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A COMPARATIVE STUDY ON EMPLOYMENT OPPORTUNITIES IN THE GLOBAL CIVIL AVIATION INDUSTRY PRE AND POST-PANDEMIC PERIODS

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Abstract

In this study, an analysis is conducted on the prospects of global civil aviation pre and post COVID-19 outbreak. The research involves a survey to determine various aspects including employment roles, income levels, skills required for jobs, job security as well as attitudes towards working in said sector with data collected from 2019 onwards till present day (2021). What we found indicates that the pandemic had devastating effects on the industry with noticeable decreases in air travel demand coupled with disruptions experienced within its supply chain. Consequently, many airlines and airports are struggling immensely which has resulted in significant reductions or layoffs among staff members. Despite these challenges however it provides an opportunity to innovate alongside revisitation of business models hence necessitating collaboration between governmental institutions and stakeholders who can offer financial support while developing new safety protocols along with cutting-edge technologies necessary for renewed consumer confidence regarding air travels moving forward into safer skies ahead!

Keywords: COVID-19 pandemic, demand for air travel, aviation supply chain, airlines, airports, financial support.

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1.INTRODUCTION:

Millions of people worldwide have work prospects thanks to the civil aviation industry, which makes a substantial contribution to economic growth and job creation on a global scale. The COVID-19 pandemic epidemic, however, has had a significant impact on the sector, sharply decreasing demand for air travel and seriously disrupting the aviation supply chain. As a result, the industry has faced previously unheard-of difficulties, with airlines and airports fighting for survival and many employees having their jobs eliminated or having their hours reduced.

This comparative study intends to investigate how the pandemic has affected job prospects in the international civil aviation sector. In order to emphasise the changes that have taken place across many facets of the sector, the study will examine the employment prospects that were accessible before and after the epidemic. The study also aims to comprehend the policies that the sector should put in place to increase employment possibilities in the post-pandemic period as well as any new skills and qualifications that might be necessary for the sector to recover and prosper in the future.

The dossier provides valuable revelations on the present wellbeing of the enterprise, as well as its prospects for recuperation. This renders it highly relevant to decision-makers in governance circles and implementers therein, industry participants at large and all those engaged in aviation related work domains. The study's conclusions can be utilised to guide policy choices, investment plans, and workforce planning, assisting in the revival of the aviation sector and enhancing the standard of living for individuals who work there.

1.1 OBJECTIVE OF THE STUDY:

1. Determine changes in the number of employment opportunities in the sector prior to and following the epidemic.

2. Examine any differences between the industry's pre- and post-pandemic job responsibilities and skill requirements.

3. Evaluate how the pandemic has affected employment rates, pay scales, and job security.

4. Consider elements that might affect people's decisions to work in the business when assessing how people feel and behave about it in the wake of the pandemic.

1.2 LIMITATION OF THE STUDY:

1 Limited availability and reliability of data on the aviation industry's workforce and employment patterns.

2. Comparative analysis may be limited by the availability of data on the pre-pandemic period.

3. Time frame of the analysis may not capture the full extent of the pandemic's impact on the aviation industry.

1.3 SCOPE OF THE STUDY:

The job prospects in the global civil aviation sector both before and after the COVID-19 epidemic are examined in this paper. Using a survey questionnaire to gather data on employment roles, income, skills, job security, and attitudes towards working in the business, the study compares data from 2019 to 2021. With a sample size of at least 100 respondents, the study's main objective is to discover changes in employment opportunities as a result of the pandemic.

2. REVIEW OF LITERATURE:

1. Dube, 56K., Nhamo, G., & Chikodzi, D. (2021). COVID-19 pandemic and prospects for recovery of the global aviation industry: Overall, the essay offers a thorough examination of the COVID-19 pandemic's effects on the world aviation sector and its prospects for recovery, underlining the difficulties the sector is currently facing as well as the chances for innovation and transformation in the post-pandemic future.

2. Botlíková, M., Botlík, J., & Stuchlíková, J. (2021). Impacts of the global pandemic on the aviation industry of the European Union: Within this report, we analyze the future developments emerging from the pandemic for the EU's aviation sector. These developments include alterations in consumer habits, the assimilation of innovative technologies and a possible transition to sustainable transportation modes.

3. Widodo, A. W., Xavier, C., Wibisono, M. R., Murti, N. M. D. A., Putra, T. P., Gunawan, F. E., & Asrol, M. (2021, July). The impact of job stress on employee productivity during Covid-19 pandemic at the aviation industry: Ultimately, the piece culminates by underscoring how critical it is to tackle occupational tension in aviation during these trying times. Failure to do so could result in a grave effect on workforce efficiency and the sector's ultimate output. The writers propose a range of strategies, which include facilitating psychological well-being, enhancing interpersonal dialogue and incorporating adaptive labor policies to mitigate occupational tension whilst boosting workforce output in the aviation sector.

4. Miani, P., Kille, T., Lee, S. Y., Zhang, Y., & Bates, P. R. (2021). The impact of the COVID-19 pandemic on current tertiary aviation education and future careers: Students' perspective: 360 aviation students from 27 different nations participated in an online survey that the authors ran to collect data. The primary objective of the inquiry rested on appraising students' perception concerning how the pandemic impacted their studies and potential professional prospects within aviation.

In the article's conclusion, it is emphasised the importance of employing efficient techniques, such as financial aid, online learning possibilities, and the development of new networking platforms, to assist aviation students during the epidemic. The authors also contend that the epidemic has

given the aviation sector a chance to focus on sustainability and innovation, which might eventually result in new job prospects for students in the future.

5. Mack, E. A., Agrawal, S., & Wang, S. (2021). The impacts of the COVID-19 pandemic on transportation employment: A comparative analysis: The policy ramifications of the findings are discussed in the article's conclusion, with a focus on the necessity of specific support programmes for those transportation employees who have been hit hardest by the pandemic. The authors contend that measures including job retention plans, retraining courses, and investments in environmentally friendly transportation infrastructure can support employment in the transportation industry and foster its long-term resilience.

6. Gössling, S. (2020). Risks, resilience, and pathways to sustainable aviation: A COVID-19 perspective: Commencing with the portrayal of deleterious implications caused by COVID-19 on aviation, whereby an acute reduction in air travel demand and flight schedules steeply plummeted along with consequential fiscal detriments incurred upon airlines. The article highlights the importance of resilience in the face of such crises and discusses the need for a sustainable aviation industry to address the long-term challenges facing the sector.

7. Amankwah-Amoah, J. (2021). COVID-19 pandemic and innovation activities in the global airline industry: A review: The possibility that the COVID-19 epidemic will spur innovation in the aviation sector is highlighted in the article's conclusion. The author contends that the crisis has given airlines a chance to reconsider their business strategies and methods. This has given them a chance to adopt fresh ideas and methods that will increase their adaptability and competitiveness.

8. Amankwah-Amoah, J., Khan, Z., & Osabutey, E. L. C. (2021). COVID-19 and business renewal: Lessons and insights

from the global airline industry Enshrined in the manuscript are depictions of air carriers which have adeptly rejuvenated their business modes amidst adversities emanating from Covid-19. Instances encompass but are not confined to Emirates, Delta Air Lines and Lufthansa. The writers scrutinize crucial constituents that brought about these airlines' successes including their proficiency in innovation, rapid adaptability to shifting contexts as well as sustained emphasis on customers' needs.

3. RESEARCH METHODOLOGY

The study is Descriptive in its nature as its attempts to find the facts. The sample size of the study is determined to 112 and the samples were collected through Convenience Sampling Technique. The study used both Primary and Secondary data. A structured questionnaire was framed to collaborate the variables pertaining to the Employment opportunities, and the same was distributed

to 100 samples. Statistical tool like ANOVA is implemented to execute the statistical test for various variables.

4. DATA ANALYSIS

ANOVA TEST

AIM: ANOVA test is executed to find the significant difference between the The pandemic has caused a significant decrease in the number of jobs available in the global civil aviation industry and The pandemic has led to new employment opportunities in the global civil aviation industry that did not exist before.

Ho: There is no Significant Difference between The pandemic has caused a significant decrease in the number of jobs available in the global civil aviation industry and The pandemic has led to new employment opportunities in the global civil aviation industry that did not exist before.

ANOVA					
The pandemic has caused a significant decrease in the number of jobs available in the global civil aviation industry					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.064	4	1.016	1.233	.301
Within Groups	88.186	107	.824		
Total	92.250	111			

Interpretation

It is observed from the ANOVA test, F is value is found to be 1.233 P value is found to > 0.05. Thus, it is concluded to accepted the Null Hypothesis. Therefore, it is found that there is no significant difference between the variables The pandemic has caused a significant decrease in the number of jobs available in the global civil aviation industry and The pandemic has led to new employment opportunities in the global

civil aviation industry that did not exist before. It is revealed that, there is association between variables, The pandemic has caused a significant decrease in the number of jobs available in the global civil aviation industry and The pandemic has led to new employment opportunities in the global civil aviation industry that did not exist before.

ANOVA TEST

AIM: ANOVA test is executed to find the significant difference between The pandemic has led to new employment opportunities in the global civil aviation industry that did not exist before and The pandemic has permanently changed the types of jobs available in the global civil aviation industry

H₀: There is No Significant Difference between The pandemic has led to new employment opportunities in the global civil aviation industry that did not exist before and The pandemic has permanently changed the types of jobs available in the global civil aviation industry

ANOVA					
The pandemic has led to new employment opportunities in the global civil aviation industry that did not exist before					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.785	4	.446	.277	.892
Within Groups	172.206	107	1.609		
Total	173.991	111			

Interpretation

It is observed from the ANOVA test, F value is found to be .277 P value is found to > 0.05. Thus, it is concluded to accepted the Null Hypothesis. Therefore, it is found that there is no significant difference between the variables The pandemic has led to new employment opportunities in the global civil aviation industry that did not exist before and The pandemic has permanently changed the types of jobs available in the global civil aviation industry. It is revealed that, there is association between variables The pandemic has led to new employment opportunities in the global civil aviation industry that did not exist before and The pandemic has permanently changed the

types of jobs available in the global civil aviation industry.

CHI-SQUARE TEST

Aim: CHI-SQUARE test is executed to find the significant difference between the pandemic has caused a significant decrease in the number of jobs available in the global civil aviation industry and knowledgeable and gender

H₀: There is significant association between the pandemic has caused a significant decrease in the number of jobs available in the global civil aviation industry and knowledgeable and gender

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.932 ^a	4	.569
Likelihood Ratio	4.669	4	.323
Linear-by-Linear Association	2.275	1	.131
N of Valid Cases	112		

Interpretation

It is observed from the above table, Chi Square value is 2.932, the significant P value is found to be $0.569 > 0.05$, hence it is concluded to accepted the null hypothesis. Therefore, it is interpreted that, there is no likeliness between The pandemic has caused a significant decrease in the number of jobs available in the global civil aviation industry and knowledgeable and Gender

CHI-SQUARE TEST 4.14

Aim: CHI-SQUARE test is executed to find the significant difference

between the global civil aviation industry offered more employment opportunities before the pandemic than it does not and the pandemic has led to new employment opportunities in the global civil aviation industry that did not exist before.

H₀: There is no significant association between the global civil aviation industry offered more employment opportunities before the pandemic than it does not and the pandemic has led to new employment opportunities in the global civil aviation industry that did not exist before.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2sided)
Pearson Chi-Square	12.694 ^a	4	.013
Likelihood Ratio	7.468	4	.113
N of Valid Cases	12		

Interpretation

It is observed from the above table, Chi Square value is 12.694, the significant P value is found to be $0.01 < 0.05$, hence it is concluded to rejected the null hypothesis. Therefore, it is interpreted that, there is likeliness between the global civil aviation industry offered more employment opportunities before the pandemic than it does not and the pandemic has led to new employment opportunities in the global civil aviation industry that did not exist before.

5 Findings and Suggestion

This research focuses on the prospect of jobs in global civil aviation industry pre and post COVID-19 outbreak. The data

indicates that this sector faced a significant impact, which is evident from an abrupt decline in air travel demand and interruptions within its supply chain caused by the pandemic crisis. As a consequence, numerous airports as well as airlines are struggling to manage their finances with many employees experiencing job losses or witnessing cutbacks in work hours.

Governments and industry partners should cooperate to offer financial assistance to airlines and airports so they can endure the effects of the pandemic.

In order to regain the trust of the public in air travel, the industry should concentrate on creating new safety procedures and technologies.

5.1 CONCLUSION

The conclusion of the paper suggests that the COVID-19 pandemic has had a significant impact on the global civil aviation sector, with many airlines and airports struggling to survive and employees facing job losses or reduced hours. Nevertheless, the current predicament has likewise furnished an opening for the sector to generate novel ideas and reassess its commercial tactics and mechanisms. The paper highlights the need for collaboration between governments and industry stakeholders to provide financial support and develop new safety protocols and technologies to restore consumer confidence in air travel.

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