

Psychology of Youth in Employment Retention in Government and Corporate Sector: A Comparative Study

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ABSTRACT

"You're let go!" Donald Trump's infamous remarks from prime-time television to the White House. Trump, the former businessman-turned-politician, has transferred his traits from the private to the public sector. What distinguishes employees in the public and private sectors? What are the consequences of these qualities? Specifically, public service motivation, organisational commitment, effort level, intrinsic factors, job content, compensation, job security, and work-life balance are explored. Literature review indicates that, while similarities do exist between public sector and private sector employees, there are sufficient distinguishing characteristics to support Appleby's (1945) theory that government employees are distinct.

Keywords: Retention; Psychology of Youth; urbanization; globalisation; CSR

1. INTRODUCTION

"Technology advancement, climate change, population upheavals, urbanization, and globalisation of value chains are changing the nature of employment". One must have a wide range of abilities to compete in today's job environment.

1. Cognitive abilities include, among other things, the ability to absorb complex ideas, to adapt to new situations, to learn from mistakes, and to reason. Cognitive abilities include things like being able to read, write, and do simple math.
2. Socio-emotional characteristics such as leadership, teamwork, self-control, and perseverance can be used to describe a person's ability to handle interpersonal and social situations.
3. A complete understanding of the resources and equipment needed to perform a task needs a certain level of technical expertise and engagement.
4. The ability to securely and effectively use information in a number of ways is characterised by cross-cutting and interrelated digital talents..

15% of the world's 15-year-olds (approximately 750 million people) claim reading and numeracy impairments. If literacy is tested directly, the percentage almost doubles. According to large-scale global evaluations of adult skills, returns to education vary widely between disciplines of study, institutions, and populations. In emerging nations, a shortage of trained people hinders innovation.

As a consequence of the current COVID-19 epidemic, we recognise the need for equitable, timely, and high-quality educational and training expenditures. Priorities governments must address to enhance skill levels:

- Service completion/availability:

Preschool, postsecondary, and vocational education pay off handsomely. Poor literacy is penalised at 9% in Colombia, 19% in Ghana, and 0% in Ukraine, Georgia, and Georgia. Vocational-educated Brazilians earn 10% more than the national average. Many low- and middle-income nations lack equal access Mustofa, and et al. (2021).

- Quality: Many graduates who don't learn to read and write may have trouble obtaining job. Over 80% of Ghanaians and 60% of Kenyans of working age can't read simple texts. Technical and vocational training may have several effects for secondary and postsecondary students. Many see TVET as a second-rate alternative to "traditional secondary and postsecondary education TVET".

- Governance, finance, and quality assurance difficulties influence skills development programmes. Those who can't afford the programmes may be excluded.

Research is starting to indicate which methods to skill development are most successful. The World Bank helps governments establish, execute, and benefit from skill development reform and programmes.

2. Literature review

Engagement, retention, and compensation moderation should be studied. Lower- and middle-level workers self-administered questionnaires. After reliability and validity testing, descriptive statistics and correlations were employed. All staff participation increases retention. Salary moderated the association between employee participation and job tenure. Delegation affected employee retention more than other kinds of engagement in both sectors.

According to Giri et al. (2019)[2], Many Indian construction employees are unhappy with their jobs, which increases employee turnover. Financial and non-financial incentives may encourage construction workers. What factors keep construction workers? 287 Indian architects, civil engineers, builders, surveyors, and other building workers filled out questionnaires. Key variables in employee retention were a company's basic facilities, breadth, and promotion opportunities, as well as a nice work atmosphere. AMOS Software was utilised for structural equation modelling (SEM) to analyse staff retention. According to their research, the qualities they observed are linked to employee retention....

Wekesa, (2013) [3] Companies must adapt to a changing world. Political and legal system changes, economic volatility, social and cultural realignments, and technological developments are among factors. Businesses must adapt to the changing landscape. Change management is crucial for the success of a change programme including considerable technological change. It's important to analyse how companies handle workplace technological transformation. Researchers wanted to know how Kenya Electricity, the country's main power distributor and retailer, handles fast technological development. Prepayment Metering System and AMR were chosen to achieve this purpose. This report examined Kenya Power's technological progress and difficulties. Case studies investigated Kenya Power's technical development and problems. Kenya Power handled the two technology revolutions successfully, according to the results. Everyone received clear objectives and reform urgency. Communication and training helped the company overcome change resistance. This method can help any transformative project.

Akhtar et al., (2015) [4] Because society looks to higher education for advancement, this growth depends on the institutions' capacity to acquire and keep qualified staff. Colleges and institutions must protect this invaluable resource. Faced with corporate rivalry, universities struggle to retain knowledgeable, qualified instructors. Developing nations have a trouble retaining workers. According to research, salary and employee

loyalty are highly correlated. This research recommends universal incentive programmes for faculty recruitment and retention at institutions.

Kaye and Jordan-Evans (2001) [5] underlined the importance of retaining important personnel as the most pressing issue. Our businesses will prosper, our employees will be happier, and our clients and consumers will be happier if we can find a solution. It's also expensive to fire employees. According to studies, the cost of replacing a lost employee's annual remuneration ranges from 70 to 200 percent. It costs money to advertise and find a replacement, it takes time to train and acclimate the new hire, and it reduces output while the replacement is learning the ropes.

Dainty et al., (1998) [6] Regulations aimed at preserving construction workers' jobs necessitate an in-depth knowledge of construction worker career paths. Qualitative methodologies were used to compile the entire professional histories of the interviewees. Using this information, a study was conducted to determine the root causes of high employee turnover. Results provide light on how construction workers make career advancement decisions, the effect of these strategies on their professional growth, the interaction and conflicts between individual actions and resolutions, and the human resources policies of large construction organisations..

Das (2013) [7] said the human resources of an organisation are its lifeblood. Despite the widespread use of technology in most businesses, there is always a need for human resources. Employees are a company's most valuable and dynamic asset. Since the economy is expanding on all fronts, there is tremendous competition in the market. As a result of this expansion and competition, various career pathways and opportunities have opened up for human resources. (Asthana and Sharma 2021) comment on the importance of preserving the human resources especially in terms of some private organisations. Organizations are tasked with both managing and preserving these assets for the future. The ability of a firm to compete in the market is directly related to its ability to attract and retain the most talented employees. In addition, today's companies face the challenge of making their employees happy on a regular basis. Accordingly, the current study aims to analyse the existing literature and research on employee retention and factors impacting employee retention as well as work satisfaction.

3. Methodology

"methodology" is the process of accumulating and organising a field's norms, processes, and practises. It's a feast of methods in a little space. Any reasonable request requires methodology. Informal research lacks a set approach.

The inquiry included both primary and secondary data sources. This research included unstructured face-to-face interviews with institution executives, current and past students and graduates, and industry representatives. Books, journal articles, and government working papers are examples of secondary sources. The survey has 200 participants.

4. Data analysis and interpretation

According to Figure 1, there were 72 people who agreed, 63 strongly agreed, 37 objected, and 28 seriously disagreed with the government's talent development programme. 75 of the respondents gave the business talent development programme a thumbs-up, 64 gave it a thumbs-up with a lot of confidence, and 36 gave it a thumbs-down (see figure 2). Data in Figure 3 shows that you should not recommend these courses to your siblings or friends because 79 individuals agreed with them, 76 people strongly agreed, 25 people protested, and 20 people strongly disagreed.

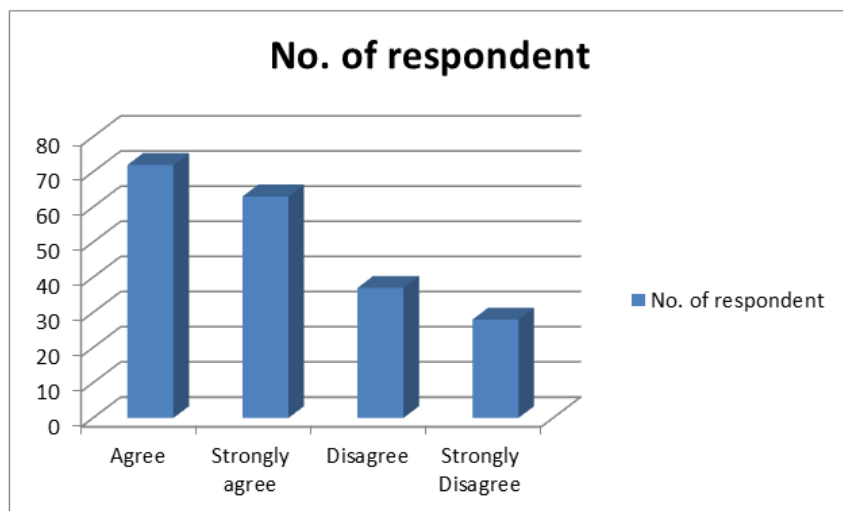


Figure 1: For young individuals, government-sponsored skill development programmes are highly sought after.

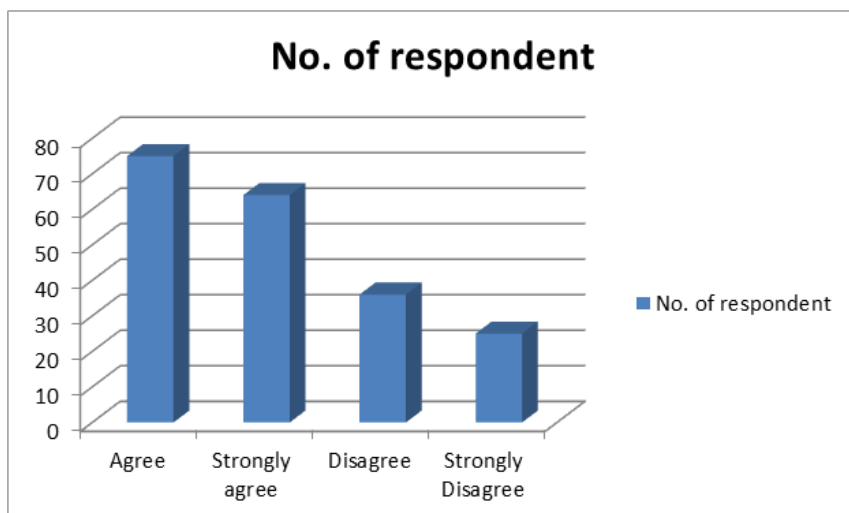


Figure 2: A favourable sign is the desire of the Psychology of Youth to participate in a business training programme.

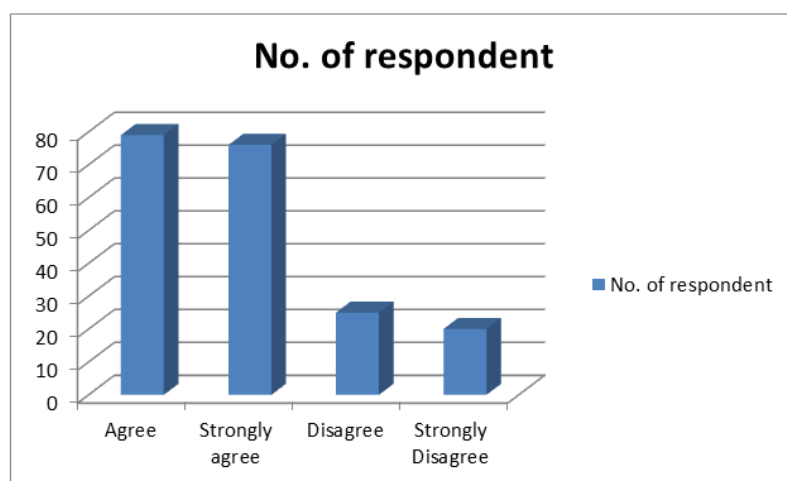


Figure 3 : You'd strongly advise your family and friends to enroll in these classes.

As depicted in Figure 4, 70 participants agreed, 62 strongly agreed and 39 disagreed, while 29 people strongly disagreed (see the results). As seen in table 4.1, the implementation success rates of the various initiatives varies considerably between the public and private sectors (descriptive). Some 71 people agreed, 63 strongly agreed, 35 people disagreed, and 31 people severely disagreed.

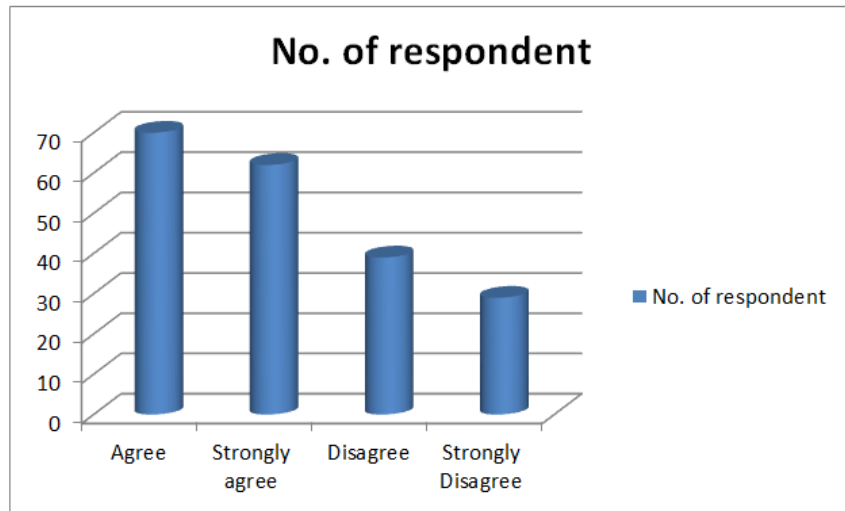


Figure 4: There are major differences between public and private plans.

Opinion	No. of respondent
Agree	71
Strongly agree	63
Disagree	35
Strongly Disagree	31

Table 1: The implementation of these programmer in the public and private sectors differs significantly

5.CONCLUSION

Employees prefer working for companies that care about the neighbourhood, according to this report. Strategic philanthropic initiatives were suggested as a solution. CSR messaging can attract excellent talent. Internal clients follow identical rules. Businesses must fundamentally meet employee needs. Corporate culture and CSR commitment may have an influence. Companies should include workers and other stakeholders in CSR. CSR and sustainability are gaining momentum throughout sectors, especially among younger employees. According to the essay, responsible behaviour is profitable. CSR improves employee productivity, public image, and operational efficiency. This implies CSR may predict financial performance.

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