

Employees Opinion on Various Job Search Methods with Special Reference to Afghanistan

Khaled Sediqian, Nandini Srivastava



Abstract: A career search is a long process which requires effort. It can take months before you can find a job that suits your unique needs almost everyone is well aware of the fact that finding a job in Afghanistan is difficult and requires an iron shoe. For recruitment any candidate is required to go for interviews with different companies, it doesn't matter if you've just graduated from a reputable university or have decided to enter the job market after finishing high school, finding a job with the right income and conditions is a challenge. Finding a job is difficult for many job seekers because they choose the toughest way to find a job. There are generally different ways to look for a job that anyone can choose from depending on their abilities. Traditionally, job-search approaches have been broken down into 'formal' and 'informal' approaches. Formal approaches such as jobs agency services or reacting to advertising published in magazines, journals, newspaper and, more recently, the Internet. The use of personal contacts is one of the informal job-search techniques most studied. In this survey in order to meet the objective; both quantitative as well as qualitative research technique has been used. On the other hand both secondary as well as primary data used for this research paper. For primary data collection, a semi-structured questionnaire designed to collect the information. Books, articles, journals and database are used as secondary sources. Therefore the outcome of this research will help to understand more about employee job search opinion of on various job search methods in Afghanistan.

Keywords: Employee opinion, Jobs, Methods, Afghanistan

I. INTRODUCTION

Job search is method aimed at aligning job seekers with appropriate work opportunities. From an economic viewpoint, the work-selection theory deals with the choices of people to approve or refuse work opportunities provided the selection costs and the reservation pay. A sociological perspective on job search, more elements of career search are taken into account, motivational factors which cause individuals to look and behaviors leading to job

offers. The search for work is a challenging and complicated undertaking. Besides the big economic losses usually caused by unemployment in countries, work seekers face a number of practical, problems while looking for new job opportunities. For example, which businesses or sectors value their expertise the most, and if they are currently recruiting new workers, must be told. Furthermore, they have to determine how much search effort to expend, which search tools to use, and what kinds of employment to seek, e.g. in terms of occupations or geographical location.

Employment quest can be described as an activity to gather information. During the search, the worker gathers information about the distribution of job offers and about the most effective job search strategies. Worker will affect the outcome of the search by putting more or less energy into searching for jobs and choosing between different search methods. Using a nice analogy, Osberg [08] compares job quest with fishing, where selecting the spot and the lure helps capture big fish.

Social networks, as well as recorded in the literature, play a significant role in matching employers and employees. As far as the 1960s Rees [09] Finds that the bulk of workers are provided by casual references from friends and relatives. Informal work is less expensive for job seekers and may be more effective in delivering appropriate employment opportunities and accurate employment details. It offers a cheap and efficient screening tool for employers to hire through referrals from their current workforce. Employees refer to friends that are close to themselves and avoid references to unacceptable candidates, because this undermines their own image (Fernandez et al., [03])

Therefore, finding work requires willpower, which can be costly to draw on. A job search is a long process, and it requires effort. It can take months before you can find a job that fits your unique needs virtually everyone is well aware of the truth. That finding a job in Afghanistan is difficult and requires an iron shoe. And for recruitment its require to go for interviews with different companies, it doesn't matter if you've just graduated from a reputable university or have decided to enter the job market after finishing high school, finding a job with the right income and conditions is a challenge. And it will be in front of everyone. Finding a job is difficult for many job seekers because they choose the toughest way to find a job. There are generally different ways to look for a job that anyone can choose from depending on their abilities. Generally, Jobs search approaches were partitioned into 'formal' and 'informal' approaches. Formal approaches include using the magazine-published work agency method or advertisements, and most recently, the Internet.

Manuscript received on March 15, 2020.

Revised Manuscript received on March 24, 2020.

Manuscript published on March 30, 2020.

* Correspondence Author

Khaled Sediqian* is a Ph.D Scholar, Faculty of Management studies, Manav Rachna international Institute of Research and studies. Email: khaled.afghan222@gmail.com

Dr. Nandini Srivastava Professor in Charge-CDP Manav Rachna international Institute of Research and studies
Email: Nandini.fms@mriu.edu.in

© The Authors. Published by Blue Eyes Intelligence Engineering and Sciences Publication (BEIESP). This is an [open access](https://creativecommons.org/licenses/by-nc-nd/4.0/) article under the CC BY-NC-ND license (<http://creativecommons.org/licenses/by-nc-nd/4.0/>)

Employees Opinion on Various Job Search Methods with Special Reference to Afghanistan

One of the widely common informal job-searching techniques is to use one's personal contacts. Similarly the most traditional way to find a job in Afghanistan is to look for high-profile website Such as Akbar job's website, Jobs.af and so on.

Some people use a different way of looking for a job; they write their resume and find it on one of the recruitment sites to find the right employer.

Another job search method is related to job sites, in which job seekers go to ad placement sites and look for suitable job options in their field of work, then, based on what is included in the ad, submit their electronic resume from Send emails to employers via email or social networking sites or check the terms of service by phone.

II. LITERATURE REVIEW

Weber and Mahringer, [10]. There are another ways to categorize job-searching practices, such as calling job-seeking by job-seekers and job-searching by unemployed people. Through the viewpoint of a government that wants to maximize the use of its capital, the latter seems more significant. Nonetheless, because work is a safer place to search for jobs, there might be lessons that unemployed people may benefit from job seekers. Therefore, work-search behavior has been graded as 'active' or 'passive' depending on the degree of action that the individual is devoted to finding employment. When active and inactive career quest is viewed as two sides of a spectrum, an active work seeker employs a range of strategies to locate knowledge regarding employment prospects and undertake a series of tasks to achieve such prospects. On the other side, there is a more misleading description of a passive career seeker either as someone who does not conduct some work searching activity or as someone who browses.

Hogarth, T. and Hasluck, C. [04]. Discovered that although assembling, transport and open segment elements liked to utilize the neighbourhood or provincial press as their fundamental strategy for publicizing their opportunities, money related and business administrations organizations were bound to utilize enrolment office administrations to discover new representatives. In like manner, organizations were bound to utilize the Internet as an approach to promote openings for deals positions, however utilized progressively customary methodologies, for example, advertisements in the national press or enlistment offices, to discover possibility for specialized and administrative positions. Study examining the connection between the work-search approach utilized and the activity result which erroneously infer that the activity searcher knows the best wellspring of data for the activity type the person in question is looking for.

McQuaid [05]. Progress in work-searching is not solely based on work-seekers the ability to do a career which is often motivated by external influences and other variables. A competitive labour market, for example, will increase the odds of finding a job for a less qualified or experienced person, whereas looking for work seekers can be limited by location in a peripheral area without clear access to a work.

McQuaid and Lindsay, [06]. The term employability is utilized to solicit a set from things which together influence the probabilities of somebody discovering work. The creator classified this arrangement of things as individual elements (aptitudes of the individual, instruction, time of joblessness, segment qualities) individual conditions (asset get to, family

support, obligation regarding mindful) And outer elements (work advertise request, portability) and during along these lines gave a coordinated viewpoint of quest for new employment. A methodology that takes the same number of those variables into thought is outright to give an improved image of the impact of occupation searchers' endeavors to search out work and better prepare business administrations and arrangement creators to help them.

Drentea, [02]. Traditionally, job-search approaches have been split into both formal and informal methods. Formal solutions include using the system of employ agencies or reacting to ads published in magazines, newspapers and, more recently, the Internet. One of the most practiced informal job-search approaches is to use one's personal contacts. But other approaches like direct contact with employers are also known to be informal forms of job-searching. As categories of job seeking, Formal and informal approaches are too large and too aggregated and hence work search analyses seem to be more detailed on the approaches being examined

White and Bryson [01]. The strength and drawback of economic job-search theory is that it discusses a limited dimension of the method of career quest. This relates to the possibility that job seekers will join the workforce, which is in effect measured as the sum of the likelihood of job offers and the likelihood of job acceptance. The scholars examined for this analysis are those that use econometric, sociological and case-study methods to explain factors and impact their success on work quest practices. Studies take a wider scope than those in the theory of economic quest. Its means the concept of the efficacy of job-search and other major variables varies from study to study. This function highlights the complex nature of the research being studied and the method of job-searching itself.

III. METHODOLOGY

In order to meet the objective of this survey, both quantitative as well as qualitative research technique has been used. On the other hand both secondary as well as primary data used for this research paper. For primary data collection, a semi-structured questionnaire designed to collect the information from respondents who are living in Herat city Afghanistan. For secondary data sources used such as Books, articles, journals and database.

IV. OVERVIEW OF SECONDARY DATA

Finding a job requires preparation. To do it right, there is need of self-assessment that includes exploration of your work experience and qualification history, and Then the option of search methods is very relevant for the search outcome, as search methods provide access to specific pools of jobs and specific distribution of the pay bid. The most job search methods which is using in Afghanistan is Formal job search methods nowadays. Formal and informal job search methods in Afghanistan throughout reading the literature review found that there are two types of jobs search methods in Afghanistan which are the following in below chart.

Formal jobs search methods	Informal job search Methods
Contacting employee agencies	Social network sites

Contacting employment offices	Contacting and/or networking with former employees
Contacting company personnel offices	Contacting and/or networking with friends
television/radio/newspaper advertisements	Contacting and/or networking with relatives who have a connection with the selected organization
Internet postings	Contacting with company employees
Visiting job sites	
Submitting applications	

Factors which is playing important role on the various the job search methods in Afghanistan from literature point of view

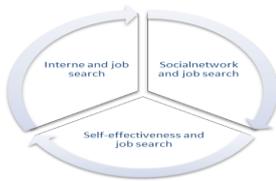


Figure 1 Source: self-made

Internet and job search

The use of web is multi-faceted position in career quest, especially in recent years the use of the Web has permeated a large part of the job search process. Internet use can facilitate the sharing of knowledge between employers and work seekers while reducing the expense of finding employment openings and applying for jobs. There is developing approach accentuation on expanding the utilization of computerized media in quest for new employment forms and related exercises. The Internet can be utilized alongside different methods for work looking. Since the Internet has become a progressively well-known apparatus in pursuit of employment and enlistment, separating Internet use from the utilization of different assets has gotten increasingly troublesome. The differentiation between the different pursuits of employment approaches may have gotten increasingly confused and covering.

Social networks and job search

Research on pursuit of employment and related issues shows that person to person communication use assumes a noteworthy job in quest for new employment and profession improvement forms. Specific spotlight was put on the significance of feeble ties'- for example in the literature. The hypothesis that tight relations of associates with their own different companions and groups of friends are particularly useful in pursuit of employment. The key finding of the long range informal communication writing survey was that the nature of a person's system is a higher priority than the quantity of contacts and sorts of interpersonal organizations accessible and the recurrence in which contacts are utilized. Concerns have been raised that close to informal organizations concentrated on impeded networks are not constantly effective as far as occupation ocean empowering work looking through movement and empowering business get to. Be that as it may, there are a few circumstances where close relations can be helpful (e.g., when employments are particularly rare.

Self-effectiveness and job-search

Throughout the context of work quest, self-efficacy applies to individuals ' evaluations of their ability to carry out job search tasks efficiently, such as job search, contacting employers, completing applications, performing interviews etc.. While it is important to have those abilities for a fruitful quest for new employment process, inquire about proposes that Self-adequacy in quest for new employment is a key mental variable that influences quest for new employment conduct and ensuing work. Individuals who accept they have what it takes to direct powerful pursuits of employment are bound to be dynamic occupation searchers and to complete more quest for new employment exercises than those with low quest for new employment self-adequacy. Personal, behavioral, and environmental factors can, however, be moderating role. Creating procedures and preparing projects to expand the self-adequacy of the person's pursuit of employment depends on the presumption that there is a causal connection between quest for new employment self-viability and quest for new employment direct for example that improving the self-viability of an individual's pursuit of employment would prompt the improvement of that individual's pursuit of employment conduct. As a general rule, the self-adequacy of occupation searchers is the reason for the talking procedure. The technique for the most part comprises of the Individual Guide who assists jobless with jobbing searchers evacuate hindrances to getting a new line of work while helping them comprehend their aptitudes and opportunities.

V. FINDING AND INTERPRETATION OF PRIMARY DATA

Based on the questionnaire and collected date the findings are the followings.

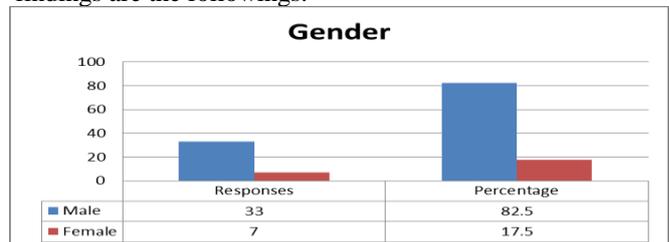


Figure1... Source: primary data

From the above analysis we found that approx. 82.5% of the respondents answered by male category whereas 17.5% of the respondents are answered by female category which is showing in this study the male participation is greater than female.

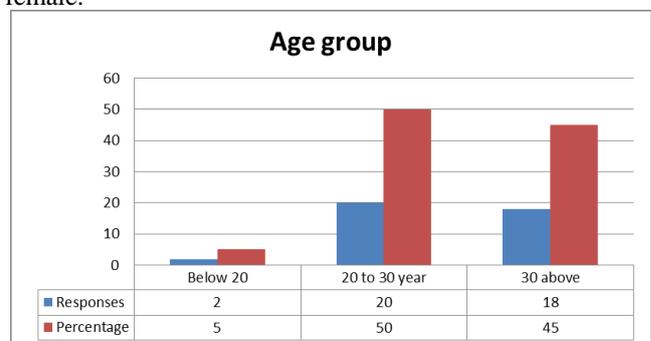


Figure 2 Source: primary data

Employees Opinion on Various Job Search Methods with Special Reference to Afghanistan

From the data found that approx. 5% of the respondents are below 20 years whereas 50% of the respondents are between 20 to 30 years age group and rest 45% of the respondents are above 30 years. It is mean that the majority of respondent were between ages of 20 to 30 years.



Figure 3 Source: primary data

From the questionnaires which answered by the respondents found that 40% of the respondents were looking for job between in 1 to 6 month whereas 25% of the respondents said that they searched job between 7 to 12 months and rest 35% of the respondents said that they had searched for job more than 1 year. Therefor it's showing us that the majority of respondents were looking for job between 1 to 6 months in Afghanistan.

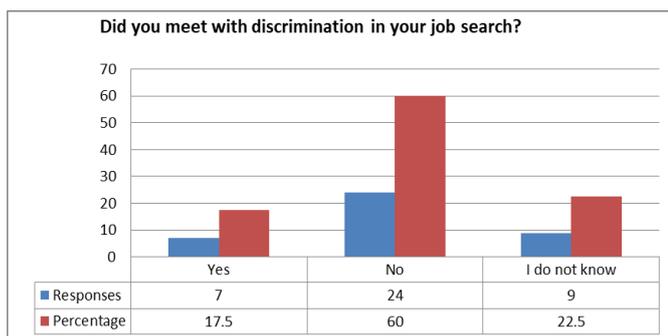


Figure 4 Source: primary data

From the questionnaires which answered by respondents found that approx. 17.5% of the respondents said that they met with discrimination in their job search whereas 60% of the respondents said that they did not met with discrimination in their job search and rest 22.5% of the respondents said nothing on this regard.

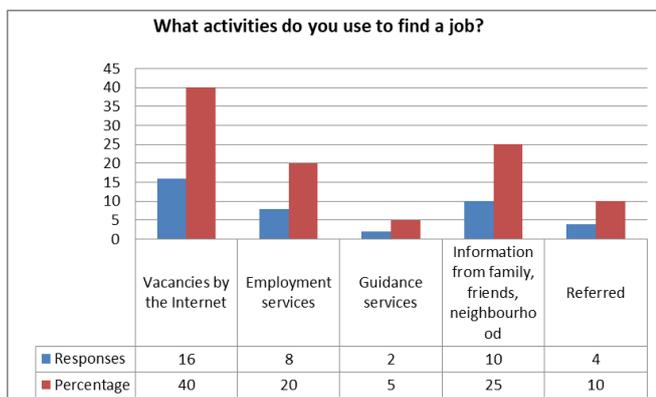


Figure 5 Source: primary data

From the questionnaire that has been answered by the respondents found that 40% of the respondents said that they find job through vacancies by the internet whereas 20% of the respondents said that they find job through employment services. On the other hand, 5% of the respondents said that they find job through guidance services whereas 25% of the respondents said that they find job through information from family, friends, neighborhood, etc. and rest 10% of the respondents are referred.

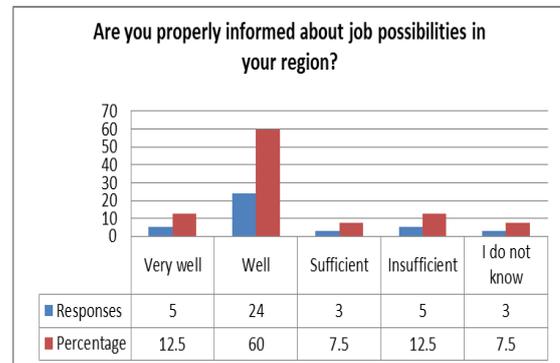


Figure 6 Source: primary data

From the questionnaire that has been answered by the respondents found that 12.5% of the respondents said that they knew the job possibilities in their region very well whereas 60% of the respondents said that they properly informed about the job possibilities on the other hand 7.5% of the respondents said they have sufficient knowledge about the job possibilities in their region whereas 12.5% of the respondents said that they have insufficient knowledge and rest 7.5% of the respondents said that they did not know anything in this regard.

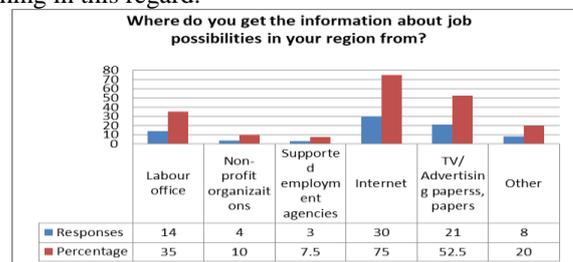


Figure 7 Source: primary data

From the questionnaire that has been answered by the respondents found that 35% of the respondents said that they got the information about job possibilities through labor office whereas 10% of the respondents said that they got the information through non- profit organizations.

Approx. 7.5% of the respondents said that they got the information through supported employment agencies whereas 75% of the respondents got information through internet. Around 52.5% of the respondents said they got the information through TV, advertising papers, etc. and rest 20% of the respondents got the information through other sources. Its means as per answered by the majority of the respondents that internet is playing a crucial roles for those who are searching for jobs in Afghanistan

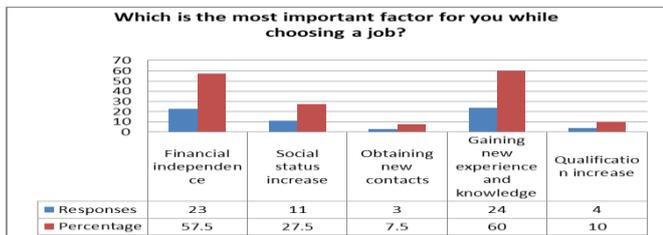


Figure 8 Source: primary data

From the questionnaire that has been answered by the respondents found that 57.5% of the respondents said that financial independence is the most important factor while choosing a job whereas 27.5% of the respondents said social status is the crucial factor. Around 7.5% of the respondents said obtaining new contacts is the most important factor whereas 60% of the respondents said gaining new experience and knowledge is the most important factor and rest 10% of the respondents said qualification increase is the most important factor in the selection of a job.

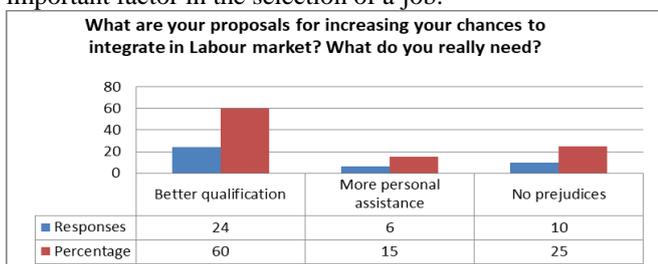


Figure 9 Source: primary data

From the questionnaire that has been answered by the respondents regarding the proposals for increasing their chance to integrate in labor market 60% of the respondents said that they need better qualification whereas 15% of the respondents said that they need more personal assistance and rest 25% of the respondents said that they no prejudices on this.

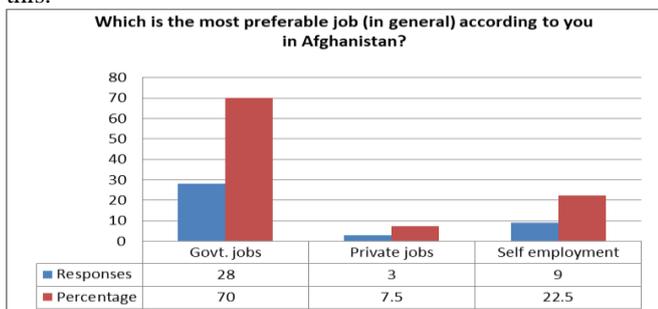


Figure 10 Source: primary data

From the questionnaire that has been answered by the respondents regarding the most preferable jobs in Afghanistan found that 70% of the respondents said they prefer government jobs whereas approx. 7.5% of the respondents said they prefer private jobs and rest 22.5% of the respondents said they prefer self-employment in Afghanistan. It's showing the majority of the job seeker in Afghanistan prefers to look for job in government sector as compare to private sector. There is one strong reason behind this that why people prefer more government jobs? As per respondents they were saying that there is more job security and earning level in government sector as compare to private sector.

VI. CONCLUSION

Not too long ago, many job seekers used to use traditional methods to find job in Afghanistan. For example, there were

traditional employers, such as ordering relatives and acquaintances, however many still use this method of finding job, but the advent of technology has affected various aspects of life, including employment. Today, due to the widespread use of the Internet, people move away from conventional and time-consuming approaches to seeking the newest job opportunities and turn to more modern ways, as the findings indicated that 75% of the jobs seeker find jobs throughout internet in the country.

REFERENCES

- Atkinson, and Micklewright, (1991). 'Unemployment compensation and labour market transitions: A critical review', *Journal of Economic Literature*, 29, 4, 1679-172
- Drentea, P. (1998). 'Consequences of women's formal and informal job search methods for employment in female-dominated jobs', *Gender Society*, 12, 3, 321-338
- Fernandez, R., Castilla, E. J., Moore, P., 2000. Social capital at work: networks and employment at a phone center. *American Journal of Sociology* 105, 1288- 1356.
- Hogarth, T. and Hasluck, C. (2008). MEN Recruitment Survey 2007, A report prepared for Manchester Evening News, University of Warwick Institute for Employment Research with IFF Research Ltd.
- McQuaid, R. W. (2006). 'Job search success and employability in local labour markets', *Annals of Regional Science*, 40, 2, 407-421.
- McQuaid, R. W. and Lindsay, C. (2005). 'The concept of employability', *Urban Studies*, 42, 2, 197-219.
- McQuaid, R. W., Green, A. and Danson, M. (2005). 'Introducing employability', *Urban Studies*, 42, 2, 191-195.
- Osberg, L., 1993. Fishing in different pools: job-search strategies and job-finding success in Canada in the early 1980s. *Journal of Labor Economics* 11, 348- 386.
- Rees, A., 1966. Information networks in labor markets. *American Economic Review* 56, 559-566.
- Weber, A. and Mahringer, H. (2008). 'Choice and success of job search methods', *Empirical Economics*, 35, 1, 153-178
- White, M. and Bryson, A. (1994). *Benefits and Effective Job Search: A Literature Review*, Report prepared for the Employment Service. Policy Studies Institute, London.

AUTHORS PROFILE



Khaled Sediqian is a Ph.D Scholar, Faculty of Management studies, Manav Rachna international Institute of Research and studies



Dr. Nandini Srivastava Professor in Charge-CDP Manav Rachna international Institute of Research and studies