

Suggestive commitment and employability itinerary. A psychosocial study of the causes of idleness among young Cameroonians

By Sabine Célestine ETA-FOUDA BIDZOA ^{a†}
& Françoise Désirée ABESSOLO ^b

Abstract. The complexity of the job market, which has led, among other things, to underemployment, unemployment and the tenfold increase in the informal sector, leads to the problem of the employability of young people. According to the report of the International Labor Organization (ILO, 2022), the youth unemployment rate exceeds 23% in 2021 in the Central African sub-region. To solve this problem, several strategies have been used; in particular, the creation of public and private support services for job seekers. Despite all this, the concern for the employability of young people is still acute. The objective of this research is to show that young job seekers with fatalistic beliefs who have undergone priming are psychologically more prepared than those who are not.

Keywords. Competitiveness; Production; Financial, and governance pillars; Farms.

JEL. Q10; O31; O33; Q01; Q16; Q18.

1. Introduction

The observation of the behavior of young job seekers in Cameroon reveals phenomena such as inactivity, laziness, unproductivity, unemployment. In the streets of the cities in particular, the big metropolises we find young people who spend whole days playing games of chance (1xbet, ham, tiercé, bet football...), on the other hand others spend whole days in the houses families with nothing to do but watch television.

Moreover, according to ILO (2022), the Central African sub-region, the unemployment rate is very high (23.12%), even higher in some countries such as the Democratic Republic of Congo (70%) or Chad (30%) . This rate is more so when it comes to underemployment. Indeed in a country like Cameroon, using the definition of unemployment according to the ILO, debatable in the reality of certain African countries, we find a rate of unemployment of 4.4% yet the underemployment rate is about 75.8% according to the Cameroonian Household Surveys (ECAM, 2014). According to the National Institute of Statistics (INS, 2022), the unemployment rate in Cameroon in 2021 stood at 6.1% against 3.84% in 2020; with a forecast of the additive growth of this rate at 4.1% and 4.3% in 2023. The statistics of the latest economic note from the National Observatory for Employment and Vocational Training (NOEVT, 2021) indicate that the number of inactive young people is 330,903 young people.

^{a†} University of Douala, Psychology Department, Cameroon.

✉. (00237) 677550925 / (00237) 695002084 ✉. sabetaz011@yahoo.fr

^b University of Douala, Psychology Department, Cameroon.

✉. (00237) 696294696 ✉. fdabessolo@yahoo.fr

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The new policies for combating youth unemployment set out in the Strategy Document for Growth and Employment (DSCE) give priority to the private sector and self-employment, which then become the main job providers. To optimize the promotion of employment, the State has set up several ministries, programs and services, including: the Ministry of Employment and Vocational Training (MINEFOP); the National Employment Fund (FNE); the National Observatory for Employment and Vocational Training (ONEFOP); the Integrated Support Program for Actors in the Informal Sector (PIASSI); the Support Program for Rural and Urban Youth (PAJER-U), which on the one hand brings job supply and demand closer together and on the other hand supports young people in obtaining employment.

However, it is clear that youth unemployment remains a concern. Thus, 30% of individuals spend an average of 2 years unemployed (ECAM2, 2005) and the average duration of unemployment is 38.5 months; and at the same time, 52.2% of the unemployed are the first job seekers (INS, 2010).

However, despite the means put in place by the State to fight against unemployment, there is a manifestation of idle behavior among young people in their job search process. In other words, there is a high number of young people without laborious and productive activity. This number can be explained by the unemployment rate which continues to grow each year. However, according to the SDG (Sustainable Development Goal), we must achieve full employment by 2035. There are mechanisms that need to be promoted at the political, individual and community level.

This research aims to determine the link between fatalistic beliefs and the employability of young idlers in job search.

2. Theoretical framework of employability routes

2.1. Employability

a) - Definition of employability

Before discussing the concept of employability, it is important to understand the concept of employment. In economics, a job is an activity that occupies the active segment of the population for economic purposes. At the macroeconomic level, employment represents all the work provided within a national economy, by the entire active population that is not unemployed. Employment can be in the public sector or in the private sector, it can be subsidized by public authorities. In the GPEEC jargon (Provisional Management of Jobs, Workforce and Skills), a job is a set of tasks and underlying skills, which contribute to the Company's activity. A job is broken down into workstations whether or not they are included in the Company's organization chart, occupied or not by employees who have the necessary skills to occupy the job. In this research, employment is a contract between two parties (the employer and the employee), for the performance of work for remuneration. Thus, a volunteer does not have a job in the strict sense of the term.

The notion of employability occupies an important place in the explanation of labor market imbalances both in the orientation of educational policies, the management of the employment relationship by companies and in the interpretation of the individual strategies of applicants. employment. It brings

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political and social, economic and managerial issues. Employability is considered as the ability to be employed. For Ramli *et al.*, (2010), being employable means having sought-after skills and being able to seize appropriate employment opportunities. It promotes the acquisition of personal habits and attitudes that should eventually facilitate obtaining a job.

b) - Historical evolution of the concept of employability

Finot (2000) with reference to the work of Gazier (1999), historically distinguishes three waves of elaboration and debates on the term which gave rise to seven operational definitions of employability (dichotomous employability, socio-economic employability). medical, labor policy employability, employability-flow, employability-performance expected on the labor market, employability-initiative, employability-interactive).

Social changes such as the industrial revolution, the American stock market crash of 1929 and social contingencies of various kinds led governments to implement an interventionist policy in favor of employment, to deal with the resurgence of unemployment.

In the peri-contemporary era 1960 – 1980 employability is understood more as the attractiveness of an individual in the eyes of the employer. To measure this attractiveness the assessment of aptitude is no longer enough, the results of "professional integrity" are added to it. But, it is from the end of the 1980s, a contemporary approach to employability. Eve Saint-Germes (2013) describes it as dynamic and interactive, taking into account the individual and collective dimensions of the concept. The idea developed by Gazier of employability as expected performance in the labor market refers to an individual's ability to be competitive in the labor market.

Human Resources (HR) management conditions refer to the practices that can be implemented by the company to enable employees to remain employed within the organization. These HR actions can lead the employee to change activity within the company or can allow him to acquire skills to access a job outside the company. This employability is built over time on these main factors: "validated and exercised know-how, learning about change, the ability to identify and anticipate a professional project, or at least "to become realistic", and to have an "acceptable level of compensation and benefits" (Thierry, 1995). These HR actions must in particular enable employees to develop their skills. The company must then develop the employability of its employees to maintain their skills but also to secure them in employment and above all to ensure its economic performance. For Finot (2000), "Developing employability means maintaining and developing the skills of employees and the conditions for managing human resources allowing them to access employment, inside or outside the company. company, within favorable timeframes and conditions". Access to employment for employees refers to the notion of securing the career path. By mobilizing "the necessary conditions of human resources management" to develop the skills of the employee and allow him to acquire other skills and qualifications, we could give him a feeling of security in his professional career and in access to a other job if necessary. The human resources management conditions translate into HR actions with reference to managerial practices in the company intended for employees, such as annual appraisal interviews. However, to deploy the implementation of these practices, the company must work in close collaboration with its employees. Thus the personal attributes, attitudes and behaviors of the employee have a considerable impact on the use or not of the means that can

be implemented by the company (Fugate *et al.*, 2004). To understand what these personal attributes, attitudes and behaviors correspond to, it seems necessary to analyze the different approaches to employability.

c) Prospects for employability.

The concept of employability emerged at the beginning of the 20th century and underwent various evolutions. It is now possible to identify three major currents that define and operationalize the concept of employability differently. A first current is centered on the individual, considering him as an actor of his employability (Berntson *et al.*, 2006). He manages and optimizes his employability in a process of returning to work or maintaining it. A second current is centered on the organization and aims to match the needs of the company and the skills available with a view to profitability for the organization. Finally, the third current focuses on government and educational policies aimed at increasing the employability of people in order to move towards full employment. According to Gazier (2001), the notion of interactivity is gradually emerging in the concept of employability.

Increasingly, government policies are integrating the fact that it is not possible to achieve full employment by simply increasing the employability of people. It is also necessary to take into consideration the policy of the organization by avoiding that the training evaluation policies focus on the results related to the individual to the detriment of the role of the organization in this process. The current theoretical challenge is, therefore, to conceptualize employability as a single readable and operational approach to enable anyone, and more particularly people with low levels of qualification, to access and remain in employment. We can say that employability represents the ability to be solicited for a job. We will also look at its heuristic model.

d) The heuristic model of employability

The three dimensions on which the authors rely are represented by: career identity (a), personal adaptability (b), and social and human capital (c). They are presented by the authors as being dimensions which “give the cognitive impulse and provide the individual characteristics which influence the behaviors of adaptation to work”. They represented their model as follows:

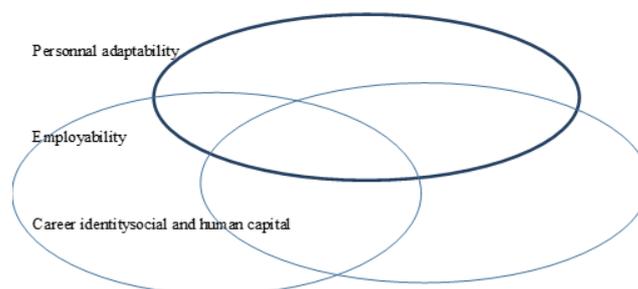


Figure 1. *Heuristic model of employability (Fugate et al., 2004)*

Career identity is understood as a way for the individual to "define themselves within a career context, which acts as a cognitive compass that motivates a person to actively adapt in order to realize (or create) opportunities that correspond to one's aspirations" (Fugate *et al.*, 2004) identified career identity as a representation of "who I am", or "who I want to be" at work, in reference to experiences and career aspirations that are often

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diverse and diffuse. For them this may include goals, hopes and fears; personality traits; values, beliefs and norms; interaction styles; time horizons. Career identity is similar to constructs such as role identity. They point out that career identity is, nevertheless, intrinsically longitudinal because it consists of giving meaning to one's past and present and giving direction to one's future. With reference to the nomadic career concept (Arthur & Rousseau, 1996; Cadin, 1997), the diversity of possible career trajectories is practically unlimited.

- In addition, the dynamism of the world of work means that there are fewer career models or role models that can be safely imitated (Meijers, 1998). Career identity helps fill the void by replacing institutionalized career structures with individualized psychological structures. Career identity provides "a compass for the individual", thus providing a motivational component to employability.

- Personal adaptability: The authors emphasize once again the importance of the work of Ashford & Taylor (1990) because they show that employability strongly represents active (pro) adaptability in the field of work. For them, people who possess a high level of employability are predisposed to reap the benefits of active adaptability. In addition, these various works have shown that employability positively influences adaptation as described by Ashford & Taylor (1990). And in addition to promoting active adaptability, employability predisposes individuals to adapt or change proactively. The latter showed that proactive behaviors at work through action or proactive orientation, bring many benefits to employees. As an example he cites, proactivity in the work domain improves job performance (Crant, 1995) and career outcomes (Seibert, Crant, & Kraimer, 1999). For the authors, personal adaptability contributes both to organizational performance (Crant, 2000) and to career success (Pulakos *et al.*, 2000), because it allows individuals to remain productive and attractive to employers in an ever-changing labor market. The ability to adapt to changing situations is mainly determined by individual differences which predispose individuals to (pro)actively engage in adaptation efforts (Crant, 2000; Seibert *et al.*, 2001; Stokes 1996). The authors emphasize that to be conceptually compatible with employability, individual differences that contribute to personal adaptability must connote real action, alongside active orientation. In addition, these individual differences must include two types of qualities: those generated internally (i.e. the dispositions) and those directed towards the outside. This means that the elements of personal adaptability should have clear implications for adaptive behaviors at work.

- Social and human capital: The third dimension developed by Fugate *et al.* (2004) is that of social and human capital. The literature offers abundant reading on social and human capital. However, to describe this dimension of employability, we relied on literature that analyzes these concepts in relation to employability. Adler & Kwon (2002) point out that goodwill refers to the sympathy, trust and forgiveness offered by friends and acquaintances. They point out that goodwill is the substance of social capital, and that its effects flow from the information, influence and solidarity that goodwill makes available (Sandefur & Laumann, 1998). Social capital contributes to the social and interpersonal elements of employability, and confers the information and influence of networks (Adler & Kwon, 2002). While human capital corresponds to the ability of an employee to realize opportunities in the labor

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market. Human capital refers to a set of factors that influence a person's professional development, such as age and education (Wanberg, Watt, & Rumsey, 1996), professional experience and training (Becker, 1975), work performance (Forbes & Piercy, 1991), and other occupational characteristics (KSAOs) (Becker, 1975; Malos & Campion, 1995). Other professional characteristics often called "KSAOs" (Knowledge, Skills, Abilities and Other characteristics) include in a non-exhaustive way personality traits, person-related concepts (self-concepts), attitudes, beliefs, values and interests (Spencer & Spencer 2008).

Thus Fugate et al. (2004) introduce employability as a multidimensional construct by proposing a version of employability as being the interface between the individual, his environment and the market and presenting himself as a psychosocial construct that encompasses individual characteristics and promotes cognitive adaptation. Fugate et al., (2004) propose an extension of their research through a new model of employability integrating dimensions that describe individual predispositions that interact with each other.

3. Materials and method

3.1. Study site and participants

This study took place in the city of Douala, the economic capital of the Republic of Cameroon and capital of the Littoral region. For this study, 44 young job seekers made up of girls (n=18) and boys (n= 26), aged at least 18, were recruited from the neighborhoods and from the National Employment Fund (FNE) in the city of Douala and participated in our study. The recruitment method consisted of going down to the districts of the city of Douala and getting in touch with young idlers looking for a job but not having a file with the national employment fund, then going down to the national employment fund. meet some young people present to follow up on their job search files. To select the participants for our study, we used the purposive sampling technique. This technique allowed us to work with participants meeting the predefined criteria.

3.2. Tools and procedure

Our questionnaire consists of three main sections apart from the introductory note: the scale of fatalistic beliefs which assesses the three dimensions studied. Different analysis tools were used to process the data from the survey. The analysis of these data was done at several levels using the data processing software Static Package for Social Sciences (SPSS V.23). Using the correlation coefficient, a correlation analysis was first performed in order to examine the link between our two variables. Along with the correlation analysis, a regression analysis was carried out in order to predict the factors that determine employability. It also makes it possible to judge the relevance of the models proposed in the explanation of job search behavior.

4. Results

4.1. Predetermination and employability

Table 1. Descriptive statistics and correlation matrix between predeterminism and employability

		. M	ET	1.	2.	3.	4.
1.	AFvE	5.44	0.67	---			
2.	ADvE	5.48	0.63	.59**	---		
3.	ANvE	5.42	0.70	.56**	.64**	---	
4.	PRED	5.54	1.56	-.19**	-.24**	.33	---

Note: * $p \leq .05$; ** $p \leq .01$; M = Mean; ET = Standard Deviation; AFvE = Favorable Attitude towards Employment; ADvE = Unfavorable Attitude towards Employment; ANvE = Neutral Attitude towards Employment; PRED = Predeterminism.

Table 1 shows that participants achieved a mean predeterminism score (M= 5.44; SD = 0.67). They thus show a certain relationship between predeterminism in connection with their attitude to the search for employment. It also emerges from Table 1 that there is a negative correlation between predeterminism and: the favorable attitude towards employability $r(223) = .19$, $p < .01$ as well as the unfavorable attitude towards employability $r(223) = -.24$, $p < .01$. These results mean that those who do not show an attitude towards employability have concerns in terms of job search. The correlation with another dimension of employability is not significant.

Table 2. Simple linear regression between Predetermination and employability

Dependent variable	Estimate (β)	T	R	R ²	Adjusted R ²	F
AFvE	-.19	-2.28*	.19	.012	.009	5.19**
ADvE	-.21	-2.20**	.24	.011	.009	4.84**

Note. * $p < .05$, ** $p < .01$; Predictor = Predeterminism. AFvE = Favorable Attitude towards Employment; ADvE = Unfavorable Attitude towards Employment; ANvE = Neutral Attitude towards Employment.

Table 2 shows that predeterminism predicts two dimensions of employability, namely: favorable attitude towards employability $F(1,223) = 5.19$, $p < 0.01$; and unfavorable attitude towards employability $F(1,223) = 4.84$, $p < 0.01$; predeterminism explains respectively 0.9% and 0.9% of each of these dimensions of employability. An increase of one degree on employability: favorable attitude towards employability -0.19% ($\beta = 0.19$, $t(223) = -2.28$, $p < .01$), and unfavorable attitude towards employability -0.21% ($\beta = 0.21$, $t(223) = -2.20$, $p < .01$).

4.2. Pessimism and employability

Table 3. Descriptive statistics and correlation matrix between pessimism and employability

		. M	ET	1.	2.	3.	4.
1.	AFvE	5.42	0.27	---			
2.	ADvE	5.48	0.63	.59**	---		
3.	ANvE	5.42	0.70	.56**	.64**	---	
4.	PES	5.54	1.56	.18**	.22**	.03	---

Note: * $p \leq .05$; ** $p \leq .01$; M = Mean; ET = Standard Deviation; AFvE = Favorable Attitude towards Employment; ADvE = Unfavorable Attitude towards Employment; ANvE = Neutral Attitude towards Employment; PRED = Predeterminism.

Table 3 shows that the participants obtained an average score of pessimism (M = 5.42; SD = 0.27). They thus show a certain relationship between pessimism in relation to their attitude towards job search. It also emerges from Table 1 that there is a positive correlation between predeterminism and: the favorable attitude for employability $r(223) = .18, p < .01$ as well as the unfavorable attitude for employability $r(223) = -.22, p < .01$. These results mean that those who show no attitude towards employability have concerns in terms of job search. The correlation with another dimension of employability is not significant.

Table 4. Simple linear regression between pessimism and employability

Dependent variable	Estimate (β)	T	R	R ²	Adjusted R ²	F
AFvE	-.14	-2.27*	.19	.012	.009	5.21**
ADvE	-.20	-2.20**	.24	.011	.009	4.64**

Note: * $p < .05$, ** $p < .01$; Predictor = Pessimism; AFvE = Favorable Attitude towards Employment; ADvE = Unfavorable Attitude towards Employment.

Table 4 shows that pessimism predicts two dimensions of employability, namely: favorable attitude towards employability $F(1,223) = 5.21, p < 0.01$; and unfavorable attitude towards employability $F(1,223) = 4.64, p < 0.01$; pessimism explains respectively 0.9% and 0.9% of each of these dimensions of employability. A one-degree increase in employability: favorable attitude towards employability -0.14% ($\beta = 0.14, t(223) = -2.27, p < .01$), and unfavorable attitude towards employability -0.20% ($\beta = 0.20, t(223) = -2.20, p < .01$).

4.3. Suggestive addiction and employability

Table 5. Descriptive statistics and correlation matrix between pessimism and employability

		. M	ET	1.	2.	3.	4.
1.	AFvE	5.14	0.67	---			
2.	ADvE	5.28	0.54	.59**	---		
3.	ANvE	5.32	0.50	.69**	.62**	---	
4.	DS	5.24	1.46	.16**	.20**	.07	---

Note: * $p \leq .05$; ** $p \leq .01$; M = Mean; ET = Standard Deviation; AFvE = Favorable Attitude towards Employment; ADvE = Unfavorable Attitude towards Employment; ANvE = Neutral Attitude towards Employment; DPS = Suggestive Dependency.

Table 5 shows that the participants obtained an average score of pessimism (M = 5.14; SD = 0.67). They thus show a certain relationship between pessimism in relation to their attitude towards job search. It also emerges from Table 1 that there is a positive correlation between predeterminism and: the favorable attitude for employability $r(223) = .16, p < .01$ as well as the unfavorable attitude for employability $r(223) = -.20, p < .01$. These results mean that those who show no attitude towards employability have concerns in terms of job search. The correlation with another dimension of employability is not significant.

Table 6. Simple linear regression between suggestive dependence and employability

Dependent variable	Estimate (β)	T	R	R ²	Adjusted R ²	F
AFvE	-.17	-2.28*	.16	.012	.009	4.20*
ADvE	-.21	-2.20**	.20	.011	.009	5.63*

Note: * $p < .05$, ** $p < .01$; Predictor = Pessimism. AFvE = Favorable Attitude towards Employment; ADvE = Unfavorable Attitude towards Employment.

Table 6 shows that suggestive dependence predicts two dimensions of employability, namely: favorable attitude towards employability $F(1,223) = 4.20$, $p < 0.01$; and unfavorable attitude towards employability $F(1,223) = 5.63$, $p < 0.01$; suggestive dependence explains respectively 0.9% and 0.9% of each of these dimensions of employability. A one-degree increase in employability: favorable attitude towards employability -0.17% ($\beta = 0.17$, $t(223) = -2.28$, $p < .01$), and unfavorable attitude towards employability -0.21% ($\beta = 0.21$, $t(223) = -2.20$, $p < .01$).

5. Discussion

Careful observation of certain results encourages deeper reflection and subjecting them to a general discussion in order to objectively assess their relevance, especially from a theoretical point of view. After their presentations, their analyzes and their interpretations, we have come to a conclusion: the young job seekers with fatalistic beliefs who have undergone the priming are psychologically prepared than those who are not.

Nevertheless, verification of the general hypothesis should not be taken as gospel in the sense that young job seekers with fatalistic beliefs who have undergone priming are psychologically prepared than those who are not. Following the presentations and analyses, we have agreed to formulate them as follows:

HR1: Young job seekers who have a predetermination and who have undergone priming are psychologically prepared than those who are not.

HR2: Young pessimistic job seekers who have been primed are psychologically prepared than those who are not

HR3: Young researchers who have a suggestive addiction and who have undergone priming are psychologically prepared than those who are not.

This part of the work dedicated to the discussion was for us a platform which allowed us to debate on the results of our investigation, to juxtapose them with the results of other researchers on the question. It appears that there is a conformity between the results and the hypotheses that some of these researchers have developed on this subject. But there are also results that did not go in the direction that other authors had reached. As a result, it is clear that our problem remains linked to the context in which our research takes place.

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