Predictors of job-search behaviors among Italian job-centers users

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ABSTRACT. Una maggiore comprensione dei comportamenti di ricerca lavorativa è essenziale per meglio supportare gli individui alla ricerca di un'occupazione. Il presente studio, sulla base del modello di Kanfer e colleghi (2001), ha valutato tutta una serie di variabili quali potenziali antecedenti di tali comportamenti. I risultati, raccolti su 505 utenti dei Centri per l'Impiego, hanno mostrato che il livello d'istruzione, la personalità proattiva e l'autoefficacia nella ricerca lavorativa sono predittori significativi di tali comportamenti, individuando anche fenomeni di moderazione e mediazione. Tali evidenze sono state poi commentate sulla base della letteratura e delle loro implicazioni pratiche.

INTRODUCTION

Understanding the role played by the predictors of job-search behaviors has become progressively more important in the light of the continued deterioration of the Western economies labour markets and, in particular, of their unemployment rates. In many countries, there has also been an increase in the average rate of entry into, and especially exit from, the labour market cause of increased flexibilization and precarization (Lo Presti, 2009), phenomena which promote the need, felt by public opinion, policy makers and practitioners working in employment services, to increase the employment opportunities of those who are currently looking for a job.

ISTAT data (2014a) depict the Italian situation as in progressive and worrying deterioration; the unemployment rate has increased from 8.2% in July 2011 to 12.5% in the third quarter of 2013; data even more alarming concern Campania region (ISTAT, 2014b), the most populous and rich region of Southern Italy which has suffered the most from the effects of the crisis due to processes of deindustrialization and loss of competitiveness of large productive sectors, and where the unemployment rate has risen from 15.5% in the second quarter of 2011 to 20.5% at end of 2013.