



Research Paper

The Problems of Underemployment among the Youngsters

Dr G Annlet

Assistant Professor in Sociology, St. Judes College Thoothoor

Received 09 May, 2021; Revised: 22 May, 2021; Accepted 24 May, 2021 © The author(s) 2021.

Published with open access at www.questjournals.org

I. INTRODUCTION:

Underemployment is a significant cause of poverty because although the worker may be able to find part-time work, the part-time pay may not be sufficient for basic needs. Underemployment is a problem particularly in developing countries, where the unemployment rate is often quite low, as most workers are doing subsistence work or occasional part-time jobs. The global average of full-time workers per adult population is only 26%, compared to 30–52% in developed countries and 5–20% in most of Africa. Umar and Zubairu (2012) described that there is a negative effect of inflation on economic growth. Sackey and Osei (2006) concluded that younger people are more likely to be unemployed as compared to older people group due to lower labour market skill. Anyanwu (2013) found that young people have less experience as compared to old people due to which it is very difficult to gain the employment; they have to bear less salary and wages for same work as compared to older/experienced people. Shapiro and Stiglitz, (1984) have concluded that increasing the higher wages above the equilibrium wages as incentives to increase the efficiency of employee is the cause of unemployment. Efficiency wages model are kept higher above the market clearing wage with view to reducing employee turnover. Efficiency wages framework creates the difficulty for jobseekers to secure employment.

II. METHOD:

The present study aims to study the socio-economic condition of under employee, to know the cause of underemployment and to find out the problem faced by the under employee. Descriptive research design was selected for this study. For the present study purposive sampling method was used. 100 underemployed youths were analyzed in this present study. The study was carried out in Chennai city. The primary and secondary data was used in this present study. Primary data were collected from the respondents by means of personal interview using structured interview schedule. Observation method also applied to collect the supplementary information.

III. DISCUSSION:

In this present study nearly three fifth (58 percent) of the respondents belong to the age group of 19-24. Comparing to other age group 19-24 is underemployed due to lack of experience in work and over competition in the employment sector. Nearly three fourth (70 percent) of the respondents belongs to male category, 30 percent of the respondents belong to female category. It shows the impact of patriarchy among women in the present contemporary society. Respondents who were completed Under Graduate (56percent) were facing the underemployment problem comparing to others because in most of the company, they prefer to have experienced person so as a fresher they are entering into any kind of job sectors. Majority (80percent) of the respondents are unmarried because they are economically not stable so this leads them to late marriage and 20percent of the respondents are married. More than three fifth (62percent) of the respondents income are from Rs.5000-15,000. Nearly two fifth (36percent) of the respondents income are from Rs.16,000-30,000 and remaining 2percent of the respondents income are Rs.31,000-45,000. It shows that majority of the respondents are getting low salary. Majority (50percent) of the respondents were living in rental house because of their low income. Nearly three fourth (72percent) of the respondent's family are well educated, more than one fourth (28percent) of the respondent's family are educated. It shows that there is no prevalence of illiterate, in current days most of the respondents are well educated. Overwhelming majority (94 percent) of the respondents working in full time jobs, 6 percent of the respondents working in part time jobs. In that nearly three fifth (58percent) of the respondents working in sales department, 34percent of the respondents working in other departments like translator, medical billing, trainee in IT, stationary shop, BPO, accountant, banking, Photoshop, team leader, associate, traffic volunteer, 8percent of the respondents working as delivery boys. In

that more than half (52percent) of the respondents feel themselves as over qualified for the current job, more than one fourth (26percent) of the respondents were not sure about the link between their educational qualification and their job. 22percent of the respondents doesn't feel themselves as over qualified for the current job. Nearly half (48percent) of the respondents are working for 8 hours per day and two fifth (40percent) of the respondents are working for more than 8 hours per day. Remaining 12percent of the respondents is working for 5 hours per day. More than half (54 percent) of the respondents are not having any kind of expectations about their job, 36 percent of the respondents are expecting the job based on their qualifications, 8 percent of the respondents are expecting the job with more salary and remaining 2percent of the respondents are expecting government job. More than half (52 percent) of the respondents are working in their native place. One fifth(20percent) of the respondents are settled here for long time, one fifth (20 percent) of the respondents shifted here due to less opportunity in their native place because they are from a small village with no facility related to education, so they thought that Chennai would be a best place to increase their economic status. Remaining 8 percent of the respondents shifted here for educational purpose. More than half (52 percent) of the respondents does not get any extra payment for their job, more than one fourth (26 percent) of the respondents gets incentives, more than one fifth (22 percent) of the respondents work over time (OT) and gets the extra payment. Half (50percent) of the respondents satisfied with their current work, more than one fifth (22 percent) of the respondents are searching for another job due to no salary increment, 14 percent of the respondents searching other job related to their qualification, 12 percent of the respondents searching for government job, Remaining 2 percent of the respondents searching for other job for a change. Nearly half of the respondents are not satisfied with their income because their family needs is high than their salary and more than two fifth (44 percent) of the respondents are satisfied with their family income, 10 percent of the respondents are not satisfied with their salary because they were paying EMI & loan. It shows that the low income group people could not handle the economic pressure of their family so they avail loan to tackle the family problems. More than two fifth (42percent) of the respondents were underemployed because they didn't get job based on their qualification in their region, nearly two fifth (38percent) of the respondents were underemployed because of family situation, 20percent of the respondents were underemployed because of economic condition. Majority (76percent) of the respondents working in day shift, 7percent of the respondents cannot able to spend much time with their family members due to night shift, 10percent of the respondents have no problem with their night shift. Nearly half (48percent) of the respondents have strong bonding with their family members without work pressure, nearly one fifth (24percent) of the respondents didn't have proper family bonding because of less time, 2percent of the respondents didn't have proper bonding because of staying in hostels, one fifth (22percent) of the respondents didn't have proper family bonding because of work pressure, 4percent of the respondents didn't have family bonding because of physical illness. Majority (92percent) of the respondents were not involved in any kind of strike, 8percent of the respondents involved in economic strike for salary increment, no one involved in strike for bonus. Economic strike is held by the respondents due to insufficient of salary for family needs. Nearly half (46percent) of the respondents have physical illness due to working posture , two fifth (44percent) of the respondents doesn't have any physical illness, one fourth (20percent) of the respondents have physical illness due to travelling for long time. In that three fifth (62percent) of the respondents doesn't have any mental illness, 32percent of the respondents have mental illness due to tension & pressure, 6percent of the respondents have mental illness due to getting pressure from higher authorities. In that more than three fifth (62percent) of the respondents don't have any policies regarding medical issues, 32percent of the respondents have employment insurance, more than two fifth (22percent) of the respondents are provided treatment from their high authority, 6percent of the respondents have doctors in their work place. In that four fifth (80percent) of the respondents were feels good relationship with their higher authorities. 18percent of the respondents have bad experience with their higher authorities due to more work pressure, 2percent of the respondents have bad experience with their higher authorities due to rude behavior. In that 54 percent of the respondents working mode is in office, two fifth (40 percent) of the respondents working mode is in travelling, 6 percent of the respondents working mode is both in office and travelling. More than three fifth (62percent) of the respondents don't have any health issues because of travelling, more than one fifth (22percent) of the respondents have back pain due to travelling, 16percent of the respondents have muscles and joint pain, 8percent of the respondents have head ache, 2percent of the respondent feels drowsiness. Comparing with the other health issues, back pain is the major problem of the respondents; this is due to travelling for a long time. Two fifth (40 percent) of the respondents did not face any consequences in the society due to their underemployment, 22 percent of the respondents were compared with neighborhood by their family, 16 percent of the respondents were insulted for joblessness by the society, 14 percent of the respondents got more advices by the society, 8 percent of the respondents faced rude behavior in the society when they are jobless. Comparing with the other consequences many respondents were compared with their peer groups, neighborhood and family because of the competitive world.

IV. CONCLUSION:

Underemployment, or employment that is insufficient relative to a standard, takes several forms, including over qualification, involuntary educational mismatch, involuntary part-time or temporary employment, and underpayment. The most consistent findings are that underemployment is associated with job dissatisfaction, low affective commitment, and poor psychological health. The private and government sector need to improve job recruitment and government need to make some benefits schemes to the under employee. Job sector can be improving salary increment to the workers and this job should not affect the employee's health. So, they have to need new scheme for underemployment person and for their health.

REFERENCES:

- [1]. Gallup, Inc. "Gallup Global Employment Tracking". Retrieved 15 October 2014.
- [2]. Umar A. & Zubairu A. A. (2012). Effect of inflation on the growth and development of the Nigerian economy: An empirical analysis. *Internal journal of Business and Social Science*, 3(10), 183-191.
- [3]. Sackey, H. A. & B. Osei (2006). Human resource underutilisation in an era of poverty reduction: An analysis of unemployment and underemployment in Ghana. *African Development Review*, 18(2), 221-247.
- [4]. Anyanwu, J. C. (2013). Characteristics and macroeconomic determinants of youth employment in Africa. *African Development Review*, 25(2), 107-29.
- [5]. Shapiro, C. & J. E. Stiglitz (1984). Equilibrium unemployment as a worker discipline device. *American Economic Review*, 74(06), 433-444.

In recent years the proportion of young people graduating from higher education has increased rapidly. This reflects a shift from elite to mass higher education systems, the latter being defined as a system in which more than 15% of young people participate in higher education (Trow, 2005).

In recent years the proportion of young people graduating from higher education has increased rapidly. This reflects a shift from elite to mass higher education systems, the latter being defined as a system in which more than 15% of young people participate in higher education (Trow, 2005).

In recent years the proportion of young people graduating from higher education has increased rapidly. This reflects a shift from elite to mass higher education systems, the latter being defined as a system in which more than 15% of young people participate in higher education (Trow, 2005).