**УДК 378.37**

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**Motives of professional choice and the employment of youth at the industrial enterprises of the region**

*Now the prestige of working professions has considerably decreased in spite of the fact that there is really high need for skilled workers at the industrial enterprises of the territory. Due to the implementation of the projects connected with the territories of advancing social and economic development, "personnel hunger" can develop into "a personnel collapse". For the purpose of studying of the motives of choice by the youth of professions of the level of secondary professional education and their further employment in May, 2015 has conducted sociological research among the students of secondary professional institutions of Khabarovsk and Komsomolsk-on-the Amur conducting training of the skilled workers for the industrial enterprises of the territory. Results of the research are presented in the article. Motives of the professional choice and ideas of the studying youth of the employment at the enterprises of the territory are revealed. Dynamics of subjective indicators in providing the industrial enterprises of the Khabarovsk territory with young workers and specialists is shown.*

**Мотивы профессионального выбора и трудоустройства молодежи**

**на промышленных предприятиях региона**

*В настоящее время престиж рабочих профессий заметно снизился, несмотря на то, что существует реально высокая потребность в квалифицированных рабочих кадрах на промышленных предприятиях края. В связи с реализацией проектов, связанных с территориями опережающего социально-экономического развития, «кадровый голод» может перерасти в «кадровый коллапс». С целью изучения мотивов выбора молодежью профессий уровня среднего профессионального образования и дальнейшего их трудоустройства в мае 2015 г. было проведено социологическое исследование среди учащихся средних профессиональных учреждений гг. Хабаровска и Комсомольска-на-Амуре, ведущих подготовку квалифицированных рабочих кадров для промышленных предприятий края. Результаты исследования представлены в статье. Выявлены мотивы профессионального выбора и представлений учащейся молодежи о своем трудоустройстве на предприятиях края. Показана динамика субъективных индикаторов в обеспечении промышленных предприятий Хабаровского края молодыми рабочими и специалистами.*

***Keywords:*** *youth, career choices, working skills, motives of choice of profession, vocational education.*

***Ключевые слова:*** *профессиональный выбор, рабочие профессии, мотивы выбора профессии, молодежь, система профессионального образования.*

Successful life start of young people, getting of knowledge and the status by them aren't imaginable out of the high-quality educational and vocational training today. The education system is the most important external regulator of formation of educational and professional trajectories of youth. According to the needs of modern production and orientation to the perspective requirements it prepares the personnel of different profile and level of qualifications, puts the competences giving the chance of successful activity in the new working conditions of social life. In spite of the fact that the system of professional education gives an impetus for development of the society, it is conservative and not always manages to react to the society changes adequately. On the one hand, it is the positive moment as the system of professional education "… plays a counterbalance role to the destructive centrifugal processes in the society" (G.A. Balykhin), and on the other hand, conservatism complicates the speed of response to the variability of external environment, doesn't meet the modern requirements of flexibility and mobility, solves the arisen problems, but doesn't warn them.

Now there is an imbalance between the needs of industrial production for technical personnel and offers of the system of professional education which is focused on training of specialists with the higher education, satisfying inquiries of the majority of youth. Providing the industrial enterprises with the young workers and specialists in the modern social and economic conditions is one of the most actual problems. "I believe, – the Russian President V.V. Putin noted, – that one of the basic problems of the state and business is a development of professional education, first of all, of secondary and primary education. It is necessary to develop it according to the requirements of modern production, to update the technical base of training of the specialists" [1].

The industrial enterprises of the Khabarovsk territory have considerable "personnel hunger" for the highly professional staff of workers and specialists. According to the deputy director for the regional policy and development of PJSC "Sukhoy" Company KNAAZ of Gagarin" S. Bocharov, it can develop into "personnel collapse" in connection with implementation of the projects connected with the territories of advancing social and economic development (further – TASED). As the experts note, it is expected that three first TASED will give to the Far East about 7,5 thousand new workplaces. At the same time, it is only internal requirement of TASED. However the experience of other countries has shown that about 6 new workplaces beyond its limits are the share of each workplace created in the special territory. The need for transport and logistic services increases, additional loading lays down on the power, municipal, food organizations. The problem is that the formed places just couldn't be taken in connection with the large-scale outflow of population from the region, undeveloped social infrastructure and the low real wage [2].

Director of the Autonomous Non-Commercial Organization "Agency of development of the human capital in the Far East" (further – ADHC) V. Timakov notes that in the Far-Eastern region there is a problem of "cultivation" of the own personnel. It is connected with a shortage of graduates of the secondary educational institutions and with the fact that "… the enterprises not always fight for the graduates of technical schools, preferring to take the experienced workers. For the employer creation of the service of mentoring, taking the young specialists who need to be trained further, of course, an excess headache. But the need for working professions, we are sure, will grow" [3].

In 2015 for identification of the dynamics of professional motivation and prospects of employment of the students of the institutions of the system of secondary professional education at the industrial enterprises of the Khabarovsk territory repeated sociological research in which have taken part 400 people from 10 institutions of the system of secondary professional education of the Khabarovsk territory located in Khabarovsk and Komsomolsk-on-Amur has been conducted.

Results of the polls have shown that in the rating of the most actual directions of the state policy concerning the studying youth the questions of employment disturb the interrogated young people, along with the problems of solution of the housing problems and organization of leisure. And, in comparison with 2012 the housing problem was removed on the third place, having conceded to the problem of availability of the objects of leisure and rest that it is possible to explain with a decrease in consumer opportunity on its acquisition.

It should be noted that practically every second respondent (47,7%) noted the relevance of improvement of the quality of professional education as one of the directions of the state social policy. Development of patriotism, civic consciousness, high moral qualities especially doesn't concern the students of the institutions of secondary professional education. The results of research are reflected in the table 1.

*Table 1*

**Rating of the actual directions of the state youth policy in the estimates of studying youth (in % of number of respondents)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Variants of answers** | **Khabarovsk** | | **Komsomolsk-on-the Amur** | | **Total indicator** | |
| **2012** | **2015** | **2012** | **2015** | **2012** | **2015** |
| Assistance to the labor employment of the graduates of technical schools (schools) | 54,8 | 54,3 | 62,4 | 55,2 | 59,3 | 54,75 |
| Availability of the objects of leisure and rest to youth | 51,4 | 49,5 | 45,7 | 50,0 | 48,0 | 50,0 |
| Creation of conditions for the solution of housing problem by the young worker and specialists | 56,8 | 53,3 | 61,9 | 43,0 | 59,8 | 48,1 |
| Improvement of the quality of primary and secondary professional education | 41,8 | 42,9 | 48,6 | 52,6 | 45,8 | 47.75 |
| Ensuring availability the youth to information resources | 40,4 | 40,0 | 47,1 | 45,7 | 44,4 | 42,85 |
| Development of civic consciousness, patriotism, high moral qualities | 11,6 | 18,6 | 22,9 | 21,0 | 18,3 | 19,8 |

*Source: it is calculated and made by the author.*

Keen interest in obtaining information connected with the opportunities and prospects of receiving work both on the basis of constant and temporary employment and for receiving an additional profession for strengthening of a position in labor market (fig. 1) testifies to an importance of the problems of employment.

*Fig. 1. The share of youth having a pressing need in the following information*

*(in % of number of respondents)*

The vast majority of respondents (60,75%) have noted that the worthy salary and a social package for young workers and specialists have the special importance in the questions of employment of youth. This opinion was confirmed also by the answer to the question of decisive motive of choice of the place of work after the graduating from the educational institution: more than a half of the interrogated students (52,6%) are guided by the high salary. At the same time, for young people important that the future place of employment was the prestigious enterprise with the comfortable working conditions and interesting work. However easy and simple work the youth doesn't look for (tab. 2).

*Table 2*

**The motives of choice of the place of work after graduating from the educational institution (in % of number of respondents)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Variants of answers** | **Khabarovsk** | | **Komsomolsk-on-the Amur** | | **Total indicator** | |
| **2012** | **2015** | **2012** | **2015** | **2012** | **2015** |
| Prestigious enterprise, organization | 39,7 | 49,5 | 47,1 | 47,3 | 44,1 | 48,4 |
| Interesting work | 37,0 | 41 | 49,5 | 48,9 | 44,4 | 44,9 |
| Simple and easy work | 14,4 | 11,4 | 10,0 | 11,5 | 11,8 | 11,4 |
| Comfortable working conditions | 38,4 | 40 | 34,8 | 41 | 36,2 | 40,05 |
| Big salary | 63,7 | 55,2 | 55,2 | 50 | 58,7 | 52,6 |
| Free regime of work | 15,8 | 11 | 12,4 | 10,5 | 13,8 | 10,5 |
| Existence of social package (the place in kindergarten, sanatorium treatment, payment of "sick-list", etc.) | 19,9 | 21 | 34,8 | 16,3 | 28,7 | 18,6 |
| I find it difficult to answer | 10,3 | 8,1 | 5,2 | 7 | 7,3 | 7,5 |

*Source: it is calculated and made by the author.*

Data of a poll have shown that the factor "free education" dominated at the choice of future professional activity at four of ten (41,7%) respondents. Comparing received results to the answers to a question: "In what degree you connect education in technical school (vocational school) with the future profession?", – it has turned out that the share of students planning "to work in the specialty only in the urgent cases" has increased in relation to 2012 by 8% and have made 31% of the number of respondents and if to consider a share of those who are at a loss with the answer then it will turn out that about a half of the interrogated students of the secondary professional organizations (47% of number of respondents) aren't going to work on the chosen specialty, however, at the same time getting free education, accommodation in the hostel, grant, other straight and indirect material remunerations from the state.

Interest in a profession takes the second place in a rating of motives of the choice and makes a share of 39,8% of the total number of respondents. At the same time, the unambiguous desire to find a job by profession, despite the interest, was expressed by only the fifth part (21%) of the total number of students.

The received hierarchy of factors on degree of their importance shows that at the choice of working profession a significant role was played by the immediate social environment of the respondent: family, relatives, acquaintances. Traditionally this factor notes a third (29,8%) of the interrogated students. The developed opinion in the society on the low resource supply, hard and dirty work of the working person has led to falling of prestige of working professions among the adult population and interferes with the appearing of positive motivation to this work among the young people. It is fixed by the sociological researches[[1]](#footnote-2) (D.L. Konstantinovskiy, G.A. Cherednichenko, E.D. Voznesenskaya) and unanimously admits by the experts as one of the most important reasons of the crisis of working profession, deficiency of the qualified labor.

The salary also enters a rating of the dominating factors of choice of the profession. 17,7% of total number of the interrogated students were guided by the motive of high earnings. The material factor traditionally is one of the leaders at a choice of profession that at this age is explained by a desire to become independent. At the same time, the level of material prosperity of the families of students which in the majority belong to the least well-to-do of the population stimulates young people to the fast employment, earning of the own money. It should be noted that the material question is resolved also through the fast employment. This motive is important at a choice of profession for 16,4% of the interrogated students (fig. 2).

*Fig.2. Motives of choice of profession of the students*

*(in % of number of respondents)*

From the point of view of students, prestige of a profession is determined by a demand in labor market, salary level, possibility of creation of professional career now. In their opinions they recognize from the fact that the work of worker is always demanded and consequently it is prestigious. So consider three quarters of respondents (76%). Approximately the same share of the interrogated graduates (71,1%) isn't afraid of unemployment. The youth considers that such professional choice will be able really to provide less expensive and shorter way to the achievement of material security, finding of guarantees in the labor market, to independence, achievement of maturity.

At the same time, they understand that the received profession can't and will highly not be paid as it belongs to the low-skilled work. On the other hand, that the salary which is promised after the graduating from technical school (school) seems really big. A half of respondents (52%) are the children from incomplete families, young families, registered and unregistered, and also orphan children. The most part of respondents belongs to the low-resource social group for which fast employment is especially important. High concern in the solution of pressing vital needs by which the youth at the choice of working profession was guided correlates with the objective social characteristics of respondents as with the low-resource social group.

Comparison of answers of young people about the motives (factors) of choice of profession, about the relation to study by the chosen profession and, at last, about the plans of employment for the chosen profession allows draw a conclusion that a third of students of secondary and primary professional education didn't plan to work in the specialty at a choice stage yet. This step is for them compelled in connection with a low resource supply of a family or weak progress at school that hasn't allowed be guided freely in a big variety of professions, and has forced to be limited only to the fact that free of charge. The compelled professional choice is a way to the situation of vital uncertainty, uncertainty of the professional future, impossibility of early specialization and planning of life as on the remote and the near-term perspective.

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