



A STUDY ON THE EXPECTATIONS OF FRESHERS IN THEIR FIRST JOB

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Abstract

India has the 2nd largest population in the world with a working population of around 59.5% of them in age between 15 and 64. Every year around 57.43 lakhs of students are getting ready for their first job among which 50.98 lakhs are undergraduates and 6.45 lakhs are postgraduates (*AISHE report 2020-2021*). Freshers graduating from college are ambitious to join their first job with lots of expectations on their experience in the new job. Interestingly the attrition rate among the freshers is higher than the experienced ones. They also switch roles, firms, locations, and domains in less than a year of work. So, the literature reviews and interviews reveal there is a gap in the fresher's expectations and fulfillment of the expectation in the job.

There are multiple socio-economic and behavioral reasons behind the gap that has evolved. This paper will discuss the various expectations of graduates and postgraduates in their first job. The study will identify the factors that influence the expectation. Beyond personal factors, there are also socio-economic factors that motivate the decisions of the freshers. Also, they will analyze and discuss the advantages & disadvantages of their expectations. The findings will help the recruiters and the freshers to align their offers and expectations to reduce the gap.

Keywords: *Freshers, First job, Personal expectation, Professional expectation, financial expectation, Job retention and satisfaction*

1. INTRODUCTION

Being the 5th largest economy in the world (*according to RBI report*), India has various job opportunities and entrepreneurship ideas in taking platforms for the growing young working population of around 59.5% ages between 15 and 64 years old in number of fields like science & technology, management, humanities, agriculture, social science, etc. On an

average in recent years 57.43 lakhs of students are getting ready for their first job among which 50.98 lakhs are undergraduates and 6.45 lakhs are postgraduates from different disciplines altogether (*AISHE report 2020-2021*). Despite these opportunities, India has an unemployment rate of up to 8.33% (*according to the Centre for Monitoring Indian Economy, CMIE, n.d.*)

We can list out various socio-economic reasons for unemployment in India such as high population, low literacy rate, high dependency on the agriculture sector, majority work in informal sectors, inflation, etc (*Shruti Nair, n.d.*).

There is a very important though the unnoticed emerging personal behavioral reason for unemployment these days which has become common among the young population is the expectations that a fresher has for his/her first job.

2. JOB MARKET OF INDIA

2.1 Problems in job market of India

Though being a talent hub, India faces a skillfulness issue in the current days. Even students holding a degree are not technically strong. Soft skills which have become key for entering a firm for freshers are neglected by academics and results in unemployed graduates. There are various socio-economic and political causes behind it. Major issues can be said of the old traditional educational system which has been followed for decades without updates. What is the need of the hour is not given more importance instead more focus is given to learning history and other stagnant areas and the growing trends are left behind untouched. Specialized courses are available in the market to increase the skills of individuals according to their interests, but all cannot effort them.

Students in public schools are not much-taken care of from a learning perspective such as communicating in the English language, developing personality-oriented skills, and increasing creativity and innovation which is the need of the hour. Without a new education system updated with the learning trends and technology, career progression in youths is challenging (*Mangayarkarasi, 2012*).

Other challenges and issues in the Indian education system article narrate critical

issues, such as basic infrastructure facilities, quality of education, affordability, and education ethics. There were challenges in terms of expansion, excellence, and equity. Indian higher education system should reorient them more as vibrant, competitive, meaningful, and purposeful. Despite everything, it is known that Indian professionals are considered with great demand among the best in the world, which shows the inherent strength of our education system (*Mohandass, 2017*).

2.2 Development in hiring trends in India

The Indian job market is open for great overwhelming talents and skills with various platforms and investment ways today. Global countries are finding India to be a great investment hub where they could invest in the trust of the Human workforce and get promising production and profits. On that note, there is a tremendous increase in the hiring ratio of staff by 2022 to 2023 at a rate of 54% which is 3% more than the last few quarters (*ManpowerGroup Employment Outlook Survey Results, n.d.*).

This is the right time to learn about the hiring trends and change our strategies to fetch a job in this competitive market.

Latest firms are using various hiring trends and strategies that depend more on new technologies, innovative methods, and AI tools for recruitment. One of the growing companies that has used AI in the form of bot innovation. The Talent Acquisition team of the company created a virtual recruiting bot using AI technology called JIM (Jobs Intelligence Maestro), that was used to conduct candidate recruitment processes like screening, evaluating and selecting them specially those applying for a high-profile job position in the consumer bank (*Meister, n.d,2019*).

With these hiring technologies, entering a firm has become even more difficult for

freshers. New job-oriented skills, specialized courses, core technical skills, and top-notch soft skills like communication, personality-oriented skills, decision-making, problem-solving, etc., are considered effectively because the competition is huge these days.

3. EXPECTATIONS OF FRESHERS

Fresher typically denotes those who are currently in their final year or who are recently graduated and preparing themselves for various interviews and other opportunities to fetch a job for their professional growth. In this era of trending social media and life being easier via online modes for all the routine work, the opportunities to grab a job have become even harder and more challenging for the youth of the country. Though it is harder to fetch one good job, these days working from home, or a hybrid mode of working, has become a life savior opportunity for people. In this situation expectations about the job have become common among all and that can be majorly noticed among freshers preparing for their first job. Having expectations about the job encourages one towards it but being prepared to fulfill the skillful criteria is equally important to be selected by an employer. This is where most youths lag today.

An article talks about education and its importance for finding a job. With a few exceptions, a candidate's capacity to get a new job completely depends on the education quality. He mentioned that if an individual knows the job of their own interest in the early stage, then they should understate a structured education process that will help them to get more opportunities (*Friedman, 2019*).

According to the job market and trends today there is a prevailing gap in the expectation of recruiters about the candidates and freshers' expectations about

the job. Graduates expect to be hireable directly immediately after graduation while employers expect candidates to have experience (*Stephen Betts, 2020*).

Graduates expect huge packages, medical health plans and insurance, and long paid vacations these days. Again, the reality is different than expected. The National Association of Colleges and Employers (NACE) shows that the average starting salary for the Class of 2018 stood at \$50,944 (*Doyle, 2020*).

In addition to that freshers expect a starting salary of \$60,000 (*Hess, 2019*).

Noting the above reviews, this paper would discuss the hypothesis of various expectations of freshers about their first job and if the expectations are not met, what kind of impact it may have on retention in the job. Here we discuss the variables according to the hypothesis derived above- a) Personal expectation, b) Professional expectation, and c) Financial expectation.

Personal expectations are such as less travel distance, flexible shifts, monthly and weekend leaves, hybrid or work-from-home facilities, accommodation and transport facilities, basic infrastructure facilities, celebrations at the office like team lunches or get together or birthday parties, workplace safety, and flexible rules and regulations.

Professional expectations are such as a good working environment, supportive subordinates, equality among all, welcoming innovative ideas, employee relationship maintained, grievances addressed, job satisfaction, less pressure, practical monthly targets, professional growth, and job security.

Financial expectations are such as a good salary package, better allowances, and benefits like incentives, PFs, ESI, timely

promotions, timely appraisals, and salary credited on time.

3.1 The objectives of the study

- To identify the expectations and factors that are influencing the freshers in their first job,
- To analyze the impacts of expectations on their first job.

4. RESEARCH METHODOLOGY

This study used a survey method where the questionnaire was distributed among the final year as well as recently passed out students of an institution about their first job. Respondents are both from UG and PG and are preparing themselves for various interviews in different firms. A sample size of 118 was taken for this study and the sampling method used was the Judgmental sampling technique and analysis was made using the SPSS tool.

5. DATA ANALYSIS

5.1 Demographics of Respondents

Variables	Category	N=118	%
Age	Below 20	3	2.5
	20-30	114	96.6
	Above 30	1	.8
Occupation	Student	109	92.4
	Recent Graduates	9	7.6
Education	UG	39	33.1
	PG	79	66.9

Table 1- Demographics of Respondents

5.2 Proposed hypothesis

The study has three independent variables that are professional expectations, personal expectations, and financial expectations.

The dependent variable in the study is the percentage of job retention or continuing in the same job. It seeks to identify the effect of professional, personal, and financial expectations on job retention. The hypotheses proposed are – H1: There is a significant impact of professional expectations on job retention.

H2: There is a significant impact of personal expectations on job retention.

H3: There is a significant impact of financial expectations on job retention

5.3 Pearson's correlation analysis

Correlation is a statistical measuring technique that shows how variables are significant to each other. It also shows the degree to which changes in one variable are associated with changes in another variable.

5.3.1 Correlation between professional expectation and job retention

Correlation 1		
JOB RETENTION		
PROFESSIONAL EXPECTATIONS	Pearson Correlation	.346
	Sig. (2-tailed)	.000 ^b
	N	118

{NOTE -**Correlation is significant at the 0.01 level (2-tailed)}

The result shows r value=0.346 as positive and significant 2-tailed value is less than 0.01; hence there is a correlation between the professional expectations and job retention so the H₁ hypothesis is accepted.

5.3.2 Correlation between personal expectation and job retention

Correlation 2		
JOB RETENTION		
PERSONAL EXPECTATIONS	<i>Pearson Correlation</i>	.441
	<i>Sig. (2-tailed)</i>	.000 ^b
	<i>N</i>	118

{NOTE -**. Correlation is significant at the 0.01 level (2-tailed)}

The result shows r value=0.441 as positive and significant 2-tailed value is less than 0.01; hence there is a correlation between the personal expectations and job retention so the H₂ hypothesis is accepted.

5.3.3 Correlation between financial expectation and job retention

Correlation 3		
JOB RETENTION		
FINANCIAL EXPECTATIONS	<i>Pearson Correlation</i>	.330
	<i>Sig. (2-tailed)</i>	.000 ^b
	<i>N</i>	118

{NOTE -**. Correlation is significant at the 0.01 level (2-tailed)}

The result shows r value=0.330 as positive and significant 2-tailed value is less than 0.01; hence there is a correlation between the financial expectations and job retention so the H₃ hypothesis is accepted.

5.3.4 Graphical representation

Graph shows the overall expectations of freshers who are currently appearing for various interviews in organizations. This clearly shows that professional growth is the major expectation among them followed by personal and financial expectations.

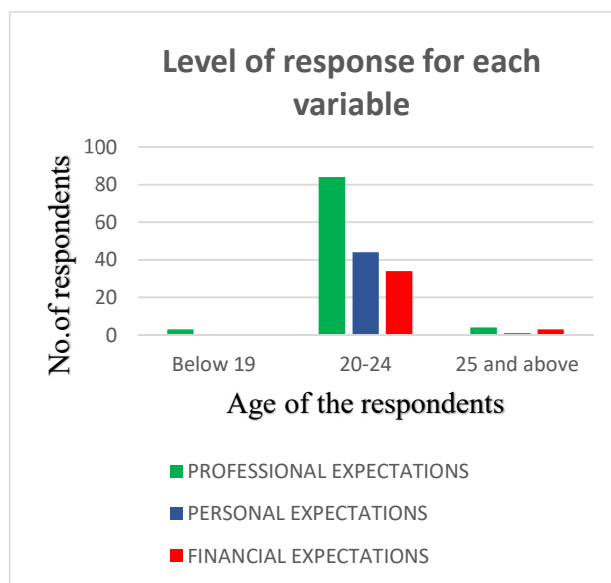


Fig 1

6. SUGGESTIONS

- Having expectations regarding career growth is always advisable.
- Developing key skills in relevant areas will help one to reach his/her expectations.
- Keeping yourself updated in the technical core part of your work area is a must.
- Along with technical skills, soft skills are very important these days.
- Preparing yourself with soft skills will help you fetch any decent jobs in today's job market.
- It is always advisable to be flexible with a few of the expectations regarding the job instead of being rigid.

- Prioritizing a few expectations as most important and looking for a job accordingly.
- When it comes to a first job, it is better to look forward to the opportunity on a career basis instead of having so many expectations that may limit one from attaining the job.

7. CONCLUSION

After the pandemic situation, the job market is open for real job seekers who are skillful and ready to work hard for production and the organization and their own career growth. The challenge comes to people who are in search of jobs, but they lag in skills and updating themselves. To have various expectations regarding the job is common and encouraging but it is equal to developing skills and being technically updated for getting a better job. Also, it is very important that the expectations that one has should be on ethical grounds rather being unethical.

The latest update is that 133 million new jobs are expected to be created in the upcoming years. This can be utilized only if skills in both emotional intelligence and technical skills like technological designs and programming languages along with soft skills are trending and should be given importance (*World economic forum*). Opportunities are growing day by day for this growing population. The only matter is focusing on the skills and knowledge needed for any job and developing it to achieve the goals and expectations about it. This formula can change the unemployment ratio and help in the development as well as the growth of the Indian economy.

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