

CHAPTER -I
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1.1 INTRODUCTION

Career development is one of the fundamental aspects of human development and is considered as an important dimension of psychosocial development. The concept of a career and career guidance is seen to be highly influenced by cultural, social and economic factors. To a large extent, one's career decision determines how time will be spent, what aptitude and values will be adopted, who will be chosen as friends, who will be the life partner, where one will reside and what type of family living will be adopted. While career decision is this much important, it is often made by our teenagers and youth with little thought, guidance or planning. Recent career management paradigms advocate that career development is a process that is the outcome of a complex interaction between the individual and the environment. It is an on-going process that needs to be understood in the broader context of the society that the individual is placed in (Arulmani & Nag-Arulmani, 2004).

The decisions which are related to career considered as the latter kind because those decisions have notable long range implications on a person's lifestyle, the friends with whom they socialize, the vocational activities in which they involve and hence on their quality of life (Gati & Asher, 2001). A thoughtful selection of career of an individual and satisfaction in his work inevitably affects the level and degree of his contribution to his own welfare and to that of the community. The key role of education is to enable an individual to realize one's self and make capable to decide upon one vocation to the other. The goal of life is the centre of all activities and gives meaning to life, but a satisfying and successful life depends on the wise choice of a career. The selection of a career can be conceptualized as a series of actions or events which take place over a period of time and continue until the individual enters an occupation.

In developed countries, there is an increasing appreciation amongst policy makers, practitioners and researchers of the role that good career advice and guidance provision can play in tackling many issues. But in developing countries greater consideration is being given to the role of career guidance in poverty reduction and economic growth strategies with an emphasis on the need to improve the connection between skills availability and the quality of the skills to the labour market. Understanding both the needs of adolescent students and young people and how to improve access to good careers and guidance provisions is critical part of this process.

Career selection is a continuous process which remains in existence for a prolonged period. Lent, Brown & Hackett (1994, 2003 & 1981) also indicated that self-efficacy played a pivotal role in career decision. The basic necessity for Career choice is self-understanding which implies understanding in individuals about different kinds of learning, the bases of choices of occupations and the use of information for career planning out of which the best alternative is taken up. Bandura (1997) says that the concept of self-efficacy means an individual's trust in one's ability to manage and carry forward the specified course of action needed in the production of attainments given. Choice of career, however, is not an exclusive intellectual process in which various possibilities are sorted out in a logical manner, but Career choices are influenced by both social and psychological factors.

The Indian system of education and its functioning styles could not take into account the ground level realities relating to vocational choices completely. In many cases, wrong choices based on the degree of social prestige are selected. Such students end up in inferior vocational performance and therefore are unable to provide proper social returns through their professional performance. There are a lot of studies which show that the quantity and quality of career information possessed by a student at the time of adolescence has very much to do with their success in their career. If one is to go by the available literature on vocational choices by Indian students, there is very little evidence to show that the vocational decisions taken by the students at this stage are realistic and psychologically valid.

An important developmental task of adolescence is to begin the process of making career decisions. For example, senior secondary students must decide what major field of study to select and what occupation they wish to pursue. School administrators have long realized that students have difficulties making career decisions. If these difficulties are not addressed, college students may make less than optimal career and academic choices, which can have significant implications for their future. By the same token, if students flounder in their decisions, they may not stay and succeed in college.

A home is considered as the basic agent of socialization. Interaction between parents and children develop the basic attitude which they express in various aspects of daily life in the process of vocational development. Parents can act both ways, which is facilitators and inhibitors for the psychological development of their children's. Due to family dependency behaviour of adolescent, the development of their future aspirations and career choices has a great impact of Parents. As adolescence is a transition period in human life with psychological turmoil in mind, lack of parental support, enhance the more problems of adolescents. This makes the individuals less motivated and confident. Also, there is a tendency to get involved in anti-social activities, thus damaging their future prospects. It is possible to mitigate the

problems of adolescents by encouraging their good behaviour, providing a congenial environment at home and getting emotional support from parents etc.

Effective parental encouragement strengthens psychological adjustment, aid to be an emotionally stable well-being, assists teens to get success in a school, and fosters curiosity about the world of work, and prompt children to achieve. An individual who get proper parental encouragement, make better career choices in their life and cope with their career related stress effectively. This will lead to a successful and stress free life. Therefore, Parental encouragement can be considered as contributing factor of Career decision self-efficacy.

1.1.1 Career

The old meaning of career is focused on progress of the pecking order within an organization or profession. The term career was considered as paid occupation and related to a single vocation. In today's scenario, the word career is assumed as an on-going process of learning and improvement. It is the relationship between person's roles on an occupation and other roles that a person's play over a lifespan including both rewarded and unrewarded tasks in an individual's life. Individuals make career designs as they take decisions about learning, vocation, family and other life roles.

According to Cambridge dictionary, Career is defined as an occupation or series of occupations that individual's carry out during their job life, especially if individual's continue to get excellent jobs and make more money.

Super (1976) states that the term career as the series of main positions occupied by an individual before vocation selection, during job and after job throughout the life. It consists of occupation-related roles like those of student, employee and pensioner together with complementary vocational, familial and civil roles.

A series of actions concerning work and related attitudes, values and aspirations over the whole life defines the career. National Career Development Association (Sears, 1982) defined career as a sum of vocation and recreational activities in which a person is involved in his or her whole life.

Career is considered as the various job related role that a person will engage in throughout life. It involves paid and unpaid; different jobs which a person chooses over the whole life and jobless period; and unpaid jobs such as that of a student, voluntary worker or parent.

Patton & McMahon (1999) described a career is the sample of impacts that co-exist in a person's life over time.

1.1.2 Career decision making

Career is a person's journey over the whole life; an expression of what is significant and useful to him. It is a sequence of rewards and unrewarded experiences and can include the

role of an individual's as a student, worker, parent, citizen and so on. Career satisfaction mainly comes from the interaction between 'being (sense of self) and doing (the expression of self)'.

The procedure of good career decision making involves – knowledge of one's self, knowledge of opportunities available in society and making a choice to pursue a particular role. The right decisions related to a career can direct one's life and self-understanding plays a vitally important role in this procedure. Self-understanding means the understanding of own expertise, competencies, persona, moral standards, motivations and the outside world and in what manner these effects career decisions of ones. Informed choices are basically relying on the acknowledgement of what you are able to do and what you are expecting from a future.

According to Business dictionary making a career decision is a thoughtful process of choosing a logical choice from the available options. Guirdham and Tyler (1992) said that career decision making is considered as a logical process that includes knowledge, aim, assessment, exploration, commitment, implementation and reassessment.

Dogan (2014) defined career decision as making a choice for a profession, educational courses, occupation or school. Ginevra et al. (2018) reported that making a career decision is capacity to carry out intentional actions to accomplish own goals regardless of look on bumps and opportunities related to the future.

Decision of a career includes selection among vocational alternatives which option picks out rely upon person's likings for various determinants or standard norms depend on that he or she differentiates and check out the feasible options. Making a decision related to career involves exploring and experiencing of a workplace. It also includes an understanding of own potentials, competencies, curiosities and standards and collaborating these to build an essential groundwork for life.

1.1.3 Self-Efficacy

Self-efficacy is distinct from other conceptions of self, such as self-concept, self-worth, and self-esteem; it is specific to a particular task. Bandura (1977a) defined self-efficacy as individual's beliefs regarding their ability to successfully accomplish certain tasks. These beliefs influence how much effort people put forth, how long they will persist in the face of obstacles, their resilience in dealing with failures, and how much stress or depression they experience in coping with demanding situations. Self-efficacy beliefs determine how people feel, think, motivate themselves and behave. Perceptions on self-efficacy influence the development of interests and goal setting, both of which serve as the bases of the general career decision processes and the process of committing to a particular career choice (Betz & Vuyten, 1997).

1.1.4 Self-Efficacy and Career Decision Making

Hackett and Betz (1981) were the first to apply Bandura's propositions about self-efficacy to career behaviour, hypothesizing, consistent with self-efficacy theory, that a person's task-specific level of self-efficacy would determine corresponding outcomes, such as career orientation, involvement, planning, exploration, self-appraisal and decision-making. They demonstrated that career decisions, achievements and adjustment behaviours were subject to the influence of self-efficacy beliefs in both men and women. Following Bandura's (1986) development of social-cognitive theory, Robert et al (1994) proposed a social-cognitive career theory, in which self-efficacy was a direct causal antecedent to career choice goals and actions, including career decision making, and an indirect causal antecedent to these outcomes mediated by outcome expectations and interests.

1.1.5 Parental Encouragement

Parents play an important role in their children life. Family is considered as the first school where children feel, observe, imitate and learn through emotional relationship. Parent's participation in their ward activities helps in making their future in later life.

Parental encouragement refers to the amount of encouragement received by children from their parents through helping, guiding and coaxing them not to feel disheartened at a particular point of career related difficulty

Symond (1992) wrote that parents should act as a role model in front of their children. If parents adopt a practical approach to life problems, then their children immediately acted upon their advice. Successful parents regularly use encouragement words verbally and non-verbally to improve their children. It will help their ward to increase belief in their potentialities and interests. The parents understand that their ward will not be good in each area of growth.

Parental encouragement refers to the treatment getting from parents to children so that they may not feel disheartened at the time of difficulty. The children are more likely to reach their goals when their parents frequently encourage their actions. In the adolescent period, an individual needs encouragement at each step, otherwise they get involved in antisocial activities. The parents act as a lighthouse and help their children to choose right path. Research reveals that when adolescents get support and encouragement from their parents, they believe more in their abilities and skills. In turn of this, self-efficacy level of adolescent increases and they become a good decision-maker. Keller (2004) also pointed out that adolescents who feel more confident in career decision making, tend to make more satisfying career choices in their later lives.

In addition to this, Hairston (2000) underlined that parent's support plays an influential role in an adolescent's career plans and expectations. Keep in mind the importance of parental encouragement in adolescent life, the investigator attempted to develop a tool on parental encouragement about career. However, numerous tools are available on Parental Encouragement variable, but these tools considered a career as a secondary dimension in their components.

1.2 RATIONALE OF THE STUDY

Even though career development is a lifelong process and does not remain static in the life of a progressive individual, still an adolescent is expected to make career choices at the time of senior secondary stage, which is a stage of the diversity of career. Thus, it becomes vital important for an adolescent to take part in decision making processes related to their studies which affect greatly the further future. As a child grows in the family, there is a need for parents to maintain an accurate and balanced perception of the child. Children need parents for encouragement to set ideal goals. While some teens make easily a career related choices however some face difficulties before or during entering the decision making process.

Career decision making is a process that explains the choices that a person makes when selecting a particular career. It is a complex process that has personal, environmental, psychological and philosophical aspects to it. It helps to identify individual differences and various factors involved in an individual's career decision making. It also provides good understanding on the way these factors influence his/her career decisions and choices.

Moreover, some researches highlighted that lack of parents support, excess involvement of parents, lack of proper parent-child relationship etc. in result of this they prefer to transfer the responsibility for making the decision to someone else, delaying in a decision; in other cases difficulties lead to less optimum decisions and in result of this less optimum choices. As adolescence is a transition period in human life with psychological turmoil in mind, lack of parental support enhance the more problems of adolescents. This makes the individuals less motivated and confident. Therefore, the present study will aim at estimating the influence of Parental encouragement on Career decision self-efficacy of adolescents and also will step in to bridge the gap.

1.3 STATEMENT OF THE STUDY

In the light of the above discussion the researcher felt the need of conducting study to discern the problems. Hence the statement of the study is entitled as –

STUDY OF CAREER DECISION SELF-EFFICACY IN RELATION TO THEIR PARENTAL ENCOURAGEMENT AMONG SENIOR SECONDARY STUDENTS OF ANGUL DISTRICT, ODISHA

1.4 OPERATIONAL DEFINITION

1.4.1 Career decision self-efficacy

In the present study, career decision self-efficacy operationally will be defined as the scores obtained through career decision self-efficacy scale (revised) by Amandeep Kaur (2020).

1.4.2 Parental Encouragement

Operationally parental encouragement in the present study will be considered as the scores obtained on career related parental encouragement scale developed by Amandeep Kaur (2020).

1.4.3 Senior Secondary School Students

The students who are studying in grade 11th will be considered as senior secondary school students for the purpose of the present study.

1.5 OBJECTIVES

For the present study, following objectives were formulated:

1. To study the Career decision self-efficacy among senior secondary students with reference to types of schools and the gender.
2. To study the relationship between Careers decision self-efficacy and Parental Encouragement of senior secondary school students.

1.6 HYPOTHESES

Taking in to consideration the objectives of study, following hypotheses were formulated:

1. There will be no significant difference in Career decision self-efficacy among senior secondary school students studying in govt. and private schools.
2. There will be no significant difference in Career decision self-efficacy among the boys and girls of senior secondary school.

3. There will be no significant relationship between Parental Encouragement and Career decision self-efficacy of senior secondary school students.

1.7 DELIMITATIONS OF THE STUDY

Every research problem has to be investigated within certain well-defined boundaries. The present study is confined to the following limitations.

1. This study includes only senior secondary student (11th grade) of Angul district, Odisha.
2. Senior secondary school students of Angul district were taken up.