Methodology to Identify and Manage Stakeholders to Evolve Strategic Employability Framework in Bangladesh

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Abstract:

For countries like Bangladesh that are undergoing rapid economic expansion, it is crucial to establish a strong foundation for employability in order to achieve sustainable economic development. This article introduces a systematic approach for identifying and managing stakeholders in order to assist the development of a strategic employability framework that is specifically designed to address the unique demands and difficulties of Bangladesh. The methodology provides a comprehensive understanding of stakeholder dynamics, outlining essential procedures, tools, and techniques for mapping, analyzing, categorizing, and engaging stakeholders. The technique utilizes project management principles, namely those outlined in the Project Management Institute (PMI) Body of Knowledge (BOK), to offer a thorough and all-encompassing approach to stakeholder management. The case study demonstrates the use of the methodology in developing a strategic employability framework in Bangladesh. It focuses on the research process, identifying stakeholders, analyzing data, planning engagement, collecting data, and using data analysis methodologies. The study concludes by suggesting future research and practice should focus on stakeholder engagement as a means to advance skill development objectives and promote sustainable economic growth in Bangladesh.

Keyword:

Stakeholder identification, Stakeholder management, Strategic employability framework, Bangladesh, Skill development, Economic growth, Project management, Stakeholder mapping, Stakeholder engagement, Project methodology, Stakeholder analysis, Project planning, Stakeholder categorization, Project implementation, Project stakeholders, PMI Body of Knowledge, Employability initiatives, Stakeholder collaboration, Skill enhancement, Sustainable development.

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Introduction

Background and Context:
The strategic development of human capital is crucial for sustainable success in Bangladesh's continuously changing economic landscape. As skill development becomes crucial for economic advancement, stakeholders from all sectors are increasingly responsible for creating policies and initiatives to support the growth of a competent workforce.

Purpose of the Article:
This article seeks to provide a thorough process for identifying and overseeing parties involved in the development of a strategic employability framework specifically designed for the specific circumstances of Bangladesh. This document provides practical direction to researchers, policymakers, and practitioners participating in skill development activities by detailing the essential procedures, tools, and methodologies for stakeholder mapping and engagement.

Scope and Objectives:
This article explores the process of identifying, analyzing, categorizing, and engaging stakeholders in the establishment of Bangladesh's strategic employability framework. The objectives of this study are to clarify the conceptual foundation of stakeholder mapping, highlight its importance in the development of strategic frameworks, and provide practical methods for effectively involving stakeholders. By utilizing empirical observations and conducting a detailed analysis of stakeholder interactions, the objective is to enhance comprehension and provide valuable insights for skill development programs in Bangladesh.

Stakeholder Mapping: Concept and Importance

Definition of Stakeholder Mapping:
Stakeholder mapping is a strategic procedure employed to identify, assess, and classify individuals, groups, or organizations with a vested interest or influence in a project, initiative, or policy. The process entails methodically identifying stakeholders, evaluating their interests, influence, and connections, and formulating methods for efficient involvement and control throughout the duration of the project.

Significance in Strategic Framework Development:
Stakeholder mapping plays a crucial role in developing a strategic employability framework in Bangladesh due to various reasons:

1. Identifying Key Actors: This process assists in identifying the primary individuals or organizations involved in skill development, including government, industry, education, NGOs, and community groups.
2. Gaining an understanding of other viewpoints: Through the examination of stakeholders' interests and concerns, it offers valuable insights into a range of perspectives, which is essential for creating policies that are inclusive.
3. Establishing Collaborations: Streamlines the process of identifying potential collaborators and partners, hence improving the efficiency and long-term viability of initiatives.
4. Conflict Management: Facilitates the identification of conflicts of interest and dangers, allowing for proactive resolution techniques and assuring seamless execution.

Justification for Methodological Approach:
The methodological approach employed in this study is justified due to its rigorous, inclusive, transparent, and practical nature.

1. Methodical and meticulous: Grounded in well-established project management principles, guaranteeing a comprehensive and organized approach.

2. Thorough and all-encompassing: Takes into consideration a diverse group of individuals involved, ensuring that all viewpoints are taken into account.
3. Transparent and Objective: Utilizes systematic approaches to reduce prejudice and subjectivity, guaranteeing that decisions are based on evidence and are impartial.
4. Pragmatic and Implementable: Offers practical advice and resources to individuals involved, enabling them to effectively initiate significant transformations.

Methodology Overview

Overview of Stakeholder Identification:
Stakeholder identification is the initial stage in developing a strategic employability framework in Bangladesh. This procedure methodically identifies individuals, groups, or organizations that have a vested interest in skill development programs. The process of stakeholder identification involves utilizing techniques such as brainstorming and stakeholder registries to completely identify all relevant stakeholders, which may include government officials, industry leaders, educators, NGOs, community groups, and potential beneficiaries.

Analyzing Stakeholder Interests and Impact:
After identifying the stakeholders, an analysis is conducted to assess their interests, concerns, and possible influence on the strategic framework. Insights into stakeholders' perspectives are acquired through procedures such as interviews and surveys to evaluate their impact on skill development and employability.

Categorizing Stakeholders: Power/Interest Grid and Salience Model:
Stakeholders are classified using frameworks such as the Power/Interest Grid and Salience Model. These frameworks assist in prioritizing engagement initiatives and formulating focused tactics by considering stakeholders' power, interest, importance, legitimacy, and urgency.

Developing a Stakeholder Engagement Plan:
A stakeholder engagement plan is created, outlining the specific communication channels, frequency, and extent of involvement. This strategy guarantees that stakeholders will be engaged, well-informed, and given the authority to make decisions throughout the process of developing the framework.

Tools and Techniques for Stakeholder Mapping:
Stakeholder mapping involves the utilization of a range of instruments, such as interviews, surveys, and stakeholder registers. Stakeholder maps and matrices can be used as visual tools to efficiently depict relationships and dynamics.

Application of PMI BOK Criteria

Introduction to Project Management Institute (PMI) Body of Knowledge (BOK):
The PMI Body of Knowledge (BOK) is an internationally acknowledged benchmark for project management experts, providing principles and optimal approaches in several project management domains. It functions as a comprehensive foundation for efficiently managing tasks.

Incorporating PMI BOK Criteria into Stakeholder Mapping:
The stakeholder mapping activities in the methodology for developing a strategic employability framework in Bangladesh are guided by the PMI BOK criteria. These criteria guide the process of identifying, analyzing, categorizing, and engaging stakeholders, enabling a systematic and efficient approach to stakeholder management.

Benefits of Utilizing PMI BOK Criteria:
1. Standardization: The PMI BOK guarantees uniformity in stakeholder management activities by offering a defined framework.
2. Holistic Approach: The PMI Body of Knowledge (BOK) encompasses all facets of stakeholder management, guaranteeing a meticulous and comprehensive approach.

3. Best Practices: The PMI Body of Knowledge (BOK) integrates established tactics and practices to ensure efficient engagement with stakeholders.
4. Enhanced Communication: The PMI BOK places importance on establishing clear and consistent lines of communication, which promotes better collaboration.
5. **Risk Mitigation:** The Project Management Institute's Body of Knowledge (PMI BOK) aids in the early identification and reduction of risks associated with stakeholders, hence reducing any disruptions to the project's advancement.

Case Study: Stakeholder Mapping for Strategic Employability Framework in Bangladesh

Research Background and Context:
Bangladesh's strategic employability framework addresses skill development and workforce readiness issues and opportunities. Due to the fast-changing economy and expanding need for skilled individuals, education and training programs must meet industry needs. The framework must be created and implemented by stakeholders from government, industry, education, NGOs, and community organizations to achieve this goal.

Stakeholder Identification Process:
Stakeholder identification began with a thorough review of Bangladeshi skill development and employment literature, policies, and initiatives. This helped identify key persons and institutions that shape the nation's human capital development goals. In addition, interacting with experts and practitioners provided vital stakeholder insights.

Stakeholder Analysis and Categorization:
After identifying stakeholders, their interests, influence, and impact on the strategic employability framework were analyzed. This required classifying stakeholders by power and interest. The power/interest grid and salience model ranked stakeholders by influence and involvement.

Stakeholder Engagement Planning:
A stakeholder engagement plan was established to properly involve stakeholders during framework development. This plan used open communication, regular contact, and personalized strategies to meet stakeholder needs. Communication and collaboration were promoted by scheduled meetings, workshops, and feedback sessions.

Data Collection Techniques Employed:
Various data gathering methods were used to get stakeholder insights. The following were included:

1. Interviews: One-on-one interviews were conducted with influential persons, including government officials, industry executives, educators, and community members. The interviews reveal stakeholder priorities, challenges, and expectations.
2. Surveys: Online surveys were sent to gather quantitative data on stakeholders' perceptions and preferences for skill development and employability programs. This helped depict stakeholder perspectives more fully.
3. Focus Group: Targeted stakeholder groups, such as educators, industry representatives, and community leaders, participated in focus group discussions. These lectures encouraged innovative thinking and collaboration on strategic employability framework topics and solutions.
4. Document Analysis: We analyzed reports, policy papers, and research studies to determine the background and trends affecting skill development and employability in Bangladesh. This helped comprehend stakeholder perspectives and identify action options.

Data Analysis and Prioritization:

Overview of Data Analysis Methods:
Rigorous data analysis is essential for making well-informed decisions in stakeholder engagement programs, such as the strategic employability framework in Bangladesh. Two often used voting procedures are the Moscow method and the 100-point system.

Utilization of Moscow or 100-Point Voting Method:
The strategic employability framework in Bangladesh will utilize the Moscow or 100-point voting technique to prioritize ideas and recommendations gathered from stakeholders. These methods provide systematic methodologies to prioritize initiatives based on their significance and practicality.

Justification for Chosen Data Analysis Approach:
1. Structured Prioritization: Moscow and 100-point voting methods prioritize proposals, ensuring priority for crucial projects throughout decision-making.
2. Objective Assessment: Stakeholders can rate or categorize based on specified criteria, ensuring impartial outcomes and avoiding bias.
3. Active Stakeholder Involvement: This strategy fosters cooperation and support among stakeholders, boosting the credibility of recommendations.
4. Efficiency: The strategies streamline prioritization, enabling quick identification of key priorities and efficient resource allocation.
5. Global Recognition: These techniques are widely used and recognized across various sectors. Empirical studies have proven their efficacy and reliability.

Conclusion and Recommendations:

Summary of Methodology and Key Findings:
To conclude, this article provides a solid strategy for identifying and managing stakeholders in Bangladesh's strategic employability framework. Stakeholder mapping, analysis, and interaction ensured a comprehensive approach by gathering many perspectives. By using PMI BOK criteria and methods like Moscow or 100-point voting, involvement and data analysis may be rigorous and effective. The major findings show that government, industry, education, and NGOs influence framework development. Understanding their aspirations is crucial to meeting Bangladesh's skill development needs.

Implications for Strategic Employability Framework Development:
The strategic employability framework in Bangladesh will be shaped by stakeholder input. Officials, educators, and industry leaders can collaborate to improve skill development and create more jobs, boosting economic growth. This framework promotes continual learning, synchronizes educational programs with industrial needs, and addresses unemployment and underemployment.

Recommendations for Future Research and Practice:
Stakeholder involvement in strategic employability framework development and implementation is essential. The framework must have regular stakeholder talks, input mechanisms, and monitoring and evaluation methods to adapt to changing demands and priorities. Future study should also evaluate the framework's ability to boost employability, labor productivity, and inclusive economic development.

To maximize skill development efforts, government, industry, academia, and civic society must collaborate. Using shared information, resources, and connections, participants can find creative solutions to complex labor market difficulties.

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