

CHAPTER – V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 SUMMARY

The primary focus of this research work was to assess the presence problems of unemployment of rural youth and quantify the impact of adopted experimental training. For the purpose of achieving this study One Thousand and One Hundred (1100) unemployed youth were taken for assessment from the Thiruvallur District Rural Area (TDRA). The youth age range was fixed from 25 to 29 years. They were assessed through assessment of unemployed rural youth problems checklist with Fifty One (51) statements was made for this research purpose. Among the One Thousand One Hundred unemployed rural youth Seventy-five (75) subjects were chosen at random for this Experimental training and they were grouped into three groups, each consist of 25 rural unemployed youth at random. Group-I Physical Activities Programme (PAP), Group-II Personality Development Programme (PDP), and Group-III Combined Physical Activities and Personality Development Programme (CPAPDP). Pre-test was accompanied for all the 75 subjects on selected Personality Dimensions (PD) variables namely Social Concern (SC), Emotional Adjustment (EA), Assertiveness (A), Values and Culture (VC), Leadership Skill (LS), Communication Skill (CS), Self-awareness (SA), Self-confidence (SC), Interpersonal Relationship Skill (IRS), Stress Management (SM) and Fitness Components (FC) variables namely Cardiovascular Endurance (CE), Muscular Strength (MS), Muscular Endurance (ME), Flexibility (F), Body Composition (BC), Explosive Power (EP), Agility (A), Speed (S), Reaction Time (RT), Coordination (C). The three experimental groups underwent scheduled experimental training for a twelve-week, five days a week scheduled from morning 6.30am to 7.45am and evening 4.00pm to 5.15pm. afterward, the experimental training all three groups was measured on above mentioned Personality Dimensions and Fitness Components variables. The pre-test and post-test data were analyzed using the statistics

and subjected to Analysis of Covariance (ANCOVA) to identify significant differences among the three experimental groups. When the F-ratio revealed significant differences between the group means, Scheff's post-hoc test was applied, with a 95% confidence level set to evaluate the hypotheses.

5.2 CONCLUSIONS

The conclusions derived from this study are presented, considering the limitations and scope of the research.

1. The study successfully assessed the unemployed rural youth problems.
2. From this research following problems were identified: Limited job opportunities, Lack of skill development, Educational disparities, Seasonal employment, Limited access to information, Underemployment, Social stigma, Financial constraints, Caste discrimination, Inadequate infrastructure, Mental health issues, Lack of entrepreneurship support, Government policy gaps, Agricultural dependency, Skill Mismatch, Limited vocational training, Migration for employment, Gender inequality, Limited awareness of government schemes, Economic slowdown, Seasonal migration, Family problem, Peer group pressure, Incapacitated due to accident, Drug/Alcohol Addiction, Legal issues, Anti -Social Activity, Physical Illness, Language barrier, My Locality/Residence Area, Lack of networking opportunities, High competition in the job market, Insufficient job search resources, Poor transportation options, Workplace harassment, Lack of youth care support, Limited access to technology, Inflexible work schedules, Uncertainty in job market, Remote work challenges, Health-related barriers, Community violence or instability, Cultural barriers, Age discrimination, Lack of role models in the community, Insufficient guidance or mentorship, Limited opportunities for skill certification.

3. The other stated reasons identified were I am waiting to start a big business, I would like to start a business but lack support in the related field and finance, Involvement in political activities affecting job prospects, I do not want to go for a job, I am a leader of my gang and do not want a regular job, My father has enough assets and money so I do not want a job, I am not trying for any job.
4. Other Reasons assessed were Legal issues or Police cases affecting job opportunities, Not interested in seeking job, Enjoying the unemployed situation, Waiting for a higher-level job opportunity, Disinterest in formal life and routine jobs being boring.
5. It was concluded that adopted experimental training of physical activities programme (PAP) was established appropriate to improvement on selected personality dimensions (PD) and physical fitness (PF) variables of this research such as Social Concern (SC), Emotional Adjustment (EA), Assertiveness (A), Values and Culture (VC), Leadership Skill (LS), Communication Skill (CS), Self-awareness (SA), Self-confidence (SC), Interpersonal Relationship Skill (IRS), Stress Management (SM), Cardiovascular Endurance (CE), Muscular Strength (MS), Muscular Endurance (ME), Flexibility (F), Body Composition (BC), Explosive Power (EP), Agility (A), Speed (S), Reaction Time (RT), and Coordination (C) among unemployed rural youth.
6. It was concluded that adopted experimental training of personality development programme (PDP) was found suitable to improve on selected personality dimensions (PD) and physical fitness (PF) variables of this research such as Social Concern (SC), Emotional Adjustment (EA), Assertiveness (A), Values and Culture (VC), Leadership Skill (LS), Communication Skill (CS), Self-awareness (SA), Self-confidence (SC), Interpersonal Relationship Skill (IRS), Stress Management (SM), Cardiovascular Endurance (CE), Muscular Strength (MS), Muscular Endurance (ME), Flexibility (F), Body Composition (BC), Explosive Power (EP), Agility (A), Speed (S), Reaction Time (RT), and Coordination (C) among unemployed rural youth.

7. It was concluded that adopted experimental training of combined physical activities and personality development programme (CPAPDP) was established appropriate to improve on selected personality dimensions (PD) and physical fitness (PF) variables of this research such as Social Concern (SC), Emotional Adjustment (EA), Assertiveness (A), Values and Culture (VC), Leadership Skill (LS), Communication Skill (CS), Self-awareness (SA), Self-confidence (SC), Interpersonal Relationship Skill (IRS), Stress Management (SM), Cardiovascular Endurance (CE), Muscular Strength (MS), Muscular Endurance (ME), Flexibility (F), Body Composition (BC), Explosive Power (EP), Agility (A), Speed (S), Reaction Time (RT), and Coordination (C) among unemployed rural youth (URY).
8. It was determined that the intervention of combined physical activities and personality development programme (CPAPDP) were established to produce better enhancement in the selected personality dimensions (PD) and fitness components (FC) than the intervention of isolated physical activities programme (PAP) and isolated personality development programme (PDP) among unemployed rural youth (URY).

5.3 RECOMMENDATION

1. In line with Dr. B.R Ambedkar it is suggested to enforce decentralised rural governance to create a proper socio-economic development, environment for holistic development of each and every individual and the society.
2. It is recommended to implement "PURA strategy" - Providing Urban Amenities in Rural Areas, a strategy for rural development in India that was proposed by former president Dr. A.P.J. Abdul Kalam.
3. It is recommended to upgrade the quality of life in rural areas by bridging the gap between rural and urban areas.

4. It is recommended to encourage the Public Private Partnership (PPP) model between state governments, local executive bodies, and private sector partners in the rural areas.
5. The study revealed that unemployed rural youth unemployment problems. The Government and Non-Government organization Agencies may make effort to remove these hazards.
6. The Government and Non-Government organization may implement the training protocols suggested in this study may be highly recommended for the benefits of rural unemployed youth for their physical and personality developments.
7. It is recommended to design Entrepreneurship Development Programs that integrate physical activities and personality development interventions, enabling unemployed rural youth to build essential entrepreneurial skills, enhance self-confidence, and achieve sustainable livelihoods.
8. It is recommended to implement social welfare programs that combine physical activities and personality development training, addressing the challenges faced by unemployed rural youth while promoting their overall well-being and community participation.
9. It is recommended to incorporate physical fitness and personality development modules into the Naan Mudhalvan Scheme of Tamil Nadu, equipping unemployed rural youth with the skills, confidence, and resilience needed to enhance their employability and entrepreneurial potential.
10. It is recommended to align MSME schemes with personality development and physical activity-based training programs to empower unemployed rural youth with entrepreneurial skills, enhancing their readiness to establish and manage micro, small, and medium enterprises effectively.
11. It is recommended to integrate skill development and personality enhancement programs under the Vishwakarma Yojana, Kalaingar Kaivinai Thittam enabling

unemployed rural youth to gain technical expertise, physical fitness, and confidence to pursue sustainable livelihoods through traditional and modern crafts.

12. It is recommended that NGOs implement holistic training programs that combine physical activities and personality development to empower unemployed rural youth, helping them build confidence, resilience, and entrepreneurial skills for better employment and self-sustainability.
13. It is recommended that banks partner with training institutions to offer financial literacy and entrepreneurship development programs for unemployed rural youth, incorporating physical fitness and personality development, to improve their financial management skills and increase their ability to access credit for small business ventures.
14. It is recommended to provide subsidies for entrepreneurship development programs that incorporate physical fitness and personality development training, encouraging unemployed rural youth to initiate their self businesses and promoting long-term economic independence.
15. It is recommended to provide encouragement and incentives for unemployed rural youth to participate in entrepreneurship development programs that include physical activities and personality development, fostering self-confidence, leadership skills, and a proactive approach toward creating sustainable livelihoods.
16. It is recommended to organize suitable talks and workshops that focus on entrepreneurship, physical fitness, and personality development for unemployed rural youth, helping them gain motivation, practical skills, and confidence to pursue self-employment and community development initiatives.
17. It is recommended to encourage peer discussions and group activities as part of entrepreneurship development programs, where unemployed rural youth can share ideas, collaborate, and gain insights from each other's experiences, enhancing their problem-solving skills and boosting confidence for entrepreneurial ventures.

18. Encourage collaboration between public and private sectors to generate employment opportunities and enhance local employment strategies in rural areas.
19. Implement targeted skill enhancement programs to equip youth with practical competencies, aligning with regional and global job market demands.
20. Invest in scholarships and infrastructure development to reduce educational gaps and promote access to quality education in rural communities.
21. Diversify income-generating activities and provide training for alternate job opportunities during off-seasons.
22. Develop accessible platforms and local centers to circulate job opportunities and skill-building resources in rural areas.
23. Promote sustainable, full-time employment through local industrial development and economic growth initiatives.
24. Launch public awareness campaigns to challenge societal biases and highlight the value of all forms of employment.
25. Facilitate access to low-interest loans and financial aid programs to support education, skill development, and entrepreneurship.
26. Strengthen enforcement of anti-discrimination laws and encourage inclusive recruitment policies to promote equality in the workplace.
27. Enhance rural infrastructure, including transportation and digital connectivity, to attract businesses and create new job opportunities.
28. Establish rural mental health clinics and raise awareness about the importance of mental well-being in the workforce.
29. Provide mentorship, funding, and networking opportunities to empower aspiring entrepreneurs, fostering a supportive ecosystem.
30. Involve local communities in the policy-making process to develop employment policies that cater to the unique needs of rural areas.

31. Promote diversification into alternative livelihoods, such as small-scale industries, rural crafts, and eco-tourism, to reduce dependency on agriculture.
32. Align educational curricula with emerging job market trends and local industry requirements to bridge the skill gap.
33. Expand access to vocational training centers offering specialized courses in rural regions to improve employability.
34. Encourage the development of local industries and businesses that provide sustainable employment to reduce the demand for migration.
35. Enforce policies that encourage equal hiring practices and provide leadership training programs to enhance female workforce participation.
36. Limited Awareness of Government Schemes: Conduct outreach programs and workshops to inform rural youth about available government employment and skill development schemes.
37. Develop short-term job opportunities through public works initiatives to reduce the effects of economic downturns on rural youth.
38. Reduce seasonal migration by promoting diversified, year-round income opportunities in rural areas.
39. Provide family counseling services to address personal challenges that may hinder employment prospects for youth.
40. Offer life skills and resilience training programs to support youth in overcome peer influence and make informed career decisions.
41. Provide disability-inclusive employment opportunities and rehabilitation programs to reintegrate individuals into the workforce.
42. Establish de-addiction centers and offer vocational training to help individuals recover and reintegrate into society and the workforce.

43. Provide legal assistance to youth facing barriers to employment due to unresolved legal issues.
44. Organize community programs that promote engagement and social reintegration to reduce anti-social behavior among youth.
45. Ensure access to affordable healthcare services to address physical health related challenges that may impact employability.
46. Offer language courses and communication skill development programs to bridge language gaps in the job market.
47. Promote remote work opportunities and flexible job options to accommodate youth in rural areas with limited access to urban employment centers.
48. Create career fairs and networking platforms to connect rural youth with potential employers and industry professionals.
49. Offer skill development workshops and career counseling to help youth stand out in a competitive job market.
50. Establish community-based job resource centers that provide access to job listings, career counseling, and skill-building resources.
51. Improve rural transportation networks to make it easier for youth to access job opportunities in nearby towns or cities.
52. Promote strict anti-harassment policies in workplaces and provide grievance mechanisms to protect workers' rights.
53. Develop mentorship and peer support networks to guide unemployed youth in their career paths and personal development.
54. Improve digital infrastructure and provide affordable technology to rural areas to enable access to online learning and job opportunities.
55. Advocate for flexible work schedules and telecommuting options to accommodate rural youth who face time constraints due to family responsibilities or travel.

56. Promote long-term employment opportunities through diversified economic activities and stable job creation programs.
57. Provide training on remote work technologies and ensure access to necessary tools to make remote employment feasible for rural youth.
58. Offer preventive health programs and workplace wellness initiatives to keep the workforce healthy and productive.
59. Strengthen law enforcement and promote community-driven conflict resolution programs to improve safety and stability in rural areas.
60. Foster cultural sensitivity and inclusion through diversity training programs in the workplace to reduce bias and discrimination.
61. Implement policies that support age-inclusive hiring practices, ensuring equal opportunities for all age groups.
62. Establish mentorship programs that connect rural youth with successful individuals from a variety of professions fields to inspire career aspirations.
63. Expand career guidance and mentorship programs within schools and rural communities to support youth in their career development.
64. Partner with certification bodies to provide affordable and accessible skill certification programs to rural youth.
65. Encourage entrepreneurial initiatives through incubators and financial support programs, focusing on small-scale businesses.
66. Provide grants, training, and advisory services to aspiring entrepreneurs to help them start and scale their businesses successfully.
67. Offer skill-building programs that are politically neutral, focusing solely on professional and personal development for youth.

68. Moral and Value Education through Indian Knowledge System and Scriptures like Thirukural, Naladiyar, Tamil Sanga Ilakkiya Noolgal, Thiruvagasam, and Arthasasthiram.

5.4 SUGGESTION FOR SUPPORT SCHEMES

The experimental training protocols for physical activities, personality development, and the combined physical activities and personality development program proposed in the study can be integrated into the Fit India Movement. This alignment with the government's flagship initiative would enhance the reach and impact of the programs, promoting physical fitness and holistic development at the grassroots level.

Incorporating these programs into Pradhan Mantri Kaushal Vikas Yojana (PMKVY) could facilitate skill development in rural youth, aligning with the broader objectives of the government to improve employability and foster overall well-being. By leveraging these existing government schemes, the study's findings could be translated into practical, scalable interventions that benefit unemployed rural youth and contribute to national health and skill-building goals.

The protocols for the experimental training programs in physical activities programme & personality development outlined in this study might also be integrated into the 'Naan Mudhalvan' to enhance the employability and welfare of rural youth. By incorporating these training programs, the initiative can offer comprehensive growth opportunities for youth, aligning with its goal of empowering them through skill enhancement and personal growth. This initiative aims to improve the skills, employability, and overall development of youth in Tamil Nadu.

“Additionally, integrating the training protocols into government welfare schemes like National Youth Policy and Skill India Mission could create a holistic framework for rural youth

development. By targeting both physical and mental well-being, these initiatives could help youth overcome socio-economic barriers, enhance their employability, and foster a sense of self-worth, directly contributing to the nation's workforce productivity.”

5.5 SUGGESTION FOR EXPANDING THE RESEARCH

Throughout the research process, several new concepts emerged, and some of these key areas are proposed for exploration in future studies.

1. Further research may be extended by choosing psychosocial and physiological factors.
2. Further research may be designed at different levels of age groups to discover the effect of physical activities, personality development programme.
3. The present study covered the rural unemployed youth only, similar research may be undertaken among urban unemployed youth.
4. The present study covered the rural unemployed youth men only, similar research may be undertaken among rural women unemployed youth.
5. Future research can explore the impact of cross-cultural differences on unemployment challenges among youth in various regions.
6. Future studies may focus on rural youth in diverse topographical settings, such as coastal or hilly regions, to examine geographical influences on unemployment.
7. Future research could be extended to differentially abled youth, addressing their unique barriers to employment and skill development.
8. Further studies can focus on transgender youth to investigate their specific challenges and promote inclusivity in employment programs.