

A STUDY ON HIRING OF YOUTH IN DEVELOPING COMPANIES IN THANJAVUR

Aakash.M
MBA 1st year,
Department of Management studies,
Periyar Maniammai Institute of
Science and Technology,
Vallam, Thanjavur .

Dr.RAJANDRAN. KVR
Associate Professor&Head,
Department of Management Studies,
Periyar Maniammai Institute of
Science and Technology,
Vallam, Thanjavur

ABSTRACT: Young people are a major human resource for development .The youth challenges is considered as most critical of the 21th century's development challenge. Unemployment is considered a imbalance that affects all modern economics. In the present research paper investigated in the hiring of youth in darling company. In 50 sample size in the research paper. The obtained were analysed in Descriptive analysis. More respondents agreed to handling pressure and adapt the nature of job within time. So the young peoples are quickly adapt the nature of job and easily handling the pressure is best way to hiring the youth in developing companies.

KEYWORDS: Handling pressure, adapt the nature of job within time, passionate to work, depended on technology.

1. INTRODUCTION

Young people are the most educated generation ever opportunities for young people to find a job are bound to the genera's economy. As technology improved there is a need for an employee who is well educated and technically skilled. Young people are basically educated by using technology. Hence most of the developing company needs a young people for their vacancy, so this present research is all about testing the hiring level of young people in Darling company in Thanjavur.

difference in employment and unemployment situation.

Mirela Lonela Aceleanu et al(2015), defined to increase employment level, because as a result of this study certain imbalances in the labour market in Europe .The sample size 100 and using T test analysis. The result that there is a no significant difference in the employment level .

Aya Okada(2012), reviewed the current state of education, skill development, and employment for Indian youth. The sample size 75 and using correlation. The result that there is a significant difference in the skill development and employment for Indian youth.

2.REVIEW OF LITERATURE

Mahendra Dev and Venkatanarayana.V(2005), examined the employment and unemployment situation of youth in India. The sample 250 and using descriptive analysis. There is no significant

Mariana-Cristina and Ganeescu(2010), defined the high level of unemployment reflects the difficulties young people face in finding a job in Europe. The sample size is 80 and using ANOVA . The result that there is reduced the level of youth unemployment.

Rufus Boluwaji Akindola and Oliiwatunmise DadaNigeria(2017), explored the cause and effects of youth unemployment. The sample size 100 and using descriptive analysis. The result found that low standard of living and high crime rates. So there is no significant difference.

2.1 RESEARCH OBJECTIVE

- To reduce unemployment for youth in developing companies.

3.RESEARCH METHODOLOGY

- Total population-50
- Sampling size -50
(According to RAO software)
- Sampling technique-Simple random sampling
- Area of research-The research is based on the survey of Hiring of youth in darling company, Thanjavur.
- Dependent variable- Hiring of youth
- Independent variable- Handling pressure, adapt the nature of job within job, passionate to work, dependent on technology.
- Primary data-collected from darling company in Thanjavur.
- Secondary data-The source of secondarydata newspaper, journals.

4.DATA ANALYSIS

REFERENCE:

- S.Mahendra Dev and M.Venkatanarayana,(2011), Youth employment and unemployment ,international labour organisation.vol 41,Issue 49.
- Mirela lonela aceleanu at el (2015),Increase the employment level ,india
- Aya okada(2012), current state of education,skill development, and youth employment, India
- Mariana cristina and ganeescu (2010), The high level of unemployment reflects the youth difficult to finding a job,India
- Rufus Boluwaji Akindola and Oliiwatunnise R.Dade,(2017) The cause of effect of youth employment.
- (2008) Asian Development Outlook 2008: Asian Workers, Asian Development Bank, Hongkong.
- Chambers, R. and A. Lake (2002) "Youth Business International: Bridging the gap between Unemployment and Self-employment for Disadvantaged Youth", ILO Skills Working Paper3, Geneva: International Labour Organisation.
- Chandrasekhar, C.P., Jayati Ghosh and A.Roychowdhury (2006), "The „Demographic Dividend“ and Young India“s Economic Future”, Economic and Political Weekly, No.49, Vol.41.

4.1 DESCRIPTIVE STATISTICS

	N	Mean	Std.Deviation
HANDLING PRESSURE	50	3.42	1.3107
ADAPT THE NATURE OF JOB	50	3.42	1.4155
PASSIONATE TO WORK	50	3.38	1.426
DEPENDENT ON TECHNOLOGY	50	3.38	1.398

The table 4.1 shows the mean values and standard deviation for the five variables relating to youth peoples hiring in developing companies. In this, handling pressure and adapt the nature of job within time got the highest mean value of 3.42. so the handling pressure and adapt the job within time is the most satisfying factor in hiring of youth in developing companies.

5.CONCLUSION

Research outcome shows that handling pressure and adapting to the job within time are more committed in hiring of youth in developing companies. So improve easily handling and adapting skills. This is the best way to hiring the youth in developing companies. Hence the objective of this study is fulfilled.

- Godfrey M. (2003) “Youth Employment Policy in Developing and Transition Countries – Prevention as Well as Cure”, World Bank Social Protection Discussion Paper, 320, Washington, DC: The World Bank.
- GOI (2010), „Mid-Term Appraisal of Eleventh Five Year Plan”, Planning Commission, Yojana Bhavan, Government of India ILO (2004) Global Employment Trends for Youth, Geneva: International Labour Office.
- ILO (2005a) Youth: Pathways to Decent Work: Promoting Youth Employment-Tackling the Challenge, Geneva: International Labour Organisation. ILO (2005b) “Youth Employment: From a National Challenge to Global Development Goal”, Background paper contributed by the ILO to the G8 Labour and Employment Ministers” Conference, London, 10-11 March 2005, Geneva: International Labour Office.
- ILO (2006) Global Employment Trends for Youth, Geneva: International Labour Office. Lam, D (2006) “The Demography of Youth in Developing Countries and its Economic Implications” World Bank Policy Research Working Paper No. 4022, Washington DC: The World Bank.
- O’Higgins, Niall (2008) “Youth Labour Markets in Indonesia, the Philippines and Thailand”, Mimeo, University of Salerno. Pasha, H.A and T.Palanivel(2003), „Macro Economics of Poverty Reduction: An Analysis of the Experience in 11 Asian Countries”, Discussion Paper No.3, UNDP Asia –Pacific Regional Programme on Macro Economics of Poverty Reduction.
- Rao, CHH(2005), “Agriculture, Food security, Poverty and Environment”, Oxford University Press, New Delhi Rosas, Gianni and Giovanna Rossignotti (2005) Guide for the Preparation of National Action Plans on Youth Employment, Geneva: International Labour Organisation.
- Srinivasan, T N (2008) “Employment and Unemployment since the Early 1970s”, in Radhakrishna (ed.) India Development Report 2008, New Delhi: O U P. Sundaram, K and Suresh D Tendulkar (2002) “Working Poor in India: Employment-Poverty Linkage and Employment Policy Options”, Discussion paper on Issues in Employment and Poverty, ILO, New Delhi.
- Sundaram, K and Suresh D Tendulkar (2004) “The Poor in the Indian Labour Force”, Economic and Political Weekly, November 24. UN (2007) Understanding Youth Issues in Selected Countries in the Asian and Pacific Region, Economic and Social Commission for Asia and the Pacific, New York: United Nations
- Visaria, P. (1998) “Unemployment among Youth in India: Level, Nature and Policy Implications” Employment and Training Paper 36, Employment and Training Department, Geneva: International Labour Organisation. Weinert, Patricia; Michele Baukens; Patrick Bollerot; Marina Pineschi-Gapenne and Ulrich Walwei (2001) Employability: From Theory to Practice, Transactions Publishers.
- World Commission on Environment and Development. Our Common Future; Oxford University Press: New York, NY, USA, 1987. Available online: <http://www.un-documents.net/our-common-future.pdf> (accessed on 1 November 2014).
- Becker, G.S. Human Capital: A Theoretical and Empirical Analysis with Special Reference to
- Kopnina, H. Metaphors of Nature and Economic Development: Critical Education for Sustainable Business. Sustainability2014, 6, 7496–7513.
- Bell, D.; Blanchflower, D. Youth Unemployment: Déjà vu? IZA Discussion Paper No. 4705; Institute for the Study of Labour: Bonn, Germany, 2010.
- International Labour Office (ILO). Recovering from the Crisis: A Global Jobs Pact, Geneva,