

Gender Differences in Career Decidedness among Pre University Students

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Abstract: Career is an important and major agenda of every individual .a effective way to follow a career is to be passionate and focus on achieving the goal .The aim of the study to identity gender difference in career decision making among pre-university students from 11th and 12th Arts stream in Goa city. The non-experimental comparative research design was used. The data was assessed using career decision making scale (CDMS-ks) by Dr. Kirandeep Singh. The sample comprised of 120 (60 females, 60males) for both the domains i.e career decidedness and career indecision .the sampling method employed was convinces sampling method. Frequency, descriptive statistics and Independent t -test was used for data analysis. The results indicated that there was no significant gender difference found in career decision making among the pre-university students.

Keywords: Career, Career decidedness, Career indecision, Arts stream, young adolescents, vocational guidance

1. Introduction

Career itself is a complex phenomenon influenced by various factors. During the evolution large scale factor which operated at macro level like the industrialization ,modernization, colonization, westernization, and today known as globalization which is sharpened and formed human orientation to work .while there are a few who have not been influenced by these factor in some way Career is described earlier barely exists in these cultures and economies. Globalization has an impact on work behaviour in various contexts and in virtually all societies the work pattern has changed from simply linked to survival need to something complex, requiring increase in amount of specialization, and training.

Career is a continuing life-long process of learning, living, and working experiences. According to Shingleton (1977), a career is an "ever-changing process of planning that involves coordinating interests, abilities, attitudes, economics, and decision-making." Economic and personal choices are involved so that both work and life-style can be increasingly satisfying and rewarding. The term career decision making refers to, decisions of career from among several choices available to individual concerned. According Taylor(1965) definition for career decision making is making choice among alternative courses for action. According to Gati, Kausz and Osipow (1996) career decisions have following features :

- 1) There is an individual who has to make a decision , and there are a number of alternatives to select from and,
- 2) There are many aspects which are considered in comparison and evaluation to various alternatives.

Decisions can be easy to make but can also be difficult, complicated and stressful (Gati, Krausz, &Osipow, 1996). Decision is the act of reaching conclusions or making up one's mind, to say that a person has made a decision means that he has started a series of behavioural reactions in favour of something that has made up is mind take certain actions. The term Career Decision Making refers to decision of a career from among several choices available to the individual concerned.

Making choice among alternative courses for action (Taylor, 1965). The process of selecting a particular alterative for implementation (Nutt, 1976)

In order to make a career decision the individual (student) must have a clear understanding of aptitude, abilities, interest ,ambitions, resources, limitations and its causes; knowledge of the requirements and opportunities and prospects in different lines of works (Parson,1909, Salomone 1988).Career decidedness, refer to an individual's degree of confidence in following a specific career direction (Restubog, Florentino and Garcia 2010).Research has established that indecisiveness is positively correlated with but distinct from career indecision (Di Fabio, Palazzeschi, Asulin-Peretz, & Gati, 2013; Santos et al., 2014). Additionally, a large body of evidence has provided support for the assumption that indecisiveness leads to many deficits in the decision-making process. Research has shown that indecisive individuals need more time to make decisions (Frost & Shows, 1993), are more likely to postpone decisions (Rassin&Muris, 2005), need more information before making decisions, report lower decision-making self-efficacy (Rassin, Muris, Franken, Smit, & Wong, 2007), and perceive more post-decisional problems (Germeijs & Verschueren, 2011). Additionally, these individuals have more problems choosing college majors and career paths (Gayton, Clavin, Clavin, &Broida, 1994; Germeijs, Verschueren, & Soenens, 2006). Moreover, indecisiveness is closely related to personality variables, such as low self-esteem (Germeijs & De Boeck, 2002), trait anxiety (Germeijs & Verschueren, 2011), and external locus of control (Santos, 2001). In sum, indecisiveness is regarded as a risk factor for failing the task of career decision-making (Germeijs et al., 2006).

Indecisiveness is usually assessed with direct self-reports. For example, the Indecisiveness Scale (IS) developed by Frost and Shows (1993) and the Measurement Scale for Indecisiveness developed by Germeijs and De Boeck (2002) aim to assess the level of indecisiveness by means of direct questions about chronic decision-making problems. For example: "It seems that deciding on the most trivial thing takes me a long time" (Frost & Shows, 1993, p. 685).

Rationale of the study: Among the three major streams of education, earlier science stream was considered to give more career opportunities as compared to arts and commerce. However, with the emergence of diverse career options these days all three streams are believed to provide equal opportunities to the students, which makes their career decision making process even more difficult.

The present study is an attempt to explore gender difference in career decision making among Pre-University students.

2. Methodology

Aim: to study the gender difference in career decision making among pre university students.

Objective: To find the difference in gender difference in career decision making among pre-university students.

Hypothesis: There will be a significant gender difference in career decision making among pre-university students.

Resign Design

Non-experimental research design is a type of research design which lacks manipulation of independent variables by the researcher; the researcher studies how the variables are related, this method was utilized as the researcher was interested in studying how career decision making has an impact/influence among pre university student life further are they career decided or indecisive through a psychometric instrument wherein the responses were an extension of what occurs naturally and without manipulation. In this study the researcher investigated gender differences in career decision making among pre-university students.

Variables

The variables selected for the study were divided into two categories,

Independent Variable: Gender

Dependent Variable: Career Decision Making – career decidedness and career indecision

Operational Definitions

Career: A career is an "ever-changing pattern of planning that involves the interests, abilities, attitudes, economics, and decision-making of an individual ." financial /Economic and personal choices are involved so that both work and life-style can be more satisfying and rewarding.

Career decision making: Career decision-making is a complex and lifelong process. The best career decisions are informed career decisions. Being informed means entering into a process of self-assessment (looking at oneself) and career exploration (researching careers) to find the best that suits an individual.

Career decidedness: Career decidedness, refer to an individual's potential and amount of confidence in choosing and following a specific career direction until its achieved. For example, a student at 12th standard chooses psychology as profession through his/her interest and struggles his/her

best to attain master degree in psychology and eventually becomes a psychologist.

Career indecision: Career indecision is characterized by lack of decision and firmness. In others words, an individual has hard time making decisions when they finally make one. Individuals may not be confident about it, or the person might change his/her mind.

Young adolescences

Adolescence comes from a Latin word 'adolescere', which means 'to grow up'. It is a transitional stage of physical and psychological development that generally occurs during the period from puberty to legal adulthood (age of majority). For example; puberty now typically begins during pre-adolescence, particularly in females. It is a period of multiple transitions involving education, training, employment, and unemployment, as well as transitions from one living circumstance to another. In this study the participants will be divided into age groups that covered young phrase of young adolescences' age ranging 16-19 years to measure the career decidedness and career indecision (Kirandeep Singh).

Sample

Sample Description

Pre-university students both Female and Male belonging to colleges in Goa .The sample size included 120 students with Female (60 students) and Male (60 students) for each domain of career decidedness and career indecision. The sample of the study included male and female pre-university students in Goa The sample chosen for the research purpose is 16 years to 19 years young adolescents studying in Arts stream for the current study.

Sampling Method

Non-random Convenient sampling was used to collect the data

Inclusion Criteria:

- 11th & 12th Arts Stream Students.
- Both female & male in the age group of 16-19 years.
- Pre-university students who are currently studying in arts stream in Goa city and Only government or semi government PUC colleges/schools will be considered.& Students enrolled in full time courses/regular courses.

Exclusion Criteria

- Individuals below or above the age range of 16-19years.
- Students from science, and commerce stream will not be taken for this study.
- Technical courses will not be considered.
- Students studying in open schools will not be considered.

Tools for Data Collection

Socio-Demographic Sheet included the name , age (16-19)years , gender (female/male),educational qualification(11th or 12th grade) ,place of living , contact number, course (part time/full time/distance) name of the institution. Career Decision Making Scale:- the scale was developed by Dr. Kirandeep Singh in Punjab university at Chandigarh. The Scale measures 2 domains of career i.e Career Decidedness

and Career Indecision .the level of career decidedness and career indecision is measured on 3 points (3 , 2, 1) rating scale ,where 1 is the lowest and 3 is the highest score. The minimum score that can be obtained for career decidedness is 5 and maximum is 15 on question 1-5 (CDS) , and the minimum score for career indecision is 13 and maximum is 37 on question 6-18 (CIS) .

The reliability of the scale is .94 and .95 for career decidedness and career indecision. The validity correlation for CDMS-KS used for the scale is internal consistency validity for CDS is .25 and CIS is .65 and criterion validity for CDS is .69 and CIS is .59 on the standard sample of X, XI, XII standard students.

Procedure for Data Collection

In the current study Goa was identified for selecting samples. The selected sample were contacted through convince sampling method for XI and XII grade Arts stream students. The researcher contacted the Pre-university students from arts background with the help of pre-existing contacts of the college and different colleges to get the sample through letter provided for research purpose. once the researcher contacted the colleges in Goathe researcher established rapport and consent form for the participating in the research study was distributed and their socio-demographic details developed by the researcher. Researcher decided to collected the data from half strength of the class first and continued with remaining half/ total strength class at a time due to lack of time provided .

Procedure for Data Analysis

The gathered data was scored and analyzed using statistical analysis software , SPSS version 20.0 .following statistical test was used for hypothesis testing .The following test were used to analyze the hypothesis testing in the current study at first sample were studied through descriptive statistics. Hypothesis wastested using independent sample t-test measure the gender difference in career decision making among Pre-University Students.

Ethical Consideration

Informed consent is taken from each sample and also no names or other demographic details or data not warranted by the requirements of the research are mentioned or shared to the third parties. Confidentiality and privacy of the participants involved in the study of the research is preserved and maintained .The research results and will only be used for academic purposes.

3. Results and Discussion

The chapters deal with the analysis, results and discussion of the objective and hypothesis through a complete statistical analysis of the obtained. The statistical package for social science (SPSS-20) was used to perform the data entry and statistical analysis.

The purpose of the study was to explore and find out gender differences in career decision making among pre-university .The chapters comprises the analysis of results based on the statistical tests of hypotheses and objective. The analysis and discussion of data carried out hypothesis. One twenty

respondents participated in the study in 2019. A researcher analyzed the data, using the statistical package of social science (SPSS-20). The data was limited to only Arts stream students studying in Goa. The analyses of hypothesis were identified using independent sample t-test. The objective and hypothesis of the study were:

Objective: To examine the difference in gender difference in career decision making among pre-university.

H1: There will be a significant gender difference in career decision making among pre-university.

3.1 Results of Analysis of Socio Demographic Details of the Respondent

Distribution of Respondents Bases on Age

Table 4.1: Distribution of Respondents Based on Age

Age	Frequency	Percent
16 years	35	29.2
17 years	39	32.5
18 years	42	35
19 years	4	3.3
Total	120	100

Table 4.1 shows the distribution of respondent based on Age of pre-university students ,the table are classified as age range 29.2% (16 years), 32.5% (17years), 35.0% (18years), 3.3% (19years) of the sample are pre-university students.

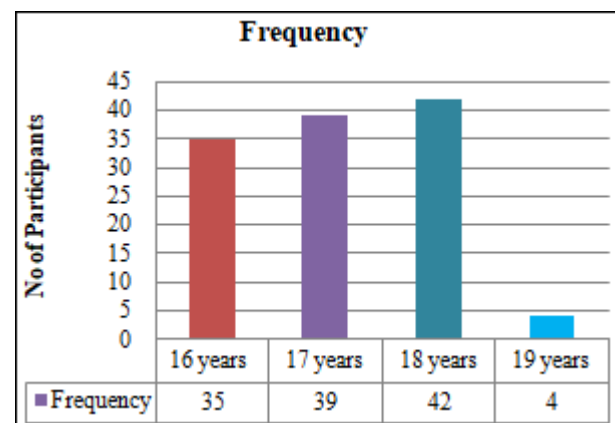


Figure 4.1 shows Bar graph showing for age group of the respondent

Figure 4.1 shows the pictorial distribution of respondents age group (16-19) years from Arts stream studying in colleges in Goa.

3.2 Distribution of Respondent based on Educational Qualification

Table 4.2: Distribution of Respondent based on educational qualification

Educational Qualification	Frequency	Percent
11 th Grade	73	60.8
12 th Grade	42	39.2
Total	120	100

Table 4.2 shows the distribution of respondent based on the educational qualification of Pre-University Students (that are classified as 11th grade, 12th grade Arts stream students

.Among the total respondents 60.8% (11th grade) and 39.2% (12th grade) students were the sample from four colleges pursuing Arts Stream.

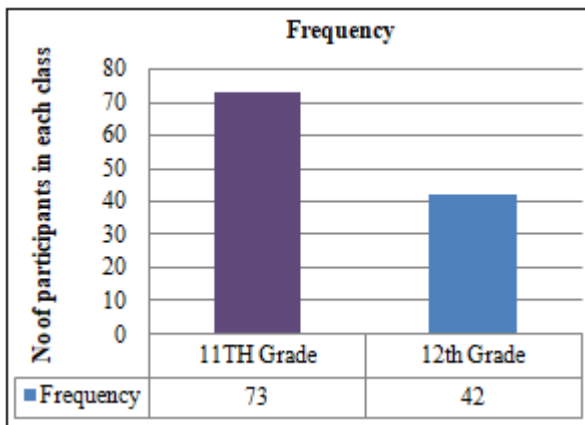


Figure 4.2: Shows the bar graph for respondents education qualification of 11th and 12th grade.

Figure 4.2 shows the distribution of respondents educational qualification participated in the current study from 11th Arts and 12th Arts stream .

3.3 Distribution of Respondent based on Career Decidedness

Table 4.4: Distribution of Respondent based on Career Decidedness

Career decidedness	Frequency	Percent
5-10	48	40
10-15	72	60
Total	120	100

Table 4.4 shows the distribution of respondent based on career decidedness of Pre-University Students that are classified as scores obtained for the given CDMS-KS Scale. Among the total respondents 40% fall in range of 5-10 score, while 60% of respondents fall in range of 10-15 score for the CDMS-ks Scale provided to students of Arts stream.

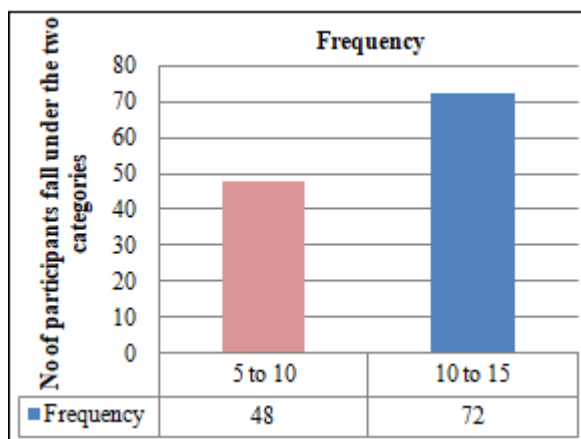


Figure 4.4: Shows the distribution for career decidedness for female and male

Table 4.7: Independent sample -t-Test – gender differences in career decidedness and career indecision

	Gender	N	Mean	Std. Deviation	Sig	t	df	Sig (2 tailed)
Career Decidedness	Female	60	10.98	2.843	0.34	7.64	114.944	0.447
	Male	60	10.55	3.352	0.34	7.64	114.944	0.447

Figure 4.4 shows the pictorial distribution of career decidedness among the respondents of both female and male in the current study.

3.4 Distribution of Respondents based on career Indecision

Table 4.5: Distribution of Respondents based on career Indecision

Career indecision	Frequency	Percent
Dec-16	8	5.8
16-20	17	14
20-24	20	16.8
24-28	26	21.4
28-32	22	17
32-36	26	20
36-40	1	5
Total	120	100

Table 4.5 shows the distribution of the respondents on career indecision of students in Arts stream the frequency distribution found on the range 4 was 5.8% (12-16) , 14% (16-20) , 16.8 (20-24),21.4(24-28),17% (28-32) , 20% (32-36) & 5% (36-40) students/respondent sample .

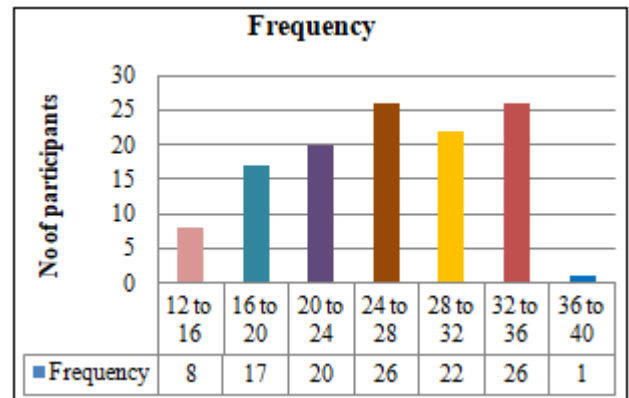


Figure 4.5: Shows the distribution of career Indecision

Figure 4.5 shows the Pictorial distribution of career indecision in students of arts stream in 11th and 12th grade in Goa.

Objective of the current study: To assess gender differences in carer decision making among pre-university students.

Independent sample- t-Test – gender differences in career decidedness and career indecision

For this research sample (N=120), the career decidedness for female young adolescences students (M=10.55, SD=3.352, n=60) has obtained higher score than the career decidedness male young adolescences students (M=10.55, SD=3.352, n=60), $df=114.944$, $t=7.64$, $p=.447$ and is not significant at 0.05 level. Therefore $p<0.05$ **the present study results is not supported the hypothesis stated that there is significant gender difference between the career decidedness.**

The researcher analyzed sixty female and male young adolescences students were administered career decision

making scale and the hypothesis stated there will be a significant gender difference in career decision making among pre-university students. Both the groups of male and female fall in range of 5-15 according to the manual .though there is no significant difference found among both the groups, the results show that career decidedness of female and male has minor differences

Independent Sample t-Test – Gender differences in career indecision.

Table 4.8: Independent sample -t-test – Gender differences in career indecision

	Gender	N	Mean	Std. deviation	Sig	t	df	Sig (2tailed)
Career indecision	Females	60	26.55	6.407	0.45	1.345	117.892	.181
	Males	60	25.10	6.216				

For this research sample (N=120), the career indecision for females young adolescents students (N=60, M=26.55, SD=6.407) has obtained higher score than career indecision male young adolescents students. (N=60, M=25.10, SD=6.216), $df=117.892$, $t=1.345$, $p=.181$ and is not significant at 0.05 level. Therefore, $p<0.05$ the alternate hypothesis is not retained.

The researcher analyzed thirty female and thirty male young adolscents were administered on career decision making scale and the hypotheisi stated that there will be significant gender differences in career decision making among pre-university students. Both the group fall in the range of 13-37 according to the manual. Though there is no significant difference found among both the groups of female and males, the results shows that career indecision of females and males has minor differences.

4. Conclusion

The chapter includes the in details description to finding of the current study, the of the study ,limitation of the study, the scope of the further research based on the results and discussion.

The objective of the present study was to identify gender differences in career decision making among Arts stream pre-university students.

5. Significant Findings

This study analyzed 60 males and 60 females students pursuing Arts background in Goa city were administered the career decision making scale by KirandeepSingh (CDMS-ks) and hypothesis was to identify there will be significant gender difference in career decision making among pre-university students. Though the current study found no significance, the results showed that career decidedness among females and males has minor differences while career indecision domain among females and males has minor differences, therefore the alternate hypothesis is not retained.

6. Implication of the Study

The present study reveals that there will be no significant differences between female and male in their career decision making .the students must be explored to various occupations available and upcoming resources or jobs in various sectors like the primary, secondary and tertiary which could provide a plethora of opportunities for the future generation based on their abilities, skills and talents. Even study habits must be inculcated, nurtured and practiced at young age to help students improve their subjects with effective results which could help them pursue their interest profession when they are into actual working process. Now a days, students choose to be in a particular profession out of their interest but due to parental interference, or external pressure he/she are unable to achieve their own interest at time maybe due to lack of awareness of career opportunities or exploration of various career available , obtaining less percentage than required for getting into course (specially medical) and also fees is also a major issue for an individual to take up a career of their interest or passion. Knowledge or creating awareness on various careers available will help students to understand themselves better in which ever areas of their interest ,there are numerous opportunities available for arts stream students under humanities such as after 12th in arts they can pursue (graduation) bachelor in arts for 3years period in subjects like history, economics, psychology, fashion designing, law, business administration (BBA) ,hospitality and tourism management. However, career decision making must be administered in every schools and college for students and provide them with basic knowledge based on career options available in market. The career decision making scale must be measured on one to one basis or a large sample with significant finding on further research in the sample population, the scope of the finding need intervention programs like awareness on various career options of various streams background , with basic requirement based on an individual's abilities, skills and talents and interest and also parental guidance to allow the student to pursue his/her interest

7. Limitation of the Study

The present study focuses on career decision making among pre-university students.

- 1) The time for data collection was inappropriate, as the sample was preparing for their board exams and also the authorities have reluctance towards giving permission.
- 2) Sample size: The major limitation of the current study is the sample size which is 120 (60Female,60 Male) students from 11th and 12th Arts background. This could be the reasons for the researchers did not found significant difference in career decision making among pre-university students .though there is a slight difference in the mean. if large was taken then there could be a significant difference obtained.
- 3) Sample involved was only in Goa: Another limitation of the current study was the geographical area, the chosen area for the study is only Goa city. The sample population was also taken from four colleges in Arts steam. If the geographical area was wider the study could show significant differences in the results.
- 4) Workshop /career assessment centers promoting on career guidance's awareness before conducting the research so that the students are well aware of various options and requirements to pursue further.

8. Scope for Further Research

The scope of the present study for further research with specific geographical area and school. By providing career guidance sessions to students prior to conducting the research.

This research can be carried out with 10th class, PUC arts, science, commerce, polytechnic, Information technology others courses and graduates. It can also include studying pattern of students to understand his/her area of interest to able to get into the particular course/Stream.

Every schools and colleges conducting career guidance workshops in the beginning or end or providing students with an opportunity career counselling with school teachers or school counsellors, administrators who could/can provide help in identify the students needs for better future scope of careers option that suit them.

9. Conclusion

The current study was to identify gender difference in career decision making among Pre-University students (Arts stream),the age group chosen for the study is 16yaers-19years .the objective of the study was to identify gender difference in career decision making among Pre-University Arts students .the present study found no significance among females and males students of arts in their career decidedness and career indecision ,although there was a minor mean difference for both groups which is not considered to be significant .for further exploration career decision making can be measured one to one or on larger population and also with wide geographical area. In addition it can focus and study on different dimensions of career orientation, career awareness, locus of control and

career choice, and even conduct career guidance programs with different age group and in every school to attain significance.

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