Vocational lack, voluntary resignation and the crisis of cooperative organizations" : an exploratory research

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Introduction

For a number of years we have been witnessing a gradual and steady increase in resignations from jobs. In the nationale context there are almost 2 million 200 thousand resignations recorded in 2022, an increase of 13.8% compared to 2021 when there were a total of 1 million 930 thousand . A phenomenon that affects sectors across the board. The "large resignations," have also affected, in part, personal services. Certainly the approach towards work by the younger generation has changed, two years of pandemic is a watershed. In this period there has been a shift in goals, a greater focus on personal and private dynamics. Young people now express less work-centered life plans

Constructs

Possible reference constructs are being explored and constructed.

As starting references they could be oriented towards the themes:

- Vocational aspects;
- Organisational models
- Gentle leadership

Research question

The research question prompted by the above-mentioned points, refers to the reasons for low staff retention in social co-operation. Therefore, at the current stage of the research project, the topics prompted by the question are as follows:

1. What factors promote or prevent staff retention and the resulting stability?

2. Which strategies can be applied to counteract or contain this trend?

Methodologies

The research is carried out with social cooperatives that are members of the two main trade associations, within the operational context of the Tuscany region. Initially, coordination meetings are planned with the central cooperatives, so as to prepare for the next phase within the cooperatives themselves. A questionnaire will be administered for cooperatives as a preparatory element of context analysis. Consequently, some focus groups are planned to be attended by 8-12 people representative of the cooperatives that are experiencing the problem, focusing on two key factors: the difficulty in finding professional skills and the difficulty in retaining workers. Focus groups based on quantitative and qualitative aspects.

Tassi di licenziamento e di dimissione (1)
(valori percentuali)   Figura 5

- tasso di licenziamento
- tasso di licenziamento, media mobile
- tasso di dimissione
- tasso di dimissione, media mobile
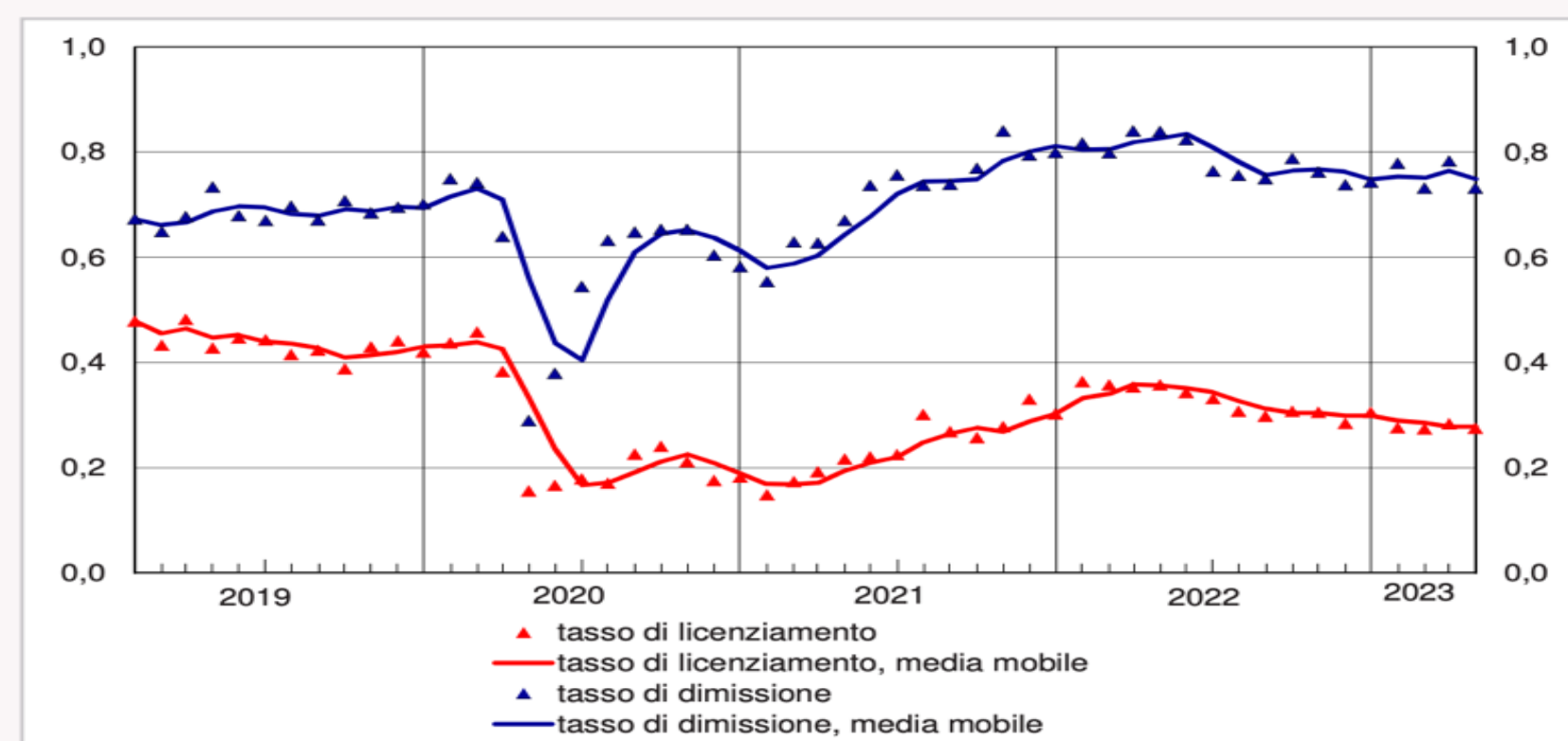
Fonte: elaborazioni su dati Ministero del Lavoro e delle politiche sociali (Comunicazioni obbligatorie) e INPS (Osservatorio sui lavoratori dipendenti del settore privato non agricolo); cfr. Nota metodologica.
(1) Le medie mobili sono calcolate su un orizzonte trimestrale. Rapporto tra il numero di licenziamenti o dimissioni e la stima degli occupati dipendenti regolari a tempo indeterminato nello stesso mese.
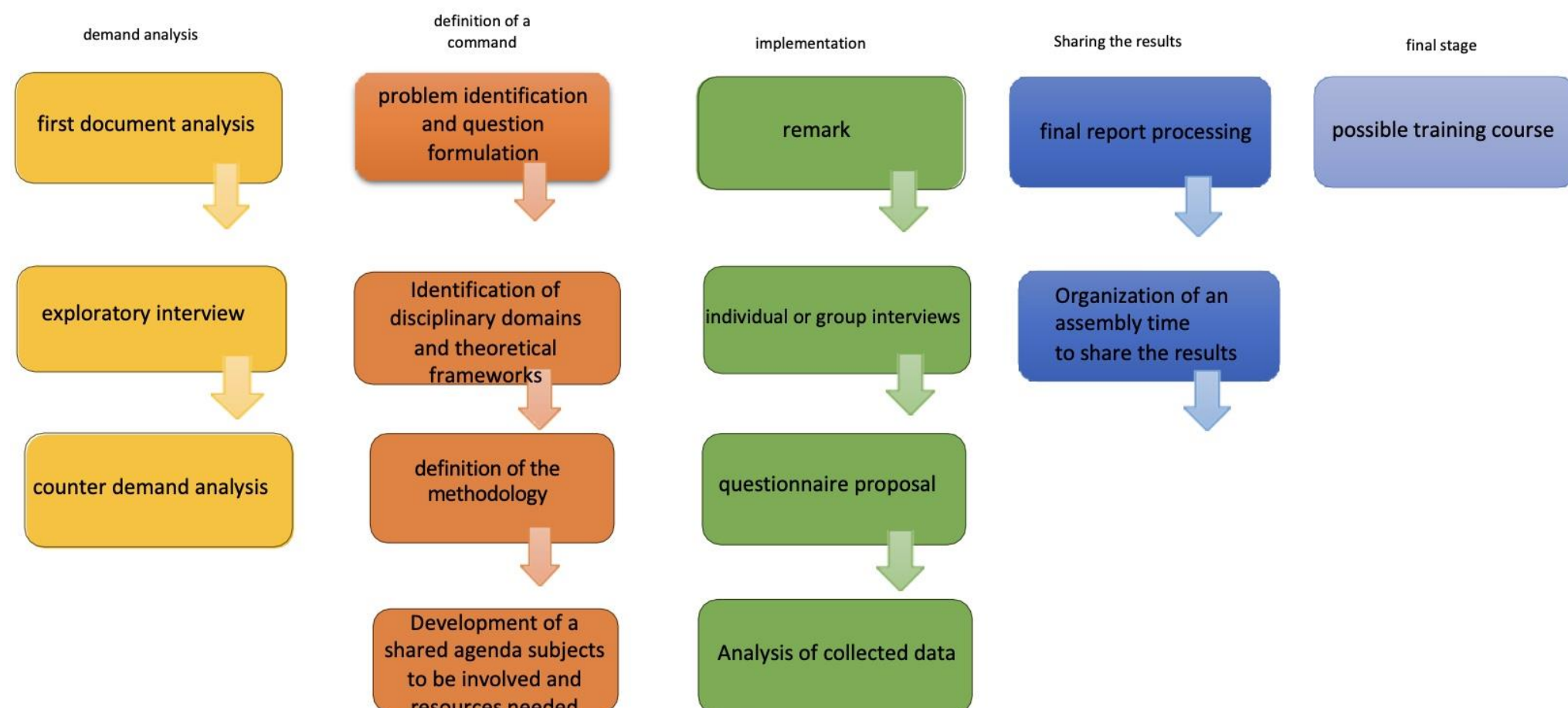
DISTRIBUZIONE TIPO COOPERATIVA NAZIONALE

- IMPRESA SOCIALE
- TIPO A B
- TIPO B
- TIPO A
- CONSORZIO
- ALTRO
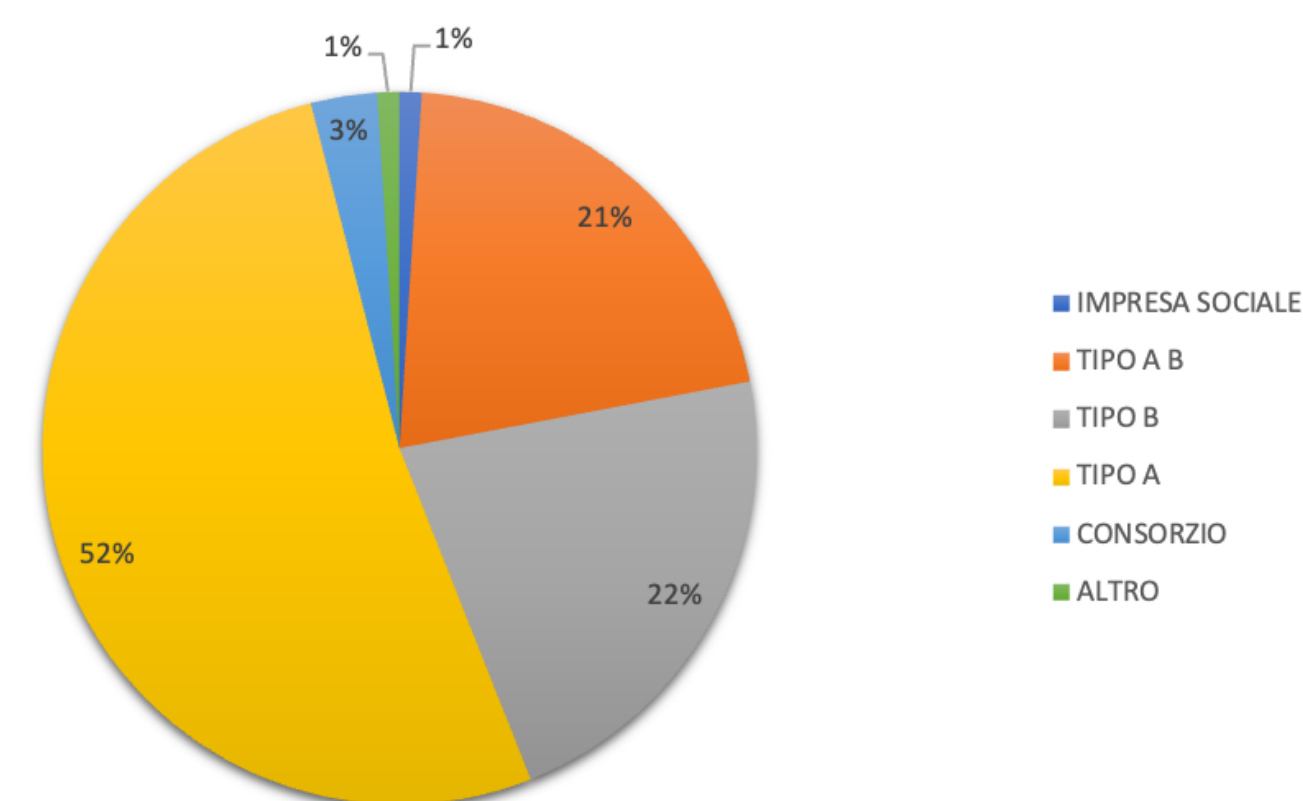
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