

## Impact of Gender and Different Boards of Examination on Career Decision

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### ABSTRACT

Career is a very important aspect of a person's life structure. Career is a profession through which students' progress and progress in their life and are able to take advantage of opportunities. Choosing a career is considered to be the most important step in a student's life. Choosing a career is considered to be the most important step in a student's life. It is believed that due to lack of maturity in adolescence, students face difficulty in choosing a career, sometimes shortage of time, choosing among many options and determining the next goal after achieving the goal, there are a lot of obstacles And at such times, mental conflict starts arising among the students, due to which they have to face many kinds of problems. The primary purpose of the present investigation has to examine the impact of gender and different boards of examination on career decision. When a student chooses a career, they take the decision influenced by ability, personality, interest, self-concept, social support, school environment, peer group etc. A total of 360 adolescents have been taken in this study from CBSE board and Bihar board of Darbhanga city. Out of which 180 are from CBSE board (90 boys and 90 girls) and 180 are from Bihar board (90 boys and 90 girls). The measures of this study by career decision through career decision making scale developed by Kirandeep Singh and self-made questionnaire for collecting the data related to socio-demographic variables. The design of this study is the 2x2 factorial design. The findings show that there is no significant difference between gender and career decision, while a significant difference was found between boards and career decision. State board students are slightly behind CBSE school students in career decision scores. On the basis of gender, CBSE boys are less good than girls in taking career decisions. A significant difference was found in their career decision scores. Whereas boys of state board are better in taking career decisions than girls. The purpose of this study seems to be exploring how gender and the type of examination boards might influence individual's career decision. It could aim to identify potential patterns or disparities in career choice based on these factors.

**Keywords:** Career Decision, Gender, Education Board

**E**ducation enables us to analyze the positivity and negativity in the tasks of life and makes the student balanced and responsible. To make students productive and empowered, it is essential to analyze their capabilities and channelize their talents

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positively. Students are a valuable asset to the society. Appropriate career decision is one of the most important decisions in a student's life, and it has a significant impact on his/her future. Career is a very important aspect of a person's life structure. Career is a profession through which students' progress and progress in their life and are able to take advantage of opportunities. Choosing a career is considered to be the most important step in a student's life. It is believed that due to lack of maturity in adolescence, students face difficulty in choosing a career, sometimes shortage of time, choosing among many options and determining the next goal after achieving the goal, there are a lot of obstacles and at such times, mental conflict starts arising among the students, due to which they have to face many kinds of problems. We need guidance at every stage of life but career guidance is a process which helps students in the field of education and guidance plays the role of foundation stone in adolescence. There are many careers related options available and many new career opportunities are emerging which makes it difficult for students to choose their field of interest. According to the Audit Commission, 1993, making appropriate career decisions leads to less wastage of education resources and the career once chosen is likely to influence a student throughout his life. In this regard, Sharf (2010) argues that if we want to see the clarity and meaning of a student's life, it can be seen in his career. As a result, individuals equipped with better information and guidance are able to take appropriate career decisions. Studies by Hewitt, 2010 show that career selection is a complex and difficult task and is influenced by various factors. The main internal factors responsible for influencing decisions include a person's personality, interests, self-concept, attitudes. On the other hand, the main external factors include social interactions, role models, information, finance, globalization, choice of subjects of study and These include differences in job characteristics such as availability of resources (Kerka, 2000; Bandura, Barbaranelli, Caprara, & Pastorelli, 2001; McQuaid & Bond, 2003). Along with a person's qualities, psychosocial needs, individual level of intelligence and personality are also major factors in making career decisions. In fact, career affects the entire life of any student. Even if career related decisions are taken scientifically, it can lead to success. An important decision comes at the end of secondary education i.e. after 10th class, the time comes for a student to decide whether the next course will be Humanities, Commerce or Science? Then students intuitively take the right decision after assessing their academic potential and academic achievement as well as psychosocial and monetary support of the family. Career selection behavior focuses on the dynamics of the student's career aspirations. Resources such as self-efficacy, confidence and support play an essential role in career choice behavior. Students studying in a state board school or a public school under CBSE generally follow their fellow students in terms of their behavior and career choices. This behavior of theirs can be labeled as peer influence, which sometimes becomes a very major factor. Hardin, Leong, and Frederick (2004) have found disparities in terms of gender in decision making theory and career evaluation. They share in their study that when someone's decision-making abilities are high, they have a higher predictive value for career maturity. Germij, Boeck, 2003 found that career indecision is caused by lack of information, inaccurate assessment and uncertain outcomes. Some studies have shown that the influence of gender on career decision making is quite significant as students at secondary level are mostly affected by role confusion as in adolescence, they start assimilating gender roles as per their socio-cultural practices. "Career gendering starts as early as middle school or high school". According to Aadya and Kaiser, 2005, men were shown to have a preference for technical careers while women were shown to be interested in "management of the family and household". Priyanka Dani, Hetvi Desai (2018) conducted a study on how certain areas like personal, social and family influence the career decision of 10th board students in which they found that except family, the influence of other two factors was not so strongly correlated. He recommended career guidance and counseling for

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students to make authentic career decisions because secondary level students are usually not mature enough to take the right decisions without external support and guidance. Gender role stereotypes are decreasing in the 21st century. Arulmani and Van Laar D, and Easton 1995 found that gender and career decision making have the same consequences. Millward et al. (2006) studied 2447 adolescents aged 14 to 19 and reported the strong presence of gender stereotypes that motivate career decision-making behavior. They revealed differences in career decisions, with boys prioritizing financial aspects while girls placed "more importance on work-life balance and job characteristics". Greenback (2009) found that students from middle-class families face difficulty in making career decisions due to their "common assumptions and biases". Supreet (2016) showed a "significant relationship between career decision making and adolescent peer group influence" among adolescent students and also refutes significant differences in career decision making between boys and girls, unlike other studies. The study of Kushwaha and Hassan (2005) shows that gender plays an important factor in career decision making. Comparatively, the decisive ability of girls is higher than that of boys. Migunde, Othuone, and Mbagaya (2015) found that career inclination and career identity emerged as the strongest predictors of career indecision for female students, while career bias, external locus of control, and professional identity were the strongest predictors of career indecision for boys. Emerging as the strongest predictor. While Chrisson and Turdab (2015) found no difference between boys and girls in career indecision scores; But they confirmed that "the level of career indecision and self-efficacy in making career decisions for adolescents in the last years of high school varies according to gender affiliation".

### ***About various education boards in India***

Schools in India offer both Indian and international curriculum to the students, and they cater to the educational needs of the students. Currently, there are four top educational boards in the country – 1. CBSE (Central Board of Secondary Education) 2. ICSE (The Indian Certificate of Secondary Education) 3. IB (International Baccalaureate), and 4. state boards.

1. The country's national board promotes high-quality education for students in both public and private schools. CBSE is committed to equality and excellence in education.
2. ICSE is the short form of Indian Certificate of Secondary Education. Council for the Indian School Certificate Examinations (CISCE) is a private secondary education board and the examination is conducted by it. It is also well recognized in India. Its education policies comply with the new education policy.
3. The IB Board is a global leader in international education, preparing students for holistic development to thrive in a changing world and students aged 3 to 19 receive education under the IB Board.
4. The same state board means a board recognized by the state government. State boards are unique to every state and follow individual curriculum and study patterns keeping in mind the subjects and materials of local interest.

### **CBSE BOARD**

The Central Board of Secondary Education (CBSE) is a national level education board for schools in India. Public and private schools come under this. Which is controlled and managed by the Government of India. Established by a resolution of the Government of India in 1929, the Board was an experiment towards inter-state integration and cooperation in the field of secondary education. In 1929, the Government of India established a joint board called the Board of High School and Intermediate Education, which included Ajmer,

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Mewara, Central India and Gwalior which was later limited to Ajmer, Bhopal and Vindhya Pradesh. In 1952 it was transformed into the Central Board of Secondary Education. By amending it in 1952, its present name was given as Central Board of Secondary Education. More than 27,000 schools in India and 240 schools located in 28 foreign countries are affiliated with CBSE. All CBSE affiliated schools follow the NCERT curriculum, especially from classes 9 to 12. The current chairperson of CBSE is IAS Nidhi Chhibber. According to the official website of CBSE, there are a total of 28 government and private CBSE affiliated schools in various countries outside India. The reason for their establishment is to serve the Indian community abroad at large and the children and relatives of Indian diplomats. In those countries where the population of Indian citizens is more than the native population of the country like Saudi Arabia, United Arab Emirates, Oman, Qatar, Bahrain etc. The Indian Embassy allows Indians or locals to set up private CBSE schools that cater to the needs of Indians in that particular country. Not only this, in countries where there is no or little presence of Indians, Indian diplomatic missions have established schools in countries like Russia and Iran which mainly cater to the children of diplomats.

The educational content and teaching methodology of CBSE is in line with the national interests of the country. CBSE is tougher than the state boards, but it is more student friendly and interesting to study. Major nationalized competitive examinations like JEE are conducted by CBSE. CBSE board is especially beneficial for those who want to pursue higher education in some nationalized institutions rather than state institutions.

### **State Board**

Each state has its own board, and the administrative authorities are under the educational ministry of that respective state. The educational structure, paper pattern and syllabus also vary from state to state. Due to differences at the base level, it is practically impossible to compare the results of the two state boards. Many times, the curriculum is not up to the expected standards. But if a student belongs to the same state and wants to pursue higher education in the colleges of that particular state, then it proves to be a big advantage for him, because the student is already well acquainted with the education system of that state. In this study the state board is Bihar Board. Bihar School Examination Board (abbreviated as BSEB) is a statutory body under Section 3 of the Bihar School Examination Act - 1952, which functions under the State Government. It conducts secondary and senior secondary examinations in both government and private schools belonging to the state. All types of examinations are conducted on the basis of the syllabus prescribed by the Government of Bihar. Its headquarters is in the capital Patna. Along with school examinations, it conducts various other examinations for the state of Bihar. It conducts examinations like Diploma in Physical Education, Certificate in Physical Education and Teacher Eligibility Test (TET), Simultala Residential Entrance Test (for admission to Simultala Residential School), Diploma in Primary. The board conducts secondary and senior secondary school examinations twice a year. First, the annual board examinations held in February-March and second, supplementary examination held in May-June every year are conducted by the board. Priyanka and Hetvi (2018) published a research paper on the factors influencing career decision of secondary school students of Gujarat. In which data was collected from a random sample of 120 students of high school standard government school. The study included 6 factors such as personal, social, educational, work culture, family and gender. The result found that all the above-mentioned factors had no significant impact on the career decision of secondary students. Najeeb, Ahmed and Laila (2020) in their study of career conflict compiled a sample of 399 students from 3 private schools, divided into 5 categories and found in the results that there is a gender difference in all the categories. significant

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difference was found between male and female in technology. Das et al 2020 in their study explored the career decision making ability and career indecision of students at secondary level. The results show that state board students are slightly behind CBSE school students in career decision making scores. But students from state board-run schools scored higher in career indecision. CBSE students with career guidance proved to be more alert; Significant differences were found in their career indecision scores. In relation to career indecision, girls were found to score slightly higher than boys in gender identity. This study suggests that career counseling and guidance services may be similar for students, regardless of background, to deal with career uncertainties in secondary school. At present, there are some students in the Indian education system who are struggling with the dilemma of taking career decisions.

### ***CBSE Over State Board:***

CBSE is much more student-friendly than the state boards as it provides a positive environment to the students for the examinations, and as far as the curriculum structure is concerned, it is designed in such a way that the students do not face too much pressure and books should be made interactive and interesting. A lot of fun activities have been included in between the chapters to help students learn playfully so that it makes the entire process of imparting knowledge to the students efficient and healthy. If you are planning to pursue future studies from a centralized institute like IIT or AIIMS then CBSE syllabus definitely proves to be very helpful. The preliminary examinations for these institutes are conducted by CBSE and hence if you have done your education from CBSE board then you can have an edge over others. CBSE not only provides quality knowledge to the students but also takes care of overall physical and mental development. CBSE provides flexibility to students to pursue their field of interest. Students are given the option to study in their field of interest and there is no compulsion to choose a certain stream. Mainly creates a sense of self-confidence in the students.

### ***CBSE vs State Board on syllabus, learning methods, entrance exam and grading systems.***

<b>Criteria</b>	<b>CBSE</b>	<b>State Boards</b>
<b>Education system</b>	Centralized throughout the country	Different for every state
<b>Main Focus</b>	Critical thinking skills & on subjects like mathematics, science	Rote learning & focused on regional language, topics & culture
<b>Language Mode</b>	English & Hindi	English & regional Language
<b>Grading System</b>	CCE grading system in all central government schools	Different grading systems in each state
<b>Updating Syllabus</b>	Almost every year	Rarely
<b>Examination</b>	Class 10 – All India Secondary School Examination (AISSE) Class 12 -All India Senior School Certificate Examination (AISSCE)	Class 10 -Secondary School Certificate (SSC) Class 12 – Secondary School Certificate (HSC)
<b>Education system</b>	Centralized throughout the country	Different for every state

### ***Purpose of the Study:***

The purpose of this study seems to be exploring how gender and the type of examination boards might influence individual's career decision. It could aim to identify potential patterns or disparities in career choice based on these factors. Understanding such influences can contribute to addressing gender-related issues and improving educational systems to support diverse career paths. This research may contribute insights into potential areas of improvement and career guidance system.

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### Objectives:

1. To explore the impact of gender on career decision of adolescents.
2. To investigate the impact of different boards on career decision of adolescents.
3. To study the interactive effect between the gender and different boards on career decision of adolescents.

### Hypothesis:

1. There will be significant difference of gender on career decisions of adolescents.
2. There will be significant difference of different boards on career decisions of adolescents.
3. There will be significant difference on interactive effect of the gender and different boards on career decision of adolescents.

### Sample:

The sample consisted of three hundred sixty male/female students of 11th & 12th enrolled in school/college of CBSE and state board at Darbhanga city with age range of 15-18 years. In which one hundred eighty CBSE board student (n=180) selected from different CBSE board schools and one hundred eighty for BIHAR board student (n=180) from different colleges which are affiliated from Bihar board. Subject will recruit random sampling.

### Material:

- A self-made questionnaire for collecting the data related to socio-demographic variables.
- K. Singh. Career Decision Making Scale. This scale consists 18 items and divided into two areas- (i) Career decidedness (ii) Career indecision. It administered on 10-12<sup>th</sup> class students. It is measured on a 3-point Likert scale (1. Exactly like me, 2. Somewhat like me, 3. Not at all like me).

**Design:** Researcher wishes to know the impact of gender and different boards of examination on career decision in adolescents. In this study, there are two independent variables (gender and different boards) and one dependent variable (career decision). A 2x2 factorial design is employed.

**Data Analysis:** Mean, SD and 2x2 ANOVA were used for data analysis.

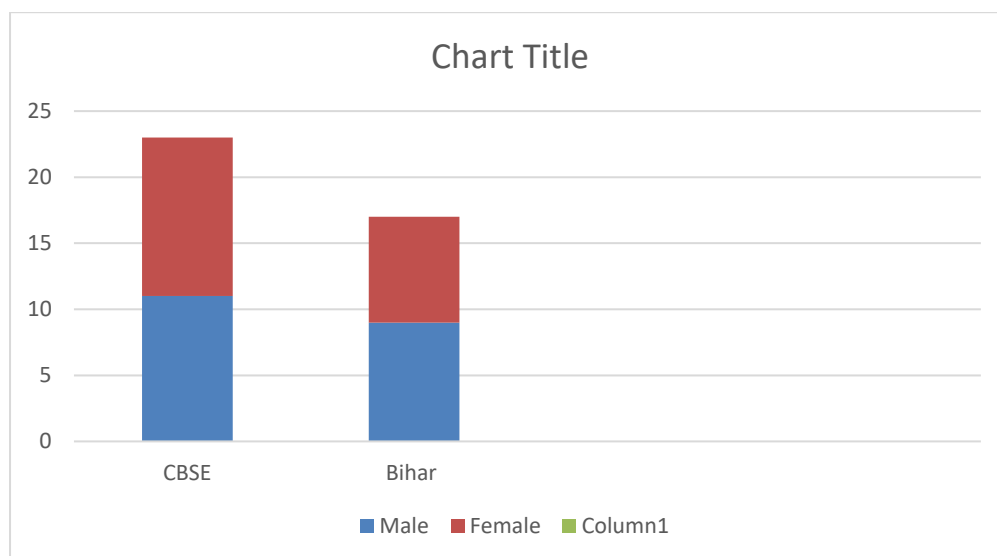
## RESULT

The objective of the present study is impact of gender and different boards of examination on career decision of adolescents.

**Table 1: Showing Mean and SD scores of career decision in gender and different board.**

Board	Male	Female	Total
CBSE (SD)	11 (1.48)	12 (1.6)	23
BIHAR (SD)	9 (1.38)	8 (1.28)	17
Total	20	20	

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**Table 2: Showing 2x2 analysis of variance of career decision scores in gender and different board.**

Source of variation	Sum of squares	Df	Mean square of variance	F-ratio
<b>Board</b>	957.13	1	957.13	495.92*
<b>Gender</b>	0.80	1	0.80	0.41
<b>A x B</b>	42.02	1	42.05	21.77*
<b>Between</b>	999.91	3	333.30	172.69*
<b>Within (error)</b>	689.09	356	1.93	
<b>Total</b>	1689	359		

\*significant at 0.01 level and \*\* significant at 0.05 level.

Table 1 and 2 shows that the mean and standard deviation value of CBSE Male is 11 and 1.48 while the mean and standard deviation value of Bihar board Male is 9 and 1.38, on the other hand, the mean and standard deviation value of CBSE Female is 12 and 1.6 while the mean and standard deviation values of Bihar Board Female is 8 and 1.28. This shows that there is a lot of difference in the career decision of CBSE and Bihar Board male and female students. According to the study, students of CBSE board have higher ability to take career decisions as compared to Bihar board. On the other hand, if seen on the basis of gender, the career decision of females in CBSE is better than that of males and the career decision of males in Bihar Board is better than that of females. Analysis of variance of test scores indicate that the main effect of Board (CBSE  $X=23$ / Bihar  $X=17$ ) was significant  $F(1, 360) 495.92 P<0.01$ . The main effect of Gender (Male  $X=20$ / Female  $X=20$ ) was not significant  $F(1, 360) 0.41$ . The interactive effect of Gender and Board was significant  $F(1, 360) 21.77 P<0.01$ .(Table 1, 2)

## DISCUSSION

Demographics of the study participants included 360 students studying in state board and CBSE run schools located in Darbhanga, Bihar; The research participants were 180 students from private run CBSE schools, comprising 90 boys and 90 girls, and 180 students from state board schools, comprising 90 boys and 90 girls. The total respondents consisted of 180 boys and 180 girls and their age ranged between 15 to 18 years. All the respondents were students of class 11th and 12th. Data were analyzed as mean, combined mean, standard

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deviation and ANOVA. The present study is an exploratory one and it throws light on many important facts which can be beneficial for the students. From the above results it is clear that the career decision making ability and career choice behavior of students is not the same in different school boards. CBSE schools have more facilities for the development of students as compared to the state board. Therefore, in career decision, the result of CBSE students is better than that of the state board. The ability of CBSE board girls is better than boys, whereas the ability of state board girls is less than boys in career decision making. Das et. al (2020) in their study explored the career decision making ability and career indecision of students at secondary level. The results show that state board students are slightly behind CBSE school students in career decision making scores. But students from state board-run schools scored higher in career indecision. CBSE students with career guidance proved to be more alert; Significant differences were found in their career indecision scores. In relation to career indecision, girls were found to score slightly higher than boys in gender identity. Since CBSE board is very much student-friendly as it provides positive environment to the students for the examinations and their course structure does not put too much pressure on the students. Makes the entire process of imparting knowledge to students efficient and healthy. CBSE not only provides quality knowledge to the students but also takes care of overall physical and mental development. CBSE board provides flexibility environment to its students to pursue their field of interest. Students are given the option to study in their field of interest and there is no compulsion to choose a certain stream. Mainly a feeling of self-confidence is created in the students. Kushwaha and Hassan (2005) shows that gender plays an important factor in career decision making. Comparatively, the decisive ability of girls is higher than that of boys. Compared to Bihar Board, CBSE Board students are clearer cut in their career decisions.

### CONCLUSION

Based on current research findings, it has been concluded that gender and different boards have an impact on career decisions. The study on the impact of gender and different examination boards on career decisions underscores the complexity of factors influencing individuals' career choices. Findings reveal notable correlation between gender, educational backgrounds from specific boards, and the paths individuals pursue. Recognizing such influences is crucial in addressing disparities and fostering a more inclusive professional landscape. The study suggests implications for career guidance services, educational policies, and highlights the importance of ongoing research to better understand and promote equitable career decision.

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### ***Conflict of Interest***

The author(s) declared no conflict of interest.

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