

International Conference on

***Multidisciplinary Research in Global Challenges and
Perspectives of Sustainable Development***

on 21th December 2019 at St. Jerome's College, Anandhanadarkudy,
Nagercoil, Tamilnadu, India

**Balancing Employment and Education By Arts and Science College Students
in Tirunelveli**

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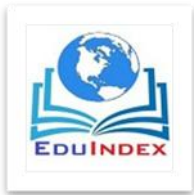
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Abstract

A large proportion of students at present must work one or more jobs to help pay for college or university expenses while attempting to balance curricular and program demands. Working students face many challenges: they must balance work, school, extracurricular activities, and personal life. Several studies reflected the fact that this balancing act goes hand-in-hand with the level of stress. Work-related stress can come from any kind of situation - work content, work organization, work environment, lack of communication, etc. - and it differs from person to person. Although in the short-term, some mental pressure increases people's creativity and their job performance, having a positive impact on the level of job satisfaction, there is a widespread acceptance that in the long-term, too much stress, without having the chance to recover from stressful situations, represents a significant burden with effects on people's health. Influencing the effective management of stress among student-employees should become a goal of all educational institutions. The primary purpose of this study was to investigate the stressors experienced by students enrolled in Arts and Science Colleges in Tirunelveli while being employed in textile industry. A sample of one hundred student employees was taken for study



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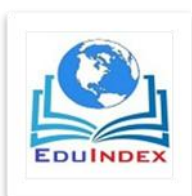
from Tirunelveli District and the motivators for taking up part time employment were gathered with the help of an Interview Schedule. The data collected were analysed with the help of percentage analysis, reliability analysis, and t test. The researcher used SPSS software for analysis and interpretation of data.

Key Words: College Students, Low Income, Motivation, Part time Employment, Work Experience

INTRODUCTION

Identifying students' interests and goals is an important part of helping them successfully pass through college. To be a working college student, the student must attempt to balance work, college and life. This balancing act seems to go hand-in-hand with level of stress. The importance of work-life balance has been gaining ground in recent years to capture a wider range of groups, including students combining full-time study with part-time employment. Finding a balance can be complex and challenging for many individuals and students. The students are either being offered an unsolicited job or they themselves are seeking a job in order to get the necessary "work experience" further needed in the recruitment process in an industrial company. Low-income working learners face a distinct set of challenges. Their decisions about the types of colleges to attend, the kind of majors and degrees to pursue, how many hours to work, and the methods they use to finance their education are correlated closely with socioeconomic factors such as household income and their parents' level of education. From the outset of their studies, the economic status of working learners influences both their academic and career outcomes. Compared to their higher-income peers, low-income working learners are more likely to attend under-resourced institutions. As most of the colleges run on shifts, it is easy for the youngsters to go for part time jobs. The study which has been conducted among 100 college students work in various business centres in Tirunelveli district reveals the following.

Personal Profile : The Personal Profile of the respondents for the study include age, gender, income, education, occupation, marital status, monthly household income, family employment, number of siblings, type of family, family size, nature of residence and so on. Further the economic status of the part time students employees were presented in the form of experience, tenure of payment, place of work etc.



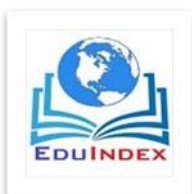
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Table 1 Personal Profile

Items	Frequency	Percent	Cumulative Percent
Gender			
Female	78	78.0	78.0
Male	22	22.0	100.0
Total	100	100.0	
Age wise Classification			
15-20	61	61.0	61.0
20-25	39	39.0	100.0
Total	100	100.0	85.0
Education wise classification			
UG	57	57.0	57.0
PG	38	38.0	95.0
M.Phil	5	5.0	100.0
Total	100	100.0	
Major subject			
Science	41	41.0	41.0
Arts	38	38.0	79.0
Commerce	21	21.0	100.0
Total	100	100.0	46.0
Monthly Income Status (Family)			
5000-10000	20	20.0	20.0
10001-20000	58	58.0	78.0
20001-30000	22	22.0	100.0
Total	100	100.0	
Monthly Income (Student employee)			
Upto 4000	45	45.0	45.0
4001-8000	53	53.0	98.0
8001-12000	2	2.0	100.0
Total	100	100.0	



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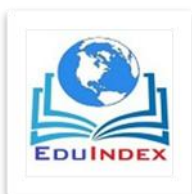
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Marital status			
Unmarried	93	93.0	93.0
Married	7	7.0	100.0
Total	100	100.0	
Family Size			
1-3	16	16.0	16.0
4-6	73	73.0	89.0
7-9	8	8.0	97.0
Above 9	3	3.0	100.0
Total	100	100.0	
Type of Family			
Joint Family	18	18.0	18.0
Nuclear Family	82	82.0	100.0
Total	100	100.0	
Earning members of the family			
1	3	3.0	3.0
2	64	64.0	67.0
3	23	23.0	90.0
4	10	10.0	100.0
Total	100	100.0	
Type of residence			
Owned	52	52.0	52.0
Rented	38	38.0	90.0
Leasehold	10	10.0	100.0
Total	100	100.0	

Source: Primary Survey

It is seen from the above table that 22 percent consist of males and 78 percent female, 61 percent within the age group of 15-20 and 39 percent between 20 and 25. With regards to the educational level, 57 percent are studying Under Graduation, 38 percent are studying Post



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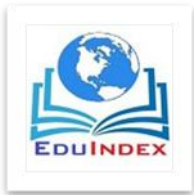
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Graduation and the remaining 5 percent are doing Master of Philosophy. Out of them, 41 percent belong to Science Major, 38 percent belong to Arts Major and 21 percent belong to Commerce Major. With regards to the monthly income of the family, 20 percent have the capacity of earning between Rs. 5000 and Rs. 10000, 58 percent between Rs. 10001 and Rs. 20000 and 22 percent between Rs. 20001 and Rs. 30000. Individually, the sample respondents have the capacity of earning the maximum of Rs. 4000 (45%), 53 percent between Rs. 4001 and Rs. 8000 and the rest 2 percent between Rs. 8001 and Rs. 12000. Out of the sample respondents, 7 percent married and 93 percent unmarried, 16 percent have the membership in the family to the maximum of 3, 73 percent between 4-6 family members, 8 percent between 7-9 family members and 3 percent above 9 members, 18 percent living in joint family while 82 percent living in nuclear family. Three percent of the sample respondents have single earning member in the family, 64 percent have two earning members in the family, 23 percent have three earning members in the family and 10 percent have four earning members in the family, 52 percent live in owned houses, 38 percent live in rented houses and 10 percent live in leasehold houses.

Table 2 Employment Status of Students

Items	Frequency	Percent	Cumulative Percent
Experience in months			
Upto 5	59	59.0	59.0
5-10	25	25.0	84.0
10-15	11	11.0	95.0
15-20	4	4.0	99.0
20-25	1	1.0	100.0
Total	100	100.0	
Working hours (Per Day)			
1.00-3.00	22	22.0	22.0
3.00-5.00	51	51.0	73.0
5.00-7.00	23	23.0	96.0
7.00-9.00	4	4.0	100.0



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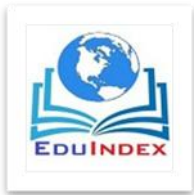
Total	100	100.0	
Tenure of Payment			
Monthly basis	84	84.0	84.0
Weekly basis	16	16.0	100.0
Total	100	100.0	
Working Place			
Textiles shops	62	62.0	62.0
Medical shops	14	14.0	76.0
Shopping Malls	8	8.0	84.0
Others	16	16.0	100.0
Total	100	100.0	

Source: Primary Survey

Out of the sample group, 59 percent have the maximum experience of five months, 25 percent between 5 and 10 months, 11 percent between 10 and 15 months, 4 percent between 15 and 20 months and only one percent between 20 and 25 months, 22 percent work for 1.00-3.00 hours, 51 percent work for 3.00-5.00 hours, 23 percent work for 5.00-7.00 hours and 4 percent work for 7.00-9.00 hours, 84 percent receive their earnings on monthly basis while 16 percent receive their earnings on weekly basis. Among the sample respondents, 62 percent work in Textiles shops, 14 percent work in Medical shops, 8 percent work in Shopping Malls and 16 percent engaged in other type of work.

Motivators for part time Employment

Nowadays both part-time as well as regular employees are working in many organizations. Around the world, students are working in many companies as part-time employees. Part-time jobs attract a full range of workers students, retirees, working mothers and dads or those wanting to earn extra cash and may not see the position as a career. The term motivation usually is explained as desires, needs, emotions or impulses that make someone to do



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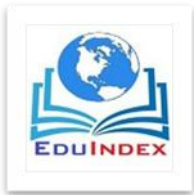
something. Indeed, motivation is the state of being incited to action. When work environment is taken into consideration, it becomes clear that work motivation refers to motivation within a work setting. The purpose behind choosing part time employment by the students of arts and science colleges in Tirunelveli district is narrated and tested as below.

Table 3 Reliability Statistics for the Motivators for part time Employment

Item-Total Statistics				
Variables	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Self-motivation	25.11	40.058	.605	.713
Family situation	26.01	50.879	-.038	.792
To avoid poverty	26.25	47.624	.181	.768
Utilize idle time purposely	25.69	43.368	.504	.731
To earn more money for a comfortable Living	25.94	41.794	.486	.730
To be economically independent	26.06	40.097	.567	.718
To make use of the Acquired Skills	25.36	40.253	.565	.718
Previous Experience in the same line	26.35	40.917	.445	.737
Easy job	25.91	41.477	.438	.737
To get job satisfaction	25.44	41.946	.458	.734
Publicity	32.25	54.109	.421	.849
Reliability Statistics				
Cronbach's Alpha	N of Items			
.759	10			

Source: Primary Survey

The reliability analysis for the Motivators for Employment is tested through Cronbach's Alpha test. It is noted from the analysis that the value of Cronbach's Alpha is 0.759 which is the



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good measure of reliability and so it can be considered that all the 10 statements taken for study are reliable and further tests can be conducted.

Table 4 ANOVA for Reliability Statistics

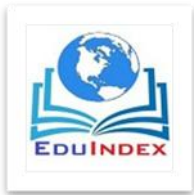
Items		Sum of Squares	df	Mean Square	F	Sig
Between People		509.976	99	5.151	13.069	.000
Within People	Between Items	145.836	9	16.204		
	Residual	1104.764	891	1.240		
	Total	1250.600	900	1.390		
Total		1760.576	999	1.762		
Grand Mean = 2.87						

Source: Derived

It is known from the ANOVA test that the mean square Between People is 5.151 and Between Items is 16.204. The F value is 13.069 and is statistically significant as the p value is 0.000 which is less than 0.05. The grand Mean is 2.87 and so it is stated that all the statements taken for analysis are statistically significant and can be used for further analysis.

Table 5 t test for the Motivators for part time Employment

Statements	t	SD	Sig. (2-tailed)	Mean	95% Confidence Interval	
					Lower	Upper
Utilize idle time purposely	28.24	1.06	.000	2.99	2.78	3.2
Self-motivation	27.86	1.28	.000	3.57	3.32	3.82
To make use of the Skills	25.06	1.33	.000	3.32	3.06	3.58
Easy availability of job	24.56	1.32	.000	3.24	2.98	3.5
Family situation	24.04	1.11	.000	2.67	2.45	2.89
To avoid poverty	22.40	1.09	.000	2.43	2.21	2.65



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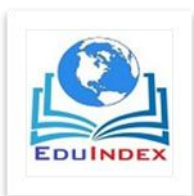
To earn more money for a comfortable Living	21.34	1.28	.000	2.74	2.49	2.99
To be economically independent	19.56	1.34	.000	2.62	2.35	2.89
To get job satisfaction	19.50	1.42	.000	2.77	2.49	3.05
Previous Experience	15.77	1.48	.000	2.33	2.04	2.62

Source: Primary Survey

As per t test it is noted that the statement Utilize idle time purposely ranks first with the t value of 28.24 which is followed by the statements Self-motivation (27.86), To make use of the Skills (25.06), Easy availability of job (24.56), Family situation (24.04), To avoid poverty (22.40), To earn more money for a comfortable Living (21.34), To be economically independent (19.56), To get job satisfaction (19.50) and Previous Experience (15.77). The mean is high for Self-motivation (3.57) and is low for Previous Experience (2.33), the standard deviation is high for Previous Experience (1.48) and is low for Utilize idle time purposely (1.06). all the statements taken for study are statistically significant as the p values are 0.000 which is lower than the standard limit of 0.05. Hence it is concluded that the students of arts and science colleges in Tirunelveli district prefer to do job to utilize their leisure time properly and to support their families and experience has nothing to do as the motivating factor.

CONCLUSION

The part-time workforce is critical for the economy and for the success of the business. Part-timers fill in the gaps to ensure your company can provide the service the customers need and expect. Sadly, part-timers often feel they aren't valued. That attitude impacts the quality of their work and the experience of your customers. The study which has been conducted among 100 college students work in various business centres in Tirunelveli district reveals that students



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with various personal and economic background have chosen the job to enrich their lives economically better. As most of the colleges run on shifts, it is easy for the youngsters to go for part time jobs. The conclusion derived from the test that the students of arts and science colleges in Tirunelveli district prefer to do job to utilize their leisure time properly and to support their families and experience has nothing to do as the motivating factor. Proper communication, recognition and motivation will help them to improve and stick on in their job for a long time. The student employees do come across with various types of stress and the result will be an eye opener to the educational institutions to take care of their academic achievements simultaneously along with the employment.

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