

A Literature Review on Changing Career Preferences among Indian Youth

**Piyali Banerjee¹, Vishnu Kant Pandey², Sreeparna Barman³, Soumyadeep Jana⁴,
Sampurna Nandi⁵, Shipra Sahar⁶**

Globalisation, digitalization, job insecurity due to automation, and changing values among youth have led to a societal change. This study reviews the literature on the evolving career preferences of Indian youth, transitioning from conventional corporate employment to the gig economy. The current study employs a systematic review methodology utilizing secondary data from research articles indexed in the Scopus database. First twenty-five out of all published research papers from 2010 to 2025 in the current literature have been evaluated. The results show that the change is caused by a mix of economic pressure, the need for independence, recognition of skills, and a good work-life balance. Gig work is flexible, but people are still worried about income instability, lack of social security, and long-term sustainability in comparison to the corporate jobs. Therefore, this study will act as a guide book for future research in the field of evolving nature of the work environment to help Indian youth make career changes that are safe and well-informed. This entails a need for stronger rules, social safety nets, and flexible career guidance systems.

Keywords: Indian Youth, Career Preferences, Gig Economy, Work-Life Balance, Skill-Based Work.

1. Assistant Professor, Department of BBA, Institute of Engineering & Management, University of Engineering and Management, Kolkata, E-mail – piyali.banerjee@iem.edu.in