



A study on career decision making of higher secondary school students of Demonstration School, Mysore

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Abstract

A right career decision is one of the major important components that plays crucial role in any individuals successes. Choosing the correct career is one of the key responsibilities of school to promote the successful career life among students. The student will choose the career based on the guidance at adolescent stage will help for taking appropriate decision in future to get in to the world of work. Selection of career and setting is an important task and a source of personal gratification. The present study aimed upon the career decision making of higher secondary school students. The main objective of the study was to measure career decision making of senior secondary students with respect to selection of best suitable occupation after completion of their school. The survey method and convenient sampling was adopted and the size of the sample was 50 of XI and XII standard students. The investigator administered the standardized tool of career decision making scale (CDMS_KS) developed by Kirandeep Singh. The findings of the study revealed that most of students from Demonstration school, Mysore were uncertain regarding the career decidedness and career indecision.

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Career decision making, Higher Secondary, Demonstration School

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1. Introduction

The great saying 'Work is Worship' asserts that work is very essential part of life of an individual. Career decision has become a challenging task to every individual in their life due to the advancement of technology and globalisation in the present days. The National Council of Educational Research and Training (NCERT, 2008) module about guidance and counselling states that, the world of work opens to create pathway to choose various careers to the aspirants. Duty, position, job, occupation, career, vocation and profession, etc., were used to express world of work. The word career defined in Oxford dictionary (n.d.), as any occupation undertaken for a significant period of a person's life and with opportunities for deemed would assure progress. In this context, it is assumed that, the changes offered worldwide with advent of information technology and through the explosive growth of knowledge leads to an independent thinking and lifelong learning that would make one informed and become responsible for ones' career choices in particular with regard to higher secondary students.

The school curriculum after the class tenth has been diversified into academic and vocational streams. The educational and vocational decisions at this stage pave the way for future decisions to be taken by any individual in the real world of work. At the stage of higher secondary career decision making may affect the one in any sense on once growth and development in future. Hence, the understanding of vocational world is

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vital for students as it enables them to review their career decisions in the light of their potentialities and interest.

The National Policy on Education which was prepared by Ministry of Human Resource Development (MHRD, 1986) recommended that the existing vocational bureaus at the state level should organize the career advice Centre at the district level and appointment trained counsellor. The major responsibility of the centre was starting a foundation course for teachers' (vocational guidance teachers) regarding vocational development of students at the school level. Later the revised scheme of Vocationalisation of Secondary Education (VoSE, 1993) suggested that appoint the vocational guidance teacher for every school in the country.

The National Curriculum Framework for School Education which was prepared by (NCERT, 2000), recommended that guidance services mainly for providing assistance to students for choice of courses and selection of a suitable career required at school leaving stage and not as an intervention to facilitate holistic development throughout the school years. The provision of a guidance counsellor for every higher secondary school and one visiting school counsellor for secondary schools is very essential. In addition, it also laid stress on providing a career teacher for each secondary school wherever counsellor could not be appointed. The study conducted by (Levine & Hoffner, 2006; Millward, Houston, Brown, & Barrett, 2006) reveals that preparing for a career is an important task begins in adolescence where career exploration becomes and plays a key developmental task and it involves active seeking of information about careers. Parents have consistently been reported as the main source of information by students and in addition, educational institutions, part-time work, peers, mass media, have been identified as sources of information about careers for adolescents.

Career decisions start with self-reflection on what is most important to people. This process is requiring thinking carefully about his/her interests, talents, abilities and values. The dictionary meaning of 'decision' is the act of reaching conclusions or making up one's mind.

The term career decision-making refers to, decision of a career from among several choices available to the individual concerned. According to Crites (1974), Super (1983) and Savickas (2000), career decision making defined as the process by which individuals make career and educational decisions contend that it is the main assignment task of career counselling. It examines how people make career decisions (decision making style); the precursors that may influence or impede career decision making (career indecision) and individual's beliefs that they can successfully accomplish behaviours that will lead to desired outcome (Decision making self-efficacy beliefs). The Swanson and D'Achiardi (2005) defined career decision making as a process-oriented construct that deals with how clients make career decisions or the circumstances of those decisions.

2. Rationale of the study

According to Planning Commission Government of India & UN Habitat (as cited in Narender, Vandana & Chopra, n.d.), India is poised to become the world's youngest country by 2020, with an average age of 29 years, and includes around 28% of the world's workforce. The working age population of India is expected to increase from 761 million to 869 million during 2011-2020. Consequently, India will be experiencing a period of "demographic bonus," in which the growth rate of the working age population will exceed that of the total population. Not only this, India is expected to enjoy its demographic dividend until 2040. The study conducted by Lopez, S. J. & Bowers, K. M., (2010) revealed that the large number of graduate students feeling the uncertainty and lack of confidence in their career choices.

According to National Policy on Education (MHRD, 1986) states that the school curriculum has been diversified into academic and vocational streams after the secondary education in India Hence, at this stage pave the way for the understanding of vocational world and future decisions for choosing the appropriate career in the world of work. One of study conducted in Bangalore, Karnataka state by Monteiro E. Shruthi and Gomes F. Roseline (2018) to know the factors which are influencing the career decision making and also on the enhancing counselling services. The results of the study were for creating awareness through seminars and workshops for the different sections of people such as-Parents, Teachers, Guides, Educational Institutions and Mentors with a focus on their roles to play for making decision related to the career.

Career decision making influences the entire process of the life and will have implications on the approaches for exploring the opportunities and on the professional experiences. The decisions at this stage will have impact on their entire life. Hence, present study on the career decision-making of higher secondary school students in need of the hour. The study was aimed at knowing the factors contributing for career decision among the higher secondary students studying in Humanities and Science streams of Demonstration School, Mysore.

3. Statement of the Problem

A study on career decision making of higher secondary School Students of Demonstration School, Mysore

4. Objectives

- To study the career decision making of standard XI and XII students.

- To study the career decision making of standard XI and XII students with respect to their
 - a. gender,
 - b. stream and
 - c. class.

5. Hypotheses

- There is a significant difference between the career decision making of standard XI and XII with respect to gender
- There is a significant difference between the career decision making of standard XI and XII with respect to stream.
- There is a significant difference between the career decision making standard XI and XII with respect to class.

6. Explanations of the Terms

6.1. Career decision making

Career decision explains human behaviour in terms of continuous interaction between cognitive, behavioural and environmental influences. It is believed that thoughts and actions are interdependent and they are generally influenced by environmental factors such as role models, parents, peer pressure, educational forces, etc. Career decision-making is not a once-off activity. It is a process which an individual may be involved in throughout his/her life. In the past century careers tended to follow a more or less stable pattern and many people pursued the same career (possibly with some advancement within it) for an entire lifetime. In the 21st century the world of work is unpredictable and requires a flexible proactive approach. New careers are constantly emerging and existing careers are undergoing change. The first choice however, remains crucial. It is certainly an advantage to persons' future career development to start off in a suitable field. In the present study operational defines Career decision making is "the process through which an individual selects a vocation to pursue in life".

7. Methodology of the Study

In the present investigation, the descriptive survey method was employed.

8. Sample

The sample of the study consists of 50 higher secondary school students of standard XI and XII of science and humanities stream which consists of 24 male and 26 female students of Demonstration Multipurpose School, Mysuru during the academic year 2018-2020.

9. Delimitation of the Study

The present study was delimited to Demonstration Multipurpose School, Mysuru, Karnataka, India.

10. Tools and Techniques for Data Collection

Kirandeep Singh Career Decision-Making (CDMS-KS) National Psychological Corporation was administered on the sample subjects to elicit their response on two sets of questions with regard to their career decidedness and Indecision of scale.

11. Data Collection

After looking into the nature of study, it was felt necessary to obtain the information of every item included in the questionnaire. Hence, the data was collected individually. The researcher went to the school to contact the Principal for the selection of the students intended to collect the data. Investigator established rapport with students and administered the questionnaire. The investigator collected the data from 50 students of standard XI and XII of Science and Humanities Stream of Demonstration Multipurpose School, Mysuru district, Karnataka state.

12. Data Analysis and Interpretation

In this study general statistical technique of percentiles calculation was adopted to know the decision making of the students of Demonstration Multipurpose School, Mysore.

Objective 1: To study the career decision making of standard XI and XII students

Table No.1: Career decision making on educational and career choice

Category	Career Decidedness Scale	Career Indecision Scale
Decided	09 (18%)	09(18%)
Tentative	23(46%)	31(62%)
Undecided	18(36%)	10(20%)

As shown in Table 1, it was observed that 18% of the students were certainly decided about their higher studies and/ or career choice and 46% of the students were tentatively decided and 36% of the students were completely undecided about their higher studies and/ or career choice. It was also observed that 18% of the

students who fall under the indecision scale revealed that they are highly uncertain about their higher studies and/ or career choice. Whereas, 62% of the students were tentatively uncertain and 20% of the students were completely uncertain about their higher studies and/ or career choice.

So, it can be concluded that the 18% of students were certain in their higher studies and/ or career choice, more than 50% of students were tentative in their higher studies and/ or career choice and around 30% of students were highly or more uncertain about their higher studies and/ or career choice.

Objective 2: To study the career decision making of standard XI and XII students with respect to their gender, stream and class.

Hypotheses 1: There is a significant difference between the career decision making of standard XI and XII with respect to gender.

The summary of the result is shown in Table 2.

Table No.2: Career decision making with respect to gender

Category	Career Decidedness Scale	Career Indecision Scale
Boys (24)		
Decided	3(13%)	2(8%)
Tentative	13(54%)	15(63%)
Undecided	8(33%)	7(29%)
Girls (26)		
Decided	6(24%)	7(27%)
Tentative	10(38%)	16(61%)
Undecided	10(38%)	3(12%)

As shown in Table 2, it was observed that 13% of boys were certainly decided about their higher studies and/ or career choice. Whereas, 54% of boys are tentatively decided and 33% of boys were completely undecided about their higher studies and/ or career choice. It was also observed that, 8% of boys who fall under the indecision scale shown that they were highly uncertain about their higher studies and/ or career choice. Whereas, 63% of boys were tentatively uncertain and 29% of boys were completely uncertain about their higher studies and/ or career choice.

It was also observed that 24% of girls were certainly decided about their higher studies and/ or career choice. Whereas, 38% of girls were tentatively decided and 38% of girls were completely undecided about their higher studies and/ or career choice. Further, it was also observed that, 27% of girls who fall under the indecision scale shown that they were highly uncertain about their higher studies and/ or career choice. Whereas, 61% of girls were tentatively uncertain and 12% of girls were completely uncertain about their higher studies and/ or career choice.

So, it can be concluded that the girl students were certain in their higher studies and/ or career choice when compared with boys. It can be also concluded that the boys were highly or more uncertain about their higher studies and/ or career choice. Hence the Hypothesis-1: There is a significant difference between the career decision making of standard XI and XII with respect to gender was accepted.

Hypotheses 2: There is a significant difference between the career decision making of standard XI and XII with respect to stream.

The summary of the result is shown in Table 3.

Table No.3: Career decision making with respect to stream

Category	Career Decidedness Scale	Career Indecision Scale
Science (18)		
Decided	2(11%)	3(17%)
Tentative	10(56%)	11(61%)
Undecided	6(33%)	4(22%)
Humanities (32)		
Decided	7(22%)	6(18%)
Tentative	13(41%)	20(64%)
Undecided	12(37%)	6(18%)

As shown in Table 3, it was observed that 11% of the students from the Science stream were certainly decided about their higher studies and/ or career choice. Whereas, 56% of the students were tentatively decided and 33% of the students were completely undecided about their higher studies and/ or career choice.

It was also observed that 17% of the students who fall under the indecision scale shown that they were highly uncertain about their higher studies and/ or career choice. Whereas, 61% of the students were tentatively uncertain and 22% of the students were completely uncertain about their higher studies and/ or career choice. Further, it was also observed that 22% of the students from the Humanities stream were certainly decided about their higher studies and/ or career choice. Whereas, 41% of the students were tentatively decided and 37% of the students were completely undecided about their higher studies and/ or career choice and 18% of the students who fall under the indecision scale shown that they were highly uncertain about their higher studies and/ or career choice. Whereas, 64% of the students were tentatively uncertain and 18% of the students were completely uncertain about their higher studies and/ or career choice.

So, it can be concluded that the students from humanities stream were certain in their higher studies and/ or career choice when compared with the students from science stream. The students from science stream were highly or more uncertain about their higher studies and/ or career choice. Hence the Hypothesis-2: There is a significant difference between the career decision making of standard XI and XII with respect to stream was accepted.

Hypotheses 3: There is a significant difference between the career decision making standard XI and XII with respect to class.

The summary of the result is shown in Table 4.

Table No.4: Career decision making of students in relation to class

Category	Career Decidedness Scale	Career Indecision Scale
XI Standard (39)		
Decided	5(13%)	5(13%)
Tentative	18(46%)	25(64%)
Undecided	16(41%)	9(23%)
XII Standard (11)		
Decided	4(36%)	4(36%)
Tentative	5(46%)	6(55%)
Undecided	2(18%)	1(9%)

As shown in Table 4, it was observed that 13% of the students from the XI standard were certainly decided about their higher studies and/ or career choice. Whereas, 46% of the students were tentatively decided and 41% of the students were completely undecided about their higher studies and/ or career choice. It was also observed that 13% of the students who fall under the indecision scale shown that they were highly uncertain about their higher studies and/ or career choice. Whereas, 64% of the students were tentatively uncertain and 23% of the students were completely uncertain about their higher studies and/ or career choice.

Further, it was also observed that 36% of the students from the XII standard were certainly decided about their higher studies and/ or career choice. Whereas, 46% of the students were tentatively decided and 18% of the students were completely undecided about their higher studies and/ or career choice and 36% of the students who fall under the indecision scale shown that they were highly uncertain about their higher studies and/ or career choice. Whereas, 59% of the students were tentatively uncertain and 9% of the students were completely uncertain about their higher studies and/ or career choice.

So, it can be concluded that the students from XII standard were certain in their higher studies and/ or career choice when compared with the students from XI standard and the students from XI standard were highly or more uncertain about their higher studies and/ or career choice. Hence the Hypothesis-3: There is a significant difference between the career decision making standard XI and XII with respect to class was accepted.

13. Major Findings

The major findings of the study were:

- The overall observation of 'Career Decision Making' in career decidedness and career indecision percentages obtained by the students' revealed that, more than 80% of students were in need of a professional assistance with the help of the counsellor, teacher, parents or educationist in order to choose their higher studies and/ or career choices.
- The observation of gender related 'Career Decision Making' in career decidedness and career indecision percentages obtained by the boys and girls students revealed that, more than 80% of boys and 70% of girl students were in need of a professional assistance with the help of the counsellor, teacher, parents or educationist in order to choose their higher studies and/ or career choices.
- The overall observation of 'Career Decision Making' in career decidedness and career indecision percentages obtained by the students' from Science and Humanities streams revealed that, more than 80% of students from the science stream and 70% of students from the humanities stream were in

need of a professional assistance with the help of the counsellor, teacher, parents or educationist in order to choose their higher studies and/ or career choices.

- The observation of class/level/standard related 'Career Decision Making' in career decidedness and career indecision percentages obtained by the students' from XI standard and XII standard revealed that, more than 85% of students from the XI standard and more than 60% of students from the XII standard were in need of a professional assistance with the help of the counsellor, teacher, parents or educationist in order to choose their higher studies and/ or career choices.

14. Discussion of the Findings

This present study revealed that the career decision making of higher secondary students of Demonstration Multipurpose School, Mysuru with respect to gender stream and class. The study explores the students' career decision making in career decidedness and indecisions about the higher studies and career choices. The developments of IT and globalization have challenged the relevance of individual's development for present labour market. Hence high-quality career education and guidance is an essential part of schooling in preparing young Indians for their future. It clears that career guidance and counselling, career related activities in the school play major role in the adolescent or higher secondary students to make a decision about further studies and career. The study was limited to higher secondary students and small sample group only further investigation may take in different levels of students and with more samples. The findings of the present study were supporting the findings of the research study conducted by Bernard-Phera (2000). The assistance of parents, counsellors, educationists, training on carrier opportunities and education will play a vital role in the career decision making among students. The National Policy on Education (MHRD, 1986) and National Curriculum Frame work for Secondary Education (NCERT, 2000) recommended that vocational guidance will be available for providing assistance to students for choice of courses and selection of a suitable career at school leaving stage and not as an intervention, to facilitate holistic development throughout the school years. The study conducted by Monteiro E. Shruthi and Gomes F. Roseline (2018) revealed and supports this study that creating awareness through seminars and workshops for the different sections of people such as Parents, Teachers, Guides, Educational Institutions and Mentors pertaining to the role they play with respect to making career related decisions more effective and beneficial for students.

15. Conclusions

The findings of the study revealed that most of students from Demonstration Multipurpose School, Mysuru of both the standards and streams were uncertain their career decision making in career decidedness and career indecision. The students should be guided or create the path in the school to build strong career base on their interest and capabilities and special sessions like career exhibition, career conferences, career meetings and parents meeting related to their wards' career decisions may enhance the students to choose suitable career in their life. The present school system has more responsible to create a platform for the school outgoing students to make career decisions that their abilities, aptitudes and interests. Some of the studies have indicated that most of the secondary school leavers in India made uncertain decisions because of the unavailable courses according to students' vocational aspirations. It had been reported that students select occupations mainly because of the salaries, positions, glamour and prestige attached to them. For instance, most of the students prefer medicine, engineering, law, banking, architecture and pharmacy as professions they intend to enter into upon graduation from school without adequate knowledge of what it takes to succeed and achieve in those occupations. Hence, such kind of career decision not healthy to students and also to the nation.

The 'right decision at the right time' is very essential for every individual; especially among the adolescents or school leaving students have more valuable, to choose a career or career path and further educational opportunities in life. The decision made by the students during the schooling will affect the life of person and as well as the nation. In the present world of work can find the different careers in every field, to meet those positions in this world have need to get specialised degree, diploma, certificate or training in the interested or chosen field. Hence, students' needs to understand the available courses, eligibility, and employment market which particular to present and interested. Here, the teachers, parent and society should aware of ward's interest and abilities. To create an environment in order to make understand the students through career conferences, career visits, meeting the honoured personalities in the particular field, and career talks in the classroom. Should organize those activities and tasks with the help of counsellors or career teachers before their school leaving period, for all those students will make benefit to choose or decision regarding their career. The right decision will have abundant results or else if wrong decision were made will definitely have negative results to student's life and as well as their nation.

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