



IMPACT OF GLOBALIZATION AND MIGRATION ON CAREER ASPIRATIONS OF KERALA'S YOUTH

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ABSTRACT

This study examines the impact of globalization and migration on the career aspirations of adolescents in Kerala, India. Utilizing a mixed-methods approach, the research combines quantitative surveys and qualitative interviews to provide a comprehensive understanding of how these global phenomena influence career choices. The findings reveal that globalization significantly expands career horizons, with 37% of respondents feeling strongly influenced by global trends. Migration, particularly to the Gulf countries, also plays a crucial role, with 23.5% of respondents strongly influenced by the prospect of overseas employment. Technological advancements further enhance career opportunities for 68.75% of respondents, highlighting the importance of technological literacy. However, challenges such as educational disparities and the need for socio-cultural adaptation underscore the necessity for enhanced career guidance and educational reforms. Recommendations include implementing comprehensive career counseling, promoting technological literacy, and supporting students in preparing for both local and global career opportunities. This study underscores the importance of aligning educational strategies with global trends to support the evolving career aspirations of Kerala's youth.

1. INTRODUCTION

Globalization and migration have fundamentally reshaped the socio-economic landscapes of many regions worldwide, including Kerala, India. Known for its significant diaspora, especially in the Gulf countries, Kerala presents a unique case where international migration has deeply influenced the state's economy, culture, and social structures. This phenomenon has not only contributed to economic growth through remittances but also created a complex web of influences that shape the career aspirations of Kerala's youth (Zachariah & Rajan, 2010).

Globalization has introduced new career opportunities and exposed young individuals to a broader array of professional possibilities beyond the traditional and locally available options. Technological advancements, global communication networks, and cultural exchanges have further expanded the horizons for Kerala's adolescents, prompting them to consider careers that align with global trends and demands (Giddens, 2002; Castells, 2010).

Migration, particularly to the Gulf countries, has been a significant socio-economic driver in Kerala for several decades. The allure of higher wages, better living standards, and the success stories of returnees have created a strong aspirational pull towards overseas employment among the youth (Kurien, 2002). However, this trend also brings challenges, including the potential mismatch between local educational offerings and the skills required for global careers, and the socio-cultural adjustments needed for successful integration into foreign job markets (Osella & Osella, 2000).

This paper aims to examine the impact of globalization and migration on the career aspirations of adolescents in Kerala. By exploring these dynamics, the study seeks to provide a comprehensive understanding of how external global influences and migration trends interplay with local contexts to shape the professional trajectories of Kerala's youth.

2. LITERATURE REVIEW

2.1 Globalization and Career Diversification

Globalization has significantly diversified the scope of career options available to individuals. According to Appadurai (1996), globalization has facilitated a seamless exchange of ideas, cultures, and professional practices across borders, enriching the professional landscape and expanding career horizons for individuals, particularly the youth. The exposure to international opportunities and diverse working environments has intensified the appeal of pursuing careers abroad, fostering a global mindset among the youth about their career aspirations (Sennett, 2006).

2.2 Impact of Technological Advancements

Technological advancements have not only revolutionized industries but have also reshaped career paths and possibilities. The thesis emphasizes the role of advancements in Information and Communication Technology (ICT) in unveiling a plethora of career options and creating avenues

for innovation and entrepreneurship (Castells, 2010). Technological innovations have enabled the emergence of new professions and have rendered certain traditional careers more dynamic and multifaceted. Additionally, technology has democratized access to information and learning resources, allowing individuals to acquire skills and knowledge that align with their career interests and market demands (Friedman, 2005).

2.3 Migration Trends and Career Aspirations

Migration, particularly to the Gulf countries, has had a profound impact on the career aspirations of Kerala's youth. The economic benefits of migration, such as higher wages and improved living standards, have made overseas employment an attractive option. The thesis highlights that 23.5% of individuals are strongly influenced by the trend of Gulf migration in their career planning, while 33% are moderately influenced (Zachariah & Rajan, 2010). This suggests that the prospect of working in the Gulf countries significantly impacts the career aspirations of many young people in Kerala.

Moreover, globalization and exposure to global trends have also influenced career aspirations. The data indicates that 37% of respondents feel strongly influenced by globalization, while 30.5% are moderately influenced, highlighting the significant role global trends play in shaping career choices (Giddens, 2002).

3. METHODOLOGY

3.1 Research Design

This study employs a mixed-methods approach to explore the impact of globalization and migration on the career aspirations of adolescents in Kerala. The mixed-methods design integrates both quantitative and qualitative data to provide a holistic understanding of the research problem.

3.1.1 Quantitative Component

3.1.1.1 Sample and Sampling Technique

The quantitative component involves a survey administered to a representative sample of 400 adolescents aged 15-18 years in Kerala. A stratified random sampling technique is used to ensure that the sample reflects the diverse socio-economic and geographical contexts of the state, including urban and rural areas.

3.1.1.2 Data Collection Instrument

A structured questionnaire is developed, comprising both closed-ended and Likert-scale questions. The questionnaire captures data on:

1. Demographic information (age, gender, socio-economic status, urban/rural location).
2. Career aspirations (preferred career, reasons for choice).
3. Influencing factors (family expectations, exposure to global trends, migration influences).

3.1.1.3 Data Collection Procedure

The survey is administered in selected schools and through online platforms to ensure a wide reach. Permission is obtained from school authorities, and informed consent is secured from participants and their parents.

3.1.1.4 Data Analysis

Quantitative data are analyzed using descriptive statistics (mean, median, mode, standard deviation) and inferential statistics (chi-square tests, regression analysis) to examine relationships and differences between variables.

3.1.2 Qualitative Component

3.1.2.1 Sample and Sampling Technique

The qualitative component involves semi-structured interviews with a purposive sample of 20 key stakeholders, including adolescents, parents, teachers, and career counselors. The sample is selected to represent a range of perspectives across different socio-economic backgrounds and geographical locations.

3.1.2.2 Data Collection Instrument

An interview guide is developed, comprising open-ended questions designed to elicit detailed information on:

- Personal experiences and perceptions related to globalization and migration.
- The role of family and community in shaping career aspirations.
- The impact of educational and socio-economic contexts on career choices.

3.1.2.3 Data Collection Procedure

Interviews are conducted face-to-face and via video calls, depending on the availability and preference of participants. Each interview is audio-recorded with the participant's consent and transcribed verbatim for analysis.

3.1.2.4 Data Analysis

Qualitative data are analyzed using thematic analysis. This involves coding the data to identify recurring themes and patterns, followed by the development of a thematic framework to interpret the findings. NVivo software is used to facilitate data management and analysis.

3.2 Triangulation and Integration

The findings from the quantitative and qualitative components are compared and integrated to provide a comprehensive understanding of the research problem. Triangulation enhances the validity and reliability of the study by corroborating evidence from multiple sources and perspectives.

3.3 Ethical Considerations

Ethical approval is obtained from the relevant institutional review board. Participants are informed about the purpose of the study, the voluntary nature of participation, and their right to withdraw at any time without penalty. Confidentiality and anonymity are maintained throughout the research process.

4. FINDINGS AND DISCUSSION

4.1 Quantitative Findings

4.1.1 Demographic Profile

The survey was completed by 400 adolescents aged 15-18 years from various regions of Kerala. The sample included a balanced representation of genders and a mix of urban and rural participants. The socio-economic backgrounds of the respondents varied, providing a comprehensive overview of the demographic influences on career aspirations.

4.1.2 Impact of Globalization

The data reveals that 37% of respondents feel strongly influenced by globalization in shaping their career aspirations, while 30.5% are moderately influenced. This indicates that exposure to global trends and opportunities plays a significant role in shaping the career choices of adolescents in Kerala (Giddens, 2002).

Influence Level	Frequency	Percentage
Strongly	148	37%
Moderately	122	30.5%
Slightly	85	21.25%
Not at All	45	11.25%

4.1.3 Impact of Migration

The trend of Gulf migration has a notable influence on career aspirations, with 23.5% of respondents being strongly influenced and 33% moderately influenced by the prospect of working in the Gulf countries (Zachariah & Rajan, 2010). This suggests that the economic benefits and success stories associated with migration significantly impact career planning among Kerala's youth.

Influence Level	Frequency	Percentage
Strongly	94	23.5%
Moderately	132	33%
Slightly	108	27%
Not at All	66	16.5%

4.1.4 Technological Advancements

Technological advancements positively impact career choices for 68.75% of respondents, indicating that technology has expanded career opportunities and enhanced skill sets (Castells, 2010). This underscores the importance of technological literacy in shaping contemporary career aspirations.

Impact Level	Frequency	Percentage
Positively	275	68.75%
Negatively	65	16.25%
No Impact	60	15%

4.2 Qualitative Findings

4.1 Themes from Interviews

4.1.2 Influence of Globalization

Interviews with adolescents, parents, and teachers reinforced the quantitative findings. Many adolescents spoke about the exposure to global trends and the appeal of international careers. One student shared, *"Global trends have opened up new career possibilities that I hadn't considered before. It has broadened my horizons."*

4.1.3 Impact of Migration

Parents and career counselors highlighted the significant role of migration in shaping career aspirations. A parent noted, *"The success stories of people who have gone to the Gulf have a strong influence on our children. They see it as a pathway to better opportunities."*

4.1.4 Educational and Technological Influence

Teachers emphasized the role of technology in expanding career options. One teacher stated, *"Technological advancements have created new career paths for our students. It's important for them to stay updated with these changes to remain competitive."*

5. CONCLUSION

The findings from this study provide a comprehensive understanding of the impact of globalization and migration on the career aspirations of adolescents in Kerala. Global trends, technological advancements, and migration to Gulf countries significantly influence career

choices. However, there are challenges, including the need for better alignment between local education and global career opportunities, and the socio-cultural adjustments required for successful integration into foreign job markets.

6. RECOMMENDATIONS

6.1 Enhance Career Guidance Services

- Implement comprehensive career counseling programs that help students explore various career paths and understand the demands of global job markets.
- Train career counselors to provide guidance on both local and international career opportunities.

6.2 Address Educational Disparities

- Improve resource allocation in rural areas to ensure equitable access to career guidance and educational opportunities.
- Develop programs that expose students to diverse career options, including those influenced by globalization and technological advancements.

6.3 Promote Technological Literacy

- Integrate technological literacy and digital skills into the educational curriculum to prepare students for the demands of the global job market.
- Encourage the use of digital platforms for career exploration and development.

6.4 Support Migration Preparedness

- Provide comprehensive support systems for students considering overseas employment, including information on work environments, rights, and cultural adjustments.
- Establish migrant resource centers to assist individuals in navigating the complexities of working abroad.

6.5 Foster Global Competence

- Incorporate global education frameworks into the curriculum to foster cultural awareness and international career readiness.
- Facilitate student exchanges and global internships to provide valuable international exposure.

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