

A STUDY ON ETHICAL RESPONSIBILITIES OF BUSINESS EMPLOYING PART-TIME WORK ON COLLEGE STUDENTS AND ACADEMIC PERFORMANCE WITH SPECIAL REFERENCE TO COIMBATORE CITY

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Abstract:

This study aimed to determine the impact of part-time work on academic performance of college students. Data were collected from students and analysed according to variables such as gender, years of study. The variables examined included nature of work, time management, income and social support. The findings showed that all factors positively influenced the academic performance of students, with time management being identified as the factor with the greatest impact. Additionally, the study proposes three solutions tailored to individual student needs and conditions, aiming to foster a positive learning environment and address the diverse requirements of students during their learning and development journey. However, it is essential to acknowledge the study's limitation. The surveyed student sample was concentrated in Coimbatore city. Notably, the comparison between part-time working students and non-working students, as well as variations in learning achievements based on different weekly work hours, remains unexplored. Future research should consider broader contexts and diverse student populations to enhance the generalizability of findings.

Keywords: Education, Part-time Job, Students' Academic Performance.

INTRODUCTION

This study aimed to examine the impact of part-time work on the academic performance of college students. After completing higher secondary education, students are often faced with two major options: entering the workforce or continuing their studies. Most students choose the latter. However, pursuing higher education often comes with financial challenges, prompting many students to take up part-time jobs. These jobs typically involve fewer hours than full-time positions, with most part-time workers clocking up to 40 hours per week. Balancing work and academics, however, can pose significant challenges. While working provides financial support and helps cover living expenses, it may also adversely impact academic outcomes due to time constraints and added responsibilities. For university students, ensuring academic success remains a top priority, but the financial strain of studying often necessitates earning money alongside. This delicate balance between employment and education is a growing concern in understanding its implications for student performance.

STATEMENT OF THE PROBLEM

The increasing trend of college students engaging in part-time employment has raised questions about the ethical responsibilities of businesses employing young workers. While part-time jobs offer financial relief and practical experience, they may also negatively affect students' academic performance and well-being. Some businesses inadvertently place excessive demands on student employees by requiring long hours, providing inadequate compensation, or failing to offer sufficient support. These practices underscore the lack of accountability in maintaining ethical standards when hiring and managing student workers. The primary issue lies in identifying and addressing businesses' ethical responsibilities

toward student employees. Key areas of concern include promoting work-life balance, ensuring fair labour practices, and fostering supportive workplace environments that enable students to succeed academically while gaining valuable professional experience. Addressing this issue is critical for encouraging socially responsible business practices that support students' personal and educational development.

LITERATURE REVIEW

Safrul Muluki “Part-Time Job and Students Academic Achievement” (2019)¹The study “Part-Time Job and Students’ Academic Achievement” explored how part-time work impacts the academic performance of students from the English Department at State Islamic University Ar-Raniry, Banda Aceh, Indonesia. A quantitative approach was employed, and findings revealed that although students engaged in part-time work maintained above-average GPAs, their time to complete studies was often longer compared to non-working peers. The study concluded that part-time jobs had no significant adverse effects on academic performance.

Swabi Burhan Sadiq. “Impact of Part-Time Employment on Students Learning” (2016)²This study focused on the factors influencing part-time employment among students and its impact on academic performance. A questionnaire-based survey indicated that family issues such as parental demise or negligence, financial difficulties, and rising education costs were primary drivers of part-time employment. While working helped students acquire employability skills, it also highlighted the challenge of balancing work and academics, especially given Indonesia's increasing living expenses.

Edwin Nuvianto Al Azis, Gita Yusanti. “Part-Time Working Opportunities and The Impact on Students’ Academic Achievement” (2015)³The research investigated the motivations and effects of part-time work on students’ academic achievement. Findings showed financial needs and the desire for professional experience as primary motivations. Despite juggling work and studies, part-time working students often achieved commendable academic results, supported by effective time management and work experience. The study emphasized the importance of balancing working hours to achieve both academic and personal goals.

OBJECTIVES OF THE STUDY

- To understand the socio-economic conditions of students engaged in part-time jobs.
- To analyse the employment opportunities available for students in Coimbatore.
- To identify key factors influencing the balance between part-time work and academic responsibilities.

SCOPE OF THE STUDY

This study addresses the financial, educational, and personal dimensions of part-time work among students. It explores both the benefits and challenges of part-time employment, highlighting its overall impact on academic performance. By focusing on students in Coimbatore a city known for its active student community and industrial presence the research aims to provide a localized perspective. The study includes, Students from undergraduate, postgraduate, or professional programs. Participants from various socio-economic backgrounds and fields of study. Students of both genders engaged in diverse part-time roles.

LIMITATIONS OF THE STUDY

- The sample size is limited to 100 respondents due to time constraints.
- The study is restricted to part-time working college students in Coimbatore.
- It primarily focuses on managing part-time work and academic performance among respondents.

HYPOTHESES

Ho: There is no significant association between gender and the monthly income from part-time work.

H1: There is a significant association between the reasons for taking up part-time work and the monthly income earned.

RESEARCH METHODOLOGY

The study employs a descriptive research design to examine the demographic characteristics of respondents and the relationship between variables. Data collection involved primary methods such as structured questionnaires and secondary sources like books, journals, and articles. A simple random sampling technique was used to gather data from 100 respondents in Coimbatore. Statistical tools like T-tests and ANOVA were applied for data analysis to draw meaningful insights.

DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

The percentage analysis method is a method to represent data as proportions of total sample, making it easier to identify trends and compare variables. It is commonly used for demographic data and survey responses. This approach simplifies data interpretation and highlights key insights for informed decision making.

1. GENDER OF THE RESPONDENTS

Table 1: Gender of the respondents

	Frequency	Percentage
Male	76	63
Female	44	37
Total	120	100

(Source: Primary data)

The above table 2 shows that out of 120 respondents, it shows that 63% of the respondents were male and 37% of the respondents were female. Most of the respondents in gender was Male.

2. MONTHLY INCOME STATUS THE RESPONDENTS

Table 2: Age of the respondents

	Frequency	Percentage
Below ₹5000	12	10
₹5000-₹10000	40	33.3
₹10000-₹20000	48	40
Above ₹20000	20	16.7
Total	120	100

(Source: Primary data)

Interpretation

It is seen from above Table 1 that, 10percent of the respondents are Below ₹5000, 33.3percent of the respondents are ₹5000-₹10000, 40 percent of the respondents are ₹10000-₹20000 and 16.7 percent of the respondents are in the category of Above ₹20000. Most of the respondents were ₹10000-₹20000.

T-TEST

T-test was conducted to assess whether there is a significant difference between genders in terms of the source of information about digital lending platforms.

H₀: There is no significant association between gender group and monthly income of part time work.
Gender

Table 3: Descriptive statistics

	N	MEAN	Std. Deviation
Male	76	2.74	.971
Female	44	2.45	.663

(Source: Primary data)

Independent Sample test

	Levene's test for equality of variance		T-test for equality of Means
	F	Sig	t
Equal variances Assumed	8.485	.004	1.710
Equal variances not Assumed			1.886

(Source: Primary data)

It is noted from the table 3 that, there is no statistically significant difference in the mean scores between males and females, it is observed that the difference in mean 2.74 for male and 2.45 for female could be due to random variation rather than a true difference in population. Therefore, the null hypothesis that there is no significant association between gender group and monthly income of part time work has been accepted.

ANOVA

The following ANOVA Table reveals, whether there exists a significant difference between 'Monthly Income of Part Time Work' and 'significant association between reason of doing part time work' with the following null hypothesis.

H₁: There is a significant association between reason of doing part time work and the monthly income of part time work.

Table 4: Descriptive statistics

	N	MEAN	Std. Deviation
Below ₹5000	12	2.00	1.477
₹5000-₹10000	40	2.30	.648
₹10000-₹20000	48	3.00	.715
Above ₹20000	20	2.00	1.298
Total	120	2.50	.996

(Source: Primary data)

ANOVA

	Sum of squares	df	Mean	F	Sig
Between groups	21.600	3	7.200	8.664	.000
Within Groups	96.400	116	.831		
Total	118.000	119			

(Source: Primary data)

It is observed from Table 4 that, the mean score is high (Mean 3.00) for the respondents who are ₹10000-₹20000 and the mean score (Mean 2.00) for the respondents who are Below ₹5000 and above ₹20000. Thus, the null hypothesis has been rejected.

FINDINGS

- 63% of the respondents were male and 37% of the respondents were female.
- 10% of the respondents were Below ₹5000.
- The hypothesis that there is no significant association between gender group and monthly income of part time work has been accepted.
- The hypothesis that there is a significant association between reason of doing part time work and the monthly income of part time work has been rejected.

CONCLUSION

This study examined the impact of part-time work on the academic performance of college students in Coimbatore. The findings indicate that part-time employment offers students financial stability, practical experience, and skill development, but it also presents challenges such as stress, reduced study hours, and potential academic setbacks. Effective time management was identified as a key factor in helping students balance work and academic responsibilities. Additionally, the relationship between income levels and the reasons for pursuing part-time work played a significant role in shaping students' academic outcomes. While the study provides valuable insights, its findings are limited by the geographic focus and sample size. Expanding future research to include more diverse student populations could yield a more comprehensive understanding of how part-time work affects academic performance and personal growth.

SUGGESTION

- Employers should offer flexible working hours tailored to the needs of students, especially during exam periods or high academic workload phases.
- Colleges and universities can establish career counselling centres to guide students in selecting part-time jobs that align with their academic goals and schedules.
- Students should avoid overworking by limiting their weekly working hours to ensure it does not negatively affect their studies and overall well-being.
- Organize awareness programs to educate students about the potential effects of part-time work on academic performance and the importance of maintaining a healthy balance.
- Providing additional scholarships or financial aid to students in need can help reduce the pressure to work long hours, enabling them to focus on academics.

REFERENCE

Safrul Muluki (2019)¹ "Part-Time Job and Students Academic Achievement" Part-time jobs have been considered as one of the factors influencing student.

Swabi Burhan Sadiq (2016)² "Impact of Part-Time Employment on Students Learning" Students were focus of this study.

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