

# **Governing Dynamics of Job-Search Behaviour and Effects on Unemployment – A Study in West Bengal.**

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## ***Abstract***

Unemployment is one of the principal problems for the development of a country like India with larger proportion of economically active population. Rising trend of unemployment is an issue which provides scope for studies to investigate the variables leading to this stagnating condition. This study provides a framework that encompasses range of variables which in interaction with each other leads to the phenomenon of unemployment. A primary study with 500 samples included by considering appropriate for the study out of the original sample collected in the Indian state of West Bengal to pragmatically explain the dynamics of the interaction of the background variables to determine the (un)employment condition. Binary logistic regression is performed to analyse the likelihood of occurrence of unemployment dichotomised in response with the given background variables for the individuals. The likelihood of occurrence of the employment outcome is analysed with the odds ratio for the predictors included in the study. The study reveals that the job search behaviour of the individual, in interaction with the other, demographic, socio-cultural and psychological variables largely determine the employment outcomes.

Keywords: Unemployment, India, Job-search, West Bengal, likelihood.

## **Introduction**

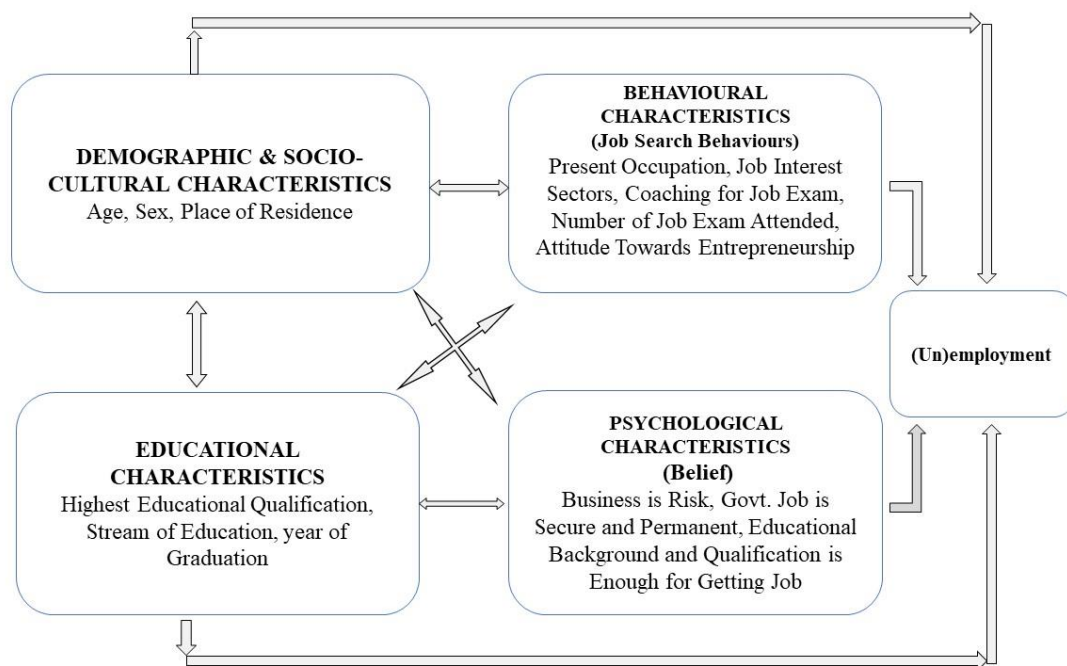
Unemployment, not a single concept, it's a prolific, diverse and class concept, remarks as multi-dimensionality (Sen, 1973). India is one of the fastest-growing economy and second most populous country in the world. Despite the demographic dividend, enhancement of literacy level and weakness of several governmental employment policy, the working-age group population increases simultaneously within the country, forms an unemployment dumping nation within the worlds. The states with significant numbers of educated population & ruled by the Left parties undergo the highest unemployment rates (NEPRAM, SINGH & JAMAN 2021). Bairagya, (2015) explores that besides dominance of educated population, socio-economic & regional aspects are liable for a status of Unemployment in India. The recent government gets more important on technical and vocational education, which does not grant for employments. Youth unemployment cause in India due to inadequate skills, shortage of jobs, employability, women's security & social restriction (Sinha 2013). The study rudimentarily focuses on the Unemployment circumstance within the States of West Bengal & the behavioural aspects of the working-age population. According to the Bhawmik, (2002) projection of unemployment within the state of West Bengal is terrific changes that illustrated from 2000 to 2007, where the projected unemployment is 80.45 lakh. The unemployment situation in West Bengal is not only worse in urban areas, (Dutta, 2019) illustrate between

1993-2010 the unemployment situation in the rural area is quite miserable in comparison to all Indian levels. This study presents a dynamics of background variable and job-search behaviour to determine the (un)employment condition within a framework. The study further illustrates the mechanism of the framework with a primary study in the Indian state of West Bengal.

### Organisation of the Framework

This study aiming to understand and illustrate the relationship of demographic & socio-cultural, educational, behavioural and psychological factors at individual and society level, with outcomes on employment status. The framework shown in figure 1 shows the interaction of the control variables which predicts the (un)employment condition. Demographic and socio-cultural variables such as age, sex and place of residence (rural or urban) affects the educational qualification and the streams of education (science, humanities or others) which in turn affects the present occupation, job preference and attitude towards jobs and entrepreneurship. These variables also determine the psychological characteristics i.e., belief regarding their job interest and starting own business.

Figure 1: Organising the frame work of interaction between (un)employment and background variables.



The interaction between the background variables finally determines the employment status in the individuals. The study pragmatically illustrates the mechanism represented in the framework through a primary study conducted in the Indian state of West Bengal.

### Data and Methodology

The study is conducted in the Indian state of West Bengal to explain the (un)employment condition as an outcome of the job search behaviour along with socio-economic and demographic background characteristics. With the defined objective to analyse the employment status within the framework explained in the previous section, population was

targeted within the age-group 15 to 60 years (working age-group). Out of the original samples, total sample of 500 by sex and residence, who are appropriate for the considered characteristics of the study, was targeted to illustrate the control of the predictors on the employment outcomes. Samples were investigated for the socio-cultural, educational, behavioural and psychological characteristics and information was recorded for 19 variables, as given in table 1.

Table 1: Background characteristics of the samples.

| Background Characteristics                    | variables |   |
|---|-----------|---|
| Demographic & Socio-cultural factors          | 1         | Age   |
|   | 2         | Sex   |
|   | 3         | Permanent residence (Rural/Urban)                             |
| Educational factors                           | 4         | Highest educational qualification                             |
|   | 5         | Stream of education   |
|   | 6         | Year of graduation  |
| Behavioural factors<br>(Job search behaviour) | 7         | Present occupation  |
|   | 8         | Job interest sector (Govt./Private/Own business)              |
|   | 9         | Coaching for job examination                                  |
|   | 10        | Number of job examination attended                            |
|   | 11        | Attitude towards start-up/business/entrepreneurship           |
|   | 12        | Any kind of job pressure (Family/Society/Girlfriend/others)   |
|   | 13        | Similarity between job search area and educational background |
| Psychological factors<br>(Beliefs)            | 14        | Parents encourage to start own business                       |
|   | 15        | Government job is secure than private job                     |
|   | 16        | Educational qualification is adequate for job                 |
|   | 17        | Educational Background is helpful for getting job             |
|   | 18        | Syllabus (of formal education) is helpful for getting job     |
|   | 19        | Business is a risk  |

Most of the variables were measured on nominal (yes/no) and ordinal scale. Psychological factors including the beliefs that government job is more secure than private job and if the respondents' syllabus of formal education is adequate for getting job was measured on five-point Likert scale with responses ranging from (strongly agree to strongly disagree).

To identify the predictors and the extent they are explaining the outcomes in (un)employment in the sample, 19 variables under four groups of background characteristics i.e., demographic & socio-cultural, educational, behavioural and psychological factors were selected. Binary logistic regression is performed to assess the impact of the control variables on the employment outcomes. Dichotomous response of unemployment condition in the sample in terms of yes or no were considered as the dependent variable. The likelihood of occurrence of unemployment in the sample with the given response in the control variables were analysed with the odds ratio, estimated with 95 percent level of significance. The odds ratios were presented with 95 percent confidence interval. The analysis carried out with the bivariate logistic regression, the odds ratio and associated p-values for unemployment condition and related individual background

characteristics and the percentage of variability in the dependent variable explained by the overall model was interpreted with R-square value, both Cox & Snell and Nagelkerke R-square.

## **Result and Discussion**

500 samples with appropriate characteristics for study is targeted to be selected from original sample and conduct the analysis to illustrate the relationship between the correlates and dependent variables. Until now 180 samples are collected, out of which 108 samples are considered to be fit for study after screening. Bivariate logistic regression is conducted with the data from 108 individuals to represent the mechanism of control and response illustrated in the framework of the study.

The bivariate logistic regression model developed is statistically significant with respect to  $p = 0.05$ . The Cox & Snell and Nagelkerke R-square values obtained as 0.433 and 0.586 respectively, shows that the explained variation in the dependent variable based on the given model ranges from 43.3 percent to 58.6 percent.

The obtained odds ratio with 95 percent confidence interval shows that individuals with higher educational qualification, with the increasing attempt in the job-related examination and individuals believing that their educational background is favourable for getting job has higher likelihood of employment and vice versa.

With the fulfilment of the targeted sample and performing the specified algorithm is expected to show the odds of remaining unemployed with the given job-search behaviour and beliefs.

## **Conclusion**

The study reveals that majority of the individuals in the Indian state of West Bengal considers government job to give a sense of security and flexibility for the employees. Population in the working age-group gives priority to government jobs over private jobs. They consider start-up and entrepreneurship as risk, family and societal pressure exists to get government job. Risks of failure, losses for private venture, start-up or own business comes out to be a major dimension of the job search behaviour in the working age-group people. So, the main ameliorative measure should include the risk management education. Skill development and vocational education should be implemented through science and corporate management collaboration. Rural management institute and organisation should include curriculum to introduce practical ventures to equip students with practical and technical skills. Public and private undertakings should be initiated to provide support and impetus for peoples with ideas for new start-up and enterprises. Private enterprises will generate new employment opportunities and make chains to new entrepreneurship and job opportunities.

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