

***SIGNIFICANCE AND CHALLENGES OF  
PART TIME JOBS IN STUDENT LIFE***  
PROJECT SUBMITTED

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**BY**



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## CERTIFICATE

This is to certify that the project titled “**SIGNIFICANCE AND CHALLENGES OF PART TIME JOBS IN STUDENT LIFE**” submitted in partial fulfillment of the requirement for B.A. DEGREE IN ECONOMICS from **ST. TERESA’S COLLEGE (AUTONOMOUS), ERNAKULAM (Affiliated to Mahatma Gandhi University, Kottayam)** is a bonafide record of the work done by the project group under my supervision and guidance.

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## **DECLARATION**

We hereby declare that the project “**SIGNIFICANCE AND CHALLENGES OF PART TIME JOBS IN STUDENT LIFE**” submitted by us for the B.A. DEGREE IN ECONOMICS is our original work.

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# **SIGNIFICANCE AND CHALLENGES OF PART TIME JOBS IN STUDENT LIFE**

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# **CHAPTER-1**

## **INTRODUCTION**

## 1.1 INTRODUCTION

The pursuit of academic excellence is intertwined with the practical need for financial support in the diverse tapestry of higher education in India. Students across the country find themselves on a delicate balance between academic pursuit and pragmatic demands of work, as education costs rise and living expenses grow. At the heart of this intricate equation lies the phenomenon of part-time employment – a ubiquitous aspect of student life that embodies both promise and challenge in the Indian context. The significance of part time work among students in India is much more than just financial remuneration. It contains a variety of transformative experiences and valuable opportunities for developing skills. Beyond serving as a means to alleviate financial burdens, part-time employment offers a platform for students to cultivate essential competencies such as time management, communication skills, and adaptability. Engaging in meaningful work outside academia provides Indian students with real world experience, which enables them to bridge the gap between theory and practice while fostering a sense of self-reliance and independence.

Yet there are a number of challenges faced by students in India on their journey to higher education and employment, despite the promise of personal and professional development. The pursuit of part time work in India is complicated by the complexities that demand nuanced understanding and strategic navigation, from navigating the complexities of work study balance within a rigorous academic curriculum to addressing cultural and societal norms on employment. Against this backdrop, our project aims to unravel the intricate interplay between the significance and difficulties of part-time jobs among students in India. We are trying to understand the complex dimension of student employment in India through a comprehensive exploration, which includes research findings, personal stories and academic discussions. The objective of our study is to shed light on the profound impact of part time employment for individual growth, academic success and societal dynamics within the unique socio-cultural landscape of India. Through critical inquiry and empathetic engagement, we aim to contribute to a deeper understanding of the challenges faced by students in India as they strive to balance their academic pursuits with

the demands of part-time work. Furthermore, our project aims to investigate why there is no popularity in India for part time employment compared with other regions and what steps can be taken to improve that situation. In order to identify and propose effective strategies to promote the uptake of part time work among Indian students, we analyses cultural attitudes, societal expectations and economic factors influencing student employment barriers in India.

Part-time jobs are not as prevalent among students in India because of The prioritization of academic excellence and the pressure to excel in studies often restricts the time available for part-time work.

In addition, the reluctance to engage in part time work is partly due to concerns about availability of suitable employment opportunities and fears relating to occupational use or safety. The diversity of Indian circumstances and regional cultural norms, which shape the country's employment landscape for students, need to be acknowledged. Through collaborative engagement with stakeholders, policymakers, and student communities, we aspire to foster a culture that values and supports the holistic development of student workers in India. In essence, our project serves as an example of the resilience and resourcefulness of Indian students who are dealing with the complexities of part time jobs in a world where higher education is being challenged. Through our collective efforts, we seek to highlight the path to a more equitable and empowering landscape where the importance of part time work is recognized and the difficulties encountered by students are met with empathy, support, and meaningful action.

Our project seeks to address all dimensions of student employment in India, from the subtle differences between regions and gender, caste or socio-economic factors. By amplifying awareness and fostering dialogue, we aspire to create an inclusive and supportive environment where the potential of Indian students to thrive academically and professionally is realized to its fullest extent. In subsequent sections of the project, we'll be taking a deeper look at empirical research, personal narratives and academic insight that underpin our examination of the significance and challenge of part time work among students in India. We aim to contribute to a more detailed understanding of student employment in India, together with practical recommendations for policymakers, educators and stakeholders on improving the well-being and empowerment of

students working in India by carrying out thorough analysis and thoughtful reflection. Together, let us embark on this journey towards a brighter future where the potential of every Indian student to succeed is nurtured and supported

## **1.2 STATEMENT OF PROBLEM**

In India, almost 60% of the population live in rural areas, which means that there are fewer opportunities for students, as most of the jobs in rural areas are related to agriculture, and there are few jobs for students who need additional skills.

About 40% of Indian students live in urban areas, where there are opportunities for part-time jobs. However, because Indian students are more inclined toward theoretical learning than practical learning, which keeps them from learning new skills, the students are not skilled enough to perform the necessary work. The development of the economy also determines whether part time jobs are available.

Due to factors like a bigger economy, higher levels of wages and so on, developed countries generally have more opportunity for job creation. But that's not the case in a developing country like India. The purpose of this research is to understand the importance of part time jobs for students and lack of opportunities in our country.

## **1.3 OBJECTIVES**

1. To study the significance of part-time employment among college students.
2. To analyses their work-study balance and evaluate their skill development acquired.
3. To understand the low prevalence of part time jobs in our society and measures to improve this situation.

## 1.4 THEORITICAL FRAMEWORK

### 1. Dual Labour Market Theory

According to the theory developed by Doeringer and Piore (1971), the political and economic forces encourage the division of the aggregate labour market into two sectors: Primary and Secondary. These segments are distinguished by different labour market characteristics and behavioral rules.

Primary jobs are characterized as Full-time employment by stability and certain features such as stable working habits, skills often acquired on the job, relatively high wages, existence of job ladders, etc.

Secondary jobs (Part-time employment) lack these stability characteristics and may have less stable employment, lower wages, fewer opportunities for skill development, less favourable working conditions, etc.

An alternative perspective to traditional competitive labour market theories is shown in the concept of dual labour markets. For our study, this theory provides a valuable insight into the importance of knowing the fundamental forces that result in and sustain division on the labour market.

### 2. Hierarchy of Financial Needs Theory

“Hierarchy of Needs” was developed by Abraham Maslow, the revered American psychologist. 'The Hierarchy of Financial Needs', which is similar to Maslow's hierarchy of human needs. The Hierarchy of Financial Needs provides a step by step approach to the creation of an economic foundation similar to Maslow's Theory, in which human needs are organized at various levels. In order to help students, manage their finances in an efficient manner, financial literacy and education are of key importance. This theory is of great importance for our research because it gives us insight into how students learn about finance, skills and behavior that affect their economic well-being.

## **1.5 METHODOLOGY**

The study is conducted to analyse the significance of part time employment among college students. Here only primary sources are used for data collection. Primary data is collected from 50 samples who are currently pursuing their higher education. This sample of people has been chosen from the city of Kochi. Purposive sampling technique is used for the study to examine the various categories of students involved in part-time employment. The study was conducted from the beginning of December, 2023 to the end of February, 2024. The questionnaire was prepared to measure the various aspects such as income earned, working hours, types of part time jobs involved, skills acquired, etc. Statistical tools such as percentages, pie diagrams, and bar charts are used to summarize the results to predict a conclusion.

## **1.6 LIMITATIONS**

1. The study was concentrated in Kochi city due to the high involvement of students in part time activities.
2. Lack of credible sources that provide part time opportunities.

## **1.7 REVIEW OF LITERATURE**

“The Experience of Working While Studying” is a phenomenological study of senior high school students (2009) by Rica Abenoja of University of Immaculate Conception. This study explores how the student creates ways to maximize their time in working and in studying. The said study also aims to investigate and identify students’ experiences while working.

A study led by Endsleigh (2015), showed that eight out of ten (77%) understudies are now working part-time to help them in their financial needs in school. Being a working student is stressful most likely in balancing your social life, time for family, school and work. The results show that financial support is

one of the driving forces of working while studying wherein they want to support themselves financially and be independent. Self-development is also a driving force. Most of the reason why students work is because of money. This serves as an internal motivation for students to work more. Working also gives them a happy feeling because they gain while studying. In the same way, it helps them determine their time for study and time for work but there are times that they have poor management due to work overload.

Shoreful Islam (2016) in his research report on “Why Students Prefer Part-Time Jobs Besides Study” says that now-a-days in the educational sector Bangladesh is doing really well and they are improving. In this research report they are trying to show why students prefer part-time jobs besides their study and what are the impacts of the part-time jobs on study. So, working part-time besides study plays a vital role for the students because it gives experience of practical work which helps to find a good job after they complete their graduation, on the other hand it also gives money by which students can be more flexible and this reduces the family money pressure.

‘Part-Time Job and Student’s Academic Achievements’ by Safrul Muluk (2017) analyses the increasing trend of employment among university students in the last decade. Some suggest that economic reasons are mainly the factor for this trend. This study is aimed at investigating the effects of students’ employment on their academic achievement. It can be concluded that working part time jobs do not have any significant effect on a student's academic performance. The result of their GPA, despite working, was still high. Working longer hours has an effect on the time of study completion and student’s stress level as well. Furthermore, the common reasons mentioned by respondents are to fulfil their income needs for their education and for experience to advance their skills in the future.

‘Impacts of Doing Part-Time Jobs on EFL Students’ by Ly Thi Tra My. This research is aimed to investigate the impacts of doing a part-time job on EFL students at a university in Can tho city, Vietnam. The findings showed the advantages of students working while studying. Specifically, students increased

their financial potential, gained expertise, and sharpened their soft skills. However, among the debatable shortcomings, health problems were students' most concern. It can be concluded that most EFL students have a part-time job while studying. When finding a job, students are absolutely interested in the salary and experience they will get.

'Demand for part-time jobs for students today' by Prof Hoang thi (2020). In recent years, part-time jobs have become a popular demand of students. The part-time job has brought many benefits for students regardless of gender and does not require professional qualifications. For students, in the learning process, the amount of theoretical knowledge is quite large, in order to turn that knowledge into their own knowledge, it requires the learners to have a process of intensive training and the study as well as to be flexible in practical application, the part-time job is a practical opportunity for students to apply what they have in learned in practice. Working part-time is an effective method for students to gain experience as well as cover tuition and living expenses in the city. In our country, the rules to limit part-time jobs are not available and students can take initiative in finding and participating in a job that they desire. However, the fact that there is no regulation on part-time work of students in universities and there is no control on management from the school or family will put students in a situation where they get caught up in part-time jobs which have a negative impact on their study.

Nashra S model (2022) studies the relationship of time management with the academic performance of working students in the open high school program of Mariano. The working students in the open high school program of Mariano Peralta national high school exhibited time average to good level. Overall, their time management skills were at a good level. It shows that the students developed fundamental knowledge and skills of the subject and can transfer these understanding through authentic tasks.

'The influence of interpersonal skills of working students on client service satisfaction in a higher educational institution': Chaldea g Abejo (2023) the research aimed to investigate the impact of working students' interpersonal



skills on client service satisfaction in a higher education institution on Sabayle street, Illigan city. In summary, this study shed light on the positive impact of working students' interpersonal skills. Acknowledging and nurturing this relationship was crucial for both parties involved, fostering an environment of mutual support and growth.

Joga Ratnam and Buchanan (2004), specified that new students who choose to do a part-time job while having full-time academic load were most likely to suffer from stress and sleep deprivation. As many studies suggested, indeed a combination of full-time studying and part-time working can cause a damaging effect on the physical and mental health of students. It can create a negative impact on academic performance.

Study of Furr and Elling (2002) reasons why students work is budgetary need, meet a quick or basic necessity and to help the understudies in their future objectives., the prime reason why the students work part-time is due to financial problem.

## **1.8 SCHEME OF STUDY**

The first chapter consists of a general introduction, the need for the study, the objective of the study, the scope of the study, methodology, limitations, and a review of the literature.

The second chapter consists of an overview of Part time employment, the advantages of part time employment, and various other aspects related to part time employment.

The third chapter consists of a detailed graphical study of the responses received from the questionnaire.

The fourth chapter includes the findings, recommendations, and conclusion of our study.

The last part of the study includes the appendix.

## **1.9 CONCLUSION**

Part-time are not something only students or retirees do, there are many benefits to working part-time, no matter what stage you're at in your career. From staying connected to your field to earning some extra income, part-time jobs have a lot to offer not to mention, the job market has evolved, and part-time jobs have become a meaningful way to grow your career experience or earn income while you launch a freelance business. Whether you're a college student, a military spouse with flexible caregiving needs, or someone who simply wants more flexibility part time is the long-time leader in helping job seekers find the highest-quality remote, work-from-home, hybrid, and flexible jobs. Through this study we aim to find the prevalence of part time job among students and how they effectively balance their work and academic commitments.

**CHAPTER-2**  
**PART-TIME JOBS – AN OVERVIEW**

## **2.1 WHAT ARE PART-TIME JOBS?**

The term 'part-time worker' is defined by the ILO Convention on Part Time Working in 1994 as an employee who has his or her normal work days reduced compared to those of full-time worker. One of the forms of non-standard employment is a part time job. However, over the last few decades it has not only grown in importance, but it has also witnessed diversification in its forms, which include “substantial part-time” (21–34 hours per week); “short part time” (20 hours or less); and “marginal” part-time (fewer than 15 hours per week). In some cases, there may also be very short working hours or no predictable working time, and the employer does not have to provide a fixed number of hours of work, which is known as an on-call works. Tutoring, content writing, social media support, data entry and transcription are some of the part-time jobs offered to students.

## **2.2 DIFFERENCE BETWEEN PART-TIME AND FULL-TIME JOBS**

There is no exact definition available for the term “full-time job”. But, according to the FLSA (Fair Labour Standards Act), the range of working hours for any employee should be maintained within 32-40 hours (per week) by the employer. This is the main criteria used for differentiating jobs as full-time and part-time. Flexibility of schedules reduces the stress on employees. Part-time workers generally have a more flexible working schedule than full time workers, where some days they may work up to three hours and on other days they can work 8 hours. This flexibility provides an advantage for employees who are currently studying, as they can manage their studies along with their job, and other commitments. Full-time jobs always demand more hours of work. The total number of hours worked for a part-time worker is less than 32 hours per week, whereas the total number of hours worked for a fulltime worker is between 32 and 40 hours per week, and they should work at least 32 hours per week. The income of a part time worker may be less, more, or even equal to that of a full-time worker. The amount of income generated depends on the work carried out by them for their respective organizations. Part-time work is not considered to be secure in the same way that it normally is for a fixed period of

time. Fulltime work is regarded as a secure job, given that they are typically long term. When a worker decides to leave his or her work, he or she will also be granted various benefits including pensions, lump sums, insurance, healthcare and so on. Mostly it is considered that a part-time worker doesn't get those benefits.

### **2.3 BALANCING WORK AND LIFE**

Life and work come with their own set of challenges, whether you're working part time or juggling a fulltime job. However, many people find that, compared to a fulltime job, managing a part-time job allows them to be more flexible and potentially less stressed. You can spend more time on your personal interests, spending time at family and friends' or focusing on other aspects of your life if you work in a part-time job. In addition, part-time work may sometimes be less mentally and physically demanding than fulltime work, allowing for a better balance between work and life.

However, each person's situation is different and depends on a variety of factors such as the nature of his or her job, personal commitments, financial needs and individual preferences to make it easier to balance life and work. Some people may find that a fulltime job offers stability and benefits outweighing the challenges, while others would prefer flexibility and reduced commitment of part time work. At the end of the day, it's essential that you find a balance between work and life which will allow you to live your best life both at home and away from work

### **2.4 COMPARISON BETWEEN BALANCING LIFE WITH A FULL TIME JOB VERSUS A PART TIME JOB**

1. **Flexibility:** Flexibility in terms of schedule is commonly offered by part time work. You may be able to choose shifts that allow for further commitments, e.g. classes, childcare or your hobby. This flexibility may allow you to work more flexibly than a fixed schedule of fulltime employment, allowing you to manage your life better by working with different aspects.

2. **Reduced stress:** Part-time work typically entails fewer hours per week than a full-time job. You may feel less stressed and have more energy and time for leisure activities, hobbies and relaxation with fewer hours at work. Overall, this can contribute to a better balance between work and life.

3. **Financial considerations:** While part-time work may not be as lucrative as a fully paid job, it can help some people to maintain financial stability in combination with other sources of income and financial assistance. However, reduced hours of a part-time job may present difficulties in meeting financial obligations for those who are solely dependent on the income.

4. **Career advancement:** Full-time jobs offer more opportunities to advance careers develop your skills and benefit from healthcare and pension schemes. If your career development is important to you, the option of a permanent job may give you more opportunities in the longer term than part time work.

5. **Work Life Integration:** Integrating work and personal life is not only about time management, but also about integration. As you have more time and energy to focus on your own interests, spend time with loved ones or care for yourself, part-time working may be able to facilitate the integration of work in a comprehensive lifestyle.

6. **Job satisfaction:** Your job satisfaction can have a significant effect on your entire well-being. Some people have found that part time work offers a better balance between their job and personal life, leading to an increased level of satisfaction in employment. However, the structure and challenges of a fulltime job can be enjoyed by other people.

## **2.5 RISING IMPORTANCE OF PART-TIME JOBS IN INDIA**

One trend in the recent years has taken center stage and attracted the attention of employers and jobseekers, with a remarkable rise in part time employment within sectors and industries.

With 15-18% Year to Year growth, part time job is no longer a mere blip on the radar; it has become a force to be reckoned with. This remarkable growth and

increasing importance of part time workers, driven by a number of key factors, has taken place in India's evolving labour market. In order to meet their fluctuating needs, organizations are increasingly turning to temporary staff, with formal employment, productivity and government protection as key drivers of this increase.

Over the last few years, India's employment market has been undergoing a significant transformation. More dynamic and flexible working arrangements are emerging from traditional forms of employment. Various factors such as globalization, technological progress and changes in business models have contributed to this evolution. The days of people spending decades working for a single organization are gone. Today, professionals are looking for diverse opportunities in different sectors and industries. On the other hand, the gig economy is on the rise, with freelance and part time workers contributing to the overall workforce.

There is more emphasis and increased focus on skill-based hiring rather than tenure-based hiring. Companies now prioritize candidates who possess specific expertise that aligns with their requirements. This trend opened new avenues for job seekers while challenging organizations to adapt to rapidly changing skill demands.

India's evolving labour market has been further shaped by the rise of startups and entrepreneurial ventures. For the effective management of their resources, these enterprises are often seeking temporary staffing solutions which do not compromise on productivity or quality. As the Indian labour market becomes more flexible and adaptable, it is taking formal employment alternatives like temporary working opportunities.

The growing need for flexibility in employment is one of the main factors driving temporary staffing. Companies are looking for ways of adapting rapidly to changes in demand, due to the evolving business dynamics and uncertain economic circumstances. Part time jobs allow them to scale their workforce up or down as needed. The focus on productivity is another factor that contributes to the increase in temporary staff. It is recognized by organizations that the use of specialized temporary staff for particular projects or tasks can lead to higher

efficiency and results. Companies can take advantage of their expertise without having to invest heavily in training and development programs by recruiting experts with specific skills. In addition, the growth of temporary employment is strongly influenced by state protection. In an effort to promote formal employment and protect worker rights, governments have introduced regulations that encourage organizations to hire through legitimate channels such as formal staffing companies, as some may be found members of ISF ([www.isf.org.in](http://www.isf.org.in)). This ensures that temporary workers have job security and benefits while complying with labour laws.

In comparison to traditional models of recruitment, part time employment offers companies access to a diverse pool of talent with specialized skills on demand and allows them to have more operational flexibility and ensure that they meet their hiring obligations. It is expected that this trend will continue to rise steadily.

## **2.6 RISING IMPORTANCE OF PART-TIME JOBS IN THE WORLD:**

Overall 60% of the people worldwide is engaged in part time work. This change from full time jobs to part-time jobs is most evident in the developed countries, particularly Europe, North America and Australia. Many European countries report high part time employment- Switzerland (27%), UK (23%), Ireland (23%), Germany (22%), Austria, and Denmark (20%), besides Netherlands. Australia (25%) and New Zealand (21%), Japan (22%), Israel (26%) and Canada (19%) are the other countries vulnerable to these ominous trends. Though informal work at the bottom of the employment ladder is still present in developing and emerging countries, in general they report a reverse trend with more secure job formation.

Part-time jobs have become a popular option for students over the last few years. A part time job offers a number of advantages for students, irrespective of gender and does not need any formal training. Students are very sensitive subjects, healthy and active, easy to absorb new and practical issues. In the course of learning, there is a large amount of theoretical knowledge to be acquired by students and it requires that they undergo rigorous training and study as well as flexibility in their use. A part time job is a practical opportunity



for students to apply what they've learned in the classroom. After graduation, students' ultimate goal is to get a good job according to their own wishes.

## **2.7 STRATEGIES FOR BALANCING PART-TIME WORK WITH OTHER COMMITMENTS**

In today's fast paced world, balancing work with other commitments can be challenging. However, individuals can find flexible work opportunities that suit their schedules as a result of an increasing number of part-time online jobs. Some strategies for finding and balancing part time work with other commitments are given below:

<b>BEST STRATEGIES</b>	<b>DESCRIPTION</b>
1. Priorities and Schedule	To ensure effective management of time, define clearly the priorities and draw up a coherent schedule. For work, personal commitments and other responsibilities, allocate specific time slots.
2. Time Management Techniques	To stay focused and maximize productivity during working hours, use effective time management techniques, such as the Pomodoro technique or time blocking.
3. Flexible Part-time Options	In order to balance work with other commitments effectively, opt for part time work options that offer flexibility in terms of working hours and location.
4. Delegate and Seek Support	To share responsibilities and reduce the burden of juggling multiple commitments, delegate tasks as much as possible and seek the support of family members, friends or colleagues.
5. Maintain a Healthy Work-Life Balance	In order to avoid burnout, priorities self-care and keep a healthy work life balance. Give yourself time for relaxation, hobbies, and quality moments with your loved ones.

## **2.8 PART-TIME JOB OPPORTUNITIES PROVIDED BY THE INDIAN GOVERNMENT FOR YOUTH**

Through different programs and initiatives aimed at skill development, employment generation, and entrepreneurship promotion. Some of these opportunities include The Indian government often provides various part-time job opportunities for youth. These are some of the opportunities that they include:

**National Skills Development Corporation NSDC programs:** NSDC, under the Ministry of Skills Development and Entrepreneurship, partners with different organizations to offer training and development programmes. These programmes often include opportunities for young people to gain practical experience and learn new skills through part time work.

**Digital India Initiatives:** The Digital India campaign aims to transform India into a digitally empowered society and a knowledge economy. In this initiative, young people will be given the opportunity to work on projects concerning Digital Literacy, e Governance, and Development of Digital Infrastructure.

**Startup India:** The Startup India initiative encourages entrepreneurship and innovation among youth. Various schemes, such as funding, mentoring and networking opportunities, are provided by the government to support startups. Many entrepreneurs are offering young professionals a chance to get experience in the changing work environment by providing them with temporary employment opportunities.

**National Rural Employment Guarantee Act NREGA:** NREGA offers part time employment opportunities for young people in various infrastructure development projects, such as road construction, water conservation, and rural sanitation, while focusing primarily on providing employment in rural areas.

**Internships:** internship programs are offered by a number of government departments, ministries and PSUs for students and new professionals. These internships allow participants to gain hands on experience and exposure to government operations, while at the same time giving them a chance to earn allowances.

Skill development initiatives: Various skill development initiatives, such as the **Pradhan Mantri Kaushal Vikas Yojana** and PMVYK aim to provide young people with relevant industry skills in order to increase their employability. Internships or apprenticeships with partner organisations are often part of these programmes.

**Public Sector Undertakings PSUs:** young professionals are often recruited for part time or contract positions in public sector undertakings in sectors such as banking, energy, telecommunications and transport. These positions offer the opportunity to gain industry experience and be exposed to large organizations' working practices.

**Freelancing Platforms:** While not directly provided by the government, freelancing platforms such as Upwork, Freelancer, and Fiverr offer opportunities for youth to work part-time on projects ranging from graphic design and content writing to software development and digital marketing.

## **2.9 STUDENTS AND PART-TIME JOBS**

For a variety of reasons, students are often seeking part time work. These jobs may offer valuable experience, help cover living expenses or school fees, and enable them to develop essential skills such as time management, communication and responsibility. Networking opportunities and insight into potential career options can also be offered in partial time jobs. To ensure that students retain good grades and overall well-being, it is essential to balance their work commitments with the responsibilities of study.

Some of the benefits provided by the part time jobs for students are;

**Financial support:** In order to improve their income and cover the cost of rent, groceries, books or transport, a number of students rely on partial work. In order to reduce student loan debt, certain persons may also benefit from this income.

**Skills Development:** Students can develop both soft and strong skills which are useful in the job market, by working on a temporary basis. Communication

skills, teamwork, problem solving, customer services, IT competences and Industry Specific Knowledge can be included in this category.

**Networking:** Students may have the opportunity to network with professionals in their field of interest while working part time. As a result, after graduation, mentorship, internships, and potential employment opportunities may arise.

Effective time management skills are required to balance work, education, extracurricular activity and personal life. Students who work part time are frequently able to prioritize tasks and manage their schedules in an efficient manner.

**Resume Building:** Part-time jobs can enhance a student's resume by demonstrating work experience and skills acquired outside the classroom. In particular, students with limited professional experience can benefit from this.

**Career Exploration:** Part-time jobs allow students to gain experience in a variety of sectors and roles, allowing them to define their career objectives and interests before they enter the formal job market after graduation.

**Challenges and considerations:** Part-time work offers many advantages, but it can also be a source of challenges such as increased stress, fatigue or possible conflict with educational schedules. In order to avoid burnout, it is important for students to assess their workload and prioritize their own personal care.

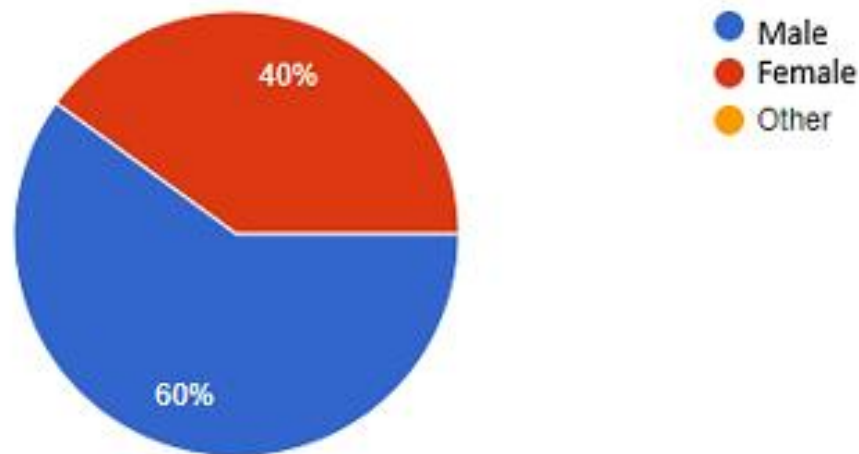
**Legal considerations:** The number of hours a student may work while in school can be limited, depending on local legislation. Training on labour law and ensuring that they are in compliance with the relevant legislation is a necessity for students.

**CHAPTER-3**  
**ANALYSIS AND INTERPRETATION**  
**OF DATA**

## INTRODUCTION

This chapter deals with the analysis and interpretation of collected data from the respondents. Questions were prepared to satisfy the general objective of the study such as to study the significance of part-time employment among college students, to analyze their work-study balance and evaluate their skill development acquired, and to understand why part-time employment is not so popular in our society and what we can do to improve this situation. Based on the survey collected from 50 respondents, analysis is done in the form of tables and bar graphs. Explanations are also provided for a better understanding and analysis of the data.

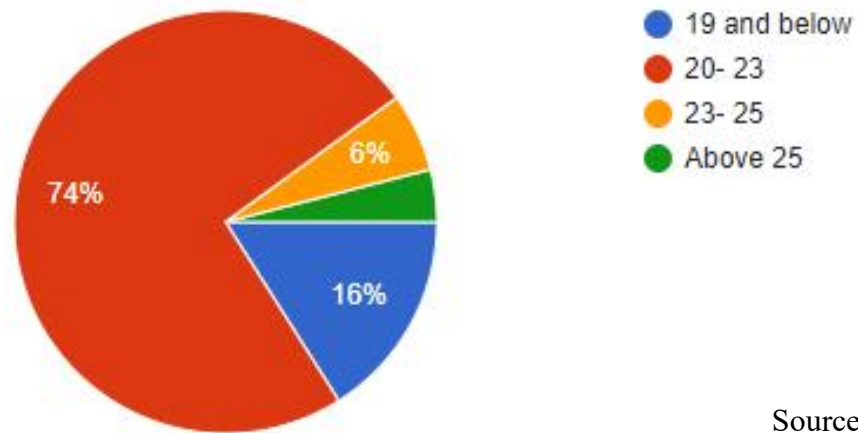
**FIGURE 3.1. GENDER OF THE RESPONDENTS**



Source: Primary Data

The above pie chart reveals that out of 50 respondents, 60% were males and 40% were females. More than 50% of males are engaged in part-time activities when compared to females who constitute only 40%.

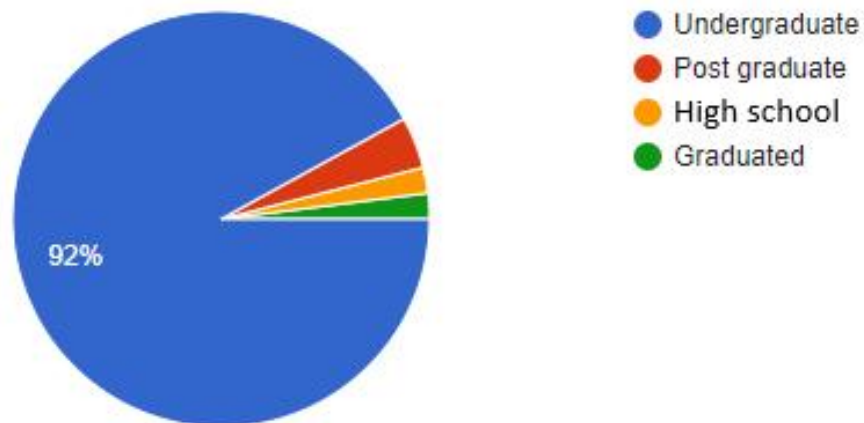
**FIGURE 3.2. AGE OF THE RESPONDENTS**



Source: Primary Data

The result reveals that the majority of the 50 respondents are between the age group of 20 - 23 years. From the above pie chart of the respondents, we can see that the undergraduate and postgraduate students have an active participation. High school students are also involved.

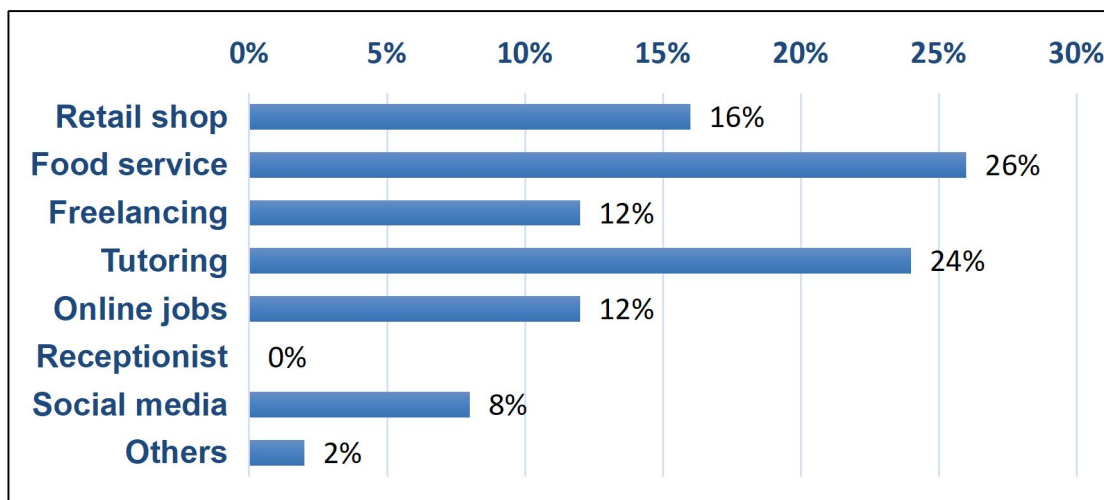
**FIGURE 3.3. LEVEL OF EDUCATION**



Source: Primary Data

Most of the respondents are Undergraduates. Followed by post graduates, Graduates and high schoolers respectively. In the above pie chart, out of 50 respondents, 92% were undergraduates, 4% post graduates, 2% graduates and 2% were high schoolers.

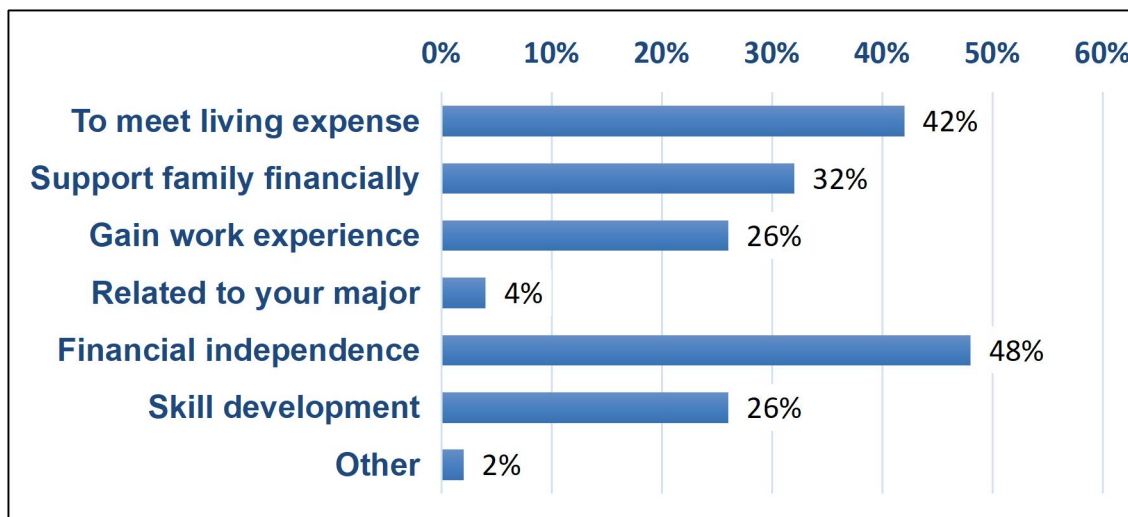
**FIGURE 3.4. TYPES OF PART TIME JOB**



Source: Primary Data

Students working in food service sector is comparatively high than another field. Some students also take up tutoring and other activities.

**FIGURE 3.5. REASON FOR TAKING PART- TIME JOB**

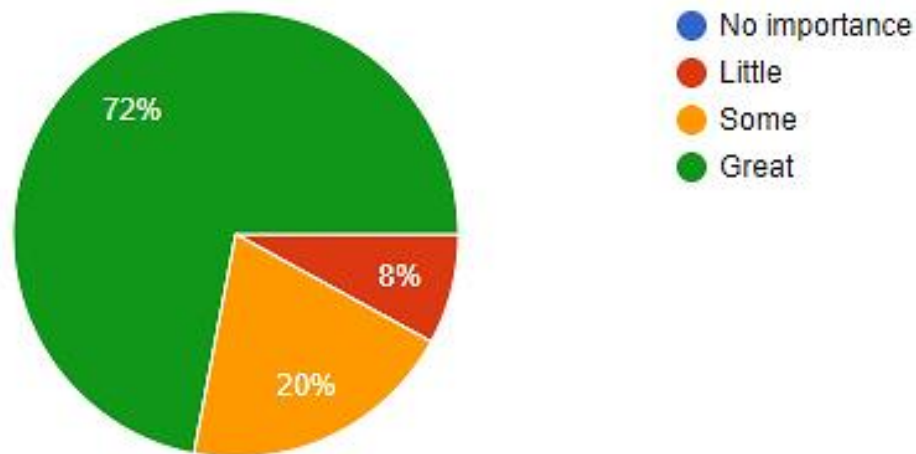


Source: Primary Data

Prime reason students take up part time activities is to meet their living expenses. Additionally, to gain financial independence, students take up part time activities. Majority of the students wants to support their family financially, gain work experience and develop their skills.



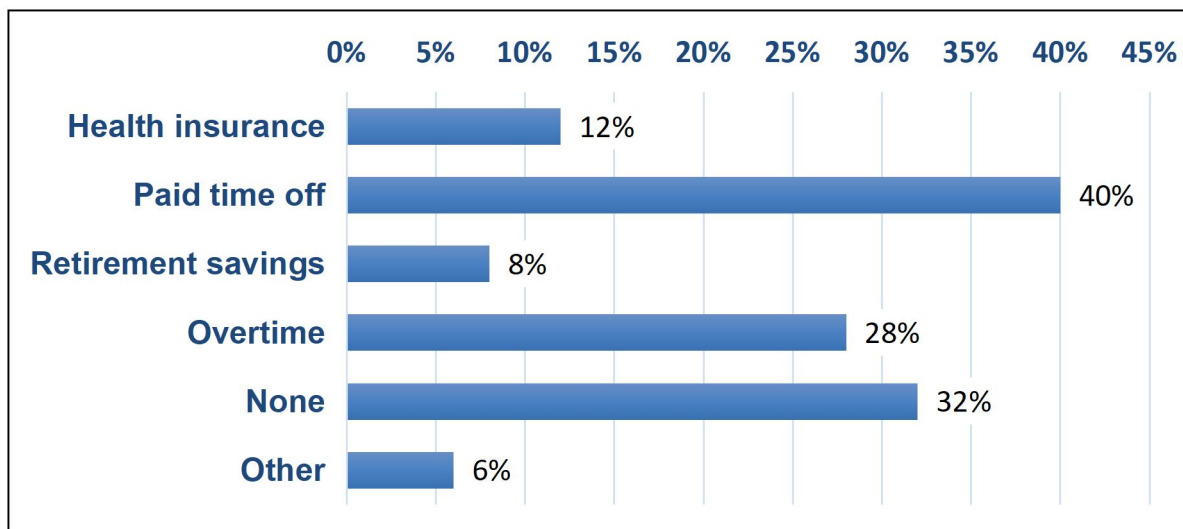
**FIGURE 3.6. IMPORTANCE OF TAKING UP A PART TIME JOB**



Source: Primary Data

Majority of the students believe that part time job has great importance in their lives. This may be because it provides them various benefits. All students believe that there is some level of importance of doing part time jobs.

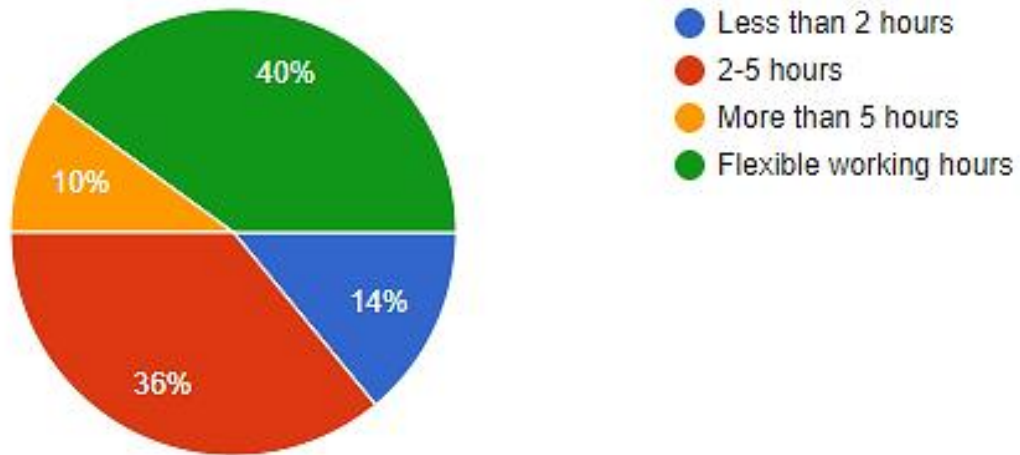
**FIGURE 3.7. BENEFITS**



Source: Primary Data

40% of the students receive benefits from their part time work like paid time off. Some also receive insurance, savings and over time. However, 32% of the respondents does not receive any of the above-mentioned benefits.

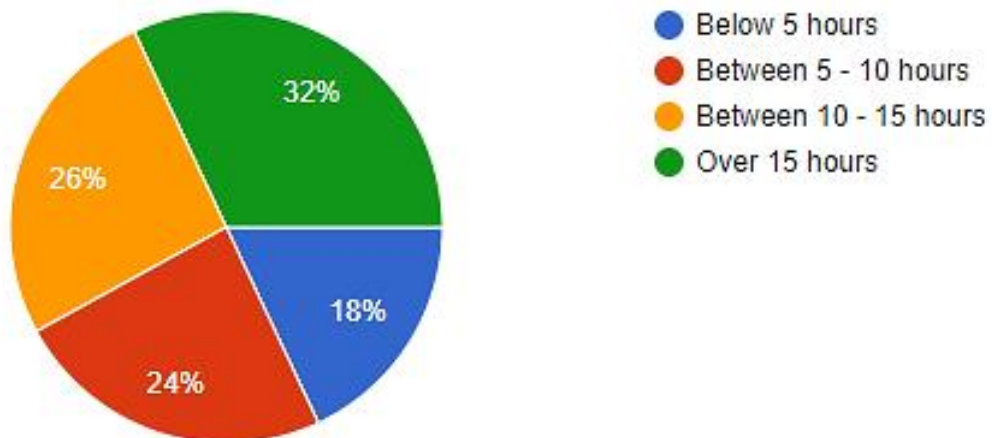
**FIGURE 3.8. HOURS PER DAY**



Source: Primary Data

More than 40% of students can have flexible working hours per day and most of them work between 2 to 5 hours. Usually, students work for 5 hours per day.

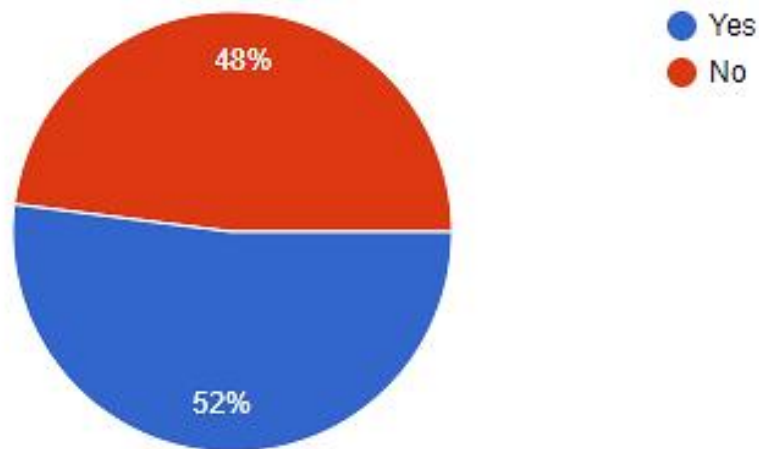
**FIGURE 3.9. HOURS PER WEEK**



Source: Primary Data

In a week, majority students work more than 15 hours. From the above pie chart, it is clear that students work more than 5 hours per week.

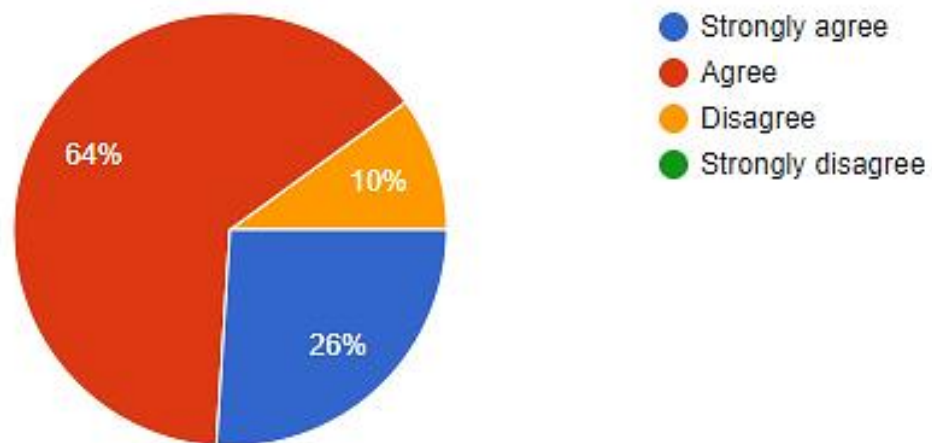
**FIGURE 3.10. CHALLENGES BALANCING THE PART TIME JOB**



Source: Primary Data

52% students do not face any difficulties balancing their work and academic achievements. In equivalent percentage students also face difficulties in efficiently balancing both work and study.

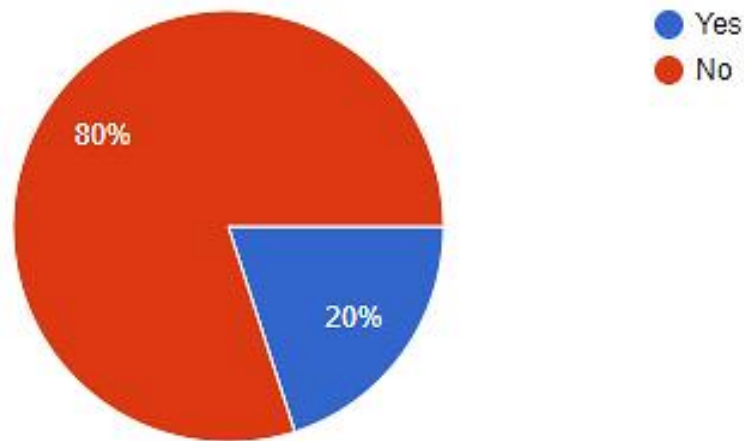
**FIGURE 3.11. GOOD TIME MANAGEMENT BETWEEN WORK AND STUDY**



Source: Primary Data

More than 60% agree that they have good time management between work and study life. Majority have good time management. Few students have average Balancing of work and study life.

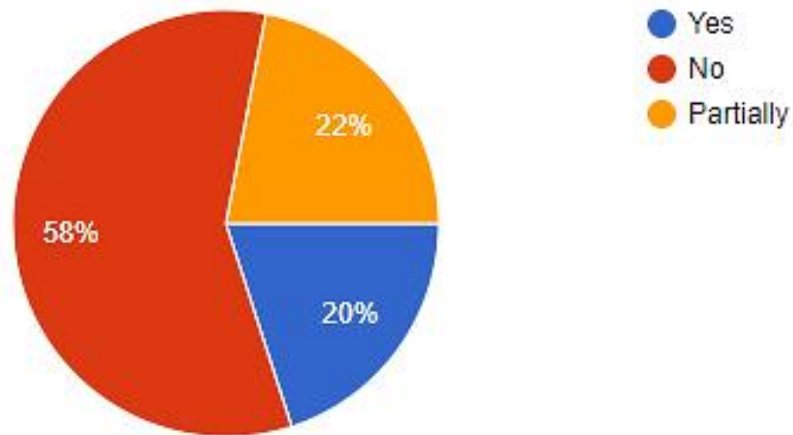
**FIGURE 3.12. AFFECT ON YOUR ACADEMIC RESULTS**



Source: Primary Data

From the above pie chart, it's clear that 80% of the students have good academic results. Part time work does not affect their academic achievements. However, 20% have not so good academic results. This can be due to various reasons.

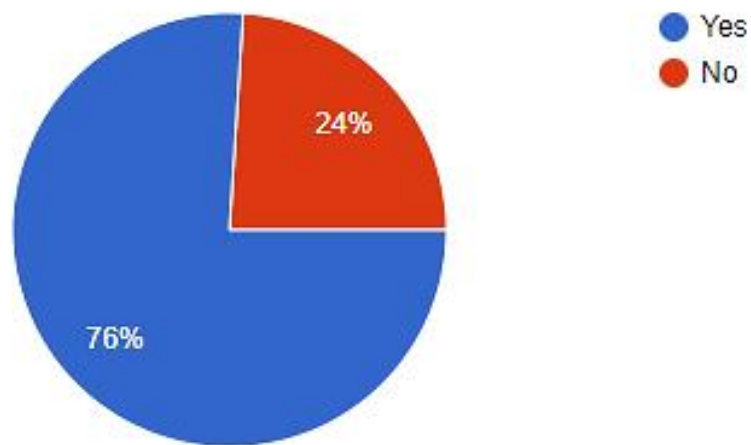
**FIGURE 3.13. RELATED TO YOUR CURRENT STUDIES/ CAREER PATH**



Source: Primary Data

More than 50% of students work in a field which is different from their current major or career path. This may be also due to unavailability of part time work in that field. Only 20% work part time related to their current major or career path.

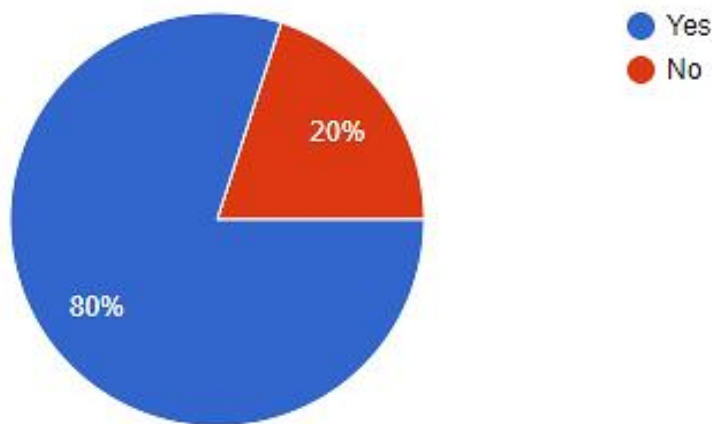
**FIGURE 3.14. PART TIME JOB IN A DIFFERENT FIELD THAN YOUR CURRENT STUDIES**



Source: Primary Data

The above data shows that students are willing to take up part time activities different than their current major or career path. It may be due to lack of awareness or lack of opportunities in that particular field.

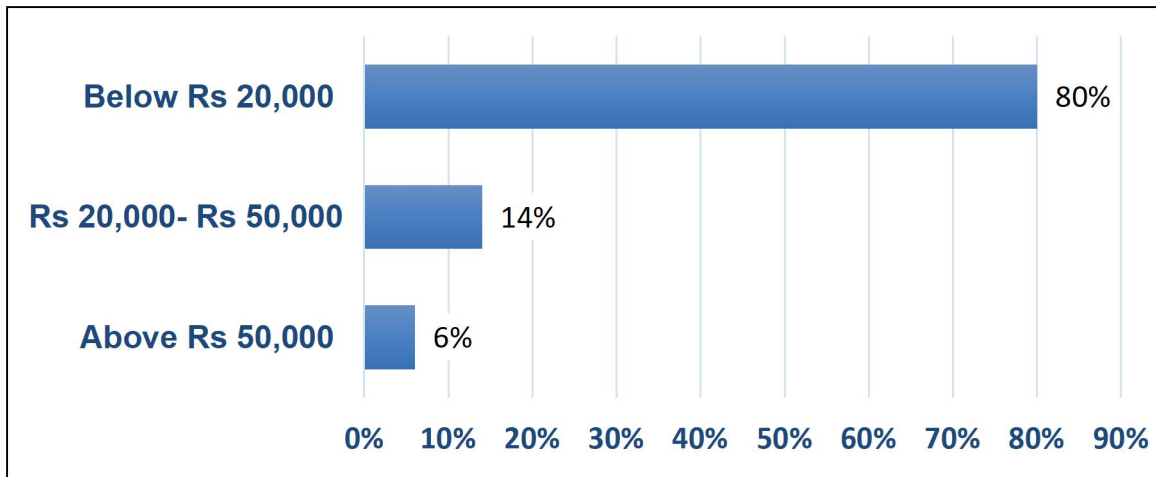
**FIGURE 3.15. ENHANCE YOUR CAREER DEVELOPMENT**



Source: Primary Data

Most of them believe that their part time work has enhanced their career development. Many students feel this probably due to the achievements they have acquired in their work period.

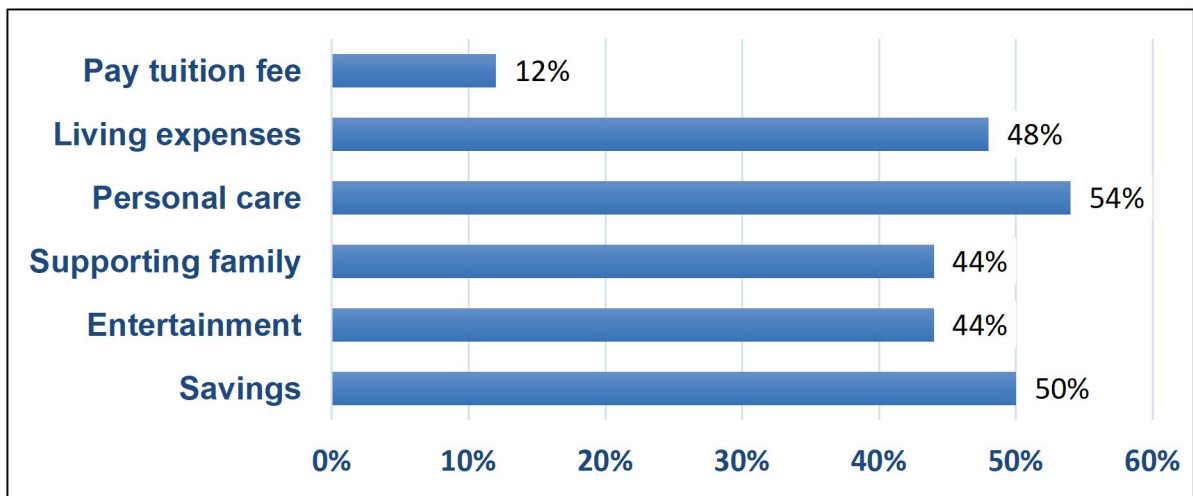
**FIGURE 3.16. MONTHLY INCOME**



Source: Primary Data

Here in the pie chart, we are able to evaluate that the earnings of students are very low, i.e. below ₹20,000. Only few earn more than 50,000. Different fields of work have different income levels, this factor can affect their earnings. Average of the students earn very low.

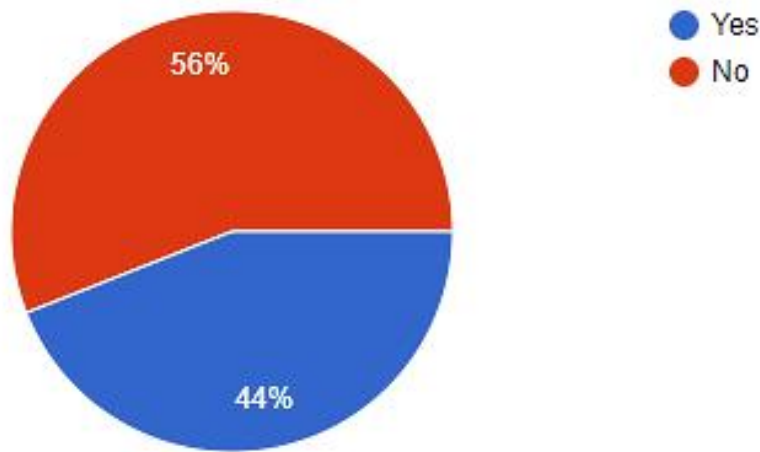
**FIGURE 3.17. HOW DO YOU SPEND THE MONEY?**



Source: Primary Data

In response of how students spend their income can be attributed to their personal care, savings, on living expenses, entertainment and supporting family. All of the students utilize their earnings efficiently.

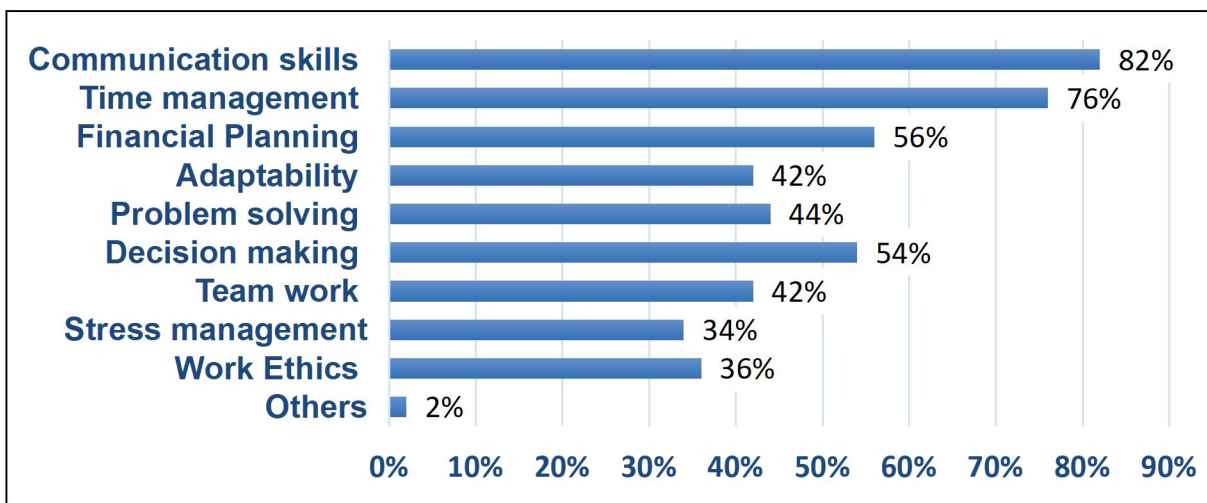
**FIGURE 3.18. FINANCIAL STABILITY**



Source: Primary Data

Half the percentage of students agree that they are financially stable. however, 56% are not financially stable.

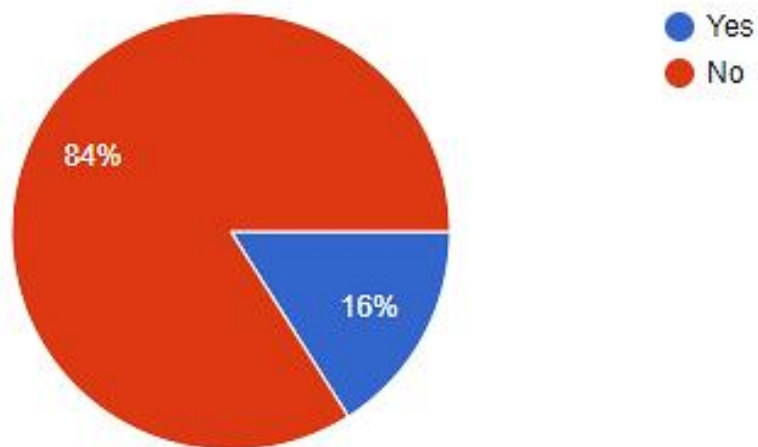
**FIGURE 3.19. SKILLS HOPED TO DEVELOP**



Source: Primary Data

Majority seek to acquire soft skills like communication skills from their part time work period. 76% of students hope to acquire time management skill. Also, more than half the students hope to develop financial Planning, decision making ability and problem-solving skills.

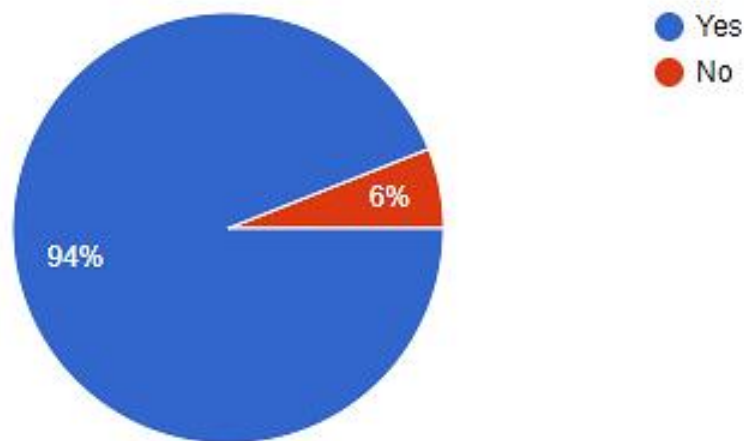
**FIGURE 3.20. NEGATIVE IMPACT ON YOUR MENTAL HEALTH?**



Source: Primary Data

For 84% of students are not affected negatively by the part time work they do. But, 16% students are affected by it.

**FIGURE 3.21. HAS YOUR VALUE INCREASED?**

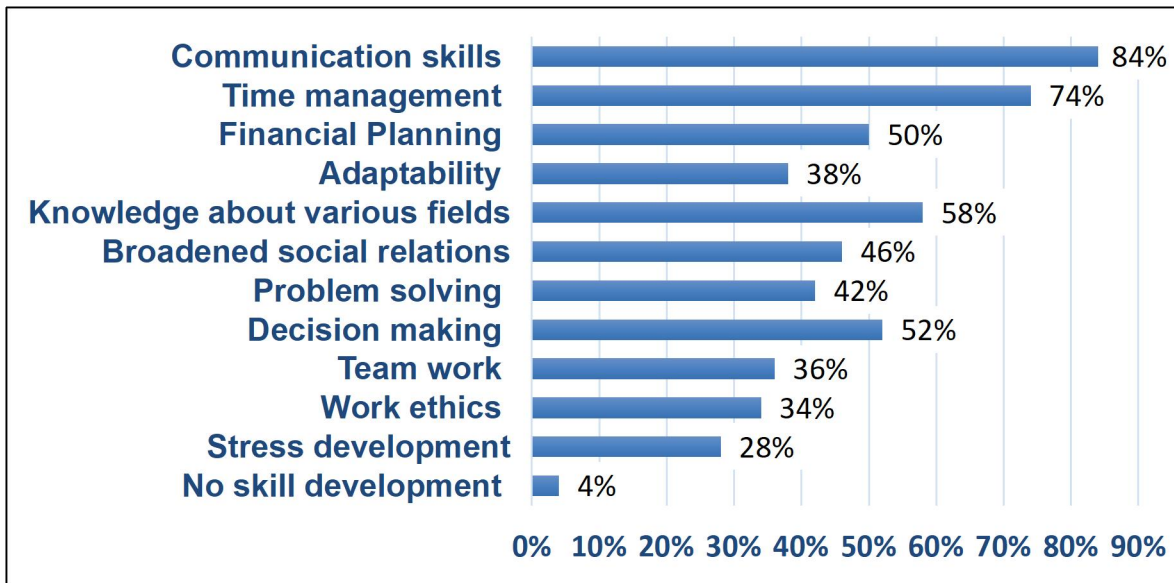


Source: Primary Data

It can be observed that almost all students believe that their value has increased due to their acquired skills. Only 6% does not feel any increase in their value.



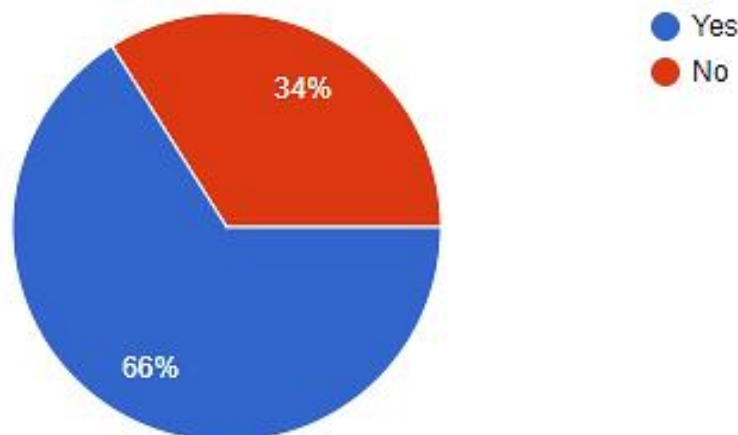
**FIGURE 3.22. SKILLS YOU HAVE GAINED**



Source: Primary Data

Throughout the work time period, students feel that they have gained good communication skills, also 74% students feel that they have good time management. Students feel that they have acquired some level of skill in all areas.

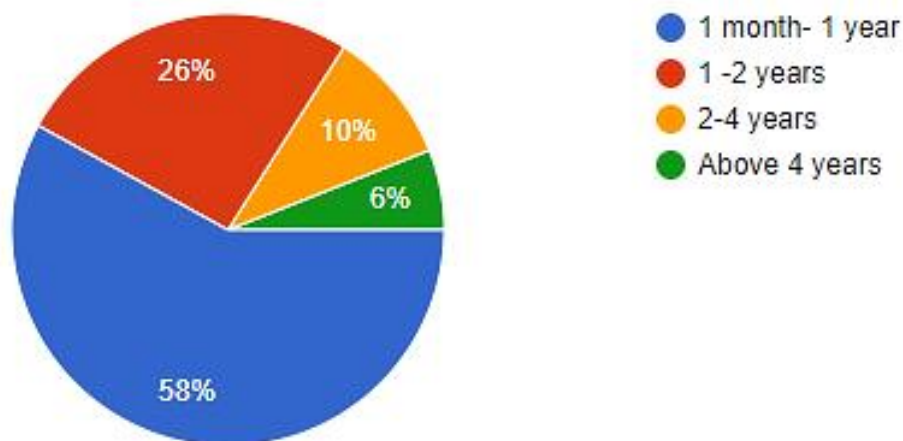
**FIGURE 3.23. COULD USE YOUR FULL POTENTIAL IN YOUR PART TIME JOB**



Source: Primary Data

66% of the students use their full potential in the work they do. Also 34% do not utilize their full potential.

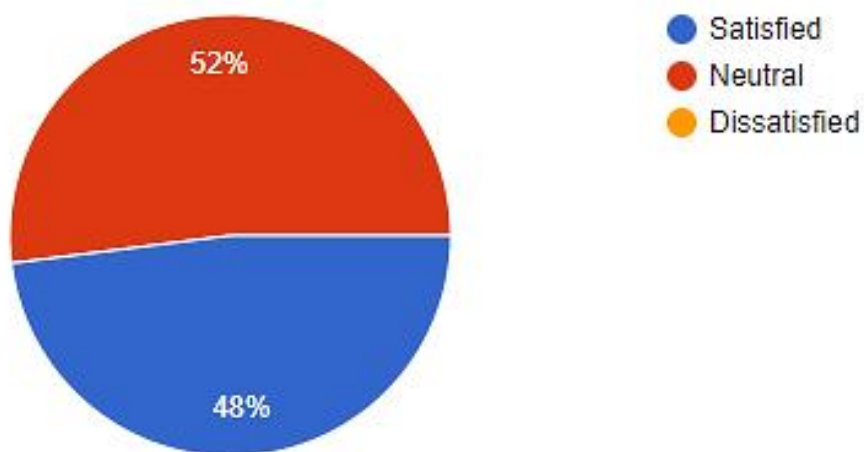
**FIGURE 3.24. HOW LONG HAVE YOU BEEN IN A PART TIME JOB?**



Source: Primary Data

54% students started working part time about 1 month to 1 year. 36% of students have been working for almost 2 to 4 years. Only few have been working for more than 4 years.

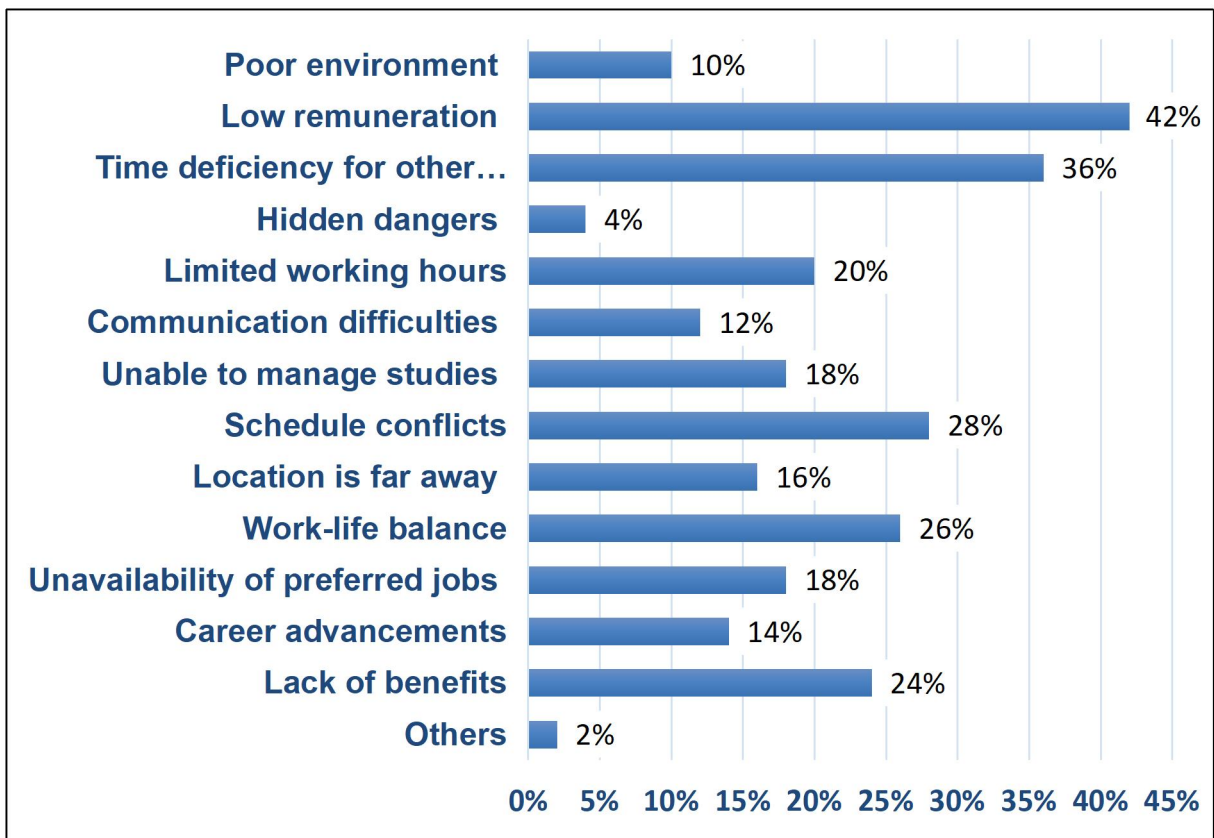
**FIGURE 3.25. SATISFIED WITH YOUR PART-TIME JOB**



Source: Primary Data

From the above pie chart, we can see that 48% are satisfied with their current work. Rest 52% cannot clearly define their satisfaction with their work.

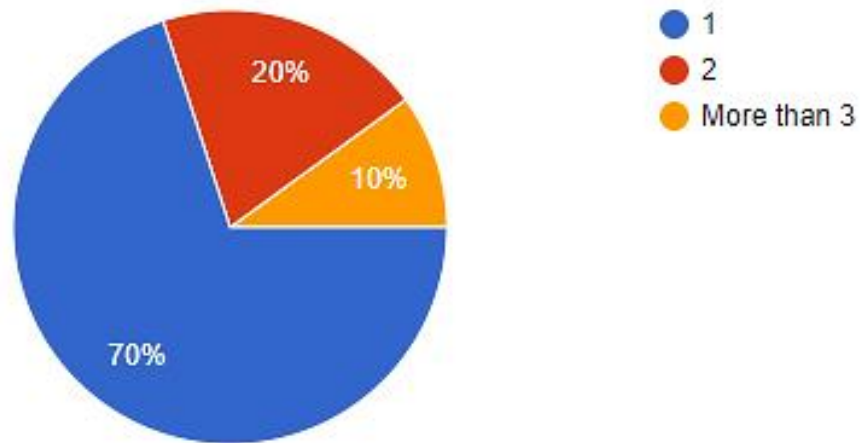
**FIGURE 3.26. DIFFICULTIES**



Source: Primary Data

Most of the students have low income, which is a huge difficulty most of them face. 36% also do not have time for any other social activities. Some also face difficulties in balancing their work and life, lack of benefits.

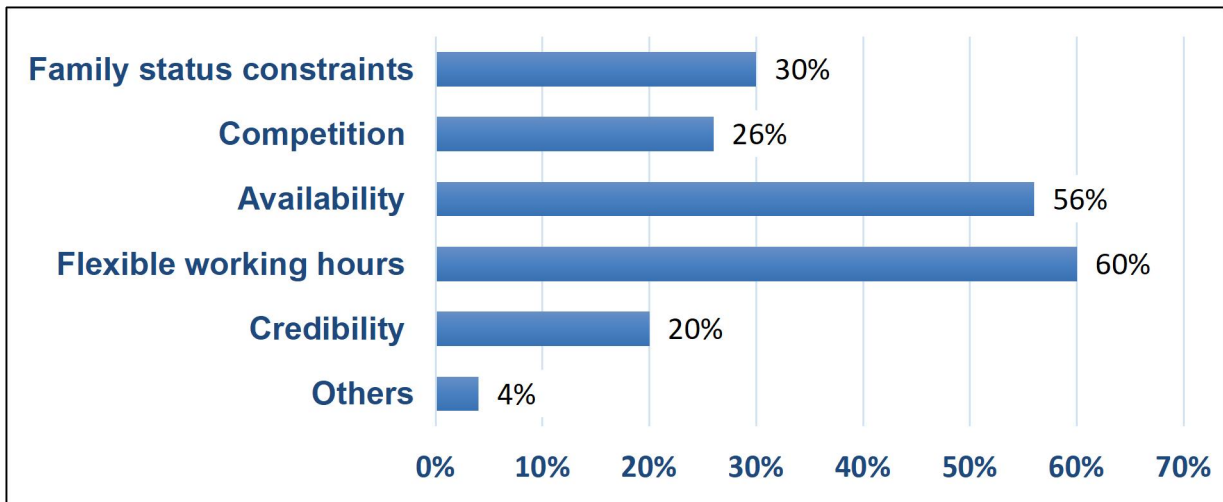
**FIGURE 3.27 NUMBER OF PART TIME JOBS ENGAGED IN**



Source: Primary Data

70% of students have done maximum of 1 part time work. 20% have worked 2 part time activities. Only 10% have worked more than 3.

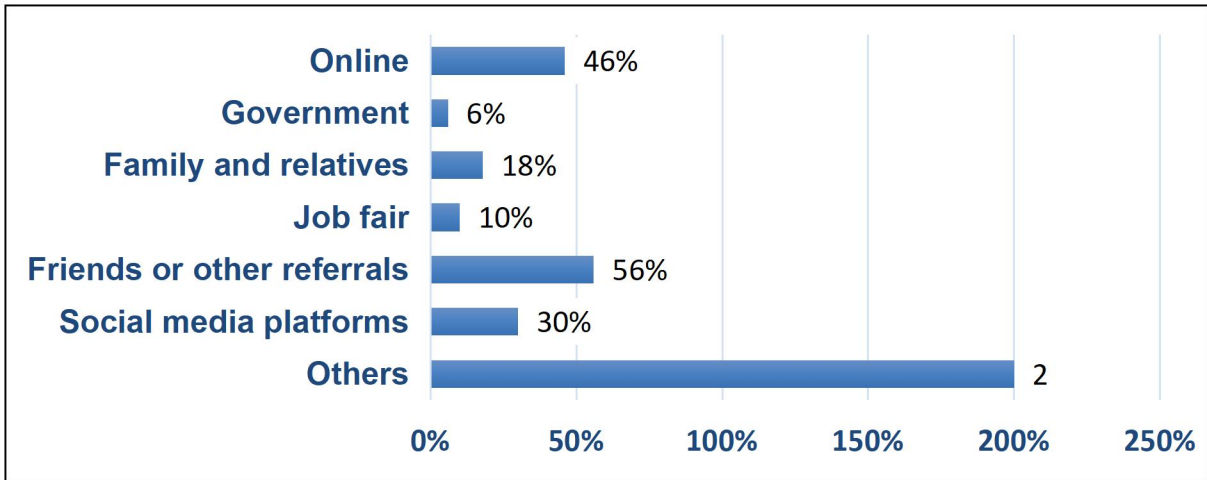
**FIGURE 3.28. DIFFICULTIES IN GETTING INTO A PART TIME JOB**



Source: Primary Data

60 % students say do not have the option of flexible working. 56% also face difficulties in finding opportunities for part time activities.

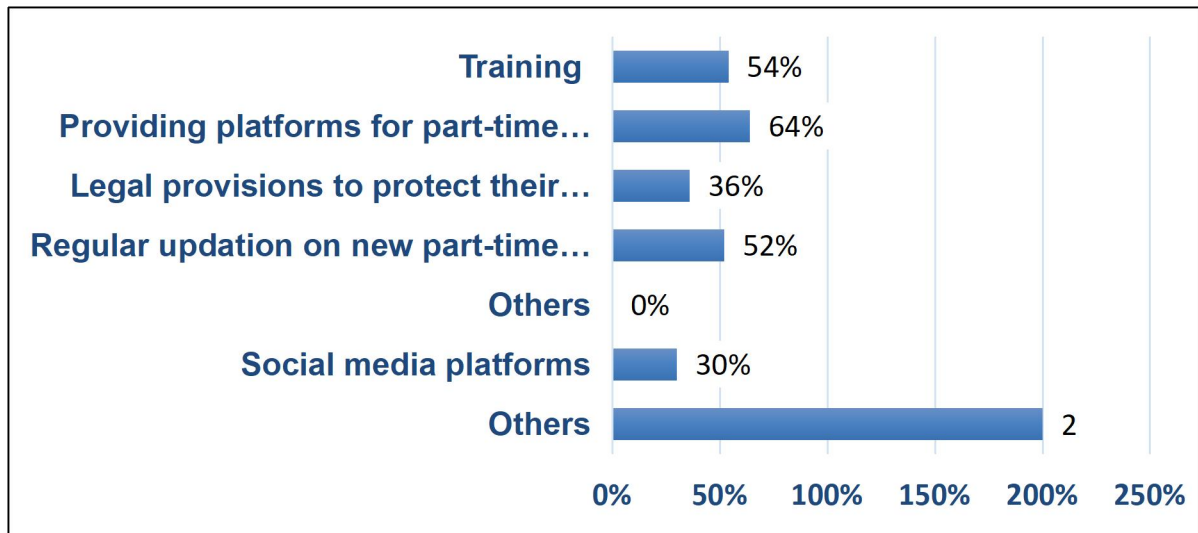
**FIGURE 3.29. SOURCE OF OPPORTUNITIES**



Source: Primary Data

Relatives or friends are the major source for 56% students to find part time activity. 46% have also used online platforms to find part time job. These are the major sources of opportunities.

**FIGURE 3.30. KIND OF HELP**



Source: Primary Data

Majority of the students require help in the form of programmes and Initiatives by government for part time jobs among students. 54% students require training for their further improvement. Regular updates on part time activities also have to be made.

**CHAPTER-4**  
**FINDINGS, SUGGESTIONS AND**  
**CONCLUSION**

## 4.1 INTRODUCTION

This chapter points out the various findings obtained from the analysis and interpretation of data in the previous chapter and also lists out the suggestions and conclusions.

## 4.2 FINDINGS

- Male students are more actively involved in part-time activities compared to their female counterparts.
- In Kochi, students aged between 20 and 23 are increasingly opting for part-time employment, with a notable rise in their participation.
- Undergraduate students comprise the majority of participants, with postgraduates showing lower involvement in comparison. Additionally, even high school students engage in part-time activities.
- Most students take up for part-time jobs in food service, with tutoring and retail shops following closely behind. The number of students freelancing is also on the rise. Additionally, other part-time activities undertaken also include online or social media work, as well as manual labour.
- Majority of respondents take up part-time jobs to achieve financial independence and cover living expenses. Other reasons include gaining experience and developing skills through part-time activities.
- 72% of the students think a part time job has great importance. All the respondents think there is some level of importance in taking up part time activity.

- Majority of the students do not receive any benefits from part time activity. Only some benefit from paid time off.
- Most of the students have flexible working hours. So, we can say that they are able to engage in other social activities as well.
- In a week, the majority of the students work more than 15 hours. Out of total students 92% work more than 5 hours per week.
- More than 50% of the respondents face difficulties balancing their part time along with their studies and other commitments. This may be because their work does not offer flexible working schedules.
- Majority are able to balance their studies, engage in social activities while doing part time as they have an option of flexible working.
- More than 50% of students do not work part time related to their current major or career path. This may be due to lack of availability of opportunities.
- Up to 56% are financially stable from working part time.
- Over 82% of students aspired to enhance communication and various other skills from part time activity and majority of students believe that they have acquired communication skills.
- More than 60% use their full potential in their work, however, Majority of the respondents earn less than ₹20,000 with few earning more than ₹50,000.
- Most of the respondents found part time opportunities either from their friends or their relatives. Also, online platforms form a significant source for finding part time opportunities. This can be because of lack of awareness of various opportunities like internships, Government initiatives etc.
- Majority respondents agree that they require Government initiative or help in providing platforms for students.



## 4.2 SUGGESTIONS

- Benefits from part time work have to be improved. Employers have to initiate it.
- Awareness on various platforms for the part time opportunities have to be increased.
- More flexible time schedule in part time work is essential.
- Part time jobs related to students' current major or career path are few. So, various platforms and initiatives have to be taken in this regard.
- Level of income has been increased according to working hours.

## 4.3 CONCLUSION

This paper explores the significance of part-time employment among college students in Kochi City and how they efficiently manage the balance between their work and study and other commitments. In Kochi, male students are more actively engaged in part-time jobs compared to females, with an increasing trend seen among students aged 20 to 23 in recent years. The majority of participants is undergraduate students. They undertake various roles such as retail, tutoring, food service, etc. to become financially stable and cover their living expenses. The part-time activities undertaken also include online or social media work, as well as manual labour. Students have also developed valuable skills such as communication, time management, financial planning, adaptability, teamwork, etc. They have also gained expertise in problem solving and decision making

We can come to a conclusion that most of the students are able to keep up their academic performance along with their part time job. They find time to get involved in such part time jobs. The social relations of college students have

also broadened. Most of the students conclude that a part time job has great importance during this age. This experience ought to be advantageous for the students in the future. They agree with the growing importance in taking up part time activities after getting into college. Despite the practical benefits such as skill development and financial literacy gained from part-time work, many students face challenges such as low earnings and lack of benefits like paid time off. There is a lack of availability of part time opportunities due to several factors like availability of desired job, flexible working hours, credibility, etc. They also face a lot of family constraints. It's time to change our mindsets and to promote part time jobs along with studies. We should not consider any job to be inferior to another. Such bias of blue collar and white-collar jobs should be avoided at an early stage. Every job has its own value.

Part-time jobs among students are not as prevalent in India when compared to other countries because of the prioritization of academics and the pressure to excel in studies. It is also because a developing country like India, finds it difficult to provide such part time opportunities to students. The nation is still developing and has a lot to cope up with other than this. But nowadays there is a growing awareness of part-time opportunities in India, there remains a need for improvement in job availability and awareness among students. Government initiatives and policies are necessary to further encourage and support part-time employment for the benefit of students.

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## QUESTIONNAIRE

1. Gender:
  - Female
  - Male
  - Other
  
2. Age:
  - 19 and below
  - 20- 23
  - 23- 25
  - Above 25
  
3. What is your level of education?
  - Undergraduate
  - Post graduate
  - Other \_\_\_\_\_
  
4. What type of part time job are you currently working?
  - Retail shop
  - Food service
  - Freelancing
  - Tutoring
  - Online jobs
  - Receptionist
  - Social media
  - Other \_\_\_\_\_
  
5. Why did you take up a part time job?
  - To meet living expenses
  - To support family financially
  - Gain work experience
  - Related to your major/ career goals
  - Financial independence
  - For skill development
  - Other \_\_\_\_\_

6. What do you think of the importance of taking up a part time job?
  - No importance
  - Little
  - Some
  - Great
  
7. Do you receive any benefits from your part-time job?
  - Health insurance
  - Paid time off
  - Retirement savings
  - None
  
8. How many hours do you work per day?
  - Less than 2 hours
  - 2-5 hours
  - More than 5 hours
  - Flexible working hours
  
9. How many hours do you work per week?
  - Below 5 hours
  - Between 5 - 10 hours
  - Between 10 - 15 hours
  - Over 15 hours
  
10. Do you face any challenges balancing the part time job with your studies/ other commitments?
  - Yes
  - No
  
11. Do you have good time management between work and study?
  - Strongly agree
  - Agree
  - Disagree
  - Strongly disagree
  
12. Does your part time job affect your academic results?
  - Yes
  - No

13. Is your part time work related to your current studies/ career path?
- Yes
  - Partially
  - No
14. Would you consider taking up a part time job in a different field than your current studies/ career path?
- Yes
  - No
15. Does doing your part time job enhance your career development?
- Yes
  - No
16. What is your monthly income from your part time job?
- Below Rs 20,000
  - Rs 20,000- Rs 50,000
  - Above Rs 50,000
  - Others \_\_\_\_\_
17. How do you spend the money you earn?
- Pay tuition fee
  - Living expenses
  - Personal care
  - Supporting family
  - Entertainment
  - Savings
  - Others \_\_\_\_\_
18. Are you financially stable?
- Yes
  - No



19. What skills **do you hope to develop** from a part time job?
- Communication skills
  - Time management
  - Financial Planning
  - Adaptability
  - Problem solving
  - Decision making
  - Team work
  - Stress management
  - Work Ethics
  - Others \_\_\_\_\_
20. Does your part time job have a negative impact on your mental health?
- Yes
  - No
21. Do you agree that "your value has been increased by taking a part time job"?
- Yes
  - No
22. What skills do you feel **you have gained**?
- Communication skills
  - Time management
  - Financial Planning
  - Adaptability
  - Knowledge about various fields
  - Broadened social relations
  - Problem solving
  - Decision making ability
  - Team work
  - Work ethics
  - Stress development
  - No skill development
  - Others \_\_\_\_\_

23. Do you agree that you use your full potential in your part time job?
- Yes
  - No
24. How long have you been in a part time job?
- 1 month- 1 year
  - 1 -2 years
  - 2-4 years
  - Above 4 years
25. Are you satisfied with your part-time job?
- Satisfied
  - Neutral
  - Dissatisfied
26. What are the difficulties you face in your part job?
- Poor environment
  - Low remuneration
  - Time deficiency for other commitments
  - Hidden dangers
  - Limited working hours
  - Communication difficulties
  - Unable to manage studies
  - Schedule conflicts
  - Location is far away
  - Work-life balance
  - Unavailability of preferred jobs
  - Career advancements
  - Lack of benefits
  - Others \_\_\_\_\_
27. How many part time jobs have you been engaged in?
- 1
  - 2
  - More than 3
28. What are the difficulties in getting into a part time job?
- Family status constraints
  - Competition
  - Availability

- Flexible working hours
- Credibility
- Others \_\_\_\_\_

29. Where do you find part time opportunities from?

- Online
- Government
- Family and relatives
- Job fair
- Friends or other referrals
- Social media platforms
- Others \_\_\_\_\_

30. What kind of help would you like the university/ government /relevant departments to provide for student's part-time activities?

- Training
- Providing platforms for part-time activities
- Legal provisions to protect their rights
- Regular updation on new part-time opportunities
- Others \_\_\_\_\_