment and production in animal



husbandry sector was divided to five levels with equal intervals based on the score range and category of their scores. Frequency distribution of the respondents' opinion based on the categorization of the effectiveness of each item in (Table 4) represented that the tendency of the respondents to employment and production in animal husbandry sector

from their point of view is in high level with mean of 19.76 and standard deviation of 4.64 and the highest frequency of the respondents (50.53, 95 persons) their frequency to employment and production in animal husbandry sector is measured in low level and the lowest frequency (14.37, 27 persons) was measured at high level.

**Table 4.** Frequency distribution of the understudied samples in terms of respondents' tendency to employment and production in animal husbandry sector (n=188)

Assessment range	Frequency	Percentage	Cumulative percentage
Low	95	50.53	50.53
Moderate	66	35.10	85.36
High	27	14.37	100
Total	188	100	-
Min: 8 Max: 22	Ordinal mean: 27	SD: 4.64	

### *Inferential statistics*

Inferential statistics studies relations between variables, available differences between understudied groups and describes dependent variable through independent variables. In this study T-test is used to compare average difference of the variables and Pearson's *correlation coefficient* to determine the relationship between the variables of the study and multiple regression method to study the share of one or more independent variable in predicting dependent variable.

### **Results**

Samples were most frequent at the range of 26 to 28 years old. Total population includes men. 151 experts (80.32% ) were married and 37 were single. (47.87% ) of the subjects with highest frequency (90 persons) have less than

3 years experiment. Educational level of the experts indicated that 45.22% of the subjects with the highest frequency (85 persons) have bachelor degree. 134 graduates (71.28% ) have been unemployed and 54 persons employed.

Relations between independent variables of the study with dependent variable of lack of tendency to employment and production in animal husbandry sector

Results obtained from Pearson's correlation test between age and lack of tendency of the graduates to employment and production in animal husbandry sector indicated that there is not a significant relation between two mentioned variables. This finding of the study was not consistent with the (Ramezani, 2019) study results.

Results obtained from Pearson's correlation test between working experience and lack of

tendency of the graduates to employment and production in animal husbandry sector indicated that there is not a significant relation between two mentioned variables. This finding of the study was consistent with the study results of (Ramezani, 2019), (Hemati et al., 2016), (Shafiee & Shabanali Fami, 2016), (Dinani & Fouladi, 2019).

Results obtained from Pearson's correlation test indicated that there is a positive and significant relation between lack of interest to the careers related to agriculture major and lack of tendency of the graduates to employment and production in animal husbandry sector. This finding of the study was consistent with the study results of (Dinani & Fouladi, 2019) and (Shafiee & Shabanali Fami, 2016).

Results obtained from Pearson's correlation test indicated that there is a positive and significant relation between lack of satisfaction from knowledge level during education and lack of tendency of the graduates to employment and production in animal husbandry sector. This finding of the study was consistent with the study results of (Dinani & Fouladi, 2019), (Avekh kismi, 2016).

Results obtained from Pearson's correlation test indicated that there is a positive and significant relation between lack of supportive governmental policies in

employment area and lack of tendency of the graduates to employment and production in animal husbandry sector. This finding of the study was consistent with the study results of (Tabarai & Ghasemi, 2018), (Shojaie, 2013).

Results obtained from Pearson's correlation test indicated that there is a positive and significant relation between lack of specialized potentials of the graduates and lack of tendency of the graduates to employment and production in animal husbandry sector. This result of the study was consistent with the study results of (Tabarai & Ghasemi, 2018), (Shojaie, 2013).

Results obtained from Pearson's correlation test indicated that there is a positive and significant relation between lack of communication of the university with working centers and lack of tendency of the graduates to employment and production in animal husbandry sector. This finding of the study was consistent with the study results of (Avekh kismi, 2016).

Results indicated that there is not any positive and significant relation between gender and lack of tendency of the graduates to employment and production in animal husbandry sector. This finding of the study was consistent with the study results of (Movahedi, 2018), (Tabarai & Ghasemi, 2018) (Table 5).



**Table 5.** Pearson's correlation coefficients between variables of the study and dependant variable of lack of tendency of the graduates to employment and production in animal husbandry sector (n= 188)

No.	Second variable First variable	lack of tendency of the graduates to employment and production in animal husbandry sector	
		correlation coefficient	significance level
1	Age	0.083	0.308
2	Working experience	0.035	0.669
3	lack of improvement in available job opportunities	0.240**	0.003
4	lack of interest to the careers related to agriculture course	0.209*	0.012
5	lack of satisfaction from knowledge level during education	0.305**	0.000
6	lack of supportive governmental policies in employment area	0.678**	0.007
7	lack of specialized potentials of the graduates	0.735**	0.005
	lack of communication of the university with working centers	0.579**	0.015
	significance level:	$p \leq 0.05^*$	$p \leq 0.01^{**}$

*Multiple regression analysis to determine estimating equation for lack of tendency of graduates to employment and production in animal husbandry sector*

Results of the regression suggested that lack of supportive governmental policies in employment section and lack of potentials of graduates were respectively the main factors that have the highest share in the amount of changes related to lack of the tendency of the graduates to employment and production in animal husbandry sector. The results of this study indicated that this determines 41.6 % (coefficient of determination  $R^2 = 0.416$ ) fluctuations of dependent variable (lack of tendency of graduates to employment and

production in animal husbandry sector) and other will be related to remaining variables. This finding of the study reveals the importance of government role in encouraging graduates for tendency to employment and production in animal husbandry sector and as private section has not developed yet then government has greatest role in this area. Empowerment of students from scientific perspective enables them to engage in this career with appropriate and sufficient scientific background and help to prosperity of agriculture and animal husbandry sector in the country (Table 6) and (Table 7).

**Table 6.** Coefficients and significance level of the multiple stage regression

Step		Regression coefficient	coefficient determination (R <sup>2</sup> )	Modified coefficient determination	Calculated F
1	lack of supportive governmental policies in employment section	0.392	0.153	0.147	25.886**
2	lack of potentials of graduates	0.427	0.416	0.376	15.853**
Significance Level p ≤0.05* p ≤0.01**					

**Table 7.** Results of final multiple regression analysis for describing lack of tendency of graduates to employment and production in animal husbandry sector

Predictor variable (intercept)	Standardized coefficients			Calculated t	Significance level
	Input coefficient	Standard error	Beta		
Constant value (intercept)					
lack of supportive governmental policies in employment section	1.552	0.152	-	10.036**	0.000
lack of potentials of graduates	0.135	0.038	0.301	3.501**	0.001
	0.186	0.128	0.194	2.254*	0.026

$$Y = \text{Constant} + a(x_1) + b(x_2)$$

Y= lack of the tendency of the graduates to employment and production in animal husbandry sector

x<sub>1</sub>, x<sub>2</sub> = equation variables

a,b = coefficient of equation variables

Constant=constant value

$$Y = 1.552 + 1.135x_1 + 0.186x_2$$

## Discussion

Considering that total population of the study were men this indicated that women experts are less interested compare to men to resume activity in agriculture sector and reveals that some barriers exists in the way of women presence in this area. These barriers can be social, economic, cultural or political.

Given to function and role that education plays in acquiring requires behaviors to select

and do jobs it is required that strategic programming and certain policies are conducted in the area of how to teach in agriculture sector and how agriculture higher education system and labor market interacts in the area of appropriate educational programming.

Appropriate policymaking should be conducted to recognize the importance of this sector in providing security and national authority and health of community as well as promotion of social status of the experts in this area in the society so far more tendency is provided for financial and intellectual investment in this area and leads to job creation and monetizing.

Considering that the attitude of most students to agriculture career is positive then required fields for their employment should be provided through comprehensive policy making and programming thereby incurred





educational costs to be productive. Studies indicated that agriculture sector can cover important part of required job opportunities of the developing societies until employment crisis is solved permanently. Therefore, it is necessary that more attention is paid by authorities to agriculture and its importance in national economy and creation of employment conditions inside and outside the sector.

### **Conclusion**

One of its reasons is weakness in university curriculum and lack of link between contents of curriculums and labor market demand then it is recommended that higher education planers start to develop quality of education and meet current or future needs of employment market and specially take in to consideration fitness of curriculum content with labor market demands. In educational programs especially for entrepreneurs more emphasize should be made on entrepreneurship, communicational, marketing and managerial skills and potentials. Since one of the hardships in higher education is unemployed graduates with low skill level and lack of connection between their knowledge and labor market then it is proposed that they reach to this objective by holding entrepreneurship training courses, inviting entrepreneurs, visiting top entrepreneurship units, holding entrepreneurship seminars and meetings and etc. Situations for employment should be promoted through close communication between student associations and communications and active knowledge-based companies in labor market and agriculture

curriculums in universities should be amended and changed regularly in accordance with labor centers demand.

### **Recommendations**

Creating new job opportunities relegated to agriculture in nongovernmental sectors including private sectors, cooperatives and nongovernmental organizations

Encouraging agriculture students and graduates to membership and cooperation with knowledge-based companies and technical and engineering agricultural consulting services

It is recommended that mutual communication between centers and institutions related to employment of agriculture graduates such as universities, government and related institutions and unions and guilds related to agriculture, employers and nongovernmental centers and institutions such as private sector and cooperatives to be on top priority for planners, policymakers and legislators of the country. Meanwhile, it is suggested that required conditions and facilities are provided to improve the situation of the agriculture graduates though empowerment of entrepreneurship activities, self-employment activities, cooperative activities and practical training and skills.

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