

CHAPTER - 6

CONCLUSION

India is a super power in the making. Prevailing geo-political conditions and India's economic standing provides a catalytic mix that will propel the country onto the centre stage of world affairs, sooner or later. Indian economy is driven by one of the largest consumer bases in the world— Indians. The economic realignment initiated by Narasimha Rao, the then prime minister and consequent growth, nurtured by successive governments, though ideologically different, has ensured that Indians have more opportunity and avenues to employment than ever before. Vast array of opportunities that were created thereby, confronted the eligible employable Indian youth with dilemma of choices.

Population growth, communication explosion, accessibility and affordability of better education produced a large employable youth bulge in the country. With population base out running the rate of economic growth, competition to secure resources as well as avenues of employment became fierce. While on one side avenues and compensation packages grew it was counter balanced with faster growing human resource. This created a situation where the better qualified and suited individual secures a better career. This also generates a condition where the youth is forced to consider a number of careers, evaluate those in terms of perceived needs, aspirations and apprehensions and decide to pursue the one that will address concerns and hopes in general. Such a situation would result in, youth prioritising careers in the order of preference, leading to a hierarchy of preferences. Indian youth can be divided into two; Urban Indian Youth and Rural Indian Youth. Urban Indian Youth is privy to more facilities and opportunities than his rural counterpart. With the country fast urbanising besides internal migration to the towns and cities from rural areas, Urban Indian Youth segment is growing faster than the rural segment. Current situations present Urban Indian Youth with bigger array of opportunities and better chance of getting a career of his choice. Hence the focus of the study is Urban Indian Youth.

Avenues of career available in the country are innumerable. Attempt to list out each one will be an exercise in futility. Preparing a hierarchy of these careers shall be more daunting and well nigh impossible. What is possible is to list out a number of careers that Urban Indian Youth considers pursuing and present these to the Urban Indian Youth for it to be prioritised. The study drew up a number of careers in consultations with youth and presented these as a template consisting of 17 classes of careers, to the youth, to assign each one a mode of preference, from an array of prescribed preferences.

Career seekers are likely to evaluate the available array of career opportunities based on certain parameters. These parameters are individualistic and characteristic of his aspirations and perceived capabilities. Each career would be gauged by the individual based on this template. The nature and depth of the analytical framework is likely to be the result of the personality, socio- economic conditions and intellect of the individual. It is impossible to list out each and every factor that would influence the selection of a career by Urban Indian Youth. Since the aim was to identify what influences the selection process, and to what extent these influence the selection process, a set of 16 factors derived through discussions were drawn up and presented. Each of these factors was to be assigned an extent of impact from the array of choices given.

Indian army officer cadre at the time of independence was considered an elite profession to pursue. Royals, nobles and the upper echelons of society monopolised the profession. It was a matter of honour to be an army officer. However the current scenario is dismal reversal that may compromise the territorial integrity and sovereignty of this country. Official figures point out that the military academies are not being subscribed to. The government accepted that Indian army is troubled by shortages in its officer cadre and such shortages cannot be made up for a long time. There were also allegations that selections criteria have been diluted to make it possible for absorbing more with a view to offset the gnawing deficits. This short-sighted, ill-advised act is fraught with serious adverse consequences for the country.

The fall from grace for a profession once sought after is a matter of concern. Reasons for the diminished preference of army officer cadre as a career, requires to be identified. Reasons, in general, for the declining charm of army officer as a career, would stem from individual's perception about the army. It would be difficult to list out all possible reasons as to why an Urban Indian Youth keeps army officer cadre on a not so wanted preference list. However prominent ones are known through review of available literature and through interaction with innumerable eligible youth. 15 such reasons were drawn up and presented as statements for youth to express 5 forms of agreement or disagreement.

The combination of all the above it was felt could, firstly identify the order of preference of careers, as Urban Indian Youth perceived, identify factors that influences the choice of career and establish reasons that dissuade Urban Indian Youth from joining army as officers. The subject of the research therefore was, *Choice of Career Among Urban Indian Youth: Indian Army Officer Cadre And Its Place Amongst Choices.*

Sample Profile

Urban Indian Youth was the targeted population for the research. Ideally the sample should have included randomly picked constituent items from across the country to arrive at a pan Indian deduction. Since it was not possible to carry out such a study, within the constraints of allotted time and resources, the research was confined to New Delhi. Delhi, with its confluence of people from across all regions offered a viable representative sample for conducting the study and arriving at inferences that should in all likelihood be representative of the entire Urban Indian Youth.

Sample size for should have been a minimum of 384 for achieving a confidence level of 95 per cent and margin of error of 5 per cent. This number was hiked to 675 to cover even distribution amongst all targeted segments of age and educational spectrum. All the 675 questionnaires distributed were received back.

From the 611 forms considered worthy of being accepted, it was found that the respondents were from the age group of 16 - 25, representing the educated employable Urban Indian Youth. 63.83 per cent of the respondents were males and 36.17 per cent were females. These individuals were from various academic backgrounds ranging from those having scored less than 50 per cent marks to those with more than 90 per cent marks. They belonged to economic backgrounds with annual family incomes ranging from less than 1 lakhs to more than 24 lakhs.

It was observed that the percentage of females in each group increased as income and academic performance went up. It is possible that lower income groups are not as likely to send their girl children to study further as it is likely in the higher income groups. It was also inferred that girls tend to concentrate on their academics compared to boys. However this may not translate into career actualisation which in itself may be a subject of future research. It is now generally known that the percentage of females pursuing career is on the increase in the country.

General Analysis

Most Preferred Career

Career preference in general can be measured by the quantum of *most preferred* or *least preferred* option assigned to a proposed career. Since multiple options were available to the respondent the measurement was done as a percentage of the total.

- (a) Analysis of data collected revealed, that on a percentage consideration, the *Most Preferred* career option of the Urban Indian Youth was *Doctor / Engineer/ Lawyer* (15.04 per cent) followed by *Working Abroad* (11.91 per cent) and *Civil Services* (11.51 per cent). The *least- most preferred* career was *Homemaker* (1.0 per cent) preceded by *Farming* (1.13 per cent). The fact that 36.17 per cent of the respondents were females indicates that educated girls also seek to pursue their own career.