Turkish Online Journal of Qualitative Inquiry (TOJQI)
Volume 12, Issue 3, July 2021: 5433-5439

A Comparative Study On Career Decision Making Ability And Career Choice Behaviour Of The Higher Secondary School Students Of Jorhat District Of Assam, India

Bijoy Sarak[a], Ilaxi Bora[b]

[a]Subject Teacher, Salt Brook Academy, Dibrugarh-786003
[b]Assistant Professor, Bahona College, Jorhat-785101

Corresponding author: [a]bijoysarak@gmail.com, [b]ilaxibora000@gmail.com

Abstract

Making a career decision, or any decision for that matter are often very easy or very difficult counting on the quantity of data you've got about your choices. In choosing your career path it's important to believe many factors. A career choice is one of the most important decisions that individuals will make within their lifetime. Making a career decision is one of the crucial tasks for teenagers. In this paper, investigators want to study the level of career decision making ability and career choice behaviour of the higher secondary school students and tried to compare the levels in different categories. For the purpose of the study data has been collected from government colleges

Keywords: career decision making, career choice behaviour, secondary schools students

1. Introduction

At present we have seen in our society the adolescents are very curious and careful with their career. Aside of their study the adolescent's are always thinking about choosing a good career. At present they are guided and counselled by their teachers, parents, family members, neighbours and well wishers regarding career. Because of having lots of guidance from others adolescents are confused and facing different types problems to choose a suitable career and make a decision on it. Decision making is the process of identifying and selecting alternatives that supported student's unique preferences. Successful career planning requires you to make many decisions, set goals, and then know how to reach them. Making a career decision, or any decision for that matter are often very easy or very difficult counting on the quantity of data you've got about your choices. In choosing your career path it is important to believe many factors. A career choice is one of the most important decisions that individuals will make within their lifetime. Making a career decision is one of the crucial tasks for teenagers. The development of technology, industrialization and the greater diversity in the labour market make career choice a more difficult and complicated process. Making career decision by secondary school students is very important now a day's, because of the updated societal demands. A student's career decision making ability depends upon the student's internal as well as external factors that together work for authentic decision making. In secondary schools and many colleges' there have been a Guidance and Counselling Cell, under these cells regular different types of career-related programmes they have organized to made benefit of the students. Based on the academic performances of the student's, guidance and career counselling programmes are regularized events, e.g. workshops, symposiums, talk shows, etc. The students have exposures and quite spontaneously go for the right decision after assessing their own talents and potentialities and also based on their parents monetary

and psychosocial backup. Career decisions are complex. It is imperative to document that career indecision and decision-making difficulties are different constructs (Gati et al., 1996).

Career indecision consists of a broader area. Specifically, career indecision encompasses identifying sources of career indecision, such as decision-making difficulties (Gati et al., 1996).Indecisiveness is conceptualized as a problem already existing before the start of a career decision-making process (Gati et al., 1996).
Theories on career decision making and career choice behaviour are for specific people and principles, individual's traits along with psychosocial needs are prime factors in making career decision ((Osipow, 1989). It is likely, an individual level of intelligence and personality develops the capacity to make the right career decision. "From the 'rules' of honour to the sense of honour" (Pierre Bourdieu,1977) is the social as well as a psychosocial factor that works unpredictably in the life of the individual to make either correct or incorrect career decisions leading to decisiveness and indecisiveness. Critically, following Bourdieu's theory, Hodkinson & Andrew C. Sparkes,(1997) simplifying it as a shared and integrated career decision-making model; it articulates that real decisions are based on practicality with an interface with other people and resources and it follows a random pattern in the entire life course of an individual. In different stages of growth and development individual encounter several trajectories associated with career development and various difficulties are met by the career decision-makers. Sometimes, the multilayered process works on by individual mind for making a decision and his behavioural effort may not at a conscious level and manifestation on those course of action could also be ineffectual and detrimental to superior decisions (Krieshok, T.S., 1998).

2. Objectives of the study:

1. To study the level of career decision making ability of the higher secondary school students of Jorhat district.
2. To study the level of career choice behaviour of the higher secondary school students of Jorhat district.
3. To compare the level of career decision making ability and career choice behaviour of the higher secondary school students of Jorhat district.
4. To compare the level of career decision making ability of boys and girls of the higher secondary school students of Jorhat district.
5. To compare the level of career decision making ability of class XI and XII of the higher secondary school students of Jorhat district.
6. To compare the level of career choice behaviour of boys and girls of the higher secondary school students of Jorhat district.
7. To compare the level of career choice behaviour of class XI and XII of the higher secondary school students of Jorhat district.

3. Hypotheses of the study:

Ho 1: There is no significant difference between the level of career decision making ability and the level of career choice behaviour of the higher secondary school students of Jorhat district.

Ho 2: There is no significant difference between the level of career decision making ability of boys and girls of the higher secondary school students of Jorhat district.

Ho 3: There is no significant difference between the level of career decision making ability of class xi and class xii of the higher secondary school students of Jorhat district.

Ho 4: There is no significant difference between the level of career choice behaviour of boys and girls of the higher secondary school students of Jorhat district.

Ho 5: There is no significant difference between the level of career choice behaviour of class xi and class xii of the higher secondary school students of Jorhat district.

4. Methodology

Area of the study: Jorhat district of Assam, India

Method: Descriptive Survey Research Method used for the study.

Population of the study: The population of the present study comprised of all the students of class XI and XII of the higher secondary schools and colleges under Assam Higher Secondary Council (AHSEC) AND Central Board of Secondary Education (CBSE) of Jorhat District of Assam, India.

Sample of the study: The investigators selected one government college as sample college/higher secondary school for the study by using incidental sampling technique. The detail of the sample has shown in the table no 1.

Table 1: Samples

No. of sample schools	No. of sample students
One government college of Jorhat district (Bahona college)	Total of 170 (54male and 116 female) students of class XI and XII (ClassXI-45 and Class XII-125) from the sampled college studying in 2021, academic year are selected for the study.

Tool used: For the present study, the following tool had been used by the investigators.

Career Decision Making Scale: This scale was developed by Dr. Kiran Deep Singh, Department of Education, Punjab University, Chandigarh in 2005. CDMS is a tool used to identify the career decision status of the adolescents at the choice stage level through assessing their career decidedness and the reason for career indecision, to assess the certainty of adolescents about their future planning's and their implementations, assess their confidence and satisfaction with respect to their career plans, parents and peers influence towards their decidedness and to find out whether occupational information and status attached to a career influence the decidedness of adolescents.

The career decision making scale has total eighteen items. From the eighteen the first five items are about career decision making ability or Career Decisiveness Score (CDS) and the rest thirteen items are mainly for the information related to career choice behaviours or Career Indecisiveness Score (CIS). The scale items rating is ranging from 1 to 3 for each statement: (3) 'Exactly like me', (2) 'Somewhat like me', and (1) 'Not at all like me'.

5. Analysis and result of the study:

Investigators had decided to analyse the obtained data as per the sequence of the objectives:

Objective 1: To study the level of career decision making ability of the higher secondary school students of Jorhat district.

Table 2: Level of Career Decision Making Ability

N	Mean	Standard Deviation	Kurtosis	Skewness
170	**13.1765**	**1.6689**	**1.00436**	**-1.06416**

Table 2 shows the level of career decision making ability of higher secondary school students of Jorhat district of Assam. Regarding the level of career decision making ability of the students mean, standard deviation, kurtosis and skewness of the distribution are 13.1765, 1.6689, 1.00436 and -1.06416 respectively. Thus the distribution is negatively skewed means more students scored higher than the average score. The distribution of the total students score found leptokurtic i.e. the curve is peaked than the normal curve.

Objective 2: To study the level of career choice behaviour of the higher secondary school students of Jorhat district.

Table 3: Level of Career Choice Behaviour

N	Mean	Standard Deviation	Kurtosis	Skewness
170	**28.04706**	**4.094753**	**-0.12251**	**-0.09855**

Table 3 shows the level of career choice behaviour of the higher secondary school students of jorhat district of Assam. Regarding the level of career choice behaviour of the students mean, standard deviation, kurtosis and skewness of the distribution are **28.04706**, **4.094753**, **-0.12251** and **-0.09855** respectively. Thus the distribution is negatively skewed means more students scored higher than the average score. The distribution of the total students score found platykurtic i.e. the curve is flattered than the normal curve.

Objective 3: To compare the level of career decision making ability and career choice behaviour of the higher secondary school students of Jorhat district.

Ho1: There is no significant difference between the level of career decision making ability and the level of career choice behaviour of the higher secondary school students of Jorhat district.

Table 4: Level of Career Decision Making Ability and level of Career Choice Behaviour

N	Mean	Standard Deviation	Kurtosis	Skewness
170	**13.1765**	**1.6689**	**1.00436**	**-1.06416**
170	**28.04706**	**4.094753**	**-0.12251**	**-0.09855**

Table 4 shows the level of career decision making ability of higher secondary school students of Jorhat district of Assam. Regarding the level of career decision making ability of the students mean, standard deviation, kurtosis and skewness of the distribution are **13.1765, 1.6689, 1.00436** and **-1.06416** respectively. Thus the distribution is negatively skewed means more students scored higher than the average score. The distribution of the total students score found leptokurtic i.e. the curve is peaked than the normal curve.

Regarding the level of career choice behaviour of the students mean, standard deviation, kurtosis and skewness of the distribution are **28.04706**, **4.094753**, **-0.12251** and **-0.09855** respectively. Thus the distribution is negatively skewed means more students scored higher than the average score. The distribution of the total students score found platykurtic i.e. the curve is flattered than the normal curve.

Regarding the comparison of level of career decision making ability and level of career choice behaviour of the higher secondary school students of Jorhat district it has found that the calculated value of critical ratio is 14.33 and it is larger than the table value (2.58) at 0.01 level of significance. Therefore, the null hypothesis is rejected at 0.01 level. Therefore, it is said that there is a significant difference between the level of career decision making ability and level of career choice behaviour of the students.

Again the calculated value of critical ratio 14.33 is larger than the table value (1.96) at 0.05 level of significance. Therefore, the null hypothesis is also rejected at 0.05 level. Therefore, it is said that there is a significant difference between the level of career decision making ability and level of career choice behaviour of the students.

Objective 4: To compare the level of career decision making ability of boys and girls of the higher secondary school students of Jorhat district.

Ho2: There is no significant difference between the level of career decision making ability of boys and girls of the higher secondary school students of Jorhat district.

Table 5: Level of Career Decision Making Ability of boys and girls

Gender	N	Mean	Standard Deviation	Kurtosis	Skewness
Boys	**54**	**13.7241**	**1.342199**	**1.50875**	**1.28118**
Girls	**116**	**12**	**1.7046**	**0.271187**	**0.80701**

Table 5 shows the level of career decision making ability of both boys and girls of the higher secondary school students of Jorhat district. Regarding the career decision making ability of boys mean, standard deviation, kurtosis, and skewness of the distribution are **13.7241**, **1.342199, 1.50875** and **1.28118** respectively. Thus, the distribution is positively skewed means more boys scored lower than the average score. The distribution of boys score found leptokurtic i.e. the curve is peaked than the normal curve.

For girls mean, standard deviation, kurtosis and skewness of the distribution are **12, 1.7046, 0.271187** and **0.80701** respectively. Thus, the distribution is positively skewed means more girls scored lower than the average score. The distribution of girls score found leptokurtic i.e. the curve is peaked than the normal curve.

Regarding the comparison of level of career decision making ability of boys and girls of the higher secondary school students of Jorhat district it has found that the calculated value of critical ratio is 7.184 and it is larger than the table value (2.58) at 0.01 level of significance. Therefore, the null hypothesis is rejected at 0.01 level. Therefore, it is said that there is a significant difference between the level of career decision making ability of boys and girls of the students.

Again the calculated value of critical ratio is 7.184 and it is larger than the table (1.96) at 0.05 level of significance. Therefore, the null hypothesis is also rejected at 0.05 level. Therefore, it is said that there is a significant difference between the level of career decision making ability of boys and girls of the students.

Objective 5: To compare the level of career decision making ability of class XI and XII of the higher secondary school students of Jorhat district.

Ho 3: There is no significant difference between the level of career decision making ability of class xi and class xii of the higher secondary school students of Jorhat district.

Table no 6: Level of Career Decision Making Ability of class XI and XII

Class	N	Mean	Standard Deviation	Kurtosis	Skewness
XI	**45**	**14.1556**	**0.998989**	**1.112689**	**-1.18475**
XII	**125**	**12.824**	**1.723013**	**0.589069**	**-0.88593**

Table 6 shows the level of career decision making ability of both Class XI and class XII students of Jorhat district. Regarding the career decision making ability of Class XI mean, standard deviation, kurtosis and skewness of the distribution are **14.1556, 0.998989, 1.112689** and **-1.18475** respectively. Thus, the distribution is negatively skewed means more Class XI students scored higher than the average score. The distribution of class XI student's score found leptokurtic i.e. the curve is peaked than the normal curve.

For class XII mean, standard deviation, kurtosis and skewness of the distribution are **12.824, 1.723013, 0.589069** and **-0.88593** respectively. Thus, the distribution is negatively skewed means more Class XII students scored higher than the average score. The distribution of class XII student's score found leptokurtic i.e. the curve is peaked than the normal curve.

Regarding the comparison of level of career decision making ability of class XI and XII students of Jorhat district it has found that the calculated value of critical ratio is 6.211 and it is larger than the table value (2.58) at 0.01 level of significance. Therefore, the null hypothesis is rejected at 0.01 level. Therefore, it is said that there is a significant difference between the level of career decision making ability of Class XI and Class XII students of Jorhat district.

Again the calculated value of critical ratio is 6.211 and it is larger than the table (1.96) at 0.05 level of significance. Therefore, the null hypothesis is also rejected at 0.05 level. Therefore, it is said that there is a significant difference between the level of career decision making ability of Class XI and Class XII students of Jorhat district.

Objective 6: To compare the level of career choice behaviour of boys and girls of the higher secondary school students of Jorhat district.

Ho 4: There is no significant difference between the level of career choice behaviour of boys and girls of the higher secondary school students of Jorhat district.

Table no 7: Level of Career Choice Behaviour of boys and girls

Gender	N	Mean	Standard Deviation	Kurtosis	Skewness
Boys	**54**	**27.9741**	**4.253819**	**-0.56828**	**0.061667**
Girls	**116**	**28.2037**	**3.763678**	**1.626144**	**-0.57489**

Table 7 shows the level of career choice behaviour of both boys and girls of the higher secondary school students of Jorhat district. Regarding the career choice behaviour of boys mean, standard deviation, kurtosis, and skewness of the distribution are 27.9741, 4.253819, -0.56828 and 0.061667 respectively. Thus, the distribution is positively skewed means more boys scored lower than the average score. The distribution of boys score found platykurtic i.e. the curve is flattered than the normal curve.

For girls mean, standard deviation, kurtosis and skewness of the distribution are **28.2037, 3.763678, 1.626144** and **-0.57489** respectively. Thus, the distribution is negatively skewed means more girls scored higher than the average score. The distribution of girls score found leptokurtic i.e. the curve is peaked than the normal curve.

Regarding the comparison of level of career choice behaviour of boys and girls of the higher secondary school students of Jorhat district it has found that the calculated value of critical ratio is 0.33 and it is smaller than the table value (2.58) at 0.01 level of significance. Therefore, the null hypothesis is accepted at 0.01 level. Therefore, it is said that there is no significant difference between the level of career choice behaviour of boys and girls of the students.

Again the calculated value of critical ratio is 0.33 and it is also smaller than the table value (1.96) at 0.05 level of significance. Therefore, the null hypothesis is also accepted at 0.05 level. Therefore, it is said that there is no significant difference between the level of career choice behaviour of boys and girls of the students.

Objective 7: To compare the level of career choice behaviour of class XI and XII of the higher secondary school students of Jorhat district.

Ho 5: There is no significant difference between the level of career choice behaviour of class xi and class xii of the higher secondary school students of Jorhat district.

Table 8: Level of Career Choice Behaviour of class XI and XII

Class	N	Mean	Standard Deviation	Kurtosis	Skewness
XI	**45**	**25.5556**	**3.401574**	**-0.22646**	**0.679694**
XII	**125**	**28.944**	**3.960091**	**0.751113**	**-0.40597**

Table 8 shows the level of career choice behaviour of both Class XI and class XII students of Jorhat district. Regarding the career choice behaviour of Class XI students mean, standard deviation, kurtosis and skewness of the distribution are **25.5556, 3.401574, -0.22646 and 0.679694** respectively. Thus, the distribution is positively skewed means more Class XI students scored lower than the average score. The distribution of class XI student's score found platykurtic i.e. the curve is flattered than the normal curve.

For class XII mean, standard deviation, kurtosis and skewness of the distribution are **28.944, 3.960091, 0.751113, and -0.40597** respectively. Thus, the distribution is negatively skewed means more Class XII students scored higher than the average score. The distribution of class XII student's score found leptokurtic i.e. the curve is peaked than the normal curve.

Regarding the comparison of level of career choice behaviour of class XI and XII students of Jorhat district it has found that the calculated value of critical ratio is 5.47 and it is larger than the table value (2.58) at 0.01 level of significance. Therefore, the null hypothesis is rejected at 0.01 level. Therefore, it is said that there is a significant difference between the level of career choice behaviour of Class XI and Class XII students of Jorhat district.

Again the calculated value of critical ratio is 5.47 and it is larger than the table (1.96) at 0.05 level of significance. Therefore, the null hypothesis is also rejected at 0.05 level. Therefore, it is said that there is a significant difference between the level of career choice behaviour of Class XI and Class XII students of Jorhat district.

6. Conclusion:

Making career decision by secondary school students is very important now a day's because of the updated societal demand. In the present study the level of career decision making ability of higher secondary school students of Jorhat district of Assam shows the distribution negatively skewed that signified more students scored higher than the average score and the curve peaked than the normal curve. In career choice behaviour more students scored higher than the average score and the distribution of the total students score found paltykurtic that means the curve is flattered than the normal curve. Regarding the comparison of level of career decision making ability and level of career choice behaviour of the higher secondary school students of Jorhat district the null hypothesis is rejected at both 0.01 level and 0.05 level of significance. Therefore, it was saying that there is a significant difference between the level of career decision making ability and level of career choice behaviour of the students. Regarding the career decision making ability of boys and girls of the students the distribution had shown a significant difference. Again the distribution had shown that there is a significant difference between the level of career choice behaviour of Class XI and Class XII students of Jorhat district. Regarding the comparison of level of career choice behaviour of boys and girls of the higher secondary school students the null hypothesis is accepted at both 0.01and 0.05 level of significance. Therefore, it was said that there is no significant difference between the level of career choice behaviour of boys and girls of the students. Regarding the comparison of level of career choice behaviour of class XI and XII students of Jorhat district it has found that the calculated value of critical ratio is 5.47 and it was larger than the both table values at 0.01 and 0.05 level of significance. Therefore, the null hypothesis was rejected at both 0.01 and 0.05 level. Therefore, it is said that there is a significant difference between the level of career choice behaviour of Class XI and Class XII students of Jorhat district.

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