Exploring Employees’ Perceptions regarding Drug Testing in Pre- and Post-Selection Process in Telecom Industry of Bangladesh

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Abstract

Telecom industry plays a very important role in the overall economy of our country. This industry is depending on employees working in it. The employees are the most valuable asset for any industry. Selection is the process by which industry can find the best sweet able human asset. A good and proper selection process can be the blessing for the industry. In the same way, a bad selection process can be the most dangerous threat as well. If the talented employees are being attacked by drug addiction, then the industry will no longer be existed. Drug addiction cover the whole industry like the cloud covers the sky before a strong storm. To protect the organization from the shadow of drug regular drug testing is essential. This report shows the importance of drug test and the consequences of it and employees perception about it on the overall industry. It is prepared to determine the drug testing in pre- and post-selection process in Banking Industry and medical examination, drug test, the relationship between drug test and employee productivity, turnover and absenteeism. It also shows the present condition of this industry in this sector. The telecom industry has a strong and effective selection process. Therefore, it is very great to work on this topic. Through this report, a clear idea of drug test in pre- and post-selection process of employees, the importance of drug test, affected employees’ gender, relationship with turnover and absenteeism can be understood. There are also some suggestion which I think will help the overall Banking industry to get rid of the problem or to face it smartly. Hence, I can draw a sharp line of the issue toward its impact of the total human resource management department and overall the total operation and efficiency of telecom Industry.

Keywords: Telecommunications Sector; Selection Process; Drug Testing

1. Overview of the Industry

The liberalization of Bangladesh’s telecommunications sector began with small steps in 1989 with the issuance of a license to a private operator for the provision offender alia cellular mobile services to compete with Bangladesh Telegraph and Telephone Board (BTTB), the previous monopoly provider of telecommunications services within Bangladesh. Significant changes in the number of fixed and mobile services deployed in Bangladesh occurred in the late 1990s, and the number of services in operation has subsequently grown exponentially in the last 5 years.

The incentives both from government and public sectors have helped the industry grow and it is now one of the biggest industries in Bangladesh. As a populous country, its huge market has attracted many foreign investors.

Landmarks in the history of telecom industry in Bangladesh.
1853: Telegraph branch under posts and telegraph department, British India.
1971: Reconstructed as Bangladesh telegraph and telephone department under ministry of posts and telecommunications.
1975: Reconstructed as telegraph and telephone board.
1979: Reconstructed as BTTB with the right to issue license for telecom and wireless services.
1981: Digital telex exchange in Bangladesh.
1985: Coin box telephone service introduced in Bangladesh by BTTB.
1989: GENTEX telegraph messaging service introduced in Bangladesh.
1989: Bangladesh rural telecom authority got license to operate exchanges in 200 upazilla.
1989: Sheba telecom got license to operate exchange is 199 upazilla.
1989: Cellular mobile phone Company Pacific Bangladesh Telephone Limited and Bangladesh Telecom got license.
1995: Card telephone service introduced in Bangladesh by BTTB and TSS.
1995: Regulatory power of BTTB transferred to Ministry (MoPT).
1995: 2nd and 3rd ITX installed in Dhaka.
1996: Grameenphone got cellular mobile telephone license.
2000: Global telecom service telex exchange venture with British Teleco.
2002: ICT policy.
2004: Teletalk cellular mobile launched.
2005: Egypt-based Orascom acquired Sheba Telecom
2006: NGN introduced in BTTB.
2008: BTTB converted into Bangladesh Telecommunications Company Limited (BTCL) with 100% shares owned by Government. The Submarine Cable Project transformed into Bangladesh Submarine Cable Company Limited.
2008: Japanese NTT DoCoMo bought 30% stake in Aktel
2009: Bharti Airtel acquired 70% stake in Warid Telecom
2009: Internet protocol telephony service provider operators launched.
2010: Aktel rebranded to Robi Axiata Limited
2012: 3G mobile service is introduced by state owned Teletalk in October.
2013: 3G auction held for private companies.
2014: 64 districts covered with 3G by Grameenphone, Banglalink and Robi

Communication in Bangladesh is based on Telephone, mobile communication, TV Broadcast, Radio, Internet, etc. Three types of radio broadcast stations; AM15, FM 13, and shortwave 2. There are 376 Internet hosts with 10 ISP’s and 450,000 internet users as of the year 2006. Telephone density is <1/100 persons. Mobile cellular density is 13/100/person. The country is introducing digital systems, trunk systems which include VHF and UHF microwave radio links and some fiber optic links. The country has a link to Europe with SEA-ME-WE-4 fiber-optic submarine cable (CIA World Fact Book, 2008).

Many foreign investors are now interested to do business in telecom sector in Bangladesh which reveals that Bangladesh has become a significant hub for telecoms. It has been forecasted that the average revenue from telecoms sector will be Tk1500 crore 2 a year. Bangladesh is a country which is densely populated and also is flat and easily extends able coverage. The infrastructure and Tele-density are low which, on the other hand, made the market a perfect place for telecom business. The demand is very high and the consumer base is very large, but the investment is low because of the topographic layout. The government has a receptive foreign investment policy with no restrictions on repatriation of profit. Even though, the current infrastructure is not much developed but it is suitable for foreign investment.

Bangladesh has a huge potential in WiMax and submarine cable which is a new technology in the country and has attracted the foreign telecom operators. Many foreign telecom operators are coming to Bangladesh to explore the potentiality of the technology. Some interested international telecom
operators who want to start a business in Bangladesh are UK-based orange telecom, South Korean SK Telecom, and UAE’s Etisalat.

The government is encouraging private sector to invest more in the industry as they think that the industry is playing a vital role in developing the socioeconomic structure of the country. Moreover, to ensure that the government has taken several attempts. Giving private sector the license for fixed line telephone is one of those attempts. Due to the environmental facts, the foreign entrants should adjust their equipment’s according to demand of the environment.

2. Introduction of the Report

2.1. Rational of the study

In the word of Dale Yodev, “selection is the process in which candidates for employment are divided into two classes-those who are to be offered employment and those who are not.”(Education observer.com, 2013) On other words, selection is the bridge between the talented employees in the market and the organization. Talented employees are the most important asset for the organization and now a day’s world’s most successful organizations consider talented employees as their competitive advantage. However, drug plays the role of villain in this scenario. The international drug control defines “drug” as any substances listed in Schedules 1 and 2 of the 1961 single convention on narcotic drugs, whether natural or synthetic. (UNODC, 2013) Talented employees having drug addiction can be the most crucial threat for the organization. They can totally destroy the organization’s productivity and profitability; they can also increase turnover rate and absenteeism. So employee drug testing is very important part in the selection process. That is, why this research will focus on the drug testing in the selection process in the telecom industry in Bangladesh.

2.2. Statement of the problem

Effect of drug testing on the employee’s perception and overall performance of the organization.

- Frequency of drug testing in the pre- and post-selection process.

- The relation between drug testing and organization’s productivity, employee absenteeism, turnover is related.

2.3. Objective of the study

Objectives give the research way to go ahead. There are mainly two types of objective. Objectives of this study are given as follows:

- To explore the perception of employees due to drug test.
- To examine the problems in the workplace due to drug affected employees.
- To explore new ways to get rid of drug within the employees of the organization.
- To investigate the relationship between posts employee drug testing and employee satisfaction.

2.4. Scope of the study

This study will reflect the telecom industry of Bangladesh. Moreover, the respondents are all the employees in the telecom industry of Bangladesh. It will take 1.5 months to cover all the information related to the study.

2.5. Limitation of the study

“Research and experimental development (R and D) comprise creative work undertaken on a systematic basis to increase the stock of knowledge, including knowledge of man, culture and society, and the use of this stock of knowledge to devise new applications.” (OECD (2002) Research is the systematic way of collecting, analyzing, and evaluating data. However, no research will be done without limitations. There are also some limitations in this study. They are:
Time constraint: This study will be prepared within 2.5 months. This is not enough time for preparing this.
Survey constraint: Employees are not interested to answer the survey question.
Information constraint: I do not have lots of known people within this industry who will help me giving the information.
Reference constraint: There is a lack of previous research on this topic which could help me.
Political condition: Political condition of our country is not good. It will hamper my research.

3. Literature Review

3.1. Drug test

Drug can destroy the potential talented employees within a few days. In the organization where everything is carried out systematically, drug can destroy it within a second. If one of the employees in the organization is addicted by drug, he can be the most horrible threat for the organization as it is contagious. Hence, every organization should have pre- and post-selection drug test.

“Drug test is an examination of biologic material (such as urine, hair, saliva, or sweat) to detect the presence of specific drugs and determine prior drug use. Drug tests may be performed to detect illicit drug use as well as the use of drugs and substances not permitted in specific occupations or athletic competitions. It is also known as drug screen” (Medicine 2003).

The different drug can be tested by different ways. For example:
To determine alcohol urine, hair and blood can be used. For urine, alcohol test may measure ETG which can stay in urine up to 80 h so it can be tested within 6-25 h. For hair, testing alcohol can be detected up to 2 days. And for blood or oral fluid testing the detection period would be 12-24 h.
To determine amphetamines (expect methamphetamine) urine, hair and blood can be used. The approximate value for urine, hair and oral fluid or blood is, respectively, 1-7 days, up to 90 days and 12 h.
To determine methamphetamine the approximate values for detecting period using urine is 3-5 days, using hair is up to 90 days, and using blood or oral fluid is 1-3 days.
Barbiturates (expect phenobarbital) can be detected within 1 days by urine test, by hair test it can be fined up to 90 days and in blood it can be find within 1-2 days.
Phenobarbital can be detected in urine within 2-3 weeks; it can also be detected using hair up to 90 days and in blood and oral fluid it can be detected within 4-7 days.
Cocaine can be detected in urine and blood, respectively, within 2-5 days and 2-10 days. It can also be detected using drug up to 90 days.
Codeine can be detected in urine within 2-3 days.
To determine LSD the approximate values for detection period in urine and blood is, respectively, 2-24 h and 2-4 days. It can also be detected using hair up to 4 days.
Steroids can also be detected by urine within 3-30 days.
Methadone can be detected using urine, hair and blood, respectively, within 7-10 days, up to 90 days and 24 h.
Sweat patches are attached to the skin to collect sweat over a long period (up to 14 days). These are used by child protective services, parole departments, and other government institutions concerned with drug use over long periods, when urine testing is not practical. There are also surface drug tests that test for the metabolite of parent drug groups in the residue of drugs left in sweat (About Drug Testing, 2013).

Drug test can be occurred at any time in the organization if the owner of the organization thinks that it is necessary.

3.2. Selection process

It is a process of interviewing and testing individuals for employment based on certain criteria and choosing the appropriate candidates for the position. By this process, an organization can find the human asset from the available labor market.
According to Thomas “Selection is the process of differentiating between applicants to identify those with a greater likelihood of success in the job” (Selection, 2008).

A proper selection process should follow some steps and they are:

3.2.1. Initial screening
This is the first steps of selection process. In this step organization screen out some CV’s which does not fulfill the basic requirements to get the call of the interview. For example, to be Faculty of AIUB candidate should have CGPA of 3.80. After noticing the advertisement, many candidates drop their CV’s whose CGPA below 3.80. So HR department screen out those CV’s whose CGPA below 3.80.

3.2.2. Completion of application form
Some organizations have their prescribed job application form. Desired applicant has filled up the application form properly. Applicant has to provide their previous job-related summary in the application form. Ex: Grameenphone.

3.2.3. Employment test
An employment test is a device for measuring the characteristics of an individual such as personality, intelligence, or aptitude.

- Performance simulation test: In this test, candidates are given a real scenario to perform
- Aptitude test: Test focus on predicting future performance.
- Cognitive test: Measure mental skill.
- Personality test: Measure traits or tendencies to act.

3.2.4. Comprehensive interview
Interviews involve face to face meeting with the candidate to probe areas that are not addressed by application form or test.

3.2.5. Background investigation
Background investigation is done to verify candidates past record which they mentioned in their CV’s. It includes contacting with former employer, verify educational qualification, checking criminal record, credit reference, previous job performance, legal status to work.

3.2.6. Medical/physical examination
An examination to determine to an applicant’s physical fitness for essential job performance. It needs only defense service and some specific organization. Ex: Climbing a ladder, Para jumping, carrying an injured victim.

3.2.7. Conditional job offer
If the employer gets all positive report of the applicant from the background check and if the applicant passes the above-mentioned test successfully the HR department issue conditional job offer to the applicant. Normally, probationary period covers conditional job offer.

3.2.8. Permanent job offer
If the employee successfully completes the probationary period, then the employee is given permanent job offer letter. In the permanent job offer letter revised salary figure is mentioned along with other benefits.

In the selection process, the organization should also concern about different lows for example anti-discrimination laws so that the selection process becomes fair. There are lots of importances of the selection process. The production and performance value of the company depending on the good hires. It also affected by the bad hires when the high cost of replacing employees becomes burden for the organization. In other words, selection process is the backbone of the company as company itself cannot do anything without potential employees. Moreover, potential employees are collected from the competitors company or available market by the selection process. The training cost will also be less if the selection becomes successful because talented and skilled employees do not need training. Appropriate selection can also increase the absenteeism rate of the organization as sincere employees never ignore their responsibility.
3.3. Medical test

A medical test is actually a test which is carried out for determining the physical fitness of candidates during the selection process for a specific position in the organization.

“A medical examination is an evaluation of the body and its functions using inspection, palpation (feeling with the hands), percussion (tapping with the fingers), and auscultation (listening). A complete health assessment also includes gathering information about a person’s medical history and lifestyle, doing laboratory tests, and screening for disease” (Lippincott, 1995).

In every organization, physical examination plays very important role. There should have physical examination of the employees at least once in a year. How often it should occur depends on the employee’s age, sex and risk factors for disease. The examiner and the employees both should be gentle during the testing process. The employee should also be comfortable and treated with respect throughout the process. And also the examiner should be friendlier and discuss what he or she is doing and also share any relevant feelings related to this.

In the medical test skin, head, eyes, ears, nose and sinuses, mouth and pharynx, neck, back, breast and armpits, front of the chest, heart, abdomen, rectum and anus, reproductive organ, legs, musculoskeletal system, blood vessels, neurologic screen are examine. After having the examination, the examiner should review the process and also share the result with the employee. If everything is functioning properly that means the result is normal but abnormal results of a physical examination include any findings that indicated the presence of a disorder, disease, or underlying condition. If it is abnormal, the organization can help the employees by giving medical insurance and medical allowance.

3.4. Perception

Perception is our sensory experience of the world around us and involves both the recognition of environmental stimuli and actions in response to these stimuli. Through the perceptual process, we gain information about properties and elements of the environment that are critical to our survival. Perception not only creates our experience of the world around us; it allows us to act within our environment.

Perception includes the five senses; touch, sight, taste smell and taste. It also includes what is known as proprioception, a set of senses involving the ability to detect changes in body positions and movements. It also involves the cognitive processes required to process information, such as recognizing the face of a friend or detecting a familiar scent.

4. Methodology Used in Research

4.1. Participants

The respondents of this research are almost 50 employees of three different telecoms of Bangladesh. Among them, 40 are regular employees and 10 of them are HR personnel from Banglalink, Airtel, and Grameenphone. This research was conducted within the Dhaka city because most of the prominent telecom is in that area. The research sample was selected based on random sampling technique from the list of employees.

4.2. Data collection method

Both primary and secondary data are used in this study. In this study, the data are gathered by providing questionnaire to the sample.

4.3. Primary data

Primary data was gathered using the survey question and two face to face interview.
4.4. Secondary data

The secondary data were collected from different sources such as academic articles, journals, books, and other published documents.

4.5. Process

Data of this study were collected following standard procedure. Necessary rapport was established with the participants before administering the questionnaires. For administering instruments, each participant was given the following general oral instruction. “This questionnaire asks about your feelings to your job and some interpersonal difficulties. Your answers will be completely anonymous and confidential and will be used for research purpose. Try to answer all questions as honestly as possible. Give each question a moment thought and then answer it. Please answer each question independently.” Besides this general instruction, each subject was given separate instructions for each of the measures and scales. They were allowed to ask questions freely if they had any query regarding any item of the scale.

After completion of their task, the questionnaire and answer sheet were collected from them. They were given thanks for their sincere cooperation. Next, the researcher scored all responses accordingly and made the necessary coding for data analysis. Data entry and all necessary analysis were done using the help of Microsoft Office Excel 2003.

5. Analysis of the Study

Analysis is the most important part of any research. A successful analysis can make the research effective, on the other hand, if the analysis is not good then the research will not achieve its goal. Here in this research, I have used Tables, graphs, pie charts, and cross tables to indicate the percentage of different data which will help to reach the objective of the study.

Here, the graph shows that male employees are more than the female employees working in the telecom industry. In general, drug addiction is more vital among male employees than the female. The difference between these two groups is 18.86% (Figure 1).

In this Table 1, the age limit of employees is shown. There are four categories of employees. Between the ages of 20-25, the number of employees is 9. The next level, which is between 26 and 30 the number of employees are 14. Between 31 and 35 age the number of employees are 9 and the last level which is above 35, the number of employees are 8. The percentage of employees within these group of age are 22.75%, 33.81%, 22.95%, and 20.49%. Which indicate that in this industry, the employees are from different age group but the major portion is between 26 and 30.

Table 2 shows that the effect of drug test in turnover is decreasing. 25 employees among 40 which are 61.48% think it is decreasing. 8 employees among 40 think it is increasing. The percentage of this portion is 20.49% and 7 employees among 40 think that it is remain same. The percentage of this portion is 18.03%. So here, it is shown that turnover is decreasing due to drug testing.

From the graph, it can be understood that there are five categories of sample used in drug test. They are urine, blood, oral fluid, hair, and others. Statistics shows that the most used sample is blood and its 40.98%. After that urine is used and the percentage is 23.98%. Then comes, hair and the percentage is 15.37%. Oral fluid is used by 10.25% and another sample is used by 9.43% organization. So here, most of the organization used blood as a sample of drug test (Figure 2).

This Table 3 indicates the costing of drug test. Most of the employees indicate that drug testing cost will be between 3001 and 4000 and the percentage of this group of people is 43.03%. The next cost ranges are between 1001 and 2000 and above 4000 and the percentage of these two categories are almost same and that is almost 20%. Surprisingly cost range between 2001 and 3000 is less and its only 12.09%. And between 0-1000 tk range is very less. It is only 4.10%. Hence, most of the organization pays more for drug testing. It is quite costly.

This Table 4 indicates that average recruitment per year is more in very large organization and it is 61.48%. Then comes, the large organization then moderate then small and then very small organization. Hence, the organizations that have very large employee base also have more recruitment per year and
they recruit above 800 employees a year. The average recruitment per year shows the no of employees who need preemployee drug test in the recruitment process.

This Table 5 shows the percentage of employees who think drug test is necessary in the organization. Most of the employees go for no coment. 16 employees out of 40 think that they do not have any feeling about this and the percentage is 40.98%. Then, 8 employees out of 40 strongly disagree in this point. The less number of employees only 10.25% strongly agree in this point. So here, it is found that drug testing necessity within the organization is strongly neglected by most of the employees but a few number of employees think that it is necessary.

This graph shows the percentage of male employees thinking about necessity of drug test. From the graph, it is shown that most of the male employees think nothing about this topic. They are the largest portion. Very few employees strongly agree and also strongly disagree. However, this is not a good sign because the number of strongly disagree group of employees is very less. Results show that most of the drug addicted employees are male (Figure 3).

This pie chart shows that most of the female employees also do not think anything about this topic. Although the percentage of strongly agreed employees is less, drug addiction on female employees is less than the male employees. The percentage of agreed, disagreed, and strongly disagreed employees is more or less same (Figure 4).

Percentage of preemployee drug test is more. 24 respondents out of 40 say that they have preemployment drug test and the percentage is 60%. However, there are some other organizations that do not have preemployment drug testing. The percentage of that group is 40% so a large number of employees do not have preemployment drug testing (Figure 5).

Postemployment drug testing is more than preemployment drug test. The percentage is 61.68%. Most of the organizations do the test after recruitment. However, some of the organizations do not have post employee drug test. There are few employees who have both pre- and post-employment drug test is selection process. However, the percentage of that organization is very less (Figure 6).

From the graph, it is shown that most of the respondents strongly disagree on this statement 17 out
of 40 think like that. A smart portion of employees think nothing about this topic. The percentage of this kind of employees is 20.70% and 8 out of 40 think like this. But 2 employees out of 40 think that it is not drug (Figure 7).

This graph shows an interesting result. Most of the employees disagree on this statement. The percentage is 35.52% and 13 out of 40 male employees think like that. 31.03% of employees do not want to talk on this. And 30%, it means 12 out of 40 male strongly disagree. But surprisingly no employees strongly agree on this topic (Figure 8).

Most of the employees disagree with this statement. The percentage is 54.55% and there are few amount of employees who have strongly agree with this statement. Almost same percentage of employees strongly disagrees and agrees on this statement. Moreover, the percentage is around 13% Figure 9.

Table 6 shows that absenteeism goes up due to drug testing. 22.13% of employees think that they strongly agree with this statement and 18.65% of employees agree on this point. Moreover, the large portion of employees does not want to talk on that. Hence, it means that absenteeism is increasing due to drug testing.

Graph indicates that most of the employees do not want to talk about this. Then, the nest bigger portion of employee disagrees on it. The percentage of this group of employee is 20.20% and 8 out of 40 employee think that. So employees are mostly disagreeing on this point. However, there are few who think that it increased performance (Figure 10).

Table 7 shows that most of the employees strongly agree on this statement. The percentage of this portion is 33.79% and 13 out of 40 employees think like that. 12 employees do not want to say anything about this. The percentage is 30.68%. Very few amount of employees strongly agree on it. So most of the employees think turnover is increasing due to drug test.

About 3 female employees out of 16 think that turnover is increasing due to drug testing. 10 of them again think that it is decreasing. And 3 female employees think that it is remain same. So most of the female employees think that turnover is decreasing (Table 8).

Around 15 male employees out of 24 think that turnover is decreasing. 5 out of 24 think that it is increasing and 4 of them think that it is remain same. So most of the female employees think that turnover is decreasing.

6. Findings of the Study

The aim of this study was to investigate the relationship between drug test in pre- and post-selection process and employee turnover, absenteeism, and productivity and most importantly their perception.
Using simple random sampling technique total 50 participants were selected from employees of different telecom located in Dhaka city. Standardized questionnaire was used to measure drug addiction and job attitudes. Obtained data were then analyzed using appropriate statistical methods. Discussion and interpretation of these findings are the main focus of this chapter. For the convenience of discussion, the findings are categorized in the following parts. Most of the employees are male in this industry. Effect of drug addiction and drug testing is more among male employees. Most of the employee’s age is between 26 and 30 years. Moreover, it is proven that drug addiction is more in this age group. Most

### Table 6: percentage of total number of employee thinking about absenteeism after drug test

<table>
<thead>
<tr>
<th>Effect of absenteeism</th>
<th>Number of response (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>9 (22.13)</td>
</tr>
<tr>
<td>Agree</td>
<td>8 (18.65)</td>
</tr>
<tr>
<td>No comments</td>
<td>16 (38.73)</td>
</tr>
<tr>
<td>Disagree</td>
<td>4 (11.48)</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>3 (9.02)</td>
</tr>
</tbody>
</table>

### Table 7: Percentage of number of employee thinking about turnover after drug test

<table>
<thead>
<tr>
<th>Effect of turnover</th>
<th>Number of response (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>13 (33.79)</td>
</tr>
<tr>
<td>Agree</td>
<td>10 (24.13)</td>
</tr>
<tr>
<td>No comments</td>
<td>12 (30.68)</td>
</tr>
<tr>
<td>Disagree</td>
<td>2 (5.52)</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>3 (5.82)</td>
</tr>
</tbody>
</table>

### Table 8: Cross table between gender and attitude towards employee turnover due to drug test

<table>
<thead>
<tr>
<th>Attitude toward employee turnover due to drug test</th>
<th>Gender of employee</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
</tr>
<tr>
<td>Increased</td>
<td>3</td>
</tr>
<tr>
<td>Decreased</td>
<td>10</td>
</tr>
<tr>
<td>Remains same</td>
<td>3</td>
</tr>
</tbody>
</table>

Figure 1: Percentage of gender in telecom industry

![Percentage of gender in telecom industry](image)
of the employees think Employee turnover is increasing due to drug testing. Most of the company use
blood as a sample of drug testing. Drug testing cost is between 3000 and 4000.
• 40.98% employees have no cements about the necessity of drug testing in the organization which indicates that they are not inviting the event.
• 42% employees strongly disagree on this statement that drug testing affects employee commitment.
• 36% employees disagree on this statement that drug testing affects employee behavior.
54.55% employees disagree on this statement that drug testing increases employee engagement.

38.73% employees have no comment on this statement that drug testing affect employee absenteeism.

Both pre and post-selection employee drug testing is conducted in the organization but post selection drug testing is more than pre-selection drug testing.

51% employees have no cements about the statement; drug test increase performance.

Most of the organization whether it is large or small goes for drug testing when it is required. Periodic drug testing in the organization is not conducted.

Average recruitment per year is more than 500 employees in this industry.
7. Concluding Remark

The selection process is the most important part and activity for any organization. Most of the renowned organizations of the world are strictly following all the essential steps of selection process. Among all the
Figure 8: Percentage of employees who think drug testing affect employee behavior

Figure 9: Percentage of employees who think drug testing increase employee engagement

Figure 10: Percentage of number of employee who think drug test increase performance
steps medical examination is the most sensitive one. But organizations often try to skip this step which may put them in big trouble. Organizations key elements are employees. So their productivity is the main concern for the organization. Productivity and health is interrelated. Drug addiction can easily hamper the health of the employees as well as their productivity. The overall productivity of the employees goes up after drug testing. Most of the organization goes for drug testing when needed and there are plenty of ways to conduct drug testing in a cheaper way. Most of the employees go for cheap drug testing.

Further research should be conducted on more specific drug testing. The sample size should not be limited to the employees of telecom industry located in Dhaka city but all other districts as well.

8. Suggestions

The practitioners and human resources managers can get insight from the findings of this study that absenteeism, productivity and employee turnover can affect seriously on person’s job attitudes if drug test is periodically conducted. Drug addiction will not only create negative job attitudes but indirectly or directly it will affect several other outcomes associated with job. One side it will decrease the organizational citizenship behavior, creativity, employee’s in-role performance, on the other hand, it will increase job stress, turnover intention of the employees and absenteeism. Hence, managers and policy makers need to reduce drug addiction and create healthy working environment for getting better performance from their employees. The following actions are suggested for immediate application:

- Human resource managers and organizational development practitioners should focus on the ratio of male and female employees as drug addiction is more among male employees.
- Managers and decision makers should use the different samples in drug test so that the cost of the test can be reduced and they become interested to do the test once in every 2 years.
- Managers and human resource practitioners need to develop assessment, prevention of the thinking of the employees who think that turnover and absenteeism is increasing due to drug test.
- Managers and policy makers have the scope to study in depth on this issue to eliminate drug addiction among the employees. Furthermore, to enrich this field of academic research more researches need to be conducted thoroughly on this topic.
- Managers and policy makers have to conduct preselection drug testing as average recruitment per year is above 500. They should also conduct post selection drug testing.
- Managers and policy makers should have employee drug testing in both per- and post-selection process.
- Organization needs to organize different learning and development programs to build up awareness against drug addiction.
- Organization can hire psychosocial counselors for providing counseling who have drug addiction.
- A longitudinal study is recommended to test the findings of this study in different contexts.

Reference