

THE ROLE OF THE CRISIS OF MOTIVATION IN THE INCREASE OF PRECARIITY AMONG YOUTH

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Abstract: *This article analyzes the expansion of the precariat layer among young people in the context of globalization and transformations in the labor market. The psychological, social and economic roots of the lack of desire are considered, and its impact on the professional development of young people, their position in the labor market and social integration is highlighted on the basis of scientific sources. Research has shown that lack of desire increases the tendency among young people to work in uncertain, temporary, insecure relationships. The article scientifically substantiates the need to increase motivation and form mechanisms supporting professional development in youth policy.*

Key words: *precariat, crisis of motivation, youth policy, labor market, professional development, social risks.*

INTRODUCTION

The rapid changes in the global economy over the past decades have led to a fundamental transformation of the labor market. The transition from an industrial to a post-industrial model, the spread of digital technologies, and automation have correspondingly changed the nature, stability, and skill set of jobs. These processes have resulted in the emergence of a social category based on precarious, temporary work called the precariat. According to the Oxford English Dictionary (OED), the first use of the word "precariat" dates back to the 1980s, when it was first recorded in the works of Michael Harrington in 1989³⁷. According to Standing, the precariat differs from previous understandings: in addition to not having the means of labor, they also lack a permanent job, stable income, social guarantees (health insurance, pension, paid vacation, etc.), and their work is often short-term, daily or temporary in nature³⁸.

Young people are the group that is most sensitive to the impact of social processes. First, they are just entering the labor market, and they have fewer opportunities than adults in terms of qualifications and experience. Second, technological changes and the high level of competition require young people to adapt quickly to changes. Third, the intensification of the motivation crisis among young people has a negative impact on meeting their professional and social needs. From this point of view, the motivation crisis should be studied as an important psychological and sociological factor explaining the increase in precarity among young people. This article analyzes the relationship between the motivation crisis and precarity based on scientific sources.

³⁷ https://www.oed.com/dictionary/precariat_n?tl=true

³⁸ Standing G. Precariat: The New Dangerous Class. Moscow: Ad Marginem, 2014

The desire deficit crisis: theoretical and psychological foundations. Motivation is the internal driving force of human activity. The self-determination theory developed by researchers Ryan and Deci explains the psychological mechanisms of the formation and decline of motivation³⁹. According to him, motivation decreases when three basic human needs - autonomy, competence and social connection - are not satisfied.

As a result of such unsatisfied needs among young people, the motivational crisis is seen in the following cases:

- weakening of the ability to set goals;
- low self-confidence;
- lack of social support;
- increased uncertainty about the future.

Low motivation, according to psychologists, increases apathy, passivity and "failure to self-fulfillment syndrome"⁴⁰.

The interrelationship between the motivation crisis and the precariat is also evident in professional problems. The inability of young people to find their own professional path is one of the most important manifestations of the motivation crisis. Relatively low motivation exacerbates such situations as:

- uncertainty in choosing a career,
- decreased interest in improving qualifications,
- frequent job changes.

This leads young people not to stable work, but to temporary work, low-paid and unsecured jobs in the service sector.

Low "initial social capital"

Young people with low motivation often:

- do not use social networks,
- do not establish relationships with mentors and teachers,
- do not participate in development programs.

As a result, their "social capital" is low, and their competitiveness in the labor market decreases. This situation leads to what Standing described as "denizenization," that is, the withdrawal of the individual from economic and social life⁴¹.

Lack of skills development and technological transition. In the context of digitalization, highly qualified personnel are required. Low motivation, in turn, exacerbates the following situations:

- avoidance of continuous education,
- failure to participate in advanced training courses,

³⁹ Journal American Psychologist. American Psychological Association, Inc..2000. Vol. 55, No. 1, 68-78 DOI: 10.1037/10003-066X.55.1.68

⁴⁰ Navi, Prince. Motivational Uplift: Do Positive Events Promote Enhanced Expectancy and Engagement for Goals? DISSERTATION submitted in partial satisfaction of the requirements for the degree of DOCTOR OF PHILOSOPHY. in Psychology and Social Behavior. UNIVERSITY OF CALIFORNIA, IRVINE.2024.338 p.

⁴¹ <https://journals.sagepub.com/doi/full/10.1177/1536504214558209>

- lack of interest in new technologies.

This pushes young people out of the labor market and into the precariat.

Loss of psychological stability due to lack of motivation According to the American Psychological Association (APA, 2020), stress and depression are increasing sharply among young people⁴². Psychological uncertainty and internal instability:

- makes it difficult to adapt to work,
- reduces the possibility of staying in a stable job for a long time,
- increases the tendency to temporary and low-responsibility jobs.

According to the concept of the "risk society" of the researcher Ulrich Beck, as a result of the influence of the socio-economic environment, the feeling of uncertainties, risks and lack of perspective is increasing in modern society⁴³. This situation further exacerbates the motivation crisis and destabilizes the strategic decisions of young people in the labor market.

Also:

- the disconnection of the education system from the labor market,
- migration pressure,
- economic inequality,
- lack of family and social support strengthen the social roots of the motivation crisis.

Conclusion

The conducted analyses show that the motivation crisis is one of the central factors in the expansion of precariat among young people. Low motivation reduces the professional development, competitiveness and stability of young people in the labor market. Therefore, in youth policy, the following are of strategic importance:

- motivation-enhancing programs;
- professional guidance centers;
- platforms for the development of professional skills;
- development of psychological support systems.

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⁴² <https://www.apa.org/news/press/releases/stress/2020/report-october>

⁴³ Beck, Ulrich. Risk Society: Towards a New Modernity. - (Theory, Culture & Society Series). I. Title II. Ritter, Mark III. Series. 264 p.London.1992.

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