REASONS AND OUTCOMES OF PART-TIME EMPLOYMENT OF STUDENTS – A CAUSAL STUDY(With reference to Women students in Chennai City)

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ABSTRACT

The part-time employment is a means of earning financial support to one's self and the family and also a way of learning and unlearning with respect to work, work culture and many more. Nowadays students are showing interest towards part-time employment to gain all things possible, it may be earning money, gaining practical knowledge, learning work ethics and also making friends which helps them not only to build a resume but also to build career. This study deals with the Reasons for choosing part-time employment by the women students and its Outcomes. This study is Empirical and Exploratory in nature. A structured questionnaire has been formed and responses has been collected from 150 women student respondents from Chennai city. Factor Analysis and Multiple Regression has been applied to study the Reasons and Outcomes regarding the part-time employment of women students.

Key – words: Women students, Part-time employment, Factor analysis, Practical knowledge, Being more independent.

JEL Classification: J24, M50, M00

INTRODUCTION

The engagement of students in part-time employment has various reasons and its own outcomes. Working for part-time in an organization aids student financially and also strengthens them morally as they start earning by themselves and also for supporting the family. The various other reasons include financial compulsion, influence of friends, to make decisions, to build a resume and so on. The various outcomes include making life more interesting, being more punctual and being able to have work-life balance, etc.

REVIEW OF LITERATURE

The part-time employment is defined as to the work where the number of hours of work would be less then a full-time work and the part-time employer is defined as those who work for fewer hours than that of the full-time workers (**ILO, Part time Convention, 1994 No. 175**). This may be a general definition but the threshold for defining it varies in different countries (**O'Reiley and Fagan, 1998**).Also, the number of hours people work on part-time varies from one country to another (**Colette Fagan, Helen Norman et al, 2014**).

Availability of part-time employment is restricted to lower level jobs and very limited in professional and managerial posts. Eligibility also plays an important role in defining the levels and areas of employment (**Kersley et al, 2006**). Women engages themselves in mostly informal sector and hence they are paid low wages and are in low quality jobs (**Chandrashekhar and Ghosh, 2007**).

With regards to the industrialized countries many surveys show that both women and men come forward to work for part-time employment at some point in their career (**Fagan, 2004**). Voluntary employment is seen especially when it is done voluntarily as a means of freeing up the time for other activities and at the same time cover up financial necessities, gaining mor practical knowledge, handling work and studies (**Fagan and Walthery, 2007; Anxo et al, 2007b**). But every time the part-time employment is not voluntary. In case of developed countries men and women work part-time because of the reason that they are not able to get place in full-time employment (**Smith, 2009**). Among the part-time workers women usually work slightly longer hours than men although Mexico, Turkey and Korea are exception (**Colette Fagan, Helen Norman et al, 2014**).

When it comes to part-time employment by the students there is a positive growth in the academics of those students who work while they study (**Austin, 1975**). Especially when the work they are into is related to what they study then there is higher chance of having an optimistic outcome in their academics, which in turn helps them construct clear goals in the future (**Derous and Ryan, 2008**). But when the students start working for more than 16 hours per day it results in low performance in their academics (**Sorenson and Winn, 1993, Taylor and Smith, 1999, Carney, 2000, Salamnson and Andrew, 2006**).

RESEARCH GAP

Many researchers have studied about Part-time employment but has not extensively explored the Reasons and their Outcomes, the relationship between the former and the latter, and the underlying dimensions of these. Hence, it is a modest attempt to bring out this causal relationship between reasons and outcomes.

OBJECTIVES

1. To know the Demographic profiles of the student respondents.
2. To explore the underlying latent dimensions of Reasons for choosing Part-time employment.
3. To explore the underlying latent dimensions of Outcomes of choosing Part-time employment.
4. To study the influence of the Reasons for choosing Part-time employment on the Outcomes.

RESEARCH METHODOLOGY

Primary data has been collected from 150 women student respondents pursuing Commerce, Science and Arts from a self-financing college in Chennai. A structures questionnaire has been used to collect data from the respondents. The questionnaire includes two sections. Section 1 includes the Personal profiles of the respondents Section 2 includes the Reasons and Outcomes measured in 5 Point Likert scale. Percentage analysis and Descriptive statistics has been applied to study the Personal profile of the respondents. Factor analysis has been applied to know the underlying latent dimensions of Reasons and Outcomes and Multiple regression has been applied to study the influence of Reasons over Outcomes of engaging in part-time employment by the women students.

RESULTS AND DISCUSSIONS

Table -1 Demographic profiles of the respondents

Profile	Groups with frequencies			Total
Course	Commerce **79**	Science 34	Arts 37	150
Year	First year 36	Second year **90**	Third year 24	150
Nature of family	Nuclear **109**		Joint 41	150

Preference of part time job	Working days 43	Weekends 4		Everyday **103**		150
Payment mode	Time based 44	Fixed payment **74**		Payment per unit 9	Completion of task 5	150
Mean and S. D of Age = 18.633 ± 0.979			Median = 19		Mode = 19	
Mean and S. D of Monthly income = 4459.667 ± 1447.0486			Median = 4000		Mode = 5000	
Mean and S. D of Hours of work = 5.157 ± 1.4072			Median = 5		Mode = 5	

Source: Primary data

Table 1 shows that majority of the respondents are pursuing Commerce (79) and are in the Second year (90) of the course. They live in Nuclear family (109) and prefers to work every day (103) and to have a fixed payment (74).

Table 2 – Factor analysis of Reasons variables

Factors and % of Variance explained	Variables	Factor loading	Mean with SD	MSA	Communalities
Job prospective factor	Beneficial to future employment	0.797	3.773 ± 1.056	0.729	0.709
	Gain job experience	0.787	3.873± 1.076	0.806	0.641
	For Gaining practical knowledge and skills	0.778	4.033± 0.993	0.702	0.717
	Good to put on resume	0.493	3.447 ± 1.102	0.763	0.519
Uphold factor	Financial Necessity	0.725	3.933 ± 1.115	0.702	0.542
	To support family	0.721	4.427 ± 0.885	0.720	0.621
	To use time without wasting it	0.707	3.753 ± 1.187	0.682	0.577
Acquaintance factor	To work with friends	0.698	3.073 ± 1.316	0.591	0.598
	Influenced by friends	0.672	2.433 ± 1.089	0.550	0.599
Self-dependency	For earning money and be more independent	0.577	3.213 ± 1.224	0.620	0.604

factor	For repaying loan	0.479	2.500 ± 1.241	0.521	0.370
	Building relationships through job		3.247 ± 1.341	0.718	0.572

Source: Primary data

The factor analysis has been applied to 12 Reasons for choosing part-time employment variables to analyze the dominant dimensions. The 12 variables have robust mean values. The communalities of the variables ranging from 0.370 to 0.717 shows that it is fit for factorization. KMO-MSA value of 0.705 and chi-square value of 337.888 with df 66 and P value (P < 0.001) reveals that the factor analysis can be applied to 12 Reasons variables. 4 Reasons factors explaining 58.88% of total variance has been extracted out of 12 Reasons variables. Of them the most dominant factor is the Job Prospective factor, Uphold factor, Acquaintance factor and Self-dependency factor.

Table 3 – Factor analysis of Outcome variables

Factors and % of Variance explained	Variables	Factor loading	Mean with SD	MSA	Communalities
Promptness and Reliance factor	To be more confident	0.789	4.200 ± 0.983	0.868	0.715
	To be more punctual	0.760	4.080 ± 0.993	0.862	0.629
	To make right decisions	0.752	4.040 ± 1.092	0.895	0.660
	To have my work life balance better	0.667	4.107 ± 0.884	0.903	0.467
	To be more organized	0.604	3.753 ± 1.009	0.920	0.425
	To learn new skills	.0520	4.207 ± 0.854	0.861	0.368
Novelty factor	To feel better at college	0.857	3.500 ± 1.169	0.825	0.757
	To make life more interesting	0.734	3.620 ± 1.145	0.889	0.632
	To meet interesting people	0.718	3.607 ± 1.169	0.855	0.662
	To managing stress effectively	0.625	3.560 ± 1.084	0.904	0.458

Source: Primary data

The factor analysis has been applied to 10 Outcomes variables to analyze the dominant dimensions. The 10 Outcome variables have robust means. The communalities of the variables ranging from 0.368 to 0.757 shows that it is fit for factorization. KM- - MSA value of 0.875 and chi-square value of 598.589 with df of 45 and P value (P < 0.001) reveals that the factor analysis can be applied to the 10 Outcome variables. 2 Outcome factors explaining 57.749% of total variance has been extracted out of 10 Outcome variables. Of them the most dominant factor is Promptness and Reliance factor and Novelty factor.

Table 4 –Model Summary for Multiple Regression Analysis

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.749	.560	.551	4.79683	.049	16.427	1	146	.000

Table 5 – ANOVA Table for Regression Model

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4283.590	3	1427.863	62.055	.000
	Residual	3359.403	146	23.010		
	Total	7642.993	149			

Table 6 – Coefficients Table for Multiple Regression

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.220	2.490		2.096	.038		
	Job prospective factor	.874	.137	.389	6.375	.000	.810	1.234
	Uphold factor	1.107	.180	.368	6.149	.000	.840	1.191
	Self-dependency factor	.762	.188	.240	4.053	.000	.857	1.166

Source: Primary data

The tables 4 to 6 show that Multiple regression model using Ordinary Least Squares (OLS) is used to find out the influence of reasons of independent variables on the dependent variable of Outcome.

Table 5 shows that the p value is less than 0.05, indicating that the model is good fit. Table 4 shows that R2 value is 0.560 indicating that the independent variables are influencing the dependent variable to the extent of 56%. Table 6 shows that job prospective factor, uphold factor and self-dependency factor influences the dependent variable total outcome positively and significantly. Among this, uphold factor influences the more followed by job prospective factor and self-dependency factor based on their beta or coefficient values. Hence, we can conclude that the more upholding, job prospective and self-dependency it influences the total outcome i.e., it influences both Promptness & Reliance factor and Novelty factor.

FINDINGSFROM THE STUDY

1. Majority of the respondents are pursuing Commerce and are from Nuclear family and are working on everyday basis.

2. Important factors of Reasons for part-time employment are Job prospective factor, Uphold factor, Acquaintance factor and Self-dependency factor.

3. Important factors of Outcomes of part-time employment are Promptness and Reliance factor and Novelty factor.

SUGGESTIONS FROM THE STUDY

1. Majority of the students have engaged themselves in the part-time employment to support their family. So, students can opt for part-time to support the financial necessity of their family.

2. Potential Job prospective / Career Prospect is considered more important by the students. Part-time employment provides better exposure, prospective and tentative career options to the students.

3. Part-time employment also facilitates better learning and improves the confidence of the students.

4. Promptness and reliance factor and Novelty factor plays a vital role in career opportunity and enhances the total outcomes.

CONCLUSION

Thepart-time employment covers up the financial necessity of the students to a greater extent and also provides better opportunities to the students to climb up the career ladder.Part-time employment if used properly, makes the students to be capable enough to balance their studies and work and also to reap all these possible positive outcomes.

A little effort each day adds up to big results.

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