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THE IDENTITY CRISIS OF YOUNG GRADUATES

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*Motto: "Education made us what we are."
Claude Adrien Helvetius*

Abstract: In research conducted we turned our attention to the labor market, analyzing the capabilities of university education system linked to employers' expectations. Following the analysis carried out has been noted that although Romania has benefited from strong economic growth, the labor market experiencing deeply lacking in terms of skills coexisting with oversupply of labor, as well as participation rates low in declining sectors.

Keywords: identity, university graduate, university education system, labor market, sustainable jobs.

JEL Classification: A, A2, A23.

REL Classification: 4B, 12B, 4D, 8G, 12I.

Introduction

Labour market conditions are particularly difficult in Romania, although the unemployment rate is not necessarily high compared with the EU average, but unemployment is asymmetric, affecting particularly young university graduates. In this regard it is desirable to create favorable conditions to increase participation and encourage the creation of sustainable jobs. Also, political reforms must focus on insertion into employment of graduates.

They are particularly affected by unemployment. The skills that the education system endows them university graduates often seem to be decoupled from the expectations of employers.

The opening sections of the labor market should be considered to fill the gap between the supply of labor and expanding existing demand.

1.1. Highlights psycho - educational development of young graduates

1.1.1. Timelines of the research

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This raises questions about the capacity of the education system in Romania and the versatility education and training continue to create a competitive workforce.

The labor market is in a process of evolving and changing ever more rapidly, the ballast of a job almost disappeared from the usual speech and the adaptability of those in competition of placement must be increasingly higher. Any process of development and growth is based on element change, adaptability, which however, is not specific and does not define each individual. It is therefore important to know the parameters of psycho-educational youth development and understand changes in mental, physical and emotional through which they pass in natural evolution, from the stage of teenagers at youth and adults, once they studies completed want to be part of society, to have control over their own destinies and decisions, and to walk naturally all stages of human development.

1.1.2. Research Methods and techniques

To achieve research methods were used and quantitative and qualitative analysis tools and benchmarking.

Lack of integration in the social environment and bottlenecks occurring in the lives of young graduates who fail to get a job according to their qualifications are elements that create imbalances mental and emotional very strong subjects in these situations having to readjust new requirements coming from the labor market, which had no knowledge when choosing a particular field of study.

Integrating both in the social and economic environment, getting a job and receiving acceptance in a group is essential for any individual to feel useful and to get confidence and self-respect. Simple transition from student life to the young university graduate who expects the next step in his career to be governed by infinite labor market integration has significant consequences.

Any change process involves automatically changes and adaptations to new requirements imposed by the context in which young graduate is. In developmental psychology, psychology of age respectively, can identify different types of changes and modifications taking place at the psychological level. In many cases, changes in young people's lives are permanent and irreversible even if the subject matter is not flexible enough to adapt to the new environment.

1.2. Evolution psychosocial development of young people and adults in the process of integration into society

1.2.1. Results and discussion

The psycho-social development of young graduates can be noticed various theoretical models and experimental showing their transformations and emphasizes fundamental development activities consist of preparing for the integration into working life, both socially

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and professionally. These steps are essential in defining the individual as an entity which has and may exercise complete personality traits translated into social relations and economic and various creative activities.

Maintaining a positive health status will help the individual in activities undertaken, it can be considered apt and able to work. Preparing for adulthood began in childhood, when the child is asked by others: "What you want to become when you grow up?", And will continue in adolescence by creating and establishing an identity after experiments conducted, and then the adult to confirm or refute their desire formulated in childhood, namely: "when I grow up I want to be ..."

The young graduate will increasingly understand more deeply the surrounding reality by assimilating theoretical knowledge and their implementation and / or enriching life experience. They always tend to introspection, trying thus to know their system of values, skills, motivations, weaknesses, attitudes, interests of short or long.

Adolescence is also important from the perspective of identifying the sense of identity, conception of himself, winning a self-esteem, which further will help the young graduate may be integrated in a community or working group, bringing added value the environment in which it operates.

The will learn more about themselves, the more you will be able to express their opinions freely, keeping limits to dialogue with colleagues and superiors balanced, with increased chance of being appreciated and advanced workplace.

However, reality shows that efforts graduate to find a stable job are often impeded by various factors, namely: lack of work experience, placing the young man in a position uncertain and brief or lack of places work involving a higher qualification in line with graduate studies.

Delaying labor market integration and the acquisition of certain statute will create a number of uncertainties and psychologically. Along with issues coming from outside (the lack of jobs, unstable economic situation, etc.), the young graduate is also the moment when, at the psychological level, must pass a new stage of its existence.

Erikson, emphasize in his studies that found a family related problems among young people are caused by the appearance of a conflict between the need for privacy and search or fear of isolation. Failures or failures stem young and his fear of being rejected, unaccepted, thus having the courage to approach those around him.

Moreover, in search of a new identity and the need to establish a position recognized and valued in society at the macro level and within the team work colleagues, at the micro level, the young graduate will have a series of ideals and desires of self-realization. As a new graduate, they expect that the company has immediate need of the knowledge acquired during university studies and their work.

Bottlenecks occurred in carrying ideals of youth were identified by experts in the field of psychological and called as "shock of reality." When the graduate will go through an

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extended search for a job and he will not find the desired stability, will feel that all the work during the theoretical training was in vain and the only tangible result irresistible that the company has other requirements in him.

The need to adapt quickly to new requirements is necessary to restore a balance young psychic who needs to gain experience through work and self-esteem. It is equally true that, after employment, are young people who will have new deceptions regarding the tasks they have to perform, respectively, auxiliary loads that are not always in accordance with their qualifications.

Also, the heads will have expectations and a number of requirements which young people not be able to cope with always having to readjust to a new style of work respecting deadlines imposed for their projects and carrying them out according to a schedule demanded.

Attitudes of superiority or no aid coming from colleagues with more experience than young people just integrated into the work will generate a series of negative conditions will also affect the relations of collegiality. The youth group will always and will join those who have tendencies and ideals, ways of thinking and perceptions like.

Period that will require models and clear guidance on the tasks they have taken to fulfill. Compliance deadlines, teamwork, communication with colleagues from different departments will help newly employed young people have a broad perception on activities, rights and responsibilities they have.

Awareness of new responsibilities and seriousness in addressing issues daily will positively affect their development process, feeling more in control of positions they occupy and gaining, while not only necessary experience, but also a mature attitude to look in perspective, current events.

Graduates who have not established a satisfactory or professional position in the situation of losing work, will undergo some changes as follows:

- they will undergo an initial shock when job loss, feeling unloved and worthless.
They will try to regain the status of prisoner and seek a new job to be appreciated for his professional qualities;
- if they came to have the status of unemployed will endeavor to find a job, at least as satisfactory as the original;
- if the search period and the stabilization of the financial professional or extended, for various reasons, they will begin to doubt his professional capabilities, their efforts became irregular, unreliable and disappointing;
- if they continue in their alumni deadlock situation professionally, they will go through a series of negative states, such as apathy or indifference thus setting up the first signs of depression.

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Thus, for a university graduate who managed to integrate the labor market, but has no job satisfaction, job loss may come as a boon in that it will create future opportunities for finding a job much suited to its desires and aspirations.

Conclusions

The effect can be negative for a graduate who, even if not fully satisfied with the current position they occupy, job loss is perceived as an official statement of rejection and refusal from the employer.

Thus, the transition to adult life is a journey not without obstacles, challenges and new perspectives on the subject must be adopted and must adapt.

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