Chapter V

Summary and Conclusion
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SUMMARY, CONCLUSIONS, IMPLICATIONS AND RECOMMENDATIONS.

Summary
The contribution of Jahoda and other investigators has established the existence of the psychological dimension of the phenomena of unemployment in industrialized societies. Consideration of this dimension suggests the thesis that it is plausible, changes in motivation and personality occur in an individual when he remains unemployed and social structural factors assume a moderator role in construing the relationship between motivation, personality and psychological consequences of unemployment. This thesis is tested in this investigation.

Objective of the study
The present study attempts to understand the motivational and psychological characteristics of the unemployed graduates. The possible impact of the length of the period of unemployment, the academic stream from which the unemployed has graduated, and the social structural background from which he hails from, on the unemployed's motivation and personality are examined in this investigation. Specifically, the study attempts to identify the profile of the male unemployed graduate in terms of pattern of his needs, values and personality. The needs investigated in this
study include the needs pertaining to the nine aspects of the environment, viz., opportunity for control, opportunity for skill use, availability of money, variety, environmental clarity, externally generated goals, adequacy of social contacts and valued social position. The values examined comprise one hundred and fourteen value items, selected from oriental and western literature. The aspects of personality investigated pertain to the personality dimensions of Tamas, Rajas and Sattwa. The probabilistic orientation of the individual is also considered an important orientation of personality besides security-insecurity.

Sample
For the purpose of the investigation, one hundred and twenty unemployed male graduates have identified using the registers of the District Employment Exchange, Coimbatore. This purposive sample of unemployed graduates was drawn from the Coimbatore metropolis and its rural neighbourhood. The unemployed were either Arts or Science graduates and their period of unemployment ranged from 6 months to one and half years and above. The paradigm of research is suited to a factorial design involving equal number of graduates belonging to arts and science faculties, urban and rural background and equally representing short term and long term unemployment.
Instruments

The instruments used to obtain data from the subjects include the following:

1) Probabilistic Orientation Questionnaire [POQ], [Narayanan, 1979]
2) Security Insecurity Questionnaire [SIQ], [Tiwari & Singh, 1984]
3) Perception of Environment Questionnaire [PEQ], [Venkatesh, 1993]
4) The Self-concept Q-Sort Test [S-C QST], [Mary, 1988]
5) The Bharathiar Value Orientation Q-Sort Test [BVO QST] (Developed for the purpose of this investigation).

Statistical analysis

Test of significance, Analysis of Variance, Chi-square and Discriminant analysis are appropriately used to test the formal hypotheses. Graphical illustration is also done in certain cases.

Salient findings

The profile of the unemployed

The findings of the present investigation reveal that unemployment affects the motivational and personality characteristics of the unemployed to a great extent. The profile emerging from the present findings pictures unemployed facing stress and strain. Compared to his employed counterpart, the unemployed is acutely facing need deprivation. The unemployed tends to perceive his environment as thwarting his needs. He perceives very few opportunities for using his skills. Chance to make interpersonal contacts seems to be bleak to him. He always
runs short of money when he wants to meet his needs. Aspiration for higher goals is a distant dream for him. He seems to have completely lost control over the environment. He is deprived of his legitimate social position in the society. He is afraid that his physical security is under threat.

The unemployed seems to have a distinct orientation in his values. He is appreciative of the values like ambition, religion, education, work and accomplishment. He does not seem to value sentiments, arts, communism, ancient sciences and the like. The unemployed is more rajasic, more sattwic and less tamasic in his personality. He seems to be more probabilistically oriented. He feels as secure as his counterpart who is employed.

The lengthening of period of unemployment accentuates the need deprivation. The unemployed perceives that his needs is thwarted with regard to every aspect of the environment. As durations of unemployment extends the unemployed tends to lose his rajasic strivings. The rajasic characteristic of the urge to strive is in its low ebb during the period. The more one remains unemployed the greater he feels insecure.

The background to the unemployed in terms of rural - urban divide seems to have its own impact on the individual. The unemployed hailing from the rural background finds it hard to use his skills effectively in the environment. He also feels insecure in his physical environment. The hope of achieving any purposeful goals
in life seems bleak to him. He complains that his daily activities are lacking in variety. The environment seems to be lacking in clarity for him.

The unemployed from rural setting cherishes certain values that are characteristic of Indian culture. The urban unemployed seems to be more materialistic in his value preferences. Of course, both the rural and urban unemployed have similar personality and are equally tamasic, rajasic, and sattvic. They have comparable feelings of security also.

The academic discipline the individual studied at his college does not seem to affect his motivational patterns. However the unemployed arts graduate feels that he has less opportunities to have control over the situations in the environment than the unemployed science graduate. Both the arts and science graduates remaining unemployed seem to have similar values. Curiously, the unemployed science graduate is more tamasic than the unemployed arts graduate.

Conclusion
The findings of the present study lend credence to the thesis that changes occur in the motivational characteristics of the unemployment affects the motivational characteristics of the individual which is more marked in their needs being thwarted. Admittedly, unemployment is a multifaceted complex phenomena and a plethora of perspectives and approaches are needed to
understand it in its totality. The knowledge gained in the present work should be supplemented with further research in psychology and allied disciplines interested in furthering the well-being of individuals in society.
Implications of the study

The present study attempts to further an understanding of the psychological aspects of unemployment. The findings of the study reinforces the conclusions arrived at by a host of researchers including Jahoda and Warr, and highlights the fact that unemployment leaves an individual in a desolate state and deprives him of his well-being. The impact of unemployment on the psychological state of a person can hardly be denied. What are the possible consequences of the dehumanization taking place among the section of population of educated youth who do not find a chance to get gainful employment in a industrializing society?

The individuals who find their needs severely deprived may learn to accept their predicament and become more passive. Learned helplessness may set in in such an individual and the individual might gradually withdraw from the environment and get lost into himself. A progressive deterioration in mental health, and personality seems imminent. Ineffective personalities might proliferate in society. This is more alarming in a democracy than in other forms of government. The implication of this trend of development is well documented in Hayes & Nutman (1979) who contend that unemployment is a severely dehumanizing condition and a shock from which the person finds it difficult to recover. Unemployment, according to them, has not resulted (and perhaps cannot result in any noteworthy mass revolution or uprising.)
The problem of unemployment may be considered a psycho-social transition where a person gives up one particular life space and assumptive world and accepts the other. Given this idea, it is likely that the stressful events of unemployment could play a major role in the natural history of many diseases as the psychophysiological reactions of the individual are being evoked. And as Stone and Schlamp (1971) claim, it is likely that an interdependent relationship exists between the psychological and physiological states of the individual. The present study has shown that the environmental needs are deprived among the unemployed. There is a likelihood that this along with a cluster of other factors would tend to lower resistance and increase the possibility of some form of pathological reaction from the unemployed. This possibility needs to be taken care of since the reactions to problems (unemployment - in this case) do not surface distinctly and many fail to realize the severe psycho-somatic roots to a problem. Hence finding solution to the problem of unemployment gains importance.

Considerable investment is made by the state in providing higher education to an individual in India. Unlike the West, mainly the parents bear the cost of education for their sons and daughters in India. The investment fails to provide any return when the educated is not provided with an employment. Atrophy through disuse during prolonged periods of unemployment may lead to forgetting of the skills important to the individual in the
portals of an individual in higher education. The wastage of educated manpower in a developing country needs to be hardly emphasized. The dehumanization due to unemployment leads to wastage of skills which can hardly be neglected in a society that wants to harness precious human resources available to it.

The quantum of skill lost during unemployment has not been empirically studied till date. Empirical data on exact loss in terms of the cognitive skills needs to be given due attention. It would be worthwhile to assess empirically the wastage in this regard.

Besides cognitive wastage and wastage in skills, the deterioration in mental health occurring during prolonged unemployment might lead to serious consequences. One such consequence takes place in terms of motivation. The present study has also documented evidence to show that the motivation and striving are affected during prolonged unemployment. Though the unemployed seem to retain his rajasic striving qualities to start with, he becomes less and less rajasic as the period of unemployment prolongs. He tends to be less motivated in course of time and fails to realize his intellectual capabilities. He gradually withdraws from social realities and loses his ambitions. This is a dangerous trend since when this is left unchecked, it is likely to lead to suicide. The various studies in literature report of the high rate of suicide among the unemployed (Sainsbury, 1955; Lester, 1993). That this trend also
prevails in Indian setting, gains credence from the study by Satyavathi (1977) in Bangalore. However it is to be noted that one factor which affects the suicide rate of a community is the extent to which individuals identify with the social groups that control and define their activities (meaning mainly the family).

The investigator is put to believe that the Indian unemployed could be a trifle less prone to commit suicide due to lack of job as his family binding is still stronger than what is made to be believed. It is highly likely that the family bonds that are prevalent till this day are stronger among the sample studied. The lack of employment is considered not as an individual but a family problem where all possible means are adopted to seek employment for the individual. This tends to give a sense of security to the unemployed inspite of the awkward position he is in.

Though to be taken as a positive state, there also comes a question as to how long this complacency can go on. This taken for granted state is likely to make the individual more and more a dependent of the family instead of developing in him a sense of individuality. He is likely to then blame others more for his failures rather than to realize his incapacibilities.

That apathy sets in serious proportion among the unemployed is well documented in the literature. Hayes and Nutman have asserted that unemployed has never resorted to agitate.
Of course, the fact that the unemployed could never and for ever resort to agitation by themselves does not bring satisfaction to the critics. Though the unemployed themselves are not capable of organizing themselves in effective manner to find solutions to their problems, it can't be ruled out that the possibilities exist for other militant and antisocial elements who are capable of organizing agitation and violence to exploit the unemployed to achieve their vested interests by disrupting the smooth functioning of the society. That such trends are already witnessed in India has been well brought out by Banerjee in Bengal. It is to be noted that given his lack of socio-economic standing, the Indian unemployed remains susceptible towards such an end. The various socio-political problems in various states in India like Assam, Punjab and Kashmir have been found to be associated with high rate of unemployment in these regions and political conflicts and wild aspirations prevalent in those states which could have made considerable section of the unemployed to drift, and get drafted into violent movements. Militancy and terrorism tend to influence the unemployed and show him ways to satisfy his needs through illegitimate and anti-national means. The problem assumes greater seriousness in recent time in India since forces outside and within India tend to resort to militancy, and violence is not confined to a few border states alone but seems to be spreading its tentacles to all parts of the country including such state as Tamil Nadu which was once considered the peace sanctuary in India. This is evident from
the recent bomb blasts reported from many places in the country including Uttar Pradesh, Maharastra and Tamil Nadu.

Fortunately, the deteriorating motivation in the unemployed does not deter his valuing of education, work, accomplishment and ambition. However, he tends to place less value for arts, sentiments and the like. Besides, he seems to retain his security in spite of thwarting of his needs and deterioration in motivation. Above all, he retains his probabilistic orientation. That means he is awake to the possibilities of seeing a good day again in life and seems to be balanced in his perception of the internal and external forces in the world. He remains sattwic and less tamasic.

Retention of the core personality in spite of remaining unemployed for a long time is a silver lining in the cloud. It is encouraging to see that the Indian unemployed youth is not completely getting lost. He still preserves such important characteristics which might arm him well in his fight against the evil impact of unemployment. The findings that the unemployed still retains his core personality in terms of security and probabilistic orientation is a pointer for the researchers in the field of personality. It seems that unemployment is mainly a transient condition and though it seriously cripples the individuals in terms of needs and other motivational conditions, it leaves him safe still with security and a proper perspective on life. This implies that the unemployment poses threat only as a form of
situational stress, and the stress-effects could be combated effectively.

One of the reasons that contribute to the unemployed retaining his core aspects of personality in Indian social setting may be traced to the family systems from which these individuals hail.

The joint family system is still most prevalent in India and the individual is looked upon as a valuable member of the family and not as a misfit to it. The problems and prospects of the members of the family are legitimately shared by all the members in the system. Hence, though the unemployed suffers as an individual he is not affected in his domestic life in India. The social support available to the individual unemployed in and out of his family system might explain the integration of the personality of the unemployed.

Alternatively, it may be argued that the personality itself is long enduring and it is not very much affected by the transient conditions such an unemployment. The sources of integration of personality among the unemployed is still intriguing and needs further in-depth exploration.

**Recommendations**

The remedies to the problems do not come very easily. The best possible way to help the unemployed lot is to provide gainful employment to all those educated unemployed waiting for a placement. But, it will be a draconian effort to provide
employment to around 2.8 million youth who are in this list. The steady growth of population of the country may further complicate this problem as this number is likely to grow steepingly. The issue then is of highest National priority. In spite of the various Governmental efforts, the problems seem not yet to be tackled. Of the many reasons for failure to control the problem are the rapid growth of population and the lack of planning for proper implementation of the various schemes.

It is hence important that some concrete solutions are found to alleviate the problems faced by the unemployed. Two possible ways can be thought of by which help may be rendered to the unemployed. One of those would be designed to bring about changes in the individuals by addressing to their problems and to make them understand their limitations. Another way is to look at possible means by which measures may be initiated by outside agencies beyond the unemployed circle like the employing organization or the society/Government agencies. The present recommendations focuses more on the former since the latter may be slightly outside the purview of this research work.

Among the common measures that may be taken up to change the individual are to provide activities that are shaped in such a way that the unemployed by himself/herself will cope with the problem. It is observed from the study that unemployment changes the perceptions of the individual drastically that he fails to have faith in his potentials and also tends to attribute the
environment/society to be blocking his growth. Hence help should be rendered in assisting the individual to manage and overcome his stress and enhance his self-esteem. This can possibly be done to a great extent by the family and the primary group circle. The bond in the family needs to therefore be strengthened so that the unemployed feels that he is not neglected and his lack of job should be viewed not sympathetically but by providing him help in diverting his potentials in other useful activities. The role of family should be activated more towards improving the unemployed's views about himself/herself. The help therefore should be not providing him financial assistance alone but making him realize that he himself can earn for himself.

Research done by Cventanovski and Jex (1994) on unemployed has shown that the basic attitude of the individuals has a great role to play on their stress levels. This is an argument which seems to talk of an inverse phenomenon. But it could be true in the case of the unemployed individuals. Unemployment leaves the individual with a negative attitude of himself, his people around him and totally his environment. Hence changing the unemployed's attitude becomes very important in any help process. Vocational development programs should be aimed at changing attitudes of the unemployed, developing his self-concept, and also develop in him new purposes to search for jobs and set some purposive goals to achieve in life. This may also involve developing positive
attitudes towards work. The focus would be to develop in the unemployed an understanding of the culture of work environment, develop good work habits and positive work values.

Self-concept is a potent determiner of behaviour in influencing an individual's view of the world. Hence, an unemployed with a tarnished self-concept is likely to view the outside world to be very bad and one which holds up his advancement. In a sense, these people are more likely to be external locus of control people. Employment is a role which offers a chance to the individual to project an image of oneself that is liked by others. Often individuals are motivated to maintain this image of being employed. Unemployment leaves the individual's self-concept in bad shape that person may even lose his/her sense of purpose. Hence it is essential to counsel the unemployed of his abilities and potentials and that he is capable of achieving great heights if only he could try harder. This could help in checking the sagging self-concept of the person.

Another way would be to impart certain job search skills in the unemployed. This can include ways and means to search for jobs, how and when to approach agencies to seek jobs, etc. This is more important because many of the unemployed fail to realize that the inability for them to get employed lies in the fact that they do not effectively use strategies to search for a job. Also the fact that many of the abilities that they do display fails to reach prospective employers. It is therefore essential that the
unemployed equip themselves with the abilities to understand modes of applying for jobs, presenting themselves in a more acceptable fashion and how effectively to perform at selections and interviews. The most important effort in all these is to search out for prospective jobs. All these skills should be effectively imparted to the unemployed. Possible ways would be the jobs clubs where group discussions and brain storming sessions would be the norm wherein the unemployed would be able to realize his potentials for himself. So, the aim basically is to help the unemployed find a job by themselves.

Another way to help the unemployed is by means of giving job related training to the prospective graduates before the chances of they getting into the tag of unemployed. Vocational guidance programs organized at schools and colleges would serve this purpose. It is at these places where the individual may be imparted the basics regarding the openings available to be after his graduation/schooling, how and where to approach agencies for jobs, registration at employment agencies, etc.

In sum, the following recommendations seem to be worthy of consideration at the hands of planners, policy makers and social activists:

* Individual counseling at various levels need to be given to steady the receding self-esteem of the unemployed. This may be done at the various Employment Exchanges where the unemployed come to register their names. Studies have proved that routine guidance that is conducted at these
* The basic attitude of an individual to look for gainful employment in either service sector or Government bodies have to be changed. Programs have to be devised to give emphasis to purposeful employment where the individual works as in a family towards developing his village or groups of the village. By these means not only does the individual come to understand the complexities of various jobs, but also gets a sense of responsibility and oneness with the task that he is taking up.

* Entrepreneurship must be encouraged. Through self-employment, one does really understand himself and his relative position in society. Programs should be devised so that diagnosis of the entrepreneurial attitude orientations in individuals should be taken up in dear earnest to impart the lacking skills to those willing to take up self-employment. These programs should also include giving the unemployed first hand information of the various schemes of the government and picture the positive points of self-employment so that more people could earnestly take up entrepreneurship.

* Vocational guidance programs should be encouraged at schools and colleges which would be guiding the graduates regarding their future. The role of a counsellor and a
Exchanges at present is of no use in solving this crisis. The programs hence have to be designed to develop the creative talent in the individual so as also to make the individual feel his worth of his potentialities. The programs should encompass ways and means to identify the untapped talents of the individual and certain predispositions towards particular jobs. The individual counselling should be followed by training where job search skills and job related skills would to be imparted to the participants. These type of programs taken up at systematic levels can go a long way in helping the unemployed lot in solving their problems.

* Jobs-clubs that are already in force in some of the Western countries may also be encouraged in India. These clubs formed by enthusiastic unemployed members invite a group of unemployed and they forming a group of the same fold easily discuss the problems within themselves through various self rating and role play programs. The youth coming out of these clubs turn out with much vigor having identified their abilities and with a clear-cut goal in life. Voluntary organizations like the Lions Club, the Rotary Club, etc. may be encouraged to finance these Job clubs for their effective functioning.
psychologist is therefore mostly felt in schools and colleges just as in hospitals by which the individuals come to realize what they could do with their potential.

* The ability of an unemployed to withstand the vagaries of unemployment depends on his sense of well-being and his feelings of security. The joint family is considered to foster a sense of security in individuals. Hence strengthening the family system is also one step in helping the unemployed.

* It is necessary to have close interactions between the Universities and the various employment sectors. Already this in practice in various engineering and management institutions where they have a placement office. It is always necessary in the Indian context to fit the Job to an individual. It is therefore of prime importance for the employers to select their work force from the place from which they are born- the institutions. Therefore more emphasis need to be given to start placement offices at the University and college level and coordinate its activities with various employing organizations.