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## To study and compare the different career preferences of senior secondary school students with respect to gender, stream and social category of Rohilkhand region

**Beenu Singh and Dr. Alka Kumari**

### Abstract

The work, which comprises several aspects like family, community, education, hobbies, and personal space, is referred to as a career. A professional's happiness depends on a healthy balance of all the different things that make up the individual; a diverse set of interests, activities, and successes. Career preference and guidance needs now an all over the world is an integral part of one's life. Academic prowess has been shown to be a weak measure of student preferences and aptitudes. There is many times a 180 degree change from the mainstream where the student shows interest and the job he chooses. In order to bring about complete clarity in the mind of the students, career preference should be affected early as soon as they take decision or admission to higher classes. In any area, it is virtually impossible to define one's ideal profession. The field of career education and employment is just as vulnerable to evolving patterns. Many times, for the class X and XII students and their unknowing or overworked parents, this is a difficult issue. There is no support or encouragement in our schools or colleges or anywhere else. Knowledge is available only very last-minute, and when it is, it is always the last thing on hand.

**Keywords:** learners, career preferences, students, achievement, happiness, education, and ability

### Introduction

Learners in today's fast-paced world are attempting to find occupations that will allow them to excel equally in life. Every entity is grappling with the demands of a fast-paced world. Consequently, he prioritizes achievement, happiness, and acceptance from either family or society while pursuing a profession that will give them a reasonable chance in life. However, a person's career choice is affected by several factors, the most important of which are parental and social pressures. People go through the procedure for all kinds of reasons, including background, education, and ability (Bandura *et al.*, 2017).

Career Preference was developed to provide individuals and groups with accessible, realistic, and customized therapy as they manage the particular complexities of career search and change. Clients will access individualized job coaching programs from Career Choice that will help and challenge them in reaching their college, professional, and individual ambitions. In order to produce results, Job Preference employs many strategies. This method involves job evaluations, homework tasks to improve our level of self-awareness, ability recognition, appraisal, etc. The therapy process will assist us in developing and achieving a life mission and goals. Career Option will benefit you with some items, along with:

- Career Advice.
- Career Development and Judgment.
- Career Transfer and Re-entry to the Workforce Problems.
- Successful career quest and communication approaches
- In order to better highlight your skills and experiences, it is essential to crafting a successful resume and cover letter.
- Balancing a Safe Lifestyle.

Before settling on a profession, it is important to explore who we are and our environments. To appreciate life and build a view of what one needs to do in the future, one should tap into

instincts and pay attention to hearts. That's the most significant decision you'll have to make when you are having a restful vacation on the beach, taking it easy with dear ones, getting to know nature, or during the conclusion of the day. An existence in harmony is only possible if one has the courage and patience to see it through. It additionally means embracing and savoring what has already been gained. Depending on the career option one is thinking about, a variety of additional considerations come to mind, including the description of the work, preparation and schooling required, career outlook, and pay. To further understand when and how incidents happen, explanations are often used. Career growth theory will allow you to understand when and how you chose a career direction. Career growth is relatively recent, but there are several hypotheses to test. As no one hypothesis describes anything, it is still best to look at these problems from different angles. More frequently than not, the key drivers of career success are skill sets, talents, preferences, personality traits, life roles, past encounters, and cultures.

*Career creation* is a phase that results in a career choice. Through this process, one goes along with different phases. As one goes through the process, certain activities must be accomplished. Although personality characteristics and beliefs play a significant role in job choices, they do not all result in the same decisions. In addition, a person's aspirations may be thwarted by resource conditions; ultimately, individuals' long-term goals can be derailed by outside powers. In other words, a quest for a job occurs as we search for a profession that fits our particular characteristics. Personality theory is defined by the theory of individual forms and ecological models, often referred to as Holland's model. The fundamental hypothesis of this theory is focused on some significant hypotheses about personality styles, including the role they play in different types of consequences and job decisions (Holland, 2013). The theoretical principles and conclusions include:

### **Job Preference is a Representation of Individual Characteristics**

Investment inventories are somewhat similar to identity inventories.

- The individuals who engage in a vocation tend to share common personal characteristics and backgrounds of personal growth.
- Vocational communities are composed of individuals who have common traits, and so they react to diverse circumstances and challenges in similar ways. This can lead to the development of behavioral environments with distinct characteristics.
- Personality and atmosphere are required for vocational fulfillment, stability, and achievement.
- Most citizens can be grouped into six large groups: practical, intelligent, social, traditional, enterprising, and creative.
- In the ecosystems of work, industry, and leisure, there are six types each having a distinctive feel.
- People look for jobs and leisure that will help them articulate their attitudes and beliefs, pursue pleasurable challenges, and escape menial tasks.
- It is easy to recognize a person's actions by looking at his attitude and the social atmosphere.

Choosing a job on the basis of personal traits such as

personality variables would not result in personal fulfillment and achievement. On the whole, overall career happiness and choice is likely linked to the degree of 'fit' between a person's personality traits and career. This could be due to various reasons. Firstly, it is complicated to form any given setting, so how should one ever begin to describe a match? The study proves that multiple personalities can achieve happiness and success in the same work, regardless of whether or not they possess those personality characteristics. The theory is that people will use personality traits to understand where they are in their life and where they're headed. There is only one way to do something with this. Approaching the destination can often enable one to better understand oneself, learn a new talent, extend one's ability to experiment, or develop one's own profession. Consideration of the individual character characteristics of every profession is outlined here. The particular match a person has to his world is due to the complex arrangement of such psychophysical processes that he has within himself (Allport, 1948). Personality considerations should be weighed when considering a profession because it helps determine a better career fit and better transition. While individual characteristics are broadly important when they display a person's attitude to their various tasks, they are especially successful when they demonstrate a person's desire to uncover new work opportunities or progress their career. Personality is an important element in this position because it promotes self-empowerment and self-development. It allows people to do well and take on leadership positions. Although personality variables do affect career choice, people should recognize that there is a strong connection between these two things.

A plethora of studies were done in the beginning to explore the numerous elements that have an impact on a young adult's profession decision. The vast majority of variables that impact a student's professional ambitions, including factors such as appearance, education, and the impact of teachers and peers on career expectations, were confirmed by researchers, but they still could not identify the specific family variables that impact a student's career ambitions. These include parental educational attainment, family size, jobs, and socioeconomic indicators such as parental income. There is an even greater contrast between publications and research studies on this issue and the perceptions and findings of students, coworkers, psychologists, and others. Researchers have studied the influence of parents and families on their children's professional choices and growth. A large portion of this research has revealed a correlation between social standing, educational and vocational achievements of parents, and social heritage in terms of career advancement for children. The following details are related to the consequences of familial ties. Social thinking and attachment theory are at the heart of this study, which examines how early experiences impact one's career decision-making self and career aspirations and goals, which in turn become imprinted over time (Ketterson, 1997, Altman, 1997). As a result, parental patterns, family dynamics, and parent-child relationship all have an effect on job growth.

### **Career and Career Guidance- The Concept and its Evolution**

The Oxford dictionary defines a career as "a long-term vocation with prospects for progress" (n.d.). b Contrary to

popular belief, the term "career" can be used to describe all types of vocations. However, the term "career" is commonly associated with professions that have some degree of prestige and formal qualifications. In the last few years, the meaning and definition of the term "career" has moved significantly across the world. For a long time, it was assumed that the dedication one has to one's family represents an investment in one's individual and social evolution.

In the paper "What is Applied Psychology?" by Walsh and Savickas (as cited in Walsh & Savickas, 2005), the concepts of vocational psychology and applied psychology are described. Applied psychology is an independent academic discipline referred to as vocational psychology. Its principal objective is to investigate and advance information about appropriate conduct in order to maximize the efficiency of career interventions and to provide information and recommendations for social policy in relation to employment concerns. Behavioral science is related to a number of areas, with the primary link being counselling psychology, educational psychology, economics, and sociology.

A professional's dreams vary from making a career to maintaining himself and moving on in his chosen direction. Many skills a person will need to learn in today's society may necessitate consultation on a career path, often resulting in a person being referred to as a 'self-directed' or 'on their own' counseling. The field of career guidance has been tremendously affected by various worldwide occurrences. Western industrialization necessitated the development of this sector in the early twentieth century. In the wake of industrialization, most job-growth strategies were developed in the West. However, as their workforces have expanded with the advent of new technologies and their definitions of a career have likewise diversified; career-center defining models and theories must shift as well.

Education originates from the Latin verb 'educare,' which means to create, nurture, and provoke development. As a consequence, schooling in modern times seeks to grow a child's innate capacities in a social setting. In the old education theory, knowledge was transmitted to students by pushing knowledge into their heads in a pre-determined manner, just like an empty vessel. Although a structured conservation process often takes place on school campuses, education is an expansive developmental process in which students are increasingly exposed to new knowledge. The rigorously prescribed method overlooks children's basic tendencies, desires, and capacities, and pressures them to ingest a prescribed collection of information. The reasoning is that it doesn't foster the normal growth of the infant. In workforce context, schooling becomes an unclear and informal mechanism giving kids unlimited freedom to act at will. It's not possible to imbue social, moral, and spiritual values in children by using such a method. There thus exists a relation between the two methods, where one emphasizes the two ends. Education is a mixture of these two processes: teaching and learning.

### **Concept of Career Preferences**

Career preparation is important for leading a stress-free and fulfilling life. With the achievement of legal adulthood, every young adult of age 18 or over should take great care in the selection of his/her profession so as to enrich their lives.

For him, he gets fulfillment in his work and in how much money he makes, depending on his needs. As a consequence, it is important to make an effort to understand the cognitive ability, personality makeup, behavioral habits, and value system of others.

Choosing a rewarding career should be your mission as a young person today. It is important to have a positive outlook in order to make decisions about career and to choose an acceptable career path. Nowadays, in the era of competitiveness and technological innovation, people should have a deep commitment to studying "the subject matter with a broad outlook." This helps them to fulfill their purpose, which contributes to enhanced efficiency, capability, well-being, preparation, and fair judgment.

Parent is also play an important role in their wards' career preparation. It will surely be a milestone of children's best future careers and their lifetime growth when they know that everybody is part of the solution to the children's future and interpersonal relationships. Youths in many parts of the world face various obstacles as they are faced with the process of career planning and the decision of which job to take. I'm in the insightful era, where rapid scientific and technological progress occurs, and globalization is taking place. Performance in one's profession should be taken very seriously because it offers the basis for one's entire career, and also helps one to garner social recognition.

### **Research methodology**

Any research project's methodology is essential. Methodologies refer to a specific approach to a specific aspect or occurrence that we can adopt. Conducting in-depth research, learning, and developing new ideas are all part of the plan. Each study follows a specific procedure. A researcher is on the lookout for answers to some long-standing mysteries. The process entails collecting, analyzing, and interpreting data in a systematic manner to identify reliable solutions. When data is analyzed, it can reveal important generalizations. When it comes to educational research, having a complete data set is essential because the quality of the findings is determined by it. Experimental and inquiry research can all be used to approach history. The Historical Method is a method of discovering, describing, and explaining what existed previously.

The descriptive research method identifies existing conditions, documents them, and performs analyses on them. While non-manipulated variables are discovered, various comparisons and attempts to identify links between them are made, as is the case with other processes.

### **Method of surveying**

The school survey is not innovative, according to Kaul (2004). In 1910, a preliminary evaluation of Boise, Idaho's educational institutions was conducted. This is the general goal of survey investigations: to gather detailed information about current events to use the information to support and enhance current conditions and produce new ideas for accomplishing the same goal.

### **Population**

A population is made up of all human beings and nonhuman entities like items, educational institutions, time units, geographical regions, and so on. Best and Kahn provide the key to identifying whether or not a group of people contains

something of interest to a researcher (1973). Individuals of the same type may make up an entire population or a smaller portion of a larger group. In this study, the participants are Himachal Pradesh senior secondary school students.

**Data Collection Method**

The instruments used to collect data, assess appropriateness, assess the relevance, evaluate dependability, and establish validity are referred to as tools. The method through which the researcher collects data is determined by the tools used. He/she had made use of it for this reason. The selection of a suitable tool is an essential part of a compelling study. It is a good idea to look for various tools because they provide various ways to describe and qualify data. Each tool's target data source determines the type of information and format that will be most beneficial.

When categorizing students by gender, stream, and socioeconomic class, researchers have to look at their

employment interests and help needs. The current study requires the use of the Career Preference Record, and Guidance Needs Inventory.

**Results and Discussion**

Students who want to be doctors say their parents and society affect their job choices, according to Table. According to the study's conclusions, family and community have a significant impact on professional choice. Parents have a greater influence on boys from affluent families. i) status, ii) work stability, and iii) future advantages are the main factors influencing parental employment decisions. But at the other hand, girls from low-income families are more influenced by their peers. Most people's professions are shaped by their sense of self, the people they look up to as role models, and the opinions of adults in authority figures like instructors and bosses.

**Table 1:** Parental and social influence on carrer choice as doctor

Monthly Income of the Family	Parental Influence						Social Influence					
	Boys			Girls			Boys			Girls		
	N	Mean	S.D.	N	Mean	S.D.	N	Mean	S.D.	N	Mean	S.D.
Rs 10,001/- to Rs. 20,000/-	30	61	9	30	66.5	9.2	30	59	9.15	30	60.2	9.46
Rs 20,001/- to Rs 30,000/-	30	61.32	9.9	30	64.4	9.11	30	56.3	11.8	30	58.9	10.6
Rs 30,000/- to Rs. 40,000/-	30	68.39	9.8	30	67.4	10.5	30	57.7	9.78	30	59.9	8.94
Overall	90	63.7	9.5	90	66.1	9.61	90	57.6	10.2	90	59.9	9.68

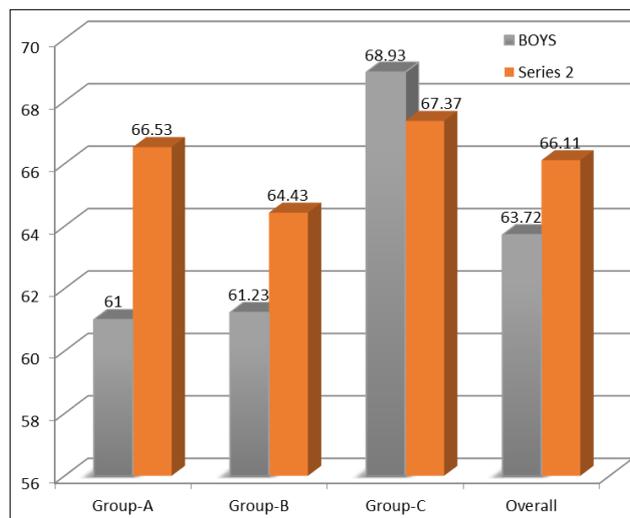
A higher score indicates a more significant parental and societal impact on career decisions. Boys and girls have

quite different relationships with their parents when it comes to professional choices, according to the findings in Table.

**Table 2:** Carrer choice as doctor in between boys and girls

Monthly Income of the Family (category-wise)	Parental Influence						‘t’-value
	Boys			Girls			
	N	Mean	S.D.	N	Mean	S.D.	
Group- A	30	61	8.89	30	66.35	9.2	2.63*
Group- B	30	61.32	9.68	30	64.34	9.12	1.13*
Group-C	30	68.39	9.71	30	67.73	10.15	0.95*
Overall	90	63.27	9.45	90	66.12	9.16	1.76*

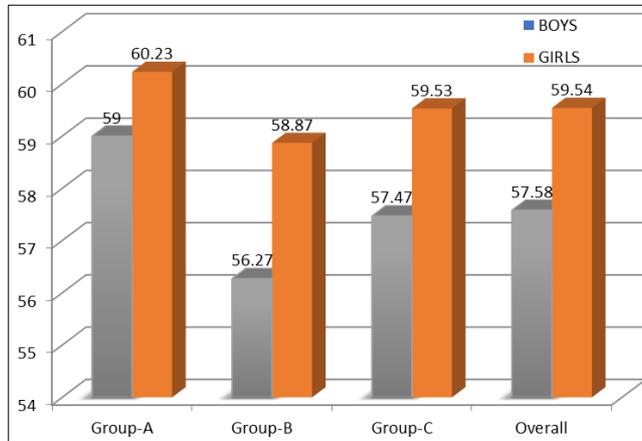
Boys are impacted by their grandparents more than girls are by their parents, according to the research. A recent study found that parents in category A have a significant influence on the professional choices of their children. Parents had a significant impact on a child's job path. In contrast, there were no statistically significant differences between the two other groups of participants. Unrealistic expectations that are not met, according to Trusty, are caused by low socioeconomic levels (2002). As a result, attitudes and expectations about inequality were influenced by socioeconomic level. Lower-class ambitions were hampered by a higher percentage of significant hurdles than upper-middle-class ones. As a consequence, only groups A and B accept Hypothesis, which reads, "There is a significantly favorable association between parental participation and boys and females' choice of the medical profession." Table and Figure show the correlations between perceived impact and career choice. There was not much in common between them. Hypothesis is ruled out in this study because there are clear links between social conditioning, chosen employment, and gender imbalance.



**Fig 1:** Parental influence on career choice as Doctor in between boys and girls

**Table 3:** Social influence on carrer choice as doctor in between boys and girls

Monthly Income of the Family (category-wise)	Social Influence						‘t’- value
	Boys			Girls			
	N	Mean	S.D.	N	Mean	S.D.	
Group- A	30	59.01	9.51	30	60.32	9.64	0.52*
Group- B	30	56.72	11.87	30	58.78	10.36	0.58*
Group-C	30	57.74	9.82	30	59.35	8.49	0.86*
Overall	90	57.78	10.24	90	59.54	9.86	1.32*



**Fig 2:** Social influence on Career choice as Doctor in between boys and girls

Students from households with varying earnings have a considerable influence on their parents, as seen in Table. C-group members are more influenced by their parents, according to study findings. Whatever applies to children and adolescents also applies to adults. Well-known and reputable people have high-profile and respected occupations, respect from their parents and a positive reputation in their community. A substantial difference was identified between group B (where both the parents had an impact) and group C (in which only one parent had an influence) when the two groups were compared. Clusters A and B did not differ significantly. Self-efficacy and generalized psychosocial parenting behaviour have been found to be more closely linked to parental behaviour, so according Keller and Whiston's study (2008) According to group comparisons, girls, but at the other hand, did not exhibit any significant differences Parental engagement on professional choices affects only boys in groupings C and A, and only boys from sections B and C are observed to be influenced by their parents' job choices. Everything else that has been compared to it proves it to be false. Also easily visible in the data in Table-3 is the relatively conservative influence on career choice. When compared one-on-one, there was no statistically significant difference among the groups." Hypothesis, which claims that "there truly is a strong relationship between the social impact on chosen career but instead monthly income of the family," has already been ruled out. This hypothesis is rejected out since it says that "Performance expectancy on profession choice as a medical professional differs dramatically with weekly amount of income.

**Conclusion**

Career counsellors and advisors grew more common in the late 20th century as more options and more generalized education were available. People in the early-20th centuries are increasingly likely to work in 2 or more jobs at the same

time. As a result of this shift in work ethic, professional identities have become hyphenated or hybridised. Careers, like career counselors and advisors, became more prevalent due to more possibilities and more generalized education becoming available in the late twentieth century. However, in recent years, the term "career" has come to mean "changes or modifications in jobs in the near future." Setting goals/objectives is the first step in the career management process. It is necessary to formulate a reasonably clear target or purpose. This position can be difficult for someone who isn't aware of their own job alternatives or of their own unique set of skills and qualities. The formulation of specific or broad goals/objectives is the cornerstone of the entire professional career management process. To reach professional maturity and decision-making, one must go through a number of stages known as phases. During the operation, certain tasks must be completed. Personality characteristics and beliefs are also linked to career choices. Furthermore, environmental restrictions can restrict one's career options; and, finally, chance factors may alter an individual's best-laid plans. The act of aligning personal qualities with occupations is sometimes known as a form of career-seeking. Students from 369 Western and 392 Hong Kong universities were studied for their personal and occupational preferences, as well as for their career exploration tendencies (Fan *et al.* 2012). Based on CPAI-2 results and the first hypothesis, it was projected that America and Hong Kong students will have distinct employment know the main on universal and unique personality qualities. In the second hypothesis, it was suggested that students' vocational interests would act as a mediator between their characteristics and their career decision making. The first presumption states that personality indicators reflect cultural differences among Hong Kong as well as the United States. Hong Kong students' career exploration was better predicted by the CPAI-2 indigenous personality qualities that were based on the Chinese cultural perspective, rather than the traits based on Western cultural concepts. Second, both the American and Chinese samples support the hypothesis that the motivation in pursuing careers through creative works and the desire being an entrepreneur are significant considerations in bridging the connection between Interpersonal Potency and career decision making. In Klimstractn/ (2012), changes in personal attributes have been linked to changes in identity during teenage years, but there is no proof to substantiate this hypothesis. This study explored the long-term relationships between Big Five personality traits and the dimensions of identity construction through time. It took three years and four waves of data collection on 485 late-adolescent Belgians for this study. Many research studies have found a link between shifting identification and commitment to a cause, as well as an increase in the depth of one's exploration, when it comes to the Big Five personality. Big Five personality traits failed to

predict distinct aspects of educational identity, except for openness. Only the Educational Identity Determinants (EID) may predict neuroticism. Minor research was more likely to be delayed in adolescents with high levels of conscientiousness. For the first time, researchers have found that personality traits, educational identity, and academic achievement are intertwined in late adolescents, and this study adds to the ever-growing body of research on this topic. "Trying to investigate the impact of job choice identity and disposition on career choice participation growth" was Wang's paper on this topic. White students' self-efficacy was unaffected by extraversion when it came to job choice commitment. Emotional dysregulation and extraversion were linked to students of color's profession decision commitment independent of their own ability to succeed in the workplace. Career aspects (practical, empirical, artistic, social, competitive, structured) influence career choice, work satisfaction, and lifestyle preferences in adults, according to an analysis done by Krug (1995). (API). Following up on the 2005 study by Reed *et al.* (2005), Career exploration traits were also explored by Reed *et al.* (2007) in relation to the five-factor theory of personality. In a canonical correlation investigation, variability loadings on 3 roots tended to be in line with forecasts in most cases. Conscientiousness, extraversion, and low neuroticism were found to be correlated with job search self-efficacy and professional knowledge searches. In a second source, openness and loss of interest in job knowledge were linked together. Neuroticism and openness were linked in the third source, as was self-examination. Research by Lansbury and colleagues (2005) examined the link between adolescent occupational decision-making and academic performance. In all three grades, industriousness was found to positively and significantly linked with profession choice. There was a positive correlation between professional deo-tidedness and openness and agreeableness among these individuals in middle and high school. The emotional well-being of 12th-grade maples was strongly and significantly associated to career decisions. Males and females did not have significantly different correlation findings.

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