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Why Government Jobs Fail's to Capture the Imagination of Mumbai's Next Generation

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ABSTRACT: This research examines the waning interest in government jobs among Mumbai's youth. It analyzes their views through surveys, revealing that while job security matters, many favor career growth, work-life balance, and better pay, which they find lacking in government roles. The study highlights the impact of family and information on career choices, showing a trend towards private sector jobs and entrepreneurship. Recommendations for government organizations include modernizing work culture, enhancing recruitment, offering competitive pay, promoting work-life balance, and encouraging innovation to attract future talent.

KEYWORDS: work-life balance,encouraging innovation to attract future talent.

I. INTRODUCTION

The search provides insights into the reasons why government jobs fail to capture the imagination of Mumbai's next generation. These reasons can be summarized as follows:

Government jobs are often perceived as less appealing due to factors like slower career progression, bureaucratic processes, and rigid work environments

There might be a perception that government jobs do not align with the skill sets or aspirations of the younger generation, leading them to seek opportunities in other sectors.

The competitive nature and sometimes lengthy selection processes for government jobs can deter the younger generation who seek quicker results and more immediate gratification in their careers.

The next generation in Mumbai may be more inclined towards innovative and tech-driven roles which they perceive as more prevalent in the private sector than in government positions.

The salary structures in government jobs may not always match the expectations or financial goals of the younger workforce, influencing their career choices towards sectors offering higher remuneration

To address these issues and encourage the younger generation to consider government jobs as a viable career option, several strategies can be employed:

1. Modernization and Innovation: Government organizations need to modernize their operations and cultures to create attractive work environments for young workers. This includes prioritizing diversity, equity, and inclusion practices to build welcoming workplaces that resonate with the younger generation

2. Communication and Outreach : Governments should actively communicate their open government strategies and initiatives to youth audiences, utilizing tailored efforts to inform and engage young people in decision-making processes. This can help promote an open government culture and include youth as active participants in government initiatives

3.Financial Literacy and Benefits : Providing financial literacy education and ensuring that younger workers understand the benefits offered by government jobs can bridge the gap in financial understanding and make these positions more appealing.

4.Early Engagement and Mentorship : Engaging with potential candidates early on through internships, job shadowing, or fellowships can expose them to the public sector and encourage their interest in government careers. Mentorship programs can also play a crucial role in guiding young professionals towards government employment opportunities

By focusing on these aspects such as representation, engagement, modernization, communication, financial literacy, and early mentorship, governments can effectively influence the younger generation to consider government jobs as a rewarding career choice.

Preference for Private Sector : The younger generation in Mumbai often leans towards the private sector due to factors like higher salaries, faster career growth, and a more dynamic work environment, which they perceive as lacking in government jobs.

Perception of Government Jobs : Government jobs are sometimes viewed as less appealing due to factors like slower career progression, bureaucratic processes, and rigid work environments, which may not align with the aspirations of the younger generation.

Competition and Selection Process: The competitive nature and sometimes lengthy selection processes for government jobs can deter the younger generation who seek quicker results and more immediate gratification in their career

II. RELATED WORK

Scope of study :

- Perceptions and attitudes of the younger generation towards government jobs
- Barriers and challenges in attracting the younger generation to government jobs
- Strategies and **interventions** to make government jobs more appealing to the younger generation
- Role of government, policymakers, and other stakeholders in addressing the issue

a. Objective :

- to analyze the perspective of the young generation on government jobs
- To identify the common misconceptions or negative perceptions that the younger generation in Mumbai may have about government jobs.
- To understand the key factors that influence the younger generation's perceptions and preferences regarding government jobs in Mumbai.

b. Hypothesis of the study

- **Null Hypothesis (H0):**

There is no significant relationship between the importance of career growth and advancement and career choice among individuals.

The null hypothesis suggests that the importance of career growth and advancement does not play a significant role in influencing individuals' career choices. This hypothesis assumes that factors other than career growth and advancement are more influential in determining career decisions.

- **Alternative Hypothesis (H1):**

There is a significant relationship between the importance of career growth and advancement and career choice among individuals.

The alternative hypothesis proposes that the importance of career growth and advancement significantly influences individuals' career choices. This hypothesis implies that individuals prioritize opportunities for career growth and advancement when making decisions about their careers.

III. REVIEW OF LITERATURE

PERCEPTION OF YOUNGSTERS ABOUT GOVERNMENT JOBS DURING COVID-19 PANDEMIC

By - Prof. Jayant Gondane & Miss. Nishi Tiwari

COVID19 has disrupted organizations and businesses in India, leading to job losses and reduced incomes. The pandemic has highlighted the job security of government employees compared to the private sector. A study in Nagpur city focuses on young people's perceptions of government jobs, but results may vary due to the small sample size and location restriction. Key words: COVID-19, unemployment, government jobs, youngsters.

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

By - Dhvani Agarwal & Garima Sharma

Study compares skill trainees' perception and behavior towards public vs private sector. External environment influences job preferences; pre-pandemic, focus was on entrepreneurship, but post-pandemic, job security became a priority due to small businesses closing. Research uses questionnaires and secondary sources like magazines and websites. Pandemic led to job losses, shifting trainees' preferences.

A COMPARATIVE STUDY OF JOB SATISFACTION IN GOVERNMENT AND PRIVATE EMPLOYEES

BY - Ajay Chauhan & Dr. Pravin M. Solanki

The study aimed to compare job satisfaction between government and private employees. A sample of 60 male and female employees from Anand district was surveyed using the Generic Job Satisfaction Scale. Results show no significant difference in job satisfaction between the two sectors.

A STUDY OF JOB STRESS IN GOVERNMENT AND PRIVATE EMPLOYEES

By - Dr. Prakashbhai H. Vichhiya

Work stress is a significant issue today due to changes in job nature. Various factors like job problems, high performance demands, workplace culture, technology changes, and personal/family issues contribute to job stress. This study aims to explore factors affecting employee job stress, focusing on job type and experience. Hypotheses were formulated and tested using a sample of 60 employees in Nadiad city. Results indicate that private sector employees experience higher job stress compared to government employees, with no significant difference based on job experience.

THE QUALITY OF WORK LIFE AND JOB SATISFACTION OF PRIVATE SECTOR EMPLOYEES

By - Laveena D'Mello , Meena Monteiro and Nelson Pinto

Earlier, people were sincere and committed to their work, but now employees focus on earning a good salary for their livelihood. Quality of working life, including fair compensation, healthy conditions, career growth opportunities, and social integration, impacts productivity. Research on private sector employees' work life quality, job satisfaction, and organizational effectiveness is essential. A study involving 50 private service employees aims to understand their views on work-related issues. Both primary and secondary sources are used for information gathering.

IV. METHODOLOGY

a. Source of data

- Primary data

Primary data was collected through circulating google form with questions related to the topic

- Secondary data

Secondary data was collected through websites, available research papers and articles.

Articles from:- Economic Times, investopedia , research gate

b. Sampling unit

Based on our target population, the sampling unit for our research was people living in Mumbai metropolitan region that include people of Mumbai, Mumbai suburbans ,Thane..etc)

c. Statistical Tools

This study has included hypothesis testing namely as Chi - square testing . A chi-square test is a statistical analysis used to determine if there is a significant difference between observed and expected frequencies or values in a data set. The higher the chi-square value, the greater the difference between observed and expected values.

V. EXPERIMENTAL RESULTS

Table 1.

	chi-square test				
observed value	expected value	O-E	(O- E)^2	(O-E) ^2 /E	
82	25	57	3249	129.96	
18	25	-7	49	1.96	
0	25	-25	625	25	
0	25	-25	625	25	
				181.92	

The above table is all about the calculation of the significant relationship between the importance of career growth and advancement and career choice among individuals.

Chi-square = (O-E)^2 / E

Where , the calculated value > tabulated value

So , Reject Null hypothesis

Finding

The 100 responses received were cleaned and prepared before the data analysis for this study started. The integrity of the data set was guaranteed by identifying and addressing missing or incomplete responses.

Suggestions :

- Enhance Career Growth Opportunities
- Modernize Work Culture
- Improve Recruitment and Selection Processes
- Offer Competitive Salaries and Benefits
- Promote Work-Life Balance
- Enhance Learning and Development Opportunities
- Highlight Social Impact and Nation Building
- Promote Flexibility and Innovation

VI. CONCLUSION

The research was conducted to know the perspective of the young generation towards government jobs . Mumbai's youth may be less interested in government jobs due to limited career growth (41% surveyed) and a preference for the private sector (24%). Family plays a significant role in career decisions (24%). These factors suggest a trend away from government careers.

Government jobs in Mumbai lack appeal for the younger generation due to slow progression, bureaucracy, and rigid environments. Youngsters prefer private sectors for higher pay, faster growth, and innovation. To attract them,

government organizations should modernize, communicate openly, provide financial education, and offer mentorship programs. By focusing on diversity, engagement, modernization, communication, financial literacy, and mentorship, governments can make public sector jobs more attractive to the youth.

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