

## Identity Personal and Insertion From Youth Graduates From Superior (BAC + 4, BAC+ 5 ) at Abidjan

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Received 12 January 2022; accepted 20 March 2022

Published online 26 April 2022

### Abstract

This study aims did analyzing tea jump which exists between tea personal identity and tea professional insertion of tea young graduates of tea higher education. It relates to at sample of 210 graduates young people of tea higher education (VAT + 4; VAT + 5) who dares age varies between 18 and 35 years. This sample is subjected to at survey whose results are analyzed by means of tea statistical method which requires that tea data expressed in quality be able to be quantified. Tea results of tea investigation a tuning to Chi two ( $X^2$ ), confirmed tea starting assumption. One could for this purpose to postulate that tea personal identity exertions at meaningful affecting we tea professional insertion of tea young graduates of tea higher education.

**key words:** Employment; Personal identity; Insertion; Graduate young person

René Aka, G., & Wilfried Roméo, K. (2022). Identity Personal and Insertion From Youth Graduates From Superior ( BAC + 4, BAC+ 5 ) at Abidjan. *Canadian Social Science*, 18(2), 109-117. Available from: <http://www.cscanada.net/index.php/css/article/view/12489>  
DOI: <http://dx.doi.org/10.3968/12489>

### INTRODUCTION

Graduates unemployed, it's the expression generally used for designate and characterize today, a category particular of topics to breast of the society Ivorian. This term evoked obviously a problem of society of which urgency and the gravity are undeniable. Those latest decades are marked

by a unemployment growing from nes games, and same the more educated born are not spared. He is not so very easy for the youth graduates of manner general and those of teaching superior in particular of to to find a use true and stable to exit from system educational. The statistics recent show than the youth represent the population the more touched by the unemployment, the underemployment and the precariousness of employment ( Kouakou and Koba, 2015). NEAR from three quarters of those unemployed have less of 30 years (77.5 % at the house of the women against re 70.5 % at the house of the men). The unemployed in Rating ivory are for the mostly from youth graduates at the research of one first employment. The \_ situation of employment from youth in general and from graduates in particular East Mon from big ailments of which suffers the country since Well number of year s. According to the agency of Study and of Promotion of Employment ( AGEPE, 2007), the rate of unemployment from youth in Rating ivory East of 19.3% and at Abidjan, he East of 40.1%. The situation of unemployment just stay worrying Above all for the graduates of teaching superior. By example in 2012 and specifically at Abidjan, the rate of unemployment from youth graduates was rising at 38% in teaching superior, 23% in the training professional, vs a average of 12% for all from young people. According to the Bank African of Development (ADB, 2013), in 2012 the rate of unemployment at the house of the youth holding a diploma university was of 38.5%, of which 4% for the doctorate, 6.8% for the diplomas studies thorough (DEA), 29.8% for the students holding the mastery, 27.8% for the DUT, 35.7% for the technicians senior ( BTS ), 21.3% for the engineers, 23.8% for the graduates from diploma studies specialized ( DESS ), and 42.9% for the masters. The situation East at c and effect more than worrying, so than instruction seems the way by Excellency of the success.

indicate straight away than school East a investment particularly budget eater, who East consented at the rung staff, family and public. AT this title, she East the support of many of expectations, and of projections ( Grootaers,

2014). Those expectations are registered in the subjectivity of each and fall within from representations social of the school. The institution school East perceived by the big majority from actors social ( family, teachers, and other speaker social Where again from policies) like the Medium the more sure to ensure his existence social via obtaining of one use in accordance at his level instruction. He would exist a interest for the youth at increase their level of training and at make to acknowledge their acquired Grace to system from diplomas.

Unfortunately, the report East that currently that mission of school East obsolete. the rate of youth graduates unemployed born stop of grow and the connection Between diploma \_ and use its distended. The success school and a diploma more raised born guarantee more necessarily access at a better use than the one others people endowed of little Where not of diploma. the unemployment its massified in same time than school at summer rendered mandatory. One rate raised of young people, outgoing from system educative after of many years, East confronted with at a real problem insertion professional. This who carries at to believe than school born fill more his role of utility in term of mobility social, from where the rate raised from unemployment from young people.

He seems at this effect necessary to question the probable determinants of this phenomenon what is the one from graduates unemployed. After observation and investigation exploratory, the question who imposes itself East the next: identity personal born would she be not the raison of the difficulty insertion from youth graduates in general, and those from superior in particular ? Inheritance of the colonization, the system educative Ivorian at like of school in Africa was essentially oriented towards teaching general. Her mission was of endow administration colonial of collaborators scholars for to serve effectively of relay Between she and the just stay of the population illiterate, and of form the frames of the Function public for administration from republics nascent ( Kone, 1999 ). AT this respect, school at good completed her mission. So much and if good what East become the Alone location of excellence and the way by Excellency of the success.

We assists so at a flux massive towards the school. instruction bECOMES the Medium the more sure of to achieve, and each relative sees in school the way royal for to assure the future of it has offspring. The workforce in the halls of class become of more in more important and, the universities and large schools abound of students. For evidence Between 19 63 and 2001, the workforce students are past of 330 551 at 2 102 852 (Ouattara - Goita and Ayah, 2016). The schooling imposes itself in culture true and the design according to which the level instruction determined the quality of employment, imposes itself in the awareness \_ individual and collective.

The population at answered at this encouragement at the schooling of kind than the level general education from youth born stop of increase. According to Vulture

(2006), the proportion from youth having got a diploma is substantially increased and the offer of the labor becomes of more in more graduated.

However, the situation from unemployment from youth despite from resume vitae enough shiny is a problem who to pose with acuity in Rating ivory or the e rate of unemployment from youth just stay blocked at his more high level of her crisis. The AfDB highlighted in effect than the go cumulative from jobs vulnerable and from unemployed in the population active varied Between 70 % and 90 % in Rating ivory (ADB, 2017). In 2017, this are 71 007 youth who to are registered at the agency Use Youth of which 27 778 women (39%) and 43 229 men (61%), all for the mostly at the research of one first employment. So than instruction East supposed to be the see by Excellency of the success, the youth graduates swell of more in more the infernal rate of unemployment, engendering a growth of the precariousness of their situation already pathetic. Naturally, he don't care follows a phenomenon of underemployment, of poverty and of one exclusion social. The location, bring of s authors at to propose from explanations via the bet in relief from factors at the origin of this scourge. The factors evoked are numerous and varied.

Barry G. (2003) presents a study exploratory on the to become professional from graduates from system university Guinean. The author choose you in her research of raise the role d es training complementary, d es terms access at employment, and the role from networks of relationships \_ from graduates, in the context from Marlet from work in Guinea. The sample on which at carries his study was constituted of 40 young people graduates of the university of Conakry and of which age East understood Between 23 and 30 years. The tool who at served to collected it from data in the framework of that research East the interview semi - directive. analysis of these reveals than insertion from graduates East modulated by the training complementary and the networks of relationships who exercise a affecting decisive on the trajectories professional from graduates from system university Guinean. In others terms, the training complementary combined to role from networks of relationships give a advantage certain in the research of employment.

DROUET (2005), in a study \_ qualitative on the conditions access from youth graduates BAC + 2 and more from areas urban of the agglomeration Nantes, attempted of better apprehend the situation from youth graduates of teaching superior opposite of employment for power of one go to improve their insertion professional and else go to struggle against vs the discrimination to which that population can to to find to confront. The sample on which at carries the study was constituted of one around twenty of topics of some dies deductions. Investigation its done under form maintenance in face at face and lasted a time in average. He competence at the outcome of that research than the fragility of insertion professional from populations residents East induced

by the structure family. Also, all from conditions social from district determined the path from diploma and his perceptions by report to Marlet from work.

For her go, VAKARAMOKO ( 2008), in a study on employment from youth in Rating of Ivory, resulting at the conclusion than the youth unemployed urban of the slice of age of 15 at 24 years have a weak level instruction, and this level East again more weak at the house of the youth women of that slice of age than the one from youth men. As to to youth of 25 at 34 years, they have a level instruction more high. In outraged the youth unemployed urban are in majority in quest of one first employment. The causes of this unemployment are attributed at from factors of which the demand overall, the regulations from Marlet from work, mismatch Between the training initials and the needs from Marlet of employment. That conclusion East the results of one work based on the research documentary and use from data issues from briefs and publications of the AGEPE.

Also, the environment family would appear like Mon from factors the more determinants. Importance from environment family like agent of socialization East good recognized (Solomon and Wachtel 1975, Bian 1997, Bian and English 1997 and Kouamela 2016). For those authors, insertion professional from young people graduates East strongly tributary of their environment original (environment socio - economic ). In effect, the parents of status socioeconomic raised transmit at their children the means and the environment auspicious for to prepare a career professional favorable and to augment their probability employability on the Marlet from work. Of more, the youth derived from environments wealthy access more easily than the youth derived from environments modest to jobs. access at employment East strongly submitted at the influence of the origin social by the bias from networks family, facilitating to candidate the contacts with the environment professional at through from recommendations. The families of status socioeconomic raised would mobilize the capital social for protect their children vs a any descent social at which are strongly exposed \_ the youth of environment modest. solomon and Wachtel (1975) on that question to United States \_ show in outraged what to a same level studies, the graduates from institutions academics \_ the more prestigious have more of odds to access at from posts employment prestigious than those having frequented the establishments less renamed. That would like to say than to find a use would strongly correlated at the reputation from institutions university frequented by the applicants employment. That inequality of luck Between the graduates born would not necessarily attributable to differences of skills on the Marlet of employment. We find from graduates having of good knowledge and from skills at the productivity too good in the institutions prestigious than in the schools less deemed. AT their opinion, the difference to situates rather on the plan from capital social than the individual drawn of his school. the prestige of

the institution frequented and constitutes a source of trust Grace at the fame from teachers, at the quality from infrastructure, to criteria of selection and admission from candidates. The graduates can enjoy of that fame of the institution for to access to best jobs.

By elsewhere, according to Zimbardo and Boyd (1999), the representation of the future professional East defined like being a characteristic personal stable who ease the planning, encourages the performance school and protected vs adoption of behaviours at risk. Those authors situate the perspective future in the notion more large of u report to time compound from time pass, here and future. The results of the study of nuttin (1980) have show than it's at to leave from representations cognitive and motivational than the needs from people to transform in goals, in blueprints Where in projects of action. The future East considered like a zoned temporal at inside of which are located the goals, the blueprints, the expectations from people. Those projects action constitute the shapes concrete of the motivation human and bring the person at to commit in from activ ities and at the lead at term.

He competence from considerations previous than employment from youth in general and from graduates of teaching superior in particular constitutes a reality complex in raison of the diversity of their cause. The need to explore any further of track in this who concerning the question seems imperative, because the phenomenon born stop of to render of the extent to point of embed in the consciences individual and collective like a standard. the factor who seems enough determining concerning identity personal. The question at which attempted of to respond that study East the next : identity personal does it influence the entrance on the Marlet of employment from youth graduates of teaching superior ?

This one aims at make a so much that is little the light on the probable determinants of the difficulty from youth graduates at to to find a use at u exit from system educational. That study will allow only to improve the strategies help at employment from nes games in putting in square from programs oriented towards the development staff from young people. That research will be able to drive at the reduction from unemployment and therefore, reduce also the practice antisocial such is than the violence, the delinquency, the criminality and good others behaviours associations, because like the highlighted Blessed (2012, p.39), "the without use are today a other threatens (after that of 2002 at 2011) Where" a bomb social.

The goal of this work East to analyze the problem of integration from youth graduates from superior and of to attempt at explain it at the light of the variable aforementioned at to know identity personal. this leave alone glimpse the hypothesis next : The youth graduates with a identity personal positive are more numerous at to succeed their insertion compared at their counterparts who have a identity personal confused.

That hypothesis East submitted at the test from facts Grace at a methodology having permit to get from data

relatively believable, of which exploitation \_ reveals from lessons instructive.

## METHODOLOGY

The present study East conduct following from procedures of which the presentation imposes itself for the clarity from results who will be reported. will be so examined successively the variables in Game, the sample constituted, the tool used for the collection from data will follow so analysis from data collected and interpretation from results obtained.

This work put in presence of them guys of variable : a variable independent and a variable dependent.

The variable independent concerning the identity personal. She means a together of characteristic (tastes, interests, qualities, defaults etc ...), of features personal (including the characteristics bodily) of roles and of values than the person attributes, evaluate sometimes positively and recognize like doing part e of herself ( Ruano - Borbalan, 1998). She East the integration of various components than are ; autonomy, the trust, initiative, industry, identity and privacy (Erikson, 1968 ). Those components define in part the personality of the individual and affecting considerably his development staff. That variable who includes of them terms at to know a identity personal positive and a identity personal confused, to refers to seen from elements who the compose, to feels like efficiency staff. Y n will say one topic at a identity personal positive if he at a good table of himself, if he East able to initiate from actions and of the to follow up to their term, and the capacity of to put of the determination in the actions engaged. In revenge, a individual at a identity personal confused when he at a less good table of himself, when he East less confident of himself and East unable of lead from actions up to their term. That variable East appreciated on a continuity of value at ugly of one ladder of type Lykert designed for the needs of that study. With a Alpha of cronbach superior at. 60 ( has =. 71) that scale, named " scale identity personal ", includes five (5) possibilities of response of which the scores vary Between 18 and 120 with a score median of Me = 68. The variable identity personal East so of nature quantitative.

Insertion professional constitutes the variable dependent of the study. She East also a variable qualitative of nature dichotomous, according to that he there have insertion Where not. In else term that variable includes of them terms at to know the topics inserted of one side and of the other the topics no inserted. One individual East inserted when this last exercises a activity professional who him allow to acquire his autonomy. In effect, the work allow at the one who exercises it of satisfied his needs, of to to construct a identity and of him to assuraa insertion social harmonious. This is under this aspect there than the notion autonomy by the work dons all his senses. By against, a topic no inserted East that is in quest employment, so

it in training. Otherwise said, he is by deduction of one topic who does not exercise any activity professional. The attendees at the study are from youth graduates of sex male of which age varied Between 18 and 35 years, being that is in activity professional, that is in quest of one employment, residents in the part North of the town from Abidjan and incumbent of one BAC + 4 Where BAC + 5.

The topics of the sample have summer submitted at a investigation by way of survey. This one includes of them parts : the first part concerning the information general such is than age, the sex, the level of study, the will for the topic of to work and the status from topic to moment of investigation- the second part allow devalue identity personal of s investigated. The it's time of the scale who have rendered possible the collection of data on that variable are to number of eighteen (18). That ladder at summer elaborate for the needs of the study, continued at the consultation from research on identity personal. According to Erikson (1966 ), identity personal East the integration of various components than are ; autonomy, the trust, initiative, industry, identity and intimacy. The socket in account of those elements at permit to elaborate the items who make up the scale of identity personal. The components than the searcher formula and who to referent at different guys of apprehension of the reality identity lets try of formulate from items such : " I think own a certain number of quality » ; " I am able to initiate from actions and of the to chase up to their term » ; " I have little of raison to be proud of me » ; " Often I me senses inferior to others ". Those items aim at raise at the house of the investigated the levels from different components of identity personal quoted by Erickson ( 1966 ). The scale so constituted at made the object of one to analyse factorial in order to of make sure of the validity of the at point of view of the shape, he is of one ladder of measure ordinal similar at those from type Likert. She East incorporated of items that is to say from phrases descriptive (positive Where negative ) on which the topics have to to give their degree of approval Where of disapproval in choosing by example moon from categories of answers following : (1) All at made in disagreement ; (2) Rather in disagreement, (3) More Where less okay, (4) Rather in agreement, (5) All at made in agreement ". administration of the tool its done in the part North of the town from Abidjan Abidjan north ) who East the ground of study in the framework of that research. The youth graduates of teaching superior ( inserted s and/ or in quest employment ) being the target, we we are initially interested to agencies of the structure by Excellency for employment from young people, scattered in the part North of the town from Abidjan. He is in the occurrence of the agency use young of the common from Abobo, of Yopougon, from Tray, from Adjame and that from campus of the University Felix Houphouet Boigny of Cocody. However, the crisis sanitary planetary from covid 19 who obligatory the government at take from measures barriers in the framework of the struggle vs the

spread of that pandemic we brakes in our investigation.

The bans of gathering, the restrictions to access from structures we oblige at rethink our investigation. The population target of our study being composed of youth graduates of teaching superior ( inserted and/ or in quest employment ), we we are rendered in the quoted academics (location residential by Excellency from youth graduates ) in the occurrence the cited of the Rivera 2 and the Cited Red.

He East at to note than the survey East administered in accordance at the technical sampling, that is to say sampling on square. She consists for the searcher at to to return on the location or he East sure of meet from elements of the population of study then at interrogate the topics at tower coming. In each case, in award individual Where in award of group, in introduction, the Goals of the study and the fashion of filling from survey are explained before that they born begin at the fill.

The conditions of award from survey at the house of all the topics were the same : precision of the key objective of our work then delivery from form from survey at fill. As to at the manner of which was completed the survey, the one - this East remained invariable all to long of the investigation. Each topic had to according to the case that is to express his degree Okay Where of disagreement with each from items who him were proposed, that is Choose

Between from answers dichotomous Where categorical, that that he find more close of his opinion. All the quiz are full and recovered session holding. The data collected allow of release r from lessons enriched.

## RESULTS

The data quantitative collected to Medium from survey are submitted at from tests statistics ( $X^2$ ). They offer the possibility of proceed at the exam of the hypothesis who underlies the work. For to be more precise, he is of to know if the variable independent than constitutes identity personal exercises a affecting significant on the variable dependent considered, insertion professional the test statistical from chi of them used indicated a difference significant to threshold of probability  $P < .001$ . This result authorized at to reject the hypothesis nothing Whoa for born to hold onto than the hypothesis of work H1 at to know than identity personal exercises a affecting significant on insertion professional from youth graduates of teaching superior : "The youth dip lomes with a identity personal positive are more numerous at to succeed their insertion compared at their counterparts who have a identity personal confused". the table of contingency below translated this made :

**Table 1**  
**Distribution from workforce observed and theoretical of insertion from youth graduates of teaching superior in function of identity personal**

	Inserted	In service professional		Total
		No inserted	No	
Identity Personal	Workforce Effective theoretical % understood in Identity Personal	17 32.0	78 63.0	95 95.0
	Identity Personal positive	57 42.0	68 83.0	125 125.0
Effective theoretical Total % understood in Identity Personal	74 74.0	146 146.0	220 220.0	100.0 % 100.0 %

**Table 2**  
**Testing from Chi - two**

	Value	DOF	Meaning asymptotic ( bilateral )	Meaning not exact ( bilateral )	Meaning exact ( one side )
Chi -square of Pearson	18.561a	1	.000		
Correction for the continuity b	17.340	1	.000		
Report of likelihood	19.403	1	.000		
Test exact of Fisher	18.476	1	.000		
Association linear by air linen	220	1	.000	.000	.000
Number comments worth of					

a. 0 cells (0.0%) have a effective theoretical inferior at 5. The workforce theoretical minimum East of 31.95.

b. Calculated uniquely for a table 2x2

He published judicious of to verify than the youth graduates having a identity personal positive are less affected by the unemployment compared at their counterparts who have a identity personal confused. In effect, according to the distribution from workforce, on the 74 youth graduates inserted, the majority present a identity personal positive. We have a effective of 57 with a identity personal positive vs 17 presenting a identity personal confused. Also, notice - we than the workforce from youth graduates presenting a identity personal confused and who are always in quest of one use East very important (78/95), that is 82%. Of more, the test from chi - two ( $X^2$ ) indicated than the differences observed are significant. We can so conclude that he exist a relationship Between identity staff the and insertion professional from youth graduates from superior. That relationship East also bet in relief by the test of V of To screw up who attests of intensity of the strength who unite those of them variables. This test indicated a value of 0.29.

**Table 3**  
**Measurements symmetrical**

	Value	Meaning ion
Phi	-, 290, 2 90 220	,0 00
Nominal by Nominal V of To screw up Number comments valid		,0 00

- at. The hypothesis nothing is not not considered
- b. Use of the mistake standard asymptotic in the hypothesis zero.

This test come so corroborate the results above mentioned, because that value relief that he exist effectively a relationship ( average ) Between the of them variables. The difference significant indicated here by the test statistical from chi of them ( $X^2 = 18.56$ ), and the Test of V of To screw up (V of To screw up = 0.29) return obviously to contents and at the expression of identity personal. Recall than identity personal East a concept who according to Eriksson (1966), East integration of various components than are ; the trust, autonomy, initiative, industry, identity and intimacy. The integration successful of each of those components would subject at from conditions psychological favorable and would contribute at the acquisition of one identity personal positive, so than the difficulty integration of those components would connected at a environment psychological impoverished and would lead at a confusion identity ( Hamashek, 1985).

When the components of identity personal his examined individually their integration, going of more successful at less successful, would have, at from degrees various, a effect on insertion socio-professional from young (Erikson, 1966 ). According to the author, more the young will have developed a feeling of trust towards himself and the others, more he should to have the certainty interior that he can open up at his surroundings, that he recognize her value personal and that from others.

The integration of this feeling of trust contributes at a my best insertion socio-professional. By elsewhere, less the young will have developed this feeling of trust, more he would hesitant, little sure of himself and little inclined at to proud at his surroundings, this who could to put in peril his insertion socio - professional.

Regarding the feeling autonomy, he East susceptible of to create at the house of the young diploma in quest employment a assurance personal, a independence and a control in her capacity of make from choice and of to manage his to come up. That capacity at know how this than we research confer to young some predispositions who could to have for effect of facilitate his insertion socio-professional. By against, less he will do evidence autonomy, that is to say less he will be in incapacity of make from choice, more he would doubt of himself and more he would dependent of his surroundings, influenceable and inhibited ; this who could good obviously to have for effect of harm at his insertion socio- professional. More the young will have developed a feeling of the initiative, more he would have the taste having from ambitions, of to achieve from projects, to try from roles, to accept from challenges and of to to prepare for from tasks later of adult. Those various demonstrations could eventually facilitate his insertion socio- professional. By elsewhere, less he will have this feeling of initiative, more he would have tendency at to be inactive, little enterprising and fearful face at of new challenges.

Insertion socio-professional from young could too to be facilitated by the integration of one feeling of industry, which should him to give the taste to accomplish from tasks and of the succeed, the taste from work, the desire to learn and of to master his learning, the senses from responsibilities and, finally, a feeling of competence. By elsewhere, more this feeling of industry will be absent, more the young would susceptible to prove from feelings of uselessness and of futility so one lack of interest for the work and the things news, and more the probability of success of his insertion socio-professional would compromised.

The integration of one feeling identity should normally engender, at the house of the young, a senses of direction personal, a healthy affirmation of self, a acceptance of self, a table positive of self and from abilities of socket of decisions enlightened. Each of those characteristics should contribute, at from degrees various, at a more big success of insertion socio-professional from young. By against, less the young will be in measure to reach a n feeling identity, more he would to taken with a table negative of himself, a senses of direction confused, a low level of acceptance of self, little of skills for the socket of decisions and little of trust in his resources personal.

Integration positive of one feeling privacy would allow to young to establish from reconciliations psychological with the others, of develop from friendships authentic, to

access at from relationships significant stable and of to feed from relationships positive with the others. More the young born will reach not at the integration successful of one feeling of intimacy, better he would prepare for to succeed his insertion socio-professional, which East habitually connected at the capacity to maintain from relationships constructive with the others. By elsewhere, a feeling privacy less developed could to leave the young with a feeling of solitude, from relationships interpersonal stereotyped and from relationships intimate more Where less significant, this who would have probably for effect of to diminish his odds insertion professional society.

In sum, the integration more successful Where less successful of each from components of identity personal confers, for the better at a identity personal positive, Where for the worse at u don't identity personal confused.

One young diploma characterized by a identity personal positive will present a appearance physical good more acceptable, a ease at to express oneself, a trust in him and in those capacities. This last to present in candid date serious and constitutes a Well profile for the recruiters who are for the mostly at the research of topics possessing those attitudes. That table positive than clear the topic East of one importance capital city in all the aspects of the life, and again more to Classes of one interview hiring who represented the test ultimate in the framework of the research of one employment. A table who clear insurance, who East perceived like reassuring for a employer will have many more of luck to attract attention of this last. In revenge, a applicant employment characterized by a identity personal confused, present a table who leave alone at to desire on his abilities at to occupy a to post of work. A identity personal positive implied the respect of oneself and East a indicator, of acceptance, of satisfaction personal at respect of self and of one valued of self high. That last East a variable important of identity from subject. He is ( esteem him of self) according to, Beugre (1989) of one valuation according to which the individual to believes able, important and competent, and of one a excellent preacher from skills than the people have to use during of the research and of obtaining of one use according to Because we (1995) esteem of self East Mon from elements of the personality who can to be bet at the test all to long from process transitional (Because we, 1995 ), like the one of insertion professional. He born is not of suppose than alone the people who possess a level raised esteem of self will go their transition ion socio-professional. However, he is of to believe one level esteem of self raised ease that transition since he allow at the person of continue at to believe in her value real, beyond from refusal from employers and beyond from conjunctures economic often unfavorable (Because we, 1995 ).

AT there to see of near, a applicant employment characterized \_ by a identity personal positive East a topic in full trust of his abilities and who to feels able of to

succeed his insertion. In revenge, a applicant who present e a identity personal confused East a topic inclined to unemployment by than less sure of himself and so less reassuring as to at his capacities. \_ Gold According to albert Bandura, the beliefs efficiency personal constitute the factor key of the action human (Lecomte, 2004). Yes a person valued born not power produce of results satisfactory in a domain, she won't try not of the cause. The beliefs from people in their efficiency influential on practically all their activities : How? 'Or' What they think, to motivate, feel and to behave. the young diploma characterized by a identity personal positive, in the belief in his capacities, will put in square from mechanisms cognitive and behavioral, in the goal ultimate of to find a employment. In effect, according to The count ( 2004 ), the feeling efficiency consists no only at to know this that he should make, corn also at a capacity producer to breast of which the sub skills cognitive, social, emotional and behavioral have to to be organized and orchestrated effectively for to serve of numerous goals. The people fail often at to obtain from performance optimal so even that they know how very good this that they have to make and that they possess the skills required. That attitude passive East the own from topics characterized by a identity personal confused. Those last missing of flexibility cognitive, and by therefore are less enterprising and inactive. That explanation East sustained by Bandura (1989 ) who advance than the various effects from feeling of skill personal nt watch than the people who have a feeling of skill weak, from at a confusion of identity, flee the tasks difficult that they perceive like from threat personal. They have from aspirations lesser and a weak commitment towards the goals that they to are chosen. By against, a senses more pushed of her skill personal induced by a identity personal positive, increases the achievements personal and the well being of various ways. The tasks difficult are addressed like from challenges at raise rather than from threat at circumvent. A such perception promotes a motivation intrinsic and a commitment in depth in the activities.

The research employment East the activity main of one applicant employment. She must to make with commitment and dedication. the Marlet of employment being competitive, the subjects, who have from limits in this who concerning those skills, like the applicants at identity personal confused, will be disadvantaged.

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## DISCUSSION

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The goal of the present study East of show influence of identity personal on the insertion professional from youth graduates of teaching superior. For to return effective that study, we have from made appeal to plan methodological, at a technical quantitative in the occurrence the survey. the processing from data collected allow to succeed

at from results who confirm our hypothesis. This who indicated than identity personal from youth graduates determined their Entrance on the Marlet of employment. That is to say than the youth graduates characterized by a identity personal positive are more many at to find from work compared at their comrades characterized by a identity personal confused. The first are in full trust of their abilities and to feel able of to succeed their insertion. In revenge, the seconds are from topics clapboard to unemployment by than less sure of themselves and so less reassuring as to at their capacities. They have a table degraded of themselves and don't inspire not the quietude of the go from employers. The exam from results obtained at the light from conclusions of works of some authors put in relief some similarities.

Those results are going in a certain measure in the same senses only one certain number of works on the personality. Those works put in epigraph the role of the personality in the framework of the transition school-work.

Atkinson depicts the behaviour human like affecting at the times by the desire of success and by the desire to avoid failure (Cohen - Scali, 2000). He show than the people at the house of who the desire to avoid failure East very strong are going to to stare from goals difficult Where easy at to reach so than those at the house of who the desire of to succeed premium to fix from Goals of difficulty average. In effect the desire of success East a characteristic from people with a identity personal positive, while than the desire to avoid failure East the own from people presenting a identity rather confused.

others works have shown, at the continued from Atkinson ( Guichard and Huteau, 2001 ), than the people who have a need of success raised and a anxiety weak have a level suction professional raised like it's the case at the house of topic with a identity personal positive. Of more, the intentions insertion professional the more unrealistic (goals too much easy Where too much difficult at reach ) are issued by from topics at the times anxious and endowed of one need of success weak, observed at the house of the people presenting a identity personal confused.

The works of Zytowski on the locus of control (LOC) allow of underline influence of the bedridden personality on insertion professional from youth (Bujold, 1989). The author its hitched at to prove that he exist from correlations positive and significant Between LOC external and femininity from interests professionals, and more particularly interests aesthetic. The interests for the sectors administrative were in relationship rather with the LOC internal. Of more, the people who have a high level of LOC internal would seek at to earn more silver and at orient oneself any further towards from occupations at status raised than the people of LOC external (bell and Staw, 1989).

## CONCLUSION

Insertion professional Where the transition school - job East a process dynamic who implied a certain number of provisions at the house of the applicants employment. The results obtained reinforce easily this point of seen. In effect, there present study aimed at apprehend in general the tricks of the problem of insertion professional at the house of the graduates of teaching superior, then at examine particularly the nature of the relationship Between identity personal and insertion professional of these. The results obtained confirm our hypothesis and translate in result existence of one affecting significant of identity personal on insertion professional from youth graduates from superior. This report East very noticeable to through from observations carried out in the framework of the study. The youth graduates with a identity personal positive are more numerous at to succeed their insertion than those who present a identity personal confused. The first have a better re table of themselves, a feeling efficiency personal raised and a trust in their abilities, who their allow to display a certain assurance. this increases Verry much their luck to get a employment, because these make generally good printing during from interviews hiring. one could so to apply than, if some youth graduates meet more of difficulty at to obtain a use by report at others, it's good at cause of their attitudes, their personality Where again their provisions personal.

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