

A Study on Challenges Faced by the Working Youngsters in Tamil Nadu

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Abstract: Problems and issues within the workplace is a growing concern not only in India, but in the other countries of the world as well. There are numerous kinds of jobs that individuals from various backgrounds are engaged in. All kinds of jobs require individuals to possess certain qualifications, traits, abilities and skills. Individuals do experience problems and issues at the workplace, these problems and issues would be concerning various factors such as, working environmental conditions, problems with time management, resolution of conflicts and disputes, lack of knowledge and information, stress in the workplace, diversity in the workplace, communication at the workplace, and sexual harassment of women at the workplace. The main problems which employees increasingly experience within the working environment are the conditions of overwork, job insecurity, job dissatisfaction and lack of autonomy. The aim of the researcher is to find the challenges faced by the working youngsters in Tamil Nadu.

Keywords: Problems, Issues, Workplace, Management, Employees, Working youngsters.

1. Introduction

Problems and Issues at the Workplace and Problems and issues within the workplace is a growing concern not only in India, but in the other countries of the world as well. There are numerous kinds of jobs that individuals from various backgrounds are engaged in. All kinds of jobs require individuals to possess certain qualifications, traits, abilities and skills. Individuals do experience problems and issues at the workplace, these problems and issues would be concerning various factors such as, working environmental conditions, problems with time management, resolution of conflicts and disputes, lack of knowledge and information, stress in the workplace, diversity in the workplace, communication at the workplace, and sexual harassment of women at the workplace. There are measures that individuals and organizations can put into operation to alleviate the negative impact of the problems and issues and to curb them from assuming the foremost position. It is vital to communicate to the employers about the problems and issues in order to devise measures to curb them. Every individual who is involved in his job and aims to achieve the desired goals and objectives involved in his work. In such cases individuals are required to take help and assistance from their superiors in order to solve their problems. Major

transformations within the workplace are have taken place due to downsizing and outsourcing which has largely created an impact upon Human Resources management. Problems and challenges do take place concerning communication at the workplace. These problems may be break down of technology, when emails could not be sent, occurrence of emergency situations, busy schedules of the employer. The working environment conditions are regarded to be utmost significance that influence the performance of the workforce. There are employees who are new to the organisation and they need some time to develop their skills and abilities in such cases it is vital to get involved in continuity's practice sessions so they are able to enhance their productivity. On the other hand, lack of knowledge, information and practices would affect the performance of the employees in a negative manner. The employees may also be harmed and treated in detrimental ways, when they do not give consent. Sexual harassment of women implies number of threats that are given to the women employees about their present or future employment status and it also includes creation of women the hostile working environment for the women. The aim of the study is to know what are the problems faced by the working youngsters in workplace.

2. Objectives

- To know the problems faced by the working youngsters in Tamil Nadu.
- To find whether government are taking safety measures to reduce the problems faced by working youngsters in Tamil Nadu.
- To know the factors that affect the working youngsters in Tamil Nadu.
- To create awareness among the working youngsters to reduce the problems faced by them in Tamil Nadu.
- To find the reasons why working youngsters face challenges in workplace in Tamil Nadu.

3. Review of Literature

Rory Donnalle (2014) made his research on the topic Tensions and Challenges in the Management of Diversity and Inclusion in IT Services Multinationals in India This article

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investigates the tensions and challenges faced by a sample of firms in India in relation to age, gender, and intra- and international diversity. The findings shed light on the implications of these tensions for HR management in these organizations, which need to be addressed if the claims put forward by the business- and resource-based perspectives are to be realized and the management of diversity and inclusion is to be successfully aligned with business and HR strategies.

Christopher A. Kearney, Karen E. Sims (1998) made his research on the topic A clinical perspective on school refusal in youngsters. In this article, we present a way of viewing this population systematically from the perspective of two clinicians who are familiar with these clients. To illustrate this perspective, we rely on a description of school refusal, our clinic, assessment and treatment options, and three clinical cases.

Andrew K. Shenton, Pat Dixon (2003) made his research on the topic A comparison of youngsters' use of CD-ROM and the Internet as information resources When youngsters themselves compared the two resources as information-seeking tools, CD-ROM software was criticized for its lack of detailed material and the Internet for the problems in locating what was desired. Project findings have implications in a range of areas, including the marketing of CD-ROM packages, research and development and practices within schools.

Harriet J. Kitzman, Robert Cole, H. Lorrie Yoos, David Olds (1998) made his research on the topic Challenges experienced by home visitors: A qualitative study of program implementation the study focuses on The purpose of the current work was to examine common challenges faced by home visitors in delivering a program of prenatal and early childhood home visitation while it was studied in a large randomized trial conducted in Memphis and Tennessee with a primarily African American sample .We employed qualitative analyses to explore common challenges identified by the nurses in their implementation of the program. Many of these challenges grew out of the nurses' efforts to address the unique needs of the families that they served, while simultaneously addressing the broad interrelated goals and objectives of the program.

Jette Benn (2003) made his research on the topic Consumer empowerment in consumer education. Experiences from educational and consumer studies of youngsters This understanding of consumption as reasoned behaviour or action is inadequate in the late modern society, where consumerism is first and foremost characterised by globalisation, cultural change and the liberation of the individual.

John L ward (2004) made his research on the topic Growing the Family Business: Special Challenges and Best Practices and This paper explores the reasons for and theories behind business stagnation and proposes a set of "best practices" that can revitalize a firm and enhance its performance.

Fons J.R. van de Vijver (2017) made his research on the topic Challenges in the study of adolescent and acculturative changes the paper focuses on two recurrent themes in the study of acculturation in adolescence that challenge progress of the field. First, we often work with low-dimensional, trait-like models of acculturation that cannot deal with modern types of

acculturations that are often characterized by multidimensionality and domain specificity. Second, acculturative change in adolescence is undertheorized and there is a need to integrate developmental tasks and models of acculturation.

Philip Whitaker, Penny Barratt, Helen Joy, Mo Potter, George Thomas (2003) made his research on the topic Children with autism and peer group support: using 'circles of friends on the international journal of justice the paper focuses on process of establishing circles of friends to support seven youngsters with autistic spectrum disorders, six of whom were attending mainstream schools.

R. F Barnes (1987) made his research on the topic Human resource needs, educational challenges and professionalism in the agronomic sciences in the journal of agronomic education the paper focuses on There will be a continuing demand for well trained and knowledgeable agronomists and crop and soil scientists. However, professional support and the quality of curricula are likely to decline if present trends continue. Undergraduate enrollments are declining in the agronomic, crop, and soil sciences. Innovative recruitment procedures are needed to attract competent students into the agronomic professions.

S. Bhatti, R. Srivastava (2003) made his research on the topic Participation of working women in decision-making process as consumer on the international journal for consumer studies the paper focuses on role of women in decision-making is seldom adequately appreciated, they make a remarkable contribution due to their hard work and sense of confidence. It is observed that women are mostly involved in repetitive and monotonous household work irrespective of the fact that they share most of family responsibilities and perform a wide range of duties in and outside home.

Jeremy Staff, Jeylan T. Mortimer, Christopher Uggen (2004) made his research on the topic Work and Leisure in Adolescence on the Wiley journal of library the paper focuses on Adolescent work activities occurring in various context in home, school, and volunteer settings, as well as in paid jobs. Adolescent leisure activities take place in similarly diverse locales; they include both passive media and active recreation, such as sports, extracurricular activities, and clubs and organizations at school.

Barbara Brink (2003) made his research on the topic Working with street children: reintegration through education on the nsl journal the paper focuses on and the next strongly emphasize the need to involve children and young people in the design of the environment in which they are educated. Here, Barbara Brink focuses on the needs of the most vulnerable children in the world and brings a valuable global perspective to our discussion.

Barbara Czarniawska, Ulla Eriksson-Zetterquist, David Renemark (2011) made his research on the topic Women and Work in Family Soap Operas on the gender work and organisation journal the paper focuses on three local soap operas one Italian, one Swedish and one South African. All three focus on family life, a focus typical for the genre. We trace the side topic of women at work and women and work, on the

assumption that its marginality renders it less likely to contain intentional messages from the creators of the series, and thus more likely to reflect the taken-for-granted beliefs underpinning everyday life and contributing to their reproduction and maintenance.

Emory L. Cowen (1994) made his research on the topic The enhancement of psychological wellness: Challenges and opportunities in society for community research Five pathways to wellness are considered, implicating aspects of individual development and the impact of contexts, settings, and policies. The five pathways are: forming wholesome early attachments; acquiring age- and ability-appropriate competencies; engineering settings that promote adaptive outcomes; fostering empowerment; and acquiring skills needed to cope effectively with life stressors.

Randy Roberts (1982) made his research on the topic reading conduct disorders adolescent and young adults by working with the parents on a journal of marital therapy the paper focuses on to alter the underlying problem of immaturity that is hypothesized to exist in these families. Emphasis is placed on working with the parents in a systematic way over an extended period of time. As progress is made by the parents, an emotional crisis is created in the adolescent that can then be used by him as the basis for extensive change.

Rudi Roose, Andre Mottart, Nele Dejonckheere, Carol Van Nijnatten, Maria De Bie (2009) made his research on the topic Participatory social work and report writing in the journal of child and family working the paper focuses on how the participative paradigm comes to the fore in the practice of report writing in the work with looked-after children. As social work is essentially a language-centred activity, report writing is a core skill in social work. A participative practice of report writing would imply that the perspective of the children and parents is present in the reports.

Neal Halfon M.D. (1984) did his research on the topic Growing up in the nuclear age. Psychological development in the face of uncertainty the paper focuses on the changing social world of the child presents children with a variety of challenges and stresses. The nuclear variable represents only one of many challenges facing the modern child. Children are not immune to the political process that surrounds the nuclear arms debate; their involvement in this political process is critically reviewed. Support for children attempting to understand this complex issue will benefit from the application of the principles of cognitive developmental psychology, so that communication with children can be cognitively relevant and age appropriate.

M. Mitchell, M. Cogan, C. Clegg (2008) made his research on the topic Working in partnership developing a young people's service in a rural environment the paper focuses on the rurality of Cornwall provides a considerable challenge for service delivery. This review ensured that ownership rested with users, careers, staff and others who contributed and shaped its future direction.

Adena B. Meyers, Mark E. Swerdlik (2003) made his research on the topic School-based health centers: Opportunities and challenges for school psychologists the paper focuses on Possible roles for school psychologists within

SBHCs are described. Factors that influence school psychologists' efforts within SBHCs are discussed, including factors such as system reforms, school system governance, importance of Sbhlc to stakeholders, and availability of funding. Knowledge of collaborative problem solving, effective prevention and intervention strategies, and recognition of limitations of traditional mental health programs were also identified as facilitators of the school psychologist's role.

Jane Cutter, Annemarie Sullivan Palincsar, Shirley J. Magnusson (2002) made his research on the topic Supporting Inclusion Through Case-Based Vignette Conversations the paper focuses on challenges suggest the need for research investigating powerful ways of supporting teachers to critically reflect upon and revise their instructional practices. Using interactional ethnography, we report on the process and outcomes of engaging in conversations with teachers when the purpose of the conversation is to interpret and respond to vignettes characterizing the participation and learning of students with special needs.

4. Methodology

The method used in this research is a descriptive research method. It was collected from all the people through the convenient sampling method and the sample size is 200. The tool used for this study is a structured questionnaire. SPSS was used to analyze the collected data. The independent variables used in this research are gender and educational qualification, place of living, occupation, monthly income. Dependent variable used in this What are the challenges faced by working youngsters, whether lack of employment opportunity is the biggest challenge for working youngsters, Whether the schemes made by the government for the welfare of working youngsters in Tamil Nadu is useful, Rate on the scale, whether lack of improper education and communication is the challenge for working youngsters, Whether the challenges faced by the working youngsters in Tamil Nadu still prevails.

5. Methodology

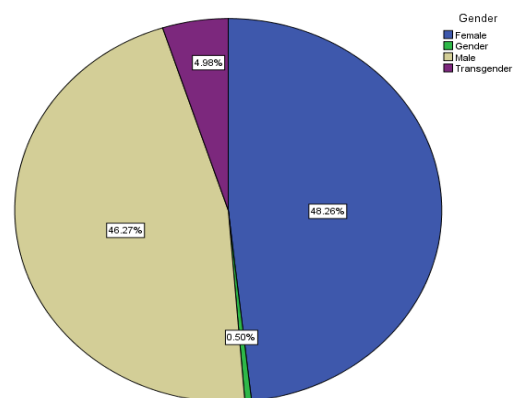


Fig. 1. Opinion of the respondents with different gender to the study on challenges faced by the working youngsters in Tamil Nadu

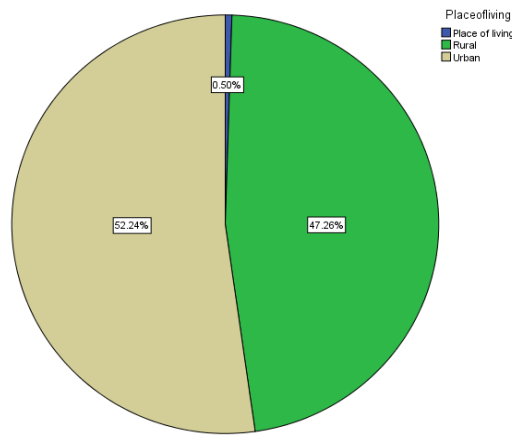


Fig. 2. Opinion of the respondents of their place of living to the study on challenges faced by the working youngsters in Tamil Nadu

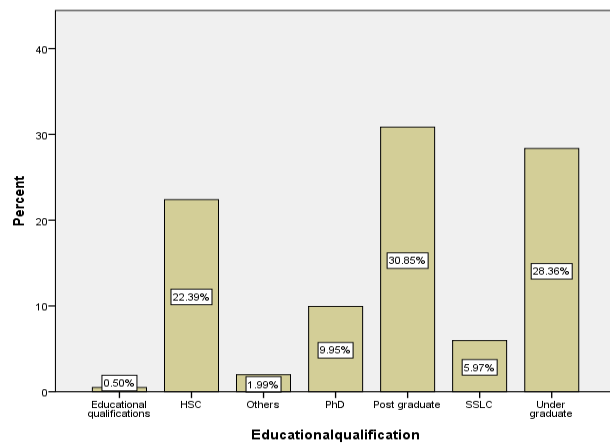


Fig. 3. Opinion of the respondents of different educational qualifications on the problems and challenges faced by the working youngsters in Tamil Nadu

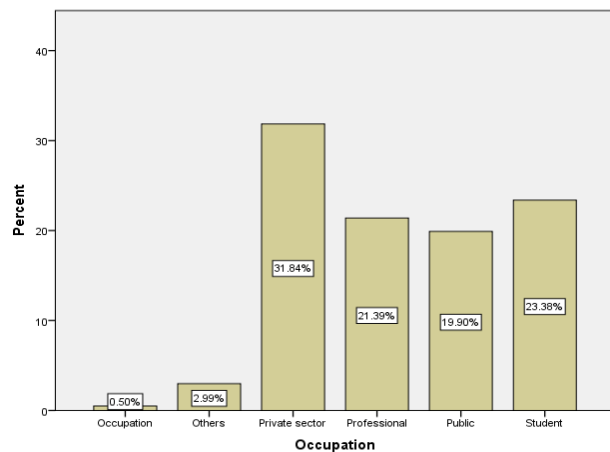


Fig. 4. Opinion of the respondents of their occupation to the study on challenges faced by the working youngsters in Tamil Nadu

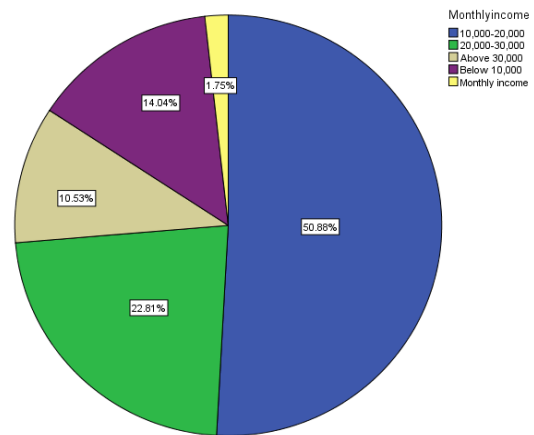


Fig. 5. Opinion of the respondents of different monthly income to the study on challenges faced by working youngsters in Tamil Nadu

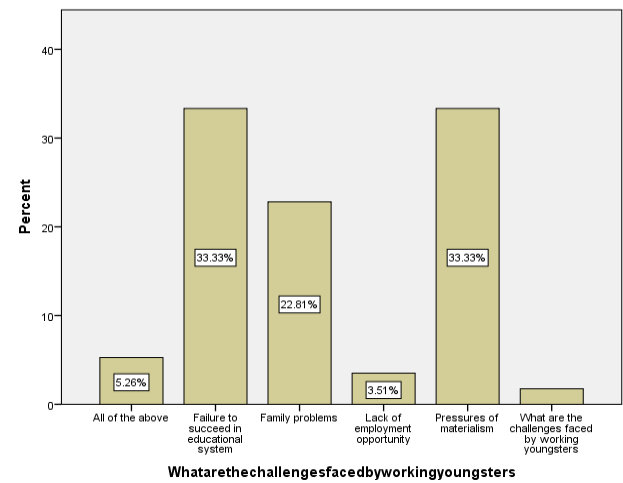


Fig. 6. Opinion of the respondents on what are the challenges faced by the working youngsters in Tamil Nadu

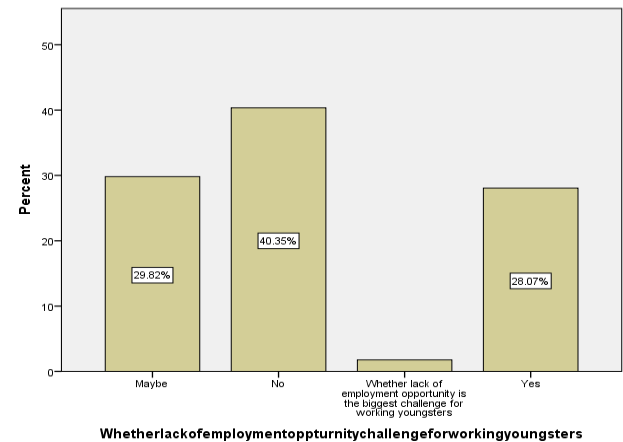


Fig. 7. Opinion of the respondents on whether the lack of employment opportunity is the biggest challenges faced by the working youngsters in Tamil Nadu

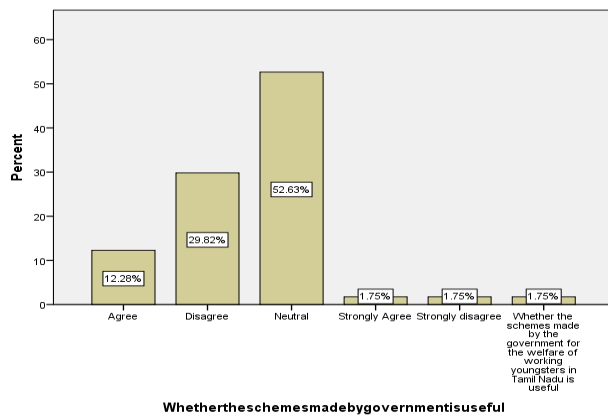


Fig. 8. Opinion of the respondents on whether the schemes made by the government for the welfare of working youngsters in Tamil Nadu is useful

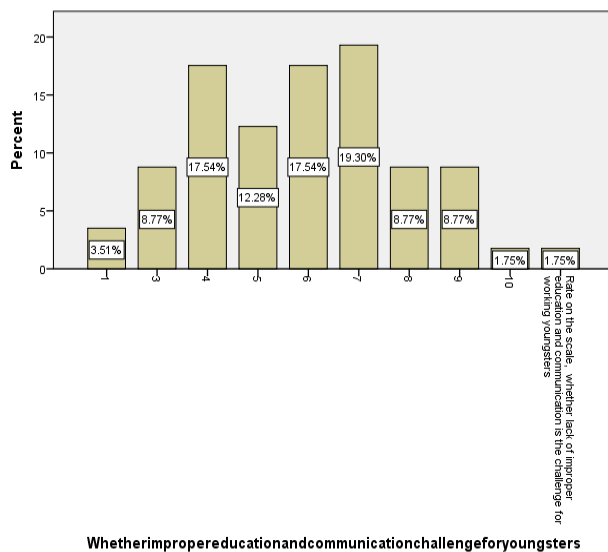


Fig. 9. Opinion of the respondents on rate on the scale whether improper education and communication is the biggest challenge for working youngsters in Tamil Nadu

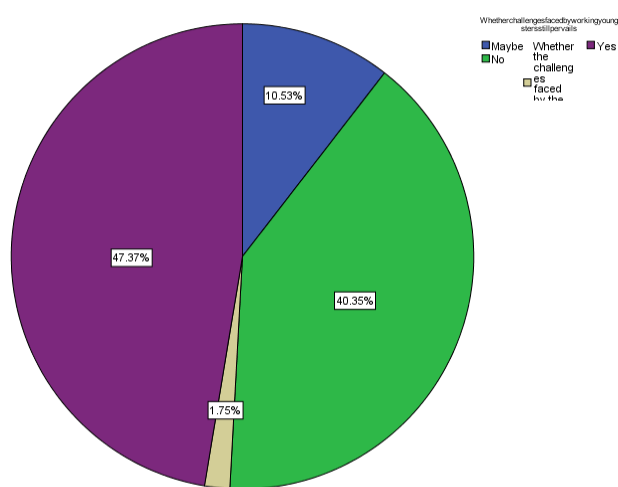


Fig. 10. Opinion of the respondents on whether the challenges faced by the working youngsters in Tamil Nadu still prevails

6. Results

Fig. 1 shows the opinion of the respondents with different gender to the study on challenges faced by the working youngsters in Tamil Nadu in which 46.27% are from male, 48.26% are from female and 4.98% are from transgender. Fig. 2 shows the opinion of the respondents of their place of living to the study on challenges faced by the working youngsters in Tamil Nadu in which 52.24% are from urban areas and 47.26% are from rural areas. Fig 3 shows the opinion of the respondents with different educational qualifications to the study on challenges faced by the working youngsters in Tamil Nadu in which 22.39% are from HSC, 1.99% are from others, 9.95% are from Ph.D., 30.85 % are from post graduate, 5.97% are from SSLC and 28.36% are from under graduate. Fig. 4 shows the opinion of the respondents of their occupation to the study on challenges faced by the working youngsters in Tamil Nadu in which 2.99% are from others, 31.84% are from Private sector, 21.39% are from professional, 19.90% are from public sector and 23.39% are students. Fig. 5 shows the opinion of the respondents of different monthly income to the study on challenges faced by working youngsters in Tamil Nadu in which 50.88% are from 10k to 20 k, 22.81% are from 20 k to 30 k, 10.53% are above 30 k, 14.04% are below 10 k. Fig. 6 shows the opinion of the respondents on what are the challenges faced by the working youngsters in Tamil Nadu in which 33.33% are from failure to succeed in the educational system, 22.81% are family problems , 3.51% are lack of employment opportunity and 33.33% are pressure of materialism. Fig. 7 shows the opinion of the respondents on whether the lack of employment opportunity is the biggest challenge faced by the working youngsters in Tamil Nadu in which 29.82% may be, 40.35% are no and 28.07 % are yes. Fig. 8 shows the opinion of the respondents on whether the schemes made by the government for the welfare of working youngsters in Tamil Nadu is useful in which 12.88% are agree, 29.82% are disagree, 52.63% are neutral, 1.75% are strongly agree and 1.75% are strongly disagree. Fig. 9 shows the opinion of the respondents on rate on the scale whether improper education and communication is the biggest challenge for working youngsters in Tamil Nadu in which 3.51% are 1, 8.77% are 3, 17.54% are 4, 12.28% are 5, 17.54% are 6, 19.30% are 7, 8.77% are 8, 8.77% are 9 and 1.75% are 10. Fig. 10 shows the opinion of the respondents on whether the challenges faced by the working youngsters in Tamil Nadu still prevails in which 10.53% are may be, 47.37% are YES and 40.35% are NO.

7. Discussion

Fig. 1 shows the opinion of the respondents with different gender to the study on challenges faced by the working youngsters in Tamil Nadu in which most of the respondents responded by female 48.26%. Fig. 2 shows the opinion of the respondents of their place of living to the study on challenges faced by the working youngsters in Tamil Nadu in which most of the respondents responded from urban sector because the working youngsters in urban areas face the problems in the workplace 52.24%. Fig. 3 shows the opinion of the respondents

with different educational qualifications to the study on challenges faced by the working youngsters in Tamil Nadu in which most of the respondents are UG and PG students. This is because the author is an UG student and he collected the responses using a convenient sampling method of 28.36%. Fig. 4 shows the opinion of the respondents of their occupation to the study on challenges faced by the working youngsters in Tamil Nadu in which most of them responded by private sector. This is because in the private sector most of the working youngsters face the problems in the workplace 31.84%. Fig. 5 shows the opinion of the respondents of different monthly income to the study on challenges faced by working youngsters in Tamil Nadu in which most of respondents having monthly income of 10k to 20k this is because in a company the minimum salary of an employee is 10k to 20k per month 50.88%. Fig. 6 shows the opinion of the respondents on what are the challenges faced by the working youngsters in Tamil Nadu in which most of the respondents responded to failure to succeed in the educational institutions and pressure of materialism this is because lack of education leads to less knowledge and thus it makes the problems in workplace 33.33%. Fig. 7 shows the opinion of the respondents on whether the lack of employment opportunity is the biggest challenges faced by the working youngsters in Tamil Nadu in which most of the respondents responded No this is because lack of employment opportunities is one of the reasons for the working youngsters but lack of knowledge and communication are the most problems for the working youngsters in Tamil Nadu. Fig. 8 shows the opinion of the respondents on whether the schemes made by the government for the welfare of working youngsters in Tamil Nadu are useful. Most of the respondents responded neutrally because the government made schemes are not properly implemented in all the places. Fig. 9 shows the opinion of the respondents on whether improper education and communication is the biggest challenge for working youngsters in Tamil Nadu. Most of the respondents responded 7 this shows that lack of communication is the biggest problem faced by the working youngsters in the workplace. Fig. 10 shows the opinion of the respondents on whether the challenges faced by the working youngsters in Tamil Nadu still prevails in which most of the respondents responded that yes this shows that still the working youngsters face the problems in the workplace.

8. Limitation

The major limitation of this study is the sample frame. The people were not ready to share their experience and also were not ready to give their pictures. Most of them thought that I was doing it for some other purpose. Most of them feared that some problem could occur by opening up and sharing their views. This was my major limitation of my research. the people were educated but not willing to share their opinions.

9. Conclusion

The occurrence of problems and issues within the organization are with regard to various aspects. The major areas that highlighted the problems and issues within the workplace

are stress, diversity, community, sexual harassment of women, working environmental conditions, resolution of conflict and disputes, lack of knowledge and information and time management. There are differences in structure of every organisation all workplace is different from each other, regarding the performance of job duties, resource, materials, physical environmental conditions, number of employees, their qualifications and the objectives of the organisation locations and formulation of rules and policies. The problems and the issues that employees experience at the workplace are with regards to their employers, job duties, working environment and the availability of resources, materials and equipment. There are preventive measures, which lead to the solution of some of the problems at the workplace.

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