

**Determinants of Career Choices among Management Students under  
Tribhuvan University in Nepal**  
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*KEYWORDS*

Interest in the subject  
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Financial outcomes  
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Interpersonal influences  
Career choices

*ABSTRACT*

This research investigates the challenges of career decision making among management students at Tribhuvan University in Nepal, utilizing a quantitative approach through a questionnaire survey. The study aims to comprehensively assess the impact of key variables: Interest in the Subject, Ease of Subject, Financial Outcomes, Future Job Opportunities and Interpersonal Influences on students' career choices. Employing a multiple linear regression model, the analysis indicates a reliable relationship between these independent variables and the dependent variable Career Choice with a substantial coefficient of determination (R Square = 0.782) and adjusted R Square (0.773). Particularly remarkable are the significant roles of Financial Outcomes and Future Job Opportunities as predictors ( $p < 0.001$ ), indicating their considerable influence on career decisions. Interest in the Subject, Ease of Subject, and Interpersonal Influences display non-significant coefficients, suggesting limited impact within this student group. These findings hold significant implications for educational institutions and policymakers, emphasizing the importance of incorporating practical exposure and information related to financial aspects and job prospects in curriculum design and career counseling services.

**1. INTRODUCTION**

Career choices are shaped by the complex interplay of individual aspirations, preferences, and societal dynamics, influencing the professional paths individuals pursue. Among the different fields of study, management education stands out as an important pathway that not only equips students with a competent skill set but also offers a Variety of opportunities across industries. Within the academic Outlook of Tribhuvan University,

where the pursuit of knowledge blends with cultural developing aspects of global trends, understanding the determinants of career choices among management students becomes imperative. The career choices made by management students within this dynamic context reflect a countless of influences, ranging from personal aspirations and Domestic expectations to broader societal and economic factors. Unraveling the details of these determinants holds the key to

comprehending the motivations that lead management students towards specific professional paths.

Picking a major, like choosing your next adventure in a giant maze, is a super important step in every student's college journey. It's not just about picking classes anymore, it's about deciding what you'll do in your grown-up life! Think of it like choosing your favorite superpower, but with real-world consequences like jobs and money. That's why students take this decision seriously. They want to make sure, they're choosing the path that makes them happy and sets them up for success, even if the future feels a bit like a mystery. This seemingly mundane decision reverberates with far-reaching consequences. Students are keenly aware of the profound implications their choice wields, from securing gainful employment to basking in the golden glow of job satisfaction. Consequently, they approach this crossroads with a measured step, meticulously weighing options through the lens of rationality (Simon, 1977). Various influential factors, arising from parents, educators and the industry, contribute to shaping students' confidence in the career decision-making process. The significance of selecting a specialization in Management, or any available course, is a major aspect for every student, serving as foundational elements for future success. It is imperative for students to acquire comprehensive knowledge about their chosen path, facilitating them to be well-prepared for their professional journey.

As we delve into the exploration of career determinants, this study aims to shed light on the factors that mold the career choices of management students at Tribhuvan University. By examining the Interactions of individual aspirations, educational experiences, cultural contexts, and industry demands, we aspire to contribute valuable insights that can inform educational institutions, policymakers, and stakeholders about the Minor differences of career decision-making in the field of management education.

Establishing a foundation for the subsequent exploration of challenges, the study aims to lay the groundwork for addressing key issues that may impact the career choices of management students at Tribhuvan University. What are the major characteristics and patterns observed in the career choices of management students at Tribhuvan University? To what extent are individual aspirations correlated with the choice of major among management students? Does explain and predict the variance in career choices based on the identified determinants within the context of Tribhuvan University's management education? Agarwala (2008) also addressed the proposed inquiries, the study presents the following research objectives:

- To evaluate the patterns observed in the career decision-making process among management students and provide a comprehensive overview.
- To investigate the model's ability to explain and predict the variance in career choices based on the identified determinants within the specific context of Tribhuvan University's management education.

## **1.1 REVIEW OF LITERATURE**

Numerous research endeavors have been undertaken to regulate the factors influencing a student's selection of a major. This literature review specifically concentrates on students enrolled in four-year bachelor's business degree programs. Within the reviewed literature, determinants affecting the choice of major are categorized into internal influences, encompassing factors like abilities, skills, and self-efficacy, external influences, which encompass rewards associated with compensation and job security, and the impact of interpersonal factors, as indicated by Downey, McGaughey, and Roach (2009).

### **1.1.1 INTEREST IN THE SUBJECT**

In order to be included in the study, the selected research works needed to incorporate a dual assessment of both knowledge and interest. The resultant body of literature underwent initial

summarization and analysis, with a focus on domains chosen, subjects selected, and the nature of texts utilized, methods employed for assessing knowledge and interest, and the primary outcomes reported. Subsequently, based on this comprehensive analysis, six foundational premises were formulated to serve as guiding principles for subsequent research endeavors and practical applications. Finally, concluding remarks were articulated to underscore the overarching significance of text-processing research that synergistically considers the interplay between the domain of knowledge and the reader's interest (Alexander, Kulikowich, & Jetton, 1994). Almiskry, Bakar and Mohamed (2009) stated the significance of students' interests in their career decision-making process. They posited that career interest aligns with students' preferences and aversions, and that the level of engagement in career-related activities is indicative of future career choices. The researchers identified six distinct types of interests, namely accurate, analytical, creative, societal, innovative, and predictable. A survey was conducted to assess students' interests based on these patterns. Gender variations were observed in students' interest factors, with predominant trends noted. The survey results revealed that male students, to a significant extent (70%), exhibited a restrained interest in the accurate category. Conversely, female students, particularly the majority (75%), showed a pronounced interest in societal patterns. Moreover, the majority of female students (approximately 62%) demonstrated a preference for the creative interest category. Additionally, over 50% of students with analytical and innovative career interests were female. An equivalent percentage of both male and female students exhibited a predictable career interest. In terms of specific interests, male students leaned toward analytical (24.8%), innovative (23.8%), and accurate (20.8%) categories. Conversely, female students displayed a higher inclination toward societal (35%), analytical

(24.8%), and innovative (19.0%) career interests.

### **1.1.2 EASE OF SUBJECT**

Adams, Nelson and Todd (1992) studied that the examination revolves around assessing the interrelationships among ease of use, usefulness, and usage through the application of structural equation modeling. The outcomes derived from this model exhibit consistency with prior research, particularly, affirming the significance of usefulness as a pivotal determinant influencing system use. The findings present a nuanced picture, revealing the importance of both ease of use and usefulness, albeit with some variations. The investigation extensively explores various usage conditions to provide clarity and context for the identified patterns and disparities. The study's findings unveiled that interest in the subject stands out as the predominant factor influencing career choices among business students ( $F(1,118) = 12.304, p < 0.05, R = 0.307$ ). Financial outcomes, ease of subject, and future job opportunities was observed to have a relatively minor impact. Additionally, the study highlights a significant relationship between interest in the subject and personality type, as established by previous research (Ahmed, Sharif, and Ahmad, 2017). These findings contribute valuable insights to the understanding of factors influencing career choices, emphasizing the multifaceted nature of these determinants, ranging from individual preferences to broader consideration of ease of subject.

### **1.1.3 FINANCIAL OUTCOMES**

Delavande, and Zafar (2014) studied the moderate identification challenges, we address the aspect of selecting an educational institution with and without financial constraints. This approach is employed to assess and compare the significance of these factors in influencing the decision-making process regarding university attendance. Our survey targets male college-age students in two urban centers in Pakistan, currently enrolled in diverse colleges pursuing bachelor's-

equivalent degrees. The research reveals that the anticipated earnings play a pivotal role as a determining factor in the selection of the university type. Borchert (2002) emphasized the critical necessity of ensuring financial support for students. Individuals deeply concerned with financial responsibilities may already engage in employment to fulfill their perceived essential needs. For a student lacking financial backing from their family, the decision to pursue a career is a meticulous process, given the responsibility to bear all study-related expenses. This factor is accorded significant attention by many researchers, recognizing that without adequate financial support, a student faces challenges in constructing a future.

#### **1.1.4 FUTURE JOB OPPORTUNITIES**

Roach, McGaughey, and Downey (2012) explained that prior research may have underestimated the overall impact of job opportunities on career choices. In the earlier studies, their research indicates that students prioritize job availability and job security over interest in the field. Galhena and Kumanyake (2022) identified the key factors influencing career choices among business students. They highlight educational opportunities as a significant determinant, emphasizing that the selection of a major is influenced by the availability of subjects and the individual's familiarity and proficiency with a particular field. The study titled Determinants of Career Choices among Management Students under Tribhuvan University found that the importance of considering interpersonal influence, job availability, job security, and educational opportunities when investigating the factors shaping career decisions among management students within the framework of Tribhuvan University.

#### **1.1.5 INTERPERSONAL INFLUENCES**

Insights from prior studies on Career Determinants among Management Students, Ng, Burke, and Fiksenbaum (2008) discovered that among Indian management students, the primary factor

influencing career choices was identified as skills, competencies and abilities, with father emerging as the most significant individual influencer. Despite a prevailing cultural emphasis on collectivism, individualist tendencies were observed in certain contexts, and a protean orientation guided their career choices. Another study involving 120 students, Qiu, Dooley, and Palkar (2017) identified five contributory factors influencing career decisions. Students 'self-efficacy and occupational aspiration' emerged as the important factor, followed by tradition and cultural value, career guidance, support from parents, and external consultation. Utilizing stratified and systematic random sampling, the study organized students based on the year of study. Data collection involved questionnaires, and subsequent analysis employed descriptive statistics presented through bar graphs and frequency tables. The findings emphasized that a majority of students are predominantly influenced by opportunity and environmental factors rather than personal considerations (Korir & Wafula, 2012). This research article titled Determinants of Career Choices among Management Students under Tribhuvan University, insights contribute to acknowledging the diverse components shaping career decisions within the academic framework of Tribhuvan University in Nepal.

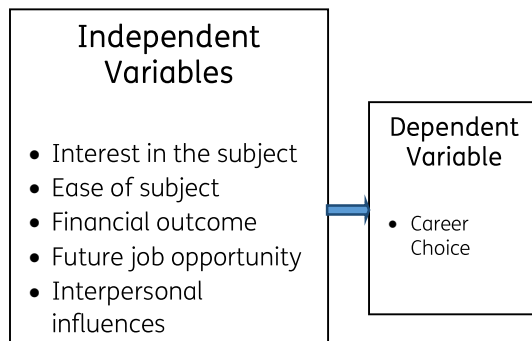
#### **1.1.6 CAREER CHOICE**

Ahmed (2014) and Agarwala (2008) conducted a survey revealing that Interpersonal Influences and Financial Outcomes significantly impact students' career choices, emphasized the role of skills, competencies, abilities and the influence of fathers in shaping the career choices of management students. Albugamy's (2014) studied on Saudi MBA students that personal needs alone did not determine career choices, with broader social and cultural factors playing a more significant role in non-Western contexts such as Saudi Arabia. Lamichhane et al. (2022) illustrated that career choices among management students are influenced by a combination of

intrinsic factors such as personal interest, career advancement, and personality traits, as well as extrinsic factors including prestigious job opportunities, lucrative employment prospects, and job security. The study also identified the significance of interpersonal influences, such as parental support, the impact of older siblings, and peer influence. Institutional factors, including career counseling activities and the influence of teachers and educators, were also acknowledged as influential determinants. These findings hold implications for Nepalese higher education institutions in guiding and counseling management students. This research article contributes to a comprehensive understanding of the diverse factors influencing career decisions within the academic environment of Tribhuvan University."

## 1.2 CONCEPTUAL FRAMEWORK

Conceptual framework has linked between independent variable interest in the subject, ease of subject, financial outcome, future job opportunity, interpersonal influences on dependent variable career choice. Given the literature review, the conceptual framework for the study is given as follows:



**FIGURE 1:** *Conceptual Framework*

## 2. METHODOLOGY

This research employed a quantitative methodology utilizing a questionnaire survey to investigate the determinants of career choices among management students under the purview of Tribhuvan University in Nepal. The

research design incorporated both descriptive and analytical approaches, aiming to explore the influence of various variables on career choices. This design choice, inspired by Fife-Schaw, Breakwell, and Hammond (1995), facilitates the simultaneous observation of multiple variables within a single time frame. The study targeted students enrolled in management programs at Tribhuvan University, with a total of 140 responses collected. By adopting this approach, the research aims to provide a comprehensive understanding of the factors influencing career decisions among management students, contributing valuable insights to the field of career development within the university context. Prior to coding and entering data into Excel, a thorough data cleaning process was undertaken. The analysis utilized Statistical Package for the Social Sciences (SPSS), specifically version 26, to execute a multiple linear regression model.

## 2.1 MULTIPLE REGRESSION MODEL

$$Y_{CC} = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e_i$$

Where,

$Y_{cc}$  = Dependent variable Career Choice

$X_1$  = Interest in the Subject

$X_2$  = Ease of Subject

$X_3$  = Financial Outcomes

$X_4$  = Future Job opportunities

$X_5$  = Interpersonal Influences

$\alpha$  = Constant

$\beta_i$  = Beta Coefficient of slope of regression model

And,  $e_i$  = Error term

## 3. RESULT AND DISCUSSION

This chapter has used both descriptive and inferential statistical analysis. The descriptive analysis implies calculating mean, standard deviation, and lowest and highest values of observations to summarize and describe the data. Inferential analysis includes regression analysis to examine the relationships and impact between variables.

### 3.1 VALIDITY AND RELIABILITY

Validity in this study pertains to the extent to which the inferences drawn from a specific test align with expected and meaningful results. To establish the validity of the research instrument, a dual approach involving both content and face validity was employed. Content validity, confirming the appropriateness of the instruments, was verified by aligning formulated variables with existing literature, utilizing insights from professionals in the fields of management, and conducting repeated reviews.

Reliability, indicating the consistency and dependence of the construct measure, was assessed to ensure that items within variables were highly related and consistent. The internal consistency of all 18 items in the instrument was examined using the Cronbach's alpha test, a widely accepted measure in social science research. A Cronbach's alpha value of 0.7 or higher, as considered a standard cutoff, indicates acceptable reliability, implying that the items are dependable.

*Table 1: Reliability Statistics*

Variable	Number of items	Cronbach's Alpha	Decision
Career Choice	3	0.789	Reliable
Interest in the Subject	3	0.772	Reliable
Ease of Subject	3	0.71	Reliable
Financial Outcomes	3	0.754	Reliable
Future Job opportunities	3	0.902	Reliable
Interpersonal Influences	3	0.709	Reliable

### 3.2 DESCRIPTIVE ANALYSIS

The descriptive table presents key statistical measures for various determinants of career choices among management students under Tribhuvan University. The surveyed variables include Career Choice, Interest in the Subject, Ease of Subject, Financial Outcomes, Future Job

Opportunities, and Interpersonal Influences. For each variable, the table provides a comprehensive overview, detailing the minimum and maximum scores, the mean (average) score, the standard deviation (a measure of variability), and the number of observations (N) representing the sample size.

*Table 2: Descriptive Statistics*

Variables	Minimum	Maximum	Mean	Std. Deviation	N
Career Choice	4	15	11.67	2.11	140
Interest in the Subject	4	14	11.31	1.93	140
Ease of Subject	9	15	12.39	1.40	140
Financial Outcomes	4	15	11.57	2.16	140
Future Job opportunities	4	14	11.49	2.35	140
Interpersonal Influences	4	15	11.79	1.87	140

The first variable Career Choice exhibits a range from 4 to 15, with a mean score of 11.67 and a standard deviation of 2.11, indicating a central tendency towards specific career paths with some variability among the surveyed students. Interest in the Subject shows a minimum score of 4, a maximum of 14, a mean of 11.31, and a standard deviation of 1.93, reflecting the

varying degrees of interest among respondents in the subjects associated with their prospective careers. Ease of Subject reveals a narrower range 9 to 15 with a higher mean of 12.39 and a lower standard deviation of 1.40, suggesting a more consistent perception of the ease or difficulty of their academic subjects. Financial Outcomes and Future Job Opportunities both demonstrate average

scores of 11.57 and 11.49, respectively, with varying levels of standard deviation 2.16 and 2.35, indicating diverse opinions and expectations regarding the financial aspects and future job prospects associated with their career choices. Interpersonal Influences displays a mean of 11.79, a standard deviation of 1.87, and a range

from 4 to 15, signifying the influence of interpersonal factors on students' career decisions. The presented statistical information provides for understanding of the determinants shaping career choices among management students, contributing valuable insights to the broader discourse on educational and career decision-making.

Table 3: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of	Durbin-Watson
1	.884a	0.782	0.773	1.004	2.099

The model summary provides a concise overview of the regression analysis conducted for the research article titled Determinants of Career Choices among Management Students under Tribhuvan University. The model demonstrates a strong relationship between the independent variables and the dependent variable. The coefficient of determination R Square is 0.782, indicating that approximately 78.2% of the variability in career choices among management students can be explained by the model.

The adjusted R Square, which accounts for the number of predictors in the model, is 0.773. The overall fit of the model is reflected in the high value of the multiple correlation coefficient (R = 0.884). The standard error of the estimate is 1.004, providing a measure of the average deviation of observed values from the predicted values. The Durbin-Watson statistic of 2.099 indicates the absence of significant autocorrelation in the model residuals.

Table 4: ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	483.748	5	96.75	95.935	.000
	Residual	135.138	134	1.008		
	Total	618.886	139			

The analysis of variance (ANOVA) for the research model investigating the determinants of career choices among management students under Tribhuvan University reveals significant findings. The

regression model is highly significant (F = 95.935, p < 0.001), indicating that the independent variables collectively contribute significantly to explaining the variance in career choices.

Table 5: Significant of Predictors

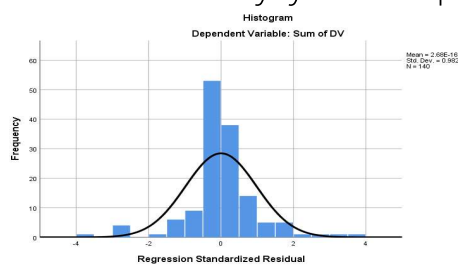
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	Beta	Std. Error	Beta		
Constant	-0.124	0.882		-0.141	0.888
Interest in the Subject	-0.084	0.077	-0.077	-1.093	0.276
Ease of Subject	0.07	0.079	0.047	0.892	0.374
Financial Outcomes	0.755	0.045	0.774	16.844	.000
Future Job opportunities	0.232	0.065	0.258	3.602	.000
Interpersonal Influences	0.04	0.061	0.035	0.655	0.513

Dependent Variable: Career Choice

The regression coefficients for the determinants of career choices among management students under Tribhuvan University provide valuable insights into the relative impact of each predictor variable. Notably, Financial Outcomes and Future Job Opportunities emerge as statistically significant predictors, with standardized coefficients of 0.774 and 0.258, respectively, both yielding p-values less than 0.001. This signifies that students' career choices are significantly influenced by considerations related to financial outcomes and perceived future job opportunities. Interest in the Subject, Ease of Subject, and Interpersonal Influences, on the other hand, exhibit non-significant coefficients, suggesting that these factors may have a limited impact on shaping career decisions within the studied population. The regression model, as a whole, is robust and statistically significant ( $p < 0.001$ ), emphasizing its efficacy in explaining variations in career choices.

### 3.3 NORMALITY TEST

The diagnostic evaluation of the normality assumption utilized a histogram as a graphical method. Figure illustrates that the dataset exhibits an approximate normal distribution, displaying a bell-shaped curve with a prominent peak in the center and a relatively symmetrical pattern.



**FIGURE 2:** Normality Test

### 3.4 MULTICOLLINEARITY

Various techniques are available for detecting the presence of collinearity among predictors, and in this study, Variance Inflation Factor (VIF) is employed to assess the assumption of independence among explanatory variables. A generally accepted guideline is that if VIF values fall within the range of one to five ( $1 \leq VIF \leq 5$ ),

it suggests that multicollinearity is not a significant concern. This methodological approach enhances the understanding of the interrelationships among explanatory variables, ensuring the reliability of the regression analysis conducted in the study.

**Table 6: Variance Inflation Factor**

Variables	VIF
Interest in the Subject	3.013
Ease of Subject	1.676
Financial Outcomes	1.295
Future Job opportunities	3.158
Interpersonal Influences	1.772

## 4. CONCLUSION AND IMPLICATION

The comprehensive regression analysis conducted for the study on the determinants of career choices among management students at Tribhuvan University yielded significant insights. The model exhibited a strong relationship between the independent variables and the dependent variable, as indicated by the high coefficient of determination (R Square = 0.782). The adjusted R Square further underlined the model's robustness, accounting for the number of predictors (Adjusted R Square = 0.773). The multiple correlation coefficient ( $R = 0.884$ ) affirmed the overall fit of the model. The ANOVA results emphasized the statistical significance of the regression model ( $F = 95.935$ ,  $p < 0.001$ ), highlighting the collective contribution of independent variables in explaining career choices' variance.

Investigating into the regression coefficients, Financial Outcomes and Future Job Opportunities emerged as influential predictors, significantly impacting students' career choices (both with  $p < 0.001$ ). Conversely, Interest in the Subject, Ease of Subject, and Interpersonal Influences exhibited non-significant coefficients, suggesting a limited impact within the studied population. This comprehensive understanding enhances our knowledge of the determinants shaping career decisions among management students.



Implications of these findings are substantial for educational institutions and policymakers. Recognizing the important roles of Financial Outcomes and Future Job Opportunities in influencing career choices can inform curriculum design and career counseling services. Institutions may consider incorporating practical exposure and information related to financial aspects and job prospects to better align educational programs with students' career aspirations. Additionally, the non-significant impact of certain factors analyzing the need for a sophisticated approach, acknowledging the diversity of influences on career choices among management students.

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