

**Impact of Covid 19 on Career Opportunities of Fresher's—A Study with Reference to Mayiladuthurai District**

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Impact of Covid 19 on Career Opportunities of Fresher's –A Study with Reference to Mayiladuthurai District

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Abstract

*In the present employment market, campus placement holds a great experience and gift for students as well as educational institutes. While, it helps to the student community in building a strong foundation for the professional career ahead without facing the real-world job struggle, peer-competition or family pressure, a good placement record gives a competitive edge to an institution / University in their educational market. Campus placements provide the students with a foot-in- the-door opportunity, enabling them to start off their career right after they have completed their course curriculum. Furthermore, they get to interact and engage with the industry professionals during the placement drives, which further help lay a foundation for their prospective career in the future as they familiarize with potential contacts from their chosen career field. Placements have gradually become an integral part of an institute's offerings, which was not the scenario earlier. Nowadays, students pay special attention to placement records while selecting a college or university for the admission. And it is rightly so, if a student is paying huge amount of parents' hard-earned money as fees to the institutes/Universities, he/she has the right to calculate the ROI (return on investment), which in this case is a lucrative job. This research paper clearly identifies various influencing factors of Covid19 on employment market, employment opportunities of young graduates during pandemic period and impact of Covid19 on employment market for fresher during first wave period of Covid19 in the study area.*

Keywords: Fresher's, Employment Market, Covid19, Impact, Career Opportunities, Pandemic

Introduction

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In the present employment market, campus placement holds a great experience and gift for students as well as educational institutes. While, it helps to the student community in building a strong foundation for the professional career ahead without facing the real-world job struggle, peer-competition or family pressure, a good placement record gives a competitive edge to an institution / University in their educational market. Campus placements provide the students with a foot-in-the-door opportunity, enabling them to start off their career right after they have completed their course curriculum. India is still not out of the woods as far as unemployment is concerned after a year when the lockdown was imposed to contain the spread of deadly COVID-19 on March 25 last year as pandemic-induced job loss has not tapered off consistently. The government had imposed a lockdown to curb the spread of the pandemic but this impacted economic and commercial activities and resulted in job loss and later on the exodus of migrant workers which rocked the entire nation.

Fresher's stare at an uncertain future as Covid19 hits job market

According to the All-India Survey on Higher Education 2018-19, over 23 million students are enrolled in under graduate-level programmes across universities and colleges. A section of these students, pursuing their last year of the programme, will graduate in August as per University Grants Commission guidelines for central universities, while states are still determining their own exam schedules. The students now fear that the job market will dry up as companies' pause hiring to recoup the losses that piled up as the economy ground to a halt in an attempt to check the disease spread. "We were lucky our placements happened in February," said Indranil Palit, a third-year computer science student, who has offers from two top-tier companies. "We've signed a letter of intent but there is no news regarding offer letters. We were scheduled to join August. We fear they may rescind the offer."

Covid-19 impact on Employment Market in Various Sectors

During year of 2020-2021 has gone by saw millions of Indians laid off, both in the formal and informal sectors, with many still struggling to find a job. At the same time, companies in a few sectors went on a hiring spree. The Covid-19 outbreak in India and the subsequent nationwide lockdown from March 25 altered the landscape of the country's employment sector. With close to 10.9 million jobs being lost across sectors, 2020 was termed the worst-ever year for the job market in India. Among the various sectors, aviation, hospitality and travel were the worst hit due to the lockdown. Indians were forced to stay home and these sectors either sent their employees on 'leave without pay' or laid them off.

However, the healthcare (due to Covid-19 related growth) and education (e-learning) sectors saw a positive impact from the lockdown with close to 0.4 million new jobs being created in these segments according to industry estimates. In total, HR consultants estimate that 1 million jobs were created in 2020, with the July-December period seeing the highest recruitment. There is no centralized data available on the absolute number of jobs lost or employment created in India. However, various surveys by recruitment platforms and research agencies showed that the Unlock phase from June 2020 led to a partial recovery, though the job market stayed volatile throughout 2020.

Objectives of the study:

The following are the objectives are framed for this study:

1. To study the profile the young graduate and socio-economic background of the respondents.
2. To identify the various influencing factors Covid19 and employment market
3. To analyze employment opportunities of young graduate during Pandemic period.
4. To analyze the impact of Covid19 and the employment opportunities fresher during covid19

Methodology:

The present research work based on both primary and secondary data. Primary data have been collected through a well-defined questionnaire prepared by the researchers and it was directly distributed to the respondents in the Mayiladuthurai District and the data have been obtained. The Secondary data have been collected through published articles from journals, general reports, daily News Papers, updated Reports from ILO, WHO, Reports of Ministry Employment, employment websites, employment agencies and Social Welfare of India. The secondary data also collected through online sources.

## SAMPLING

A process used in statistical analyses in which a predetermined number of observations will be taken from a larger population. The methodology used to sample from a larger population will depend on the type of analysis being performed. The sample should be a representation of the general population. The study covers the rural areas of newly established Coastal District of Mayiladuthurai in Tamil Nadu. The researcher has adopted convenient sampling Technique and a sample of 140 respondents chosen for the study.

## LIMITATION OF THE STUDY:

The following are the limitations identified by the researcher as a fresh graduate will face different kinds of problems and curdles to reach the spears of life.

1. The study is restricted only college students of Mayiladuthurai District.
2. The Samples have chosen from Arts & College and Engineering College Students only.
3. The respondents are restricted the passed out of 19-20, and 20-21 Batch.
4. No data collected from Poly Technique College or Teacher Training Institutes.
5. No opinion collected related the present status of employment of the students but the data were collected the impact of Covid19 and employment opportunities of fresher.
6. This research work covers only the 1<sup>st</sup> and 2<sup>nd</sup> wave of Covid19 Pandemic Period.

## Impact of Covid19 on Career Opportunities of Fresher

The data from the Centre for Monitoring Indian Economy (CMIE) showed that the unemployment rate rose sharply, to 9.1 per cent, in December 2020. This is the highest

unemployment rate since the beginning of India's recovery from the lockdown in June. It is also a steep increase from the 6.5 per cent unemployment rate in November. CMIE said that the unemployment rate was seen rising steadily in the weekly estimates during December. This research said that the main reason for rising unemployment in December was the failure of the farm sector to absorb the influx of labour. "Farming is the last resort of many who are rendered jobless. But December is not the month in which it can absorb labour. This is the month when it sheds jobs," CMIE MD & CEO Mahesh Vyas said in the report. Similarly, an outlook survey by jobs platform Naukri showed that the hospitality and travel sectors, which were already on a year-on-year (YoY) decline in recruitment terms from 2019 onwards, saw steeper dips in April 2020. This was on account of the lockdown and restrictions on movement.

Impact of Covid19 on Various Employment Segment in Next few years:

- Apparel and Footwear: Expected to show a moderate demand especially in the apparel sector. Exports in this sector are likely to see a moderate downward trend. Beauty products and luxury goods are expected to however show a positive trend. Employment may see a marginal positive change.
- Retail: Due to the change in the purchasing pattern of consumers—shift from offline to online there could be a slight decline in the employment figures in this sector.
- Power Sector: This sector is likely to see a good demand. New Power generating and transmission stations are likely to come up. The transmission sector could see a tightening of credit. The employment in this sector is likely to see an upward trend.
- Pharmaceutical: This sector is likely to see a good demand for its products. Innovation of new drugs, vaccines will be the key to success. Greater emphasis on the R & D activity. The scope for generics would increase tremendously. Employment in this sector is likely to see a good increase.
- Aviation: Demand expected to rise moderately. Employment likely to be hit for both white and blue collared workers. Purchase of new planes may be postponed. Existing orders may be cancelled or postponed.
- Tourism: Domestic tourism likely to increase at a faster rate than international tourism. Employment is likely to increase in this sector.
- Hotels/Restaurants: Rise in demand likely. Food Aggregators are likely to increase. Employment likely to increase rapidly.
- Education: Major disruptions in the learning pedagogy expected. Radical changes in the syllabus and curriculum. More demand for online learning, special skills, short term programs etc.
- Automobile: Expected to show a lower demand. Consumers likely to postpone purchase of automobile due to the availability of mass transit projects e.g. metro etc. Employment in this sector is likely to be hit in a big way
- Building and Construction: Demand for housing likely to continue to be low. Prices likely to drop drastically. Cautious buying by the consumers. The market likely to stabilize by 2024. Employment likely to drop by around 20 to 30%.
- Infrastructure: Infrastructure projects likely to be given a big boost by the Government. Employment will increase in this sector.
- Chemicals and Petrochemical: Demand likely to increase aided by the falling crude prices. Supply chain problems will act as a deterrent to this sector. Most of the chemicals and petrochemicals industries are in the MSME sector, there could be a possibility of

credit funding / availability from banks. Employment in spite of above likely to remain stable. Increase expected in 2022.

- Financial Sector including insurance: Modest growth expected. Employment especially in retail finance, risk management and treasury management expected to show good growth.
- Metal / Mining: Moderate to “Lower High” demand likely. Demand for Iron and steel, coal aluminium likely to increase. This sector is likely to face huge credit problems. The sector uses a large number of unorganized employees and this is likely to affect employment.
- Telecom: Demand likely to increase rapidly. Newer technologies like 5 G and plus likely to be introduced. Cash flow likely to exist. Due to increased demand and usage, call dropout rate likely to increase. In the long run this sector will show increase employment requirement.
- Agriculture: Agriculture distress likely to continue. Sectoral employment likely to increase. Government support would increase in a limited way. Seasonal Employment likely to increase.

Table 1.1: Confidence to Get Placements for Fresher during Covid19

S.No	Status	No. of Respondents	Percentage
1.	Yes	28	20.00
2.	No	112	80.00
Total		140	100.00

Source: Primary data

Table 1.1 infers that the status of placement possibility of fresher during Covid19 by the respondents in this study area. It was found that 80 percent of fresher opined that they don't have confidence to get placements during Covid19. It was observed that only 20 percent of students registered their opinion that they have confidence to get placement during pandemic period.

Table 1.2: Placement Opportunity of 2019-2020 and 2020-2021 Passed out Batch during Pandemic Period

S.No	Status	No. of Respondents	Percentage
1.	Not Placed	40	28
2.	Placed <i>Locally</i>	28	20
3.	Placed with low Pay	36	26
4.	Placed not Right Placement	20	14
5.	Temporarily Placed	16	12
Total		140	100

Source: Primary data

Various kinds of placements opportunities by the passed-out batch 2021 and 2021 Batch in the study area is shown in the table 1.2. It was observed that 28 percent of the graduates' opined that they are not placed in any jobs and 12 percent of the graduate placed

temporarily. In the other end, 20 percent of the respondents are placed locally in their locations. It was found that 14 percent of the respondents are placed but not in right position.

Table 1.3: Type of Job Opportunities Expected by the Fresher During Pandemic Period

S.No	Status	No. of Respondents	Percentage
1.	Govt./Private Placed	24	17
2.	Foreign Jobs	36	26
3.	Top Mgt. Jobs	64	46
4.	Any Jobs	16	11
Total		140	100

Source: Primary data

Various kinds of placements expected by the young graduates in the study area is explained in the table 1.3. During the pandemic period, it was obtained that 46 percent of the respondents expected Top Management Jobs and 26 percent are expected foreign placements out of selected respondents. Regarding Govt. or Private Placements locally, it was observed that on 17 freshers are expected local Govt. or Private Jobs. It is interested to stated that 11 percent of graduated given opinion that availability any Jobs, they are ready to occupy and it is due Covid19 problem create numerous problems particularly employment market in India, the latest statics explored that around 10 million people have lost their job due to the impact of pandemic.

Table 1.4: Nature of Impact on Fresher Career Opportunities during Pandemic Period

S.No	Impact	No. of Respondents	Percentage
1.	No Campus Interview	28	20
2.	No Govt. Placements	32	24
3.	High Risk of Near Future	56	40
4.	No Vacancy	12	8
5.	Stiff Competition	12	8
Total		140	100

Source: Primary data

Nature of impact of Covid19 on fresher career opportunities by the young graduates of Mayiladuthurai District has shown in the table 1.4. It was obtained that 20 percent of the graduate opined that there is no campus interview organized by their institution during the final year due to Covid19 impact. Regarding the impact of High Risk of Near future has registered 40 percent out of selected samples and 24 percent of the respondents have opined that there was no Govt. Placement conducted and 8 percent of the respondents opined that there is No Vacancy due to Covid19 impact. It was found that 8 percent of the respondents opined that there is a stiff competition from experienced people from home return foreign employees.

Table 1.5: Opinion Regarding the Impact of Covid19 on Individual and Society

S.No	Factors	Total Score	Mean Rank Scores	Rank Given Based on Mean
1.	Unemployment Issues	572	4.08	2
2.	Financial Crisis/Economic slow down	684	4.88	4
3.	Job cut/Low Pay	668	4.77	3
4.	Problems of Young Graduates near future	420	3.00	1
5.	Big Social Gap Between Family and Society	788	5.62	8
6.	Social threat of the Family and Society	760	5.42	6
7.	Various health issues of individual and Society	984	7.02	9
8.	High Risk of education for Younger Generation	772	5.51	7
9.	High Risk of Future life of Individual	704	5.02	5

Source: Primary data

Covid19 has made high impact on the society and every individual human being across the world. The human being's life has severally affected the nook and corner of life like tsunami changes. Covid19 has gifted a question mark for health, welfare and social wellbeing of the world of community. The researcher has designed 9 important factors for making high impact on the society and Individual. The highly impacted factor on the society and individual due to covid19 has considered by the respondents of study area is Problems of Young graduate their near future is placed first position of respondents' minds, Unemployment issues occupied 2<sup>nd</sup> Rank and Job cut is placed the Third position out of 9 Ranks given by the respondents. In the factor of Economic slowdown and financial crisis has positioned in the 4<sup>th</sup> Rank of young graduate minds. Regarding the pandemic threat of various health issue of society and individual has placed in the last Rank i.e., 9 position out of assigned 9 ranks of young graduate minds as well as the important factors of High Risk of Education for Younger Generation and the Big Social Gap Between Family members and Society has occupied 7<sup>th</sup> and 8<sup>th</sup> Ranks respectively.

Table 1.6: Opinion Regarding the Social, Psychological and Economic Effects of Young Graduate Minds

S.No	Factors	Total Score	Average Score	Rank
1.	Social Distance & Self Isolation	1088	7.77	10
2.	Travel Restriction from Local to International	1004	7.17	7
3.	Reduced Workforce Across the World	1080	7.71	8
4.	Job Loss / No Work	632	4.51	1
5.	School & Educational Institution Closed Down	880	6.28	4
6.	Disruption of Normal Life of Children	1084	7.74	9
7.	Decreased Demand of commodities & Products	1280	9.14	13
8.	Increased Need of Medical Supplies	1092	7.80	11
9.	Increased Need of Food Supplies	780	7.00	6
10.	Panic Buying and Stock piling of food Products	1100	7.85	12
11.	Negative effects of personal health and Nutrition	976	6.97	5
12.	Increased poor to poorer, homeless and migrants' people	824	5.88	3
13.	24X7 Spread of Panic and fear through social Media	668	4.77	2

Source: Primary data

Opinion Regarding the Social, Psychological, and Economic effects Created by Covid19 on World of community during the First Wave of pandemic lockdown period has explained in the table 1.6. Various kinds of social, psychological and economical effects can be clubbed 13 important factors, these factors measured through Garret Ranking, 13 factors are allotted to 13 ranks, very important factors assumed logical I, II, III and etc, least important factors are assigned from 13, 12, 11 and etc., It was observed by the respondents relating Job Cut/.Job Loss and No income as considered the foremost important effects due to Covid19 and it was placed in the First Rank, 24X7 Spread of Panic and fear through various social is placed the Second important rank. This is due to various social media and Mass media intentionally spread out the information about Covid19 Globally and it is totally affected the world community.

Regarding the down rotten and weaker section of the society has totally collapsed due to covid19 and the factor of increased rate poor to poorer particularly migrants and homeless people occupied in the third Rank. In the factors of increased need of medical supplies, Panic buying of food products and decreased demand of manufactured products have positioned in 11<sup>th</sup>, 12<sup>th</sup> and 13<sup>th</sup> rank respectively.

Table 1.7: Impact of Covid19 on Young Graduate Employment/Placement Market

S.No	Factors	Total Score	Average Score	Rank
1.	Unemployment issues all over world	524	3.7	2
2.	Financial Crisis	816	5.8	7
3.	No Recruitment both Private/Govt.	876	6.2	8
4.	Less Pay with fewer Recruitment	652	4.6	4
5.	Job Cut/Job Loss	500	3.6	1
6.	Social threat of Family and Society	808	5.7	6
7.	Bearing covid19 Brand Life Long	784	5.6	5
8.	Increased Number of Young graduates and Stiff Competition from Job Lost people	932	6.6	9
9.	High Risk of Fresher Future Life	564	4.00	3

Source: Primary data

Impact of Covid19 on Fresh Graduate employment market has shown in the table 1.7. Regarding the impact factors of Covid19 and Employment market for fresher can be clubbed 9 important factors, these factors measured through Garret Ranking, 9 factors are allotted to 9 ranks, very important factors assumed logical I, II, III and etc, least important factors are assigned from 9, 8, 7 and etc., It was observed that the factor Job Cut and Job loss has occupied the 1<sup>st</sup> Rank out of assigned 11 ranks by the young graduates and it is due to the loss of Job around 10 million Indian upto April 2021. Regarding the unemployment issues has placed 2<sup>nd</sup> rank on the minds of young graduates in the study area as well as another important factor of High risk of future life youngsters has place the 3<sup>rd</sup> rank of young graduate minds. Regarding the factors such as Financial Crisis, No Recruitment and increased number of young graduates are place the 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> rank respectively on the minds of young Graduates or recently passed out Batch. In case of less pay with fewer recruitment has placed the 4<sup>th</sup> Rank out of Assigned 11 Ranks.

Table 1.8: Remedial Measures Extended by the State Govt. for Welfare of the Society during Lockdown

S.No	Factors	Total Score	Average Percentage
1.	Free Rations to all	120	86
2.	Public Awareness Campaign	64	46
3.	Free Transport for Medical Emergencies	0	0.00
4.	Free Health Service to All	32	23
5.	Free Health Kit to Needy People	12	9
6.	Free Educational Service to All	4	3
7.	Sealing Covid10 Identified Place	120	86
8.	Sealing Public Gathering Places	120	86
Total		472	100
Average Score & Percentage		59	42

Source: Primary data

The Table 1.8 clearly exhibits the various remedial measures and free essential service extended by the authority for the welfare of the people of Tamil Nadu during I phase lockdown period in the study area. It was observed that an average of 44 percent of samples opined that the overall performance regarding various kinds of remedial measure and free essential services provided by the authority during I Phase lock down period. Regarding the factors of Sealing the Places Corona Spot and Sealing Mass Public Gathering have recorded average scores of 86 percent respectively from the overall score point of 472. It is due to that the Govt. of Tamil Nadu strictly imposed to Sealing Corona identified Spot as well as strictly closes down the mass public gathering places, religious important places like Temples, Masque, Church, and Tourist spot. In the essential services of free transport for medical emergencies has marked zero percentage, it is due that no one allowed to move one place to another place even medical emergencies except medical emergency of senior person and Corona virus affected people

#### Findings of the study

Covid19 created tsunami change in the minds of youngster particularly young graduate, more than half of the world's population has experienced a lockdown with strong containment measures – the first time in history that such measures are applied on such a large scale. Recent Statistics explored around 10.0 million Indian lost their Jobs. Among the 10.9 million jobs that were lost, 5 million were in the travel and tourism sector alone. The worst hit job role was of travel agents and tour guides. It is estimated that 20 million people work in the travel and tourism industry. In fact, 150,000 school and college bus staff lost their jobs and hasn't yet received any financial relief as per the Bus & Car Operators Confederation of India (BOCI) & School Bus Owners Association. Even the period of Covid19 Pandemic, it was obtained that 46 percent of the respondents expected Top Management Jobs and 26 percent are expected foreign placements out of selected respondents. It was obtained that 20 percent of the graduate opined that there is no campus interview organized by their institution during the final year due to Covid19 impact. It is interested to stated that 11 percent of graduated given opinion that availability any Jobs, they are ready to occupy and it is due Covid19 problem create numerous problems particularly employment market in India.

The highly influenced factor considered by the respondents is Total Lockdown, it is placed the first Rank out of eight highly affected factors. Self Isolation or always kept inside home is placed in the 2 Position. The other highly affected factors of No work No Pay, Job Loss and Low wages have placed 3, 4 and 5 Rank respectively. The highly impacted factor on the society and individual due to covid19 has considered by the respondents of study area is Problems of Young graduate their near future is placed first position of respondents' minds, Unemployment issues occupied 2<sup>nd</sup> Rank and Job cut is placed the Third position out of 9 Ranks given by the respondents. It was observed that the factor Job Cut and Job loss has occupied the 1<sup>st</sup> Rank out of assigned 11 ranks by the young graduates and it is due to the loss of Job around 10 million Indian upto April 2021

#### Conclusion

Lockdown imposed nationwide by the Government of India as well as the world of countries curb the spread of COVID-19, have totally disrupted economic activity and adversely affected most of the households from middle-income, low-income groups and migrant's groups in India. The level and composition of household consumption is expected to complete change and create disequilibrium in the economy through a downward shift in

the demand curves of food and non-food items. The consumption pattern is likely to shift from non-essential to essential commodities. The consumption of high-value food commodities will decline comparatively higher than of staple foods. Interventions in the form of direct supplies of essential food items and cash doles will ensure the food security of the poor during the pandemic.

The International Labour Organization in its report describes the coronavirus pandemic as ‘the worst global crisis since World War II’. About 400 million people (76.2% of the total workforce) working in the informal economy in India are at a risk of falling deeper into poverty due to catastrophic consequences of the virus. As half of the world is in lockdown, it is going to be a loss of 195 million full-time jobs or 6.7 per cent of working hours globally. Many are in low-paid, low-skilled jobs where sudden loss of income is catastrophic. Seasonal migration of labour for work is a pervasive reality in rural India. A migration of millions of people happens from rural areas to industries, urban markets and farms. Major migration corridors in India are from UP and Bihar, to Punjab, Haryana, Maharashtra and Gujarat. Newer corridors from Odisha, West Bengal and North East to Karnataka and Andhra Pradesh, from Rajasthan to Gujarat, from MP to Gujarat and Maharashtra and from Tamil Nadu to Kerala are also being created. These migrant workers are employed in the construction sector (40 million), domestic work (20 million), textile (11 million), brick kiln work (10 million), transportation, mining and agriculture. During lockdown, 92.5 per cent of labourers have lost 1 to 4 weeks of work. A survey done by Jan Sahas, of 3196 migrant workers across northern and central India, between 27 March and 29 March, reveals that 80 per cent of migrant workers feared that they will run out of food before lockdown ends on 14 April and will not get their job back thereafter. The survey revealed that 55 per cent of migrant workers get a daily wage between 200 and 400, and 39 per cent of the workers get it between 400 and 600, which is below minimum wage rate. Only 4 per cent of the workers get 600 and above, which is close to minimum wage rate. They work in exploitative conditions, are often under debt and have little savings of their own. About 49.2 per cent of these workers in the survey said that they did not have ration and 39.4 per cent said that they had ration which would last about 2 weeks.

It is pertinent to gauge the magnitude of workforce and the occupational structure of an industry by the feasibility of the jobs to be done at home, the associated risk level and vulnerability. This will enable to make informed policy decisions that can facilitate workers to go back to work in a safe environment. This study intends to provide inputs for the Indian policy makers and academics, who are working for the benefits of various agents in the labour market. It attempts to start a dialogue and discussion to design and implement labour market policies which utilize the strengths of the current labour market as well as is aware of the Achilles’ heel in the current scenario.

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