

Career Decision Making Ability: An Empirical Investigation of Indian Adolescents.

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Abstract.

The study was carried out to investigate the career decision making ability among the adolescents. 300 students belonging to adolescent age group were selected as sample subjects while employing stratified Random sampling technique. Data was collected from the sample subjects through Career decision making scale of Kirandeep sing (2014). The main objective of the study was to compare the CDMA of adolescents belonging to tribal and non-tribal community. And from the findings it has been revealed that no significant difference exists between the tribal and non-tribal adolescents on the career decidedness of CDMA, however significant difference was found among the tribal and non-tribal adolescents on the career indecision dimension of CDMA.

Key Words: *Adolescent, Career Decision Making, Gender, Tribal, Non-tribal.*

INTRODUCTION.

Article 21(A) of the Indian Constitution states that the right to an education is a fundamental one. It implies that the government has a duty to guarantee equal access to education for all citizens of the nation, irrespective of caste, creed, color, or sex-based discrimination. Without education, which is a tool that enlightens every human being, it is impossible to envision how society would progress. An individual transition from one stage of life to the next after being born. in the early stages of life, he or she is completely reliant on others to meet their needs and to survive. A person's personality underwent some quick changes as they moved from one stage to the next, and the majority of these changes occurred as they entered the third stage of life, sometimes known as adolescence or the teen years. An individual begins to form his or her own identity during this stage, and they desire complete freedom of expression. Since psychologically this period of life is being considered as the most crucial period of once life. As remarked by Stanley Hall 1904) "Adolescence is a period of great stress, strain storm, and strife" (As cited in Fisher, 1925, p,1-52).

This is the period where usually these adolescents start to decide about their future and became worried due to lack of guidance, counseling and knowledge about different career options and hence all of them are not able to make decisions about their careers. "Making career decisions is a lifelong process which requires the exploration of the world of work in relation to individuals' abilities, interests, skills and values. Career decision-making begins during childhood when children start thinking about and developing their initial career interests and continues throughout one's life-span"(As cited in Amani,2016,p.36). Being able to make decisions about one's career is crucial throughout this era of adolescence as it allows them to start afresh life in accordance with their needs, wants, requirements, and wishes. Rani (2013) states "Career decision making is a dynamic and ongoing process where knowledge of self, values, interests, temperament, financial needs, physical work bring changes in one's life situation and environment". (As cited in Kaur, 2020, p.72).

RATIONALE OF THE STUDY: The capacity to make good career decisions affects a person's life significantly; better decisions result in better lives, while poor career decisions can cause serious problems for a person. India, which spends about 3.1% of its GDP on education development, is still far behind countries like Germany (11.23%), Finland (6.45%), China (4.22%), and others in this regard. India currently has a 77.7% literacy rate, yet despite this acceptable level of literacy, there remains a significant unemployment rate. And one of the main causes of this unemployment is the lack of knowledge about other career alternatives. Our youngsters are enrolling in out-of-date courses, and minority students practically never have the knowledge of those areas that is needed in the present world. India is the second most populous country in the world, with members from many different ethnic groups. While some communities have grown, others, like Scheduled Tribes, have not. Their lack of information is the primary cause of their backwardness. Career decision-making ability is a process by which a person selects his/her profession. It is a dynamic process in which self-awareness, interests, temperaments, financial demands, physical requirements, and new information plays a significant role. secondary education is associated with the age group called adolescence or teen age where an individual usually wants the freedom to express his/her emotions, feelings, choices, etc., and wants to move from the system of total dependency to independence. This is the period where students select the courses to make their careers. Therefore, awareness of different career options available and the ability among the students at this stage to decide their careers is of utmost importance. Better decision-making ability among the students is a kind of assurance about their better and bright future. On the other hand, students with less information about career options available and weak decision-making ability create among them confusion and at such times they select careers where they just waste their time and energy and they are not able to clear these courses, and their unwanted choices become their choices by compulsion which adversely effects their future.

Numerous research investigations have been carried out occasionally to determine the true cause of their backwardness, but there are still many areas that need to be investigated. In light of all of this, the researcher decided to

conduct this study to learn more about the abilities of adolescents from both tribal and non-tribal groups to make career decisions.

OBJECTIVES OF THE STUDY:

1. To compare the career decision making ability of tribal and non-tribal adolescents.
2. To compare the career decision making ability of tribal male and tribal female adolescents,
3. To compare the career decision making ability of non-tribal male and non-tribal adolescents.

HYPOTHESIS:

1. There is no significant difference in the career decision making of tribal and non-tribal adolescents.
2. There is no significant difference in the career decision making of tribal male and tribal female adolescents
3. There is no significant difference in the career decision making of non- tribal male and non-tribal female adolescents

METHODS AND DESIGN

descriptive method of research was used for the analysis and interpretation of this research study.

SAMPLE:

400 adolescents were selected randomly as sample subjects studying in different higher secondary schools of Kashmir India. Which includes 200 tribal and 200 non-tribal adolescents, further out of 200 tribal 100 were male and 100 were female whereas from among 200 non-tribal adolescents 100 were male and 100 females.

TOOL USED: Data from the sample subjects was collected through career decision making scale of **kirandeep Kaur 2014**. It has 18 items distributed among two sub scales i.e. career decidedness which has five items and career indecision scale which has 13 items.

STATISTICAL TREATMENT:

Mean, Standard Deviation and t-test were employed to analyze the data.

RESULTS

Table 1. Showing the mean difference between tribal and non-tribal adolescents on career decidedness dimension of CDMA (N=760)

	Category	Mean	SD	N	t-value	Remarks
Career decidedness	Tribal	13.81	1.30	376	0.32	Insignificant
	Non-Tribal	13.34	1.26	384		

Table 1. shows that no significant difference was found among the tribal and non-tribal adolescents on the career decidedness dimension of Career decision making ability among the tribal and non-tribal adolescents. It means that both the ethnic groups have alike level of confidence to make choice about their careers.

Table 2. Showing the mean difference between tribal and non-tribal adolescents on career indecision dimension of CDMA (N=760)

	Category	Mean	SD	N	t-value	Remarks
Career indecision	Tribal	24.97	4.13	376	6.61	Significant at 0.01 level
	Non-Tribal	22.81	4.83	384		

Table2. shows that Significant difference existence on the career indecision dimension of CDMA between the tribal and non-tribal adolescents, here Mean score indicates that non-tribal adolescents have better ability to make decisions about their careers than those of tribal students.

Table 3. Showing the mean difference between tribal male and tribal female adolescents on career decidedness dimension of CDMA (N= 376)

	Category	Mean	SD	N	t-value	Remarks
Career decidedness	Tribal Male	13.06	1.36	218	2.70	Significant at 0.01 level
	Tribal Female	14.03	1.86	158		

Table 3. illustrates that Significant difference was found on the career decidedness among the tribal male and tribal female adolescents, here mean score favors tribal female adolescents as they have better ability to decide about their careers than those of male tribal adolescents.

Table 4. Showing the mean difference between tribal male and tribal female adolescents on career indecision dimension of CDMA (N= 376)

	Category	Mean	SD	N	t-value	Remarks
Career indecision	Tribal Male	25.38	4.10	218	2.28	Significant at 0.05 level
	Tribal Female	24.40	4.12	158		

Table 4. shows that a Significant difference exists among the tribal male and tribal female adolescents on career indecision dimension of CDMA, here tribal female adolescents were found to have better ability to make decisions about their careers than those of male tribal adolescents

Table 5. Showing the mean difference between Non-tribal male and Non-tribal female adolescents on career decidedness dimension of CDMA (N= 384)

	Category	Mean	SD	N	t-value	Remarks
Career decidedness	Non-Tribal Male	13.77	1.15	198	1.22	Insignificant
	Non-Tribal Female	13.93	1.36	186		

Table 5. shows that no significant difference exists between the non-tribal male and non-tribal female adolescents on career decidedness.

Table 6. Showing the mean difference between Non-tribal male and Non-tribal female adolescents on career indecision dimension of CDMA (N= 384)

	Category	Mean	SD	N	t-value	Remarks
Career indecision	Non-Tribal Male	23.29	5.04	198	2.04	Significant at 0.05 level
	Non-Tribal Female	22.29	4.55	186		

Table 6. shows that On career indecision dimension non-tribal female were found to have better ability to decide about their careers than those of non-tribal males.

FINDINGS OF THE STUDY: -

- 1.The results discovered that no significant difference was found between the tribal and non-tribal adolescents on the career decidedness of CDMA.
- 2.Non-tribal adolescents significantly differ from tribal adolescents on career indecision dimension of CDMA.
- 3.Tribal female adolescents have better ability to resolve the issues pertaining to their careers than those of male tribal adolescents.
- 4.Tribal female adolescents were found to have better ability to make decisions about their careers than those of male tribal adolescents.
- 5.Non-tribal male and Non-tribal female have no significant difference as far as their career decidedness is concerned.
- 6.On career indecision dimension non-tribal female were found to have better ability to decide about their careers than those of non-tribal males.

CONCLUSION.

“The primary persistence of this investigation was to discover that whether there is any variation among the tribal and non-tribal adolescents as far as their career decision making ability is concerned. It was hypothesized that there would not be any difference among the adolescents belonging to tribal and non-tribal community on career decision making ability and from the results, no difference among the two categories of adolescents was traced on career decidedness, however non-tribal adolescents were found significantly different from tribal adolescents on career indecision. The study was further hypothesized that there would be not any kind of difference between the tribal; male and tribal female adolescents on CDMA. the results revealed that tribal female adolescents have better ability to make decision related to

their careers than those of their opposite gender. The results further revealed that non-tribal females have better ability to make decisions about their career than non-tribal male adolescents.

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