

UNEMPLOYMENT, SKILL SHORTAGES AND STUDENTS' SUICIDES.

Few days back I posted two news items from daily newspapers. One was about likely unemployment scenario in future and second one was about report of a TISS Team which was assigned responsibility of making a detailed study of student's suicides in Kota and suggest preventive actions. Going by observations of team in the report if one assumes that we have answers for causes of suicides and we will be able to prevent these suicides in future, we will be making a big mistake. While report has made very relevant and important recommendations for improving general environment of students in Kota, it has not been able to identify root causes of student's suicides and as a result I am afraid if we will be able to put a check on these suicides. Skill shortages is one of most talked about subject and fact that we have separate ministry for skill development speaks enough for seriousness of this issue.

Purpose of this posting is to invite attention of readers towards these very closely interconnected major concerns of our society and throw light on some fundamental issues and psychological aspects of these challenges which have been neglected by most of us for long. These are as follows:

1. Every individual has a unique physical as well as PSYCHOLOGICAL STRUCTURE.
2. The way our physical structure allows us to do some jobs very comfortably and does not allow us to do other jobs with same level of comfort our psychological structure also allows us to do some jobs with ease and comfort and does not allow same ease and comfort in doing other jobs. This ease and comforts make us happy and passionate on the job. In other words, if psychological structure of individual is aligned to demands of his chosen career than he is likely to be very happy and passionate about the job and if this structure is not aligned to demands of his chosen career than he may be doing that job for bread and butter but he will never be happy and comfortable in doing that job. In fact, this explains very low first year retention of talent, frequent job changes by young professionals and very disappointing performance on the jobs by otherwise very talented people.
3. Those who are enjoying their chosen career with happiness and passion will always keep on improving their performances on the jobs for a speedy career growth while those not happy with the jobs will always struggle in managing their job performances.
4. There is no shortages of employment opportunities for those who are outstanding in their chosen career irrespective of which career they are into. We don't have shortages of basic skills but what are we lacking is excellence required in skills on account of every increasing competitiveness of industries and this excellence will come only if we have people whose psychological structure is aligned with their chosen careers.

5. Fear caused by ever increasing unemployment is compelling majority of students and their parents to opt for careers with highest employment prospects irrespective of whether their psychological structure is aligned to chosen career or not. In fact, most of students/parents have very limited information about different career options and very rarely a long-term career perspective is thought of while taking a career decision. In a way we can say that most of us are doing employment planning rather than career planning. In fact this explains causes of suicides by students in Kota where in students who are psychologically not inclined for medical or engineering courses are compelled to prepare themselves for these courses on account of employment prospects in these courses and when they are not able to do so because of basic indifference to these courses and cope up with pressures they go for suicides.
6. Performance on the jobs is outcome of knowledge, skills and competencies. Knowledge is information acquired from books/class rooms, skills are reflection of abilities for practical uses of knowledge and competencies are reflections of excellence in making use of knowledge and skills on the jobs. Alignment of psychological structure makes it very easy for individuals to acquire all three.
7. Major portion of psychological structure is hidden and at times not even known to individual himself and a very high degree of psychological expertise is needed for assessing this structure.

We are confident that if above issues are recognized and acted upon, we will be able to effectively address all of above issues.