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## Underemployment Among Youth: A Study On Andaman And Nicobar Islands

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### Abstract

Underemployment is a multidimensional, complex construct that has been studied from a variety of research perspectives. In a study that uncovered four primary fields that investigate the underemployment phenomenon. Management scholars' interest centers on individual and organizational outcomes, while economists investigate the underutilization of the labor force and its effects on the labor market and wages. Methodology is a systematic approach to solve a research problem. This study is analytical in nature. This section is intended to provide the conceptual framework and methodological orientation for the study on "Underemployment Among Youth: A Study on Andaman and Nicobar Islands". The aim of study the to find out various problems of underemployed in rural areas of Andaman and Nicobar Islands. Researcher has found from this study that underemployment among youth is a significant issue in Andaman and Nicobar Islands. Despite the Andaman's robust economic growth, the lack of quality jobs has resulted in a large number of young people being either unemployed or underemployed. This phenomenon has numerous negative consequences, including a lack of social mobility, reduced economic output, and a potential brain drain as skilled workers migrate to other places to seek better opportunities.

**Keywords:** Underemployment, Employment, Jobless, migration, mobility

### Introduction

Underemployment is a multidimensional, complex construct that has been studied from a variety of research perspectives. In a study that uncovered four primary fields that investigate the underemployment phenomenon. Management scholars' interest centers on individual and organizational outcomes, while economists investigate the underutilization of the labor force and its effects on the labor market and wages. Sociologists focus on the impact on society and social structures, while community psychologists study the health outcomes and community effects of underemployment. Each area has its own way of defining underemployment, and research in each literature tends to follow unique discipline-specific traditions.

Underemployment can cause poor mental health. The stress and anxiety are a result of not being able to make ends need, which creates a sense of inadequacy. relationships with a partner can also suffer as a result of underemployment can seriously affect an individual 's mental and emotional health. As the second decade of the 21st century dawns, the economic climate is bringing jobs to the forefront of economic, political, and social policy discussions, as well as to the public's consciousness.

Many studies revealed multiple dimensions and definitions of underemployment. These dimensions all reflect a job that is substandard in some way, but they vary in terms of referent and job component. Researchers from a variety of perspectives have examined the phenomenon of low-quality, substandard jobs, using different terminology for the same underlying construct.

## Objectives

1. To examine the socio-economic condition of underemployed people in Andamnan and Nicobar Islands.
2. To study the various problems of underemployed in rural areas of Andaman and Nicobar Islands.

## Methodology

Methodology is a systematic approach to solve a research problem. This study is analytical in nature. This section is intended to provide the conceptual framework and methodological orientation for the study on "Underemployment Among Youth: A Study on Andaman and Nicobar Islands". Andaman and Nicobar Islands have been chosen for the study purpose. The study is based on the Primary data and information has been collected from 60 respondents from all the three district of Andaman and Nicobar Islands, randomly using the questionnaire.

## Review of literature

**Lepak & Snell, (1999)** provides the theoretical under girding of underemployment research, whether or not it is explicitly invoked. This approach holds that individuals make decisions about investing in their own human capital attained through education, training, certifications, and so forth with expectations about the economic rewards and outcomes provided by their acquired human capital. Moreover, organizations make employment decisions based upon the human capital of applicants.

**Holtom et al., (2002)** it is important to note that the number of hours is relative, but the desire to work more hours is what distinguishes this type of underemployment. Work–status congruence represents a match between employees' preferences for and actual full-time or part-time status, schedule, shift, and number of hours

**Leana & Feldman, (1995)** researchers highlight that not all reemployment jobs are created equal and that workers in dissatisfactory new jobs continue to cope with their job loss as though they were still unemployed.

**Verhaest and Omey, (2006)** summarized four distinct ways to measure overeducation. Two objective approaches to measuring overeducation include job analysis examining job titles and "realised matches" of the average education level within an occupation. Indirect self-assessment includes asking respondents their levels of education and then the levels of education required to get or to do their jobs.

**Feldman (1996)** as antecedents, education has received less attention than others. With the exception of race, no clear patterns of findings between demographic characteristics and underemployment have emerged. Workers who have been laid off, who have been out of work longer, and who are career plateaued are expected to experience higher levels of underemployment.

**Kanfer, Wanberg, and Kantrowitz, (2001)** noted the relevance of quality of reemployment and new job satisfaction as job search outcomes in their job search metaanalysis but lamented the lack of data to explore the relationship. Thus, research to date provides mixed support for Feldman's predictions regarding job search. Employee experiences, characteristics, and traits. Research has begun to explore additional antecedents to underemployment. This research highlights both the tendency to become underemployed and the likelihood of viewing oneself as underemployed.

## Profile of Andaman and Nicobar Islands

Andaman and Nicobar Island is a Union territory in India Located at the junction of Bay of Bengal and Andaman Sea. It is a group of Island, which comprise two Islands namely Andaman Islands and Nicobar Islands. The capital of this union territory is **Port Blair**. Andaman and Nicobar are gifted with immense natural beauty as it is surrounded by Mystique Sea and lush green Vegetation. What was once synonymous with Kalapani Prison and a land where many become martyrs has now transformed into one of the best and the most exotic tourist locations in India. There is an exciting aura about the Island which fills every adventure lover and travelers with enthusiasm.

There are almost 572 small Islands that comprise Andaman and Nicobar and most of the part is covered with green forest and exudes unmatched beauty when the sun shines through them. The marine life of the Island is, however the highlight of the Islands. The blue water is as clear as the glass and you can find many aquatic animals and corals in the sea. Andaman and Nicobar have emerged as the most favorite tourist destination owing to the picturesque islets which were once hills which extended from Indonesia to Myanmar. Andaman and Nicobar are also known for the Andaman and Nicobar Command, the only tri-service geographical command of the Indian Army

### Population of Andaman and Nicobar Islands (As per the Cencus 2011):

Andaman & Nicobar Islands is one of state in India with population of 380581. There are 3 districts, 9 Taluks, 555 villages and 5 towns in Andaman & Nicobar Islands. As per the Census India 2011, Andaman & Nicobar Islands has 94551 households, population of 380581 of which 202871 are males and 177710 are females.

### General Characteristics of the Andaman and Nicobar Island: -

There are 572 islands in the territory having an area of 8,249 km<sup>2</sup> (3,185 sq. mi). Of these, only 38 are permanently inhabited. The islands extend from 6° to 14° North latitudes and from 92° to 94° East longitudes. The Andaman's are separated from the Nicobar group by a channel (the Ten Degree Channel) some 150 km (93 mi) wide. The highest point is located in North Andaman Island (Saddle Peak at 732 m (2,402 ft)). The Andaman group has 325 islands which cover an area of 6,408 km<sup>2</sup> (2,474 sq. mi) while the Nicobar group has only 24 islands with an area of 1,841 km<sup>2</sup> (711 sq. mi).

## Data Analysis And Interpretation

In this chapter, the researcher analysed and tabulated the data such as underemployment among youth of Andaman and Nicobar Islands. This chapter covers on data analysis, presentation and interpretation. The data analysis and interpretation has been based on research questions and research objectives.

Sr. No.	Gender	Frequency	Percentage
1	Male	20	40
2	Female	40	60
3	Total	60	100

**Source:** Computed

**Table 1:** Shows that 60 per cent of the respondents are female, while 40 percent are male . Therefore, the majority of the respondents are female.

**Table -2: Gender-wise distribution of Age group of the respondent**

S.No	Age Group	Gender		Percentage
		Male	Female	
1.	18-20	3	14	<b>28.33</b>
2.	21-27	13	22	<b>58.33</b>
3	28-32	4	4	<b>13.33</b>
<b>3.</b>	<b>Total</b>	<b>20</b>	<b>40</b>	<b>100</b>

**Source:** Computed

**Table 2:** Shows that male are three and female are fourteen of the respondent aged between 18-20 years old, majority of respondents I.e. upto 60 percent belong to age between 21-27, and less than 15 percent of the respondents belong the age group of 28-32 years of age.

**Table 3: Gender-wise Marital Status of the respondent**

S.No	Marital	Gender		Percentage
		Male	Female	
1	Married	8	12	33.33
2	Unmarried	12	28	66.66
	<b>Total</b>	<b>20</b>	<b>40</b>	<b>100</b>

**Source:** Computed

**Table 3:** The study clearly shows that more than 65 percent of respondents are unmarried and rest of them are married.

**Table 4: Gender-wise distribution and Education Qualification of the respondent**

Sl.No	Education Qualification	Gender		Percentage
		Male	Female	
1.	Primary	4	6	<b>16.66</b>
2.	Secondary & Higher Secondary	6	21	<b>45</b>
<b>3.</b>	<b>Higher Education</b>	<b>10</b>	<b>13</b>	<b>38.33</b>
	<b>Total</b>	<b>20</b>	<b>40</b>	<b>100</b>

**Source:** Computed

**Table 4:** shows that qualification of respondents the primary education qualification are 16.66 percent of male and female, the majority of the respondents qualified up to secondary and higher secondary qualification are 45 percent and at the level of higher education s are 38.33 percent.

**Table 5: Reasons for being Unemployed**

S.No	unemployed	percentage
1	Unable to find a job	<b>45.8</b>
2	don't search for job	<b>54.2</b>
	Total	<b>100</b>
<b>Source:</b> Computed		

**Table 5:** shows that, respondents are unemployed than they are unable to find a job are 45.8 percent and respondents don't search for job are 54.2 percent.

**Table 6 : how many years you search for job**

S.No	Years	Gender		percentage
		Male	Female	
1	1-3	2	7	<b>15</b>
2	3-5	5	9	<b>23.33</b>
3	5-7	6	11	<b>28.33</b>
4	7-9	7	13	<b>33.33</b>
	Total	20	40	<b>100</b>
<b>Source:</b> Computed				

**Table 6:** shows that for how many years you search for job. Fifteen percent of respondents are searching for about three years, about twenty five percent respondent are searching for job for about 5 years the time and about thirty percent of the of respondents are in job search for about nine years.

## Conclusion

In conclusion, underemployment among youth is a significant issue in Andaman And Nicobar Islands. Despite the Andaman's robust economic growth, the lack of quality jobs has resulted in a large number of young people being either unemployed or underemployed. This phenomenon has numerous negative consequences, including a lack of social mobility, reduced economic output, and a potential brain drain as skilled workers migrate to other places to seek better opportunities.

The reasons for underemployment among youth are multifaceted and include a lack of skills and training, a mismatch between the skills acquired and the needs of the job market, and a lack of investment in job creation and infrastructure development. Tackling this issue will require a coordinated effort from the government, the private sector, and civil society organizations to invest in education and training, create an enabling environment for businesses to grow and hire, and support entrepreneurship and innovation.

Ultimately, addressing underemployment among youth is critical to the long-term economic and social development of Andaman and Nicobar Islands. By providing young people with opportunities to use their skills and talents to their fullest potential, the Union territory can unlock its full economic potential and build a more prosperous and equitable society.

## Suggestion

- \* The government must utilize youths underemployment, youths are the sources to make a develop nation. Therefore government and organization should focus on the issue of youth underemployment day to day and create employment oppertunities in the Andaman .
- \* Youth educated ages persons should create themeself self employment such enterpreneurship, the must not always depends on government.
- \* The government must encourage the youth to do any type of jobs according to their qualification and experience without discrimination to reduce inflation and unemployment in the country.
- \* Government should provide better environment and security to attract foreign investors.
- \* Andaman administration need to demolish from other states persons to doing the job in andaman and nicobar island.
- \* As agriculture is the main sector of employment in the andaman, therefore government should increase agriculture production by uincreasing the number of land using for cultivation anf increase the employment opportunity.
- \* In andaman having a main sorces of income is turisum and agriculture sector.
- \* The most important things government should provide good quality education and health care system equally.

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