



ANALYSIS OF THE WORK STATUS STRUCTURE OF THE GRADUATE STUDENTS OF THE ECONOMIC FACULTY OF BRČKO

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ABSTRACT

The paper analyzes satisfaction with both educational and scientific research services of the Faculty of Economics Brcko. The analysis is based on the results obtained in 2018 from a scientific research project titled: "A Survey of the Graduate Students Satisfaction with the Services of the Faculty of Economics Brcko".

The subject of the research is the work status structure of the Faculty of Economics Brcko graduates. The research was based on the sample created on the basis of the population recorded in the database of the Faculty's Student Service for the period from 1979 to 2017. The aim of the research was to establish the work status of the respondents, and to compare it with the average situation in Bosnia and Herzegovina.

The obtained results of the analysis indicate the positive market positioning of the diplomas of the Faculty of Economics Brcko. They pointed out the fact that the Faculty of Economics in Brcko continues to produce adequately educated and skilled staff both for the private (real) sector and the public sector as well.

Introduction

The basis for the paper represents the scientific and professional research titled "A Survey of the Graduate Students Satisfaction with the Services of the Faculty of Economics Brcko", which was conducted during the period December 2017 - July 2018 by the Faculty of Economics Brčko.

One of the key problems not only for the Brcko District of Bosnia and Herzegovina, but for and the entire Republic of Srpska and Bosnia and Herzegovina, seems to be the issue of employment. Low employment rates affect many of the problems that citizens face, regardless of the generational background. If we look at the generational cohorts, it is possible to conclude that the strongest effects of the low-employment phenomenon influence young people. After high school young people usually stand at a crossroads of their lives and the choices they make can strongly determine their further life. A significant number of those people enroll in colleges, hoping to create better employment status upon graduation. For the purpose of verifying this fact, a research was carried out with the intention of showing the structure of the working status of the graduate students of the Faculty of Economics Brcko.

The Faculty of Economics Brcko is an institution that plays a very important role in the education of the qualified employees for both the public and private (real) sector. The job market is changing and the need for new profiles of human resources is constantly emerging. The Faculty of Economics Brcko is aware of this fact and, in response, offers a continuous improvement of its offer in order to create personnel that meet the needs of the modern labor market.

One of the goals of the aforementioned scientific and professional research was to collect data on the structure of the working status of the graduated students of the Faculty of Economics Brcko. For the purpose of the sample, graduates with a degree in economics, masters of art and masters of science and doctors of economics who obtained their diplomas at the Faculty of Economics Brcko were taken into account. The database obtained from the Student Service of the Faculty (period from 1979 to 2017) served

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as a register of the examinees. The database consisted of the 1,231 persons with the status of graduate student.

During the course of the research, the data were collected from a total of 156 respondents (12.67% of the population), of which 150 graduates were holders of bachelor degrees (13.27% of the basic set of the graduates), 3 masters of art in economics (25% of the basic set of masters of art in economics), 5 masters of science in economic (13.90% of the basic set of masters of science in economic) and 7 doctors of economic (50% of the basic set of doctors of economic). Some of the respondents completed only the first cycle of study (bachelor's degree) at the Faculty of Economics in Brcko (140), one candidate completed only the master of science degree, and four candidates obtained only the doctoral degree at the Faculty of Economics.

The survey was based on a standardized questionnaire containing a list of 18 questions, broken down into three segments. The questions were conceptualized in the form of open and closed type, whereby in the closed type questions, depending on the nature of the requested information, the respondents were offered the option of choosing single or multiple answer modalities. Also, some questions required the respondents to give an appropriate rating (scale from 1 to 5) to the offered attitudes and statements, as well as to consider and evaluate the importance of the chosen competences with two different, but interrelated, aspects of observation.

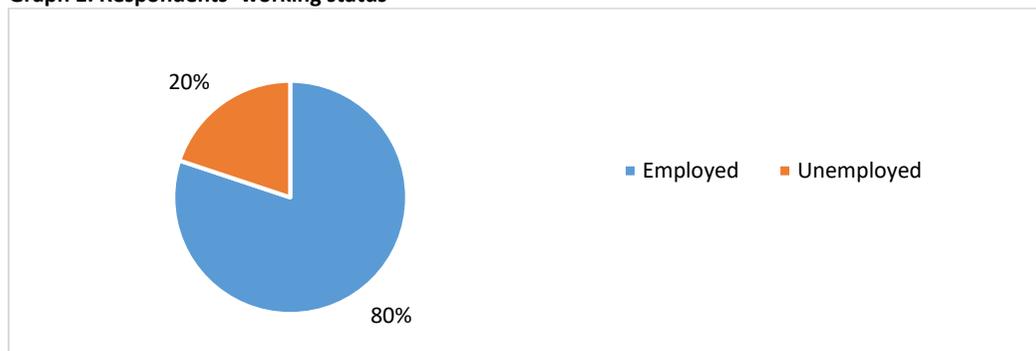
Descriptive statistics were used in the processing of the analysis of the results, and the data were processed with the help of the SPSS software package.

1. Data regarding the employment status of the examinees

In addition to the basic objective of the research, which was to establish the satisfaction of graduates with the services of the Faculty of Economics Brcko, the survey also included data related to the structure of the employment status of the respondents.

Among the respondents, 125 (80.1%) were employed, while 31 (19.9%) remained unemployed. The graphical representation of the respondents according to their working status is given as follows (see Chart 1).

Graph 1. Respondents' working status



The unemployed were asked the question if their unemployment had been a reflection of the knowledge they had acquired at the Faculty of Economics in Brcko? The answer to this question is given in Table 1.

Table 1. Relationship between employment status and knowledge acquired at EFB

Position	Number of examinees	Minimal rating	Maximal rating	Arithmetic mean	Standard deviation
I am not employed but this is not a reflection of the knowledge I have gained at EFB	31	3	5	4,29	0,903

The answer to the above question ranged between 3 and 5, with an average score of 4.29 and a standard deviation of 0.903. The results point out that the candidates either did not understand the instruction how to provide an answer to the question, or that they had a different view on it. This means that one could speak of greater or lesser influence of the knowledge acquired at the Faculty of Economics on the status of unemployed candidates.

When it comes to employed population, only 22.4% of them did not wait for work. The rest went through a shorter or longer period of waiting, registered with the Employment Bureau. The time of record keeping is given Table 2.

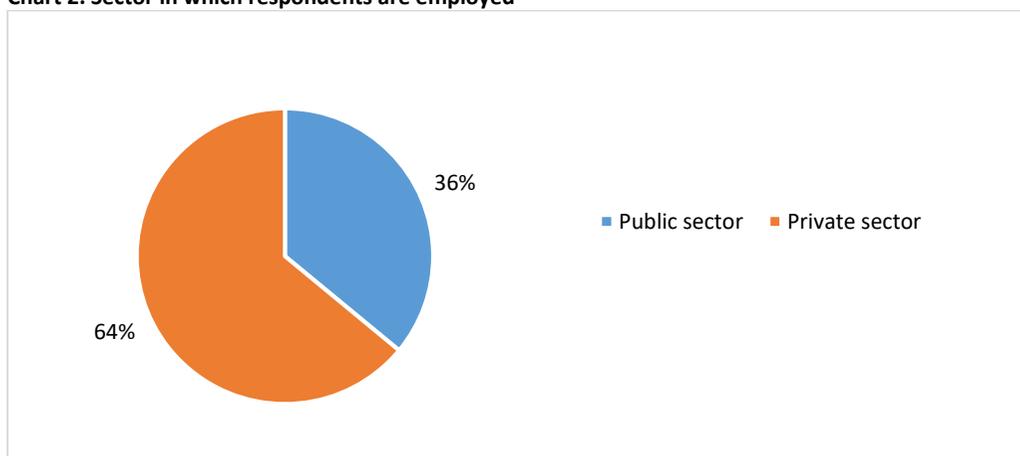
Table 2. Time spent registered with the Unemployment Bureau

Time of waiting	Number of respondents	Participation in the total number of respondents	Cumulative participation
No waiting	28	22,4%	22,4%
One month	6	4,8%	27,2%
Two months	6	4,8%	32,0%
Three months	8	6,4%	38,4%
Four months	2	1,6%	40,0%
Five months	6	4,8%	44,8%
Six months	14	11,2%	56,0%
6 months to 1 year	22	17,6%	73,6%
1 year to 2 years	20	16,0%	89,6%
2 years to 3 years	6	4,8%	94,4%
More than 3 years	7	5,6%	100,0%
Total	125	100,0%	

It can be concluded that just over half of the employed respondents waited no more than six months. However, most respondents waited from 6 months to two years. During this period, some waited only six months for work, some from half a year to one year, some from one to two years. Only 10% of employees waited over two years.

The sample of respondents included persons employed in both the public and private sectors. The public sector employs 45 (36.0%), while the private sector employs 80 (64%). Chart 2 shows data on the sector in which respondents are employed.

Chart 2. Sector in which respondents are employed



Of the 125 respondents, 118 provided job title information, depending on whether they were employed in the public or real sector. The following table provides data on the number of employees according to the workplace, i.e. for 41 respondents working in the public sector (budget users). Among the respondents, the majority are teachers or school employees, heads of various services, referents and senior associates for financial and accounting jobs (Table 3).

Table 3. Workplace of employees (public sector)

No.	Workplace	Number of employees
1.	Administrative Worker	5
2.	Public Procurement Associate	1
3.	Sales Representative	1
4.	Banker-liquidator	1
5.	Head of service	7
6.	Director	1
7.	Internal controller	1
8.	Internal auditor	1
9.	A teacher	8
10.	Financial Inspector	2
11.	Deputy Director	1
12.	Manager	1
13.	Chief Inspector for the Control of Large Taxpayers	2
14.	Independent expert associate	1
15.	Senior professional officer	2
16.	Deputy Auditor General	1
17.	Project coordinator	1
18.	Senior expert associate for financial accounting	4

Table 4 presents data on the number of employees according to the corresponding job in the real sector, (77 of them), among which accountants, bookkeepers, managers, etc. are predominant.

Table 4. Workplace of employees in the private (real) sector

Ред. број	Радно мјесто	Број запослених
1.	Bachelor of Economics	1
2.	Administrative Worker	3
3.	Owner of a Bookkeeping Office and Bookstore	1
4.	Accountant	16
5.	Volunteer - volunteer work	1
6.	The Referent	3
7.	Finance manager	1
8.	Commercial Manager	3
9.	Financial business banker	1
10.	Sales Representative	5
11.	Director	1
12.	Customer Relations Officer	1
13.	Head of Business Unit	1
14.	Supervisor	1
15.	Credit Officer	4
16.	Manager	5
17.	Head Accountant	4

18.	Owner of a Financial and Tax Advisory Agency	1
19.	Senior Manager	1
20.	Associate	1
21.	Bookkeeper	9
22.	Head of Commercial Sector	1
23.	Financial Advisor	1
24.	Head of Sales Sector	1
25.	Forwarder	1
26.	Branch Director	1
27.	Assistant Portfolio Manager at the Bank	1
28.	Insurance Advisor	1
29.	Credit officer	1
30.	Secretary	1
31.	Person Responsible for Prevention of Money Laundering	1
32.	Head of IT and Controlling	1
33.	Financial Associate	2

The largest number of employees (102 or 81.6%) are in permanent employment status, while 23 (18.4%) have temporary employment. Temporary employment has different forms. Some are employed as trainees, some have a fixed-term contract (15 or 65.2%), or a temporary contract, while some have a non-contractual employment or otherwise. Data on the form of temporary employment are given in Table 5.

Table 5. Form of temporary workplace

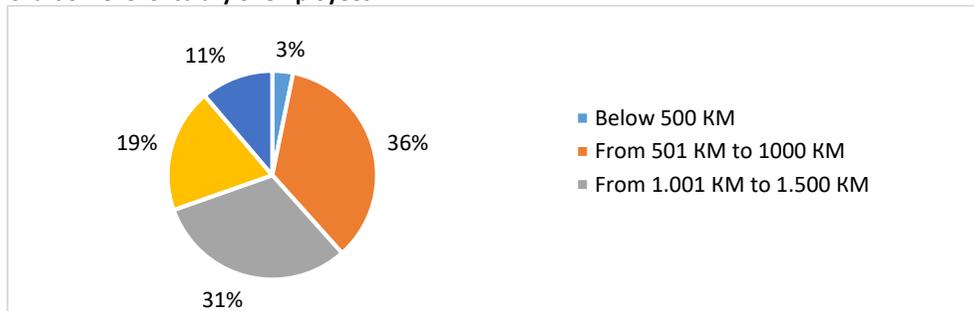
Description	Number of respondents	Participation in the total number of respondents
Internship	2	8,7%
Fixed term contract	15	65,2%
Temporary contract	4	17,4%
Establishing an employment contract without a contract	1	4,3%
Other	1	4,3%
Total	23	100,0%

When it comes to employees in the private sector, most of them are in the status of workers (75 employees or 93.8%), two of them are legal entity owners, while three are sole proprietors.

The salaries of employees, at least those who were willing to provide information (125 of them), range from the lowest, below 500 KM, to over 2,000 KM. Most are those whose salaries are from 501 to 1,000 KM (44, or 35, 2%), then from 1,001 to 1,500 KM (39 or 31,2%), or from 1,501 to 2,000 KM (24, or 19, 2% of employees). Among the employees are 14 (11.2%) of those whose salaries are over 2,000 KM.

Data on the level of salary of employees are shown graphically. See Chart 3.

Chart 3. Level of salary of employees



The average salary is 1.250 KM, which is close to being 50% higher than the average salary at the Bosnia and Herzegovina level. The standard deviation is 529.15 KM and the coefficient of variation is 42.33%, which indicates the expressed variability of the salaries of employees around their average salary.

Conclusion

The results of the research show that, generally speaking, graduates of the Faculty of Economics Brcko are employed in a large percentage (80%). This fact alone indicates that the labor market recognizes the quality of the Faculty of Economics in Brcko and thus sends a signal to young people that this institution is a good choice when choosing a higher education.

When we focus the data on waiting time of unemployed persons and records kept by the Employment Bureau, it can be concluded that the largest percentage (22.4%) of the respondents got a job immediately after graduation, or without waiting and registration with the Employment Office. This is an encouraging percentage, but one has to be careful because, nevertheless, if we look at the number of respondents who have been waiting for more than six months, we can see that this percentage is also high (44%)

Considering the structure of the employed respondents, in relation to whether they are employed in the public or private sector, we conclude that there is a higher percentage of employees in the private sector (64%), compared to the public sector (36%). Considering that the private (real) sector is the engine of economic development, we can observe that the Faculty of Economics Brcko creates staff who are ready to handle the development of the economy of both the Brcko District of Bosnia and Herzegovina and the region.

When we talk about the jobs of the interviewed employees, regardless of the fact whether they are employed in the public or private sector, we can see that the graduates of the Faculty of Economics Brcko have a large range of employment. It is this fact that speaks for the benefit of this institution and highlights it as a desirable higher education institution when it comes to the breadth of future employment opportunities. Looking at the form of employment, the data show that 81.6% of respondents are in permanent employment and 18.4% are in temporary employment.

One of the main motives of employment is personal income. Regarding the personal earnings of the employees of the respondents, a very significant information is that the average salary of graduates of the Faculty of Economics Brcko seems to be KM 1,250, which is close to being 50% higher than the average salary in Bosnia and Herzegovina. Encouraging fact is that the 67% of employed respondents fall under average salary category, i.e. those who are paid from 501 KM to 1,500 KM.

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