

A COMPARATIVE STUDY ON PREFERENCE, PERCEPTION AND BEHAVIOR OF SKILL TRAINEES IN PRIVATE AND GOVERNMENT JOB (WITH SPECIAL EMPHASIS TO SKILL ACADEMIES OF JAIPUR)

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Abstract- Study is on the comparison of perception and behavior of skill trainees towards public sector vs private sector. Study is basically to understand the behaviour of skill trainees. External environment plays a crucial role in changing in the behavior and perception towards the preference of job, before pandemic preference was business or to become an entrepreneur or do give much dedicated time for job job preparation, but after pandemic things reversed as many of the small scale business wind up and preference of the trainee to get the job to earn his and family living. The study is based on Questionnaire and secondary research is based on magazine, newspaper, books, websites etc. This pandemic curved the whole scenario where many of them have lost their job because of COVID 19 which leads to a change in perception towards preference.

Keywords: Preference, Perception, Behaviour, Skill Trainees, Private job, Government Job, Public Sector, Private Sector.

1. INTRODUCTION

The overall goal of the public and private segments is to set up an incredible contribution in the economy. To accomplish the economic target public and private sectors are providing their services. Both the areas are working hard and giving their solid performances by following their own trajectory. Indeed, the public sector is more valuable and all in all for a country. Many public sectors are proposing to go under the control of private sectors. "The question of privatization of public enterprises arises because of their poor financial and operating performance" On the other hand, the emergence of private sectors has drawn the curiosity of the public in case of job selection. It is visible for many middle-class families, civil service or a job in the government is still looked upon as a matter of honor and prestige in their perception, such a job provides access to authority and power"

Private and public sectors are setting their fruitful steps in the economy besides they are working for the sake of social benefit. Mutually they are performing for the better future of the country.

A job in the Public Sector is supposed to have a higher job security, retirement life benefits, medical benefits, fixed working hours, work life balance, additional prestige to government officers etc. However, it can be difficult to go through rigorous exams to get a government job. The work environment may be poor, and the work can be monotonous and boring.

A job in the Private Sector is supposed to have a higher salary, a higher opportunity of growth and job satisfaction etc. However, employees have very low job security, less holidays, work overtime etc.

Jobs in both sectors have their own perks and benefits. There are various factors like work duration, salary, growth opportunity, job security etc. Which a person considers while choosing the type of job he/she prefers. A person has a certain perception and behavior towards a job, which might not necessarily be fully accurate, which they also consider while they choose the job.

2. REVIEW OF LITERATURE

The major objective of this Paper is to examine the nature and causes of job satisfaction. This was pursued through a literature review of the more popular theories and models related to job satisfaction. Included in the review are summaries of Maslow's and Alderfer's need hierarchy theories, achievement motivation theory, Herzberg's motivation-hygiene theory, expectancy theory, job characteristics theories, discrepancy theory, equity theory, and studies relating to the clustering of facet satisfactions. Job satisfaction is simply defined as doing a job one enjoys, doing it well, and being suitably rewarded for one's efforts.

In other words, it is an effective response to a job that results from the comparison of perceived outcomes with those that are desired shortly, job satisfaction describes the feelings, attitudes, or preferences of individuals regarding work

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pg. 27

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(Chen, 2008). Furthermore, it is the degree to which employees enjoy their jobs (McCloskey and McCain, 1987). And it is possible to see several theories developed to understand its nature in literature. Vroom (1964), need/value fulfillment theory, states that there is a negative relationship between individual needs and the extent to which the job supplies these needs. On the other hand, Porter and Lawler (1968) compare the influences on job satisfaction in two groups of internal and external.

3. IMPORTANCE/NEED OF THE STUDY

This report throws light on the comparison of perception and behavior of skill Trainees towards public sector vs private sector on the basis of key variables. The need to study states which sector has more contentment with their job and whether there is any discretion while selecting the job. Why are trainees more attracted towards the public sector as compared to the private sector as the pay scale is more in the private sector but still trainees prefer the public sector? Or Vice Versa

4. OBJECTIVES

Data collected for this study is primary through questionnaire and secondary data is collected from various sites, books, journal, etc. the variables selected for the study are: - Age, Father Occupation, Growth, Security, Salary, Time schedule Workload, Job stress and other benefits to analyze the perception and behavior towards Public and the Private Job.

The aim of this study is to understand the perception and behavior and preference of trainees towards Government or Private jobs.

5. HYPOTHESIS

- Whether both the sectors are satisfied
- Public sector is more preferred or Private Sector

6. METHODOLOGY OF STUDY

Instrument of collecting primary data would be structured questionnaire including open and close ended questions. Questionnaire would be filled personally by the researcher, so that there is no possibility of misinterpretation of questions and the possibility of non-receipt of the questions and incomplete information will also be removed. Secondary data is collected from various journals, magazines, internet and books. Primary data will be collected through a structured Questionnaire including open and close ended questions.

7. SAMPLING

7.1 Sampling size and technique

The total number of respondents will be 65 Trainees of Skill Academy

7.2 Sampling technique

To analyze the data of the customers, judgmental and stratified sampling technique will be apply including various graphs, so that sample should be representative to the universe. For the selection of trainees judgmental sampling techniques will be applied.

8. LIMITATION OF STUDY

- To avoid complications in the study and to make it more effective, only 65 trainees are taken by the researcher.
- Due to lack of time, data and other sources researchers will only use some of the secondary data.
- Due to time constraints and data constraints, only 65 trainees of skill Academy considered for the research

9. ANALYSIS

Sample of 65 Trainees were collected who are taking Skill Training in one of the Private Skill Academy at Jaipur

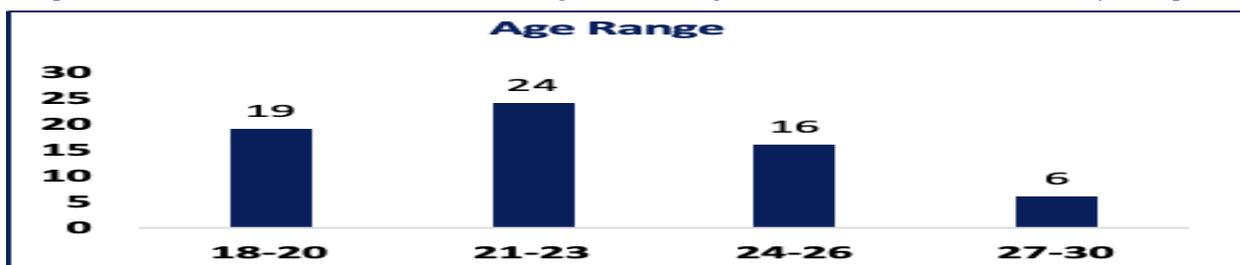


Fig. 9.1 Age Range of the Trainees who filled the Questionnaire was 18-30 Years

Out of those 19 trainees fall in the age between 18-20 and 24 trainees fall in the age between 21-23 and 16 trainees aged between 24-26, and 6 trainees aged between 27-30.

That shows that major candidates who are interested in doing jobs fall under the age category of 21 to 23.

10. QUALIFICATION



Fig. 10.1 Qualification Data

Out of the 65 trainees, 26 are 12th pass who are doing training and 28 have graduated, and 11 are post graduated.

11. FATHER OCCUPATION

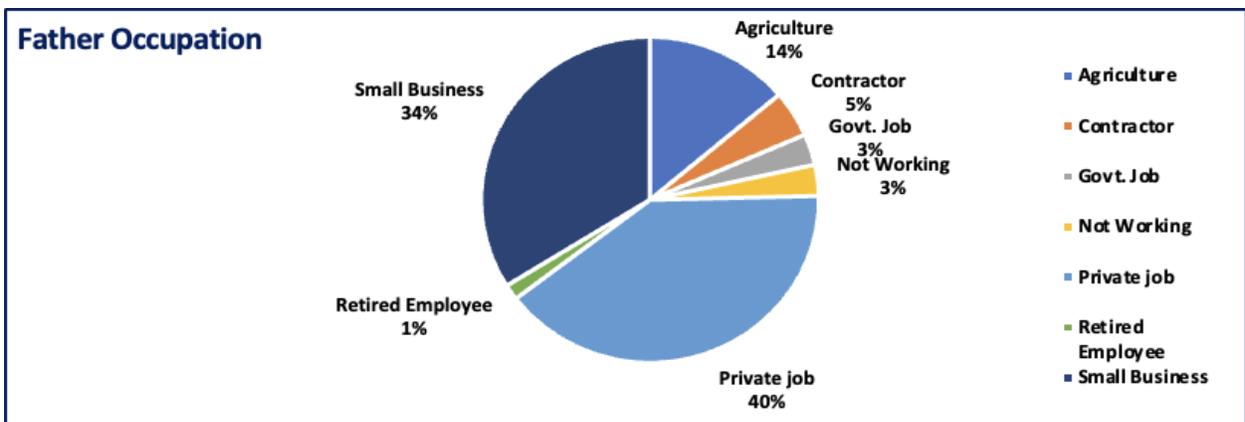


Fig. 11.1 Does Father’s occupation influence the perception and behavior of the trainees to choose the type of job

The results as seen in the pie chart above show that 40% of their fathers were in private jobs. Followed by 34% in small businesses. 14% were into agriculture, 5% were contractors and only 3% were doing government jobs. 3% Trainees fall under the category where their father is not working and 1% were retired.

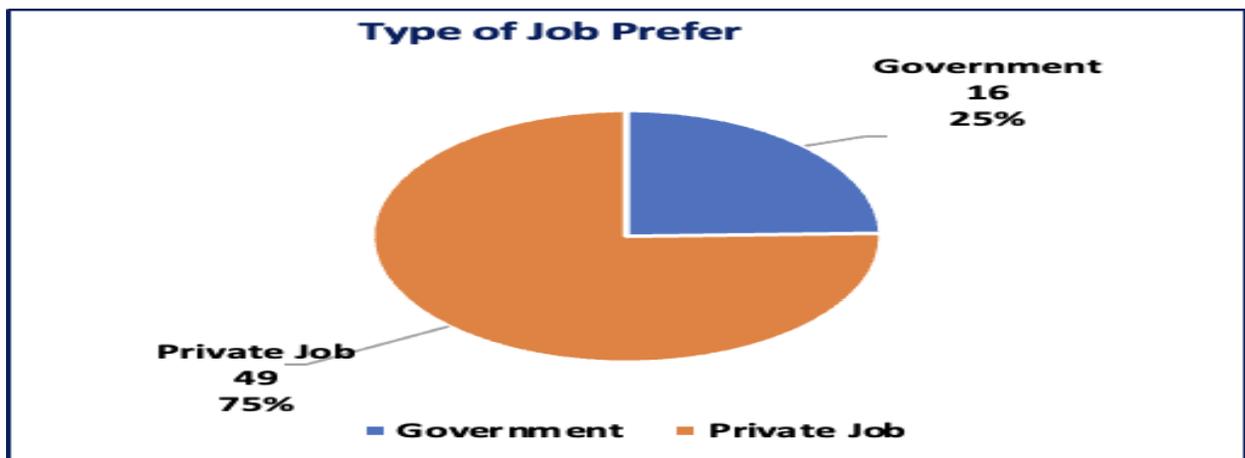


Fig. 11.2 Type of Job Prefer

Irrespective of what fathers do, the selection of jobs is truly different from what their father's do. 75% i.e. 49 students prefer private jobs whereas only 25% i.e. 16 trainees prefer government jobs.

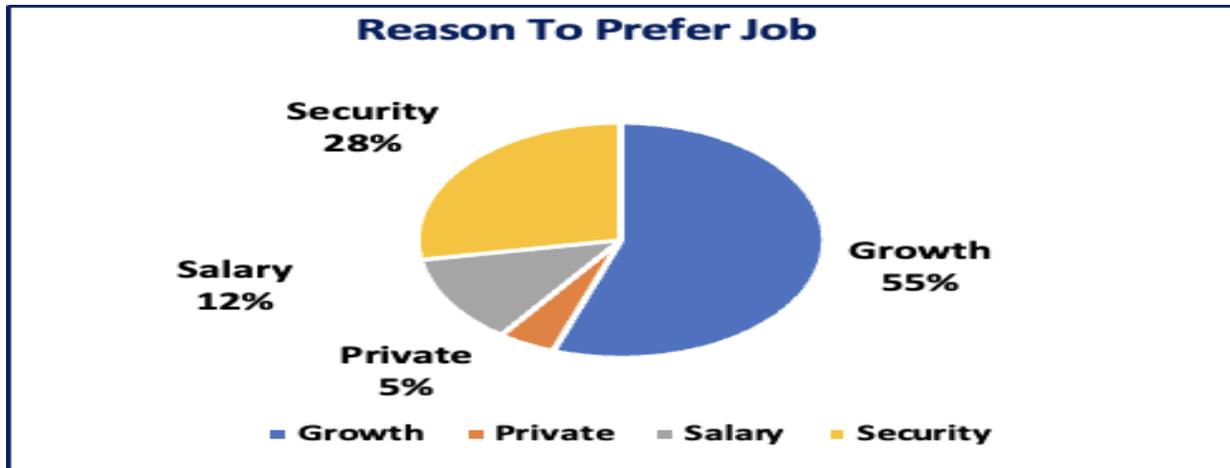


Fig. 11.3 Reason to Prefer Job

With the survey it analyzed that trainee prefer more over Private job rather than Government Job. The reason that a maximum of 55% of the trainees choose the job was Growth.

Private job allows more learning and development, growth, and enhancement. For example, Technology: Government offices still use files, stenographers for data entry etc. however, in technology a comparatively higher phase is seen in private jobs.

A private job will allow the workers to learn and work with the latest technologies. Moreover, government jobs are monotonous as the same work must be continued. There is less opportunity for working out of a comfort zone, thinking of new ideas, getting the opportunity to do other activities in the job as the government has a very set process and no good opportunity to initiate new things.

The second most common reason seen was Job Security. Most trainees believe that government jobs have higher Job security than private jobs. Private sector is full of layoffs. During recession a lot of employees are layoff. However, due to rules and regulations government jobs have a high job security and their jobs remain intact, including job positions.

12% of the trainees preferred a job for salary. According to Taylor's theory, money is the main motivator. Private jobs are seen to have a higher salary and more opportunities like bonus and incentive etc. Government jobs have a very fixed amount. Moreover, salaries in the government are seen to be much lower than private jobs.

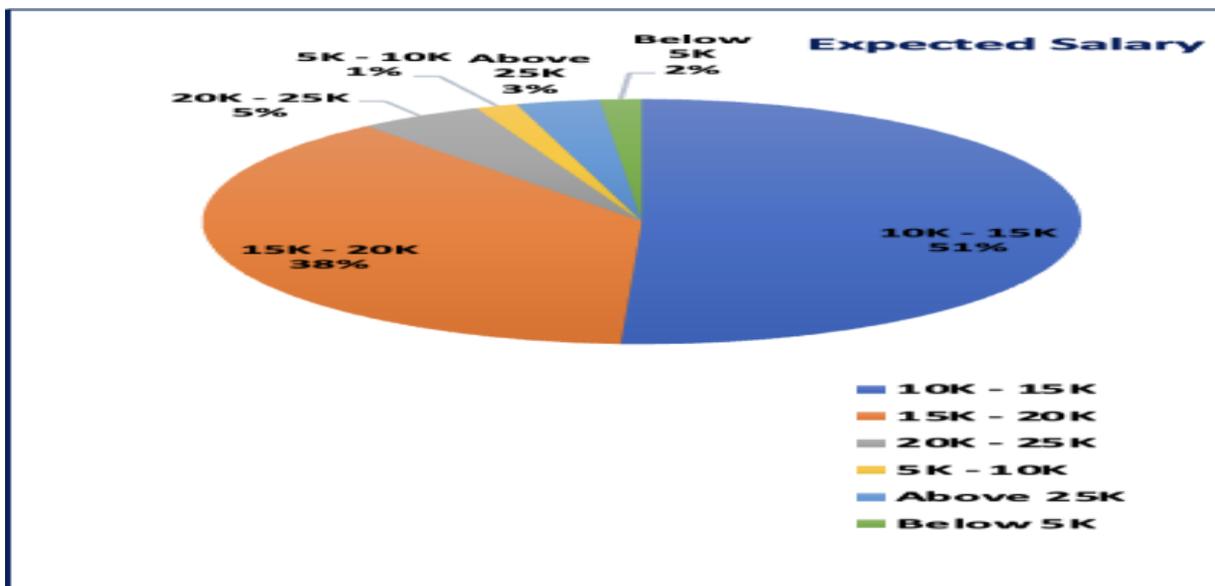


Fig. 11.4 Expected Salary

5% of trainees had other reasons like fringe benefits, position, work stress, no. of holidays etc. that prioritized while deciding which job - government or private - they are more inclined towards.

65 trainees were also asked what salary they expected. As seen in the diagrams above 51% that is 33 trainees expect a salary between 10-15 thousand per month followed by 38% i.e. 25 trainees expecting 15-20 thousand per month.

Rest 5% i.e., 3 trainees expect 20-25K rupees. 3% i.e., 2 trainees expect above 25K, 1 person expecting 5-10K and 1 person below 5K.

The above diagram shows that major trainees prefer to have a salary range between 10 to 15 thousand per month.



Fig. 11.5 Reason to get more salary

Trainees were also asked the reason for which they expected a certain salary. The top reason was that 45% of trainees filled.

They believe in ‘the more you work, the higher the salary’. 23% of the trainee’s reason to expect a certain salary based on knowledge, 15% based on job experience, 11% trainees assumes that that minimum salary for fresher must be high, 5% based on growth and 1% based on qualification.

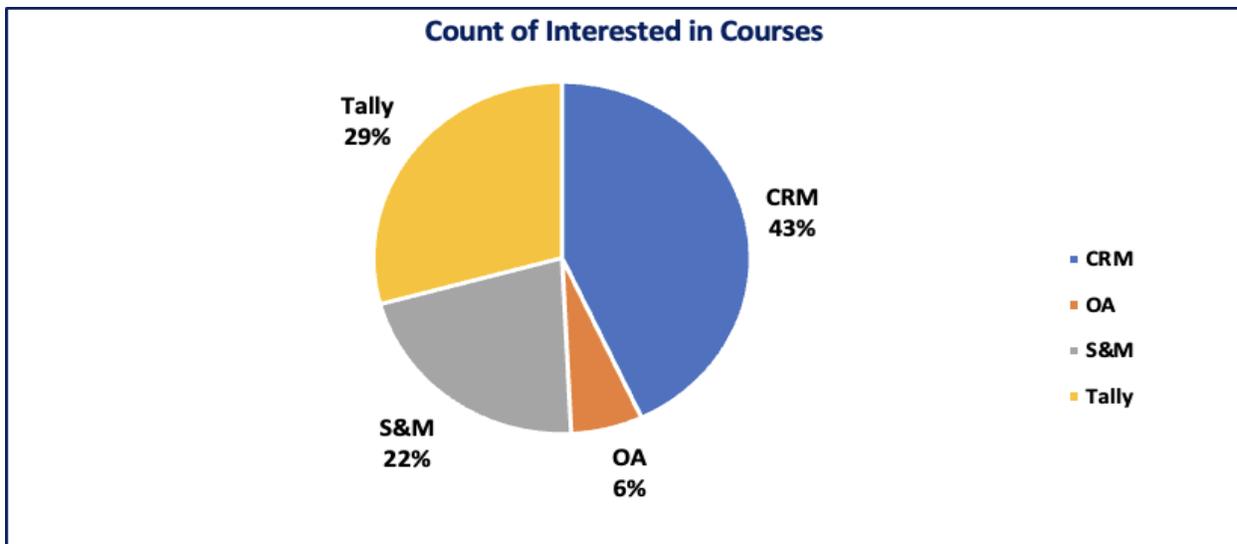


Fig. 11.6 Interested in Course

The percentage of the students of the AU skills academy who filled the questionnaire have opted for courses as follows:

- 43% - CRM
- 29% - Tally
- 22% - Sales and marketing
- 6% - OA

12. FINDINGS

Irrespective of whether students are 12th Pass, Graduate, or Postgraduate, maximum students prefer Private Job. Their decision may or may not be influenced by what their father’s type of job is as the fathers were into different types of jobs. However, at maximum, 40% of the students’ fathers are into private jobs and thus this may have been a factor influencing the students’ decision. Many children grow up idolizing their parents' professions. A child might understand the type of job suitable for them according to what their fathers are doing. There may be some students who might feel that their fathers are happy and successful in private job and choose private job, some might feel that their fathers are facing certain disadvantages of being in private job and choose government job and vice versa, and some students’ perception and behavior towards types of job might not be affected by their father’s occupation at all.

According to the perception of the students, a mixed perception was seen when they chose the reason for choosing the type of job they preferred. However, for maximum students who chose private jobs, Growth is the major reason to choose private jobs. This may be because it is perceived that there is more learning and development in private jobs, and employees can work on different areas and projects; however, government jobs are perceived to be more monotonous work with no other new learning.

Out of the trainees who chose government the most common reason was security. For those who had Security as the most important factor perceived that there is higher security in government than private jobs. There is very less chance an employee loses a government job until he/she gets involved in an illegal activity or absolutely works unevenly with their work.

There is very low job security in private sector jobs and employees can be fired very easily. Another reason that was seen to be most important for the trainees to consider the type of job was Salary.

There was a mixed perception about salary, some trainees perceived those private jobs have higher salaries than government jobs and vice versa. Trainees were also asked what salary they expected, and they had different reasons as mentioned in the analysis. The most common reason was Hardworking. The more an employee works, the better the productivity and the company tends to increase the pay. However, a company will only come to know whether an employee is hardworking after a few months of being recruited in the company. The second most common reason for being surveyed was knowledge. They believed they had a certain level of knowledge because of which they expected a certain kind of salary.

CONCLUSION

Vocational Skilling plays a major role in someone's development, when these candidates entered the academy major of them were perceived that government jobs are more reputed and most of them were preparing for the government exams. With the training they came to know that how their life is changing and in a very short span they are enhancing their lives. Trainers are the master of their destiny; they take the shape as they mold. Study shows mixed results like many of them prefer Private jobs because of Salary, growth, fringe benefits etc. and many of them prefer the Government job because of salary.

This pandemic curved the whole scenario where many of them have lost their job because of COVID 19 which leads to change in perception towards preference.

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