



A Study On Impact Of Work Time Schedules Of Part Time Student Employee In Tirupur City

Ms K. PRIYADHARSHINI,

ASSISTANT PROFESSOR,

SCHOOL OF APPLIED COMMERCE,

A.V.P. COLLEGE OF ARTS AND SCIENCE, TIRUPUR, INDIA

ABSTRACT:

Part time student employees are students who are working as an employee only a part amount of time after their college hours. Mostly these student employees are often dealing with challenges called work time schedules. The balance of work time schedules and their college hours is important. In that they have to prioritise their mental as well as physical health. Dealing with mental stress while managing academics and the work pressure is an important factor. In this literature review, the studies showed that part time employment can be a tool for learning skills and networking. Also mentioning about the health issues that occur during the working time. Overseas, mostly 70% of the student employees are working part time. Only in India, people are skeptical about working part time.

INTRODUCTION

Working part time has been in action since years. The rate of part time has been increased with the increasing demands of utilities. The first priority of a student must be his/her education and academics. But in a few cases to cope up with the fees in college they must work part time. The challenges faced by them are huge in numbers and every student who is working part time has to overcome certain criterias. In order to gain more academic achievements, the student employees have to juggle between part time work and academics and even attendance, the job stress needs to be properly managed.

The positive study environment and everything needs to be taken in a friendly manner by the management and of course the classmates of the student employees. It is expected that students who work as a part time employee tend to have a high maturity level and a sign of independence that paves them to be a better person and responsible person. Their sense of responsibility in them will lead to a responsible

leader in them . This improves their leadership skills. The task assigned by the instructor or tutor can be done responsibly by these part time student employees. They work part time to get some monetary benefits for their family.

The tier-1 educational institution offers in demand courses for high fees creating a scope for the students to work part time. The impact in their work time schedules and the college assignments and projects coincide with each other and create a huge amount of stress for the student community that is specifically a need to be addressed in current scenario.

Many of them in the rural background work part time in departmental grocery stores and other small scale industries. These small remunerations from small scale industries will just open up their daily utilities only due to their small background and limited facilities in their rural areas , their remuneration is less.

In India , Most of the students whose college or school fees are higher than they expected need to satisfy their needs and wants. In order to do that , part time plays a key role in students' lives. Working in an entity or any kind of store is inevitable in India where the students whose annual income of their family is less than 80000 per annum or 100000 per annum is expected to work part time for their family as well as their expenses.

It is said that , most of the part time student employees don't wish to continue their part time work as they are less in number and most of them face various challenges including health concerns disturbing their sleep circadian rhythm.

In recent years, part-time jobs have become increasingly popular among students. These jobs offer numerous benefits, regardless of gender, and typically do not require professional qualifications. Students, being energetic, adaptable, and eager to learn, are well-suited to such roles.

Theoretical knowledge acquired during studies is substantial, but for it to truly become meaningful, students need opportunities for hands-on application and intensive practice. Part-time jobs provide a valuable platform for students to bridge the gap between theory and practice, enhancing their skills and adaptability.

Most of the western countries and their students mostly work part time to compensate for their expenses and it is quite normal for them to do so. But Indian students are not that involved in part time work. their budget. Also focusing on the number of hours they spent with part time work. The part time work environment that is healthy in terms are surveyed with various sources of data and questionnaires

STATEMENT OF THE PROBLEM:

The impact of work time schedules in the part time student employees is the concerning part of Tirupur city especially when students work part time they face two major problems The part time student employees had to compensate with their academics, attendance, and other factors such as enjoying with their friends. The study deals with the problem of part time student employees and how family situation of certain under- privileged students who had a need to work part time and there are several factors influencing them to work part time. They face a lot of challenges that are associated with the work time

schedules of part time student employees either physically or mentally.

NEED OF THE STUDY:

Due to various considerations, a student who is carefree and has a need to work part time and satisfy all the needs and wants of the student. Also their focus on their academics and studies lacks a lot. Their overall well being is also affecting their physical and mental health as well. The prolonged work time schedules and long standing hours can cause severe increases in their stress levels and affect the disruption of their circadian rhythm and as well as their overall mental well being. In this case, the part time student employees often need to balance their dual responsibilities in and out of the campus and in their work environment. There are lot of challenges faced by them and the challenges and problems are need to be addressed in a manner where this study gives a solution to the problem faced by them after studying in the college or any school in their academics, attendance and physical and mental health.

SCOPE OF THE STUDY:

The scope of the study is to analyse the impact of work time schedules and shifts that is affecting the academics and their health concerns in their late night shifts. The monetary perks they receive and the factors influencing them in working part time. The impact that every part time work creates in every student employee working and their families is huge where the benefits are one side there are a lot of challenges to be faced by them.

OBJECTIVES OF THE STUDY:

- To determine the factors influencing the students to work part-time · To evaluate the challenges faced by students employees
- To analyse the monetary benefits of the student employees
- To study the impact of work time schedules on the academic performance ·
- To determine the factors affecting student's mental and physical well being

SIGNIFICANCE OF THE STUDY:

This study clearly focuses on the work time of the part time student employees. The long hours standing either in departmental stores or any kind of apparel store can cause various health issues in their body and when the time limit exceeds after their college hours it can be too late for them. The excessive time can cause the student employees to induce with stress the stress levels increases and focus in their studies and other extracurricular activities reduce and leading to a stressful environment in campus and in their work.

RESEARCH METHODOLOGY:

This study is curated to identify the impact of work time schedules of part time student employees and how the part time work impacts various perspectives of their life. The challenges they have faced and the problems arise in the due course of their part time job as a student employee. The monetary and the non-monetary benefits obtained by the student employees are also meant to be addressed in this study. This study will find out the work time schedules and their consequences in every part time student employee.

In consideration of time and resource constraints, the study was confined to a sample size of 100 respondents to ensure feasibility and manageability within the research scope. Research methodology helps to find out the impact of work time schedules of part time student employees in reference with the Tirupur city. Their implications and benefits are researched and the suggestions will be giving a better work and study environment for the part time student employees.

DATA COLLECTION:

· Primary data :

The primary data is collected through questionnaire and survey around 100 respondents of various college students who work part time

· Secondary data:

The secondary data is collected from journals, articles and pre-research papers and projects and so on.

1.9 TOOLS OF THE STUDY:

Questionnaire: A questionnaire is a structured research instrument used to collect data from respondents. It is designed to include a combination of close ended and open-ended questions, enabling the collection of both quantitative and qualitative information relevant to the study.

Percentage analysis:

Percentage is a specialized rate used to compare two or more data series. It helps establish relationships between datasets and is widely used in data analysis to derive insights from discrete categories in statistical data.

Rank analysis:

Rank analysis evaluates the position of an entity based on specific criteria like rankings, performance, or competition. It helps track progress, identify trends, and make informed decisions.

REVIEW OF LITERATURE

Katerina Kroupova,et al (2024)¹ The study entitled “Student Employment and Education: A Meta-Analysis” This paper investigates the effect of student employees on educational outcomes which they found out by their survey taken on nearly 861 respondents. Their findings include that the low intensity work is likely to be less impactful and high intensity work is likely to be highly impacting in every part time student employee.

Edwin Nuvianto Al Azis ,Gita Yusanti(2024)² This study entitled “*Part-Time Working Opportunities and the Impact on Students' Academic Achievement*” has written that the number of students who are working as part time student employees is incredibly increasing in its numbers. The students pursuing their academics in IAIN Kediri are focused in this study. Their findings include that the skills and experience gained from the work are useful in their academics. They concluded that the students being part time workers while studying is difficult in nature and so the students are in a need to overcome certain challenges that are associated with the part time jobs.

Tengiz Verulava and Jorbenadze (2022)³ The study entitled “The impact of part-time employment on students' health” During the study in their university they found that the student employment has a major impact in their mental and physical health. Mostly 70% of students in the overseas are working part time to satisfy their needs.

Payal kumar , et al(2020)⁴ The study entitled “ Support System's Impact on Work-life Interface: A Study of Part-time Adult Students in India” the author says about the work life interface about the adult students working part time . In India most of the families are joint families being a support for the students. But with the growing trend of studying in top universities making them work part-time. Also they collected samples regarding the perceptions of the students.

Assoc.Prof Hoang Thi Nga(2020)⁵ The study entitled “Demand for Part-Time Job of Students Today” focuses on analyzing the benefits and challenges faced by the part time student employees. They highlighted the development of certain skills by the student employees including the communication and customer handling. From the survey of 500 students ,they found that part time jobs play a dual role and it aids as well as disrupts their academics too.

Vinitha K et.al, (2019)⁶ in their research titled “ A Study on Work Life Balance of College Students as a Part Time Worker with special reference to arts and science college in Chennai city” investigated the implications of part time workers with their special reference to Chennai City and focusing on the work life balance of the arts and science students . By convenient sampling methods including ANOVA , From the help of methodology, the study concluded that there is a significant relationship between negative relation and personal support for work life balance of second and third year students and Income per month is used to support their family is the reason for the part time job of students. There is a lack of support in the workplace and university; they have somehow balanced the work-life balance. Finally, the research suggests the part time job students want personal care to understand their difficulty from family background, in order that they expect the support from college teachers as well as in the workplace.

Beham, Barbara et.al., (2018)⁷ in their research article titled "Part-time work and gender inequality in Europe: a comparative analysis of satisfaction with work-life balance", this study showcases the aspects of part time work. The comparative analysis of satisfaction of work life balance of the students who are working part time. They examined the samples from 22 european regions .The results showed that the student employees of part time employees are higher than that of full-time employees and they spend less time. The study shows that part time student employees

Lingli Pan and Yunjian Liu (2017)⁸ The study entitled "A Study on the Link between College Students's Part-time Jobs and Employment and Entrepreneurship in the Context of Public Innovation in China" This study explores the connection between the students as their employability over part time. The study focuses on the exploitation of the students due to legal awareness. Also they recommend taking part time work as a platform to improve their skills in their expertise and advising the government to enrich the policies regarding business and employable jobs for the student employees.

Moosung Lee et.al, (2016)⁹ in their research titled "Part-Time Employment and Problem Behaviours: Evidence from Adolescents in South Korea" This study focuses on the adolescent students who work part time and the problematic behaviour in reference to the South Korea context. In their results they found that the students who work part time as an adolescent are craved by smoking and other junk items . For women they are controlled by the PMS. They included that their meaning to the result is the change of youth in the participation in part time employment.

J. Luke Wood et al. (2016)¹⁰ in their research entitled "Black Males' Perceptions of the Work-College Balance: The Impact of Employment on Academic Success in the Community College" they showcased the effects of employment in their academics of the Black Male students in a community college. Their primary source of data includes their semi structured interview and collected nearly 28 responses. Their findings include the difficulties of the work time schedules and shifts .

Amanda S. Bell et al. (2012)¹¹ analyzed the correlation between job-related stress, health, work-life balance, and work-life conflict among Australian academics in their study, "Job Stress, Wellbeing, Work-Life Balance and Work-Life Conflict among Australian Academics." The research highlights a growing trend of increased job stress in universities worldwide over the past two decades, with significant implications for academic staff performance and student outcomes. The study emphasizes the need for monitoring and managing stress in university faculty, as it profoundly impacts academics' health and work-life balance. While universities offer employee assistance programs, such as stress management initiatives and flexible work arrangements, the complex nature of job stress continues to adversely affect academics' well-being and work-life harmony.

Yenna Salamanson and Sharon Andrew (2006)¹² The study entitled “Academic performance in nursing students: influence of part-time” the author showcases the influences of part time jobs in academic performance where the study clearly focuses on the nursing community and students who pursue physiology. They collected surveys from various nursing students. Most of them work part time jobs and nearly 78% of students work part time. They conclude with finding that working as a part time student employees is benefitting when they work in their own field or niche

Claire Carne, et al., (2005)¹³ The study entitled “The impact of part time employment on students’ health and academic performance: a Scottish perspective” The study shows the impact of working as a part time student employee affecting their overall health and academic performance. It aims at balancing both scenarios as a student. They found out that, In their Scottish university, 50% of them are working part time for about 14.5 hours per week to satisfy their financial needs and for some extra cash in their hands. Nearly 79% of students work part time to clear their debts. Indebtedness is one of the causes for the students to work part time as the paper says. They concluded with the suggestion to the universities to implement such a policy for these student employees.

Mantheir R.J et.al., (2005)¹⁴ in their study entitled “ the effect of paid employment on university students lives” to analyze the extent to which term-time employment will affect two specific aspects of the students experience in higher education; working collaboratively and preparing for entry into the graduate labour market. The paper also aims to think about the extent to which the students are ready to appreciate the interrelationships that exist between activities such as theses. It was found that research term-time is usually blamed by the students for his/her failure to manage in these activities when other factors are more influential.

Neville Neill et.al (2004)¹⁵ have studied “The influence of part-time work on student placement” showcases the positive aspects of the part time work concerning the graduate employment and skills learned from part time work. They also found that the pre and post placement studies are failure and rectification of the studies are maintained. They also discussed the advantages and disadvantages of the part time working student employees. They concluded with their aspects of resumes and other factors for employment and including their comments that these are interesting ones.

Tracey Warrant et.al., (2004)¹⁶ conducted a study on “Working part-time:achieving a successful ‘Work-Life’ balance?” This paper contents that is it currently fundamental to move these balancing debates on from their location within work-family rhetoric and reposition the study of women’s working time in broader work-life discussion. It has been discovered that since the work-life system is multidimensional, not just two dimensional, it is important to examine how all areas Life is related to each other

Brennan J et.al., (2003)¹⁷ in their research study titled “Access to what? Converting education opportunity” consider the experience of undergraduates from disadvantaged backgrounds, indicated by social class, ethnicity, age and gender, as they leave university and the extent to which earlier disadvantages, evident when entering higher education, remain and how these may be mitigated by other factors such as entry qualification, degree class, work experience, participation in extracurricular activities and “job search” support. It measures their success in the labour market based on the level of unemployment, type of employment and income. Finally it looks at what institutions are doing to enhance the employability of undergraduates and focuses on initiatives such as careers education and personal development planning.

Margaret Vickers , et al., (2003)¹⁸ The study entitled “Student work Student workers in high school and beyond in high school and beyond : the effects of part-time employment on participation in education, training and work” This report showcases about the impact of part time employment among students in their educational aspects and in labour market. Their findings include the impact of time schedules of the student employees. Short and long work time schedules can impact their academics and other aspects of their lives.

Curtis S. Lucas R (2001)¹⁹ in his research article “A coincidence of needs? They showcased employment opportunities for full time students . They limited their survey in and around Manchester University and focused on a particular group. They discussed that students's part time work helps them not only in their money valuable side but also helpful in gaining knowledge and skills. They found that employees are easily articulating with their intelligence in their work force of young people working part time. Mentioning about the flexibility and comfort of the employer employing these students.

Franklin Allen, et al., (2001)²⁰ The study entitled “E-FINANCE: AN INTRODUCTION” This paper showcases the aspects of part time student employees who work part time online and they earn their salary through e-finance. The advancement of technology led the student employees to work online and earn their salary. Their findings says that the increase in online trading and it increases the global adoption of foreign exchange markets where the students are keenly aware and earn money from it.

THEORITICAL BACKGROUND OF THE STUDY

Part time employment is a type of employment which is basically carried out by any person who wants to work only several hours but mostly part time employment is taken over by the active students who are studying. Having a part time employment can have significantly positive and negative impacts on the student's academics and well being. The positive aspects include the improvement of skills during work time and betterment of teamwork based subjects in their career. Few studies consider that part time employment can increase the workload and lead to psychological stress that is happening in and around

part time student employees.

WHAT IS PART TIME EMPLOYMENT

A part-time job is a type of employment where an individual works fewer hours per week than a full-time employee, typically ranging from 20 to 30 hours. Part-time employees, often called part-timers, benefit from flexible schedules, making these jobs ideal for those seeking work-life balance, supplemental income, or opportunities alongside other commitments.

Part-time jobs are also popular among students who work while pursuing their education. These student employees gain valuable work experience, develop essential skills, and earn an income to support their studies, all while maintaining a manageable workload that complements their academic responsibilities.

THE RISE OF PART TIME EMPLOYMENT:

Early Beginnings: The Necessity of Work (Pre-20th Century)

Historically, students primarily worked out of necessity, often in family businesses, agriculture, or apprenticeships.

Education was not universally accessible, and many young individuals had to contribute to household incomes rather than pursue formal schooling.

Industrial Revolution & Rise of Wage Work (19th–Early 20th Century)

The Industrial Revolution created new job opportunities in factories, retail, and services, leading to increased child labour.

As labour laws developed, regulations restricted work hours for minors and emphasized education, laying the foundation for structured part-time work.

Post-War Economic Growth & Student Employment (Mid-20th Century) · The expansion of higher education and economic prosperity led to more students working part-time to support tuition and living expenses.

- Governments and institutions introduced work-study programs, allowing students to gain experience while studying.

The retail, hospitality, and clerical sectors saw a surge in student employment.

Late 20th Century: Flexibility & the Service Economy

- The shift toward a service-based economy created a demand for part-time workers, benefiting students seeking flexible schedules.
- Technological advancements, such as computers and early automation, made it easier for students to

work in offices and administrative roles.

21st Century: Digital Revolution & Gig Economy

- The internet and digital platforms revolutionized part-time work, offering remote jobs, freelancing, and gig opportunities.
- Students now work as freelancers, content creators, tutors, or engage in e-commerce while balancing their studies.
- The rise of online learning and hybrid education has further expanded opportunities for student employment.

CHALLENGES IN PART TIME EMPLOYMENT

Some of the challenges that are associated with part time employment are: ·

Overtime shifts:

Sometimes , part time student employees may experience overtime shifts that seem to be challenging for the students . Overtime shifts include working for extra salary , aiming to improve their skills at the maximum level.

· Work life balance:

It is important to balance the work life aspects of the part time student employees. Family comes first for the student employees as they sometimes work part time to satisfy their needs and wants. As they work for their family, they need to spend time with them as well and there comes the work life balance into action.

· Reduced career opportunities:

Part-time roles may offer fewer opportunities for promotions and professional development, potentially hindering long-term career growth. Employers might prioritize full-time employees for advancement due to their greater availability and commitment.

· Limited access to Training and development:

Part-time employees may have fewer opportunities for training and professional development, which can impact their overall career growth and skill enhancement.

BENEFITS OF PART TIME EMPLOYMENT:

· Improved Work-Life Balance:

Working part-time allows individuals to allocate more time to family, hobbies, or personal interests, leading to enhanced overall well-being. ·

Educational Opportunities:

The flexibility of part-time roles enables individuals to pursue further education or vocational training,

facilitating skill development and career progression.

• **Diverse Job Exploration:**

Part-time positions are available across various industries, providing opportunities to explore different fields or gain experience in areas of interest. .

Supplemental Income:

For those seeking to boost their earnings, part-time work can serve as an additional income source without the commitment of a full-time schedule. .

Skill Development:

Part-time roles often involve diverse responsibilities, allowing individuals to acquire transferable skills such as time management, communication, and problem solving.

Health and Well-being:

Reduced working hours can lead to lower stress levels and provide more time for rest, exercise, and other health-promoting activities

Cost Savings:

Working part-time can result in savings on transportation, meals, and other work-related expenses, as individuals may commute less frequently and have more opportunities to prepare meals at home.

Networking Opportunities:

Engaging in part-time work allows individuals to expand their professional network, which can be beneficial for future career opportunities.

Access to Employee Benefits:

Some part-time positions offer benefits such as employee discounts, tuition reimbursement, or health insurance, depending on the employer's policies.

FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS

- Reducing the financial burden of the family is ranked first with a majority 56% of the respondents highly agreed as most of the part time student employees work part time and this is the most influential factor influencing the students who are working part time.
- The financial independence of the student employees placed second with a majority of 42% of the respondents agreed in the analysis as mostly in the current generation students are mostly driven or influenced to be financially independent and the majority of the respondents agreed to this factor.
- Students are mostly working part time as they want to pay their own fees . In third place with a majority of 42% of the respondents. The factor “To pay their own college fees” . In the current scenario,

students want themselves to pay their own college fees by working part time.

- Higher inflation rate is the most concerning problem of the country as the higher costs of the products and other services. To cope up with the higher inflation rate stands fourth position with a majority of 37% of the respondents agreeing to the factor as the students work part time to cope up with higher costs.
- The challenges faced by the student employees are more. But the first position in the rank analysis is health issues with a majority of 35% of them agreed to the challenge. Mostly part time student employees challenge health concerning issues like dizziness, tiredness and even varicose veins for someone who works in departmental stores.
- Mental stress is also a very important challenge and it is playing a vital role in part time work. Student employees are ought to face some kind of mental stress in their work. In that case, it stands in second position in the ranking analysis with a majority of 45% of them agreeing to it. Mostly this kind of mental stress can be tough for student employees while working after their college hours.
- Struggling with academics while working part time is a challenge for the student employees as they want to excel in academics as well as maintaining their attendance. In order to do that, the respondents agreed to this challenge and secured third position in the rank analysis with a majority of 36% of them agreeing to it.
- Over time shifts also play a key role, Mostly working in seasonal based businesses. They tend to work over time shifts and working and standing for long hours can be tough and this secured third place in the ranking analysis.
- Financial burden in the family will be top most priority of the student employees as whatever tough situations arise they will be able to cope with the academics also. On the academic side, students studying during breaks would be helpful.
- Mostly and majorly, Family's financial burden is the top most reason which drives the student employees to work part time. This way some factors will influence them in a way that affects their overall mental and physical health.
- Majority of nearly ranked fourth for the ranking of the difficulty level of the students. Most of them considering this as a part of their financial independence but many of them consider it as a difficult thing for them.
- Majority of 47% of the respondents said yes as they felt undervalued and underpaid during their part time work. As wherever the works some feel that they are undervalued in their work as the above percent respondents agreed to it.

SUGGESTIONS:

- It is suggested that taking enough breaks while working part time work as it will be a better choice for the student employees to not take the stress.
- A flexible work time schedule and working according to the college hours can be suggested to the part time student employees. A strong commitment to the family to decrease the burden of the family's financial situation is needed but also it is important to take care of yourself and your health.
- Prioritise your mental and physical health, that is what comes with you all day. Even though part time work helps in many ways including financial independence, learning skills, networking and so on. But health comes first.
- The problem is that it is overwhelming while exams as student employees tend to crack their semesters exams and other exams too. It is suggested to take a pause from part time employment only during the exam time and continue after exams will be better.
- It is suggested that this kind of part time employment will mould your responsibility and build yourself a better person. As most of the part time work is sometimes pressurising the students. It is suggested to take everything in a positive way and make it as a pathway to be a responsible person.
- As a part time student employee, you can focus on these areas to improve your well being

CONCLUSION

Working part time can be beneficial at times to cope up with various problems of the students either financially or non financially. Work time schedules of the student employees can be tough at times because of the over time shifts. These can be rectified by proper alignment of college hours and the work time schedules. A positive environment in the working place and the college is very important for the student employees as it showcases the better mental as well as physical well being of the students. Part-time employment offers significant benefits for students striving for financial independence and personal growth. However, balancing work with academics can be challenging, especially when long hours and overtime shifts come into play, potentially affecting both physical health and academic performance. There's a stigma of working part time especially in Tirupur city as it will affect their academics and their personal life with their family but most of them are not affected in these areas by working as a part time student employee. There is a lot of scope for learning skills and getting exposure to all the external factors. The impact of work time schedules is characterized by the above factors and the solution for work time schedules and their problems are discussed.