

**POSITIVE AND NEGATIVE OUTCOMES OF PART-TIME JOB STUDENTS OF
NAGERCOIL MUNICIPAL CITY**

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ABSTRACT

A part-time job is a form of employment which carries fewer hours in a week than a full-time employment. The workers work in shift which is often rotational. Part-time workers commonly work fewer than 34 hours per week. A part-time job is any stable and consistent paid work that takes up less than 34 hours in a week. Part-time work is suitable for those who don't want or need the exertion and/or the time commitment that a full-time job demands. Part-time jobs are usually flexible, so the work hours of a part-time employee depend entirely on the needs of their employer. Some part-time employees may be given a fixed work schedule, whilst others may have a fluid schedule that changes according to the company's needs. Some may be required to work in-office, whilst others may be asked to work from home. In this paper, the factors influencing, positive and negative outcomes of part-time job were analysed. The findings of this research paper depicts that the part-time employees have more benefits and they are independent who are not dependent on their parents. Both positive and negative outcomes are there while doing part-time jobs by the students.

Keywords: *part-time, employees, students, examination....*

INTRODUCTION

Part time work is the work contract for anything less than the basic full-time hours. It can be a good way of balancing work and personal commitments. According to the Ministry of Manpower," any employee working fewer than 34 hours in a week under a contract of service has a part-time job. There are many reasons for a worker to choose part time. It may be to simply improve their work life balance or they may have caring responsibilities. During the bygone days, teenagers had been focusing only on studies, and part time jobs were not heard by teenage students. Nowadays they have been engaging in part time job, especially in developed nations. Although there are different views on the topic, it is a good idea for teenagers to take up part time jobs while they are students because they can learn about responsibility, punctuality, value of money and also learn how to work as a member in a team. They have to come to work on time every day and there is no room for procrastination. They have to maintain the inventory, update stock registers and have to be responsible in their duties. Students will realize to make a living and this experience will enrich them with confidence to face the life. Students will also make the wiser choice when buying things with the money they earned from their sweat. Students will realize how to compromise with other employees when situation arrives. They also learn about the relationship that comes from teamwork, which will then develop to a team spirit. All of these traits will benefit them in the days to come, in responding to the realities of life. There are also negative consequences of part time employment that may out-weigh the positive benefits such as: working students may not have or make time to complete their work. Employment may place constraints on the studies. Fatigue or lack of preparation for the academic activities may discourage the working teen from going to college and a job may take the place of extracurricular activities. Students who work for more than 20 hours a week have grade point averages that are lower than other students who work 10 hours or less hours a week. Early entry into a negative or harsh work environment may encourage negative views of work.

This would depend greatly on the maturity level of the teenagers and the type of job obtained. Balancing work and learning can prove to be too much for any students.

LEARNING AND EARNING

Working students can be categorised into two groups those who primarily identify themselves as students and work in order to pay their bills, and those who are first and foremost workers and who also take some college classes. Almost two-third of the undergraduates who work considers themselves as "Students at Work" the other third consider themselves as "Workers at Study". Students working as part-time employees generally appear to supplant only non-productive activities.

STATEMENT OF THE PROBLEM

It is observed that working part time is one of the best ways for college students to get useful experience and make some money without getting it from their parents. However, a part time job can cause some problems to students who dedicate their time and health for their job. Poor conditions in some job may cause health issues. Part time job may also create the habit of lavish spending among working students. Hence this study aims to analyse the part time employment and its difficulties in this area.

SCOPE OF THE STUDY

The aim of the present study is to highlight the life of part time employees. It focuses on the benefits received and the difficulties faced and how they are able to balance their work life and study life. The study does not cover the entrepreneurs. An approach is made to find out the view point of part time employees about their earnings and expenditures.

OBJECTIVES OF THE STUDY

The following are the objectives of the study are:

- 1) To study the motivation factors for choosing part time job.
- 2) To study the positive and negative outcomes of part time job.

METHODOLOGY

The study on the part time employees in Nagercoil requires primary and secondary data. The present study is a descriptive study. Both primary and secondary data were used for present study.

• PRIMARY DATA

Primary data forms the basis of this study. Primary data is collected with a systematically prepared interview schedule through personal interview method. Random-sampling technique was used for selecting the sample respondents. 100 questionnaire were distributed and 97 questionnaire were collected after rejecting the incomplete ones were taken for this study.

• SECONDARY DATA

Secondary data is collected from the records of various journals, magazines government records and periodicals. Materials available in books and reports were also used for the study.

LIMITATION OF THE STUDY

1. The data were collected from part time employees of Nagercoil town only.
2. Due to short span of time, more respondents cannot be approached.
3. Some of the respondents were reluctant while giving information.

REVIEW OF LITERATURE

Woodley and Wilson (2022) surveyed over 4,000 mature graduates (aged over 21) from universities and colleges and divided them into full-time and part-time. This distinction is useful because "part-time" were more likely to have taken a more vocational and less flexible course at a

local university or college. They constructed a typology of graduates according to age and modes of study. Here the findings in relation to part-time students over 25, classified as "Young mature" (25-29), "Middle mature" (30-39) and "Older mature (over 40).

Feinstein et al (2021) suggest that part-time study improves "family functioning", in spite of the burdens it imposes. However, in spite of the recognition of family tensions and conflicting demands faced by part-time students, with the limited exception there was remarkably little attention in the studies reviewed to how part-time study affected relationships.

Morey et al (2020) observes that the needs of mature and part-time students are not being met with respect to employability. A career advisor quoted as, "No-one is ever going to give me a promoting or a new car for succeeding with part-time students, "Yet part-time students are not mentioned in their recommendations. Although their concern is much more with the integration of part-time work in to full-time study, than of full-time work into part-time study, the same team does advocate that government, Regional Development Agencies and Sector Skills Councils should enable their employees to engage in work-based learning on part-time higher education courses.

Killeen and White (2019) study the experiences of career guidance and part-time students relates to pre-entry advice. They found that employed adults benefited from guidance through an increased entry rate into both full-time continuing education and training, and through increased participation in other part-time education and training not flanged by their employers. The overall effect of this was that recipients of guidance obtained more qualifications.

Hart and Nelson (2017), in their study made clear the level of the courses with "additional" education and training were short on part-time courses. Guidance at low entry qualification levels is also emphasized in studies discussed about part-time students' experience.

PERSONAL PROFILE OF THE SAMPLE RESPONDENTS

S. NO.	FACTORS	ATTRIBUTES	NO. OF RESPONDENTS	PERCENTAGE
1.	Age	18 - 19	20	21
		20- 21	29	30
		22 - 23	48	49
2.	Gender	Male	72	74
		Female	25	26
3..	Educational Qualification	+ 2 or below	5	5
		UG Degree	17	18
		PG Degree	22	23
		Diploma	39	40
		Others	14	14
4.	Monthly Income	Less than Rs. 3000	34	35
		Rs. 3001 – Rs. 5000	48	49
		Rs.5001 - Rs. 7000	13	13
		Above Rs. 7000	2	3
5.	Job	Sales People	25	26
		Clerical Staff	17	18
		Technician	19	20
		Shopkeepers	33	33
		Construction work	3	3
6.	Working Hours	2 to 3	43	44
		3 to 4	15	15
		4 to 5	14	15
		5 to 6	25	26

Source: Primary Data

From the above table it can be interpreted that 49% of the respondents belongs to the age group of 22 to 23 years, regarding gender 74% of the respondents are male and 26% respondents are female. With regard to qualification 40% of the respondents are doing diploma courses and 49% of the respondents having monthly income of Rs.3001 – Rs.5000, 33% of the respondents are working as shopkeepers and regarding the working hours 44% of them work for 2 – 3 hours a day.

MOTIVATING FACTORS FOR DOING PART-TIME JOB BONUS

Bonus is one of the factors of motivation for a person to do well. It helps everyone to work hard as well as sincere in their work.

S. NO.	AVAILABILITY OF BONUS	NO. OF RESPONDENTS	PERCENTAGE
1.	Yes	61	63
2.	No	36	37
	TOTAL	97	100

Source: Primary Data

The above table shows that 63% of the sample respondent are receiving bonus and 37% of them are not availing bonus for their part-time employment.

JOB SATISFACTION

Satisfaction is one of the motivational factors which stimulate a person to do well in his job. The following table shows the satisfaction level of the sample respondents

S. NO.	LEVEL OF SATISFACTION	NO. OF RESPONDENTS	PERCENTAGE
1.	Highly Satisfied	54	55
2.	Satisfied	23	24
3.	Neutral	19	20
4.	Dissatisfied	1	1
5.	Highly Dissatisfied	-	-
	TOTAL	97	100

Source: Primary Data

The table shows that 55% of the sample respondents are highly satisfied and none of the respondents are highly dissatisfied in their job.

WILLINGNESS TO CONTINUE THE SAME JOB

Willingness to continue the same job is another factor that motivates a person to work in the same nature of work.

S. NO.	ATTRIBUTES	NO. OF RESPONDENTS	PERCENTAGE
1.	Yes	64	66
2.	No	33	34
	TOTAL	97	100

Source: Primary Data

The above table shows that 66% of the sample respondents are willing to continue the same job in the future and 34% of the respondents wanted to shift their job to some other related one.

POSITIVE OUTCOMES OF DOING PART-TIME JOB

S. NO.	POSITIVE OUTCOME	NO. OF RESPONDENTS	PERCENTAGE
1.	Regular Income	15	16
2.	Time pass	21	22
3.	Building Confidence	37	38

4.	Independent	12	12
5.	Hobby	9	9
6.	Others	3	3
	TOTAL	97	100

Source: Primary Data

The above table indicates that out of 97 sample respondents 38% of them have chosen the job for building confidence and 3% selected the job for other purpose.

NEGATIVE OUTCOMES OF DOING PART-TIME JOB

Every coin has two sides. As the students benefit from part time job they too face few difficulties during the course of their work.

S. NO.	AVAILABILITY OF BONUS	NO. OF RESPONDENTS	PERCENTAGE
1.	Taking leave during exam	20	21
2.	Over-night study	18	19
3.	Delay in submitting assignments	13	13
4.	Stressful at times	26	27
5.	Health Issues	7	7
6.	Failure to concentrate in studies	13	13
	TOTAL	97	100

Source: Primary Data

The above table indicates that out of 97 sample respondents 27% of the sample respondents feel stressful at times during the work and 7% of the sample respondents have health issues.

SUGGESTIONS

1. Job satisfaction is the major factors to encourage an employee to work hard. Employers should provide equal opportunities and space as the full time employees which will make the part time employees also to give their best to the organisation and also will reduce the stress.
2. When a student enters into a part time job, the student should know to manage the time in such a way, that the exams should not become a burden for them.
3. The employee should feel proud about playing double role in the life, instead of having self-pity, which will ultimately yield a better positive outcome.

CONCLUSION

Money makes everything. It is the money which leads to the part time employment may be the reason of poverty or for fantasy, though the students accept and try to work hard. The students feel that while they are employed part time they have the sense of independency and they have regular income out of which they can spend from their own pocket. Apart from this they too face the problems raised by the family members and society. The support extended by their family, friends and relatives will make them to do better and create a better future. Part time workers are provided fewer career building opportunities because they are seen as less committed to the firm and therefore less deserving of good assignments and promotions. Consequently, a real "glass ceiling" exists for part time workers as their future earnings potentials is undermined by choosing this kind of work arrangements.

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