

RESEARCH ON PERCEPTIONS AND FACTORS AFFECTING THE PSYCHO SOCIAL APPROACH TOWARDS EMPLOYMENT DIFFICULTIES OF YOUNG PEOPLE LIVING IN URBAN AREAS.

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Abstract

Interviews with 271 young, unemployed, in the cities of Shkodra, Tirana, Durres, Elbasan, Korce, Berat, Vlora and Saranda, showed that the majority (84.5%) of young Albanians living in urban areas, consider difficult / very difficult their employment. The variance analysis showed that the perception of the difficulty degree is influenced by age ($P < 0.05$) and educational level ($P < 0.01$). A proportional connection is observed between age, educational level and perceived difficulty for employment. The difference concerning the perception of difficulty level to be employed, between boys and girls, is not statistically significant ($P > 0.05$). Among the factors that affect psychosocial attitude and perception of youth toward employment difficulties, the most important are listed as follows: (i) lack of experience (43%) and level of education (36%); (ii) lack of information (39%); (iii) age (33%); (iv) inappropriate conditions (23%) and lack of long term contract labor (21%). Working place distance and working hours are considered the less important factors. In order to have more success in the labor market, about 44% of young people consider that it must be invested to increase the technical/professional skills. Attitude of young people to the need for development of administrative skills, communication, organizational and teamwork, is flexible. Only 18% of young people, of whom 37% have completed general secondary education and 58% undergraduate and postgraduate education, stated that they have all the necessary performance that labor market requires. About 7% of responders (67% have completed low education and 33% general secondary education), considered necessary training in all these performances. Improvement in labor offer, according to youth expectations, are necessary in order to increase their chances of success for meeting employment challenges. Interventions in the education system, particularly in vocational and university education, will enable the formation of youth technical / professional skills in accordance with labor market requirements.

Keywords: *difficulties, perceptions, factors, employment, behavior, young.*

