A STUDY ON RELATIONSHIP BETWEEN JOB BREAK AND CAREER OF AN EMPLOYEE

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A job break generally means a period of time when a person opts to be out of his job or profession for a short period of time for various reasons that may be personal or professional, before reassuming his longer job or professional commitments. Study aims at evaluating relationship between job break and career of an employee. Kruskal wallis test and ANOVA are used in study to evaluate relationship.

KEY WORDS: *Job break, Years of experience, Nature of job, educational qualification, Job role*

INTRODUCTION

A job break is a period of time in which you are not working. It is often used by people who are taking time off work for personal and/or professional growth. Career breaks usually last between one and two years, but some people will only take brief breaks may be for a month to try out new things before committing to a longer period of time. Career breaks, also known as "The Adult Gap Year," have become increasingly common in recent years as workers strive to achieve a better work-life balance. People take career breaks for a variety of reasons, including volunteer work, training and growth, and so on.

Study aims at evaluating relationship between job break and career of an employee. Appropriate Parametric and Non parametric tests were used for analysis

REVIEW OF LITERATURE

Gillette (2007) reported that the educated class has a difficult time keeping up with evolving technology. Those with degrees were deemed ineligible for high-tech positions. More and more people are going out to learn additional skills that are essential for their work. As a result, middle managers who are dealing with this problem may enrol in a new course or even consider changing careers.

Drago et al. (2005) focused on professionals who postponed their career entry, notably moms who had spent a significant amount of time raising their children. They must be retrained and coached in order to assume new duties. This pool of female executives is a potential supply of talent for businesses. However, despite their seniority, these managers lag behind in terms of abilities and attitudes compared to other managers in their age group. As a result, they may be dissatisfied with their pay and position in the company.

Caproni (2004) looked into the subject of work-life balance and how it affected people's careers. She shared her personal experience dealing with this issue as a mother of two small children who works two jobs. She began by prioritising her tasks to improve her productivity. Managers can do the same thing, but once the first period with young children is through

and there is more time on their hands, they can strive for a better work-life balance.

Cryer (2003) proposed strategies for dealing with stress in later stages of a career cycle of life Negative stress can make a person depressed, burn them out, make them sick, or even kill them. It is critical to take care of it in today's competitive environment. Step-by-step instructions. In this study, the author suggests a remedial method. It is necessary to address both the biological and psychological aspects of stress. Medication can be used to treat biological stress. However, the most important factor in dealing with psychological stress is instilling a positive outlook on life. A freeze-frame approach, which entails leaving a stressful environment for a short period of time, is also beneficial. This research implies that switching from a tough job to a less stressful one can be more self-fulfilling, potentially opening up new career opportunities. Once conquered, mid-career stress can lead to a more self-fulfilling life and profession.

Zemon (2002) evaluated the career changer's reflections. The essay focused on a midlife decision point and the incumbent's decision to change careers. The research was qualitative in nature, depending primarily on the subject's narrative - a librarian. She wrote in her reflections that boredom with her profession, too much reliance on technology, and other factors prompted her to consider a career change.

OBJECTIVE OF THE STUDY
The objective of the study is to ascertain whether there is any significant relationship between job breaks by an employee and career of an employee

METHODOLOGY OF THE STUDY
Ex post facto research design is proposed for the study. The people from Ernakulam district of Kerala state were the universe for study. The data for the study was collected from primary sources. The primary data was collected from the respondents through structures questionnaire. The sample size of study was 80 respondents from Ernakulam including both male and female. Data analysis has been done by appropriate Parametric and Non parametric test.

STUDY HYPOTHESIS
H_0 = There is no significant relationship between Job break and gender of an employee.
H_0 = There is no significant relationship between Job break and employee's years of experience.
H_0 = There is no significant relationship between Job break and employee's nature of job
H_0 =There is no significant relationship between Job break and employee's educational qualifications
H_0 = There is no significant relationship between Job break and employee's job role

MODEL SPECIFICATION
Study aims at evaluating the relationship between Job break and Career of an employee which is represented by five factor variables namely Gender, Years of experience, Nature of job, educational qualification, and Job role.

RESULTS AND DISCUSSIONS
TESTING OF HYPOTHEISIS
To test hypothesis Parametric and Non-Parametric test are applied and the results are given below.

HYPOTHESIS 1: JOB BREAK AND GENDER
H0 = There is no significant relationship between Job break and gender of an employee.
H1 = There is significant relationship between Job break and gender of an employee.

Table 1.1
Test of Homogeneity of Variances

Levene Statistic	df1	df2	Sig
1.792	1	78	.185

Leven's Statistics proves that the homogeneity condition of variance is not violated. That is (p= 0.185)

Table 1.2
ANOVA
Frequency of Job Breaks

	Sum of Squares	Df	Mean square	F	Sig.
Between groups	.882	1	.882	1.698	.196
Within groups	40.506	78	.519		
Total	41.387	79			

Interpretation
The null hypothesis (H_0) is not rejected since p value is greater than 0.05, (N=80, p=0.196).
It implies that There is no significant relationship between Job break and gender of an employee.

HYPOTHESIS 2: JOB BREAK AND EXPERIENCE
H0 = There is no significant relationship between Job break and employee's years of experience.
H2 = There is significant relationship between Job break and employee's years of experience.

Table 2.1
Descriptives
Frequency of Job Breaks

	N	Mean	Std. Deviation	Std. Error	95% Confidence Level for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Less than a year	33	1.21	.485	.084	1.04	1.38	1	3
2-3 years	38	1.32	.620	.101	1.52	1.52	1	4
3-5 years	6	2.67	.816	.333	3.52	3.52	2	4
Above 5 years	3	2.33	1.155	.667	5.20	5.20	1	3
Total	80	1.41	.724	.081	1.57	1.57	1	4

Table 2.2
TEST OF HOMOGENIETY OF VARIANCES
Frequency of Job Breaks

Levene Statistic	df1	df2	Sig.
2.942	3	76	.038

The assumption of homogeneity of variance is violated since p value is less than 0.05.(p=0.038) and therefore there is variance among different groups on the basis of years of experience

KRUSKAL WALLIS TEST
Table 2.3
Hypothesis Test Summary

	Null hypothesis	Test	Sig.	Decision
1	The distribution of frequency of job breaks is the across categories of experience	Independent samples Kruskal Wallis Test	.000	Reject the null hypothesis

Here we reject the null hypothesis as p value is less than 0.05 (N=80, p=0.000)

which implies that There is significant relationship between Job break and employee's years of experience.
It can be observed that as years of experience increase frequency of job break in his career also tends to increase.

Table 2.4
Pairwise comparison of experience

Sample 1-Sample 2	Test Statistic	Std Error	Std. Test Statistic	Sig.	Adj. Sig
Less than a year – above 5 years	-24.697	11.274	-2.191	.028	.171
Less than a year-3-5 years	-35.614	8.297	-4.292	.000	.000
1-3 years – 3-5 years	-32.596	8.213	-3.969	.000	.000

Interpretation
The significance level is 0.5 for the test and There is significant difference in the frequency of job breaks between groups with experience less than one year, experience of 3-5 years and experience of above 5 years. There is significant difference in the frequency of job breaks between group of experience with 1-3 years and group with experience with 3-5 years. It can be observed that as experience increase the mean frequency of job breaks also increase.

HYPOTHESIS 3 : JOB BREAK AND NATURE OF JOB
H0 = There is no significant relationship between Job break and employee's nature of job
H3 = There is significant relationship between Job break and employee's nature of job

Table 3.1
Descriptives
Frequency of job breaks

	N	Mean	Std. Deviation	Std. error	95% of Confidence Interval for mean		Minimum	Maximum
					Lower bound	Upper bound		
Part time	10	1.50	.707	.224	.99	2.01	1	3
Full time	70	1.40	.703	.087	1.23	1.57	1	4
Total	80	1.41	.724	.081	1.25	1.57	1	4

Table 3.2
Test of Homogeneity of Variances
Frequency of Job Breaks

Levene Statistic	df1	df2	Sig.
.038	1	78	.847

The assumption of homogeneity is not violated as per Levene's statistics as p value is greater than 0.05.(p=0.847) and therefore there is no variance among two groups on the basis of nature of job.

Table 3.3
ANOVA
Frequency of Job Breaks

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	0.088	1	0.088	.165	.685
Within Groups	41.300	78	5.29		
Total	41.388	79			

Interpretation
The null hypothesis is not rejected since p value is greater than 0.05, (N=80,p= 0.685).
It implies that There is no significant relationship between Job break and employee's nature of job
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HYPOTHESIS 4: JOB BREAKS AND EDUCATIONAL QUALIFICATION
H0 =There is no significant relationship between Job break and employee's educational qualifications
H4 = There is significant relationship between Job break and employee's educational qualifications
.

Table 4.1
Test of Homogeneity of Variances
Frequency of Job Breaks

Levene Statistic	df1	df2	Sig.
1.798	3	75	.115

Levene's Statistic proves that the homogeneity condition of variance is not violated.
That is (p=0.155) and therefore there is no variance among different groups on the basis of educational qualification

**Table 4.2**
ANOVA
Frequency of Job Breaks

	Sum of squares	Df	Mean Square	F	Sig.
Between Groups	7.710	4	1.928	4.293	.004
Within Groups	33.677	75	.449		
Total	41.388	79			

Interpretation

The null hypothesis (H_0) is rejected since p value is less than 0.05, (N=80,p=0.004).

It implies that There is significant relationship between Job break and employee's educational qualifications. It can be observed that employee group belonging to Mphil/PhD/Other category of educational qualification shows higher trend of job breaks.

Figure 4.1
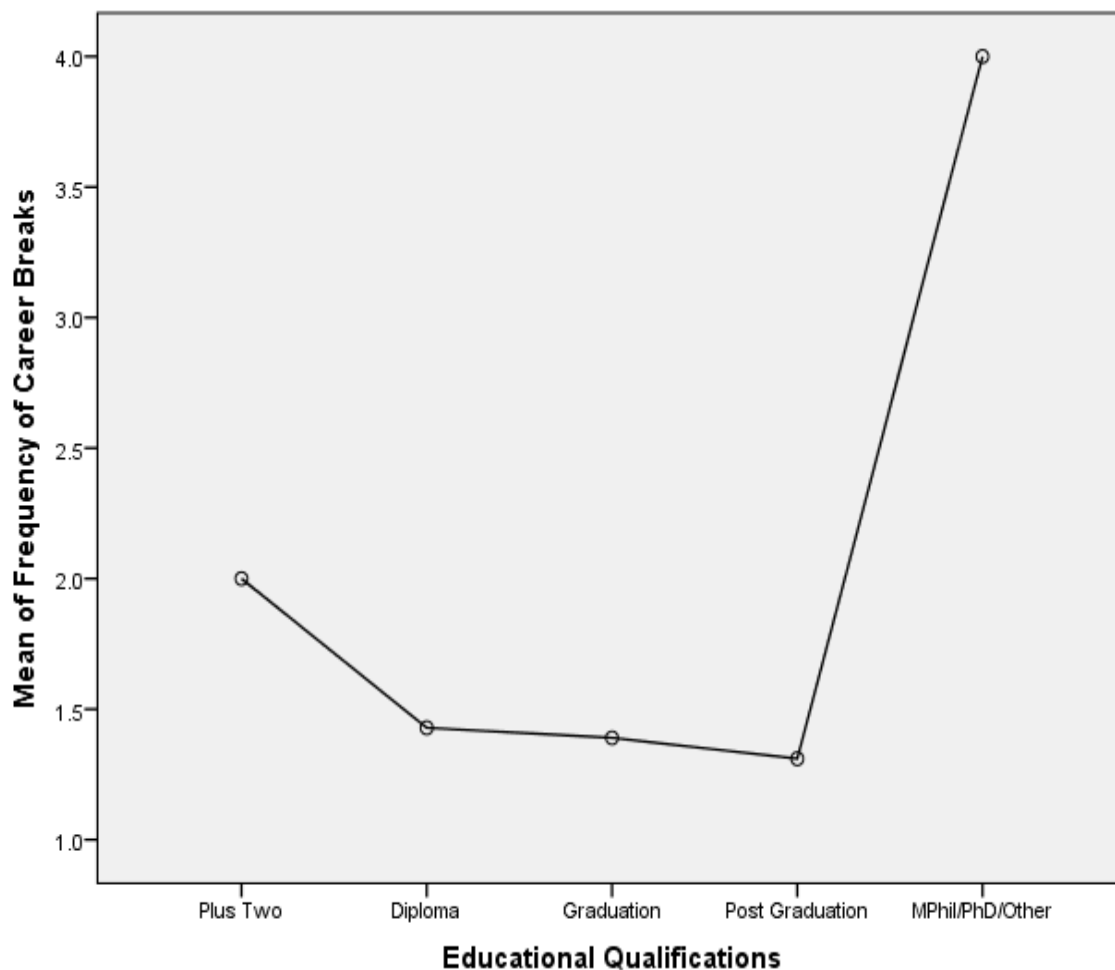
The mean plot reveals that respondents belonging to Mphil/PhD/Other category of educational qualification shows higher mean frequency of job breaks.

HYPOTHESIS 5: JOB BREAK AND JOB ROLE
H_0 = There is no significant relationship between Job break and employee's job role
H_5 = There is significant relationship between Job break and employee's job role

Table 5.1
Descriptives
Frequency of job break

	N	Mean	Standard Deviation	Standard Error	95% of Confidence Interval for Mean		Minimum	Maximum
					Lower board	Upper board		
Temporary	24	1.33	.637	.130	1.06	1.60	1	3
Permanent	56	1.45	.761	1.24	1.24	1.65	1	4
Total	80	1.41	.724	1.25	1.25	1.57	1	4

Table 5.2
Test of homogeneity of variances
Frequency of job break

Levene Statistic	df1	df2	Sig.
1.005	1	78	.319

The assumption of homogeneity is not violated as per levene's statistics as p value is greater than 0.05. (p=0.319) and therefore there is no variance among different groups on the basis of job role

Table 5.3
ANOVA
Frequency of Job Breaks

	Sum of Squares	Df	Mean squares	F	Sig.
Between groups	.215	1	.215	.407	.525
Within groups	41.173	78	.528		
Total	41.387	79			

Interpretation
The null hypothesis is not rejected since p value is greater than 0.05, (N=80, p= 0.525).
It implies that There is no significant relationship between Job break and employee's job role.

RESULTS AND FINDINGS
For study Career of an employee was represented by variables like Gender, Years of experience, Nature of job, educational qualification, and Job role and relationships between each of this variables and job break was evaluated and following are the results.
It was found that Gender of an employee has no significant relationship with the job break taken in career.
It was found that Years of experience of an employee has significant relationship with the job break taken in career
It was found that Nature of job of an employee has no significant relationship with the job break taken in career
It was found that educational qualification of an employee has significant relationship with the job break taken in career
It was found that Job role of an employee has no significant relationship with the job break taken in career

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