



## PERCEPTION OF YOUTH TOWARDS THE GOVERNMENT & PRIVATE JOBS” IN VARANASI CITY

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**Abstract** :- Perception is synthetic process where different psychological processes are involved. Every individual has his or her own way of understanding the circumstances and situation. The study is carried out the perception of youth towards the Government & Private jobs. It aims to identify the future perspective of youth, their energy, skills and contribution towards the development of the society. It is also aimed at determining the level of individual perception and examines the overall job satisfaction towards the government and private sector jobs according to their skills. It has been analyzed that the people who choose a job according to their interest they perform well at their work and feel more satisfied. The study of perception in the city aims at providing a snapshot of the ‘world’ of the youth in the Varanasi city. It is a window to understand what the youth think, why they think, the way they do and how does society respond to their viewpoint. It has become a major challenge for human resource management to maintain the satisfaction level of youth according to their intuitions about job in today’s scenario. This study would also attempt to identify the factors affected to youth for their selection of job in private or public sector companies and ensuring that young people’s occupational choices are not determine by gender. It also provides an insight to understand the behaviour, preferences and the thinking of the younger generation. This study would also give a platform to analyze the preferences of young people towards the government jobs and why young aspirants are prioritizing job security over rapid career growth promised by most private sector employers. Very limited research has been done with respect to youth perception. This study requires survey and questionnaire to collect data and gather information around 200 local unemployed educated youth between 18-27 years of age as respondent, seeking from the random sampling method.

**Keywords:** Local youth, Varanasi city, youth perception factors, youth studies, technology, unemployment, job satisfaction.

### 1.1 Introduction

In today’s young people encounter many challenges which affect their level of trust in policy makers. The study of the perception of youth in the Varanasi city aims at providing a snapshot of what youth think about the government and private jobs. When young people are relatively free from adult responsibilities and able to explore diverse career and life options, they considered themselves in some way life each. At the same time given the wide variety of believable and actual options available to them. Youth may begins to make commitments to work and significant others, but these are more tentative than they will be later. Government or Private Job is a very common question among youth who are on the stage of finishing their studies and are about start the new career. In this study we will discuss the differences in government and private jobs to help the young mind of the city to decide their career path. In the Varanasi city young people know very little about the detail of work in particular jobs and about the kind of job offers. They have basic perception of work that is traditionally done. It is hoped that this study will help to youth for understanding the vision of their career choice either it in government o private sector. It also provides an insight to understand the thinking of younger generation.

### Perception:

Perception is not simple to understand, it is integrated approach and a synthetic process where different psychological and physiological processes are involved. For example, the accuracy of sense organs, clarity of sensations, mental set of an individual, etc. Otherwise our perception may go wrong. There are individual differences in perceptual abilities. Two people may perceive the same stimulus differently.

The factors affecting the perceptions of people are:

1. **Perceptual Learning:** -Based on the past experiences or any special training that we get, every one of learns to emphasize some sensory input and ignore others. For example, a person who has got training in some occupation like artistry or other skilled jobs can perform better than other untrained people. Experience is the best teacher for such perceptual skills.
2. **Mental Set:** - It refers to preparedness or readiness to reduce some sensory input. Such expectancy keeps the individual prepare with good attention and concentration. For example, when we are expecting the arrival of a train, we listen to its horn or sound even if there is a lot of noise disturbance.
3. **Motives and Needs:** - our motive and needs will definitely influence our perception. For example a hungry person is motivated only to recognize the food items among other things. His attention cannot be directed towards other things until his motive is satisfied.
4. **Cognitive style:** -Every individual will have his or her own way to understanding the situation. It is said that the people who are flexible will have good attention and they are less affected by interfering influences and to be less dominated by internal needs and motives than or people at the constricted end.
5. **Extrasensory perception:** -Is there any way of knowing about the world in which the information does not come through the senses? Some people believe that is possible. But there are some instances reported by people that they have experienced some perceptions without the aid of their sense organs. Psychologists have named the perception that occurs without sensory stimulation as 'Extrasensory perception' (ESP).

#### **Youth:**

**Thinking & Perception:** -Today's youth have more freedom to think, what they feel and express their thoughts and ideas. In this innovative world of technology, they can easily get each every information whether that info is suitable for them or not. As we all know the technology has totally changed our lives and our way of thinking. The immense use of internet has changed our society thinking.

Youth are known as future of our country, if comparison is done between today's youth and past youth, we will find a different between past and future youth. Today's youth are more advance and developed from the past youth use to be.

A few days ago, I was talking to a group of fresh graduates — engineers and MBAs. I asked them about their dream job and was surprised when they said that they prefer any government job, especially a in a State government organization. They would settle for a private job only if they don't get through the recruitment process for government organizations and PSUs! Having a government job is becoming a trend nowadays. Every student who completes their graduation starts preparing for the government exams.

They don't find any career scope in private sectors to make their dream come true. Thereason behind this new found craze for government job is a misconception in the mind of today's youth. They are under false impression that the government job is 'not demanding', 'has no target' and provide a lots of benefits. Most of the youth think it comes with 'job security, even though the pay is low compared to a job in private sector. Recently, UP Govt. issued notification for Peon Vacancies. After receiving applications from candidates, they were shocked seeing response of PHD or MBA candidates for Peon Jobs. This article inspired us to conduct a research and deduce what are the main reasons behind demand in Govt. Sector Jobs and what are the Main differences between Govt. Sector vs. Private Sector Jobs. When I was talk about the perception toward the government & private job from youth of Varanasi city which set me thinking about job preferences some 20 years ago. The scenario in the job market seems to have reversed completely. They said-

- The pay and benefits of a government job always score over those of private jobs.
- Government jobs are less demanding, have no targets and are 'permanent'.
- What will I gain from a move in the private sector?

#### **Impact of Technologies on youth:**

Technology has become a part and parcel of almost everyone's lives, especially the youth's. In the developing world, it's hard for young people to find good information about jobs. While technology provides a world of opportunities, it has constricted our time. The youth today has become severely and unapologetically attached to technology I think, technology is a part of the process we call development. Advantages are many as it makes the student if they want to know something they can look it up on the Internet and in just a few seconds have an answer. Disadvantage is it will only lead to future generations becoming more and more introverted and technology obsessed in the years to come.

#### **Unemployment:-**

Unemployment is defined as a situation where someone of working age is not able to get a job but would like to be in full time employment. Young people account for roughly 40 percent of the Varanasi youth unemployed and are up to four times more likely to be unemployed than adults. A number of factors make the jobs challenge more acute among youth. Youth unemployment levels in Varanasi remain one of the highest in the Uttar Pradesh. In addition to youth unemployment of Varanasi also faced severe graduate unemployment of those 18–27 years of age. This was due to a lack of demand for highly educated personnel at the time. This lack of employment is thought to have contributed to the feelings of frustration among youth. Many youths are frustrated looking for jobs that are not there or that employers are not ready to offer them. This study looked deeply into the perceptions of youth on unemployment so as to come up with different views that can help to solve this problem

#### **Job satisfaction:**

The present study is concerned mainly with problem of job satisfaction which an individual derives from work.

Job satisfaction is a complex concept and difficult to measure objectively. It is function of the correspondence between the reinforce system of the work environment and individual's needs. The job satisfaction is taken in terms of youth employee's perceptions on their physical and mental wellbeing at work.

**OBJECTIVE OF THE STUDY**

- To find out the perception of youth towards public & private sector jobs in Varanasi.
- To find out the level of job satisfaction according to their preferences.
- Tap the expectations of the youth in today’s scenario.

**METHODOLOGY**

- Research Design is a master plan specifying methods and procedures for collecting and analyzing the needed information.
- The research will be exploratory and descriptive in nature. In order to answer the suggested research objectives and field survey is to be conducted.
- The sources of the data are mainly primarily and the data are to be collected by questionnaire from youth of Varanasi city.
- The main objective of the survey was to obtain data on perceptions of youth for jobs in addition to obtaining information on basic labor force indicators, economy and social trust.

Sample unit: -18-27 year-old youth, living in Varanasi city.

Sample size:-200 young unemployed youth

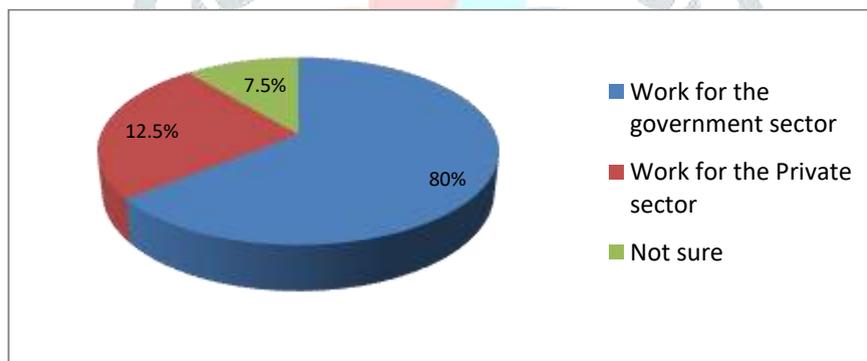
Sampling techniques: - Random Sampling

**DATA ANALYSIS & INTERPRETATION**

This study made use of descriptive analysis and cross tabulations to explore the perceptions of the causes of graduate unemployment between employed and unemployed graduates.

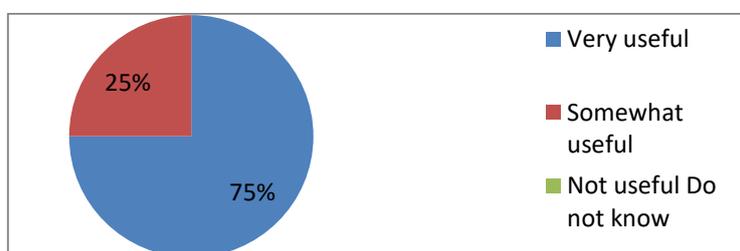
Q1. . Ideally, which Sector of job do you prefer most?

Variables	Respondents	
(a) Work for the Government sector	160	80%
(b) Work for the Private sector	25	12.5%
(c) Not sure	15	7.5%



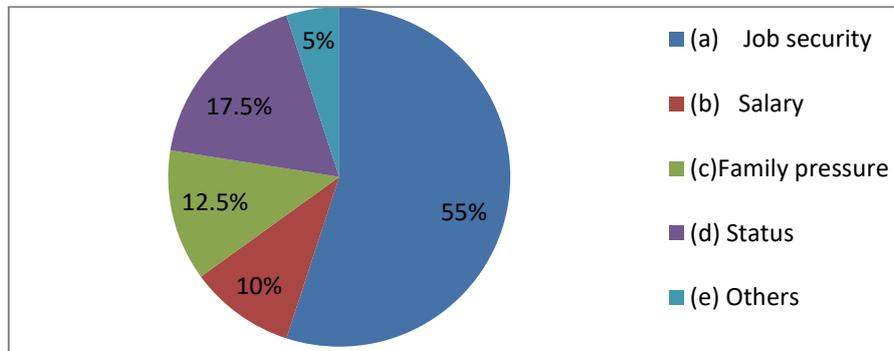
Q2. Do you feel the education/training you received in the past is useful for getting your ideal job?

Variables	Respondents	
(a) Very useful	150	75%
(b) Somewhat useful	50	25%
(c) Not useful Do not know	0	0%



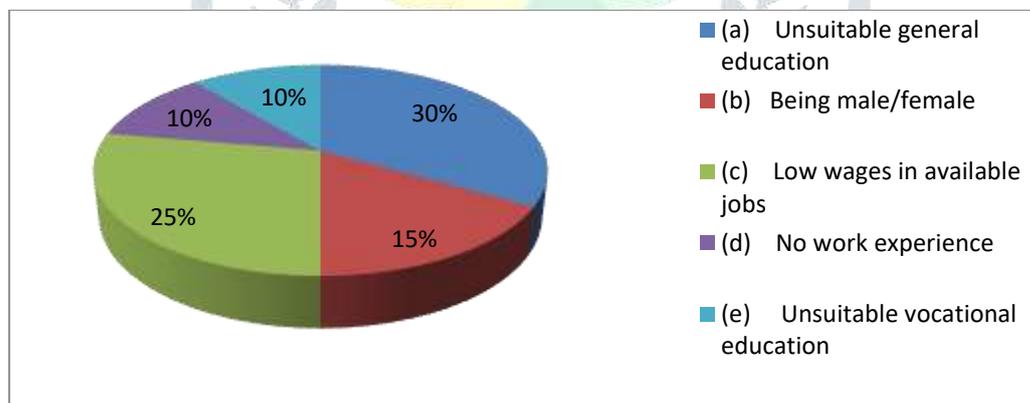
Q3. What are the main reasons you want to work only government sector organization?

Variables	Respondents	
(a) Job security	110	55%
(b) Salary	20	10%
(c) Family pressure	25	12.5%
(d) Status	35	17.5%
(e) Others	10	5%



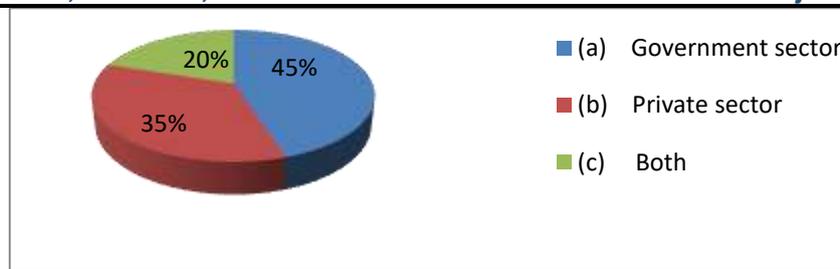
Q4. What is the main obstacles while finding an ideal job?

Variables	Respondents	
(a) Unsuitable general education	60	30%
(b) Being male/female	30	15%
(c) Low wages in available jobs	50	25%
(d) No work experience	20	10%
(e) Unsuitable vocational education	20	10%



Q5. Which sector provides better growth & opportunities?

Variables	Respondents	
(a) Government sector	90	45%
(b) Private sector	70	35%
(c) Both	40	20%



## FINDINGS

1. The majority of the youth agreed that they want to work only on government sector organizations. Young people in the Varanasi city still favour a government job over working for the private sector.
2. The education and training influence the employment choice of young people. But due to lack of skills some people are not sure about their career choices.
3. Youth seek a government job in view of the security it offers. Given the revised pay-scales, youth may also find government jobs more attractive from this perspective too.
4. Varanasi youth think private jobs may give you higher pay currently, but once you are out of the organization, you may not receive any type of benefits.
5. Majority of young people are facing the problem of unsuitable education, and moreover people are also facing the problem of low wages/salary, gender issues and less or no work experience.
6. In terms of growth and opportunities most of the people are also prefer government jobs.

## CONCLUSION

This analysis will covers 200 unemployed educated youth in the Varanasi city. It identities to dictate occupational preferences and decisions are undeniable. It helps to understand the key variable underlying the job search behavior of the educated has sought to understand perceptions and preferences from their own perspective. 80 percent of the study sample comprised of those who are under graduate & post graduate courses in professional & technical institutions and the balance 20 percent who are unemployed and preparing for jobs at Varanasi city. The relevant materials obtained on the basis of primary & secondary sources were

Analyzed and presented at appropriate places. Referring to respondents' vocational aspirations as perceived by them at the time of pursuing their educational career, it is revealed that a greater percentage of them prefer to go for government services. It is found that occupational status is an important influencing factor of job preferences of the respondents. The study will concludes, there has been little change in youth ratings of the importance of various goals in life, preferred job characteristics, and work settings.

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**ANNEXURE**

To understand the youth perception for the Government and Private jobs requires detailed information regarding what qualifies as both „good“ and „bad“ job characteristics and an understanding of the constraints of accessing a good job.

NAME.....

ADDRESS.....

CONTACT:.....

Q1. Ideally, which Sector of job do you prefer most?

- (a) Work for the government/public sector
- (b) Work for a private Sector
- (c) Not sure

Q2. Do you feel the education/training you received in the past is useful for getting your ideal job?

- (a) Very useful
- (b) Somewhat useful
- (c) Not useful Do not know

Q3. What are the main reasons you want to work only government sector organization?

- (a) Job security
- (b) Salary
- (c) Family pressure
- (d) Status
- (e) others

Q4. What are the main obstacles while finding an ideal job?

- (f) Unsuitable general education
- (b) Being male/female
- (c) Low wages in available jobs
- (d) No work experience
- (e) Unsuitable vocational education

Q5. Which sector provides better growth & opportunities?

- (d) Government sector
- (b) Private sector
- (c) Both

