

## **The Importance of Mental Development in Addressing Youth Unemployment: A Psychological Case Study of Skill Retention in Development Programmes**

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### **Abstract**

A person without a job and actively looking for one is unemployment. A person must be capable and willing to work without a job, of legal working age, and actively looking for employment to be considered jobless for lawful and statistical purposes. Youth Unemployment (YU) rates are often greater than adult rates in any nation on Earth. Assessing the youth retention rate in the state and corporate skill development (SD) programs is necessary for understanding mental development's function in reducing unemployment in Maharashtra and its influence on the state's economy. To gather information, turned to a variety of primary and secondary sources. The population of the state of Maharashtra is represented by a sample size of two hundred people. The state government of Maharashtra requires all of that to participate in SD programs. All of the procedures for cluster sampling were successful. The vast majority of participants agreed or strongly agreed that understanding the role of developing skills and its effects on unemployment in Maharashtra, as well as understanding the retention rate of Young People (YP) in such programs in comparison to Maharashtra, helps recognize that the government and businesses in Maharashtra run skills training programs. Cultivating skilled employees is one of the primary purposes served by SD programs that could assist companies in reaching goals. Because of this, the state's economy will suffer because skilled employees can adequately contribute to the expansion of multiple firms.

**Keywords:** Youth Unemployment; Youth psychology; Retention; Employability; Skill development initiatives

### **1. Introduction**

Western welfare states' youth policies and social work practices are increasingly emphasizing the ways professional youth work helps YP develop personally and participate in society, prevents social and health issues, and lowers the growth of YU. This is partly because measurement and outcomes-focused evidence-based policy are becoming more prevalent internationally and nationally. Based on a theoretical perspective on positive YU, there is a growing consensus that improving social participation, social networks, and support for personal growth can help YP avoid problems and risks and the need for social services. This research focuses on the way that involvement in professional Dutch youth work settings truly helps YP grow personally and participate in society. It does so within the framework of current youth policy, with an emphasis on prevention and positive YU (Sonneveld et al., 2020). The progressive decline in Young Unemployment (YU) rates seen worldwide between 2002 and 2007 was reversed by the international economic disaster that started in 2007, resulting in an increase in YU between 2007 and 2010. Throughout, 70.9 million YP was actively seeking work in 2017, with the percentage of YU worldwide stabilizing at 13.1%. Access to wage or self-employment for YP may need to be improved by various barriers that focus intervention might remove. For occurrence, they may need to gain the required abilities and work experience, be unaware of available positions or the job investigation procedure, or have a more challenging time getting funding to launch a firm (Kluve et al., 2019). Positive youth development (PYD) generally refers to youth and teenage developmental experiences those best position individuals to reach their potential and achieve happiness as adults. This period of life is marked by tremendous growth in biology, growth in society, and emotional maturity, all of that is supported by an intricate framework of social and physical variables that influence well-being, learning, and developmental outcomes. The PYD method was created as a reaction to the restricted emphasis on a particular problematic behavior, often

delinquency or drug abuse. Being problem-free only sometimes implies being completely equipped for healthy adult life, according to critics of this strategy. Because many problem behaviors share similar predictors, developmental and preventative scientists, practitioners, and policymakers reasoned that concentrating on and assessing a particular issue behavior may understate the effect of initiatives to change these common antecedents (Catalano et al., 2019). Everybody's life, even that of a young person, needs work; it cannot be replaced. A feeling of self-realization, financial stability, and social usefulness are all benefits of work. One of the most susceptible demographics in the labor market is recent college graduates looking for their initial employment after graduation. There is an issue if some YP that are unemployed, go to school, or participate in training programs wish to find employment and find it difficult to do so since there are not enough job opportunities accessible. It is crucial to assist in these situations, enabling them access to work prospects and lowering YU (Lambovska et al., 2021). Working poverty affects YP disproportionately in low and middle-income countries (LMIC). Approximately 21% of working-age children in LMIC subsist on less than two dollars per day in 2019, compared to 16% of the working population. Nearly 70% of working-age teenagers in sub-Saharan Africa and almost 50% of YP in South Asia lived in poverty. YU and underemployment problems are associated with higher chances of unemployment, worse future work contentment, minor income, and worse adult health. Therefore, addressing unemployment and underemployment is a top strategic concern for LMIC, and providing employment possibilities, particularly in Africa and Asia, is a vital sector for agriculture (Maïga et al., 2020). Various barriers might prevent YP from finding wage or independent work; these barriers can be removed with focused interventions. Individuals can, for example, need more abilities and work experience, be less able to acquire cash to launch a firm, or need an understanding of available employment prospects and the job search procedure. The study, therefore, draws a crucial difference between programs and interventions, emphasizing that a YU program is a discrete entity that may include one or more interventions (Kluve et al., 20219). To fully recognize the causes of unemployment among Youth, it is crucial to consider the socio-demographic features of YP and those people have integrated themselves into the labor market. YU is a problem that affects the whole world. Research has been conducted in abundance about the elements that contribute to these issues as a direct result of the rising interest in both the academic and policy spheres. Still, YU is a complex problem to solve. It results from the interaction of several different elements. To want to inform better policy, everyone must have a solid understanding of the various factors that contribute to teenage unemployment. Nevertheless, a paucity of research has attempted to scientifically synthesize the knowledge to frequently reside in academic silos to suggest potential remedies (De Lannoy et al., 2020). Instead of focusing on Youth's shortcomings, it examines their strengths, capacity for growth, and growing flourishing practices. By incorporating these traits, a person's advantages are created so that individuals are protected from health trading-off practices, given the best possible chance for positive developmental outcomes, and given more versatility to deal with any problems that may arise. Fundamentally, this idea treats YP well and favorably because it views them as assets rather than issues. It focuses on the idea that as human development's capacity for variety is balanced with developmental resources; good YU increases (Nakirijja et al., 2020). SD is an activity-based method that aims to expand knowledge about the expectations of employers, the workplace, and the skills necessary for success. The name SD comes from the acronym for the phrase SD. To ensure long-term economic self-sufficiency for that vulnerable demographic, it's crucial to assist adolescents moving out of foster care in finding jobs and developing the skills required to thrive in the workplace. Compared to low-income youths of similar demographics, YP that age out of the foster care system have a lower probability of being employed and earning less money than other young people (Jackson et al., 2020). YU is a significant issue in developing countries. A rising number of young employees are struggling to obtain employment in the industrial and service industries, dominated by small businesses. Individuals may have productive jobs but are not considered unemployed in a nation. Numerous factors contribute to unemployment. Despite people's education levels, unemployment is often high. It can be because there is no connection between education and the demands of certain professions or job profiles (Alfonsi et al., 2020).

## 2. Literature Review

Abé Ndjé et al. (2019) proposed identifying governance metrics that might lower YU in Africa. Thus, the authors were able to include governance metrics in the growth model. According to the dynamic panel estimate

of the model, that utilized data from the World Bank, the IMF, and UNCTAD for the years 2002–2016, several governance factors, such as political stability and corruption control, harmed YU in Africa. The incidence and employment consequences of South African employers of young individuals earning low salaries who participate in the Employment Tax Incentive, a pay subsidy program, are explored and examined by all South African employees, using a triple differences technique and administrative and survey data. The findings show that the system has not had a favorable impact on the percentage of employed qualified people (Ebrahim & Pirttilä 2019). Nigeria is a country with a high density of people, the majority of that is young people, many of that are alarmingly jobless. The establishment of incubation hubs is only one of the methods that have been devised to assist in addressing the issue of unemployment. Incubation hub locations provide domestic entrepreneurs with various forms of assistance to help with their growth and development and, eventually, to help them address societal issues, generate employment, and generally better a lot of the country. In the academic literature, there has yet to be much discussion of incubator hub spaces concerning job creation and YU in Nigeria (Akanle & Omotayo, 2020). (Ettekal, & Agans, 2020) examined the crucial components that make juvenile development programs successful and provided suggestions that will help maintain, modify, and improve these components to include them in unstructured leisure settings during a pandemic. By doing that, identify specific implementation-related difficulties, speculate about potential risk factors, and propose future possibilities made possible by the particular circumstances. Valiente et al. (2020) explored the degree to that these global policy approaches have been implemented in actual country lifelong learning programs. Although the growth in YU rates did not have an equivalent impact on all European nations across time and intensity, the political responses from each of their respective administrations significantly focused on employability solutions within revisions to the lifelong learning policy. Odumade, (2020) examined YU affects Nigeria's economy and the impact that it produces. The unemployment situation in Nigeria is one of the country's biggest economic problems. Given that Nigeria's unemployment rate has been increasing in a geometric progression since 1973, the issue of unemployment should be dealt with carefully on a national level. In addition to providing comparative insights relevant to the European environment, the article discusses the current situation regarding the unemployment and social vulnerability of Greek Youth. Papadakis et al. (2020) provided evidence-based insights on the priorities and coping mechanisms of YP while outlining the critical quantitative findings regarding the impact of the Crisis on Greek NEETs' and Young People's life course and employability. Mulema et al. (2021) evaluated the prospects and challenges for youth involvement in agriculture. According to the findings, most YP worked in agriculture, particularly in Zambia. In Vietnam, they participated in a more diverse range of agricultural activities, such as input distribution, transportation, and advisory services. The nature of youth views and the ways it affect young people's intentions to engage in agribusiness are examined in the present piece. The study's results show that YP had favorable economic opinions on the agriculture industry. These attitudes, with the availability of secondary school agricultural education and a sizable quantity of financial assistance, had a beneficial impact on their intent to engage in agripreneurship (Magagula & Tsvakirai, 2020). Onwuka et al. (2020) investigated the effects that Nigeria's high rate of YU and violent crime has on the country's overall economic development. The report suggests that, as is done in industrialized nations like America, Europe, and Asia, the government should provide incentives for YP that are jobless, such as unemployment benefits. The government should mandate entrepreneurship education at all educational levels and oversee the execution of the program to make sure that both students and teachers adhere to the established policy and financial plan.

### **3. Methodology**

The material for this investigation was acquired using both primary and secondary sources. Information that is genuine or special and comes from well-known source Open-ended questionnaires is the primary data collection tool for this study from participants. The secondary data was gathered from various sources, including press stories, publicly available financial files, and other sources. A business would search through its documents, book, journal, and additional available items for secondary data. The sample for this research consists of 200 residents of Maharashtra that are required to contribute to SD programs run by the Maharashtra government. The procedures for gathering samples were fruitful in their application. After being collected utilizing questionnaires, the data were then subjected to analysis.

Recruitment refers to discovering and recruiting job seekers to establish a pool of qualified employees. Five stages make up this procedure: planning, strategy formulation, search, screening, assessment, and management. The best recruiting campaigns draw in a sizable pool of candidates that have made it through the selection process and are qualified to take on jobs while becoming available inside the company. Programs for hiring employees have several shortcomings. The recruiters won't be able to draw in enough candidates, will oversell or undersell the business, or will poorly screen candidates before they go on to the selection process.

The person in charge of hiring employs factors including the required quantity and kind of workers to look for candidates with the necessary skills and interests and the incentives to provide to reach the ideal. To comprehend the occupations now inside a business, labor or human resource planning is always required. The strategic personnel planning of a company, in the Stylist's opinion, is more directly tied to recruiting activities. From an organizational standpoint, creating a hiring strategy entails three fundamental choices. Choosing the target market, the applicant's source and the process for luring them are all part of this. A competition of human numbers is no longer all that voting involves. Developing recruiting tactics alone is not sufficient for talent development experts. To reshape the organization, it needs tight coordination with management.

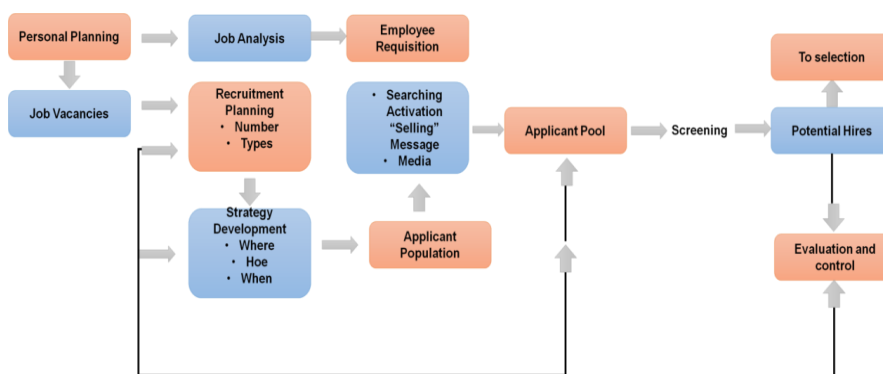


Figure 1: Recruitment Process

Preferences for work attributes among its present and potential employees and its culture. One of the HR experts' objectives is to portray distinct physical traits. This results in a recruiting strategy that establishes the start of the hiring process and job analysis. A job's obligations, responsibilities, and deliverables are identified via a job analysis and the knowledge and abilities necessary to carry out the position's duties (Figure 1).

### 3.1 Recruitment Planning

In the recruiting process, the first stage is planning. A goal or objective that specifies (i) a numeral and (ii) the kind of applicant write to must be organized by putting information about possible employment and the specifics of their positions into goals or targets.

#### 3.1.1 Number of Contacts

Almost all businesses want to employ more people rather than attract applications. Everyone only reaches people that are qualified, interested, or both. Estimating the number of applications needed to fill up all open recruiting opportunities through eligible applicants is one of the tasks to be completed while considering a recruitment program.

At several decision stages, businesses utilize the rate of return to illustrate the link between the applicant's inputs and outputs. Years should only be used sparingly. There isn't a year open for making a first hire, testing out new sources, or using new recruiting practices. The detector 26 case depends on coworkers in other companies or calls for knowledge-based guesswork in this circumstance.

### **3.1.2 Type of Contacts**

Keeping track of job postings is necessary for someone like that. The kind of employee needed will vary depending on the tasks and duties concerned and the credentials and experience required. In the position description and work description, this information is included.

### **3.2 Strategy Development**

Assuming businesses know the quantity and kind of recruits that need, the following has to be carefully considered: (I) Choosing whether to hire new employees or acquire existing ones. (II) Equipment selection adoption and technical sophistication. (III) The labor market's geographic dispersion of job searchers. (IV) Informational source for hiring. (V) The sequence of events throughout the hiring process.

#### **3.2.1 Make Or Buy**

Associations must decide between employing experts and trained employees and investing in training and education initiatives for less skilled individuals. In essence, the choice is between doing and purchasing. Employers that are specialists must pay employees more. Employee purchases offer the benefit of allowing competent employees and professionals to acquire in progress fast and with minimal instruction, excluding the advantages that may be outweighed by the high wages these professionals demand.

#### **3.2.2 Technological Sophistication**

The second choice in strategic development is the means to hire and select people. The technologies that are accessible greatly influence that decision. Computers have made it possible for companies to check the credentials of candidates from across the world. Computers provide employers and job seekers with wider choices at the first screening stage while being impersonal. Because of technological progress, job applicants now have greater access. Individuals have begun emailing their resumes to various organizations to conserve time and money on the trip.

### **3.3 Factors Affecting Recruitment**

#### **3.3.1 Internal Factors**

The compensation package offered by the organization, benefits, incentives, job quality, corporate culture, career planning, advancement prospects, and company size, geographic dispersion of the company's operations, union involvement, and recruiting expenses is among the internal considerations.

##### **3.3.1.1 Internal Factors Affecting Other Recruitment Activities Include**

Workplace, Special opportunity, Paygrade, Type and Amount of Benefits, Additional personnel rules and regulations Organizational Portrait; The Management Team's Motivational Skills

#### **3.3.2 External Factors**

The availability of and need for human resources, the number of available jobs and the unemployment rate, the labor market conditions, legal, political, and governmental legislation, and social factors, as well as information technology, are numerous instances of external impacts. Several external factors, including the following, may influence other recruitment activities.

- Policies and practices regarding employees in various businesses include conditions of work, compensation, advantages, promotional opportunities, relations with employees, and other aspects of employment.
- Work Experience Acquired from Multiple Organizations.
- Unofficial laws and regulations.

### **4. Essentials of Selection Procedure**

Decision-making needs to be delegated to someone. This power comes from job requirements that are also determined by an evaluation of the workers' burden. There is a need to have a type of HR standard that can

evaluate prospective workers. The criteria and detailed work descriptions should be made obtainable in advance. There had to be a big enough pool of applicants to pick the required number of employees.

#### 4.1 Significance of the Selection Process

The proper candidate is not chosen, all other HR organization capabilities, with employee executive connections determination will be blocked. Once the ideal candidate is selected, that individual becomes a significant advantage to the business. The employee determination is present in charge of the company, provided the incorrect individual is assigned.

#### 4.2 Elements that Influence Selection Procedures

The selection process strives to filter out or exclude those considered unqualified, whereas recruitment attempts to create a large pool of reachable and motivated applicants to achieve professional and organizational goals. Want to make this tactic is thought to promote adverse selection and positive hiring.

### 5. Statistical analysis

Sample size: 100, The SPSS application gives users access to a number of statistical tools, including the T-Test, the ANOVA test, and the Regression test, among others.

### 6. Results

#### 6.1 Data Analysis and Result

Employee growth refers to the continual process through that employees of companies (such as Infosys, TCS, Delit, Wipro, HCL, and Intel) strive toward individual growth as professionals in order to advance in those sectors. It is about defining goals that will assist them in determining the direction that individuals wish to take a profession. One of its key aims is to facilitate the continuing transformation of individuals into highly competent professionals (Table 1 and Figure 2).

Table 1: Employees Growth Due to Recruitment

Companies	Growth	Recruitment Percentage	Employees
Intel	Average	29%	100
CSM	Average	26%	100
HCL	Excellent	52%	100
Delit	Average	27%	100
Wipro	Good	29%	100
Infosys	Excellent	39%	100
TCS	Good	28%	100

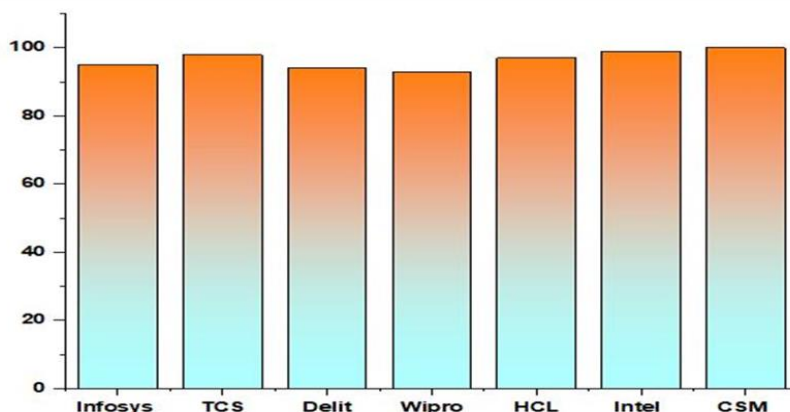


Figure 2: Sample Distribution

The term employee growth is the ongoing process through which workers at firms (including Infosys, TCS, Delit, Wipro, HCL, and Intel) work to improve themselves professionally. Goal setting is all about helping people figure out where they want to go in their chosen field of work. One of its primary goals is to aid in the gradual maturation of persons into fully capable professionals (Figure 3).

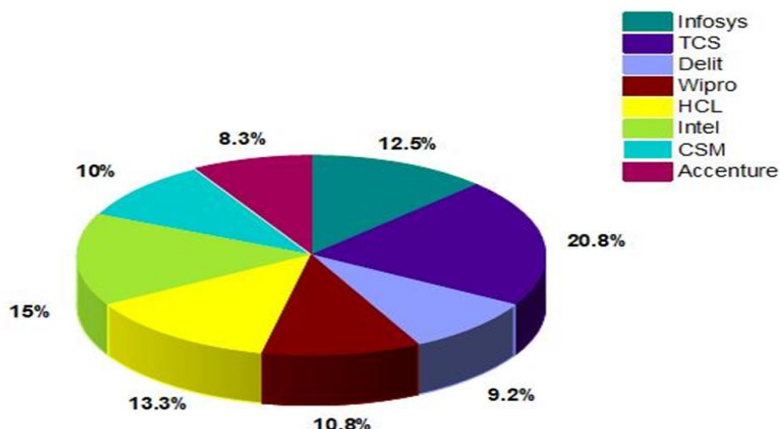


Figure 3: Pie Chart of Company Recruitment and Growth Ratio

According to Maharashtra, the student t-test findings revealed that YU retention rates in commercial and government SD programs were noticeably different. The youth retention velocity in corporate SD programs is more significant than with the intention of Maharashtra government SD efforts, according to 74 respondents, whereas 25 strongly disagreed with this statement (Figure 4 table 2).

Table 2: compares the youth retention rates for commercial and governmental SD programs in Maharashtra

Agree	79
Strongly agree	68
Disagree	39
Strongly Disagree	22

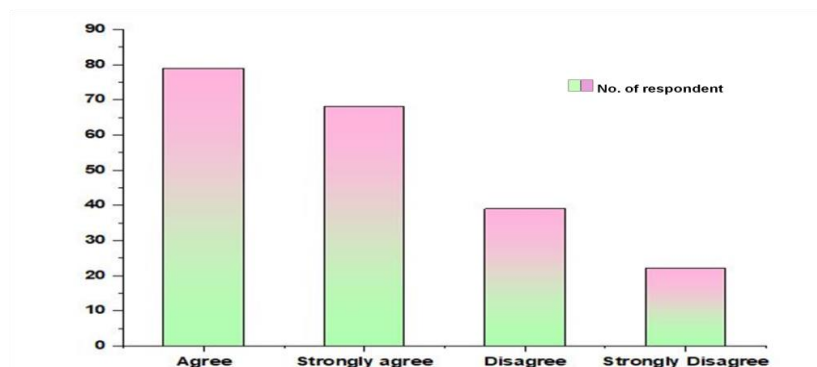


Figure 4: compares the youth retention rates for commercial and governmental SD programs in Maharashtra

According to studies, skill-development programs significantly affect skill development. 63 strongly agreeing, 31 strongly disagreeing, 71 agreeing, 35 disagreeing, and 35 severely opposing people participated in this survey (Figure 5 table 3).

Table 3: correlation between the two variables when understanding the function of SD and its consequences on unemployment in Maharashtra

Agree	69
Strongly Disagree.	59
Disagree	39
Strongly Disagree	21

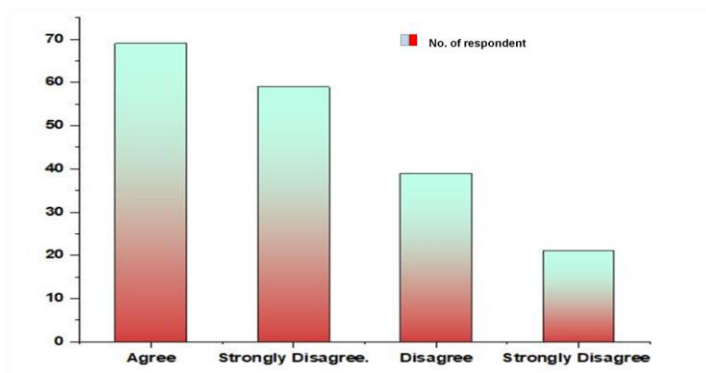


Figure 5: correlation between the two variables when understanding the function of SD and its consequences on unemployment in Maharashtra

Voters expressed 77 high levels of acceptance, 33 modest degrees of criticism, and 23 substantial degrees of disagreement about the employment assistance and retention rate (Figure 6 table 4).

Table 4: Responses to the retention rate for persons and job search help

Agree	78
Strongly agree	62
Disagree	41
Strongly Disagree	23

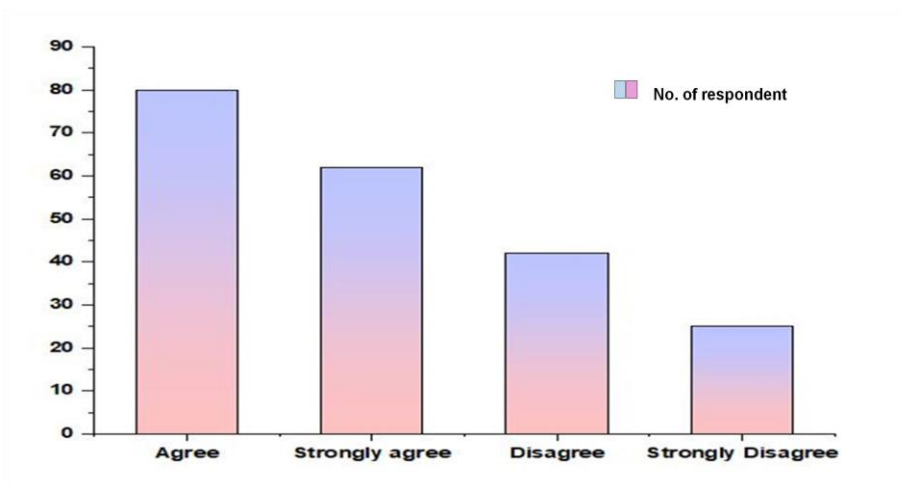


Figure 6: Responses to the retention rate for persons and job search help



75 respondents agreed with the declaration that SD programs improve employment placement and retention in the public and private sectors. 36 respondents disagreed with the statement, 20 strongly disagreed, and 69 strongly agreed (Figure 7 table 5).

Table 5: shows that individuals have responded to SD programs, which help people find employment in the public and commercial sectors and significantly improve retention rates

Agree	80
Strongly agree	62
Disagree	42
Strongly Disagree	25

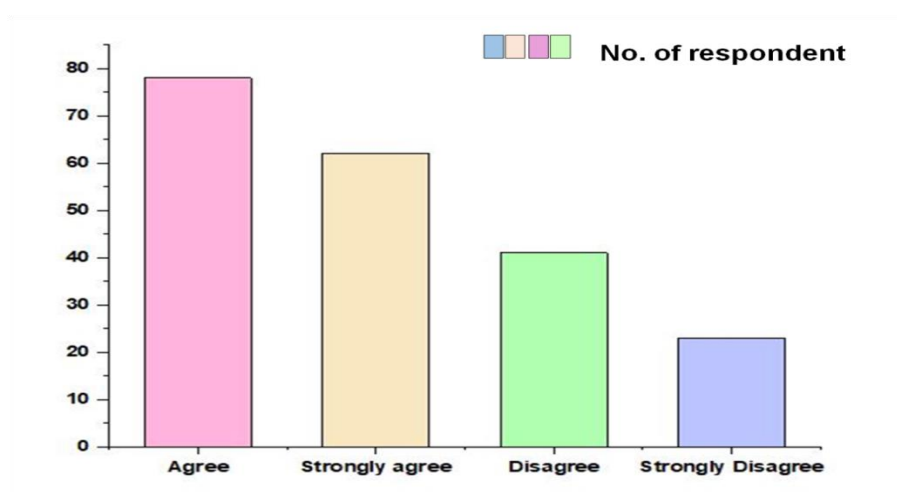


Figure 7: shows that individuals have responded to SD programs, which help people find employment in the public and commercial sectors and significantly improve retention rates

The study assists us in understanding whether SD affects unemployment in Maharashtra. Another valid comparison is between the youth retention rates in Maharashtra's commercial and public SD programs. The present investigation ultimately accomplishes both of these goals.

## 7. CONCLUSION

The term unemployment refers to someone unemployed and actively seeking employment. For legal and statistical reasons, a person is deemed to be unemployed. That individual is without a job, in a position to work, of authorized working age, and continuously seeking employment. The YU rate is often higher than the adult rate in every country on Earth. The Maharashtra government formed the Maharashtra SD Mission to enhance young people's skills and job prospects. According to the study, enrolling in a training course while looking for employment increased their chances of landing a job. Furthermore, it is shown that graduates may obtain employment, increasing the proportion of remaining graduates after training. SD programs have unquestionably been demonstrated to boost YP productivity and employability. According to the study, the mission should increase its efforts to link trainees with businesses and financial organizations so that entrepreneurs may get funding. The government may use various task-related marketing techniques, such as banners, hoardings, seminars, and advertisements. Due to its abundant natural resources, Maharashtra offers multiple career options. These goals may be met by implementing training programs for SD that result in skilled professionals. The state's economy will be directly impacted by the growth of several industries around the state that can only be done realistically with trained labor.

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