

Review Article

A PSYCHOLOGICAL ANALYSIS: THE USAGE OF LIFE SKILLS IN GOVERNMENT AND PRIVATE SECTOR EMPLOYEES

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Abstract

A strong and productive work environment is formed when the organization is able to understand their laborer's psychology in the best way possible as this step would be an aid to the maximum productivity of the organization in a positive way. Life skills, the skills that helps a person to lead a meaningful life is essential for a worker to sustain in his workplace which distinguishes him from all his co-workers. Life skills, are equally important for both Private sector employees which consists of private companies and organizations and for Government sector which includes government agencies and offices. A Psychological analysis will be taken through a survey which will comprise of questions to check the maximum adoption of life skills in both the employees belonging to Private And Government sectors.

Key Words: Psychology, Life Skills, Private sector, Government sector

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PSYCHOLOGY

Psychology deals with the branch of science which covers the study of human mind, its behaviors, feelings and emotions at both conscious and unconscious levels. It comes under the genre of social science which is the scientific study of human relationship in a society. It's a well-known fact that the psychology of a person varies from age to age and according to the circumstances he or she is put into. The same variation can be seen in a person after getting into a job which may come under Government or Private sector belonging to different age groups. This section of psychology is termed as Employee psychology. This section helps the psychologists to determine the connection between an employee and the organization and to also know the employee's various motivations.

A strong work environment is formed when the organization is able to understand their laborer's psychology in the best way possible as this step would be an aid to the maximum productivity of the organization in a healthy manner. When the workers are not able to find a positive environment in their workplace it would affect their contribution to the company and may even lead to prolonged depression, stress, sleeplessness and extreme emotional outbreaks.

The right kind of encouragement provided to the employees would be a great help in fostering the productivity which makes them to see the works given to them in an interesting way rather than as uninteresting tasks which is also a psychological aspect of human beings. Another aspect of Employee psychology is the satisfaction of workers which also plays a major role in making them enjoy the work they do which can be attained by giving small breaks and the right kind of motivation they require

LIFE SKILLS

Life skills refers to the skills that are essential to make our lives meaningful, productive and useful. They aid us in several ways to overcome the challenges that appear in front of us in the path of life. Every human being is possessed by a primary

skill which serves to be important for the development of life and its priority differs for people belonging to different societies. For example: A person having good decision making skills may lack self-empowerment when put into a varied situation.

Life skills is essential for people belonging to different age groups such as students and workers as it helps them for their mental development and social well-being. Life skills mainly comprises of creativity, courage, self-confidence, time management, decision making skills, team work, motivation, self-empowerment, sympathy, communication skills, problem solving skills, critical thinking, coming with emotions and stress, all of which can be considered as the major objectives for the well-being of a person, no matter what age group he or she belongs to.

A proper training of life skills would make a person emotionally and socially strong enough to cop up with his changing surroundings by making him or her confident, self-sufficient, and makes them aware of their responsibilities and rights in this society.

GOVERNMENT AND PRIVATE SECTORS

Government sector comprises of organizations and institutions that contributes to the development of the government and is under the overall authority of the government or State government bodies. It is also known as the Public sector. A country's global austerity is under the supervision of this sector. This sector targets at providing fundamental services. Government sector involves mainly of industries related with water, electricity, defense and education. A favorable work environment and circumstances are available in this sector by providing payments according to the employee's rank.

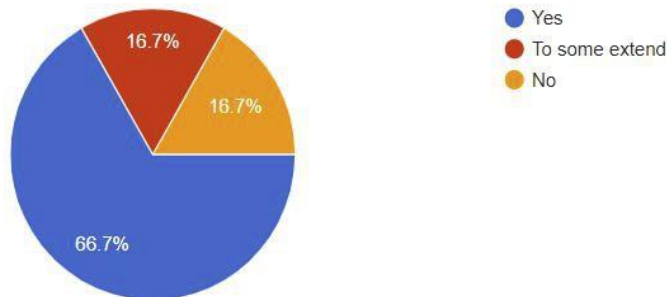
Private sector involves multi-national companies, cooperatives and business platforms that are under the surveillance of individual heads. They work within the rules and regulations put forward by a country and aims at making

higher profit levels by creating a competitive approach with other private companies. This sector works at different levels such as manufacturing companies, shopping malls and

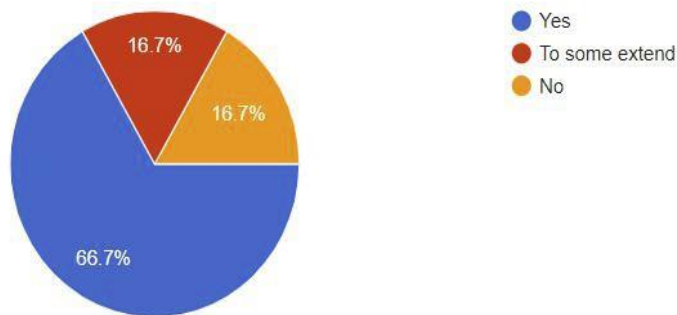
technical fields. The intervention of the government in this sector is much lesser when compared to the public sectors.

PSYCHOLOGICAL ANALYSIS OF HE USAGE OF LIFE SKILLS IN PRIVATE EMPLOYEES:

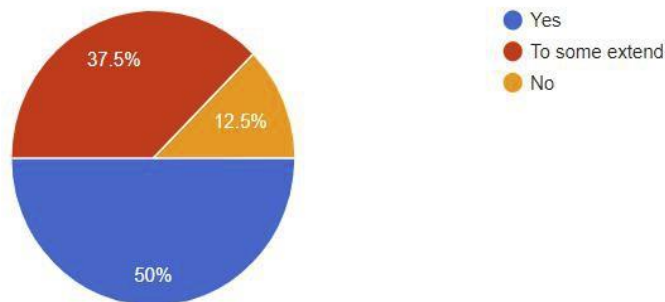
Have you been able to follow life skills in the right manner after getting a job ?



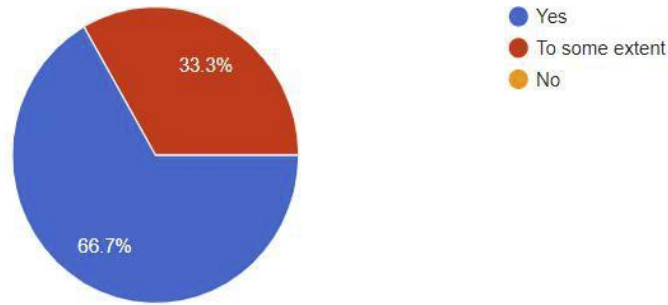
Is there a change in effective communication towards your co worker ?



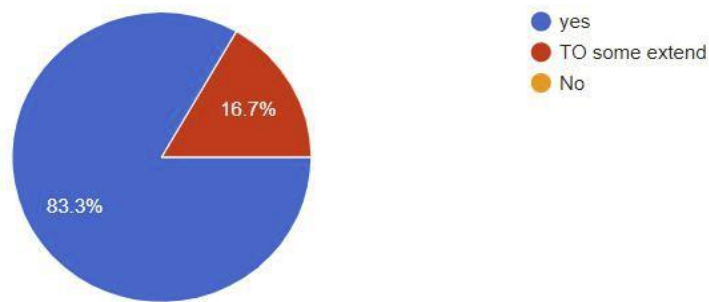
Have you been able to cooperate in a team using proper communication skills ?



Did you get a right opportunity to make an appropriate decision which was an advantage for your workplace ?

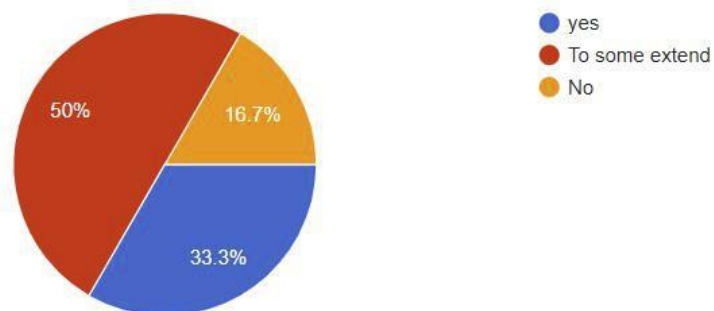


Have you succeeded in managing your anger in all situations you were put into at your workplace?

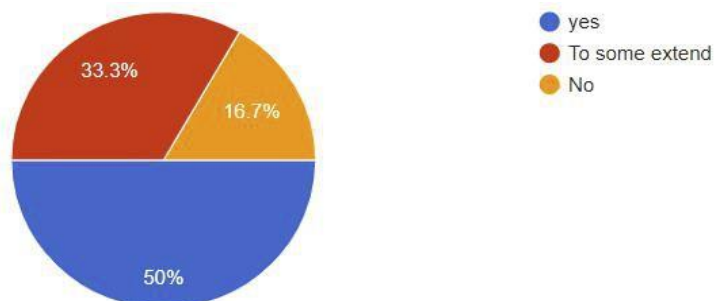


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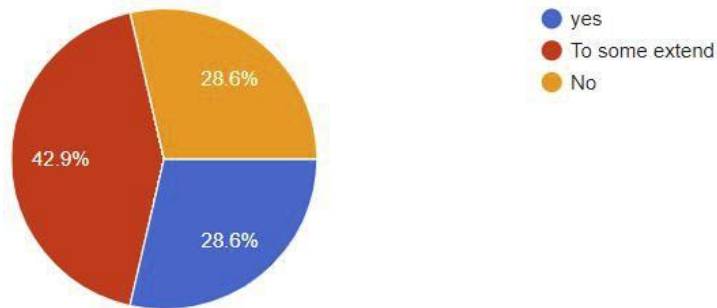
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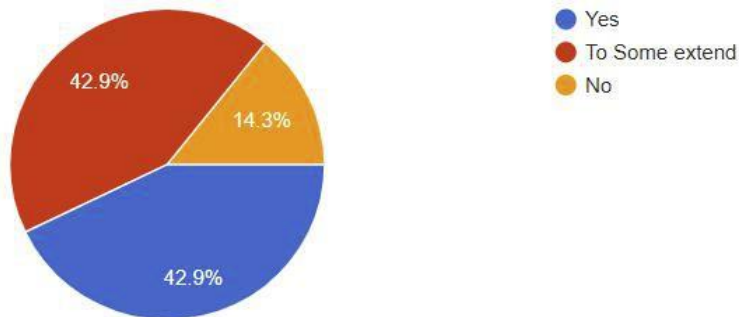
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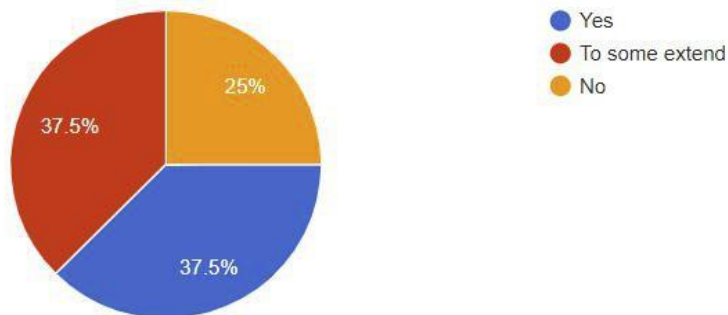
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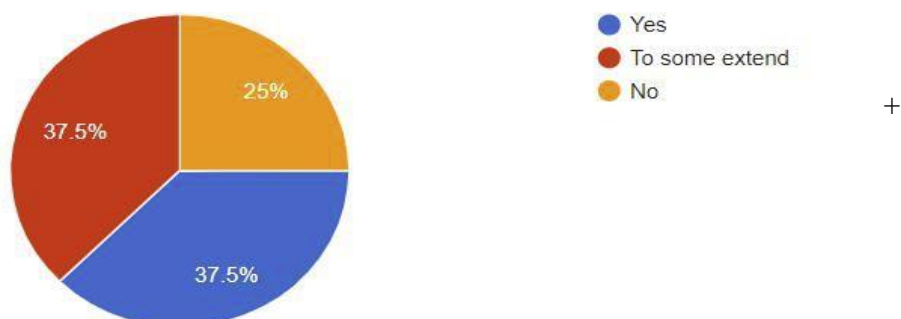
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Have you succeeded in managing your anger in all situations you were put into at your workplace ?



SURVEY

This paper intends to present a psychological analysis of the usage of life skills by the employees belonging to government and private sectors respectively. A survey was conducted among eighty employees of which half of them belonging to the government sector and the other half belonging to the private sector of the age group twenty-five to thirty-five by sending a questionnaire comprising of ten questions to them. The following results were collected from the survey conducted which is represented in pie charts conjointly:

The above represented pie charts picturizes and proves that when compared to the government sector employees, the private sector employees has the maximum ability to utilize the various life skills present in them to the maximum extent. The survey centered and focused upon the life skills such as character and attitude development, problem solving skills, effective communication towards co-workers, self-empowerment, honesty, trust, anger management, cooperation in a team and communication skills and was able to come to the conclusion that more than public sector employees, the private sector has been able to adopt and make a practical usage of these above listed life skills. To some extent public sector employees are also able to activate the life skills but due to heavy work schedules and competitive atmosphere for the hunt of higher profits, private employees are more compelled to keep up their life skills in order to maintain maximum job security. When asked about whether they experienced any difference in their character and attitude after getting employed and the response shows that almost 83.3% of private sector employees experienced a change whereas only 16.7% of the government employees could experience the same. 29.4% of government employees were only able to use their problem solving skills at their workplace whereas 70.6% of private workers benefitted with their problem solving skills.

The analyzing of the survey pinpoints the fact that the private sector employees have been able to follow life skills in a useful manner after getting the job whereas, employees under government control were not able to completely utilize life skills after getting a job. 62.8% of government employees gets proper hours of sleep after being placed for their jobs whereas 37.2% of private employees stands together to approve that they are not able to get a good sound sleep. When asked about what do they value most in their professional relationship, 28.6% of the government sector employees stood for trust whereas 71.4% of the private sector supported for honesty.

CONCLUSION

Life skills are a relevant and necessary requirement for the employees under every sectors irrespective of their positions. Life skills aid and stands as a guide for them for their mental development and also helps to increase their productivity in work environment by nourishing and improving their talents. Life skills are of great importance in a person's life after he or she is placed for a job, as a work place would be in need of a person who has good communication skills and one who has excellent talent which can be acquired only through right usage of the life skills. One fact is that jobs included in government sectors assures full security in all aspects, even employees are rewarded with pensions and several other facilities so a government employee will not get confused regarding the stability of their job. But many private sector companies, especially multi-national companies will not provide this job security to their employees as they aim at attaining higher profit levels and to gain success by overcoming other private organizations that stands in competition with them. There is a tendency shown in these companies that, they utilize the fresh employees they recruit to the maximum and as they reach their middle age they used to get terminated and this stands as a threat for them, may be these sort of tensions regarding job security and question of future along with heavy work hours stands as a reason for making life skills effective in their character, so that it helps

them to save their positions and thus the fear of job security and to assure their positions, private sector employees make use of their skills essential for their life in the best way possible.

Nowadays, life skills are taught as a subject in syllabus of various courses in order to develop the best employees for the future. Life skills is not about perceiving a theoretical knowledge of all the necessary values of life, but about understanding how to applicate it in working conditions as well as in personality development areas. So, a practical training of these life skills should be prescribed in academics of students to make them self-sufficient and productive in a positive way. Life skills also make individuals capable of working in a team by enriching their team management skills. This is a great benefit for them as they can learn several other skills from their colleagues and can also improve their communicative capability. These life skills not only helps them to excel in their career but also rewards them with values which are useful for their entire life in order to lead a successful life with all prosperities.

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