

“TELEWORKING AS A TOOL FOR YOUTH STUDENT EMPLOYMENT”

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SUMMARY

This research shows the benefits of teleworking and reach the country. The survey was used as an instrument, the survey 1 to young students who teleworker was conducted and the survey 2 to young students who "no" teleworker. Main results of the survey 1: over 70% have more time for sport, optimized their working time, improved educational attainment and acquisition capacity study material, believe that telecommuting creates opportunities, reduce crime, promote learning culture and accountability. Approx: With two major needs survey shows. 100% need more hours of study to improve their level and an income that allows him to study. More than 90% believe that telework creates opportunities, reduce crime, it promotes a culture of learning and accountability, and social inclusion of vulnerable groups. In conclusion, promote Telework in the State and organizations.

I.INTRODUCTION

In Peru, according ENAJUV young people are between 15 and 29 years and represent 27% of the population (8,334,053 youth). The main social problems affecting them are lack of opportunities and crime. Both problems are closely related:

1. An increase opportunities for young people (decent income, education, access to capital to undertake, network, family ties, sport) reduces crime (theft and killings, gang violence, sale and / or consumption drug, radical social resentment, excessive alcohol consumption). By having the means to survive and develop in society, young people respond better to the negative temptations.

2. An increase in crime (Extortion, gangsterism, drug and alcohol) reduces opportunities (For extortions businesses close or go bankrupt, decreases employment, do not want to study or work for the gangs, they can not pay their studies, increases addiction).

Currently, according ENAJUV in the workplace 44% of young people only work, only 22% 16.9% study and work and study. In the academic field only 15% of youth passed at least one year of higher education and 14.6% of youth passed at least one year of non - university education, only 59.3% secondary. Young people who only work, and more than half have only secondary must study a race to develop professionally. Young people who study and work need more time to deal with this challenge successfully and on time.

Give job opportunities to young people allows them to generate income well targeted to invest in quality education, which requires more time to study. A professional well - conducted study generates better professionals. A society with top professionals is a more prosperous society. The instrument can be very useful to meet this demand youth social work and study time is telecommuting.

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II. TELEWORKING IN PERU:

In Peru, Article 23 of the Constitution of Peru states that work is the subject of priority attention; Law No. 30036 regulates telework as a special mode of service delivery characterized by the use of information technology and telecommunications, in public and private institutions. According to the Supreme Decree No. 017-2015-TR governing telework.

Supreme Decree No. 017-2015-TR, defined as "Telework subordinate to the provision of services, without physical presence in the workplace or public entity, through information technology, telecommunications and the like, by which, in turn, control and supervision of the work is exercised ". And as "Teleworker the worker or civil servant serving in the form of telecommuting."

III. ADVANTAGES OF TELEWORKING (IN THEORY):

With proper implementation of teleworking can be obtained the following benefits:

A. Benefits to the teleworker:

- Having a decent income from labor services.
- More time for activities in recorded study, strengthening family ties and sport.
- Reduce absenteeism in classes and flexitime
- To acquire study materials.
- Be the manager of your own work time, develop responsibility and commitment.
- Development of skills for managing time and tasks.
- Saving money on clothing, food and public transport.

B. Benefits for companies that implement a telecommuting policy focused on young people:

- Contribute to generating opportunities and reduce youth crime.
- Promotes in young people a culture of learning and accountability.
- Having trained staff m d t to s ay aad which translates into higher revenues and higher growth
- To design more efficient and flexible organizational structures
- Increased worker productivity
- Reduces the probability of occurrence of accidents.
- It allows cost savings in space, working conditions.
- Enables the retention or n, fidelizaci or n or n attraction of talent.
- To promote a new culture of work and particular style of leadership and direction.

C. Benefits for the country.

- Contribute to generating opportunities and reduce youth crime.
- Promotes in young people a culture of learning and accountability
- The increased productivity (PBI)

IV. ADVANTAGES OF TELE (in practice)

According the survey of 23 young people currently practicing Telework and are studying, the following results were obtained:

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Overall the survey results in a very positive effect of telework in young people that are also studying; and according to the analysis the effect produced with the telecommuting experience, shows about them believes and opinions these topics:

a) A greater positive effect is generated: (% S u n respondents)

- More time available for sports, almost: 82.6%
- Their working time is optimized: 78.3%
- It generates opportunities and reduce crime: 78.3%
- Better level studies 73.9%
- Improved capacity or acquisition or study material n 73.9%
- Tele-work if it promotes learning culture and accountability 73.9%
- It has more to s hours to study the Telework 69.6%
- They have reduced levels of stress, in 60.9% of respondents.
- His work with the improved Telecommuting, 56: 5%
- Tele-work promotes social inclusion or vulnerable groups n 56.5%

b) A medium positive effect on:

- Tele-work reduces greenhouse 52.2%
- Improves quality of life and 52.2% remains the same as before Teleworking 39.1%
- Satisfied and very satisfied with their pay 52.1%
- 43.5% improve their family ties and remains equal 43.5%

c) A minor positive effect on:

- N or cost reduction, 43.5% say their costs have been reduced and 47.8% that remain the same
- Less impact on job stability, only 21.7% said improved.

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As results of the study it can be concluded that the Telework if an instrument with a very positive effect on young people who study and work at the same time. Therefore, a source of employment that willallow them to obtain many benefits:

With a greater impact: In improving their level of study because it allows them to spend more hours and increase their purchasing power to buy the necessary material. It improves health because it reduces stress and allows more time to the sport. Improving job performance because it optimizes times and allows the study (training). It generates employment opportunities that reduce crime by promoting a culture of learning and accountability.

With less impact: In reducing the greenhouse effect because the Telecommuting is not yet massive, quality of life improves and remains the same because it only seeks to provide temporary employment to young people to have to study without difficulty, then get another job enabling them better pay, enabling them to get a better quality of life. Telework as a tool for youth employment not to strengthen family ties but optimize the work time to devote more time to the family.

Teleworking in this document is aimed at young people studying, not intended permanent job stability, but temporary for as long as the young devote him to the studios. Finishing studies young people can access other works, which may be even greater responsibility telecommuting. However, telecommuting can also be a career line to achieve better income, better quality of life and job stability

V. DEMAND FOR THE COLLEGE STUDENTS TELETRABAJO. CASE MANAGEMENT UNFV -FACULTY OF ADMINISTRATION .

Universidad Nacional Federico Villarreal, is a pubic university, students are generally students of limited economic resources but with great potential. The Faculty of Administration, a survey was conducted to 100 students on the proposal Telework as a tool of student youth employment, and the following results were obtained: (% of total respondents)

- 1. Need m to s time for sports?**
Yes: 90% No: 10%
- 2. Do you need to optimize your work time?**
Yes: 81% No: 19%
- 3. Do you think the Telework creates opportunities and reduce crime?**
If 97% No: 3%
- 4. You want to improve your level of education?**
Yes: 99% No: 1%
- 5. You want to improve your ability to acquisition or n study material?**
If 97% No: 3%
- 6. Do you think that telework if it promotes learning culture and accountability?**
Yes: 91% No: 9%
- 7. Need m to s hours for the study?**
Yes: 100% No: 0%
- 8. Need to reduce their levels of estr é s?**
If 94% No: 6%
- 9. You need to work for better income while to get m s time to study?**
Yes: 100% No: 0%
- 10. Do you think that telework promotes social inclusion or n of vulnerable groups?**
If 92% No: 8%

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The results of the survey show us that there is a great need in the youth of actions that allow them to work and study at the same time optimally. Almost 100% of respondents need more study hours that allow them to improve their level, while 100% need an income that allows him to study. More than 90% believe that telework creates opportunities and reduces crime, Culture promotes learning and responsibility, and social inclusion of vulnerable groups.

VI. CONCLUSIONS.-

Teleworking is an instrument that has a very positive impact on the employability of young people studying. What data show how really benefits the Telework and the existence of a great need to implement.

Mainly it has a greater positive effect on allowing more time for sports and improve health, optimizing work time, generate opportunities that reduce crime, and improve the educational level of workers Tele.

The Government and organizations should promote youth - oriented studying as a state policy to help create job opportunities, increase productivity, improve education of citizens and thus promote the social inclusion of vulnerable groups Telecommuting.

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