

**Qualitative study on the influence of motivation on unemployed youth in Cape
Town.**

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Declaration:

I hereby declare that the Research Report submitted for the BA Honours in Psychology degree to The Independent Institute of Education is my own work and has not previously been submitted to another University or Higher Education Institution for degree purposes.

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Abstract

The research study was conducted in Cape Town, South Africa. The aim of the research study was to explore the individual experiences of youth unemployment and motivational factors that influenced their job seeking behaviour. The primary research question is “What motivational factors influence job seeking behaviour in Cape Town?” The secondary research questions are “How does unemployment affect an individual psychological well-being?” and “What is the difference in the local job market and opportunities offered to unemployed youth in Cape Town compared to other cities in the Western Cape and internationally.” The sample consisted of five participants who were between the ages of 18 to 35 years of age and were unemployed. Purposive sampling was used. In-depth interview were used to collect the data that was analysed using thematic analysis. The findings revealed that unemployment youth motivational factors and their intensity varies and felt a lack of purpose that resulted in feelings of despair, hopelessness, depression and withdrawn from peers and family. In addition, the participants indicated that unemployed people lose their sense of identity and self-worth.

Keywords: youth unemployment, motivation, influence, Cape Town, qualitative study.

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1. Introduction

1.1. Background

Unemployment is a global phenomenon that affects the economy of the many countries as well as impacts the way people live their day to day lives. The prolonged periods of unemployment among young people have profound negative effects on their physical and mental well-being (De Lannoy, Leibbrandt & Frame, 2015 and Cloete, 2015). In South Africa, the unemployment rate is overall high for both youth and adults. However, in Cape Town the unemployment rate is 40.1% which is approximately 8.2 million young people (Statistics South Africa, 2019). Historically, the apartheid government engineered and encouraged a deviant system of structural poverty and employment that was based on race (Mayekiso and Themese, 2018). A vast amount of people affected by unemployment is a result of the apartheid government intentionally stop certain groups of people from educating themselves or learning skills that would equip them for certain types of work (Claymore, 2016). Post-apartheid was a period of transition that left the economy in poor shape and unemployment rates an overall high that continues to affect many South Africans (Marumo & Sebolaaneng, 2019). Due to the poor economy state, it has left many young South Africans looking for employment for prolonged periods of time. Motivational factors influence the behaviour of job seekers behaviour. The motivation originates from within as well as beyond an individual's being to produce work related-behaviour and determines the direction, intensity and duration of it (Cook & Artino, 2016). Being motivated by a motivational factor such as family responsibilities and loved ones to take care of will influence the individual to continue seeking for employment even if their past experiences have not been successful (Cloete, 2015).

1.2. Rationale

The motive for the study is to uncover in-depth research regarding the experience of youth unemployment, what kind of motivational factors influence their job search behaviour even though their previous attempts have been unsuccessful. Previous literature on youth unemployment and motivation depict a reoccurring trend.

Researchers approach unemployment studies in a quantitative manner which fails to take into the consideration of the personal experiences of youth unemployment (Fourie & Leibbrandt, 2012). Previous literature in the South African context has focused on economic structure of unemployment and the injustices of apartheid government (Mayekiso & Tshemese, 2018). In addition, literature has focused on the negative effects of prolonged periods of unemployment, which include depression and despondency (Cloete, 2015). All of the literature make valid contributions and add to the field of psychology and unemployment studies. However, there is a gap in literature on the studying youth unemployment and less studies on how motivation and unemployment is linked. By approaching the research study using the qualitative approach in-depth understandings, experiences and motivation of unemployed youth in Cape Town will be uncovered (du Plooy-Cilliers, 2018). There is a need to understand unemployment and motivation as being variable that are linked. An individual's motivational factors influence their job seeking behaviour (Davis, 2018). The study is relevant and aims to explore explain and question the phenomena of youth unemployment in relation to motivation (Davis, 2018). The research results will add to the field of unemployment studies and Community psychology as it will explore the degree of motivation and the experiences of unemployed youth. The information collected from the research study can be used to advance interventions strategies to successfully navigate unemployed youth into the re-employment market. The information gathered from the study will help future youth development programs or policy that focuses on job searching behaviour and unemployment to be more effective, as it requires a comprehensive understanding of unemployed youth's realities, subjective thoughts and how they makes sense of the world . In addition, contribute insights that can begin to shift the pathways of many young people, for the better.

1.3. Problem statement

Unemployment is a snowballing problem in South Africa and needs to be resolved as the increasing rates of poverty and crime are associated with one of the implications of having a high unemployment rate (Marumo and Sebolaaneng, 2019). Being unemployed for prolonged periods of time negatively impact the individual psychological

well-being and social aspects of their life (Cloete, 2015). These include risks of mental health issues such as depression and exclusion from society (Cloete, 2015 and Mayekiso & Tshemese, 2018). Furthermore, long term unemployment is one part of a vicious cycle of poverty. Youth unemployment rate in Cape Town is 40.1%, which shows the dire need for an intervention and resolution (Githahu, 2020). Previous research studies have explored causes of youth unemployment focusing on how it negatively affects the economy (Mayekiso and Tshemese, 2018 & Burger and von Fintel, 2009) and not on providing solutions to the problem that will help unemployed youth to grow, develop and motivate them to continue job seeking. There are even fewer programs and policies focused on job seeking behaviour and teaching motivational techniques that can assist and encourage them when job seeking for young people in their schools, organizations and their communities (Mzizi, 2017). Existing literature draws on official statistics that point at the deficits in unemployed youth and the effect it has on the South African economy (De Lannoy, 2018). Instead of focusing on the statistic, the qualitative approach can uncover in-depth information that can sometimes be depersonalized by only focusing on statistics. Qualitative approach often results in the focus on the objective aspects of youth unemployment but overlooks the more subjective areas of being unemployed (du Plooy- Cilliers, 2018). Studies that use a quantitative approach to employment follow a string of statistics that may not be based on a complete understanding of young people's lived realities and patterns in the behaviour or phenomena (De Lannoy, 2018). Using a qualitative approach and focus on the motivational factors that influence unemployed youth living in Cape Town by allowing participants to talk about their lived realities, perceptions and thoughts on youth unemployment and motivation. Researching youth unemployment using this approach will uncover in-depth information from the participants experiences (du Plooy-Cilliers, 2018).

1.4. Purpose statement and research question

The purpose of this research study is to uncover the subjective meaning that individual assign to their experiences with youth unemployment and the motivational factors that influence their job seeking behaviour. The primary research question is "What

motivational factors influence job seeking behaviour in Cape Town?” The secondary research questions are “How does unemployment affect an individual psychological well-being?” and “What is the difference in the local job market and opportunities offered to unemployed youth in Cape Town compared to other cities in the Western Cape and internationally.”

1.5. Objectives

This research study has four objectives that will assist in the investigation of the research problem and assist in answering the research question and aims. The first objective is to uncover in-depth understandings, perceptions and the lived realities of youth unemployment in Cape Town and its correlation to motivation. The second objective is how unemployed youth in Cape Town define motivation; identify motivational factors, and how it influences their job seeking behaviour. The third objective is to explore the implications of prolonged period of unemployment on the psychological and social level. The last objective is to understand the role of work plays in an individual life.

2. Review of previous literature

2.1. Theoretical foundation

The self-determination theory (STD) refers to motivation as striving for a particular goal that is principally conceptualized in terms of the intensity or potency of the motivation when attaining the goal (Vansteenkiste, Lens, de Witte & Feather, 2005). Unemployed youth will display a strong job search motivation but the reasons for the motivation will vary. The STD proposed two different types of motivation, namely they are autonomous and controlled behaviours. The two different behaviours result in differences in their reason for motivation. Autonomous behaviour refers to a process of decision making which is reflected when people experience a willingness to engage in the behaviour seeking (Deci & Ryan, 2014 and Vansteenkiste & et al, 2005). This type of behaviour is perceived as intrinsic motivation as illustrated by people who engage in this behavior and find it enjoyable (Vansteenkiste & et al, 2005). Unemployed people who have

identified with the personal value of job searching might search for an employment because they perceive work as an opportunity to grow as people, enabling them to use and develop their competencies. Controlled behavior is regulated by the process of obedience and is rejected in people's feeling that they have no other choice other than to engage in the activity (Vansteenkiste & et al, 2005). This type of behaviour refers to extrinsic motivation which in contrast, pertains doing the activity in order to attain some outcome (Vansteenkiste & et al, 2005). For instance, an individual who is experiencing controlled behavior when seeking employment are pressured to find employment because they will suffer from financial problems or be ridiculed by society as a free-rider (Vansteenkiste & et al, 2005). The literature motivational theories help provide clarity to the uncertainty of the different types of motivation exist when seeking for employment. Furthermore, it helps explaining the type of underlying search behaviours related to unemployed individual's intensity of job searching and unemployment. SDT-based studies on unemployment and job search and the wealth of empirical evidence in other life domains indicate that truly motivating unemployed people involves more than putting them under pressure to seek employment (Vansteenkiste & et al, 2005). In addition, that individual is more fulfilled psychologically when they are inspired and seek opportunity instead (Vansteenkiste & et al, 2005).

This theory is suitable for this research study because it explores the different types of motivations and behaviour. The research aim is to uncover motivational factors that influence job seeking behaviour, and the theory enhances the understanding of motivation and its influence on behaviours.

2.2. Review of literature

Victor Vroom wrote a book titled *Work and Motivation* in 1964 introduced his *Expectancy theory* that is based on the attempt to explain people in their workplace environment (Lunenburg, 2011). The expectancy theory is concerned with the cognitive processes that are linked with motivation and the way in which they integrate with one another (Lunenburg, 2011). The theory assumes that behaviour results from conscious choices among alternatives whose purpose to maximize pressure and minimize pain (Lunenburg, 2011). The theory further explains that individuals have diverse sets of

goals and can be motivated if they have certain expectations (Lunenburg, 2011). When employees are able to make choices in the workplace they will mostly choose what motivates them the most and will help them achieve their personal goal. An objective of the research study is to explore motivational factors that influence unemployed youth to continue job seeking. Therefore, even though an individual has been unemployed for prolonged period of time, their motivational factors influence them to continue job seeking until they are successful. The strength of the motivational factor is linked to the effort and performance of the individual (Lunenburg, 2011). The expectancy theory is made up of three components of the theory which are expectancy, instrumentality and valence. Expectancy refers to the idea of increasing the amount effort will increase the performance (Lunenburg, 2011). Such as the individual having the right set skills for a specific job. Instrumentality refers to the idea that if you perform better then the outcome will be achieved (Lunenburg, 2011). For example, a candidate being presentable, confident and well prepared for the interview. Valence refers to the perceived value the employee puts on the outcome (Lunenburg, 2011). The expectancy theory takes into account the differences that might occur in the individual choices and degree of motivation when job searching. The theory puts an emphasis on motivation and how it influences the individual actions.

Marumo and Sebolaaneng (2019) state that youth unemployment in South Africa is chronic. The problem of youth unemployment is often caused by young people lacking experience and, most importantly, not having the necessary skills required by the labour market. Approximately 38.2% of the South African population youth aged 18-35 is unemployed (Statistics South Africa, 2019). The educational system is the one of the main factors contributing most to the chronic problem of youth unemployment (Lam et al, 2008). The article states that the level of education that students receive at urban and rural education institutes are not the same (Marumo & Sebolaaneng, 2019). Youth who come from well off homes are able to go to well-functioning schools that are well resourced and are able to provide children with the necessary skills that are needed in the labour market. However, in poor functioning schools that are situated in rural areas, basic facilities such as libraries and computers centres are not accessible (Marumo & Sebolaaneng, 2019). Furthermore, there has been a structural change in the labour

demands trends in South Africa which has shifted from less-skilled workers towards workers with high skills (Cloete, 2015; Bernstein, 2019 and Marumo & Sebolaaneng, 2019). This shift of high skilled workers only applied to certain career fields produced in the universities or colleges. Skills that are sought for those in the fields, such as education, science, technology and health science (Marumo & Sebolaaneng, 2019). Moreover, this shift to highly skilled workers does not require all skills in every career field produced in the universities and colleges, but rather skills in a few specific career fields, such as education, science, and technology, as well as health science. As a result, youth unemployment has become more prevalent as low skilled workers are not able to find work that suits their skill sets (Marumo & Sebolaaneng, 2019).

Cloete (2015), Leibbrandt and Frame (2015) state that the economic affect of youth unemployment is often more emphasized than the psychological effects it has on the individual. Looking beyond the statistical information that many previous work (O'Higgins, 2005; Alenda-Denoutiex & Mugge, 2019) has focused on and instead focusing on the experience of unemployment and its effects on the individual. The economic effect of youth unemployment is often more emphasized than the psychological effects it has on the individual. However, it is important to study and understand the psychological effects of unemployment and how it influences the well-being of the individual (Cloete, 2015). The prolonged periods of unemployment among young people have profound negative effects on their physical and mental well-being and it feeds the vicious cycle of segregation, inequalities and poverty (De Lannoy, Leibbrandt & Frame 2015 and Vansteenkiste et al, 2015). In addition, unemployment is linked to societal issues such as crime, divorce, suicide and child-maltreatment. The link between unemployment and poverty has also been established as poor people suffering from nihilism which refers to a psychological state indicated by the lack of meaning and purpose in life as poor people may have lost their values and no longer believe in themselves or the good in the world (Cloete, 2015). This mental state contributes to the immobilization of the poor because they feel that nothing can be done about the situation they find themselves in. When an individual is employed it not only gives them a source of income, structured activity but also a sense of self-worth and belonging to a community in which the person feels wanted and needed (Cloete, 2015).

Unemployment and nihilism impacts the emotional state of an individual and causes them to become unmotivated by their circumstances (Cloete, 2015). This is significant as it is a possible cause of the reason why so many unemployed youth job search behaviour changes. The continuous struggle of disappointment leaves them unmotivated because they believe that their situation will not change no matter how hard they try (Cloete, 2015).

2.3. Conceptualization

In this section, the conceptualization of the four key concepts in the research study will be operationalized. The key concepts are motivation, influence, employment and youth unemployment

Motivation can be defined as a processes involved in initiating, sustaining, directing and terminating behaviour (Cook & Artino, 2016). For instance, a young man from Cape Town has been looking for a job for three months. His motive is that he wants to save money so that he can move out of his parent's home. This motivates him to seek employment at a construction company but there are no vacancies. However, wanting to move out of his parent's home sustains and directs the young man to continue seeking employment in other fields. Once the young man is successfully employed, it satisfies his need of wanting to save money and therefore his job seeking behaviour is terminated. In the research study, participants will be asked to explain what motivational factors influence their job seeking behaviour.

Influence is the capacity to have an effect on personality, development, behaviour of an individual, situation or affect itself (Cook & Artino, 2016). Influence is a determining factor that affects individual tendencies, characteristics as well as behaviour. For instance, family can be seen as an influencing factor that directs an individual into a certain career path. An individual who may have wanted to work at a construction company is influenced to work at the family vending business as it is expected from the family. The influence of the motivational factor drives the individual to seek employment.

Employment refers to a paid work agreement between an employer and an employee (Heathfield, 2019). In this study, the term applies to an individual from Cape Town who

is hired for a salary or a fee for the work they have done. If the individual is not employed they are unemployed.

Youth unemployment in South Africa is referred to people of the age of 14 to 35 who are seeking for employment and who are available to work at a given moment if given the chance however, is unable to find paid work (Marumo and Sebolaaneng, 2019).

Unemployment is a jobless situation in which able bodied people are looking for a job they are unable to find.

3 Methodology

3.1. Research paradigm

The interpretivism paradigm argues that reality is multi-layered, multifaceted and that a single social phenomenon can have different interpretations (du Plooy-Cilliers, 2018). In studying youth unemployment and motivational, the paradigm will be used in order to understand the subjective experiences of the individuals. The paradigm explores the social constructions that people create with their language, consciousness and shared meanings that help gain access to understanding their sense of reality (du Plooy-Cilliers, 2018). The uniqueness of the paradigm pays attention to the value of what people say, do and feel and how they make meaning of the phenomena being researched. Interpretivism is marked by three schools namely, phenomenology, ethnomethodology and symbolic interactionism (du Plooy-Cilliers, 2018). All three schools of thought emphasize human interaction with phenomena in their daily lives and approach quantitative approach to social research. However, phenomenology is best suited sub discipline of interpretivism as the theoretical view believes that an individual behavior determined by the experiences gained out of one's direct interaction with the phenomena (Groenewald, 2004). During this interaction the individual interpret and attach meaning to different actions, ideas and construct experiences. The aim of the researcher is to describe the phenomena as accurately as possible (Groenewald, 2004). This approach is best suited for the research study as it supports a better understanding of underlying motivations, opinions and possible reasons from the

unemployed youth in Cape Town (du Plooy-Cilliers, 2018). This approach will add value by fostering a deeper understanding of youth unemployment and bring light to the experiences that many unemployed youth living in Cape Town face on a daily basis. The paradigm will help define and describe what motivational factors that influences their job seeking behaviour of the youth living in Cape Town.

3.2. Research design

The primary goal of qualitative research is to obtain in-depth descriptions of personal actions and experiences that are embedded within the individual particular environment (Mzizi, 2007). The study, is interested in studying youth unemployment in Cape Town and the motivational factors that drive their behavior when job seeking. Therefore, a qualitative research method will assist in allowing participants to share their personal experiences of job seeking in Cape Town.

The exploratory research will ask open-ended questions as it places an emphasis on understanding the phenomena from the perspective of the individual (Nieuwenhuis, 2019). The researcher will explore the phenomena of unemployment and motivation because many previous studies have focused on studying these aspects as separate entities. Inductive reasoning will be used in the research study as it moves from a specific instances into a generalized conclusion surround the phenomena (du Plooy-Cilliers, 2018). In the study, it is more appropriate to do an inductive approach by observing patterns, outcomes and behaviour and then drawing conclusion from the data collected. The study will be a cross-sectional data collection.

3.3. Population

The unit of analysis is defined as the entity under study, or who is being described or analyzed (Pascoe, 2018). This may include entities such as people, groups or organizations. The unit of analysis in the research study is unemployed youth in Cape Town. According to Statistics South Africa (2020), youth is defined as people between the ages of sixteen and thirty five. In Cape Town, youth unemployment is approximately 40.1% of South Africa's 20.4 million of young people who are not employed, in an educational institution or receiving any kind of training (Mwangi, 2020). Out of Cape

Town's 40.1% unemployed youth population, only five participants of that sample participated in the research study. In order to partake in the research study, the participants have the following characteristics, (1) have lived in Cape town for more than five years, (2) is between the ages of nineteen and thirty five, (3) has completed their high school career and (4) have been unemployed for more than three months but is actively looking for employment.

3.4. Sampling

Non-probability sampling refers to a sampling technique in which the researcher selects samples based on the subjective judgment of the researcher (Pascoe, 2018). This qualitative approach to research is best suited to the research study as it is impossible to determine who the entire population is or have access to them.

The method of sampling that is best suited for the research study is purposive sampling where the sample is selected purely based on the researcher's knowledge and credibility (Pascoe, 2018). Purposive sampling is used when they want to access a particular subset of people, as all participants of a study are selected because they fit a particular profile and research parameters. The unit of analysis is unemployed youth between the ages of nineteen and thirty five years of age who reside in Cape Town. The sample will still meet the research parameters for the study and is selected by the researcher's judgment and the participants will therefore not be randomly selected (Pascoe, 2018). Based on previous prior knowledge required and purpose of the research study, the researcher tenaciously chose elements that would answer the research question and objectives that had to be included in the sample based on a number of characteristics. For the purpose of the research all participants have resided in Cape Town for more than five years, are between the ages of nineteen and thirty five years of age, have completed their high school career and have been unemployed for more than three months but are actively searching for employment. These characteristic will influence the kind of data that is collected which will affect the findings of the research study.

The advantages of purposive sampling are the researcher can ensure that each element of the sample will assist in the research study because it fits with the research parameters of the sample (Pascoe, 2018). The researcher is unable to access the entire unemployed youth population and therefore uses this method to ensure that the study will have depth and richness of the data that addresses the research questions and objective. Lastly, the sample size of will consist of 5 participants that will share their in-depth experience with unemployment and in relation their motivation factors in Cape Town.

3.5. Data collection method

The qualitative data collection method provides an in-depth understanding from the participant's view points and speaks to the research questions of the research study. By using qualitative data collection methods, the research obtains a depth of data gathered from complex and multifaceted phenomena in a specific context (Strydom and Bezuidenhout, 2018 and Bezuidenhout & Cronje, 2018). The context of which is youth unemployment in Cape Town.

The data collection method used in the research study is in-depth interviews which allow the interviewee to ask questions with the aim of learning more about their participant's experiences with unemployment and motivational factors that influence their job seeking behaviour (Strydom & Bezuidenhout, 2018). Furthermore, interviews are defined as discussion between the interviewer and interviewee with the primary aim to discover the participants own framework of meanings that they attach to the phenomena (Strydom & Bezuidenhout, 2018) and to discover concepts that emerge that may be different from those predicted at onset by researcher based on open-ended questions.

The type of interview that was used in the research study is semi-structured interviews which are organized by a set of predetermined open-ended question (Strydom & Bezuidenhout, 2018). Although, there is 10 questions that was prepared by the researcher, the semi-structured interviews allow other questions to emerge from

dialogue between the interviewer and interviewee. This type of interview allows the participants to answer the open-ended questions and allows researcher to further probing and clarification when needed (Strydom & Bezuidenhout, 2018). The interviews will be consisting of a wide range of questions related to the study that will provide data that is social and personal. The advantages of using semi-structured interviews are that it allows opportunity for clarifications of points made by the participant and provide a more detailed explanation (Strydom & Bezuidenhout, 2018). The participants are able to share their experiences, opinions and perceptions of being unemployed and the motivational factors that influence the job seeking behaviour.

The motive of the research study is to uncover in-depth information regarding the experience of youth unemployment and motivational factors that influence their job seeking behaviour, although their previous attempts have been unsuccessful. In previous research studies and literature, youth unemployment and motivation depicted a reoccurring trend (Mayekiso & Themese, Marumo & Sebolaaneng, 2019 and Deci & Ryan, 2014). The approaches used in these studies were in a quantitative manner which fails to take into consideration the personal experiences of unemployed youth and explore the motivational factors that influence their job seeking behaviour. By approaching the study using the qualitative method of data collecting, in-depth interviews and semi-formal structures of the interview, the information that is produced will be in-depth understandings, experiences and motivations (du Plooy-Cilliers, 2018).

A Facebook and WhatsApp post was posted as a platform of finding participants for the research study. The post included information about what the research study entailed, the purpose of the research study, the research parameters and how to contact the researcher if they are interested in volunteering to participate. From this post, seven people responded however only five were chosen as perfect candidates for the research study as the others two candidates failed to submit the consent documentation. After the initial contact of the participant over Facebook, the researcher contacted the participants individually to discuss the detailed aspects of the study that included providing them with the information sheet, consent document and consent for

recording audio or video. Before interviews were conducted the above mentioned documents were signed by participants and sent to researcher via email.

The setting up of the interviews was conducted over WhatsApp. Before the interviews occurred, a time and day was allocated by the interviewee in order to make sure that the participant will have enough time to answer questions, at a time that suits their schedule best and would feel most comfortable with.

The interviews were approximately 10-15 minutes each. Two interviews were conducted on the 23 and 25 of August 2020 and the last interview was conducted on the 27 August 2020. The participants were interviewed telephonically. Each interview was conducted was recorded with the permission of each participant which allowed the interviewer to concentrate on what was said in the interview, thus being an active part of the interview process (Nieuwenhuis (2019). A voice recorder was used to document the participant's perceptions, thoughts and feeling on the phenomena. Recording interviews allows the researcher to focus on the discussion on hand by exploring the topic and being attentive during the research process (Nieuwenhuis, 2019). The open-ended questions and semi-structure of the interview used in the research study allowed the interviewees to reveal their own thoughts and ideas and therefore helped obtain more information on their beliefs and attitudes than would be possible from other data gathering procedures. During the interviews, there was no malfunctioning of the voice recorder and all participants signed the consent form for audio recording and therefore were aware of the recording.

3.6. Data analysis

Thematic analysis is defined as a process of identifying patterns or themes within qualitative data (Nowell & et al, 2017). The main objective of this analysis is to identify themes in the data and patterns that are significant to the research study (Barnes & Clarke, 2006 and Maguire & Delehunt, 2017). The themes created in the data analysis process are used to address youth unemployment, their motivational factors that influence them and the overall experience of being unemployed young adult in Cape Town. There are various ways of approaching and conducting a thematic analysis,

however in this research study it follows 4 stage process that includes familiarization of data, generate coding, searching for themes, review of themes and producing the report (Braun & Clarke, 2006 and Maguire & Delehunt, 2017). In this study, the data were analysed using the steps of qualitative data analysis identified by Braun and Clarke in 2006.

Step 1: Familiarisation

During this phase, the researcher focused on understanding the notes made during the interview and interview transcripts. The researcher closely examines the interview transcripts to identify common themes, topics, ideas or patterns of meaning that come up repeatedly in the interviews with the participants (Nowell & et al, 2017). The research read through the data numerous times made notes and brainstormed by focusing on various viewpoints made by participants. By the end of this phase, the researcher had an overall understanding of the data collected and was in a position to know which concepts likely to be supported by the data.

Step 2: Generate initial codes.

In this phase, the researcher began to organise data in a meaningful and systematic way. In the first phase, the research had initial ideas about codes. For instance, psychological effects on unemployed youth were a reoccurring theme in all the interviews and were relevant to the research question. Therefore, preliminary ideas about codes were developed. The research worked through each transcript and coded every segment of text that was relevant to the research study question. Throughout this phase new codes were generated and others adapted. This process was done by highlighting sections of the transcripts with different colours for each theme.

Step 3: Search for themes

A theme is defined as a conceptual entity that brings meaning and identity to a recurring experience and its variant manifestations (Braun & Clark, 2006). Furthermore, a theme captures and unifies the nature or basis of the experience into a meaningful whole. The themes are identified by key concepts, ideas or experiences that are brought all together but when viewed alone are seen as meaningless (Maguire & Delehunt, 2017).

The codes were examined and some of them clearly fit into a theme. For instance, there were four codes that related to the implications of prolonged periods of unemployment.

Step 4: Review themes

During this phase, the themes identified in step 3, were modified and reviewed. During this stage, researchers review the coded data extracts for each theme to consider if they make a pattern that is logical. The validity of themes is questioned and is determined that they accurately reflect the meaning evident in the set of data as a whole (Braun & Clarke, 2006 and Nowell & et al, 2017). The themes were analyzed and re-identified. The revised themes of the research study are implications of unemployment with sub themes that include psychological and social effects of unemployment, unemployment and identity, local and internal job market and motivational factors.

Step 4: The report

The last stage of thematic analysis is producing the report. The final stage begins when the researcher has fully established the themes and then proceeds to beginning the final analysis and write-up of the report (Braun & Clarke, 2006 and Nowell & et al, 2017). The report will provide a clear, coherent, rational and non-repetitive account of the data within and across all the themes identified in the research study. In the report, the process by which findings were developed will be discussed and will be accessible to the reader so that the claims made in relation to the data are rendered credible and authentic (Nowell & et al, 2017).

4. Trustworthiness

Trustworthiness of a study refers to the degree of confidence in data, interpretation and methodology used to ensure the quality of the research study (Louw, 2018).

Trustworthiness helps endorse the understanding of a particular phenomenon within a specific context and not to generate results to a broader population (Louw, 2018).

Trustworthiness is divided further into credibility, transferability, dependability and conformability.

Credibility refers to the accuracy with which the researcher interprets the data collected and provided from participants in the study (Louw, 2018). Credibility is advanced by the adoption of well-established research methods, research design that fits the research question, a theoretical foundation that is aligned with the research question and the methods. The data that is collected should be interpreted the same way in which the participants wanted it to be received (Louw, 2018). The interpretation of the data collected should reflect the transcripts from the interviews.

Transferability is the ability for the findings to be able to be applied to similar situations and deliver similar results (Koonin, 2018). Transferability is established by providing readers with evidence that the research study's findings could be applicable to other contexts, situations, times, and populations. Youth unemployment is a worldwide phenomenon but people come from different cultural backgrounds and their motivational factors vary. For instance, people from an individualistic culture or a collectivist culture will not have the same motivational factors that influence their behaviour because their aspirations or intentions may be different. However, even though all information gathered from the data may not be applicable but certain aspects are. Certain information from the study can be used as a basis or a starting point for other studies about the influence of motivational factors and youth unemployment.

Dependability refers to the quality of the process that is demonstrated throughout the research design and implantation, the data collection method and the analysis of the data (Koonin, 2018). This process is important and should be documented so that if a different researcher conducted the study, they could see the decisions the researcher made, how the data was analyzed and how the researcher arrived at the interpretations.

Conformability refers to how well the data collected supports the findings and interpretation of the researcher (Koonin, 2018). The findings of the researcher study are based on participant's responses and not any possible bias or personal motivations of the researcher. This includes making sure that the researchers own bias will not affect the interpretation of the research participants said to fit a certain narrative. In order to create conformability, the researchers can provide an audit trail which refers to a record of the changes that have been made to a database or file (Koonin, 2018). This helps

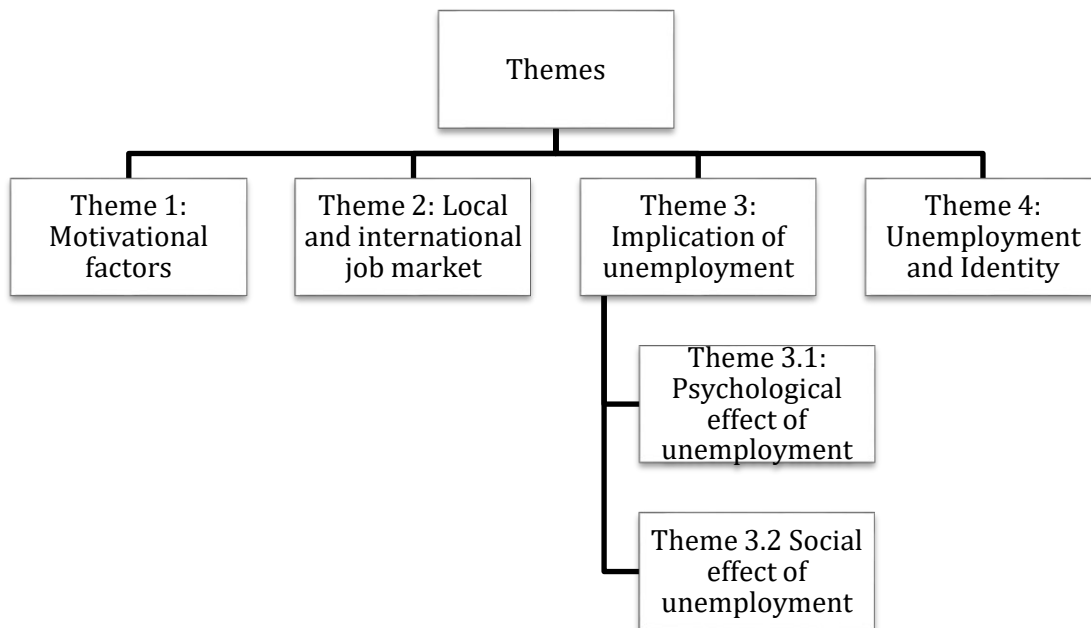
establish that the research study's findings accurately portray participant's responses and will highlights every step of data analysis that was made in order to provide a rationale for the decisions made

5. Findings and interpretation of findings

5.1. Presentation of findings

Figure 1

The findings of the study are presented in the form of themes and sub-themes that presents the outline of the themes.



5.2. Interpretation

Four themes emerged from the data collection phase. The themes are motivational factors, local and internal job market, implications of unemployment with sub-themes of psychological and social effects of unemployment, and lastly, unemployment and identity.

5.2.1. Theme 1: Motivational factors

Motivational factors refer to reasons for initiating, sustaining, directing and terminating behaviours (Cook & Artino, 2016). All participants agreed that motivation and its influence is an important component one needs when job seeking. This is concurred by the self-determination theory that states that striving for a particular goal is principally conceptualized in terms of the intensity of the motivation when reaching for the specific goal, which in this context is employment (Vansteekiste & et al, 2005). The following statements are motivational factors that influence participant B and D.

Participant B: "Motivational factors that have influenced me are family, self-efficiency and independency and wanting to have a better life than I have now."

Participant D: "I am lucky enough to not have that economic need for a job but the more emotional ones. Like the sense of fulfilment, being able to help people which is what I want to do, which is something I can't do right now because I don't have a job."

Victor Vroom speaks to the reasons why some participants might have different levels of motivation. His theory suggested that although people have similar goals, they are only motivated when there is a positive correlation between efforts and performance, favourable performance resulting in reward and the desire to satisfy need is strong enough to make effort worthwhile (Lunenburg, 2011). The research question and objectives were answered by the participants in the research study by indicating that motivational factors have an influence on their job-seeking behaviour. The motivational factors that emerged and most prevalent were financial stability, independence, self-reliance, and their purpose in life and providing for their families.

5.2.2. Theme 2: Local and international job market

In Cape Town, 40.1% of youth are unemployed (Statistics South Africa, 2020). Marumo and Sebolaaneng, 2019 state that this is due to skills and experience does not match what is available and needed in the job market. All participants agreed that increasing youth unemployment is a universal struggle. However, in the context of Cape Town compared to countries, participants indicated that they felt it was harder to find work in Cape Town compared to other places in South Africa and internationally. This is evident in the comments made by participants.

Participant C: “I think if you are open to any job, its relatively easy to find a job in Cape Town or anywhere in the world but if you’re looking to work in a specific field that’s when its gets a little difficult. I think a lot of young South Africans at the moment; they are looking for employment somewhere else because the job market locally is just staturated and not enough new jobs being created so they do what I’m going to do. They fly off to countries that do have jobs, create jobs and provide opportunities to create jobs and it’s a big factor that’s missing in South Africa.”

Participant B: “I think its hard everywhere but I do think there’s less opportunities for people who live in Cape Town who have a specific skills set and if it doesn’t fit then there’s not market gap for you to fill. I know a lot of my friends are trying to find jobs overseas because they believe they will have more luck than here.”

A high rate of unemployment is often caused by young adults lacking professional experience and not having the skills required by what is available in the labour market (Marumo and Sebolaaneng (2019). Therefore, the type of work that is available and the skills that many young people in Cape Town have do not match. Therefore, there is a greater call for more active than passive labour market policies. Active policies refer to interventions by government that is created with the aim of helping unemployed youth (Schob, 2016). This is done by providing support in the form of training and employment assistance programs. By providing unemployment youth support in this form they are able to build up their skills that are relevant to what is needed in the local labour market. A participant indicated that there are less opportunities offered in Cape Town and over all in South Africa too.

Participant C: “Europe is very advanced... there a lot of more structure and support for people looking for jobs... over there because they have just done it there for longer.”

The high unemployment rate in Cape Town shows that there is a need for more active policies from government and organizations to create interventions and provide ways to help the unemployed individuals residing in Cape Town. A objective in the research study, “What is the difference in the local job market and opportunities offered to unemployed youth in Cape Town compared to other cities in the Western Cape and internationally” was answered in the data collection and analysis process. Participants

noted that they felt that internationally there are more work opportunities and more support for unemployed youth than in Cape Town and South Africa.

5.2.3. Theme 3: Implications of unemployment.

Previous literature and data of the research study both noted that being unemployed for long period of time have negative effects on the individual (Cloete, 2015 and Leibbrandt & Frame, 2015). The participants indicated that they experienced feelings of despondency and hopelessness that often resulted in depression. The findings and literature indicated that the financial impact of being unemployed is one of the main stress factors that is associated with being unemployed. Furthermore, participants report that they have become tired and have experienced anxiety about the process of applying for positions and being rejected by companies they have applied at. In addition, they indicated that they failed to see the value in their abilities and skills. The participants further indicated that not being able to find work has resulted in losing certain aspects of their identity and social aspects of their life. This theme is further classified into psychological and social effects of unemployment. The research objectives were explored using these themes which focus on the emotional experience and the context in which they are unemployed.

5.2.3.1. Psychological effects of unemployment

Being unemployed for prolonged periods of time are stressful and can have a negative effect on psychological well-being (Cloete, 2015). All participants in the interviews emphasized on the negative effect unemployment have had on their psychological well-being. Participants mentioned how stressful the process of seeking employment is especially if they have not been successful in their attempts for a long period of time. They experienced negative emotions such as worthlessness, low self-esteem and despondency. This negative feeling experienced by the participants is evident in Participant B and D comments.

Participant B: "I've become so tired of my current situation.... There have been days where I would just lay in bed because after receiving another no from a company I applied, I feel like I have no faith in my abilities."

Participant D: "I have definitely experienced some depression related to not being able to find work and just sort of feeling like something is wrong with me instead of the system because I can't find work, so it has to be me. You know...feeling like you don't want to try anymore because every time you apply for a job, well from my personal experience. It's just been a no, even if it looks really good. Like you're going to get the job and the interview is going well and everything. And just sorry, we decided to not employ you kind of a thing. So it's very disheartening... It makes things feel like you are not as valuable as the next person because you can't seem to find work"

The negative psychological effects of unemployment object and research question was answered in the literature review, data collection and analysis process. Participants indicated that they have experienced feelings of depression and despondency. Leibbrandt and Frame (2015) pointed out that prolonged periods of unemployment among young people have profound negative effects on their physical and mental well-being. This was supported by Bejakovic and Mrnjavac (2018) who found that people who are unemployed have lower levels of psychological stability and are prone to dissatisfaction and depression.

5.2.3.2. Social effects of unemployment

Individuals who are unemployed for pronged periods of time are more likely to feel excluded, withdraw from friends and family (Cloete, 2015). The participants indicated they have experienced a lack of social support and interaction with others. For instance, during the interview one of the participants admitted that people's comments about being unemployed can make a person feel alienated and shame. This is shown in the following quotes from the interviews.

Participant B: "Although my parents know that I'm trying, you still get the odd comment of "when will this child work" or "if you had a job you could do this or that", I don't think people realize how much those words can affect you when you already feel let down by yourself" I don't think people realize how much those words can affect you when you already feel let down by yourself. I don't go out as much anymore because I can't afford the lifestyle."

Participant D: "I feel like especially being really young with social media seeing social media, seeing people have like, these really cool jobs or really fun stuff and you like, I can't do fun stuff. Maybe because little money you do have is not enough to do fun stuff, you know what I mean. Because you need to help out at home, and other factors that just stack on each other, on top of that not feeling so great."

Through work, individuals communicate with people outside of their families which are essential for developing social skills and receiving social support (Kitiashvili and Sumbadze, 2019). Being unemployed causes a decrease in contact with friends as they are harder to maintain due to feelings of despondency and not being able to afford social activities. Furthermore, people who are unemployed generally do not enjoy social contact with others, as they feel ashamed of being unemployed (Kitiashvili and Sumbadze, 2019). Therefore, they start to isolate themselves from their friends, people in their community and extended families.

5.2.4. Theme 4: Unemployment and Identity

An objective of the research study was to understand the role work plays in an individual life. This was answered in the unemployment and identity theme. Professional identity is one of the central domains of the formation of identity (Bejakovic and Mrnjavac, 2018). With the emergence of a professional identity it accompanies self-regulation mechanisms that create values, beliefs and commitment. The participants made similar comments regarding the connection between feelings as if they have no sense of purpose and identity.

Participant E: "I feel like a part of who I'm supposed to be is missing."

Employment provides financial stability and security needs. Being unemployed for long periods of time have a negative experience related to the loss of functional role and significant changes to identity (Kitiashvili & Sumbadze, 2019). Through work they establish a coherent web of socializing, direction and purpose in life (Bejakovic & Mrnjavac, 2018). The data reveals that five people out of the 46.5% of unemployed youth in Cape Town, that they are unsure about whom they are in society. Therefore, it

is important to feel needed in the society that you live in so that people who not perceive themselves as being worthless. Being employed gives a sense of belonging to the wider society.

Figure 2: The summary of findings are presented in the table below that provides information on the themes, sub-themes, frequency, meaning and evidence.

Themes	Sub-themes	Frequency	Meaning	Evidence
Motivational factors		5	Factors that influence job seeking behavior of unemployed youth in Cape Town.	Participant A: "Motivational factors that have influenced me family, self-efficient and independent and wanting to have a better life than I have now."
Local and internal job market		4	Differences in the opportunities that are available in Cape Town compared to other places in South Africa and internally. In addition, differences in the type of support	Participant B: "I think its hard everywhere but I do think there's less opportunities for people who live in Cape Town who have a specific skills set and if

			given to unemployed youth.	it doesn't fit then there's not market gap for you to fill."
Implications of unemployment	1. Psychological effects of unemployment	5	Being unemployed for long periods of time have negative effect psychological and results in individuals experiencing despondency, hopelessness and depression.	Participant C: "the lack of employment gives you a lack of purpose which then leaves you depressed and thinking that your future is very unclear"
	2. Social effects of unemployment	5	The social effects of unemployment refers to feelings of disconnectedness and isolation	Participant D: "I feel like especially being really young with social media seeing social media, seeing people have like, these really cool jobs or really fun stuff and you like, I can't do fun stuff.

				Maybe because little money you do have is not enough to do fun stuff"
Unemployment and Identity		4	Being employed is fundamental aspects on ones identity, when people are unemployed they feel a loss of purpose.	<i>Participant E: "I feel like a part of who I'm supposed to be is missing."</i>

The presented findings of the study and relevant literature were mentioned to support the findings. In addition, themes and their sub-themes emerged from the research study that included motivational factors, local and internal labour market, implications of unemployment and unemployment and identity. Through the statements and experiences of youth unemployment, it was revealed that unemployed youth residing in Cape Town are vulnerable to emotions associated with depression and despondency. Furthermore, the participants confirmed that long periods of being unemployed resulted in many unfavourable psychological and social effects.

6. Ethics

6.1. Ethical considerations

Ethics are a professional code of conduct that sets a standard for the attitudes and behaviour throughout the research collection process (Louw, 2018). There are three ethical considerations identified in this research study and will be discussed in this

section. Namely they are informed consent forms and consent for recordings, anonymity and confidentiality, and dealing with sensitive information.

Before any data was collected, participants were informed about the research study that they were partaking in. Therefore each participant was given informed consent form which formally notified the participants about the intricacies of the study (Louw, 2018). After participants agreed to take part of the study they signed the document as proof that they have agreed to partake in the research study (Louw, 2018). The informed consent document will include information such as the purpose of study, the procedures and potential risks and discomfort or any potential benefits to subject or society and other information that is important for participant to know before agreeing to take part in the study. In addition, consent to record form was given to each participant and signed as shows that participants are aware of the recording and gave their permission for the researcher to record the interviews.

Participants will be assured that their identity will be confidential and that their personal details will not be made available to unauthorized user (Maree, 2019). Participants will be ensured that their real names will not be used in the research study; instead codes and pseudonyms will be used to ensure that their identity is protected. During the data gathering and processing pseudonyms were used.

In this study, all participants were made aware that their participation was voluntary and that they were free to withdraw from the study at any moment and that the research should not harm them in any indirect or direct way. A research study on phenomena such as unemployment can deal with sensitive information about the daily struggles and experiences of looking for employment. As a researcher, one has to keep in mind that it is unethical to force people to talk about sensitive issues if they do not feel comfortable doing so (Maree, 2019). If the participant wishes to not answer a question they do not have to and instead the researcher will move on to the next question. An ethical researcher protects the information that is received from participants and does not allow their personal feelings to obstruct the research process in any way (Louw, 2018). Before the interview started, participants were made aware that they have the right to withdraw

from the research study at any given moment with no consequences and can refuse to answer questions they are uncomfortable with (Maree, 2019).

6.2. Limitations

Limitations are described as constraints or limits in your research study that are out of control (Enslin, 2018). The following limitations will be discussed, Covid- 19 pandemic related limitations, telephonic interviews and shifts in condition.

Due the Covid- 19 pandemic, many of the initial ways of collecting data are unable to be done. Therefore, not being able to do face to face or focus group interviews changed the dynamic of the data collection process. In the original data collection plan, focus groups would have been used as the purpose was for participants to express their views and opinions regarding the questions being asked. The debates that would have generated during discussion would have provided deeper understanding of different opinions and viewpoints of the participants are unable to occur (Strydom & Bezuidenhout, 2018). In addition, because interviews will be done telephonically the researcher is unable to observe the body language and behaviour of the participant as the researcher would have been able to do, if the research was done face to face. Another limitation is lagging may occur during the phone call result in significant information being lost due to poor connection.

The original data collection process would have taken place at an organization called Action Volunteers Africa (AVA) which is known for equipping volunteers with skills, experience and networks as a way of encourage them back into the job market (Action Volunteers Africa, 2019). The main reason the organization was chosen is because volunteering is used as a tool to unlock the potential of unemployed youth (18-25 years) by training and placing them in full-time volunteering positions in a variety of contexts (Action Volunteers Africa, 2019). Through these sustained volunteering opportunities, enriched by a unique personal development programs, the volunteers gain experience and are empowered to become economically independent and socially responsible citizens. The data that would have been collected from the organization, volunteers

along with the use of focus groups would have added depth and enriched the data. Due to the Covid-19 pandemic, AVA has been closed down until further notice

Another limitation is that if the study was conducted in focus groups in an environment that the researcher arranged, the researcher would have been able to control the environment and external influences that could distract participants occur (Strydom & Bezuidenhout, 2018). The environment that the interview will be conducted is not interviewing friendly could possibly distract the participant or the participant may want to rush their answers because they do not want to speak about the personal thoughts and perceptions they may have surrounding unemployment or motivation as there are people around them listening to their answers.

One of the limitations of the study is a shift in condition which refers to any limitations that may surface because of a change in circumstance (Enslin, 2018). For example, one of the participants during the process of the study may have become employed and no longer fall under the criteria of the research study and therefore will no longer be able to partake in the study.

6.3. Anticipated contribution of study

The anticipated contribution of the research study is that the information collected will lead to an enhanced understanding of the nature of youth unemployment and its link to motivation in the context of Cape Town, South Africa. The research findings will be applicable to the study of psychology sub-discipline community psychology. This study can be used as a basis for future studies on unemployment and the influence of motivation on job seeking behaviour. Specific aims will vary from project to project in some way or another and will address the needs of community (Swart & Bowman, 2018). The research study could lead to the development of youth development programs that focus on the individual effects of unemployment and on motivational factors that influence job seeking behaviour. In other words, teach young adults how to remain motivated and resilient despite having unsuccessful attempts.

Finally, the contribution will lead to better understanding of key elements that influence both motivation and unemployment but most importantly, an in-depth understanding of

how ordinary people describe what unemployment means to them, their in-depth personal experiences of being unemployed and whether or not motivation has an influence on their unemployment.

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8. Annexure

8.1. Informed consent form



CONSENT FORM TEMPLATE

Explanatory information sheet and consent form for participants To whom it may concern, My name is Trudi-Ann Linneman and I am a student at IIE's Varsity College, Cape Town. I am currently conducting research under the supervision of Johrine Cronje about a qualitative study on youth unemployment and motivation in Cape Town, in order to understand the inter-subjective meaning that individuals assign to their experiences with youth unemployment and how motivational factors influence their job seeking behaviour. I hope that this research will enhance our understanding of motivational factors that influence job seeking behaviour and enhance our understandings of the experiences that unemployed youth face daily. The research study results could lead to the development of youth development programs that focus on effects of unemployment and on motivational factors that influence young adults when job seeking. In other words, teach young adults how to remain motivated despite having unsuccessful attempts. The information collected from the research study will add to the field of unemployment studies and community psychology in the South African context. I would like to invite you to participate in my study. In order to explain to you what your participation in my study will involve, I have formulated questions that I will try to fully answer so that you can make an informed decision about whether or not to participate. If you have any additional questions that you feel are not addressed or explained in this information sheet, please do not hesitate to ask me for more information. Once you have read and understood all the information contained in this sheet and are willing to participate, please complete and sign the consent form below.
What will I be doing if I participate in your study? I would like to invite you to participate in this research to discuss motivational factors that influence job seeking behaviour and understand the experiences of youth unemployment affects your daily life. If you decide to participate in this research, I would like to interview you about your experiences with youth unemployment and the motivational factors that influence your job seeking behaviour. You can decide whether or not to participate in this research. If you decide to participate, you can choose to withdraw at any time or to decide not to answer particular interview questions.

Are there any risks/ or discomforts involved in participating in this study?
Whether or not you decide to participate in this research, there will be no negative impact on you. There are no direct risks or benefits to you if you participate in this study. You might, however, indirectly find that it is helpful to talk about your motivational factors that influence your job seeking behaviour and how you experience being unemployed in Cape Town. If you find at any stage that you are not comfortable with the line of questioning, you may withdraw or refrain from participating.
Do I have to participate in the study?
• Your inclusion in this study is completely voluntary; • If you do not wish to participate in this study, you have every right not to do so; • Even if you agree to participate in this study, you may withdraw at any time without having to provide an explanation for your decision.
Will my identity be protected?
I promise to protect your identity. I will not use your name in any research summaries to come out of this research and I will also make sure that any other details are disguised so that nobody will be able to identify you. I would like to ask your permission to record the interviews, but only my supervisor, I and possibly a professional transcriber (who will sign a confidentiality agreement) will have access to these recordings. Nobody else, including anybody at IIE's Varsity College, Cape Town, will have access to your interview information. I would like to use quotes when I discuss the findings of the research, but I will not use any recognisable information in these quotes that can be linked to you.
What will happen to the information that participants provide?
Once I have finished all interviews, I will write summaries to be included in my research report, which is a requirement to complete my BA honours degree in Psychology. You may ask me to send you a summary of the research if you are interested in the final outcome of the study.
What happens if I have more questions about the study?
Please feel free to contact me or my supervisor should you have any questions or concerns about this research, or if there is anything you need to know before you decides whether or not to participate. You should not agree to participate unless you are completely comfortable with the procedures followed. My contact details are as follows: Trudi-Ann Linneman _____ The contact details of my supervisor are as follows: Johrine Cronje

Consent form for participants

Consent form for participants	
I, _____, agree to allow Trudi-Ann Linneman to audio record my interviews as part of the research about youth unemployment and motivation in Cape Town. The research study is being conducted to understand the inter-subjective meaning that individuals assign to their experiences with youth unemployment and how motivational factors influence their job seeking behavior. Furthermore, the purpose is to uncover in-depth, perceptions, lived realities about youth unemployment and its link to motivation This research has been explained to me and I understand what participation in this research will involve. I understand that: • My confidentiality will be ensured. My name and personal details will be kept private. • The recordings will be stored in a password-protected file on the researcher's computer. • Only the researcher, the researcher's supervisor and possibly a transcriber (who will sign a confidentiality agreement) will have access to these recordings.	
Signature	Date

8.3 Interview questions:

1. How would you define unemployment?
2. How long have you been unemployed and looking for employment?
3. What do you think are the possible reasons you have been unable to find work?
4. Do you think that it is harder to find employment in Cape Town compared to other cities or counties? If yes, why do you say so?
5. Being unemployed can have unfavorable effects on unemployed individuals. Many studies have shown that if young adults are unemployed for too long that they become depressed, feel sense of despondency and hopelessness. What are some of the personal struggles you have experienced or have faced because you have been unable to work?
6. How would you define what a motivational factors is?
7. What are the motivational factors that influence you?
8. Would you say that the motivational factors that you mentioned in your previous answer have influenced you to continue looking for employment even though past experiences have not been successful?
9. Do you think people who don't actively seek employment have different motivational factors or motivation levels than those who seek employment? If yes or no, why do you say so?
10. What would you say are other possible reasons that contribute to being unable to find employment in Cape Town currently?
11. Is there any information you would like you add that you believe should be included in the study of unemployment and motivation?

8.4. Ethical clearance letter



30 June 2020

Student name: Trudi- Ann Linneman

Student number: 17393079

Campus: Varsity College Cape Town

Re: Approval of Honours in Psychology Proposal and Ethics Clearance

HONOURS ETHICAL CLEARANCE LETTER

Your research proposal and the ethical implications of your proposed research topic were reviewed by your supervisor and the campus research panel, a subcommittee of The Independent Institute of Education's Research and Postgraduate Studies Committee.

Your research proposal posed no significant ethical concerns and your supporting documents and instruments are in order to proceed. We hereby provide you with permission to proceed with your research.

In the event of you deciding to change your research methodology in any way, kindly consult your supervisor to ensure all ethical considerations are adhered to and pose no risk to any participant or party involved. A revised ethical clearance letter will be issued.

We wish you all the best with your research!

		depth, perceptions, lived realities about youth unemployment and its link to motivation (du Plooy-Cilliers, 2018).	(2019)		interpret and engage with their social surroundings				ed individual despite being prolonged period of unemployment.	South Africa: Juta & Company
<u>Research problem</u>	<u>Objectives</u>	<u>Key concepts</u>	<u>Theory</u>		<u>Population</u>	<u>Sampling</u>	<u>Data analysis</u>	<u>Limitations</u>	<u>Anticipated contributions</u>	
Unemployment rate in Cape Town is 40.1%, which shows the dire need for an intervention and resolution (Githahu, 2020). Too many research has been done on the causes youth unemployment) focusing on the way in	The main objective is to identify and describe what motivational factors influence job	Motivation Influence Youth Employment	Victor Vroom expectancy theory: The expectancy theory is concerned with the cognitive background that is linked with		The unit of analysis in the research study is unemployed youth in Cape Town. Research parameters: 1) Have lived in Cape town for more than	Non-probability sampling refers to a sampling technique in which the researcher selects samples based on the	Thematic analysis	Covid-19 pandemic: no face to face interviews or focus groups. In the original data collection plan, focus	nformation collected will lead to an enhanced understanding of the nature of youth unemployment and its link to	

which it effects the economy (Mayekiso & Tshemese, 2018 and Burger & von Fintel, 2009) and not on providing solutions to the problem that will help unemployment youth to grow, develop and motivate them to continue job seeking. Even fewer programs and policies focus on job seeking behavior and how to stay motivated while looking for employment for young people in their schools, organizations and their communities (Mzizi, 2017).	search behavior and to gather information on the experiences of being unemployed in Cape Town. An additional objective is the research study will be exploring the day to day experiences of unemployed youth and how they define	Unemployment	motivation and the way in which they integrate with one another. The theory assumes that behavior results from conscious choices among alternatives whose purpose to maximize pressure and minimize pain (Lunenburg, 2011). The theory further explains that individuals have diverse sets of goals and can be motivated if they have certain expectations (Lunenburg, 2011).		5 years, (2) Be between the ages of 19-35 years, (3) Completed their high school and (4) Have been unemployed for at least 3 months but actively looking for employment.	subjective judgment of the researcher (Pascoe, 2018). This approach is best suited to the research study as it is impossible to determine who the entire population is or have accesses to them. The method of sampling that is best suited for the research is purposive sampling where the samples are selected based		groups would have been used as the purpose is for participants to expressing their views and opinions regarding the questions being asked. The debates that would have generated during discussion would have provided deeper understanding of the different opinions and viewpoints	motivation in the context of Cape Town, South Africa. The research findings will be applicable to the study of Psychology sub-discipline Community psychology. This study can be used as a basis for future studies on unemployment and motivation. The research	
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	motivation.					purely on researcher's knowledge and credibility (Pascoe, 2018).		of the participants are unable to occur (Strydom & Bezuidenhout, 2018). Lagging while doing interview. Uncontrolled environment, other influences could distract the participant. A shift in condition refers to any limitations that may surface	study could lead to the development of youth development programs that focus on effects of unemployment and on motivational factors that influence young adults when job seeking.	
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								because of a change in circumstance (Enslin, 2018). The participant may find employment and no longer fall under the research parameters of the study.		
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