

Factors Affecting the Career Decision Making of Secondary School Students

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ABSTRACT

This paper presents the findings of a study conducted to explore the factors affecting the career decision making of secondary school students in Gandhinagar, India. The factors taken into consideration are: Personal, Social, Educational, work culture and family. The research was carried out on the random sample of 120 students of class 10th studying in a government school. The Career Conflict Scale (CCS-KAR) by Dr. Aneet Kumar and Career Decision Scale [Third Revision (1976)] by Samuel H. Osipow, Clarke G. Carney, Jane Winer, Barbara Yanico and Maryanne Koschier. The data was analysed with the help of Pearson's Product Moment Method of Correlation. The results revealed no significant one factor that affected the career decision making of the secondary students but a combination of them.

Keywords: *Factors Affecting, Career Decision Making, Secondary School Students*

Secondary school is the first step of choosing a career path in a student's life. This decision making requires an in-depth research and understanding of various options available. At this age of adolescences, students lack maturity, so a constant support, interaction and guidance is required for them to make a sound career decision. It is highly necessary to provide the students with an accepting and open atmosphere, so that it becomes easy for them to know and understand various fields before coming to any conclusion. Till this age students are usually spoon fed and are dependent on the surrounding like family and school but at this stage it is highly advisable that students do a good research and not just rely on the surrounding. It is important for the students to acknowledge their abilities and interests while making the decisions. Not only the students but the teachers and the parents should acknowledge the interests and abilities of the student before influencing them about their preferences related to the student's career. In this era of education there are a lot of options available and many career opportunities coming up, making it difficult for students to choose a particular field of interest."Guidance is a process which provides help to a person at every walk of his life. Although guidance is necessary at every stage and in any sphere of human

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life but its need crucially increases at secondary school level due to the sensitiveness of student's age of this level, which is really precious from educational point of view from the aspect of growth as well, and a detail work on the need of guidance at secondary school level for the better progress, personality development, adjustment and goal achievement of students".(Muhammad Usman Karim, January 2012) There for eCareer Decision making in secondary school is influenced by various factors and this paper focuses on few of them such as Personal, Social, Educational, work culture and family. It is not only one factor that is majorly affecting the decision making but all these factors play a significant role in affecting the decision of the students.

BACKGROUND STUDY

This study has been conducted on 120 students of 10th standard studying in English medium government schools. These students were provided with a survey questionnaire and consent forms and were asked to fill the same. After the students were done filling the survey questionnaire, there was an open interaction session with the students, where they were asked to about what field they want to choose in high school, why that field and who informed them about the field. After the interaction they were a few common things that were noticed that majority of the students wanted to opt for science or commerce and only few of them wanted to go for Arts/Humanities. One of the reason for students not opting Arts/Humanities was the lack of awareness in this subject and the career opportunities available after High school. And the another reason was that there were only few schools in the area providing Arts/Humanities as a subject in high school and the schools that provided it as a subject has limited seats. When they were asked why they want to choose a particular subject, there were rarely any strong reason for a particular student to choose a particular subject. But there were only a few students who were sure about what to do. Many students who were not sure about what they want to do and so were facing difficulty in choosing one subject, so they were in a favour of opting for the stream, their parents wanted them to choose or they wanted to go up for a subject their elder siblings have already studied. After interaction with the students, there was an interaction with the teachers as well; during the interaction many teachers agreed on the point that they are unable to provide sufficient information regarding different career choices to the students and were in a favour of providing career counselling sessions to the students and parents, for better understanding and sound decision making.

Variables

The main variable here is Decision making. It is correlated with other 5 variables such as:

- **Social**

The Social environment and stereotypes that affects the decision making. There are a few things that are embedded in their minds from the very beginning. For example one career being more superior to other careers. This also includes how the society has always highlighted only a few career choices and not introducing students to the offbeat ones. This restricts the minds of the students which can lead them to wrong career choice. Due to the societal pressure and the stereotypes existing; students are somehow forced to take the socially accepted "High profile" career, which may not be of their interests and abilities.

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As the minds of students at such young age are highly sensitive, it is difficult for them to take the fact that, students opting for unconventional careers are not easily accepted by the society.

- **Educational**

The role of teachers in decision making. In school, teacher is the most important part of a student's life and in many ways a teacher is an influence on a student. Due of regular interaction between a student and a teacher, there is a lot of information exchange between them and students do pay attention to what teachers say and this also lead to a lot of career options for the students. Now it is utterly necessary for the teachers to educate students about various career options as to provide the students with various career options. A teacher's personal opinion about a particular career can mislead a student; being an obstacle in the selection. One of the best ways to provide an insight to students about different careers is by organizing career counselling sessions which will provide a wide range of options to the students, making it easy for them to choose." Educational and career counselling had become very essential for the students who are at the stage of choosing their field of study for their future careers. In this view of the increasing complexity, people need help to cope with the challenges of life that would begin with the process of guidance and counselling to students at secondary level itself".(Halima Khan, Fatma Murtaza, Dr. Mola Dad Shafa (April 2012)

- **Personal**

The interests and abilities of the student affecting the decision making. The level at which a student is able to recognize his/her interests and abilities and inculcate the same in the career he/she wants to choose. It is also necessary for the student to do a research about different career choices available on his/her part, giving oneself a better clarity. The choices can also be further discussed with the experienced ones as to know the better reality of the career. A role here is also played by values and ethics as to what level is the student letting them affect the decision.

- **Work culture**

The influence of peer in decision making. In the age of adolescence, peer pressure or peer influence is a very common thing and it is reflected in many decisions in their life. At this time career decision is a very sensitive decision to be made and it is utterly necessary that this decision is not taken under any peer pressure or peer influence. An individualistic approach is needed while making this decision.

- **Family**

The influence of family in decision making. Family plays the most significant and effective role in development of the child. At the age of adolescence, parental involvement is high in everything especially in career decision. Family background and parent's profession work as a silent feature in decision making. Parental Involvement is most important and significant work of parents in child's education. It plays a vital role in accelerating and motivating the children education. Family climate consists of the elements of freedom, attention, submission expectance, warmth, trust, fairness, involvement etc. which makes creative personality of an

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individual, in fact these elements of the climate go long way in making him self-reliant, open minded and above all confident within having faith in his own self.” (Gurdeepkaur and kapilbhateja)

Other than parents, elder siblings also play a major part in influencing the student’s career decision making. Parents being aware of different careers available, is always beneficial for the child. “Parental involvement is much more likely to promote adolescent school success when it occurs in the context of an authoritative home environment.” (Laurence Steinberg, Susie D. Lamborn, Sanford M. Dornbusch, Nancy Darling , October 1992)

The atmosphere the student is brought up in; also influences the career choice.

LITERATURE REVIEW

Factors Determining Choice of Particular Stream at Secondary Level of Education

Students at secondary level of education do not select stream in a random way, choosing a particular stream at secondary level of education is the most crucial decision which determines the whole career and future of an individual. Parents’ academic qualification is coming as a significant variable in case of science students when compared with the arts students. The finding of the present study is consistent with the literature. The literature highlights that students whose parents are educated, they are having high aspiration for their children. Highly qualified fathers can adequately guide their children to the next step in succeeding in the college-educated workforce. Family involvement in the education of underserved students is restricted by limited resources, time, confidence, and language skills. : (Mr. Saleem Yousuf Sofi [Vol-2, Issue-8, 2016])

Role of Teachers in Providing Educational and Career Counselling to the Secondary School Students in Gilgit-Baltistan of Pakistan:

The stimulation to attend schools primarily came to the students from their parents, but the parents were unable to provide career guidance due to lack of information of different careers. The teachers in the primary and secondary schools should have acted as career counsellors but they also seemed to be unaware to guide the students to their desired future careers. There are no institutional arrangements in place to help the students by providing career counselling. Therefore, Educational and career counselling had become very essential for the students who are at the stage of choosing their field of study for their future careers. In this view of the increasing complexity, people need help to cope with the challenges of life that would begin with the process of guidance and counselling to students at secondary level itself. The findings highlight that some teachers use traditional ways of giving career counselling to students on voluntary basis. It is not obligatory for teachers to act as career guides in government schools the findings also showed that in both the education systems some parents play their roles in guiding their children for their careers. Also, students seek career related information from the print and electronic media was a common practice in both the education systems. (Halima Khan, Fatma Murtaza, Dr. Mola Dad Shafa (April 2012)

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Guidance as Achievement Factor for Secondary School Students-A Study in Karachi Pakistan

Guidance is a process which provides help to a person at every walk of his life. Although guidance is necessary at every stage and in any sphere of human life but its need crucially increases at secondary school level due to the sensitiveness of student's age of this level, which is really precious from educational point of view from the aspect of growth as well. The research includes a detail work on the need of guidance at secondary school level for the better progress, personality development, adjustment and goal achievement of students. Findings have supported the need of guidance in schools for better development of students. Researcher has highlighted many issues in her research under the importance of guidance but here the area of achievement is covered by researcher for paper. (Muhammad Usman Karim, January 2012)

Need of guidance programme at Secondary School level

Therefore necessary to have well-organized guidance program to remove the defect. Society itself and its demand are continuously changing and becoming more and more complex and without any guidance program it is not possible for a child to cope with the changing society. At secondary level, there is though competition among the students to secure good marks in the exam and to select a bright future vocational option and this leads to frustration among students. In such a scenario the role of school guidance programme is very much important to help the students in order to know their abilities, to come out of stress and problems and to lead them smoothly to pass the journey of education. Therefore it is recommended that every school should have proper guidance unit and its proper functioning should be there to help the students for their varied problems, which will help in enhances the overall quality of education. (Dr. Priti Chaudhar, January 2012)

What Should I Study? Factors Affecting Student Choice of Subject at Libyan Universities

The main research question focuses on the main factors influencing the choice process in respect of the field of study for first year undergraduates at Libyan universities. Further questions regarding why students choose to attend university, their perceptions of subjects, and the concerns and influences brought to bear in the choice process are posed. The research findings show that the subject choice process is influenced by multiple factors and that substantial differences between subject choices are seen among urban and rural students, the latter being destined to study in poorly equipped rural universities. A further result is that the student's academic ability has little influence on the selection process, and that other factors such as the parents' level of education, institutional infrastructure, career prospects and geographical location play important parts in influencing the decision. More interestingly, the study established that students from urban areas with educated parents are more likely to take courses offered in long established universities in the cities. (Bait-Almal, Ali Ali Mohamed, 2012)

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Familial and Economic Influences on the Gender-Related Educational and Occupational Aspirations of Rural Adolescents

Given the multiple influences on youth's transition into early adulthood, this study examined the role of individual, familial, schooling, and community influences on aspirations of rural youth. This study used an ecological framework (Bronfenbrenner, 1977) to address various economic and contextual predictors of educational and occupational aspirations including, but not limited to, academic self-concept, perceived family economic hardship, mothers' and fathers' expectations for college education, and community poverty. As rural youth experience a host of unique geographic, economic, and social conditions, this study also hoped to highlight the importance of contextual influences in studying aspirations of rural youth. Additionally, this study pays particular attention to gender differences regarding predictors of aspirations, as previous research suggests there are differences in the ways rural women and men conceptualize and plan for future education and employment. The study sought to illuminate whether certain individual, familial, geographic, or economic aspects were more predictive of the educational and occupational aspirations of rural women and men. (Judith L. Meece, Karyl J. S. Askew, Charlotte A. Agger, Bryan C. Hutchins, and Sooyong Byun, 2012)

Impact of Parenting Practices on Adolescent Achievement: Authoritative Parenting, School Involvement, and Encouragement to Succeed

This article examines the impact of authoritative parenting, parental involvement in schooling, and parental encouragement to succeed on adolescent school achievement. Authoritative parenting which means high acceptance, supervision, and psychological autonomy granting leads to better adolescent school performance and stronger school engagement. The positive impact of authoritative parenting on adolescent achievement, however, is mediated by the positive effect of authoritativeness on parental involvement in schooling. In addition, non-authoritativeness attenuates the beneficial impact of parental involvement in schooling on adolescent achievement. Parental involvement is much more likely to promote adolescent school success when it occurs in the context of an authoritative home environment. (Laurence Steinberg, Susie D. Lamborn, Sanford M. Dornbusch, Nancy Darling, October 1992)

Impact of parental involvement and family climate on educational interests and occupational aspirations of class XI students:

Parental Involvement is most important and significant work of parents in child's education. It plays a vital role in accelerating and motivating the children education. Family climate consists of the elements of freedom, attention, submission expectance, warmth, trust, fairness, involvement etc. which makes creative personality of an individual, in fact these elements of the climate go long way in making him self-reliant, open minded and above all confident within having faith in his own self. The analysis of the data reveals that the interaction parental involvement X family climate does not contribute to significant difference among the means on educational interest measure of XI class students. It may be due to the reason

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that of science and media has more impact on student's educational interest. (*Gurdeepkaur and Kapilbhateja*)

Special Education Teacher Retention and Attrition

The lack of qualified special education teachers threatens the quality of education that students with disabilities receive. Attrition plays a part in the teacher shortage problem, and efforts to improve retention must be informed by an understanding of the factors that contribute to attrition. Specifically, the author provides a thematic analysis of studies investigating factors that contribute to special education teacher attrition and retention. There were four major themes addressed: teacher characteristics and personal factors, teacher qualifications, work environments, and teachers' affective reactions to work. Following this thematic review, a critique of definitional, conceptual, and methodological approaches used to study special education attrition is provided, as are priorities for future research. (*Bonnie S. Billingsley*)

Effects of parental job insecurity and parenting behaviours on youth's self-efficacy and work attitudes

The relationships among parental job insecurity, authoritarian parenting behaviours, youth's self-efficacy, and work attitudes were examined. Specifically, parental job insecurity was hypothesized to be positively associated with (1) authoritarian parenting behaviours, and (2) youth's perception of parental job insecurity. Finally, self-efficacy was predicted to be positively associated with youth's work attitudes. Structural equation modelling results suggested that paternal job insecurity was positively associated with authoritarian parenting behaviours while maternal job insecurity was negatively associated with authoritarian parenting behaviours. Additionally, while the relationship between mothers' authoritarian parenting behaviours and youth's self-efficacy was supported, the relationship between fathers' authoritarian parenting behaviours and youth's self-efficacy was not. Youth's self-efficacy was positively associated with their work attitudes (*Vivien K.G. Lim Geok Leng Loo*)

Objectives

- To identify the role of teachers in influencing the career decision making of secondary students.
- To identify the role of family in influencing the career decision making of secondary students.
- To understand the influence of Peers in decision making of the students.
- To study if the decision making of the students is influenced by the societal stereotypes.
- To study if the students acknowledge their interests and abilities while taking the decision.

Hypothesis

1. The decision making is affected by the personal preferences of the students.

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2. The decision making is affected by the social environment and stereotypes.
3. The decision making is affected by the education provided.
4. The decision making is affected by the work culture of the student.
5. The decision making is affected by the family of student.
6. The decision making is affected by the combination of all the above factors.

METHODOLOGY

Eligibility Criteria

Individuals were eligible for participation in the study if they belonged to the age group of 14 to 16 years inclusive of both male and female. This is a quantitative study which consists of a survey questionnaire and a consent form. As mentioned earlier, this study has been conducted on a group of secondary students studying in a government school, Gandhinagar, India. The study has been conducted to measure the effects of various factors on the career decision making on these students.

Study Participants

A total sample of 120 students of class 10th within the project area was approached for recruitment in the study. Out the 120 students 72 were male and 48 were female, making it a 60:40 ratio.

Study Measures

For this study, The Career Conflict Scale (CCS-KAR) by Dr. Aneet Kumar and Career Decision Scale [Third Revision (1976)] by Samuel H. Osipow, Clarke G. Carney, Jane Winer, Barbara Yanico and Maryanne Koschier. Were used. This paper-pencil test consists of 36 items in total. For scoring, 5-point Likert scale has been used (where strongly agree being the highest with 5 points and strongly disagree being the lowest with 1 point). After collecting the data, the test of correlation was applied to measure the effects of various factors on career decision making of secondary students.

The survey item assessed characteristics such as participant's age, Educational level, school name and contact details, for which relevant responses were provided.

DATA ANALYSIS

The Data Analysis of this paper is done by the method of correlation.

Here all the 5 factors are correlated with the factor of decision making and the results are derived accordingly.

The correlation are as follows:

1. PERSONAL AND DECISION MAKING

The table shows the correlation between personal and decision making.

	<i>PERSONAL</i>	<i>DECISION MAKING</i>
<i>PERSONAL</i>	1	
<i>DECISION MAKING</i>	0.331781	1

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It shows a weak correlation. Thus hypothesis 1 is proved wrong.

This means the effect of personal variable is low on the decision making of the students.

As explained earlier; the variable personal is how the interests and the abilities of the Student affect the career decision making.

After applying the correlation test it is found that the effect of the variable personal on the decision making is low. Students are not selecting the career only on the basis of the interests and the abilities nor is it playing the major role in this selection.

2. SOCIAL AND DECISION MAKING

The table shows the correlation between the variable social and the decision making.

	<i>SOCIAL</i>	<i>DECISION MAKING</i>
<i>SOCIAL</i>	1	
<i>DECISION MAKING</i>	0.305331	1

It shows a weak correlation. Thus hypothesis 2 is proved wrong.

This mean the effect of this variable on the decision making of the students is low. As explained earlier; social is the effect of social environment and the stereotypes on the decision making of the students. The decision taken is not under any societal pressure or influence. There is been an individualistic approach while making the decision and the students are not much affected by the societal norms the have been going on ages.

3. EDUCATIONAL AND DECISION MAKING

The table shows the correlation between the variable educational and the decision making.

	<i>EDUCATIONAL</i>	<i>DECISION MAKING</i>
<i>EDUCATIONAL</i>	1	
<i>DECISION MAKING</i>	0.292503	1

It shows a weak correlation. Thus hypothesis 3 is proved wrong.

This means the effect of this variable on the decision making of the students is low. As explained earlier; Educational is the effect of teachers on the decision making. As the test indicates a weak correlation; it can be said that the students are not much influenced by teachers. They are more individualistic in nature and like to takes decisions on their own.

4. WORK CULTURE AND DECISION MAKING

The table shows the correlation between the variable work culture and the decision making.

	<i>WORK CULTURE</i>	<i>DECISION MAKING</i>
<i>WORK CULTURE</i>	1	
<i>DECISION MAKING</i>	0.037165	1

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It shows a weak correlation. Thus hypothesis 4 is proved wrong.

As explained earlier; work culture means the peer pressure or the peer influence on the decision making of the students. The test shows a very low correlation between work culture and decision making, which means that the peer doesn't much affect the career choice of the students. Not making a career choice under peer influence is a positive thing and the fact that the students are not dependent on one another.

5. FAMILY AND DECISION MAKING

The table shows the correlation between the family and the decision making of the student.

	<i>FAMILY</i>	<i>DECISION MAKING</i>
<i>FAMILY</i>	1	
<i>DECISION MAKING</i>	0.138889	1

This shows a weak correlation. Thus hypothesis 5 is proved wrong.

As explained earlier, the variable family means the effect of family background and the parent's profession on the career decision making of the student. As the test indicates a weak correlation, it can be said that the career decision making of the students is not much affected by this factor.

- As per the findings it can be said that it is not only one factor that is majorly affecting the decision making of the students but there are various factors that play a role in it.

CONCLUSION

This paper focuses on the factors affecting the career decision making of the students studying in secondary school, Gandhinagar, India. After all the data collection, its analysis and the results that came out, it can be said that the hypothesis six is true; which implies that not only one or two factors are influencing the decision making but there are various factors that play a role in influencing the decision of the students. After the interaction with students and teachers, it was found that the students were not provided with sufficient information about various streams, which became a hindrance in their decision making. After the test taken and the interaction done with school students and teachers; it can be said that if the students are provided with proper career guidance and information, it will be easy for them to channelize their thoughts and make a sound decision. "At secondary level, there is though competition among the students to secure good marks in the exam and to select a bright future vocational option and this leads to frustration among students. In such a scenario the role of school guidance programme is very much important to help the students in order to know their abilities, to come out of stress and problems and to lead them smoothly to pass the journey of education. Therefore it is recommended that every school should have proper guidance unit and its proper functioning should be there to help the students for their varied problems, which will help in enhances the overall quality of education." (Dr. Priti Chaudhar, January 2012)

LIMITATIONS

- This study has been conducted on secondary students of Gandhinagar, India. The can change based on area.
- There is no separate study based on gender.
- This study is done only on the secondary students, and if the same study is conducted on students of different standards; the results may change.

RECOMMENDATIONS

- This paper is recommended to the students of secondary school, so that the decision made is individualistic in nature.
- It will be beneficial for the teachers to understand the importance of career counselling
- This paper can be helpful for the school administrator while making the curriculum of the school
- This paper is recommended to the parents to understand the problems faced by the students.

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Conflict of Interest

The authors colorfully declare this paper to bear not conflict of interests

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