A Study on Government Jobs vs. Entrepreneurship: Career Preference Among Karbi Youth Residing in Diphu

A dissertation submitted to the Department of Social Work for the partial fulfilment of the requirement for the award of the degree of Master of Social Work

Submitted to:

Department of Social Work

MSSV, Guwahati Unit.

Submitted by:

Nisojili Terangpi

MSW 4th semester

Registration No: MSSV-0023-008-001413

Roll No: MSW-18/23

Session: 2023-2025

Mahapurusha Srimanta Sankaradeva Viswavidyalaya

Guwahati Unit, Rupnagar 781032, ASSAM

A Study on Government Jobs vs. Entrepreneurship: Career Preference Among Karbi Youth Residing in Diphu

A dissertation submitted to the Department of Social Work for the partial fulfilment of the requirement for the award of the degree of Master of Social Work

Submitted to:

Department of Social Work

MSSV, Guwahati Unit.

Submitted by:

Nisojili Terangpi

MSW 4th semester

Registration No: MSSV-0023-008-001413

Roll No: MSW-18/23

Session: 2023-2025

Mahapurusha Srimanta Sankaradeva Viswavidyalaya

Guwahati Unit, Rupnagar 781032, ASSAM

Department of Social Work

CERTIFICATE

I have the pleasure to certify that **Miss Nisojili Terangpi**, MSW 4th semester student bearing Roll No. **MSW-18/23** with Registration No. **MSW-0023-008-001413** of 2023 has successfully completed the dissertation entitled **"A Study on Government Jobs vs. Entrepreneurship: Career Preference Among Karbi Youth Residing in Diphu"**. She has successfully completed this research on her own efforts.

I wish her a bright future.

(Dr. Deepshikha Carpenter)

HOD (i/c)

Department of Social Work

Guwahati Unit, MSSV,

Nagaon

Head (i/c)
Dept of Social Work
MSSV

Dr. Deepshikha Carpenter, HOD (i/c)

Mobile No: +91 7637887130

Email:

deepshikhacarpenter@mssv.ac.in

Department of Social Work

CERTIFICATE OF SUPERVISOR

This is to certify that **Miss Nisojili Terangpi**, student of MSW 4th semester bearing Roll No. **MSW-18/23** with Registration No. **MSW-0023-008-001413** of 2023, MSSV, Guwahati unit has successfully carried out his/her dissertation entitled "**A Study on Government Jobs vs. Entrepreneurship: Career Preference Among Karbi Youth Residing in Diphu**" as a student researcher under my supervision and guidance for the partial fulfillment of the requirement for the award of the degree of MASTER OF SOCIAL WORK (MSW).

The work reported in this research has not been submitted elsewhere and the facts presented here are true to the best of my knowledge.

I wish her all the very best for her future endeavors

Dr. Arpita Das

Assistant Professor

Department of Social Work

MSSV, Guwahati Unit

Research Supervisor
Dept. of Social Work
MSSV

Place: MSSV, Guwahati Unit

Date: 11/06/2025

MAHAPURUSHA SRIMANTA SANKARADEVA VISWAVIDYALAYA GUWAHATI UNIT

Department of Social Work

Date: 28.05.2024

Plagiarism Verification Certificate

Title of the Research Project	: A Study on Government Jobs vs. Entrepreneurship: Career Preference Among Karbi Youth Residing in Diphu.
Total Page	: 79
Researcher	: Nisojili Terangpi.
Supervisor	: Dr. Arpita Das
Department	: Social Work

This is to certify that the above Research Project (Dissertation) was scanned for similarity detection using the **Small Seo Tools Plagiarism Checker.** The softcopy of the Research Project on which the Plagiarism Check has been carried out is the identical softcopy of the hardcopy, which is being submitted for evaluation. The Process and outcome of the Plagiarism Check is given below:

Analyzed document	: Nisojili Terangpi MSW-18/23
Submitted on	: 2024-06-04 10:33:10
Submitted by	: Dr. Arpita Das
Submitter email	: arpitadas@mssv.ac.in
Total Word Count	: 18115
Similarity Index	: 1.5%
Analysis address	: https://smallseotools.com/plagiarism-checker/

The complete thesis/dissertation submitted by the student researcher, the Analysis Report and the Exported report from the Original Profile have been shared with the library in charge for review through e-mail.

Analyzed by- Dr. Arpita Das

Date: 11/06/2025

Place: Guwahati Unit, MSSV,

(Signature of Supervisor)

Department of Social Work

Guwahati Unit, MSSV, Nagaon

III

DECLARATION OF ORIGINALITY

I, Nisojili Terangpi, student of 4th semester, Department of Social Work (Roll No. MSW-18/23 and Registration No. A/F of MSSV, Guwahati Unit, Mahapurusha Srimanta Sankaradeva Viswavidyalaya (MSSV), do hereby declare that this dissertation, entitled "A Study on Government Jobs vs. Entrepreneurship: Career Preference Among Karbi Youth Residing in Diphu" is an original work of mine and is the result of my own intellectual efforts, under the guidance of Dr. Arpita Das, Assistant Professor, Department of Social Work, MSSV, Guwahati Unit. I acknowledge and cite the entire original source (i.e., key documents and authors' names) that helped me in writing this research project. I am not violating any author's copyright. I do hereby also declare that the contents of this dissertation have never been submitted to this or any other university (either in part or fully) for an award of any degree.

Nisojili Terangpi

Nisojili Terangpi

Roll No. MSW-18/23

Registration No: MSSV-0023-008-001413 of MSSV

Place: MSSV Guwahati Unit

IV

ACKNOWLEDGMENT

ABSTRACT

Choosing a career path is a crucial decision for young individuals, especially in tribal communities like the Karbi in Diphu, Assam. This study aims to explore the career preferences of Karbi youth, specifically toward government employment or entrepreneurship, and identify the driving factors, barriers, and opportunities within each path. Employing a mixed-methods approach using an explanatory sequential design, the study first gathered quantitative data from 30 respondents via structured questionnaires, followed by qualitative insights from 10 in-depth interviews. Findings reveal a nearly equal preference for government jobs and entrepreneurship, each influenced by distinct motivations, job security and social status versus autonomy and income potential. However, barriers such as corruption, lack of guidance, and financial constraints heavily shape career outcomes. The study concludes that while youth are increasingly open to entrepreneurship, systemic and infrastructural support remains limited. It underscores the urgent need for targeted interventions in career guidance and training, transparent recruitment, and entrepreneurship funding. This research holds significance for policymakers, educators, and community leaders aiming to support informed, sustainable career choices among tribal youth.

Keywords: Karbi youth, career preference, government job, entrepreneurship.

TABLE OF CONTENTS

LIST OF TABLES

LIST OF FIGURES

CHAPTER I

INTRODUCTION

INTRODUCTION

Choosing a career is one of the most important decisions that young people have to make, and for many, it can be a tough choice. In India, the career preferences of youth have long reflected a balance between aspirations for secure government jobs and the appeal of entrepreneurship. Among tribal communities, especially in the northeastern state of Assam, these choices are further influenced by sociocultural, economic, and regional realities. The Karbi youth of Diphu, the headquarters of Karbi Anglong district, stand at a unique crossroads of tradition and transition. On one hand, government jobs are associated with social status, job security, and respect. On the other hand, entrepreneurship is increasingly viewed as a path to independence, creativity, and economic empowerment.

Employment in the government sector is typically seen and chosen as a sign of stability and upward mobility among tribal communities, particularly in areas with a low percentage of private sector accessibility. However, changing economic circumstances, an overwhelming lack of government employment opportunities, and increasing social media exposure have all led to the emergence of alternative career paths. These days, instead of viewing entrepreneurship as a choice, young people are exploring it as a conscious decision driven by opportunity, interest, and independence.

However, these paths are challenged by a number of barriers. Problems with government employment include a lack of career counselling, corruption, and an insufficient number of open positions. Young people who want to start their businesses face challenges due to a lack of infrastructure, mentorship, and funding. Comprehending these factors is crucial for facilitating well-informed professional choices and directing efficient policy development.

The goal of this study is to determine the factors that affect the career choices of Karbi youngsters in Diphu, whether they are focused on preferring to work for the government or starting their own business, and to observe the opportunities and difficulties they encounter in each of the fields.

1.1. OPERATIONAL DEFINITION

➢ **Career Preference:** The chosen or desired career path among available options, based on personal, social, economic, or educational influences.
➢ **Government Job:** a stable government-sponsored job with regular earnings.
➢ **Entrepreneurship:** Entrepreneurship means starting and managing a business by taking risks to make a profit.

➢ **Karbi Youth:** Young people from the Karbi ethnic group, usually between the ages of 18 and 30, that are in the process of deciding on a career.

1.2. STATEMENT OF THE PROBLEM.

Career decision-making among tribal youth in Karbi Anglong, particularly in Diphu, is becoming increasingly complex. Although government jobs are still seen as safe, honourable, and financially stable, they are becoming more difficult to obtain due to their limited availability, difficult exams, and suspected corruption in the hiring process. The fact that many candidates do not have access to career counselling or mentoring significantly reduces their prospects. However, with its potential for income growth, flexibility, and independence, entrepreneurship is becoming a more tempting option. However, the majority of Karbi youth who want to start their businesses encounter significant obstacles, such as a lack of funding, poor infrastructure, restricted market access, and a fear of failing their venture.

The rising proportion of youths who are unsure of their career goals or who show uncertainty about their options is what motivates this study. Youth are forced to rely on informal sources for assistance when support or counselling is not available, which could cause difficulty in career decisions. Also, although the area has the potential for locally focused economic initiatives like agriculture, tourism, and traditional crafts, the entrepreneurship in Diphu is still in its early stages.

Because there is a lack of research that addresses the employment interests of Karbi youth, this study is crucial. Determining whether they favour government employment or self-employment, and more significantly, the reasons behind their preference, might help identify fundamental problems which caused young underemployment or unemployment in the area. Examining these trends will assist in determining whether the desire results from a lack of options, opportunity, or compulsion. It is crucial to recognise the obstacles as well as the driving forces behind these career choices.

1.3. SIGNIFICANCE OF THE STUDY

The fact that this study addresses an important issue, the job insecurity that tribal youth in Diphu face, makes it significant. Knowing what influences youths to pursue certain career paths or not is crucial in places where public service is limited and entrepreneurship is still growing. The results of this study offer a better understanding of the external and internal variables driving these choices. This study offers useful information that can assist in establishing youth-focused initiatives by determining what motivates or deters Karbi youth from pursuing government employment or starting their own business.

The research provides a data-based understanding of what kind of employment-related support is most urgently required, whether it's transparent government recruitment systems, local job creation schemes, or youth start-up funds. For educational institutions, the study highlights the gap in career counselling and skill development programs that align with real-world opportunities. It serves as a roadmap to design interventions that offer not just training, but also mentoring and local networking opportunities for aspiring youth entrepreneurs.

Most importantly, the study gives voice to Karbi youngsters in the discussion about their career paths. The study is to enable those to make informed career decisions concerning their goals, difficulties, and viewpoints. Also, this study contributes to larger academic conversations on Karbi youth development and regional equality in career assistance systems, as discussion on such topics is lacking.

1.4. OBJECTIVES OF THE STUDY

➢ To examine the career preferences of Karbi youth concerning government jobs and entrepreneurship.

➢ To explore the key factors influencing the career choices of Karbi youth.

➢ To understand the barriers and opportunities in entrepreneurship and government jobs.

1.5. RESEARCH QUESTIONS

➢ Which are the more convincing career preferences between government jobs and entrepreneurship among Karbi youth?

➢ What are the key factors that influence the career choices of Karbi youth in Diphu?

➢ How do these factors shape the preference for government employment among Karbi youth?

➢ What opportunities and challenges do Karbi youth face in pursuing entrepreneurship and government job?

CHAPTER II

LITERATURE REVIEW

LITERATURE REVIEW

Vos, A. D. et al. (2007). in their work *"To move or not to move? The relationship between career management and preferred career moves."* looked into how career management, both individual and organizational, affects employees' preferences for career moves. The research aimed to jump into the idea of new careers, where employees take more responsibility for their own career paths. By surveying professionals in research and development, the authors found that most employees preferred job enrichment, which allows them to grow in their field, rather than moving into new positions or taking on lateral roles. They also found that employees who actively manage their own careers are more likely to seek vertical, enriching, or temporary moves, though not lateral ones. Personal factors like age, family situation, and work-life balance also played a big role in shaping career preferences. Interestingly, organizational career management practices had a weak link to employees' career move choices, possibly because the organization's career management programs were not well-developed. The authors suggest that companies need to better align their career management practices with employees' aspirations and highlight the need for further research to confirm these findings in other organizations.

Ritz, A. & Waldner, C. (2011). researched *"Competing for future leaders: A study of attractiveness of public sector organizations to potential job applicants"* to analyze the factors that influence the attractiveness of public sector jobs to potential job seekers. The study used a written questionnaire distributed to 122 fourth-term bachelor students at the University of the Federal Armed Forces in Munich, with data analyzed through factor analysis and regression analysis. It found that public service motivation (PSM) significantly affects the attractiveness of public sector jobs. While intrinsic and extrinsic work motives were both relevant, the PSM dimensions attraction to policy making and community orientation had the strongest influence on intention to apply and recommend public sector employment. Control variables such as sex, experience, and grades had minimal impact. The study highlights that targeted employer branding and understanding of motivational factors are essential for public sector HR strategies.

Barsoum, G. (2014). in her study *"Young People's Job Aspirations in Egypt and the Continued Preference for a Government Job"* analyzed youth career preferences in Egypt, focusing on the sustained attraction to government jobs. The study used quantitative data from the Egypt Labor Market Panel Survey (2012), covering 12,060 households, and qualitative data from semi-structured interviews with educated urban youth under 30. It found that despite reduced government hiring, many youth—especially women—still prefer public sector jobs due to greater job stability, legal contracts, and access to social insurance, which are lacking in the informal private sector. Dissatisfaction with pay and social security in private jobs was a major reason for this preference.

Dong, H.-K. D. (2014). conducted a study on *"Individual Risk Preference and Sector Choice: Are Risk-Averse Individuals More Likely to Choose Careers in the Public Sector?"* to explore how individual risk preferences affect sector choice between public and private employment. The study used data from the National Longitudinal Survey to test the hypothesis that risk-averse individuals are more likely to self-select into public sector jobs due to the stability and job security associated with government employment. It found that individuals with higher levels of risk aversion are significantly more likely to choose careers in the public sector. The study concluded that personal risk preference is a critical determinant in occupational decision-making and supports the idea of a self-selection mechanism influencing public–private career differences.

Potabatti, P. S. & Boob, N. D. (2015). in their article *"Youth Entrepreneurship: Opportunities and Challenges in India",* attempted to examine the career paths taken by engineering graduates in India, highlighting the opportunities and difficulties faced by aspiring entrepreneurs. The study employs tools like secondary data, and the case study on Aspiring Young Entrepreneurs at Walchand College of Engineering demonstrates how student-led initiatives can cultivate entrepreneurial skills through networking, mentorship, and hands-on experiences. The study highlights challenges such as inadequate entrepreneurial education, lack of financial resources, and limited business networks while also pointing out that while youth-owned businesses have

lower survival rates, they show higher growth potential than those run by older entrepreneurs and key barriers including negative social attitudes, insufficient work experience, and market entry difficulties. Ultimately, the paper mark that India's vast youth population presents immense potential for entrepreneurship, provided structural challenges are addressed.

Karim, M. R. (2015). in his study *"Socio-economic factors influencing job preferences of civil servants with an emphasis on women professionals: A study at the managerial level of the Ministry of Public Administration in Bangladesh"* analysed the reasons why professionals, especially women, choose careers in the socio-economic context of Bangladesh. The study used qualitative research with in-depth interviews of 31 purposively selected civil servants, including 17 women, from the Ministry of Public Administration. It found that job preference was influenced by a combination of familial status, financial crisis, desire for self-dependence, and the social value attached to civil service. Women professionals were especially influenced by family expectations, gender roles, and social norms. The study highlighted that civil service is viewed as a stable and respected career, and women often had to negotiate family responsibilities to participate in public service

Joshi, J. & Bakshi, A. J. (2016). in their work *"Career-Related Challenges of Rural Underprivileged Youth in Western India",* analyzed the career challenges of rural underprivileged youth in Western India, compare how these challenges differ among different genders and groups and identify career support they require. The study used purposive sampling among 150 rural underprivileged youth, helping to find that lack of career-related guidance and the limited information about career options were the most common challenges. Additionally, underprivileged youth struggled with finance, language barriers, early family responsibilities, which impacted their career. Gender and regional differences were evident, with girls facing more challenges and Saurashtra youth reporting less career information than Ahmadnagar. The study also highlighted that 96% of rural underprivileged youth had never accessed career guidance, yet 96.7%

desired to have access, recognising its importance. The findings underscore the need for accessible career programs to bridge the gap.

Pravesh, R. (2016). in his article *"Challenges and Opportunities for Tribal Entrepreneurship Development in India: An Analytical Study"*, offered a comprehensive review of tribal entrepreneurship by positioning it within the larger context of job creation and economic expansion. Exploring existing literature that underscores the transformative role of entrepreneurship in both developed and developing economies, the study highlights the dual nature of tribal entrepreneurship, where rich indigenous skills and traditional practices create promising opportunities in sectors such as herbal products, handicrafts, agriculture, and tourism, yet are simultaneously hindered by significant challenges including infrastructural deficits, limited financial access, frequent policy changes, low technical know-how, and inadequate marketing strategies. By integrating insights from various studies on entrepreneurship, the paper calls for targeted policy interventions and capacity-building measures that are sensitive to the unique socio-cultural context of tribal communities. Overall, it underscores the need for a supportive ecosystem that can help transform traditional tribal practices into modern entrepreneurial ventures, ultimately fostering inclusive and sustainable economic development.

Koul, R. et al. (2016). through *"Influence of perceived parenting styles: Goal orientations and career aspirations of high school science students in Thailand"* examined how different perceived parenting styles affected goal orientation and career aspirations among Thai high school science students. The study used a quantitative method with survey data from 2,638 upper secondary science-math stream students across five schools. It found that students perceiving their parents as empathic were more likely to adopt mastery goals and aspire to high-earning science-related careers, particularly among females. In contrast, those perceiving domineering parenting styles showed more performance-avoidance goals. Parents acting as rule regulators were linked to both mastery and performance goals. Gender differences were noted, with

females perceiving parents as more empathic and males perceiving parents as more rule-oriented and domineering.

Kazi, A. S. & Akhlaq, A. (2017). in *"Factors Affecting Students' Career Choice"* studied the influence of various demographic, social, and academic factors on MS-level students' career choices in Lahore. The study used a mixed-methods approach, combining quantitative data from 432 students of two public sector universities with qualitative interviews of 24 students. Data was collected through a questionnaire and in-depth interviews. It found that parental influence was the most significant factor, followed by peers, gender, print media, financial concerns, and personal interest. The study also revealed that many students made career choices independently, while others were influenced by teachers or chose fields based on merit. Least influential factors included the internet, family business, and relatives' inspiration. The study emphasized the complex interplay of personal and external influences on students' career decisions.

Pathak, T. (2018). in "*A Study on the Career Preference of Undergraduate Learners of Distance Mode with Special Reference to KKHSOU Assam*" explores the career preferences of undergraduate learners enrolled in distance education at KKHSOU. The study aimed to examine the career preferences of male and female learners and identify whether significant gender-based differences exist in these preferences. The study used a descriptive method, selecting 320 learners through stratified random sampling from rural and urban areas across four districts in Assam. Data was collected using the Career Preference Record (CPR-BB) by Vivek Bhargava and Rajashree Bhargava. The findings revealed that education was the most preferred career choice among all learners, followed by Mass Media and Journalism, which showed significant gender differences. Male students expressed a higher preference for Mass Media and Journalism compared to female students. The study also found no significant gender-based differences in most other career areas, including Science and Technology and Medical careers. These result shows that distance learners prioritize flexible and secure careers, such as teaching, due to the nature of distance education.

Al-Abri, N. & Kooli, C. (2018). in their study *"Factors Affecting the Career Path Choice of Graduates: A Case of Omani"* analyzed factors influencing the career path choices of university graduates in Oman. The study used a quantitative method with convenience sampling and surveyed 80 final-year students from Al-Buraimi University through a structured questionnaire. It found that financial benefits and job interest had significant influence on career path decisions. However, culture, job security, and job opportunity showed weak positive relationships with career choice and were not statistically significant. The study highlighted financial benefits and interest as the most critical determinants in career decision-making.

Timungpi, S. & Kro, L. (2019) in their article *"Rural Entrepreneurship in the Twin District of Karbi Anglong: A Study",* examined the role of rural entrepreneurship in economic development within the twin districts of Karbi Anglong. The study highlights how entrepreneurship provides livelihood opportunities and contributes to regional balance. Based on a sample of 30 entrepreneurs, both registered and unregistered, the research explores the current state of rural enterprises, challenges faced, and future prospects. Findings reveal that entrepreneurship is predominantly male-dominated, with most business owners falling in the 35-54 age group. Education level does not significantly determine entrepreneurial involvement, as individuals from various educational backgrounds participate. The study also identifies diverse business categories, including agriculture, manufacturing, and services, indicating a wide scope for rural enterprise development. However, major challenges such as inadequate infrastructure, financial constraints, limited market access, and transportation issues hinder growth. The research underscores the need for better government intervention, improved financial assistance, and enhanced connectivity to support rural entrepreneurship.

Kumar, S. (Ed.). (2019). in his book *"Youth in India: Aspiration, Attitudes, Anxieties",* provided an engaging look into the complex landscape of challenges and opportunities that define the lives of young people across the country. The work blends extensive national survey data with qualitative insights. It sheds light on critical issues such as

gaps in the education system, mismatches between skills and job market demands, and the persistent regional and gender disparities that shape youth experiences. Importantly, the narrative goes beyond mere documentation of problems which makes a strong case for proactive, adaptable policies that can better control and make use of the nation's demographic potential. While some critics point out that relying heavily on existing data might not capture the most recent shifts in society, the publication still serves as a vital resource, urging educators, policy makers, and community leaders to work together in creating a more inclusive and forward-thinking future for India's youth.

Yusran, N. A. et al. (2021). conducted research on *"Role of Career Exploration in Influencing Career Choice among Pre-University Students"* to analyse how career exploration mediates the relationship between social support and career self-efficacy on career choices. The study used a quantitative and correlational research design involving 249 students from the Agricultural Science Foundation Program at Universiti Putra Malaysia, selected through simple random sampling. The researchers used standardized instruments: the Career Exploration Survey (CES), Multidimensional Scale of Perceived Social Support, Career Decision-Making Self-Efficacy Scale-Short (CDSE-SF), and a career choice inventory. It found that career exploration partially mediated the relationship between both social support and career self-efficacy on career choice. Social support had a weak positive correlation with career choice, while career self-efficacy had a moderate positive correlation. Dimensions like environment exploration, self-exploration, and information satisfaction acted as strong mediators, while systematic-intended exploration only mediated in the case of social support but not with career self-efficacy. The study highlights the importance of career exploration activities and recommends that educators and parents actively support students in their career decision-making process.

Siddiky, M. R. & Akter, S. (2021). studied *"The students' career choice and job preparedness strategies: A social environmental perspective"* to explore the factors influencing students' career choices and their job preparedness strategies at Noakhali Science and Technology University in Bangladesh. The study used a quantitative

method with primary data collected from 120 students using a structured questionnaire through snowball sampling, and analysis included Chi-square tests. It found that career choices were significantly associated with academic majors, family preferences, teachers' advice, job prestige, job security, remuneration, promotion scope, pension, professional development, educational attainment, and personal interest, but not with gender or social class. Most students preferred public sector jobs and prepared mainly through self-study. The study proposed a social environmental career theory and recommended establishing career guidance services and career development training.

Pathak, T. & Rahman, M. A. (2021). conducted *"A Study on the career preferences of undergraduate students in relation to their sex, rural-urban inhabitation, and level of media exposure"*. The study aimed to compare career choices between male and female students, as well as those from rural and urban areas, and to see if there was any link between career preferences and the level of media exposure. The study involved 120 students from six colleges in Nagaon sub-division, Assam, chosen through stratified random sampling. To assess career preferences, they used the Career Preference Record (CPP-BB), and media exposure was measured with a self-constructed questionnaire. The data was analyzed using various statistical methods like mean, standard deviation, t-tests, and Pearson's correlation. The findings showed that urban students were more inclined towards careers in Artistic & Designing, Mass Media & Journalism, and Science & Technology compared to rural students. On the other hand, male students leaned towards Law & Order and Science & Technology, while female students favored Education and Artistic & Designing. Interestingly, the study also revealed a positive connection between media exposure and career choices in areas like Mass Media & Journalism, Artistic & Designing, and Medicine. These insights provide a deeper understanding of how various factors shape career choices, which can help educators, parents, and counsellors guide students in making informed career decisions.

Azhenov. A. et al. (2023). studied *"Career decision-making readiness among students in the system of higher education: career course intervention"* to analyse the impact of a "Career Development" course on undergraduate students' career decision-making

readiness at Toraighyrov University. The study used a quantitative method with a hypothesis test experimental design, utilizing the Career Decision-Making Difficulties Questionnaire (CDDQ). It involved 104 students divided into control and experimental groups. The experimental group took a 15-week online "Career Development" course based on career theories and practical career-building activities. It found that students who completed the course showed significant improvement in career decision-making readiness, particularly in reducing difficulties related to lack of readiness, lack of information, and inconsistent information, compared to the control group.

Gogoi, M. & Konwar, B. (2023). in their study *"Economic Emancipation through Entrepreneurship in Karbi Anglong District of Assam: An Analysis,"* tried to explore how micro-entrepreneurship can drive economic empowerment among youth in Karbi Anglong, Assam, by leveraging the region's rich cultural heritage and traditional resources. Using a mixed-method approach that combines field surveys of 55 local entrepreneurs with secondary data, the research positions itself within broader discussions on rural entrepreneurship and economic diversification. It highlights promising sectors such as traditional food systems, agriculture, handicrafts, and ecotourism, while also identifying significant challenges like inadequate infrastructure, limited financial support, weak marketing networks, and a dearth of targeted training programs. This study not only underscores the undeveloped potential in a culturally diverse region but also calls for strategic policy interventions, thus contributing valuable insights to the literature on entrepreneurship-driven rural development.

Hu, Z.-X. et al. (2023). in their research *"Public service motivation and career choice intentions of social work students: The roles of altruistic motivation and professional values"* analyzed the factors influencing social work students' career choices in China. The study used purposive sampling and collected data from 624 undergraduate and graduate social work students across three provinces. It employed SPSS and AMOS for confirmatory factor analysis, correlation analysis, and moderation-mediation testing. It found that public service motivation (PSM) significantly influenced career choice intentions, altruistic motivation partially mediated this relationship, and professional

values positively moderated it. The study suggested that enhancing PSM, altruistic motivation, and professional values can strengthen social work students' intentions to pursue public or nonprofit sector careers.

Mutanga, M. B. et al. (2023). in "*Factors Affecting Career Preferences and Pathways: Insights from IT Students*" explored the career choices of IT students at Mangosuthu University of Technology. The study used a mixed-methods approach, combining online questionnaires with classroom interviews among 85 first-year IT students. It found that career decisions were influenced by personal interests, social factors (family, peers, teachers), job-related factors (salary, job security), and institutional support. Despite strong initial motivation from technological interest, many students expressed dissatisfaction due to limited prior exposure to it, poor academic performance, and inadequate career guidance. The study emphasized the need for early exposure to IT skills and better career counseling to support informed career decisions.

Phalswal, U. et al. (2024). studied "*Career preference after graduation among AIIMS nursing students: higher education or government job as nursing officer*" analysing the post-graduation career preferences of B.Sc. nursing students across various AIIMS institutions in India. The study used a descriptive cross-sectional online survey among 207 final-year students using a self-structured questionnaire and total enumerative sampling. It found that 63.3% preferred a government job as a nursing officer after graduation, while only 30.4% were motivated to pursue higher education. Key reasons for preferring jobs included financial independence and family financial crises. Students also highlighted barriers to higher education such as lack of respect for the profession, gender discrimination, low wages in the private sector, fewer research opportunities, and limited promotion benefits from postgraduate degrees. The study suggested sensitization programs to promote the value of higher education in nursing and improve the profession's social image.

Pitychoutis, K. M. & Spathopoulou, F. (2024). studied "*From Tradition to Technology: Societal and Educational Impacts on Job Preferences in Oman*" to examine the employment readiness and job preferences of Omani undergraduate students,

especially regarding English language proficiency within the Oman Vision 2040 framework. The study used qualitative methods, specifically thematic analysis of semi-structured interviews with 43 first-year English language students from a rural university in Oman. It found that students strongly preferred white-collar jobs perceived as comfortable, prestigious, and less physically demanding. Key factors influencing job preferences included societal and family expectations, personal ambitions, and job prestige. English proficiency was seen as essential for employment and career advancement, with students acknowledging its role in global integration. The study concluded that educational reforms are necessary to align with modern job market demands, especially in digital literacy and STEM, and recommended strengthening English training across all educational levels to improve employment outcomes.

Yan, T. et al. (2024). in their article *"Perspectives on Satisfactions, Challenges, and Career Planning among Undergraduate Vocal Performance Students in China and the United States: A Cross-Cultural Comparative Study"*, investigate the experiences of vocal performance students across two different cultural and educational contexts. The study aims to explore and compare how Chinese and American students perceive the quality of instruction, the challenges they face during their studies, and their future career plans in the realm of vocal performance. The authors used a mixed-methods approach to accomplish these goals, distributing a web-based questionnaire, featuring 27 questions to 219 students (113 American and 106 Chinese) enrolled in 12 U.S. higher education institutions. Complementing the survey data, the researchers also conducted in-depth interviews with selected students to further elucidate their experiences and perspectives. Results revealed that while both groups reported high overall satisfaction with instructional quality—particularly valuing teachers' professionalism and the availability of performance opportunities, distinct differences emerged in areas such as personalized guidance and repertoire selection. For instance, Chinese students tended to emphasize technical requirements and the cultural-historical context of their repertoire, whereas American students focused more on emotional expression and storytelling. Additionally, common challenges included navigating a competitive job market, managing high tuition and living costs, and, for Chinese students, overcoming language

barriers. Career aspirations were largely centred around becoming university voice teachers, though American students also expressed interest in roles like music criticism and film scoring. Overall, the study underscores the importance of tailoring educational support to the diverse needs of international vocal performance students, offering valuable insights for institutions seeking to enhance cross-cultural academic experiences in the performing arts.

FINDINGS FROM LITERATURE REVIEW

A survey of the existing articles provided insightful information about the several aspects influencing young individuals in career choices. The examined studies cover a wide range of social, economic, and geographic areas, providing a comprehensive understanding of the factors that influence career choice, including obstacles and decision-making processes. Personal risk attitudes, financial considerations, social and familial factors, professional guidance, institutional support, and the perceived prestige of various career pathways are common themes that have emerged from the literature. These results support a more thorough examination of the core data gathered for this project and provided a conceptual base for comprehending the job inclinations of Karbi youth in Diphu.

1. Risk Attitudes and Career Sector Choice

Several studies highlight the significant role of individual risk preferences in career decisions. Dong H-K D (2014) found that risk-averse individuals tend to prefer public sector employment due to its perceived stability and job security. This self-selection mechanism suggests that personal risk tolerance is a critical factor influencing whether youth opt for government jobs over private sector or entrepreneurial careers. Similarly, the attractiveness of public sector jobs is enhanced by intrinsic motivations like public service and community orientation, as identified by Ritz and Waldner (2011), indicating that both risk preferences and motivational factors shape career choices toward government employment.

2. Financial Factors and Job Security

Financial considerations consistently emerge as major determinants of career preference. Al-Abri and Kooli (2018) emphasized that financial benefits and remuneration are primary influencers of career paths among graduates. Phalswal et al. (2024) reported that a majority of nursing students preferred government jobs due to financial independence and family financial crises, while Siddiky and Akter (2021) found that job security, promotion scope, and pension benefits significantly affect students' inclination toward public sector employment. These findings collectively underscore the importance of economic stability and financial incentives in guiding youth toward government jobs rather than entrepreneurship or further education.

3. Social, Family, and Cultural Influences

Parental and social influences play a substantial role in shaping career decisions. Kazi and Akhlaq (2017) identified parental influence as the most dominant factor affecting students' career choices, followed by peers and financial concerns. Pitychoutis and Spathopoulou (2024) revealed that societal and family expectations steer students toward prestigious and comfortable white-collar jobs. Parenting styles also impact students' goal orientations and career aspirations, with empathic parenting fostering mastery goals and higher aspirations (Koul et al., 2016). These findings highlight the deep interconnection between family dynamics, social environment, and youth career preferences.

4. Career Exploration, Self-Efficacy, and Guidance

The process of career exploration and the role of self-efficacy are crucial in mediating career decisions. Yusran et al. (2021) showed that active career exploration enhances the relationship between social support, self-confidence, and career choice, suggesting that encouraging exploration can lead to better-informed decisions. Azhenov et al. (2023) demonstrated that structured career development courses significantly improve students' readiness to make career decisions by reducing uncertainty and informational difficulties. However, studies such as Mutanga et al. (2023) highlight gaps in career counseling and institutional support, particularly for IT students, pointing to a need for early exposure to career options and enhanced guidance services.

5. Barriers to Higher Education and Entrepreneurship

Multiple studies point to barriers that restrict students from pursuing higher education or entrepreneurship. Phalswal et al. (2024) identified obstacles such as gender discrimination, low wages in private sectors, limited promotion opportunities, and lack of respect for certain professions as deterrents to higher education. Mutanga et al. (2023) found that inadequate prior exposure, poor academic performance, and insufficient career counseling diminish motivation toward entrepreneurial or technical careers. These challenges highlight systemic issues that limit career diversity and perpetuate preferences for secure government jobs.

6. Job Prestige, Personal Interests, and Educational Reforms

Job prestige and personal interest are notable influences on career choices. Pitychoutis and Spathopoulou (2024) emphasized students' preference for jobs perceived as prestigious, comfortable, and less physically demanding, while Al-Abri and Kooli (2018) also noted that personal interest often directs career paths. Educational reforms are recommended to align skills with modern job market demands, particularly emphasizing STEM, digital literacy, and English proficiency, which are crucial for employability and career advancement (Pitychoutis & Spathopoulou, 2024; Mutanga et al., 2023).

Overall, the literature reflects a complex interplay of personal, social, economic, and institutional factors in shaping career preferences. Kazi and Akhlaq (2017) and Siddiky and Akter (2021) note that career decisions are not influenced by a single factor but arise from a combination of parental guidance, peer influence, financial concerns, academic performance, and individual aspirations. This multidimensional perspective underscores the importance of comprehensive support systems, including family, educational institutions, and policy interventions, to foster well-informed career choices among youth.

LITERATURE GAP

There is a lack of targeted study on careers choices of tribal youths in northeastern India, specially the Karbi youth in Diphu, despite the fact that many studies have looked at youth career preferences in many cultural and economic situations. The majority of the material now in publication focuses on broad elements that affect profession choices, including educational influences, risk attitudes, social expectations, and financial security. However, the distinct social and economic settings of tribal societies are not sufficiently taken into account by this research, which primarily represents mainstream populations.

Although research on entrepreneurship in Karbi Anglong has been studied by Gogoi & Konwar (2023) and Timungpi & Kro (2019), however these studies concentrate more on rural economic growth than on the job preferences of specific young individuals. Other studies, like those by Pathak (2018) and Joshi & Bakshi (2016), discuss regional or disadvantaged youth, but they do not go into great detail on the complex obstacles, driving forces, and decision-making processes of Karbi youth when deciding between government employment and starting their own business.

Additionally, the role played by regional issues while recruitment includes factors like corruption, a lack of career guidance, and infrastructure limitations has not been thoroughly investigated in the context of Diphu. Additionally, there are not many mixed-method studies in the literature that combine quantitative and qualitative data to give a comprehensive picture of how external factors like funding, mentorship, and employment access interact with internal factors, like interest, ambition, and risk perception, to shape the career paths of tribal youth.

This study addresses these gaps by specifically focusing on the career preferences of Karbi youth in Diphu, examining the comparative preference of government jobs and entrepreneurship, and analysing the influencing factors, perceived barriers, and opportunities from both individual and community development perspectives.

CHAPTER III
RESEARCH METHODOLOGY

RESEARCH METHODOLOGY

Research methodology refers to the systematic approach used to conduct a study, ensuring that the research is structured, reliable, and produces meaningful results. It outlines the methods and techniques used to collect, analyze, and interpret data, helping researchers address their research questions effectively.

This study adopts a mixed-methods approach, integrating both quantitative and qualitative data to provide a comprehensive understanding of the career preferences of Karbi youth in Diphu. This dual approach enhances the reliability and richness of the findings by capturing both statistical trends and individual experiences.

Among the mixed methods approaches, this study employs the explanatory sequential design. This design involves two distinct phases:

Quantitative Phase: First, a structured questionnaire was provided to 30 respondents to collect measurable data regarding age, education, employment status, career preferences, and influencing factors.

Qualitative Phase: Based on the trends from the quantitative results, in-depth interviews were conducted with 10 respondents to provide further insight into the themes and to explain the quantitative findings in more depth.

Explanatory sequential design was used to first identify career preference patterns through a survey and then explain those patterns in depth through follow-up interviews.

The literature review is arranged chronologically, moving from earlier ones to more recent publications. In the study, this timeline-based framework helped to illustrate the historical evolution of knowledge, discussions, and research gaps.

3.1. THEORETICAL FRAMEWORK

This study builds on two theories to help explain how Karbi youth may make career choices:

Holland's Theory of Vocational Personalities suggests that we all have different personality types, and we tend to be happiest and most successful when our work fits

who we are. For example, someone who enjoys helping and interacting with others may prefer a career in teaching, while those who enjoy leadership and risk-taking or have artistic traits may prefer starting a business.

Social Cognitive Career Theory focuses on how our beliefs and experiences shape our career decisions. It emphasises that if we believe in our abilities and expect positive outcomes from our career choices, we're more likely to pursue them. It also considers the role of our background, like our cultural and economic context, in influencing these decisions. For Karbi youth, this means that personal experiences and the local environment can guide them toward the security of government employment or the riskier path of entrepreneurship.

Together, these theories offer an understanding of how personal traits and life experiences combine to guide the career paths chosen by Karbi youth.

3.2. RESEARCH DESIGN

Research design is the overall framework that guides a study, outlining how data will be collected, analyzed, and interpreted to address research objectives. It provides a structured plan to ensure the research is systematic, reliable, and meaningful. The choice of research design depends on the nature of the study and the type of information needed.

For this study on career preferences among Karbi youth in Diphu, a descriptive **and exploratory design** is used. The descriptive element helps document the current trends in career preferences among Karbi youth, while the exploratory part investigates underlying factors, motivations, and perceived barriers or enablers.

3.3. UNIVERSE OF THE STUDY

The universe of the study refers to the entire population from which the sample will be drawn. For this research, the researcher chose Diphu, the headquarters of the Karbi Anglong district in Assam, as the universe of the study. Diphu is home to a significant population of Karbi youth, making it an ideal setting to examine their career preferences between government jobs and entrepreneurship.

Figure: Universe of the Study

Source: Google Maps

https://maps.app.goo.gl/TEhgSEKfBWr5CscG9
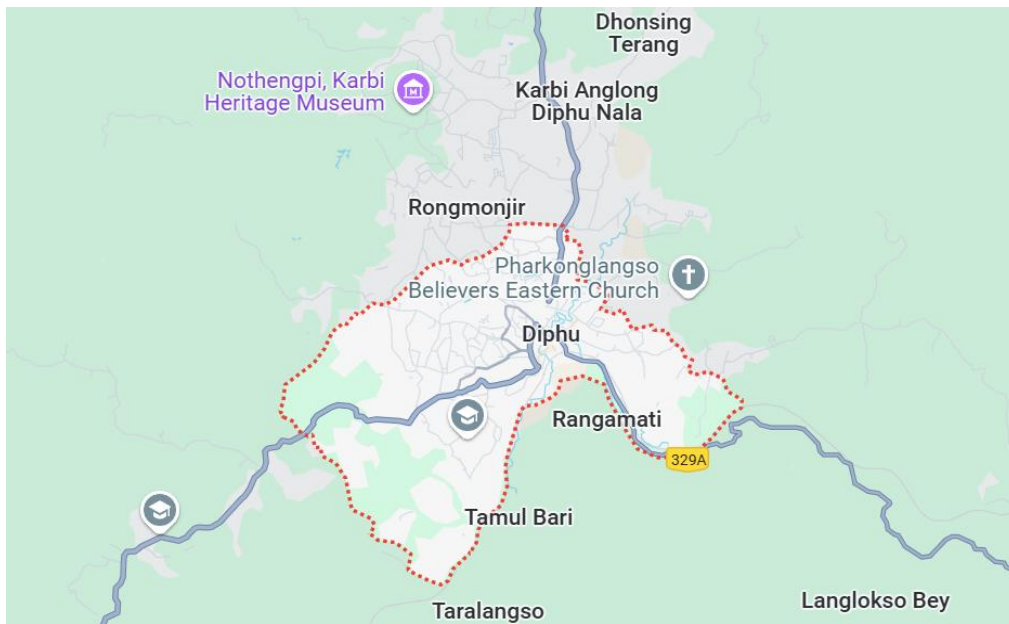
3.4. SAMPLING TECHNIQUE

Snowball sampling is a non-probability sampling technique that is especially suitable for accessing populations that are hidden or connected. The initial respondent was asked to recommend more people who fit the requirements (young Karbi individuals between the ages of 18 and 30 who were in a phase of making career decisions). This approach was selected because it made it possible to reach a wide range of people in an area without official lists or registrations.

3.5. SAMPLE SIZE

Sample size refers to the number of participants selected from the target population to represent the larger group. The researcher has determined the sample size based on feasibility, data requirements, and the study's nature.

For this study, 30 respondents were selected to collect quantitative data on career preferences among Karbi youth in Diphu, and 10 participants were chosen to gain qualitative insights.

3.6. SOURCE OF DATA COLLECTION

To gather relevant information, the researcher used both primary and secondary sources. Primary data was collected by conducting surveys among 30 respondents using a questionnaire and by conducting interviews among 10 respondents through an interview schedule. Secondary data will be collected by reviewing articles and books.

3.7. DATA ANALYSIS TOOLS

Qualitative data analysis was done thematically by using QDA Miner Lite to code the themes from the responses. For quantitative data, analysis was done using MS Excel by calculating percentages and preparing charts.

3.8. ETHICAL CONSIDERATION AND CONSENT

The study ensured confidentiality and informed consent. Participants were briefed about the purpose of the study and their right to withdraw at any time. Data was kept confidential, and no identifying information was disclosed.

3.9. LIMITATION OF THE STUDY

Despite its relevance, the study has certain limitations:

- The snowball sampling technique, while useful for reaching relevant participants, it led to the inclusion of respondents from similar networks or backgrounds, limiting the diversity of perspectives.

- The sample size (30 for quantitative and 10 for qualitative data) restricts the generalisation of findings. Larger samples across other parts of Karbi Anglong or tribal regions in Assam would have yielded broader insights.

- The study had to be completed within a limited academic semester, which restricted the scope for long-term analysis or follow-up interviews that would have enriched the qualitative findings.

- Although the sample included both male and female respondents, the sample size did not allow for in-depth comparative analysis across genders, which could have added a valuable layer of insights.

- The perspectives of school or college faculty, career counsellors, government officials, or local business mentors were not included, which could have provided a more institutional perspective on youth career preparation.

3.10. INCLUSION CRITERIA

The study included participants who met the following criteria:

- Age Group: The youth population was represented by respondents who were between the ages of 18 and 30.

- Cultural Background: In order to ensure the study's communities focus, only members of the Karbi group were included.

- Residence: Participants have to be Diphu, Karbi Anglong district residents, either permanently or currently.

- Career Stage: The respondents were either student, job seeker, early professional, and aspiring entrepreneur, they were all required to be in a stage of career decision-making.

- Willingness to Participate: The study only included participants who were willing to express their opinions and provided informed consent.

3.11. EXCLUSION CRITERIA

The study excluded participants who didn't meet the criteria:

- Because the study only focuses on Karbi youth, respondents who are not members of the Karbi tribe are not included.

- People below the age of 18 or over the age of 30 are not taken into consideration because the study is aimed at youths.

People who do not live in Diphu are not included in the study because its scope is restricted to this location.

CHAPTER IV

DATA ANALYSIS AND INTERPRETATIONS

DATA ANALYSIS AND INTERPRETATIONS

A. Quantitative Data Analysis

This chapter presents the analysis and interpretation of quantitative data collected from 30 Karbi youth residing in Diphu. The data were gathered using a questionnaire and are organised in tables and figures. The analysis aims to understand the demographic profile, employment status, career preferences, influencing factors, challenges, and perceived opportunities concerning government jobs and entrepreneurship. The analysis provides a statistical foundation to support the study's objectives and offer insights into the career aspirations and decision-making patterns of the respondents. The graphs were made using MS Excel.

1. Age Group of Respondents

Understanding the age profile of the respondents is important, as it provides context for analysing their career preferences in relation to their stage in life.

Table: 4.1: Age Group

Age Group	No. of respondents	Percentage%
18-22	10	33
23-26	19	63
24-30	1	3
Total	**30**	**100**

Source: Field Survey

Analysis: The majority of the respondents (63%) fall within the age group of 23–26 years, followed by 33% under 18–22 years, and only 1 respondent in the 27–30 category. This shows the majority of the Karbi youth surveyed were in their early to mid-twenties, a crucial stage of career decision-making.

Interpretation: The data suggest that the career preferences expressed in the study reflect the mindset of young adults mostly between 18-26 years who were either

completing higher education or were early in their professional journey. This age concentration makes it relevant for analysing aspirations and challenges related to both government jobs and entrepreneurship.

2. Gender Distribution of Respondents

The gender composition of the sample helps to examine whether gender has any influence on the career choices among Karbi youth.

Figure: 4.1: Gender Distribution of Respondents
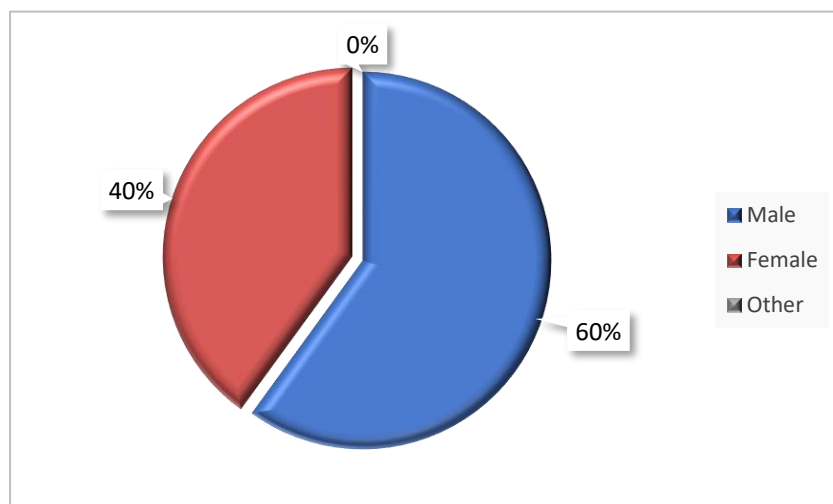
Source: Field Survey

Analysis: The sample includes more than half (60%) of the respondents who were males than females (40%). No respondents were identified as "Other" gender.

Interpretation: The gender distribution in the data shows that both male and female perspectives were captured, though males were slightly larger in number. This helps to understand if gender plays any role in career preference, particularly since social expectations can differ by gender in some tribal communities.

3. Educational Qualification of Respondents

Education level often influences career choices and access to different employment opportunities.

Figure: 4.2: Educational Qualification
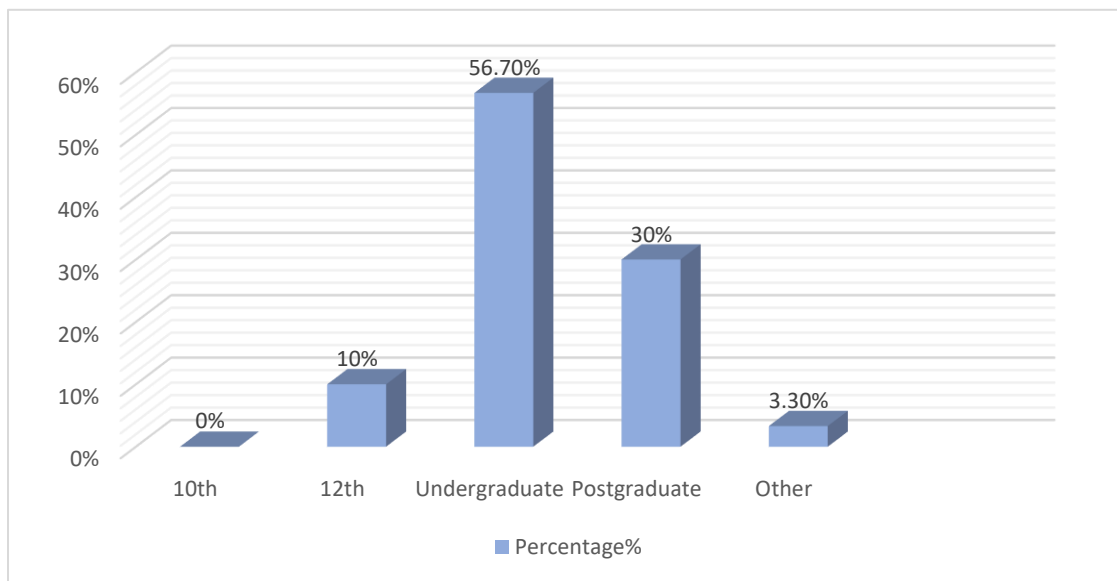
Source: Field Survey

Analysis: Out of 30 respondents, the majority 56.70% re undergraduates and 30% postgraduates, with only 10% having completed 12th grade and 1 respondent marked "Other" form of educational qualification. Education level often influences career choices and employment opportunities.

Interpretation: The data reflects that most Karbi youth respondents were relatively well-educated. Their preferences for government jobs or entrepreneurship may therefore be shaped by exposure to higher education, increasing awareness about various career paths but also possibly revealing gaps between education and employment opportunities in Diphu.

4. **Current Employment Status**

The employment status of the respondents reveals their current engagement with the labour market and helps assess their position in the career decision-making process.

Figure: 4.3: Current Employment Status
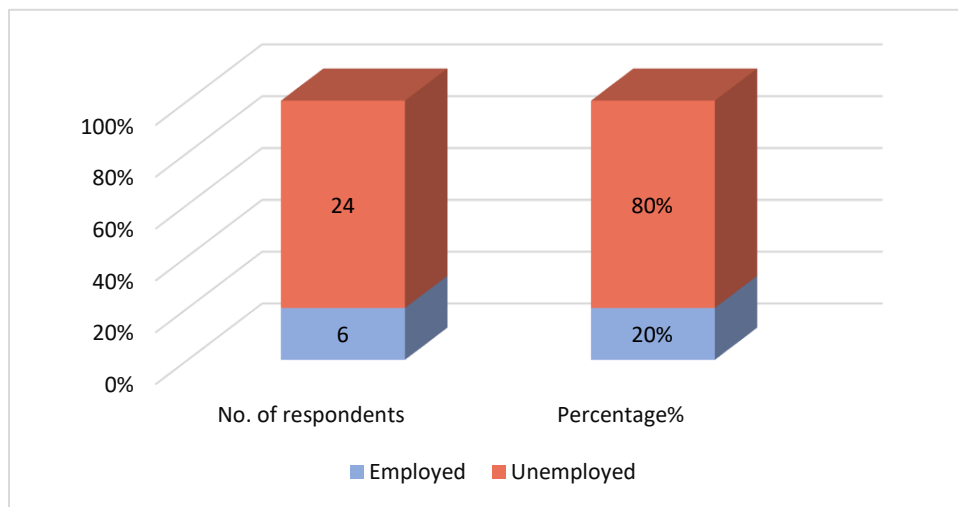
Source: Field Survey

Analysis: Only 20% respondents reported being employed, whereas 80% were unemployed. This indicates that a large majority of the Karbi youth surveyed were not engaged in any formal employment.

Interpretation: Although this high number suggests significant unemployment, it must be interpreted cautiously. Given that many respondents were likely still students, not all "unemployed" individuals were necessarily job-seekers. Therefore, the number reflects more of just a non-working status than a crisis of unemployment. However, it highlights a lack of early career opportunities or part-time jobs for youth in the region.

4.1. Type of Employment (Among Employed Respondents)

For respondents who were currently employed or self-employed, this question seeks to identify the specific type of job or business they were engaged in. This helps in understanding their field of work and its relevance to their career preference.

Table: 4.2: Type of Employment

Employment Type	No. of respondents	Percentage%
Government Job	2	30
Private Job	1	20
Entrepreneurship	2	30
Other	1	20
Total	**6**	**100**

Source: Field Survey

Analysis: Among the 6 employed respondents, 30% were in government jobs, another 30% in entrepreneurship, 20% in a private job, and 20% picked "Other" as their employment type. No form of employment clearly dominates.

Interpretation: Among the few employed respondents, government jobs and entrepreneurship were equally represented. This indicates that both sectors have been accessed by the Karbi youth who were currently employed. While few respondents were also employed in private Job and others as well. However, this does not necessarily reflect their career preference, as employment can be influenced by availability rather than choice.

5. Preferred Career Path: **Government Job or Entrepreneurship**

Career preference directly addresses the primary focus of the study, and helps identify whether respondents were more inclined toward government jobs or entrepreneurship, reflecting their primary career interest.

Table: 4.3: Preferred Career Path

Career Preference	No. of respondents	Percentage%
Government job	12	40
Entrepreneurship	12	40
Undecided	6	20
Total	**30**	**100**

Source: Field Survey

Analysis: An equal number of respondents prefer government jobs and entrepreneurship 40% respondents each, showing a balanced division in career aspirations. While 20% respondents remain undecided, indicating confusion or lack of guidance.

Interpretation: An equal number of respondents prefer government jobs and entrepreneurship (40% each), showing a balanced division in career aspirations. A notable 20% remain undecided, indicating confusion or lack of guidance.

5.1. Factors Influencing Government Job Preference

This portion asked about the factors influencing government Job preference among those who prefer a government job. It helps understand the key factors such as job security, salary, or benefits that influence their choice.

Table: 4.4: Factors Influencing Government Job Preference

Influencing Factor	No. of respondents	Percentage%
Job Stability	6	50
Passion	3	25
Financial stability	3	25
Family/social pressure	0	0
Total	**12**	**100**

Source: Field Survey

Figure: 4.4: Factors Influencing Government Job Preference
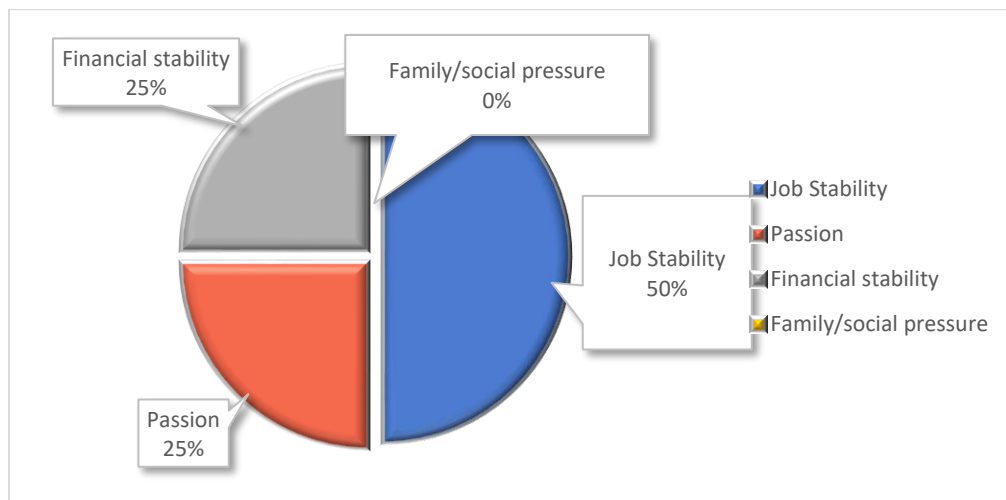
Source: Field Survey

Analysis: Among those 12 respondents preferring government jobs, 50% cited job stability, 25% passion, and another 25% of respondents cited financial stability as key factors. Surprisingly, no respondent selected family/social pressure as the factor influencing their preference for government, suggesting personal motivations dominate.

Interpretation: The emphasis on job stability suggests a traditional view of government jobs as secure and dependable. Financial security also plays a role, but notably, passion is also present as a factor influencing their career preference, indicating that some youth still perceive government service as a meaningful career. The lack of social pressure responses may reflect increasing autonomy in career choices.

5.2. Factors Influencing Preference for Entrepreneurship.

These factors apply to respondents who prefer entrepreneurship. It aims to identify the driving motivations behind their choice, such as independence, income potential, or passion for business.

Table: 4.5: Factors Influencing Preference for Entrepreneurship

Influencing Factor	No. of respondents	Percentage%
Financial growth potential	6	50
Passion	0	0
Independence in decision-making	6	50
Family/social pressure	0	0
Total	**12**	**100**

Source: Field Survey

Figure: 4.5: Factors Influencing Preference for Entrepreneurship
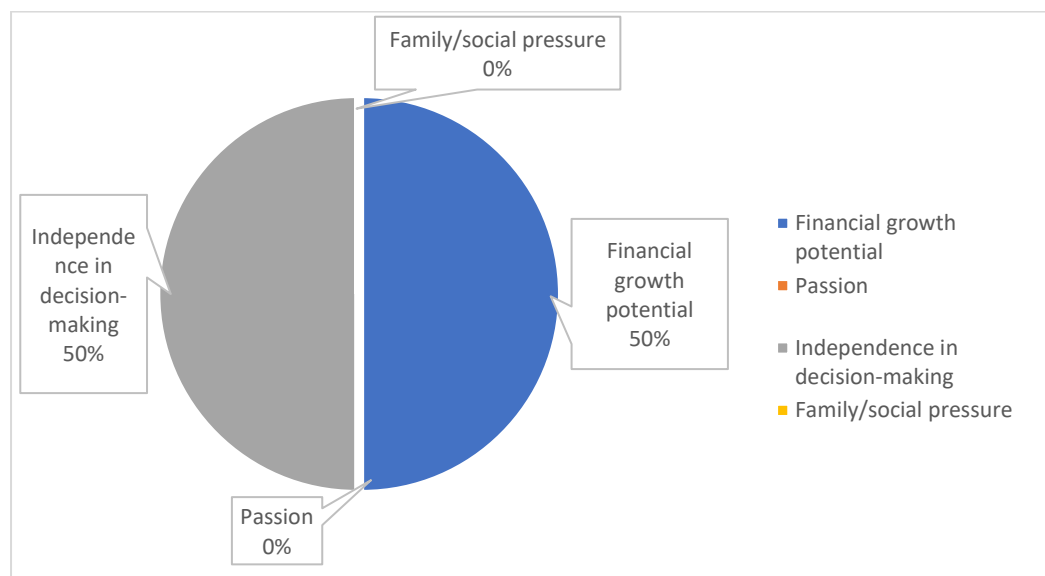
Source: Field Survey

Analysis: Among those 12 respondents who preferred entrepreneurship, 50% respondents highlighted the freedom to work independently, while other 50% were motivated by higher income potential. Passion and social pressure were not mentioned at all.

Interpretation: The data reveal a practical and self-directed approach among youth toward entrepreneurship. Rather than being motivated by passion or cultural expectations, young people were increasingly drawn to entrepreneurship for its

autonomy and income potential. This may be a reflection of a strategic response to limited job opportunities and aligns with broader trends where entrepreneurship is seen as a pathway to greater options in career, creativity, and financial return. The absence of factors like "passion" or "family pressure" emphasizes that this shift is economically driven and intentional, indicating a transition from dependence on government employment toward more self-determined career paths.

6. Importance of Social Status in Career Choice

Importance of Social Status in Career Choice examines the influence of social recognition and reputation in shaping career decisions.

Analysis: Out of 40% respondents mentioned that social status is "very important," another 46.7% said it is "somewhat important," and 13.3% considered it "not important." This shows that more than 80% of the youth view social status as at least a factor in their career choice.

Figure: 4.6: Importance of Social Status in Career Choice
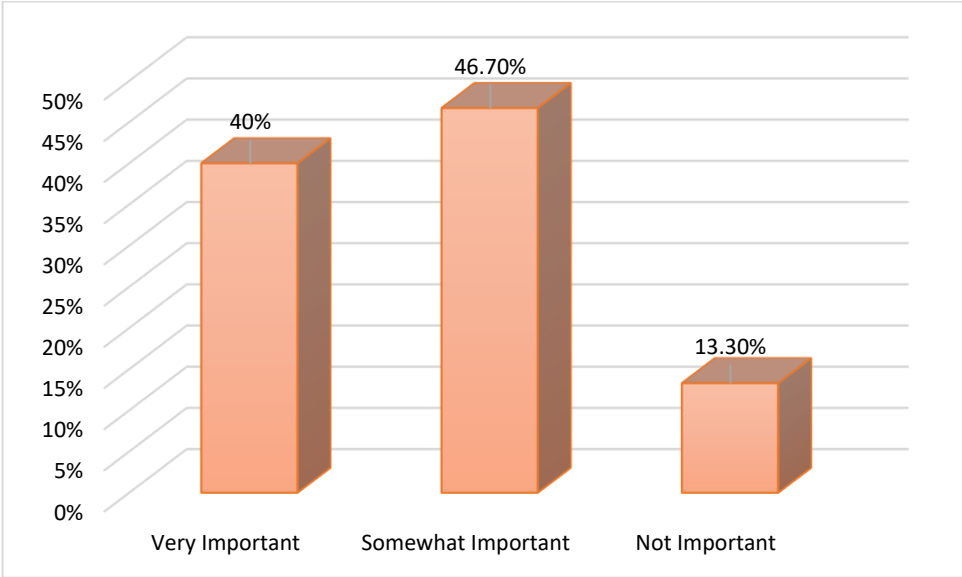
Source: Field Survey

Interpretation: The importance given to social status as shown in the data reflects a cultural reality, where respect and reputation often influences occupational preferences, especially in tribal societies. While 40% of respondents says "very important", 46.7% of respondents says it is "somewhat important" showing that while social perception matters, it may not be the only factor people think about. It may also explain why government jobs were still highly desired, as they carry significant social value.

7. Perception of Government Job Availability in Diphu

Asking respondent about the availability of government job in Diphu helped to assesses local youth views on the adequacy of available government job options in their area.

Table: 4.6: Perception of Government Job Availability in Diphu

Response	No. of respondents	Percentage%
Yes	1	3.3
No	19	63.3
Not sure	10	33.3
Total	**30**	**100**

Source: Field Survey

Analysis: Out of 30 respondents, only 3.3% respondent believed that enough government job opportunities were available in Diphu. A significant majority, 63.3% respondents believed there were not enough opportunities. Additionally, 33.3% respondents were unsure about the availability of such an opportunity.

Interpretation: This response pattern clearly indicates a major perception gap regarding government job availability in the area. While government jobs were traditionally viewed as stable and prestigious, only 3.33% of respondent see them as realistically accessible in Diphu. The majority (63.33%) suggests strong dissatisfaction with current accessibility. The 33.33% who responded "Not sure" further reflect a lack of transparency or communication regarding job openings. This uncertainty may

discourage motivated youth, making them choose entrepreneurship or migration for job opportunities. It also signals the need for local authorities to enhance job communication, availability, and support services to maintain the interest of youth in public sector careers.

8. Role of the Education System in Career Decision

Learning about the role of the educational system evaluates how effectively the education system supports youth in achieving their career goals.

Figure: 4.7: Role of the Education System in Career Decision
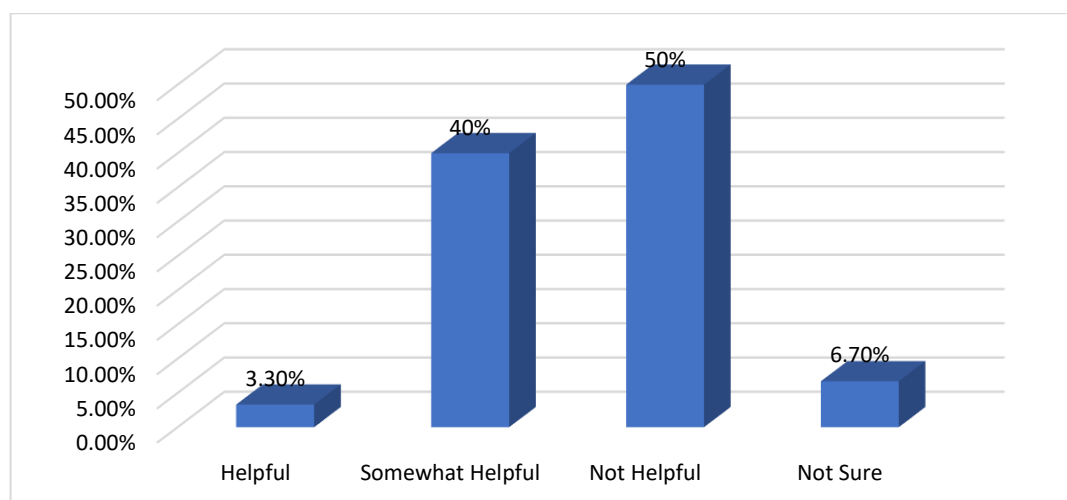
Source: Field Survey

Analysis: Out of 30 respondents, only 3.3% respondent believed that the education system in Diphu is helpful in preparing youth for their career, while a majority, 50% of them said it is not, 40% felt it is somewhat helpful, and another 6.7% were unsure.

Interpretation: The data reveals a major concern regarding the effectiveness of the local education system in aligning academic experiences with career preparation not just for government jobs but also for entrepreneurship. Half of the youth (50%) clearly stated that the system does not prepare them for their career, indicating possible gaps in

practical training, exposure to career options, and employment-related skill development. The 40% who said "somewhat helpful" show that while the system may offer basic knowledge, it likely lacks in-depth career preparation support such as internships, mentoring, or career-based curriculum. These insights emphasize the need to bridge the gap between academic learning and job market requirements in Diphu.

9. Access to Career Guidance

This section investigates whether respondents have received any form of career counselling or guidance related to job opportunities.

Figure: 4.8: Access to Career Guidance
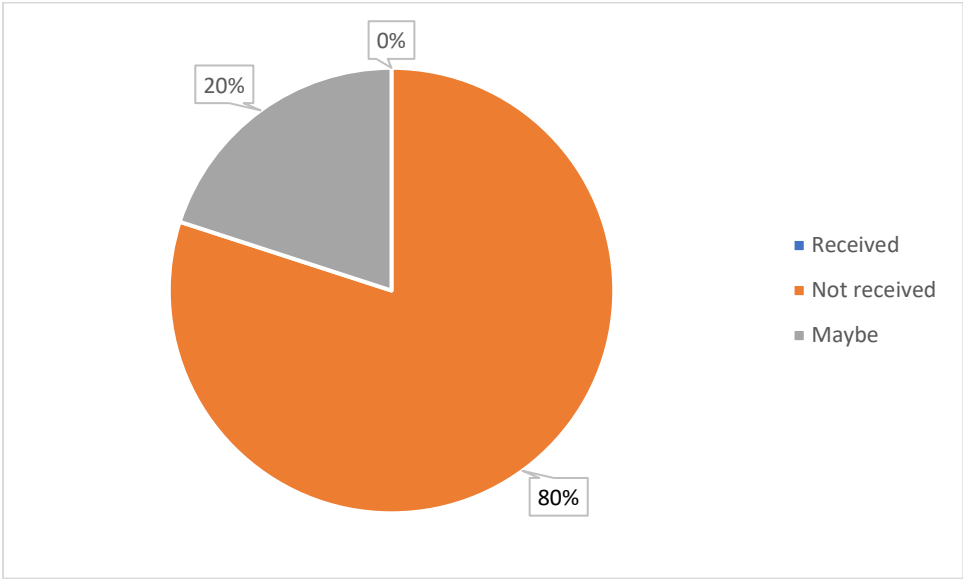
Source: Field Survey

Analysis: The data shows that none of the respondents received career counselling with clarity. Almost all of the respondents (80%) said that they have not received any career guidance, and the rest 20% of the respondents were unsure.

Interpretation: As shown in the data 20% respondent were unsure and 80% of respondents report having never received any career guidance, and not a single

respondent confirmed receiving structured counselling. This absence is critical. For those targeting government jobs, a lack of awareness about application procedures, exam strategies, or timelines can reduce chances of success. For potential entrepreneurs, not having access to mentorship, market guidance, or startup advice can delay or discourage entrepreneurial action. The total absence of formal career counselling indicates that youth in Diphu were making career choices without professional direction. Establishing accessible career guidance centers improves informed decision-making across both career streams.

10. Primary Source of Career Information.

This information identifies the most common sources from which youth receive career-related information, such as family, the internet, or educational institutions or job advertisements.

Figure: 4.9: Source of Career Information
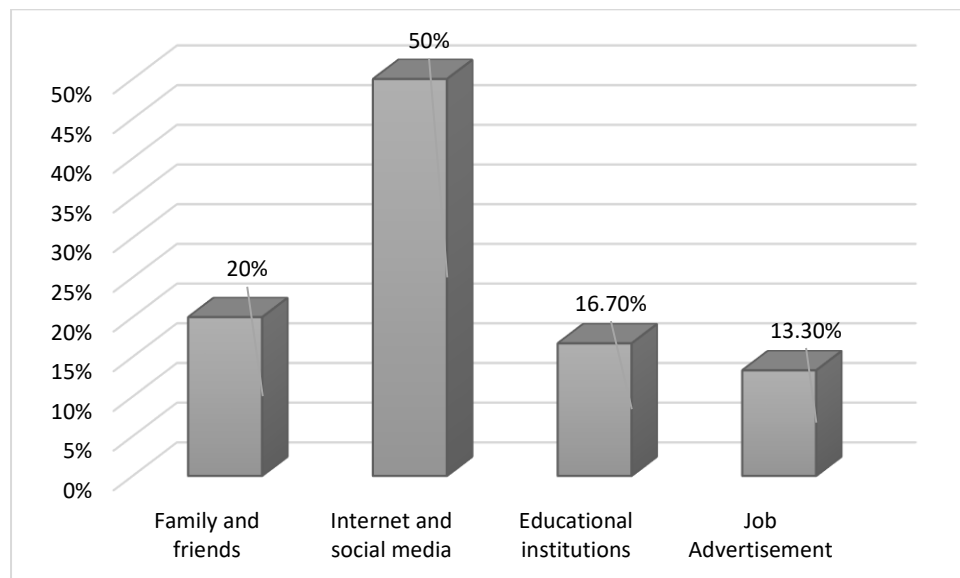
Source: Field Survey

Analysis: In the data it can be seen that 50% respondents rely on the internet and social media, 20% on family and friends, 16.70% on educational institutions, and 13.30% on job ads for career information.

Interpretation: Seeing that half the respondents (50%) depend on the internet and social media for career information, indicates a shift toward digital platforms for self-learning and exploration. However, informal online sources can sometimes be unreliable or misleading. 20% of youth still rely on family and friends, which could perpetuate traditional views, such as prioritizing government jobs due to perceived security. Only 16.67% get information from educational institutions, showing that schools and colleges were not serving as strong career support systems. This affects both groups, government job seekers may miss out on exam updates and structured preparation tips, while entrepreneurial youth may lack information on market trends, business registration, or funding opportunities. The data calls for a multiple career awareness strategy, with institutions playing a central role in delivering verified, up-to-date guidance.

11. Preparation for Government Job Exams

Government job exam preparation status reveals how many respondents were currently preparing for competitive government job examinations.

Figure: 4.10: Preparation Status
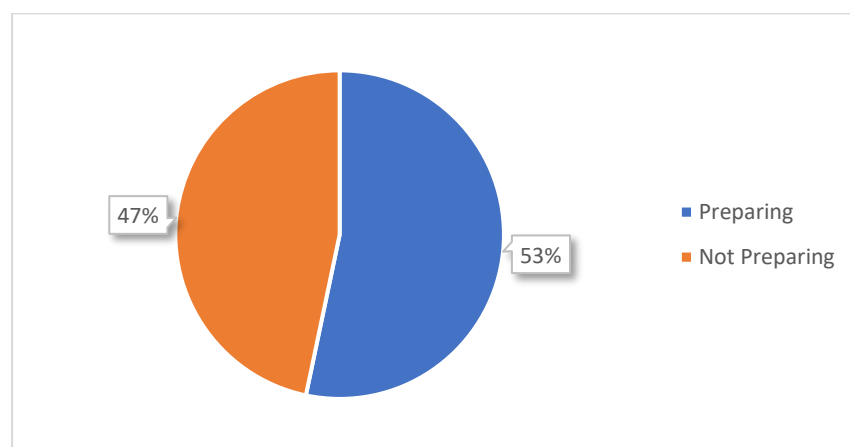
Source: Field Survey

Analysis: Among the 30 respondents, 53.33% reported that they were currently preparing for government job examinations, while 46.67% respondents were not preparing.

Interpretation: The fact that more than half (53%) of the youth were preparing for government job exams indicates that the public sector remains a highly desirable career option. This preference may often be linked to job stability, social reputation, and long-term financial security. However, the almost equal number (47%) of respondents not preparing may reflect a lack of awareness or a shift toward alternative career options such as entrepreneurship. This division signals the need to strengthen both public service preparation programs and entrepreneurial support mechanisms to meet the diverse aspirations of Karbi youth.

12. Challenges in Securing Government Jobs

This component explores the difficulties youth face in obtaining government jobs, including issues like limited vacancies, high competition, lack of guidance or recruitment biases.

Figure 4.11: Challenges in Securing Government Jobs
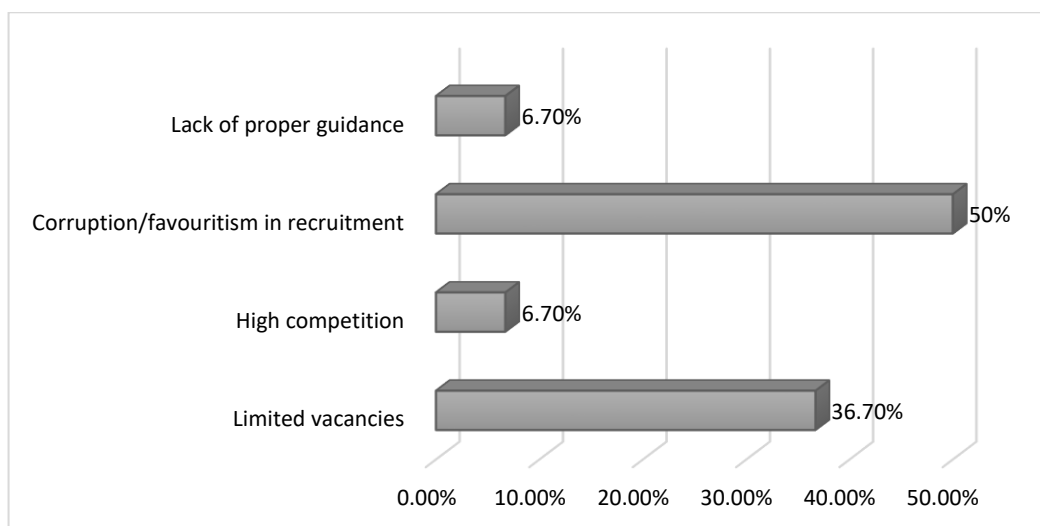
Source: Field Survey

Analysis: When asked about the barriers to securing government employment, 50% respondents out of 30 mentioned corruption and favouritism in recruitment processes as a challenge in securing a government job. Another 36.7% respondents believed that limited vacancies posed a major challenge. Only 6.7% respondents for "high competition" and "lack of proper guidance" each identified as a significant barrier.

Interpretation: The overwhelming concern from 50% of respondents about corruption and favouritism reveals a strong perception of unfairness in the government hiring process. Such sentiments can discourage the sincere efforts of aspirants. While limited vacancies were also seen as a major issue, the relatively low concern for high competition and lack of guidance suggests that youth feel more blocked by the system than by competition. This situation may drive some toward entrepreneurship, which, despite its challenges, may appear more transparent and self-directed. Addressing recruitment transparency and expanding job creation were crucial for restoring confidence in public sector opportunities.

13. Support Required for Government Job Aspirants

This part examines the types of support that young Karbi respondents think were essential for successfully preparing for government jobs in Diphu.

Figure 4.12: Support Needed for Government Job Aspirants
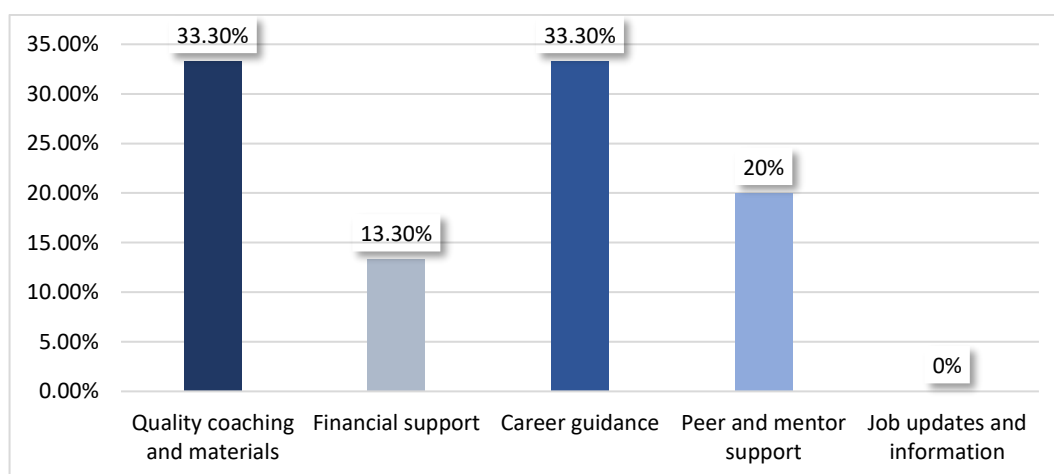
Source: Field Survey

Analysis: Responses about necessary support systems showed that 33.30% of respondents each emphasized the need for quality coaching and materials and career guidance. Peer and mentor support was highlighted by 20% of respondents, while financial support was selected by 13.30% respondents. Surprisingly, none of the participants chose job updates or information as a critical need.

Interpretation: The demand for quality educational materials and guidance as mentioned by 33.30% of respondents each underscores a challenge in the lack of access to good preparation content and inadequate career direction. Peer and mentor support as mentioned by 20% of respondents, though not dominant, it reflects a need for motivation and emotional backing, which is often undervalued but essential. Interestingly, the absence of concern for job update access suggests that information is available but not actionable due to other unfulfilled needs. These insights point to the importance of structured training and mentorship programs that could also benefit aspiring entrepreneurs, not just government job seekers.

14. Current Involvement in Entrepreneurship

Asking respondents about their involvement in business ventures reports on how many of the respondents were currently engaged in any form of business or entrepreneurial activity.

Table: 4.7: Current Involvement in Business

Response	No. of respondents	Percentage%
Involved	8	26.7
Not Involved	22	73.3
Total	**30**	**100**

Source: Field Survey

Analysis: Only 26.7% out of 30 respondents reported that they were currently involved in business ventures. The remaining 73.3% respondents, indicated that they were not engaged in any such activities at present.

Figure 4.13: Current Involvement in Business
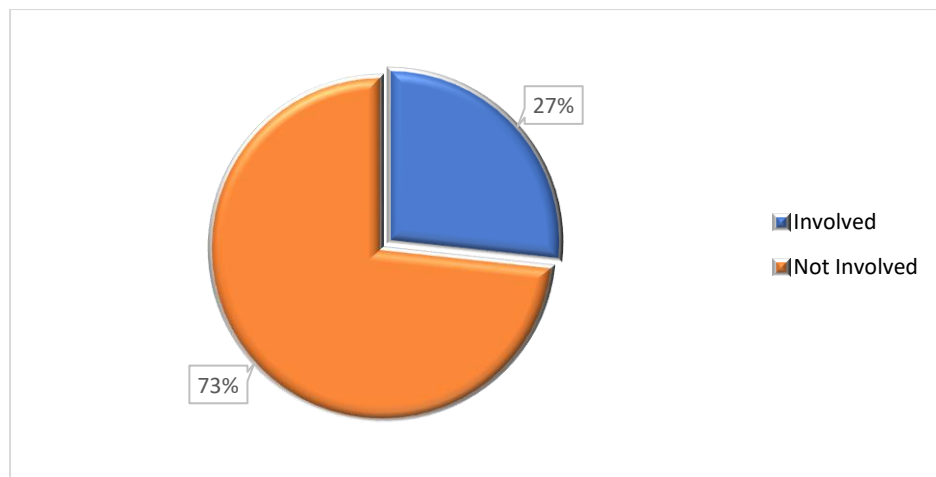
Source: Field Survey

Interpretation: Slightly over one-fourth 26.7% of the respondents were engaged in entrepreneurial activities, indicating a growing interest in self-employment among Karbi youth. However, the high percentage 73.3% not involved suggests persistent barriers such as a lack of capital, training, or guidance. The gap between the response in this data and when asked employed respondent about their employment type, where only 6.67% respondent out of 30 respondent reported entrepreneurship as employment type, implies that many do not view their involvement in business ventures as formal work, likely due to irregular income or ongoing education. This highlights the need for targeted support to help youth transition from informal efforts to sustainable business ventures.

15. Entrepreneurial Challenge in Diphu

Learning about entrepreneurial challenges in Diphu from the respondents identifies the main obstacles young entrepreneurs face in starting a business in Diphu.

Figure 4.14: Entrepreneurial Challenges in Diphu
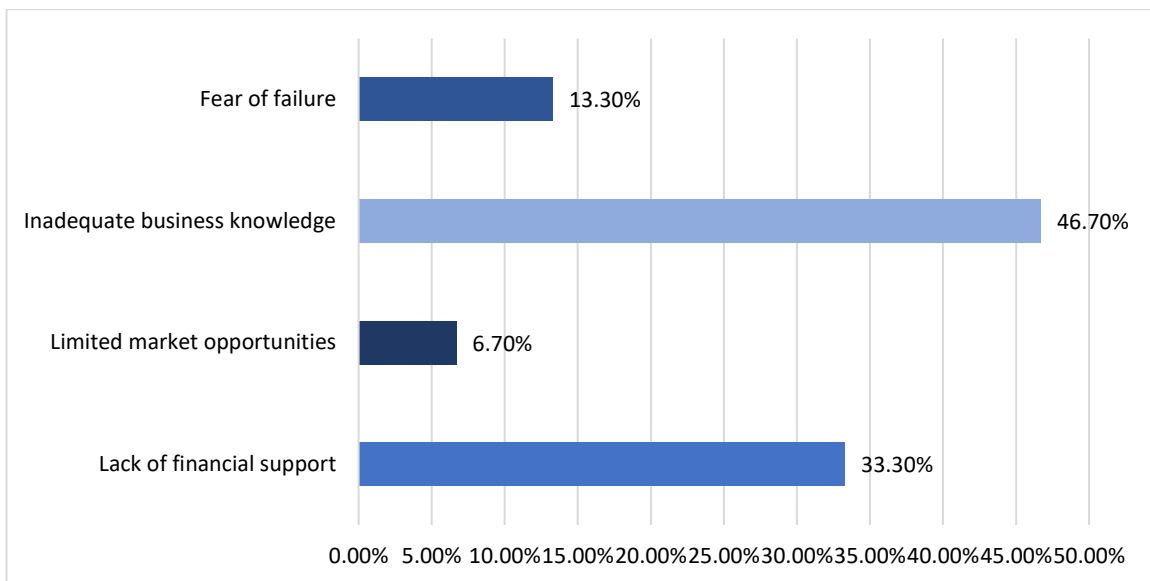
Source: Field Survey

Analysis: Among the 30 respondents, the most reported barrier to entrepreneurship was inadequate business knowledge, as selected by 46.67% of respondents. This was followed by a lack of financial support, as mentioned by 33.33% of respondents. Fear of failure was identified by 13.33% of respondents, and limited market opportunities by only 6.67% of respondents.

Interpretation: The findings suggest that the biggest barrier to entrepreneurship in Diphu is a lack of proper knowledge and training about business operations. This is more critical than even financial issues, as highlighted by the respondents. However, financial barriers also remain significant but not overwhelming. The low responses for fear of failure and limited market access indicate that youth have ideas and motivation but lack structured support. Compared to government jobs, which follow clear application procedures and guidance channels, entrepreneurship lacks formal access points in the region.

16. Willingness to Start Business with Support

Studying about the willingness to start a business with support explores how many respondents would be willing to start their own business if provided with the necessary financial and training support.

Figure 4.15: Willingness to Start Business with Support
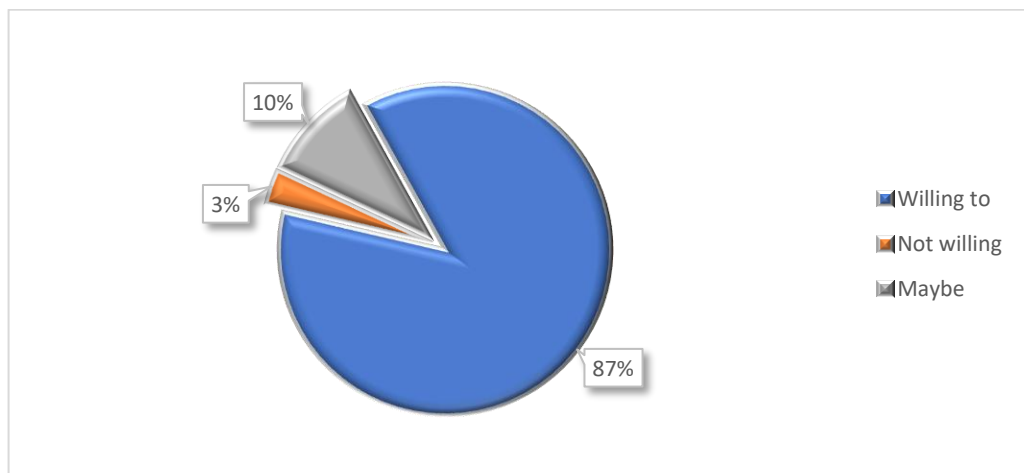
Source: Field Study

Analysis: An overwhelming 86.67% respondents stated that they would start a business if financial and training support were provided. Only 3.33% respondent said no, while 10% respondents were unsure.

Interpretation: This response shows strong entrepreneurial interest among Karbi youth, conditional on support availability. Many who now lean towards government jobs may do so only because it feels more secure and structured. It seems that if support systems such as skill training and funding were accessible, youth would be highly motivated to pursue entrepreneurship, reducing overdependence on limited government vacancies.

17. Support Required by Young Entrepreneurs in Diphu

Exploring about the support looks at the specific types of assistance that respondents believe would help young entrepreneurs in Diphu grow.

Figure 4.16: Support Required by Young Entrepreneurs
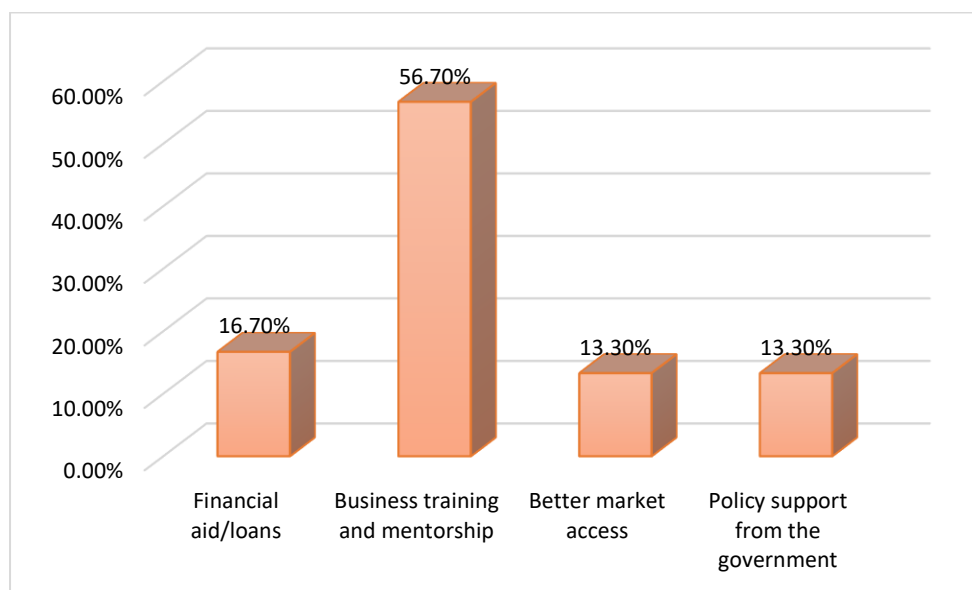
Source: Field Survey

Analysis: The most commonly needed support was business training and mentorship as mentioned by 56.67% respondents. Financial aid or loans were mentioned by 16.67% respondents, 13.33% of respondents opted for both better market access and policy support from the government which can help the young entrepreneurs to pursue their interest.

Interpretation: This data indicates that while financial support is important, youth were more concerned about acquiring the skills and guidance to manage a business. Market access and supportive policies were additional needs but secondary. The demand for mentorship closely aligns with earlier concerns about a lack of business knowledge. Unlike government job aspirants who often look for coaching centers, aspiring entrepreneurs require direct, hands-on support and access to real-world experience.

18. Future Career Visions of Karbi Youth

Exploring future career aspirations reveals how the respondents view their career and life growth in the coming years, including job goals, business goals, or education goals.

Figure: 4.17: Future Career Visions
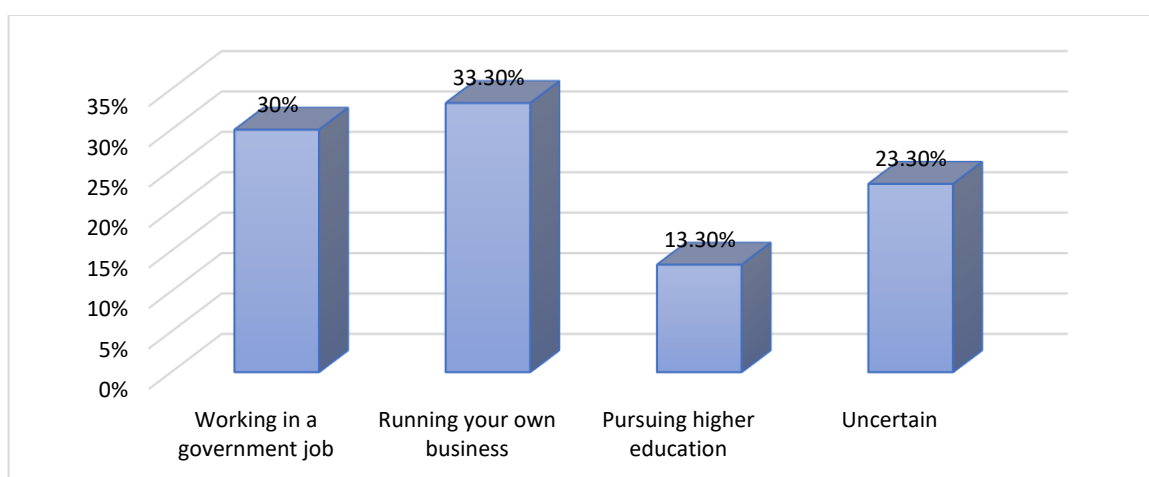
Source: Field Survey

Analysis: Among all the respondents, 33.33%, see themselves running a business in the near future. 30% of respondents aspire to get a government job. Higher education was the goal for 13.33% of respondents, and 23.33% of respondents were uncertain about their future career.

Interpretation: These results reflect an almost balanced percentage between government job aspirants and potential entrepreneurs, with a slight inclination toward running their own business. The 23.33% who were unsure suggest the need for better career counseling. While entrepreneurship is gaining appeal, it still relies heavily on external support to compete with the structured nature of government careers. This calls for the implementation of career-specific support strategies to guide youth depending on their preferences and skills.

B. Qualitative Data Analysis

This portion explores the qualitative aspects of the study, employing thematic analysis to learn about the employment choices of the young Karbi individuals in Diphu. Recognising the elements influencing their decisions between government employment and self-employment is the primary goal. The study reveals the values, beliefs, and limitations that shape the youths' employment choices through their expressions of their experiences. Additionally, this analysis offers useful information about the sociocultural, educational, and economic conditions of Karbi youth, which also contribute to their career decisions. The data analysis is arranged thematically by using QDA Miner Lite to code the themes.

4.1. Career Preferences Among Karbi Youth

The primary ideas, decisions, and attitudes of Karbi youth on their career aspirations are highlighted in this theme, with the focus on whether they would prefer to work in government service or launch a business. It demonstrates how their own goals, family's opinions, the expectations of their community, and their perceptions of hazards and job stability all influence their decisions.

4.1.1. Preference for Entrepreneurship

Entrepreneurship has become an increasing trend among certain Karbi youth, as they are willing to launch their businesses in search of financial opportunity, flexibility, and independence. This code represents those people who, in spite of the risks, want to start their own business, often because they are passionate, or want to be independent.

Here is how some respondents expressed themselves:

One respondent said, "When it comes to career preference, I would choose entrepreneurship."

Another person mentioned, "I prefer entrepreneurship because it offers freedom, flexibility, and the potential for unlimited income when executed properly."

According to these observations, suggests that some Karbi youngsters in Diphu are motivated to pursue business ventures because they are independent and creative. Additionally, entrepreneurship is seen as a way to improve social standing and provide work for locals, in addition to being a personal career decision.

4.1.2. Preference for Government Jobs

Government jobs are generally considered secure, respectable, and dependable career options in many communities. This code represents the opinions of participants who showed a desire to work for the government due to its long-term benefits, job security, and social recognition.

Some respondents shared their perspectives as follows:

One youth said, "*I prefer a career in government jobs because of the stable income they provide.*"

Another said, *"I aspire to join the defense forces because of my admiration for the uniform and motivation from armed forces personnel. I am preparing for the CDS exam."*

These accounts demonstrate the attraction of government jobs, particularly due to financial stability, social status, and family support. For many people, the guarantee of a stable wage and retirement benefits surpasses alternative employment options, making government positions a preferred choice.

Interpretation:

The data reveals a difference in career preferences among Karbi youth in Diphu, with some preferring government professions for their stability and social approbation, while others are drawn to entrepreneurship for its freedom, financial potential, and artistic expression. Family expectations, perceived security, and long-term benefits are all important factors for those considering government positions. In contrast, youth choosing entrepreneurship often value independence, local opportunity, and personal ambition. This suggests that career programs and interventions in the region must be

designed to address both groups, strengthening preparation for government employment while also nurturing entrepreneurial initiatives.

4.2. Factors Influencing Career Choices

This theme explores the various factors that influence the career choices of Karbi youth. These include personal interests, economic expectations, societal pressures, regional realities, educational background, and risk perceptions. Each sub-theme represents a distinct dimension that influences their job decision-making process.

4.2.1. Personal Interest

Personal interest is the acquired motivation or passion that guides people in choosing their careers. This code captures respondents' expressions of a desire to pursue directions that meet with what they enjoy or are passionate about.

Here is how different respondents express their opinions on the subject:

One respondent expressed: *"I'm interested in health and agriculture… so I am focusing more on my interest that is entrepreneurship."*

Another mentioned, *"I'm interested in promoting, showcasing, and selling our traditional unique handmade Karbi bags to the world."*

The replies show that many young people are driven to pursue occupations that match with their passions and ideals. Personal interests, whether in agriculture or cultural promotion, form the basis of their professional choices.

4.2.2. Economic Considerations

Economic consideration is how individuals consider income potential, job benefits, and financial security when choosing a profession between entrepreneurship and government jobs.

Diverse participants offer their opinions on the subject:

One respondent noted, "I *prefer entrepreneurship because it offers freedom, flexibility, and the potential for unlimited income."*

Another explained, "Government *jobs provide regular income, job security, and benefits like pension."*

These responses illustrated how economic thinking shapes occupational preferences. It highlights that while some youth beliefs government positions offer stability and benefits, entrepreneurship attracts people seeking higher earnings and financial independence.

4.2.3. Social Influence

Social influence refers to the condition when family, friends, mentors, or admired personalities' encouragement or expectations influence youth to make career decisions.

A respondent shared insights such as, "Ratan *Tata has been my inspiration for this career decision of mine."*

Another added: *"My family has had the biggest influence on my career decisions… if I have a secure job, I'll be able to support them."*

A third respondent mentioned: *"Exposure to social media and conversations with friends and mentors have influenced my career decisions."*

These response demonstrate how social influences such as family expectations, peer influence, role models, and community values influence profession choices. Government positions are frequently regarded as ideal due to family influence and the importance put on work stability, but entrepreneurship is occasionally selected due to peer support or even the influence of an admired individual.

4.2.4. Regional Factors

Regional factors describe how the local context, such as job availability, infrastructure, and community requirements, influences career planning.

Some respondents shared their opinions as:

Respondents described situations like, *"In our region, there are not many entrepreneurs... I want to help people of our community generate employment."*

Another noted: *"There is a lack of delivery services in our region… this gap inspired me to plan for a delivery service company."*

These responses show that local conditions like lack of job opportunities, underdeveloped infrastructure, and unmet service needs also impact career choices. Respondents noted that the scarcity of entrepreneurs in Diphu motivated them to consider entrepreneurship to fill service gaps like delivery services and unemployment, and create employment for others. Regional challenges push youth toward self-employment over waiting for limited government job openings.

4.2.5. Education

Education refers to how formal qualifications, academic exposure, and training influence career choices and planning.

The respondents shared their opinions as:

Examples include: *"I am pursuing a master's in life science, so I think I will be able to apply my theoretical skills if I start a business in agriculture."*

Another respondent said: *"The NCC has played a significant role in shaping my career decision."*

These assertions illustrate that an academic background serves a dual purpose, providing theoretical knowledge and developing job preferences while also identifying gaps in real-world skills, especially related to entrepreneurship. While academic exposure helps set goals, respondents reported a lack of business-related training and real-world experience. Career choices are influenced by disciplines studied, such as commerce or life science, yet there is still a lack of professional help.

4.2.6. Risk Perception

Risk perception deals with how people assess the risks and stability associated with certain career pathways, such as entrepreneurship or government work.

Various respondents shared their views as:

Illustrative responses include: *"Entrepreneurship also has risks… your business may fail, but you will still gain experience."*

Another stated, *"Government jobs do not involve the kind of risks that come with business… there's a constant need to take risks."*

A third participant observed, *"High risk, high reward… this perception has shaped my preference for entrepreneurship."*

These results indicate that risk and stability are major issues for youth. While some prefer stable government jobs, others welcome the risks of entrepreneurship for the potential rewards.

Interpretation:

The data indicate that personal interest and economic factors emerged as the most influential for Karbi youth's career choices, closely followed by rsk perception and social factors. These trends demonstrate how strongly environmental and personal elements influence youth's job decisions choices that can determine both individual destinies and the larger growth of the community

4.3. Barriers in Pursuing Government Job

This theme investigates the challenges that individuals face when attempting to obtain public service. These barriers include corruption and nepotism, competitiveness and exam-related stress, and a lack of effective exam preparation guidance. These challenges can significantly hinder career prospects and reduce confidence in the fairness and accessibility of government jobs.

4.3.1. Corruption in Government Jobs

Corruption in government jobs refers to the perceived lack of transparency, nepotism, and influence of social or financial connections in recruitment processes. This code reflects participants' experiences and opinions of unfair practices in hiring, including favouritism and the importance of family background.

One of the respondents stated that, "*Some positions in government jobs lack transparency in recruitment due to corruption and social connections, which is a topic of concern since the employee is required to have certain skills for the job.*"

Another respondent explained that, "*I believe that in government jobs, there is high corruption... Even if you pay money as part of corruption, if someone else has stronger social connections or pays more, then you lose both your money and the opportunity. I have personally experienced this kind of injustice. I gave interviews and exams for jobs related to my course, but in one case, my junior, who did not even attend the interview, got the job*"

Many of the respondents shared their opinions, which illustrated how the presence of corruption, nepotism, and favouritism in recruitment processes acts as a significant barrier for deserving candidates. This undermines trust in the system and discourages individuals who do not possess the necessary social or financial capital.

4.3.2. Competition and Exam Pressure

This code captures the intense competition and pressure associated with preparing for government job examinations. It reflects concerns about the prolonged and uncertain nature of exam preparation and its toll on mental health and career planning.

A respondent stated that, "*In government… one needs to spend years preparing for government job examinations and if you fail, you will still gain bookish knowledge but not experience.*"

Only 1 respondent mentioned the pressure in preparing for competitive government job exams, whose statement highlights the emotional and practical costs involved in pursuing government jobs, where even years of preparation may lead to failure.

4.3.3. Lack of Guidance for Exam Preparation

This code refers to the absence of mentorship, career counselling for exam preparation for aspirants. It includes both institutional and familial shortcomings in guiding youth toward successful government job applications.

One of the respondents stated that, *"I neither receive any career guidance in school nor in college."*

Another respondent said, *"While we do receive career guidance, it's usually very basic and does not explain how to actually reach our goals."*

These statements reveal that a significant number of individuals lack access to proper guidance, making it difficult to plan and prepare effectively for government job examinations. This lack of support creates additional challenges and may prevent capable youth from achieving their aspirations in the public sector.

Interpretation:

The data indicate that Karbi youngsters in Diphu face major challenges to pursuing government jobs, including corruption, competition, and lack of guidance. The majority of respondents cited corruption, nepotism, and the influence of social ties as significant obstacles, demonstrating overview perception of unfairness and lack of openness in hiring processes. Furthermore, the strain of competitive exams and years of uncertain preparation deter many hopefuls, as evidenced by the response emphasizing failure without experience. Also, respondents cited a lack of formal career guidance and mentorship, limiting the youth's capacity to prepare for government work prospects. These barriers break down trust in the system, hamper equal access, and demotivate individuals from pursuing.

4.4. Barriers in Pursuing Entrepreneurship

Based on the opinions of different people, this category highlights the obstacles and difficulties people encounter that keep them from starting or maintaining business

ventures. It encompasses the psychological, informational, physical, and financial obstacles that impact the drive and achievement of entrepreneurs.

4.4.1. Lack of Financial Resources

Lack of financial resources includes the absence of startup funds, inability to access loans, and minimal financial backing needed to initiate a business. This code captures how limited capital becomes a primary barrier to entrepreneurship in the region.

Various individuals expressed their unique viewpoints on the matter:

A respondent said, "*As for my own business, I have the ideas, but currently I am trying to arrange the capital of investment by asking the governor of our region to fund for my business.*"

Another respondent mentioned that: "*If I had the capital and guidance, maybe I'd consider starting something in tourism business. Diphu has so much unexplored potential.*"

These responses emphasise that poor financial access remains a significant barrier to entrepreneurship. Youth with ideas and potential are discouraged due to a lack of institutional finance, investment firms, or lending opportunities. Nine respondents specifically raised concerns about funding issues, emphasising the importance of capital assistance, investor support, and financial inclusion measures for entrepreneurs in Diphu.

4.4.2. Lack of Knowledge and Mentorship

Lack of knowledge and mentorship includes the absence of practical business training, structured guidance, and mentorship programs. This code highlights how informational and experiential gaps hinder entrepreneurial pursuits.

Diverse participants offer their varying outlooks on the subject:

One of the respondents mentioned that, *"I neither received any career guidance in school nor in college. For the next few years, I am planning to gain more knowledge and experience on running a business."*

Another respondent stated: *"Currently, there is no proper guidance for entrepreneurship, while there are many coaching institutes for government job preparation."*

These replies illustrate that entrepreneurial guidance is often missing in formal education systems in Diphu, leaving aspiring youth without the necessary tools to plan and execute a business. Most of the respondents reported minimal or no exposure to entrepreneurship mentoring, career seminars, or structured business training, indicating a clear gap in support and skill development.

4.4.3. Lack of Infrastructure

The lack of infrastructure refers to the insufficient transportation, marketing platforms, internet facilities, and operations required to establish a business. This code underscores how regional development impacts entrepreneurship opportunities.

Various individuals articulate their unique viewpoints on the matter:

One respondent stated, *"Entrepreneurs in Diphu face major obstacles such as lack of funding, poor infrastructure, limited internet access in some areas."*

Another respondent said, *"Infrastructure and financial accessibility greatly impact youth entrepreneurship in Diphu."*

These statements show that entrepreneurship is closely linked to the availability of regional infrastructure. Respondents who raised infrastructure related issues, all pointed to basic deficiencies such as unreliable connectivity, poor roads, and limited exposure, which make it harder to scale businesses and connect with markets.

4.4.4. Risk of Business Failure

Risk of business failure involves the perception and fear of financial and personal losses due to business instability. This code captures how fear of uncertainty and lack of safety nets affect entrepreneurial decisions.

Diverse participants offer their varying outlooks on the subject:

One of the respondents shared, "*Starting a new business has a high risk, since we never know whether it will succeed or fail.*"

Another said, *"Government jobs do not involve the kind of risks that come with business. Once you're in a government job, you just continue, and the salary comes regularly."*

These quotes reflect the high level of risk aversion among youth due to financial insecurity. Of the responses, most indicated that unpredictability and potential failure discourage them from taking entrepreneurial risks, especially in the absence of support systems, financial buffers, or business training.

4.4.5. Hesitation

Hesitation refers to personal doubts and social concerns about the success, stability, or respectability of entrepreneurship. This code includes the emotional and social dimensions of career hesitation.

Various individuals articulate their unique viewpoints on the matter:

One respondent stated: *"Entrepreneurship is considered risky and unstable, especially without financial backing or guidance."*

Another mentioned: *"I have not considered becoming an entrepreneur because of the stability."*

These comments highlight the psychological and social hesitancy to choose entrepreneurship over stable possibilities such as government service. Fear of failure, social desire for safe employment, and a lack of encouragement all contributed to respondents' hesitancy.

Interpretation:

The findings indicated that Karbi youth come across many barriers to choosing entrepreneurship, including a lack of financial resources, guidance, infrastructure, and risk. While many respondents showed enthusiasm and ideas, some pointed to financial concerns, others to a lack of mentorship, few to infrastructure challenges, and some to a fear of failure. In addition, four respondents expressed hesitation owing to perceived instability. Together, these barriers point to a structural and psychological environment that is not yet conducive to entrepreneurial growth. Addressing these concerns through targeted funding, mentorship programs, and infrastructure development could help to create a more conducive climate for entrepreneurship in Diphu.

4.5. Opportunities in a Government Job

These opportunities refer to the benefits and long-term advantages of employment in the public sector. This theme includes employment security, consistent income, status in society, and opportunities for career growth, all of which are major factors affecting Karbi youth career choices. This focuses on how these characteristics contribute to a strong preference for government work over entrepreneurship.

4.5.1. Job Security

Job security is the assurance of long-term employment with a low risk of sudden termination, which is typically linked with government positions. This topic reflects the perception that government employment offers a dependable and stable career path, which is especially valued in uncertain economic environments.

Various individuals expressed their unique viewpoints on the matter:

One of the respondents stated that, *"According to me government job also has many advantages like job security as government employee cannot be fired easily without any reason…"*

Another respondent mentioned, *"Another view shared was, "Government jobs… provide regular income, job security, and benefits like pensions. These jobs are generally permanent, and one can continue in them until retirement."*

These expressions indicate that government positions are preferred mostly due to the long-term employment guarantee. Government work is consistent and predictable, which provides a sense of security, especially when compared to the risks of entrepreneurship or private sector jobs. According to the data, job security is still one of the most important motivators for Karbi youngsters to work for the government.

4.5.2. Regular Salary and Benefits

Regular salary and benefits refer to the fixed monthly income, pensions, medical insurance, housing allowances, and other perks that come with government employment. These factors are crucial in shaping the perception that government jobs ensure long-term financial stability.

Diverse participants offer their varying outlooks on the subject:

One of the respondents stated, *"The idea of a consistent income, pension after retirement, medical coverage, and job security are the things I've seen my elders value, and I understand why."*

Another respondent noted, *"Even after retirement, you receive a pension. It's stable and secure, and there are other benefits too, like medical insurance, job status, promotions, and overall respect in society."*

These statements indicate that beyond security, the reliability of a regular income and the comprehensive benefits package offered by government jobs serve as important

incentives for youth, especially in regions with limited access to private sector stability. Government employment is seen as a pathway to sustained financial health and peace of mind, leading to a overall preference for such positions among Karbi youth.

4.5.3. Social Status and Respect

Social status and respect reflect the public perception of government employees as powerful, responsible, and respected members of society. This code captures how societal recognition associated with government jobs enhances their desirability.

Some respondents shared their views as:

One respondent stated, *"Till date, I have seen most Karbi youth are focused on securing government jobs due to the perception of job security, social status, and financial stability."*

Another said, *"Although I'm not actively preparing for any government job exams, I do consider government jobs as a backup plan because they offer stability and social recognition."*

These responses reveal that government jobs are not only considered secure and stable but also carry a sense of pride, authority, and societal acceptance that enhances personal and familial status. The social status and recognition associated with government employment contribute to its strong appeal.

4.5.4. Career Growth

Career growth refers to the opportunities for promotions, transfers, and personal development within the government system. While generally considered slower, the growth pathway is still valued for its structured advancement.

Respondents expressed their thoughts:

One mentioned, *"Government jobs may also help in career growth, but it might be slow."*

Another pointed out, *"In a clean system, those with knowledge and potential will always stand out."*

Although career growth in government jobs may be less dynamic, it still exists and is appreciated by a few youths who value slow progress and long-term rewards, especially in regions with limited private sector opportunities.

Interpretation:

Respondents strongly connect government-related jobs with job security, financial stability, and social respect. Many people pointed out that government jobs provide permanent employment, regular salaries, pensions, medical benefits, and retirement benefits, making them more secure than entrepreneurship, which is perceived as risky and uncertain. Several respondents stated that government occupations are socially prevalent and provide recognition and respect. Although several people noticed that career growth in government sectors is slow, they praised the structured possibilities for progress and stability. Overall, Karbi youths consider government jobs to be a safer, more trustworthy, and more socially valued career option.

4.6. Opportunities in Entrepreneurship

The opportunities in entrepreneurship represent the potential benefits and advantages that entrepreneurship offers to individuals, particularly among Karbi youth, in terms of independence, job creation, income growth, and personal as well as community development. This theme highlights the multifaceted positive impacts entrepreneurship can have on both the individual entrepreneur and the wider community.

4.6.1. Freedom and Independence

Entrepreneurs' freedom and independence draw attention to their control over their time, decision-making, and business direction.

Various individuals expressed their unique viewpoints on the matter:

One respondent shared, "I *prefer entrepreneurship because it offers freedom, flexibility, and the potential for unlimited income when executed properly."*

Another stated, *"Entrepreneurship allows you to decide everything like how to set it up, how to make profit, and even how to create job opportunities for others"*

These responses indicate that independence is a key motivating factor for youth choosing entrepreneurship. Several respondents emphasised that entrepreneurship gives individuals flexibility and a sense of ownership that government occupations may not provide.

4.6.2. Job Creation

Job creation highlights entrepreneurship's ability to generate employment opportunities within the community.

Respondents expressed their opinions:

A participant said, *"There are not many entrepreneurs in our region, so starting businesses can help solve unemployment and support the community."*

Another noted, *"Entrepreneurship can reduce migration by creating jobs and boosting the local economy."*

This points to the socio-economic importance of entrepreneurship beyond individual gain. Few respondents expressed the belief that promoting entrepreneurship among Karbi youth is essential to tackle local unemployment.

4.6.3. Income Potential

Income potential refers to the financial growth opportunities that entrepreneurship can offer compared to fixed government salaries.

Some respondents shared their thoughts as:

One respondent expressed, "*Entrepreneurship comes with high risk, but the potential profit is also high.*"

Another stated, "*If someone wants to be rich or independent, entrepreneurship is better.*"

This reflects the perception of entrepreneurship as a path to greater economic rewards. Some respondents acknowledged the high risk involved but emphasised the possibility of high financial returns.

4.6.4. Growth (Skill, Knowledge, Personality, and Community Development)

Growth describes how entrepreneurship helps people learn new skills and knowledge, gain confidence, and uplift their communities.

Respondents shared:

One participant shared, "*Starting a business may fail without proper knowledge, but you gain experience and learn not to repeat mistakes.*"

Another said, "*Entrepreneurship helps youth become self-reliant and innovative, contributing to community growth.*"

This shows entrepreneurship as a developmental process benefiting both individuals and society. Several respondents recognised that entrepreneurship facilitates experiential learning and strengthens self-reliance.

Interpretation

The data suggests that entrepreneurship offers multiple opportunities for Karbi youth, including freedom and independence in career choices, significant potential for job creation, and financial growth despite associated risks. Additionally, entrepreneurship serves as a platform for personal development through the acquisition of skills, knowledge, and confidence, while also enabling positive community impact. These findings highlight the importance of encouraging entrepreneurship as a viable and empowering alternative to conventional government jobs, addressing unemployment, promoting self-sufficiency, and fostering local economic and social development.

CHAPTER V

FINDINGS AND DISCUSSIONS

FINDINGS

5.1. FINDINGS FROM QUANTITATIVE DATA ANALYSIS

This section presents the key findings from the quantitative data collected from 30 Karbi youth respondents in Diphu. The analysis is organized thematically to reflect how various demographic, socio-economic, and perception-based variables influence their career preferences between government jobs and entrepreneurship.

5.1.1. Demographic Data of Respondents

The respondents were mostly in the 23–26 age group (63%), followed by 18–22 years (33%), indicating that the majority were at a critical age of career decision-making. The gender composition was 60% male and 40% female. In terms of educational qualification, 56.7% were undergraduates, and 30% were postgraduates, showing that most respondents had access to higher education. This age and education profile suggests that the opinions collected represent active and informed youth who are either pursuing higher studies or seeking employment opportunities.

5.1.2. Employment Status and Type

Among all respondents, 80% were unemployed, and only 20% were employed, out of which employment was evenly distributed across government jobs (30%), entrepreneurship (30%), private jobs (20%), and others (20%). Although most were not working, the diversity in employment type among the working group suggests both government and entrepreneurial paths are currently being explored.

5.1.3. Career Preferences

Out of 30 respondents, 40% preferred government jobs, another 40% preferred entrepreneurship, and 20% remained undecided. This equal split indicates a balanced career aspiration trend among Karbi youth, while the undecided segment signals a lack of career clarity or access to proper guidance.

5.1.4. Factors Influencing Career Preferences

Government Job Preference: Among those 12 respondents who preferred government jobs, 50% cited job stability, while 25% each mentioned financial stability and passion. Notably, none selected family or social pressure, suggesting that the decision was more personal and practical than traditional or imposed.

Entrepreneurship Preference: For those 12 respondents preferring entrepreneurship, the two dominant motivating factors were financial growth potential (50%) and independence in decision-making (50%). No respondent indicated passion or family/social pressure as reasons, reflecting a strategic and economically driven choice among the youth.

5.1.5. Social Status and Career Decision

Social status was considered "very important" by 40% of respondents and "somewhat important" by 46.7%, while 13.3% deemed it "not important." This indicates that more than 86% of the youth recognise social status as a relevant factor in career planning, which may explain the persistent appeal of government jobs due to their perceived prestige in society.

5.1.6. Perception of Government Job Availability

Only 3.3% of the respondents felt that government job opportunities were adequately available in Diphu. A majority (63.3%) believed they were not, and 33.3% were unsure. This reflects a widespread perception of limited access and may influence youth to pursue alternatives such as entrepreneurship or migration.

5.1.7. Role of Education System in Career Decisions

Only 3.3% believed the education system was helpful in career preparation. Half (50%) of the respondents said it was not helpful, and 40% said it was only "somewhat helpful." This points to a gap between education and employability, with the system lacking in career-specific training or guidance.

5.1.8. Access to Career Guidance

Alarmingly, 80% of respondents reported not receiving any career guidance, while the remaining 20% were unsure. None confirmed receiving clear, structured counselling. This lack of support contributes to indecision, poor preparation, and confusion regarding both government jobs and entrepreneurship.

5.1.9. Sources of Career Information

The primary source of career-related information was the internet and social media (50%), followed by family and friends (20%), educational institutions (16.7%), and job advertisements (13.3%). This indicates a shift toward informal and digital platforms for career planning, often without verification or depth.

5.1.10. Preparation for Government Job Exams

A total of 53.3% were preparing for government job exams, while 46.7% were not. This shows that despite employment barriers, a large portion of Karbi youth still aim for public sector careers, likely due to perceived benefits like job stability and status.

5.1.11. Challenges in Securing Government Jobs

Half (50%) of the respondents identified corruption and favoritism as the main challenges, while 36.7% cited limited vacancies. Only 6.7% each cited high competition and lack of proper guidance. This reflects a lack of trust in recruitment systems, further discouraging efforts.

5.1.12. Support Needed for Government Job Aspirants

The most needed supports were quality coaching and materials (33.3%) and career guidance (33.3%), followed by peer/mentor support (20%) and financial support (13.3%). Surprisingly, none indicated a need for better job updates, implying that awareness exists but the capacity to act is missing.

5.1.13. Current Involvement in Entrepreneurship

Only 26.7% of respondents reported current involvement in business ventures, while 73.3% were not. This shows a rising but still limited engagement in entrepreneurship, likely due to barriers such as limited income or informal operations not being recognized as formal employment.

5.1.14. Entrepreneurial Challenges in Diphu

The top challenge cited was inadequate business knowledge (46.7%), followed by lack of financial support (33.3%), fear of failure (13.3%), and limited market opportunities (6.7%). These findings highlight a significant need for structured training and mentoring programs to support aspiring entrepreneurs.

5.1.15. Willingness to Start a Business with Support

A significant 86.7% of respondents expressed willingness to start a business if provided with financial and training support. Only 3.3% said no, and 10% were unsure. This clearly shows untapped entrepreneurial potential that can be nurtured through proper support systems.

5.1.16. Support Needed by Entrepreneurs

The most required support for entrepreneurship was business training and mentorship (56.7%), followed by financial aid (16.7%), and policy/market access (13.3% each). These results show that while funding is important, skill-building and access to opportunities are even more crucial for youth in Diphu.

5.1.17. Future Career Visions

When asked about their career vision, 33.3% saw themselves running a business, while 30% aspired for a government job. 13.3% wanted to pursue higher education, and 23.3% KGPwere unsure. These findings reflect a growing entrepreneurial interest but also a need for structured support and clarity.

1.1. FINDINGS FROM QUALITATIVE DATA ANALYSIS

This chapter presents the findings from the qualitative data gathered through structured interviews with Karbi youth residing in Diphu. Thematic analysis was used to understand their career preferences, influences, perceived opportunities, and the challenges they face in choosing between government jobs and entrepreneurship. The responses provide rich insights into the social, economic, educational, and psychological dimensions shaping career decisions.

5.2.1. Career Preferences Among Karbi Youth

The analysis revealed a distinct divide among Karbi youth regarding their preferred career paths. Many respondents preferred government jobs due to the job stability, regular salary, retirement benefits, and societal respect they provide. For others, entrepreneurship was the favoured choice, mainly due to the flexibility, financial potential, and independence it offered. Government jobs were associated with long-term security, whereas entrepreneurship was seen as an avenue for creativity, self-direction, and contribution to local development. This division in preference highlights a shift from traditional aspirations toward more self-driven and opportunity-based career paths among Karbi youth.

5.2.2 Factors Influencing Career Choices

Multiple interrelated factors were found to influence career decisions:

Personal Interest: Many youth expressed strong interest in careers aligned with their passion, especially in areas like agriculture, health, and promotion of traditional Karbi product. These interests often inclined them toward entrepreneurship.

Economic Consideration: Respondents cited income stability, job security, and long-term financial benefits as major factors for preferring government jobs. Conversely, those leaning toward entrepreneurship were attracted by the possibility of higher income and economic independence.

Social Influence: Family members, friends, mentors, and admired public figures had a significant influence on the respondents' career decisions. While some followed traditional paths encouraged by family, other was inspired by entrepreneurial role models.

Regional Factors: Local limitations such as lack of jobs and infrastructure motivated some youth to consider entrepreneurship as a solution to regional unemployment and service gaps.

Education: While formal education helped shape aspirations, it was also found lacking in providing practical exposure or career guidance. Some respondents expressed the desire to apply their academic knowledge in entrepreneurial ventures.

Risk Perception: Youth viewed government jobs as stable and low-risk, while entrepreneurship was seen as risky but potentially rewarding. Those willing to take calculated risks were more inclined toward entrepreneurship.

These findings underscore that career decisions are shaped by a combination of personal ambition, practical considerations, and socio-cultural context.

5.2.3   Barriers to Pursuing Government Jobs

The study identified several barriers faced by Karbi youth when attempting to secure government jobs:

Corruption and Nepotism: A significant number of respondents reported a perceived lack of fairness in recruitment due to corruption and favouritism. This discouraged many from pursuing public sector employment, as they felt disadvantaged without strong social connections.

Competition and Exam Pressure: The prolonged and uncertain nature of competitive exam preparation created stress and demotivation among a few youth, especially when success remains difficult. despite years of effort.

Lack of Guidance: Many respondents reported never receiving proper career counselling, either in school or college. This lack of structured guidance hampered their ability to plan effectively for government job exams.

The prevalence of these challenges highlights the need for transparent recruitment practices and better mentorship systems in the region.

5.2.4 Barriers in Pursuing Entrepreneurship

Karbi youth also face substantial obstacles in starting and sustaining business ventures:

Lack of Financial Resources: The most frequently mentioned barrier was the absence of capital or access to loans. Many youths had business ideas but lacked the funding to implement them.

Lack of Knowledge and Mentorship: Respondents highlighted the absence of entrepreneurship mentorship and skill-building programs. This lack of exposure limited their willingness to run businesses.

Poor Infrastructure: Inadequate facilities, including poor internet service, limited transportation, and underdeveloped markets, were cited as major barriers.

Fear of Failure: Youth were hesitant to start businesses due to uncertainty, financial risk, and the absence of support systems to fall back on in case of failure.

Hesitation and Social Doubt: Some respondents doubted the stability of entrepreneurship or felt it lacked the social status associated with government jobs. This psychological barrier limited their willingness to take entrepreneurial risks.

These findings suggest that entrepreneurship, although desirable for many, is hindered by structural deficits and a lack of enabling environments.

5.2.5 Opportunities in Government Jobs

Government jobs remain attractive among Karbi youth due to several perceived benefits:

Job Security: Respondents valued the long-term stability of public sector jobs, which provided reassurance in uncertain economic conditions.

Regular Salary and Benefits: Youth appreciated the guaranteed monthly income, pension, medical facilities, and housing allowances that come with government employment.

Social Status and Respect: Government jobs were seen as respectable and prestigious. Holding such positions elevated one's standing in the community and within families.

Career Growth: While respondents acknowledged that promotions in government service may be slow, they still valued the structured path for advancement and skill development.

These factors collectively make government jobs a preferred career option, particularly among those seeking security, structure, and societal recognition.

5.2.6 Opportunities in Entrepreneurship

Despite the barriers, entrepreneurship was seen to offer meaningful opportunities for youth in Diphu:

Freedom and Independence: Respondents valued the autonomy to make decisions, manage their own time, and build something from scratch.

Job Creation: Several participants emphasised the role of entrepreneurship in creating employment for others, helping to address local unemployment.

Income Potential: Some respondents noted that while entrepreneurship carried risks, it also offered the possibility of much higher earnings than fixed government salaries.

Personal and Community Growth: Entrepreneurship was seen as a tool for developing skills, gaining experience, and contributing to the socio-economic development of the Karbi community.

These responses suggest that, with the right support, entrepreneurship could be a powerful driver of youth empowerment and regional development.

DISCUSIONS

The purpose of this study was to investigate the career choices of Karbi youth in Diphu concerning government jobs and entrepreneurship, the factors affecting these choices, and the opportunities and challenges associated with each career path. The study used a mixed-methods approach, gathering qualitative insights from 10 youths through structured interviews and quantitative data from 30 respondents. This gave both quantitative and in-depth opinions, ensuring that the results were a reflection of actual experiences and viewpoints.

The first objective, "to examine career preferences," was addressed. Data showed an equal split in preferences: 40% of respondents preferred government jobs, 40% entrepreneurship, and 20% were undecided. This indicates that Karbi youth are navigating between traditional aspirations of government service and growing interest in self-employment. This finding aligns with Gogoi & Konwar (2023), who noted rising entrepreneurial intentions among tribal youth, and with Dong (2014), who observed that people who are cautious about risk favour stable government employment, as highlighted in the Social Cognitive Career Theory (SCCT**)**, where career intentions are shaped by outcome expectations and self-belief.

The study showed that the primary factors are personal interest, financial considerations, social influence, educational background, regional context, and risk perception for the second objective, "to explore factors influencing career choices". Stability, financial security, and social respect were frequently mentioned by respondents while selecting government employment. Freedom, earning possibilities, and innovative opportunities were important to those who preferred entrepreneurship. These results support the Social Cognitive career theory, which emphasises the importance of environment and personal experience, and are consistent with the work of Kazi & Akhlaq (2017), who highlighted the influence of peers, family, and personal interests on job choice. The qualitative results also revealed that although education aids in the development of goals, it does not provide actual career preparation, supporting the findings of Joshi & Bakshi (2016), who noted a deficiency in career-related assistance in rural regions.

The third objective, "to understand barriers and opportunities," was addressed through both quantitative and qualitative data. For government jobs, major barriers included corruption as mentioned by 50% of respondents, limited vacancies by 36.7%, and lack of guidance by 6.7%. For entrepreneurship barriers, 46.7% of respondents reported lack of business knowledge, lack of financial support by 33.3%, and fear of failure by 13.3% as major challenges. These findings are agreed with Pravesh (2016) and Potabatti & Boob (2015), who emphasized the absence of structured support systems and funding as major obstacles to youth entrepreneurship. However, the study also found strong potential, as 86.7% of youth expressed willingness to pursue entrepreneurship if support and training were available, aligning with the SCCT principle that belief in capability can influence career actions when external barriers are addressed.

From the perspective of the theoretical framework, while Holland's Theory of Vocational Personalities was not directly applied in analysis, elements of personality–career match were evident. While youths who wanted structure and stability leaned toward government jobs, those who wanted creativity or independence inclined toward entrepreneurship. In particular, the results show that respondents' decisions were influenced by social situations, expected results, and perceived talents, which is compatible with the Social Cognitive Career Theory.

CHAPTER VI

CONCLUSION AND SUGGESTIONS

CONCLUSION

Choosing a career is a major turning point in every young person's life. For Karbi youth in Diphu, this decision often feels like standing between two very different paths, government jobs and entrepreneurship. In many parts of India, especially in tribal areas like Karbi Anglong, a government job is considered stable, respectable, and something the whole family can be proud of. But now, with growing awareness, exposure to social media, and changing economic realities, more young people are also thinking about starting their own businesses.

This study focuses on understanding these career preferences among Karbi youth in Diphu, where traditional ideas still carry a lot of influence, but new ideas are also slowly starting to emerge. Some youths are still preparing for government exams, while others are already running small businesses. At the same time, many are confused, undecided, or feeling stuck between expectations and opportunities.

Through this study, the researcher aims to explore mainly two things, first, what factors influence the career decisions of Karbi youth when choosing between government jobs and entrepreneurship, and second, what kind of problems or barriers they face in each path, and other explored topics like opportunities and barriers also contribute to the preference. The study combines both numbers and personal stories. Data were collected from 30 young people through a structured questionnaire, and 10 of them were interviewed in-depth, using interview schedule to understand their thoughts better.

The findings clearly show that career decisions are made in consideration with many conditions. Personal interests, family expectations, job security, financial needs, fear of failure, and even the lack of basic guidance all play a role. Many youths said that, they preferred government jobs because of the stability, fixed salary, and social respect. Others chose entrepreneurship because they wanted freedom, independence, and a chance to create something of their own. But both groups face serious challenges. Government job aspirants struggle with corruption, limited vacancies, and a lack of support. Entrepreneurs are held back by a lack of funding, mentorship, infrastructure, and the fear of failure.

Even though a lot of youth in Diphu are interested in entrepreneurship, the environment is not ready for them. There are very few support systems and no real guidance in school or college, no proper infrastructure, and no access to funding. Still, some youth have ideas and dreams that show great potential, especially in areas like traditional crafts, local services, agriculture, and tourism.

The theoretical base of this study comes from Holland's Vocational Personality Theory and Social Cognitive Career Theory, which explain how personality, self-belief, and environment shape one's career choices. These theories help to understand why Karbi youth choose different career paths based on who they are and what they have around them.

The research design uses an explanatory sequential mixed-method approach. First, the researcher collected quantitative data from 30 respondents, then followed up with qualitative interviews with 10 participants to understand the deeper meaning behind their answers. The tools used include structured questionnaires, interview schedules, MS Excel for quantitative data analysis, and QDA Miner Lite for coding themes.

The study brings out a clear picture of what Karbi youth want, careers that are secure and meaningful. But many of them are stuck due to limited guidance, lack of opportunities, and structural issues in both career paths. If policies are made on these bases, both the government job system and the entrepreneurial ecosystem can become more youth-friendly. Schools and colleges also need to play a bigger role by offering real career support and mentoring.

In the end, this study is not just about comparing two career options. It's about understanding how Karbi youth think, what they want, and what holds them back. It hopes to give them a stronger voice and to help create an environment where they don't have to choose out of fear or pressure, but out of real opportunity and choice.

SUGGESTIONS

Based on the key findings of this study, several suggestions have been proposed to address the challenges faced by Karbi youth in making informed career choices.

1. **Strengthen Career Guidance and Information Access**

- Provide career counselling sessions with qualified people who are knowledgeable about both government and entrepreneurial job directions in Diphu's educational institutions.

- Organise regular career awareness and training programs in collaboration with government departments and local educational institutions, focusing on practical steps to pursue various careers.

- Diphu region can also develop career websites of their own to broadcast career-related updates and success stories to make career options more accessible and encouraging.

2. **Promote Transparency in Government Job Recruitment**

- Announce notifications, eligibility criteria, and results of the recruitment process on community notice boards and official government portals to guarantee transparent communication of the hiring process.

- Establish a career unit or helpline at the district level to handle queries and complaints about employment applications, test patterns, and recruitment outcomes.

- Educate youth of government systems and inform them of their rights during recruitment, start anti-corruption awareness campaigns in schools and youth organisations.

3. **Support Entrepreneurship Through Financial and Training Interventions**

- Launch tribal-specific business initiatives that provide Karbi youngsters with start-up funds, low-interest loans, and scholarships.

- Collaborate with nearby banks and microfinance organisations to increase credit availability and provide financial literacy instruction.

- Especially industries like organic farming, ecotourism, and handicrafts, can host training and internships on business skills, including pricing tactics, market research, recordkeeping, and customer involvement.

4. Integrate Practical Skills and Entrepreneurship into Education

- Courses on business initiation, career preparation, and self-employment choices should be added to the academic curriculum starting in early stage of education.

- For hands-on learning, institutions can arrange internships and field trips to nearby companies, government buildings, and cooperatives.

- Encourage student-led projects or mini-businesses like stalls in schools and universities to foster collaboration and an entrepreneurial mindset.

- Invite alumni and local business owners to serve as mentors or guest speakers to build a network, offer their experiences and useful advice.

5. Build a Supportive Ecosystem for Career Development

- Enhance the physical and digital infrastructure, particularly in the more isolated areas of Diphu, by adding training facilities, public libraries, road connectivity, and internet access.

- Arrange local events such as exhibitions or weekly fairs to highlight youth-led goods and services to fortify ties with markets.

- Promote cooperative policymaking that incorporates young perspectives into district-level planning for entrepreneurship, employment, and education.

REFFERENCES

Al-Abri, N. & Kooli, C. (2018). Factors affecting the career path choice of graduates: A case of Omani. *International Journal of Youth Economy, 2*(2), 105–117.

https://dx.doi.org/10.18576/ijye/020203

Azhenov, A., Kudysheva, A., Fominykh, N. & Tulekova, G. (2023). Career decision-making readiness among students in the system of higher education: Career course intervention. *Frontiers in Education, 8*, Article 1097993.

https://doi.org/10.3389/feduc.2023.1097993

Barsoum, G. (2014). Young people's job aspirations in Egypt and the continued preference for a government job. (Working Paper No. 838). *Economic Research Forum*.

https://erf.org.eg/app/uploads/2014/07/838.pdf

Dong, H.-K. D. (2014). Individual risk preference and sector choice: Are risk-averse individuals more likely to choose careers in the public sector? *Administration & Society*, *49*(8), 1121-1142.

https://doi.org/10.1177/0095399714556500

Gogoi, M., & Konwar, B. (2023). Economic emancipation through entrepreneurship in Karbi Anglong district of Assam: An analysis. *International Journal of Advanced Research in Commerce, Management & Social Science*, 6(2), 136-142.

https://inspirajournals.com/home/viewdetails/?id=5651

Hu, Z.-X., Gan, K.-P., Sun, G.-Y. & Wang, Q. **(2025).** Public service motivation and career choice intentions of social work students: The roles of altruistic motivation and professional values. *Frontiers in Psychology, 16*,

https://doi.org/10.3389/fpsyg.2025.1517457

Joshi, J. & Bakshi, A. J. (2016). Career-related challenges of rural underprivileged youth in Western India. *Indian Journal of Career and Livelihood Planning, 5*(1) 36-51.

https://jivacareer.org/wp-content/uploads/2022/12/5-Joshi.pdf

Karim, M. R. (2015). Socio-economic factors influencing job preferences of civil servants with an emphasis on women professionals: A study at the managerial level of the Ministry of Public Administration in Bangladesh. *International Journal of Humanities and Social Science Invention*, *4*(6), 55-63.

https://www.researchgate.net/profile/Mohammad-Karim-51/publication/344641309_Socio-economic_Factors_influencing_Job_Preferences_of_Civil_Servants_with_an_Emphasis_on_Women_Professionals_A_Study_at_the_Managerial_level_of_the_Ministry_of_Public_Administration_in_Bangladesh/links/610412a91ca20f6f86eafbcd/Socio-economic-Factors-influencing-Job-Preferences-of-Civil-Servants-with-an-Emphasis-on-Women-Professionals-A-Study-at-the-Managerial-level-of-the-Ministry-of-Public-Administration-in-Bangladesh.pdf

Kazi, A. S., & Akhlaq, A. (2017). Factors affecting students' career choice. *Journal of research and reflections in education*, *2*(2), 187-196.

https://www.researchgate.net/publication/325987918_Factors_Affecting_Students'_Career_Choice

Koul, R., Lerdpornkulrat, T., & Poondej, C. (2016). Influence of perceived parenting styles on goal orientations and career aspirations of high school science students in Thailand. *International Education Journal: Comparative Perspectives*, *15*(4), 56-65.

https://eric.ed.gov/?id=EJ1130389

Kumar, S. (Ed.). (2019). *Youth in India: Aspirations, attitudes, anxieties*. Taylor & Francis.

https://www.taylorfrancis.com/books/edit/10.4324/9780367142049/youth-india-sanjay-kumar

Mutanga, M. B., Piyose, P. X., & Ndovela, S. (2023). Factors Affecting Career Preferences and Pathways: Insights from IT Students. *Journal of Information Systems and Informatics*, *5*(3), 1111-1122.

https://doi.org/10.51519/journalisi.v5i3.556

Pathak, T. (2018). A Study on the Career Preference of Undergraduate Learners of Distance Mode with Special Reference to Kkhsou Assam. *Impact Journals*, *6*(8), 2321-2347.

https://oaji.net/pdf.html?n=2017/488-1536045972.pdf

Pathak, T. & Rahman, M. A. (2013). A Study on the career preferences of undergraduate students in relation to their sex, rural-urban inhabitation, and level of media exposure. *International Journal of Humanities and Social Sciences, 2*(1) 87-96

http://www.iaset.us/download/archives/2-72-1360925201-10.%20IJHSS%20-%20A%20study%20on%20-%20Md.%20Afzalur%20Rahman.pdf

Phalswal, U., Dixit, P., Verma, R. & Rathee, A. (2024). Career preference after graduation among AIIMS nursing students: Higher education or government job as nursing officer. *International Journal of Research in Medical Sciences, 12*(1), 146–152.

https://dx.doi.org/10.18203/2320-6012.ijrms20233990

Pitychoutis, K. M. & Spathopoulou, F. (2024). From tradition to technology: Societal and educational impacts on job preferences in Oman. *Forum for Linguistic Studies*, 6(3), 274-293.

https://doi.org/10.30564/fls.v6i3.6524

Potabatti, P. S. & Boob, N. D. (2015). Youth entrepreneurship: Opportunities and challenges in India. *IOSR Journal of Research & Method in Education, 5*(2) 55-59.

https://www.iosrjournals.org/iosr-jrme/papers/Vol-5%20Issue-2/Version-1/K05215559.pdf

Pravesh, R. (2016). Challenges and opportunities for tribal entrepreneurship development in India: An analytical study. *PARIPEX - Indian Journal of Research, 5*(10) 73-75.

https://www.worldwidejournals.com/paripex/recent_issues_pdf/2016/October/challenges-and-opportunities-for-tribal-entrepreneurship-development-in-india-an-analytical-study_October_2016_5600999318_4217038.pdf

Ritz, A. & Waldner, C. (2011). Competing for future leaders: A study of attractiveness of public sector organizations to potential job applicants. *Review of Public Personnel Administration, 31*(3), 291–316.

https://doi.org/10.1177/0734371X11408703

Siddiky, M. R. & Akter, S. (2021). The students' career choice and job preparedness strategies: A social environmental perspective. *International Journal of Evaluation and Research in Education (IJERE)*, *10*(2), 421–431.

https://doi.org/10.11591/ijere.v10i2.21086

Timungpi, S., and Kro, L. (2019). Rural entrepreneurship in the twin district of Karbi Anglong: A study. *International Journal of Management Studies, 6*(1), 95.

https://doi.org/10.18843/ijms/v6i1(2)/10

Vos, A. D, Dewettinck, K and Buyens, D (2007). To move or not to move? The relationship between career management and preferred career moves. *Employee Relations, 30*(2) 156 – 175

http://dx.doi.org/10.1108/01425450810843348

Yan, T., Yu, H. and Jiajun Tang, J. (2024). Perspectives on Satisfactions, Challenges, and Career Planning among Undergraduate Vocal Performance Students in China and the

United States: A Cross-Cultural Comparative Study. *Frontiers in Educational Research*, *7*(8) 23-32

https://doi.org/10.25236/FER.2024.070804

Yusran, N. A., Puad, M. H. M., & Omar, M. K. (2021). Role of career exploration in influencing career choice among pre-university students. *Pertanika Journal of Social Sciences & Humanities, 29*(S1), 61–80.

https://doi.org/10.47836/pjssh.29.s1.05

QUESTIONNAIRE

1. Age:

   ☐ 18-22

   ☐ 23-26

   ☐ 27-30

2. Gender:

   ☐ Male

   ☐ Female

   ☐ Other

3. Educational Qualification:

   ☐ 10th

   ☐ 12th

   ☐ Undergraduate

   ☐ Postgraduate

   ☐ Other

4. Are you currently employed?

   ☐ Yes

   ☐ No

5. If yes, what is your employment type?

   ☐ Government job

   ☐ Private job

   ☐ Entrepreneurship

   ☐ Other

6. Which career path do you prefer?

   ☐ Government job

   ☐ Entrepreneurship

   ☐ Undecided

7. What is the primary reason for your career choice?

  ☐ Job Stability

  ☐ Passion

  ☐ Financial stability

  ☐ Family/social pressure

8. If you prefer a government job, what is the main factor influencing your choice?

  ☐ Job Stability

  ☐ Passion

  ☐ Financial stability

  ☐ Family/social pressure

9. If you prefer entrepreneurship, what is the main factor influencing your choice?

  ☐ Financial growth potential

  ☐ Passion

  ☐ Independence in decision-making

  ☐ Family/social pressure

10. How important is social status in your career choice?

  ☐ Very important

  ☐ Somewhat important

  ☐ Not important

11. Do you believe there are enough government job opportunities available in Diphu?

  ☐ Yes

  ☐ No

  ☐ Not sure

12. Do you think the education system in Diphu is helpful in preparing youth adequately for entrepreneurship?

  ☐ Helpful

    ☐ Somewhat helpful

    ☐ Not sure

13. Have you received any career guidance or counselling regarding job opportunities? If yes specify

    ☐ Received

    ☐ Not received

    ☐ Maybe

14. What is your primary source of career information?

    ☐ Family and friends

    ☐ Internet and social media

    ☐ Educational institutions

    ☐ Job Advertisement

15. Are you preparing for any government job examinations?

    ☐ Preparing

    ☐ Not preparing

16. What is the biggest challenge in securing a government job?

    ☐ Lack of proper guidance

    ☐ Corruption/favoritism in recruitment

    ☐ High competition

    ☐ Limited vacancies

17. What type of support do you think is most needed for young government job aspirants?

    ☐ Quality coaching and materials

    ☐ Financial support

    ☐ Career guidance

    ☐ Peer and mentor support

    ☐ Job updates and information

18. Are you currently involved in any business venture?

    ☐ Involved

☐ Not Involved

19. What is the biggest challenge in starting a business in Diphu?

☐ Fear of failure

☐ Inadequate business knowledge

☐ Limited market opportunity

☐ Lack of financial support

20. If you are provided with financial and training support then would you start your own business?

☐ Willing to

☐ Not willing to

☐ Maybe

21. What type of support do you think is most needed for young entrepreneurs in Diphu?

☐ Financial aid/loans

☐ Business training and mentorship

☐ Better market access

☐ Policy support from the government

22. How do you view your career growth in the next few years?

☐ Working in a government job

☐ Running your own business

☐ Pursuing higher education

☐ Uncertain

INTERVIEW SCHEDULE

1. Age

2. Gender.

3. Educational Qualification

4. Current occupation, if any

5. What career path do you prefer?

6. What are the reasons for your Career Path preference?

7. Are you preparing for any government job examinations at present?

8. Are you involved in any business or entrepreneurial venture currently?

9. Who and what has the greatest impact on your career decisions?

10. Did you receive any career guidance while in school or college?

11. What are your plans for the next few years?

12. How do risk Perceptions shape career choice between government jobs and entrepreneurship?

13. Do career choices of Karbi youth contribute to or hinder regional economic development? How?

14. What do you consider to be the Primary advantages of government jobs?

15. Do you think government jobs provide greater Security than entrepreneurship? Please explain your reasoning.

16. Do you believe that family background or social connections aid in obtaining a government job?

17. Have you or anyone you are familiar with experienced challenges due to transparency in the recruitment process for government jobs?

18. Have you ever thought about being an entrepreneur? Please share your thoughts.

19. What types of business would interest you?

20. What obstacles do you think entrepreneurs in Karbi Anglong face?

21. What assistance, do you think, would be required to initiate or grow a business?

22. Do you think entrepreneurship should be promoted more among Karbi youth?"

23. In your opinion, what can be done to make government and entrepreneurship more accessible to Karbi youth?

24. Can infrastructure and financial accessibility impact the growth of youth entrepreneurship in Karbi Anglong? How?

25. What changes do you think should be implemented to enhance youth entrepreneurship in Karbi Anglong?

26. What recommendations would you offer to someone your age who is deciding between government jobs and entrepreneurship?