

Effectiveness of Job Placement Cell for Graduates of Dhaka Mohila Polytechnic Institute

(A research for employability and graduate satisfaction vs. employee satisfaction by Job placement cell)

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Abstract

Effectiveness means how a process is able to be successful. What parameters wanted to achieve by effectiveness, lacking of this parameters influence that. A goal is must be meeting to achieve the parameters. So to get an achievement successfully all the parameters want to be perfectly. Bangladesh is economic development country. It becomes a middle income economy status in 2021. The vision of Bangladesh that Dhaka Mohila Polytechnic graduate relevant to professional skills guiding by Job Placement Cell to absorb the Industry with a bright future. Bangladesh is economic development country. It becomes a middle income economy status by 2041. In the field of job market industry for any technology, it is the key of National Economy. Job Placement is the new informatics phenomena of our country. Moreover 44% graduates are contributing different industries by Job Placement cell. Also many kinds of facilities are given by Job Placement Cell such as Industry Visit, MoU with Industry, Job Fair etc. So it is effective for Mohila polytechnic Graduate. Day by day it whispers more advantage to Graduate.

Job Placement is the critical issue of Bangladesh. Most of our Polytechnic graduate is the employable due to their curriculum, communication skills and proper way to findings of job. Bangladesh Technical Educational Education Board enhancing the quality of polytechnic graduates to findings of these major goals. In order to curriculum contents provided to in terms of job market related requirements. Dhaka Mohila polytechnic is prior and old polytechnic of female graduates. . It gives a candidate knowledge, skill and attitude and meets the requirement manpower of Industry. Thus a Polytechnic graduate mind set up is grown up. They played a major carrier goal which they expected. The benefits of placement training are the industry shaping of Dhaka Mohila Polytechnic graduate in the form of necessity of industry. The Mohila Polytechnic graduate also oriented to their academic campus, equipment's settings, industry rules and regulations. Thus a Polytechnic graduate mind set up is grown up. They played a major carrier goal which they expected as their dream. So a satisfactory performance about their duties and tasks improved through the placement cell. At Molila Polytechnic Institute Job Placement Cell is established since 2012. The function of Job Placement cell is not only created a carrier path to the graduates. It also arranged Carrier build up Seminar, Job Fair, Guest Teacher Provision, Study Tour, Industry Visit, and MoU Signing with many company etc. Job Placement Cell works by keeping the objective in front of success.

Keywords: Effectiveness, Job Placement Cell, Graduates, Dhaka Mohila Polytechnic Institute (DMPI).

I. INTRODUCTION

Bangladesh is a Country of youth population. According to Bangladesh Bureau of Statistics (BBS) the total population of Bangladesh (2020) is 170 million. Youth citizens are defined aged between 15 and 24. It is 20% of total population (UNFPA).

Labor force participation rate for ages 15-24 is economically active. Every year 2 million youth enter Bangladesh's labor force. A recent World Bank report shows that Bangladesh employment rate is less than 50 percent across all three streams of Polytechnics, Universities and colleges. Labor market using key databases including Labor Force Survey 2013, the findings reveal that for the labor force participation, the number of Bangladeshi women (36 percent) is found less than half of men (82.5 percent).

Bangladesh is a developing country. Among this adult population, 59% are economically active (BBS & ADB, 2012) which will constitute 60.3 million (male 37 million, female 22.79 million) civilian labor force in the country (BILS, 2012). If we can increase this percentage anyhow Bangladesh will be reach short and long term goals 2041.

Dhaka Mohila Polytechnic graduate builds up their carrier with sincerity and hard working. It gives a candidate knowledge, skill and attitude and meets the requirement manpower of Industry.

Job Placement Cell works as via for finding an employee for a suitable workplace. By implementation of Job Placement Cell Dhaka Mohila Polytechnic graduate benefited through their working experience that pushed them the better company with better position.

Effectiveness means how a process is able to be successful. What parameters wanted to achieve by effectiveness, lacking of this parameters influence that. A goal is must be meeting to achieve the parameters. So to get an achievement successfully all the parameters want to be perfectly.

The vision of Bangladesh that Dhaka Mohila Polytechnic graduate relevant to professional

skills guiding by Job Placement Cell to absorb the Industry with a bright future. Job Placement is the critical issue of Bangladesh. Most of our Polytechnic graduate is the employable due to their curriculum, communication skills and proper way to findings of job. Bangladesh Technical Educational Education Board enhancing the quality of polytechnic graduates to findings of these major goals. In order to curriculum contents provided to in terms of job market related requirements. Dhaka Mohila polytechnic is prior and old polytechnic of female graduates. . It gives a candidate knowledge, skill and attitude and meets the requirement manpower of Industry. Thus a Polytechnic graduate mind set up is grown up. They played a major carrier goal which they expected.

Bangladesh is economic development country. It becomes a middle income economy status by 2041. In the field of job market industry for any technology, it is the key of National Economy. Job Placement is the new informatics phenomena of our country. Moreover 44% graduates are contributing different industries by Job Placement cell. Also many kinds of facilities are given by Job Placement Cell such as Industry Visit, MoU with Industry, Job Fair etc. So it is effective for Mohila polytechnic Graduate. Day by day it whispers more advantage to Graduate.

Some Industry gives training. The benefits of placement training are the industry shaping of Dhaka Mohila Polytechnic graduate in the form of necessity of industry. The Mohila Polytechnic graduate also oriented to their academic campus, equipment's settings, industry rules and regulations. Thus a Polytechnic graduate mind set up is grown up. They played a major carrier goal which they expected as their dream. So a satisfactory performance about their duties and tasks improved through the placement cell. At Dhaka Molila Polytechnic Institute Job Placement Cell is established since 2012. The function of Job Placement cell is not only created a carrier path to the graduates. It also arranged Carrier build up Seminar, Job Fair, Guest Teacher Provision,

Study Tour, Industry Visit, and MoU Signing with many company etc. Job Placement Cell works by keeping the objective in front of success.

Objectives

1. Employability of job placement cell
2. Find out graduate satisfaction vs. employee satisfaction.

II. METHODOLOGY

JPC have chosen mixed method in Survey Design because of collecting a large amount of data to make this research work more effective and accurate. It can be used to collect information on a broad range of data. To surveys population this method has the advantage of measuring current situations. For Research Design questionnaires (mixed) data were collected to get information's from graduates, teachers and industry parsons. Both qualitative and quantitative data were used. For advantage of input data questionnaires were translated into English. Data were collected by email as Google form, by telephone, by face to face. For sampling data two different sample method were used, one is purposive sampling and another is simple random. Also we were used Focus Group Discursion (FGD) and Key Informative Information (KII).

Data is being processes by Statistical Package for social Sciences (SPSS) and MS Excel application software. JPC were collecting for sample as Questionnaires (mixed), FGD (structured questions). KII (structured questions). All work done by Survey design. Data were collecting by Stratified Random method. Here used an online calculator and the statistical formula of simple random sampling.

To get the employment status of diploma graduate of DMPI we collected data of current status of Employment, [types of organization where graduates were employed](#) and types of job of the graduates.

To know Roles do the JPC we collected data about Facility of job doing by placement cell. To find out challenges which faced JPC were collected data cause about [employments](#) of graduates.

III. DATA ANALYSIS TECHNIQUE

Data is being processes by Statistical Package for Social Sciences (SPSS) and MS Excel application software. The output from the analysis was presented in both tabular and graphic design. Data analysis process being process as follows

1. Data encoding
2. Data formatting
3. Data tabulation
4. Data filtering
5. Data analysis.

Data were collecting as a sample of Questionnaires. The nature of data of Questionnaires (mixed). All questionnaires were translated into English and were pre tested. All the work done by Survey design. Researcher developed the question for diploma graduates and it was pre-tested. Time to time it was administered by supervisor and feedback. It mainly focused roles of JPC play for the graduates' employment of DMPI. For doing this kind of facilities and challenges of JPC also focused. JPC were collecting for sample as Questionnaires (mixed), FGD (structured questions). KII (structured questions). We did all the work by Survey design. We were collecting data by Stratified Random method. I used an online calculator and the statistical formula of simple random sampling.

To get the employment status of diploma graduate of DMPI we collected data of current status of Employment, [types of organization where graduates were employed](#) and types of job of the graduates.

To know Roles of JPC data were collected about facility of job doing by placement cell and to find challenges which faced JPC data were collected about [employments](#) of graduate.

Status of collected data

Data Sources	Data Collection Instrument	Collected Data Size	Nature of Data
Teacher of DMPI	Questionnaire	40	Qualitative & Quantitative
Diploma Graduate of DMPI (2014-2018)	Questionnaire	306	Qualitative & Quantitative
Industry who sign MoU with DMPI	Questionnaire	30	Qualitative & Quantitative
Outgoing Student (8*Semester) of DMPI	FGD	75	Structured
Principal & JPC focal person of DMPI	KII	02	Structured

IV. STATEMENT OF THE PROBLEM

Unemployment is key problem of our country. Unemployment rate increases day by day than employment. Bangladesh is a Country of youth population. Youth citizens are defined aged between 15 and 24. It is 20% of total population (UNFPA). The youth unemployment rate (from 1999-2020) in Bangladesh was at 11.56 percent (ILO Statement). According to ILO report 40% young woman were out of job.

In all areas of society, gender equality has become the norm. In whole world explores some of the challenges and opportunities young women face today, taking into consideration factors such as access to health, education and employment, as well as values, attitudes and behavior (including violence) towards young women. The status of men is higher than that of women in developed societies because women's unpaid household labor is still not seen as an essential and valid contribution to the industrial economy (World youth Report, 2003).

Bangladesh economy participate the job market of technical and vocational education and training (TVET), but the participation of women in certain areas remains worrisome. Women's participation in Technical and Vocational Education and Training (TVET) in Bangladesh is strikingly low, ranging from 9% to 13% in public institutions and 33 % in private institutions, the average is approximately 24% National Skills Development Policy (NSDP, 2011).

Graduates of DMPI know about JPC. But graduates were known job advertisement by website, by their teachers and by JPC. Majority graduate does not know about JPC for lack of publicity and narrowness of JPC.

Graduates get facility such as job fair, Guest Lecturer, Industry tour, Job carrier seminar. But in present JPC should not achieved its goal for its appropriate guide line.

In the case of unemployed majority job were mismatching with technology and unexpected salary. Employer's response were very slow. JPC attempts to perform linkage with industry for solving this. But these are the common

barrier of JPC and industry to packing sweep. Cause of employment opportunities in industry JPC should overcome this by increasing industrial training.

JPC should not ensure job facility regarding with job environments which is not friendly for female graduates.

In Job Placement recruitments a process which helps Mohila Polytechnic graduate opens a successful matching to any suitable industry as a basis of potential skills via educational institutions.

V. DATA ANALYSIS AND FINDINGS

JPC were collecting for sample as Questionnaires (mixed), FGD (structured questions). KII (structured questions). We did all the work by Survey design. We were collecting data by Stratified Random method. I used an online calculator and the statistical formula of simple random sampling.

To get the employment status of diploma graduate of DMPI we collected data of current status of Employment, [types of organization where graduates were employed](#) and types of job of the graduates. To know Roles do the JPC we collected data about Facility of job doing by Placement Cell. To find out challenges which faced JPC we collected data about cause [employments](#) of graduates.

Findings the employment Status of DMPI graduates, the roles of JPC graduates employment, challenges of JPC, facilities of JPC more functioning in future, as follows:

a)

Table 1: Current Status of Employment

	Frequency	Percent
On service	135	44.1
Un employment	171	55.9
Total	306	100.0

JPC was surveyed among 306 graduates of Architecture Dept., Electronics Dept., and Computer dept., Electro medical Dept., Instrumentation and Process Control Dept. according to passing year (2014-2018) under BTEB result.

Their comments regarding employee status of diploma graduates statistics was 44% graduates are on service and 56% graduates are unemployed

b)

Table 2: Types of job of the graduates

	Frequency	Percent
Full time	90	66.7
Part time	39	28.9
Sessional	6	4.4
Total	135	100.0

On the other hand regarding from the statistics 67% graduates engaged in fulltime job and 29% graduates are engaged in part-time job and 4% graduates are engaged in sessional job. It is to mention that remarkable graduate is satisfied.

d)

Table 4: Facility of job doing by placement cell

	Frequency	Percent
Yes	151	49.3
No	155	50.7
Total	306	100.0

Graduates annotations regarding facility of JPC statistics said 49% graduates seem that JPC is useful for them and 51% graduates seem that JPC is not useful for them. JPCs aspect are all graduates should have useful from that.

By **Focus Group Discussion (FGD)** collections of employee status of diploma graduates JPC was surveyed among 75 Final year graduates of Architecture Dept., Electronics Dept., Computer dept., Electro medical Dept., Instrumentation and Process Control Dept. From that statistics 10 gr says ‘we are want to job facility of all students by JPC’. 5 gr says ‘We are want to job by Job fair and industrial attachment every year’.

By **Key Informatics Information (KII)** collections of employee status of diploma graduates JPC was surveyed among 2 administrator. One is principal and another is

JPC focal Parson. They says, ‘we are want to job facility of all students by JPC, but job mismatching with technology, salary status is not expected, office time is very long etc. causes decline the rate of employability ’from 306 diploma graduates of DMPI under BTEB result (Passing year 2014-2018), 75 final year students and administrators of DMPI. from 306 diploma graduates of DMPI under BTEB result (Passing year 2014-2018), 75 final year students and administrators of DMPI.

e)

Table 5: knowing about the placement cell

	Frequency	Percent
Yes	191	62.4
No	115	37.6
Total	306	100.0

Their notes concerning knowing about the placement cell is as following. Statistics says 62% graduates known about JPC out of 100%.

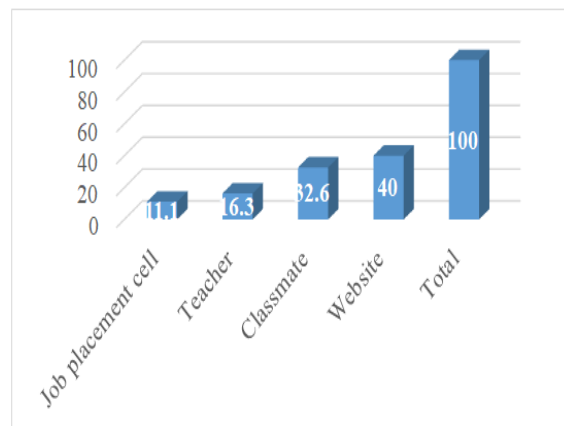


Figure 1: Process of knowing job advertisement of employment

Among them 40% graduates are known job advertisement by website. 33% are known by their classmate, 16% are known by their teachers and 11% are known by JPC. Ultimately all are related to JPC.

On the other hand 11% Graduates are engaged in job field by JPC.

g)

Table 6: Knowing of year about placement cell

	Frequency	Percent
1st year	29	15.2
2nd year	25	13.1
3rd Year	50	26.2
4th Year	87	45.5
Total	191	100.0

JPC sees only 46% graduates known about JPC in 4th year, 26% are in 3rd year, 13% are in 2nd year and 15% are in 1st year.

h)

Table 7: Giving information to job placement cell

	Frequency	Percent
Yes	124	40.5
No	182	59.5
Total	306	100.0

JPC sees the statistics that 41% graduates are given information in JPC and 59% graduates are not given information in JPC.

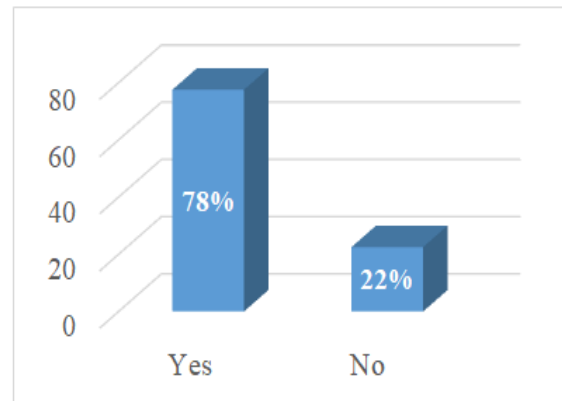
I)

Table 8: Facility got by placement cell

	Frequency	Percent
Job fair	120	58.8
Guest lecturer	6	2.9
Industry tour	13	6.4
Job carrier seminar	12	5.9
All	53	26.0
Total	204	100.0

Figure represents 59% of graduates got facility to attend job fair, 6% got to attend industry tour, 6% got to attend Job carrier seminar, 3% got to attend class by guest lecturer and 26% got all facilities.

j)

**Figure 2:** Job placement cell effectiveness

From the following figure JPC sees that 78% graduates said that the job placement is effective for them out of 100%. It's a great achievement for JPC. JPC should try it will be 100% in future

k)

Table 9: Positive opinion about JPC

	Frequency	Percent
Scope of communication	31	13.1
Scope of publicity	16	6.8
Scope of employment	179	75.5
Others	11	4.6
Total	237	100.0

JPC see the statistics that represents 76% graduates said that the job placement is effective for scope of employment, 13% said that the job placement is effective for scope of communication, 7% said that the job placement is effective for scope of publicity and 4% said that the job placement is another cause.

Collections by Focus Group Discussion (FGD) remarks roles of JPC for diploma graduates JPC was surveyed among 75 Final year graduates of Architecture Dept., Electronics Dept., Computer dept., Electro medical Dept., Instrumentation and Process Control Dept.

From that statistics 8 gr says 'JPC always linkage in industry for job facility of all students by JPC'. 7 gr says 'JPC always needs appropriate guide line should be exited from industry.'

Collections by Key Informative Information (KII) represents roles of JPC for diploma graduates JPC. JPC was surveyed among 2 administrators. One is principal and another is JPC focal parson. They says, ‘we are arranged job fair, industry tour, Industry tour, Job carrier seminar, guest lecturer facilities. We are also MoU with industry for industry linkage.’

l)

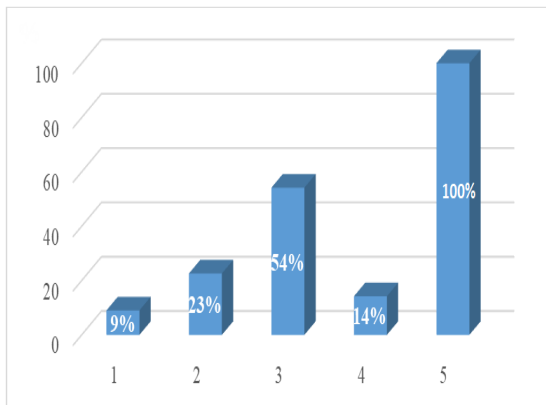


Figure 3: Challenges of job doing by placement cell

Challenges of JPC are 54% graduates do not know about JPC and 23% graduates blamed lack of publicity about JPC, 9% graduates blamed limitations of wideness of JPC and 14% answered other cause.

m)

Table 10: Cause of unemployment

	Frequency	Percent
Higher education	36	21.1
Family crisis	9	5.3
Unexpected salary	18	10.5
Mismatching job with technology	50	29.2
Job satisfaction	27	15.8
Others	31	18.1
Total	171	100.0

To measure the case of unemployed, 29% graduates opinion are mismatching job with technology, 21% graduates opinions are higher study, 16% graduates opinions are no job satisfaction and 11% graduates opinions are unexpected salary, 5% graduates opinions are

family crisis and 18% graduates opinions are others cause.

n)

Table 11: Diploma qualifications consistent with current profession

	Frequency	Percent
Extraordinarily consistent	5	16.7
Very consistent	11	36.7
Consistent	12	40.0
Fairly consistent	2	6.7
Total	30	100.0

Industry parsons observations 37% are Very consistent, 40% industry parsons opinion are Consistent, 17% industry parsons opinion are Extraordinarily consistent and 6% industry parsons opinion are Fairly consistent.

o)

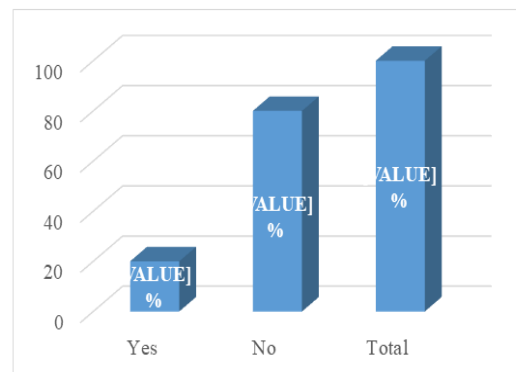


Figure 4: Employment opportunities created by JPC in industry

Industry person’s notes regarding opportunities created by JPC 80% behavior records are positive and 20% behavior records are negative.

p)

Table 12: Cause of unemployment in Industry

	Frequency	Percent
Narrowness	2	33.3
Lack of publicity	4	66.7
Total	6	100.0

33% industry parsons think limitations of wideness of JPC and 67% think lack of publicity of JPC. On the other hand 86% Teachers found reasons are lack of publicity and 14% are limitations of wideness of JPC.

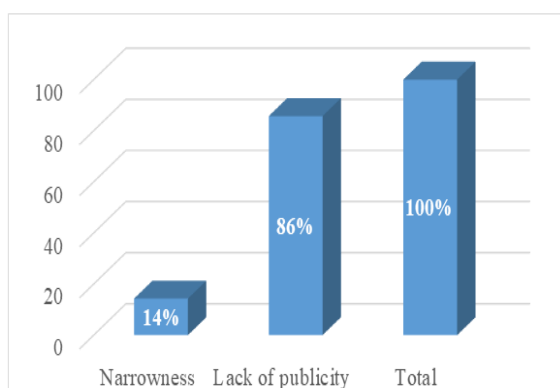
q)

Table 13: Opportunity of job of polytechnic graduates

	Frequency	Percent
Yes	33	82.5
No	7	17.5
Total	40	100.0

Teacher's annotation regarding job opportunity of graduates, 82% teacher comments positive opinion but 18% teachers comments negative opinion.

r)

**Figure 5:** Cause of negative opinion about job opportunity

Teachers found statistics negative opinion about job opportunity 86% supports the cause lack of publicity and 14% supports narrowness of JPC.

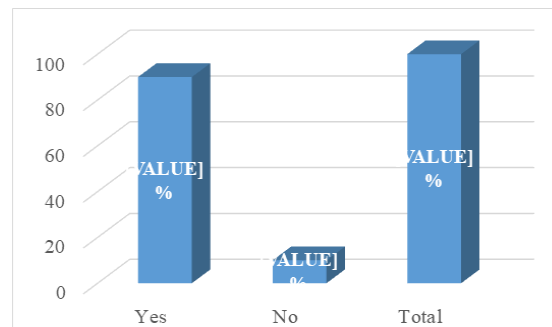
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Table 14: Cause of unemployed polytechnic graduates of your institute

	Frequency	Percent
Higher education	3	7.5
Family Crisis	5	12.5
Unexpected salary	9	22.5
Mismatching job with technology	23	57.5
Total	40	100.0

Teacher's notes regarding the unemployment of graduates, 58% are mismatching job with technology, 22% are unexpected salary, 13% are unexpected salary, 12% are family crisis and 8% are higher educations.

t)

**Figure 6:** Help of JPC to unemployed graduates

Teacher's found that 90% opinions are that JPC helps unemployed graduates and 10% teacher's opinions are that JPC is not help to unemployed graduates.

u)

Table 15: Cause for unemployment

Frequency	Valid Percent
No communication	2 50.0
Less publicity	2 50.0
Total	4 100.0

In addition, with the above information regarding Cause of unemployment 50% teachers said the cause due to no communication and 50% teachers said the cause due to less publicity.

v)

Table 16: Inform about JPC to institutional graduates

Frequency	Percent
By counselling	13 32.5
By management	13 32.5
By website	12 30.0
All	2 5.0
Total	40 100.0

Figure illustrate 33% teachers know the information of JPC to graduates by counseling, 33% teachers know the information of JPC to graduates by management and 30% teachers know the information of JPC to graduates by website and 4% teachers know the information of JPC to graduates by another source.

By **Focus Group Discussion (FGD)** collections of challenges of JPC face for diploma graduates JPC was surveyed among 75 Final year graduates of Architecture Dept., Electronics Dept., Computer dept., Electro medical Dept., Instrumentation and Process Control Dept.

From that statistics 7 gr says ‘JPC always linkage in industry for job facility of all students by JPC, but industry’s response is very poor to to communicate with JPC’. 8 gr says ‘JPC always needs appropriate guide line should be exited from industry but they have no interest to provide their guidelines for graduate’.

By **Key Informative Information (KII)** collections roles of JPC for diploma graduates JPC. JPC was surveyed among 2 administrator. One is principal and another is JPC focal parson. They says, ‘we are arranged job fair, industry tour, Industry tour, Job carrier seminar, guest lecturer facilities. We are also MoU with industry for industry linkage, but they less communicate and poor publications with JPC’.

w)

Table 17: JPCs help in future employment

	Frequency	Percent
Counseling	44	14.4
Data collect	86	28.1
Known about job placement cell	166	54.2
Others	10	3.3
Total	306	100.0

Here Figure illustrate 54% graduates said they are wanted to know about job placement cell, 28% graduates said JPC helpful by data collection, 15% graduates said JPC helpful by counseling and 3% graduates said JPC helpful by all criteria.

Valuable comment of future planning about job placement cell by graduates

1. All students should be given the opportunity to take appropriate action with the data. Only then will both publicity and dissemination increase.

2. I think job placement cell is mostly important for diploma engineers. Maximum student of our Institute don't know about it. In this pandemic situation we can promote JPC through social media.
3. If well publicized we who are unemployed will get self-employment opportunities.
4. Job placement cell would be a great opportunity to us if we correctly use this job links.
5. Must be aware of job placement cell. Must have opportunities for employment, communication, promotion.
6. The problem of unemployment will be eliminated in the future.
7. The right company based on technology should be selected and a salary structure should be fixed.
8. This is a great initiative for our youth. Through this the unemployment of the country will be reduced to a great extent.
9. Through this, more and more publicity of the job should be spread. The opportunities of employment should be increased more and more.

x)

Table 18: JPCs help in future employment

	Frequency	Percent
Counselling	11	27.5
Data collect	18	45.0
Known about job placement cell	10	25.0
All	1	2.5
Total	40	100.0

Here Figure illustrate 45% teachers said JPC helpful by data collection, 28% teachers said JPC helpful by counseling, 25% teachers said JPC helpful by Known about job placement cell and 2% teachers said JPC helpful by all criteria.

Valuable comments of future planning about job placement cell by Teachers

- 1) Elimination of unemployment.
- 2) It would be beneficial to give us the opportunity to do the job through it.
- 3) Job creation for all departments.

- 4) Job placement cell would be a great opportunity to us if we correctly use this job links.
- 5) Through this, more and more publicity of the job should be spread. The opportunities of employment should be increased more and more.
- 6) To ensure ever students' job through this platform.
- 7) To make arrangements for skilled, quality employment.
- 8) We need to increase communication more by promoting very well, we must take advantage of many more employment opportunities.

y)

Table 19: Hopefulness about JPC of the organization

	Frequency	Percent
Yes	30	100.0

Here Figure illustrate 100% industry persons are hopeful about JPC.

z)

Table 20: Reason of hopefulness

	Frequency	
Communication opportunities	3	10.0
Opportunity to promote	3	10.0
Employment opportunities	24	80.0
Total	30	100.0

Figure illustrate for positive opinion 80% industry persons seems that it would be possible for employment opportunity to the industry, 10% industry persons seems that it would be possible opportunity to promote graduates in industry, 10% industry persons seems that it would be possible for communications opportunities to the industry.

Valuable comments of future planning about job placement cell by industry persons:

- 1) Appropriate practical training and skill enhancement training needs to be enhanced.
- 2) Establishing communication with the manpower of industrial establishments.
- 3) It's a great initiative for institute and industry. We will communicate with graduate students for job placement always. We are looking expert for hire at our company always.
- 4) Job Placement Cell is a great means of communication for qualified job seekers.
- 5) Maintain contact with each industry representative and find new industries to provide employment
- 6) Maintain regular contact with industry organizations.
- 7) Make your placement cell bigger. Develop alumni associations across the country. References taken. Maintaining strong relationships in the industry.
- 8) This is a great planning for develop our Country beside of our Students' opportunity. I am delighted on this system, eagerly i want to work with this Organization in future.

Recommendations of Employment Status of DMPI graduates are as Follows

- Industry should be incorporate job environment and suitable for female diploma graduates.]
- Salary status should be more familiar for diploma graduates in Government and Private sector as per skill.
- Job status should be matched with the technology by linkage with industries and JPC

Recommendations of Roles of JPC for DMPI graduates are as Follows:

- In measuring the scope of knowing the advertisement of job by JPC should play its role effectively.
- Lack of publicity of JPC are recovered by inform about JPC to all of graduates of DMPI in case of increase effectiveness of JPC.
- Limitations of JPC are recovered by counseling about JPC to all of graduates of DMPI.

- Appropriate guide line should be conveyed by JPC to all graduate of DMPI.
- If JPC of DMPI should worked with their graduates, in near future the activities are enhancing and more effective.

Recommendations of Challenges of JPC are as Follows:

- Cause of negative opinion about JPC should be positive realization by counseling.
- Cause of employment opportunities in industry should be increased by industrial training
- Job Environments should be suitable and friendly for female graduates.
- Ensure job facility of all graduates by JPC.
- Job fair, industry linkage should arrange in every year
- Salary status should suitable for graduates as per skill
- Satisfaction label of JPCs should relabeled and reaffirmed with industry.
- Regarding this study should matching technology related subject consult with Industry persons.

Recommendations of JPC facilities are as Follows:

- For future JPC should be helpful for graduates to collect valuable data of graduates, from employers and teachers.
- Industry linkage should be Increase.
- Self-support job placement cell with individual support officers should create by help of Government support.
- Industrial training, counseling and guidance should provide for career development of students

VI. CONCLUSIONS

At conclusions this research provides some important information's about JPC of DMPI. That's are how graduates of DMPI conduct with JPC, what's role of JPC to help graduates join to their service, what's data are collected for JPCs future information implants and how Labor markets and graduates are employed rates are increased by Job Placement Cell.

Job Placement Cell is the new phenomena of our country. But it is more effective and essential for any institution. DMPI hope in near future JPCs of DMPI should be more effective and competitive section in world. It making graduates of DMPI more skill with technology and more employable in country and abroad.

For working as a competitive placement cell JPCs should need complete different teams, individual staffs create by help of the Government supports. Because industrial training, Job fair, Guest lecture, counseling and guidance should provide for career development of students by JPC. It's a vehicle to provide industrial placement.

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