

The Psychological Process behind Young People Re-entering the Workforce

– Focusing on young people who quit their jobs voluntarily –

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The purpose of this study is to investigate why young people quit their jobs voluntarily and the process they had to undergo to re-enter employment. A total of four participants were recruited for this study, and semi-structured interviews were adopted whereby the participants were questioned on their experiences regarding the phase of quitting and re-employment, with these phases then being separated into five sub-phases.

The modified grounded theory approach was used to analyze the interview transcripts, and it was found that there were two commonalities shared by all participants: 1) Dissatisfaction with relationships in the workplace, and, 2) feelings regarding the company that they worked for.

Based on these results, it was suggested that: 1) There is a dilution of awareness regarding re-employment among young people who quit their jobs, and 2) these young people experience difficulties in determining their final career decision. Furthermore, the present study revealed that a lack of respectable role models in the workplace may have resulted in the subjects quitting their jobs. It was suggested that the existence of healthy relationships and good role models in the workplace, leading to increased work motivation and the promotion of the concept of adapting to one's environment, may have a positive influence in improving work conditions for young people.