

# THE CORRELATION BETWEEN THE LACK OF 'SEARCHING FOR A JOB' STRATEGY AND UNEMPLOYMENT AMONGST YOUTH.



## ABOUT THE AUTHOR

### Pamela Sida

#### *Affiliate*

Student, Canadian Institute of Technology, Tirana, Albania

#### *Research field*

Strategy, Management

#### *Email*

pamela.sida@cit.edu.al

**Abstract:** Unemployment has been accepted as a worrying problem for all society since the beginning of transition. The market is full of different obstacles and barriers. Searching for a job is now a job itself. Making a plan to find a job requires active and continuous work, while staying passive is not an option. The aim of this study is to show the impact that the lack of 'searching for a job' strategy has on being unemployed. The research method used is the quantitative one. The data collection method is an administrated in group questionnaire. The study consists of a comparison between two age groups, concretely between 50 youngsters, aged 18–23, and 50 other youngsters, aged 24–29. From the data analysis it resulted that: (a) the sample of this study is passive and doesn't pay the needed importance and time to search for a job (b) young people have a noted lack of information for the chances that the market offers (c) they don't have a 'searching for a job' strategy and this leads to unemployment.

**Key words:** Youth, 'searching for a job' strategy, unemployment, unemployed.

## 1. Introduction

Unemployment is a phenomenon that occurs when a person who is actively searching for a job, is not able to find one. Unemployment has often been used as a mass of the economy's health. (Unemployment)

The marketplace today is a completely new reality. Technologies replace each other very quickly and the market today requires individuals who are prepared to change and develop new skills in order to comply and adapt to these changes. Companies and employers do not expect for their employees to stay with the company their whole life, because individuals are always in search of a better or more qualified job. From this point of view, the market seems like a universe where job-hunting is a very difficult process. Each one of us has gone through this process or still does. (UNICEF)

Everything about work has changed, including the way we search for it. Our approach toward traditional techniques of searching for a job in a workplace, which has dramatically changed, is equivalent with "fighting the last war", with

disappointments and catastrophic results. (Ryle, 2008)

## 2. Methodology

### 2.1 Data collection method

The data collection method used for this study is a questionnaire, because what we are looking for is open and short information. By open information we want to show that none of the questions has offensive content or prejudices the participant's privacy, so the participants will not have any problem on sharing their answers. The questionnaire contains 18 questions, whose answers are measured using the Likert's scale, "lightning" answers with yes or no and questions with alternatives based on the individual's opinion.

### 2.2 Sample

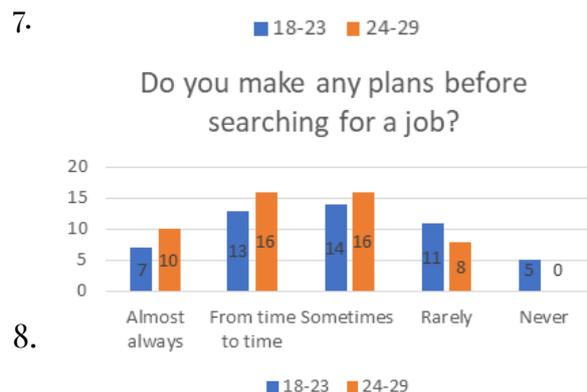
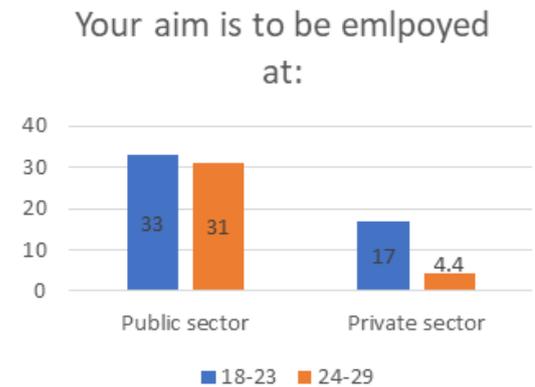
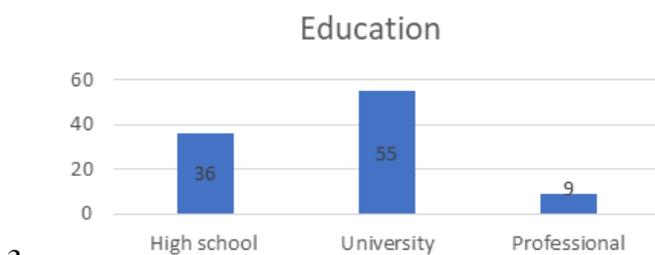
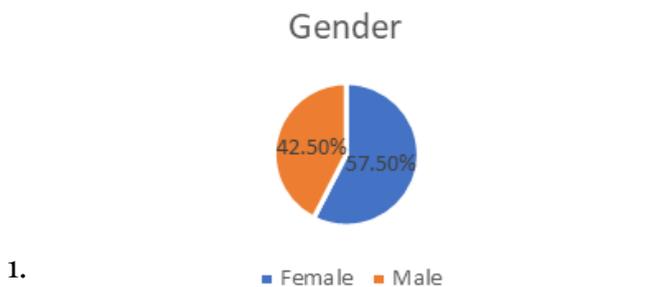
The sample was purposive since it was chosen by the researcher herself in order to adapt to the study as well as possible. The sample consists of 100 people. The criteria consisted on choosing 50 people aged 18–23 and 50 others aged 24–29 to make a comparison in order to understand the strategy of searching for a job.

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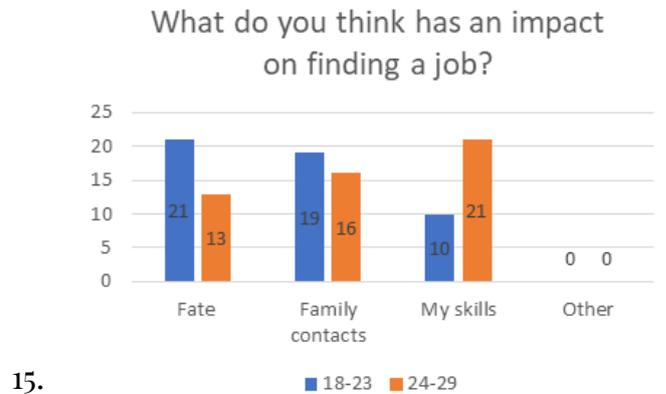
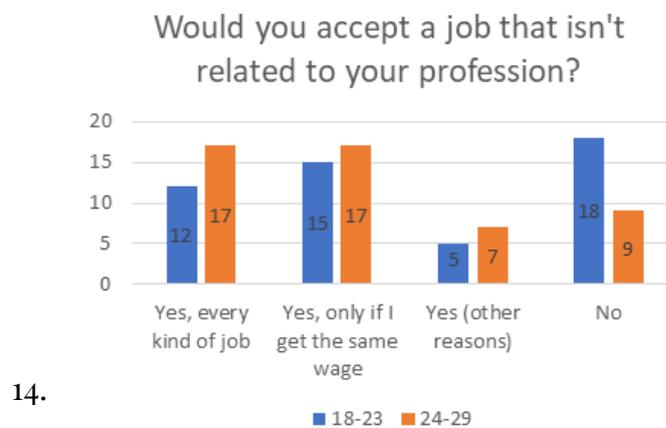
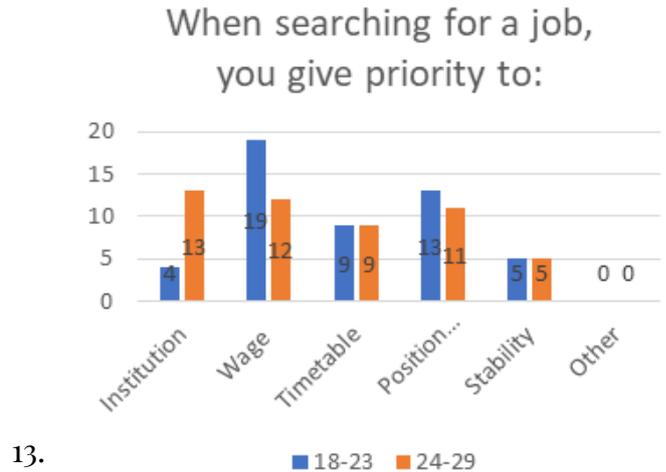
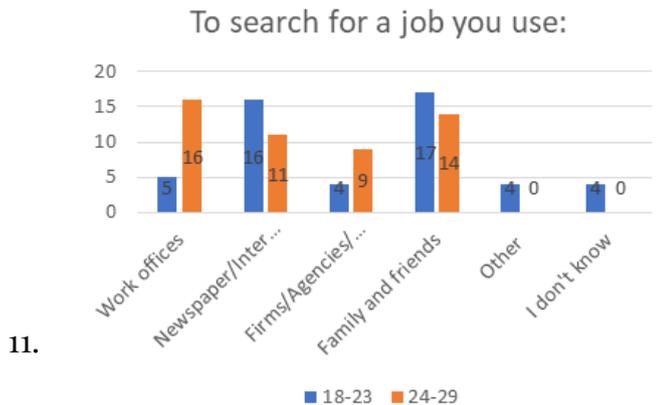
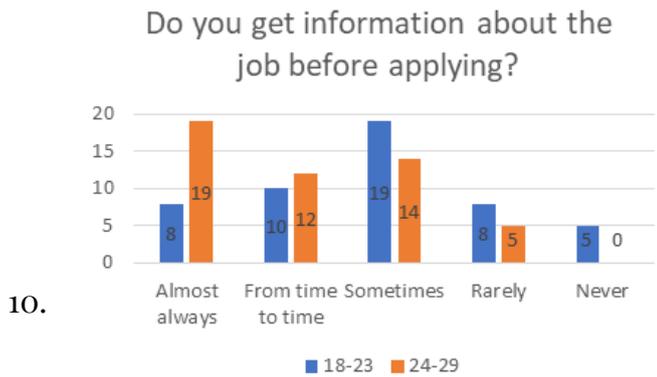
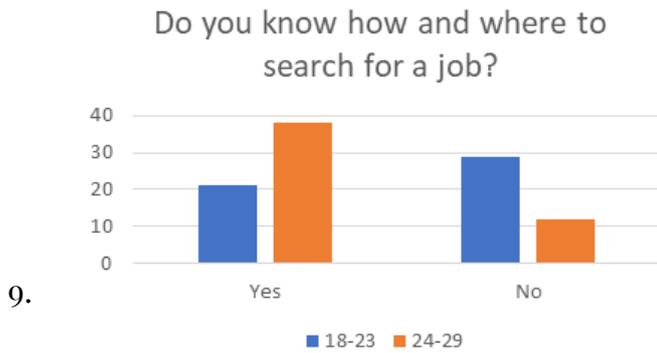
The reason after including these two age groups is that individuals after the age of 16 are legally allowed to work, but they are legally considered mature after the age of 18 and by that age they would give a more helpful information and would take the questionnaire more seriously. After the age of 30, individuals are no longer considered young and that is why the last age included in the sample is 29.

Inclusion criteria: People included in the study had to be aged 18-29 years old and then separate them into two groups: 18-23 and 24-29. The reason after this separation is that individuals between 18-23 might also be in college and the researcher wanted to understand how their strategies differ from the other part of the sample. All participants had to be unemployed, looking for a job or working temporarily.

### 3. Results of respondents

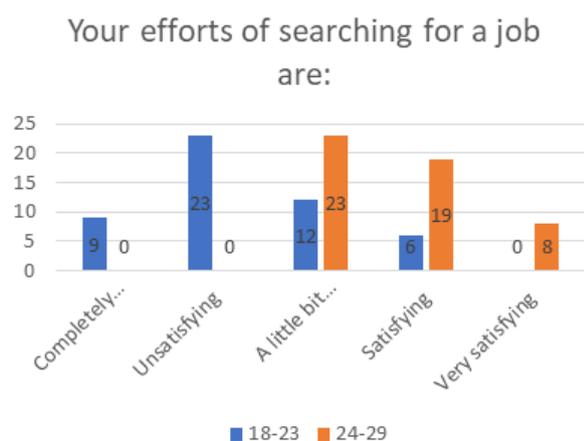


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### 4. Discussions

The study's results show an increase in the number of youngsters who go to university, which is something positive for our society. It shows the awareness of youngsters and their families of university as the crux of a better future. However, despite the large number of the educated, the level of unemployment is still high. This phenomenon is also happening in other developing countries where the level of unemployment is increasing while more and more youngsters get university's diplomas.

In 2002, Brahim Boudarbat, a professor in the School of Industrial Relations at the University of Montreal, made a study focusing on the determinants of employment sector and field of study choices. He used data from the Moroccan Labor Force Survey. The reason why the researcher chose Morocco is that both, Morocco and Albania, are developing countries with the same economic and development conditions. The study revealed that the level of unemployment was 34% amongst people with high school diplomas and 32.2% amongst those with university diplomas, while those without a diploma had a 5.6% level of unemployment. The results of this study made by Boudarbat are similar to those in our country, where the level of unemployment is 36% for those with a high school diploma and 55% for those with a university diploma.

According to the results of the study, the level of educated females is higher than the level of

educated males, respectively 57.5% and 42.5%. On the other hand, females have a higher level of unemployment. The same happens with the Boudarbat's study.

The results also show that the majority (60%) of 18-23 are not ready to work outside the city where they live. The same goes for Morocco, where according to Harris and Todaro (cited on the Boudarbat study), the majority of employees are concentrated on urban areas where the level of unemployment is higher, meanwhile on rural areas there are more employment possibilities but they are not preferred not only because people would rather work in developed cities and urban areas, but also because the wage is lower. For this reason, the level of unemployment is still high because of "voluntary unemployment", which means people prefer to stay unemployed rather than work in rural areas for a lower wage or work outside the city they already live.

According to the Boudarbat's study, a huge part of the youth is still looking for a job as a consequence of the desire to be employed on the public sector. About 66% of 18-23 and 62% of 24-29 prefer the public sector without considering the private sector where the employment possibilities might be multiple. This happens for different reasons, such as wage, timetable, stability etc. On the other hand, this extends the unemployment period as people wait to be employed on the public sector. The same happens in Morocco according to the study. This can be considered as lack of strategy.

According to Eaton and Neher (1975) (cited on Boudarbat study), high level unemployment of youth is a result of the priority they give to high wages when searching for a job. Results showed that the same thing happens in this study too, where 38% of 18-23 prioritizes the wage while searching for a job. This brings high level of unemployment. For young employees, the institution and the stability should have more priority in order to gain more experience.

Despite the results, the data of this study are not resumptive, since the sample is small and cannot generalize all the youngsters of Albania.

The study showed once again that the youth does not have a "searching for a job" strategy, they are passive and not serious. During the administration of the questionnaire it was noticed that there was a tendency to manipulate the answers. Youngsters tend to say what should be said instead of what they really think. These are some elements that prejudice the study's validity.

## 5. Conclusions

After the research process, administration of the questionnaire, data collection and analyses, we arrive to these conclusions:

The percentage of unemployed females is higher than the percentage of unemployed males, respectively 57.5% and 42.5%.

The percentage of youngsters with a university diploma is higher than those with a high school diploma or those with a professional education, respectively 36%, 55% and 9%.

For the 18-23 years old, the percentage of unemployment is 48% and for the 24-29 years old is 16%. For the 18-23 years old the percentage of those looking for a job is 38%, and for the 24-29 years old it is 48%. For the category of temporarily employed, the percentage of the 18-23 years old is 14%, and 36% for the 24-29 years old.

The percentage of youngsters registered at the work offices is higher for the 24-29 years old than for the 18-23 years old, respectively 68% and 42%.

The percentage of youngsters that have made voluntary activities related to their profession is higher for the 24-29 years old than 18-23 years old, respectively 56% and 38%.

About 34% of 24-29 years old look for a job 2-3 times a month, meanwhile 38% of the 18-23 years old look for a job less than once a month, so the 24-29 years old are more active when searching for a job.

About 32% of the 24-29 years old make a plan before looking for a job from time to time, while 28% of the 18-23 make a plan sometimes.

About 76% of the 24-29 years old and 58% of the 18-23 years old know how and where to search

for a job.

About 38% of the 24-29 years old get information before applying for a job almost always, meanwhile 38% of the 18-23 years old do it sometimes.

About 32% of the 24-29 years old use work offices to search for a job and 28% use the family and friends, meanwhile 34% of the 18-23 years old use family and friends and 32% use newspapers and internet. This shows that the 18-23 years old are more passive and do not try hard to find a job, they rather prefer others to do it for them. About 26% of the 24-29 years old give more priority to the institution, while 38% of the 18-23 years old give more priority to the wage. This is not a good start to find a job and most likely it will bring more unemployment.

About 58% of the 24-29 years old would consider a job outside the city, while only 40% of the 18-23 years old would not take the chance. This is not something positive since there are a lot of employment chances in other cities where people can get experience and improve their skills.

About 34% of the 24-29 years old would accept a job that isn't related to their profession, which is a good choice since this would keep them active in the market while gaining new experiences, on the other hand, 36% of the 18-23 would not accept a job that is not related to their profession, which causes the extension of the unemployment period, knowledge and skills reduction, making them less preferred by the market.

About 42% of the 24-29 years old think that their skills affect their employment chances, while 42% of the 18-23 years old think that fate has a great impact on their employment. Negligence is noted as they leave everything to the fate and chance.

About 28% of the 24-29 years old are completely conscious about what the market wants, while only 6% of the 18-23 years old are completely conscious. This shows how little the youngsters are informed about what the market searches, needs and the chances to be employed on that market.

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About 46% of the 24-29 years old evaluate their efforts as a little bit satisfying and 38% evaluate them as satisfying, while 46% of the 18-23 years old evaluate their efforts as unsatisfying and 24% as a little bit satisfying. This means that the lack of seriousness while searching for a job, negligence of the objectives, the lack of proper information about the employment possibilities and the chances that the market offers, the passive attitude while handing it to the fate, family or chance are some of the factors why this age group (64%) evaluate their efforts as unsatisfying or completely unsatisfying.

### 6. Proposals

After the data collection analyses, I would like to make some recommendations that I consider as appropriate for all youngsters in general in order to have a strategy while searching for a job and consider it as a job itself.

- Try to be informed everyday about new jobs. This way you will always be active and closer to the market.
- Try to engage with voluntary jobs related to your profession. This will keep you motivated, you will get closer to your profession, gaining new experiences, and on the other hand you will enrich your CV.
- Take advantage of the opportunities you get to be trained about your profession or in other trainings to improve your qualifications. This way you will make new contacts and increase the opportunities to be employed.
- Participate on work's fairs so you can get informed on the market's needs and increase your employment chances.
- Do not refuse the chances to be employed in a temporary job. You will gain practice and this will make you more flexible for the market.
- In order to avoid disappointment, try to first be informed about the job you are applying. In this way you will understand how close to your expectations and interests it is.
- Make a clear and detailed plan with objectives about how you are going to search for a job and where you are going do it. Don't forget that searching for a job is a job itself.

- Utilize the work offices and carrier development centers. They are always a good idea and will instruct you when searching.

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