

# Career Guidance and Counselling Needs for Students

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## **ABSTRACT**

*Students' career choices, both in their early secondary school years and when they subsequently enroll in higher education institutions, have been inadequate due to the fact that the majority of these students lack sufficient knowledge about personality traits and the nature of work in a particular career. Since most of these students lack sufficient information about personality traits and the nature of work in a particular career, choosing a career path has proven to be inadequate for students starting in early secondary school and continuing on to higher education institutions (Kemboi et al., 2016). These are important considerations that should be thoroughly evaluated before determining an individual's eligibility for a particular career.*

*This paper is focused on different technique of Career guidance.*

## **KEYWORDS**

*Career, Guidance, Counselling, Personality*

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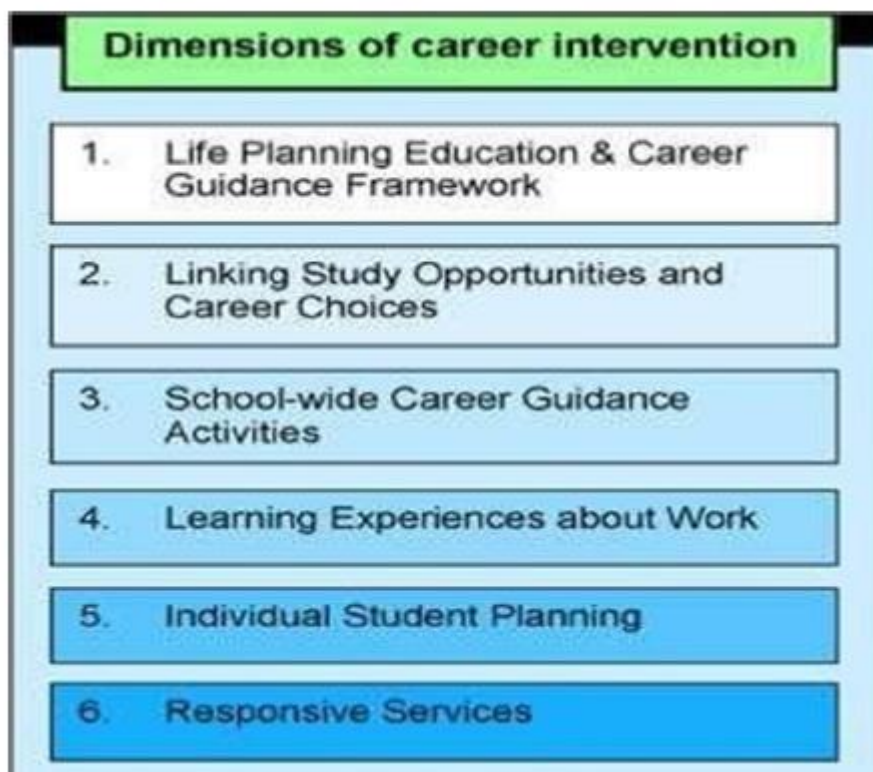
## **I. INTRODUCTION**

The current situation calls for giving secondary school students early and continuous exposure to experiences; career counselors have been tasked with providing the knowledge students need to make educated decisions about their career choices that align with their academic preparation and long-term goals. Nevertheless, not all schools are fortunate enough to have career counselors, and in those that do, they have other classes to teach as well, leaving them with little time to attend to every student or organize forums or activities focused on career guidance. Due to this, secondary school students have not received the proper career guidance that would have enabled them to connect their extracurricular and academic pursuits with their professional aspirations.

This study offers a thorough analysis of the state of career counseling both domestically and internationally, along with the elements that should be taken into account and current remedies. Questionnaires and document reviews were used to gather data. This proved helpful in pinpointing the areas that need improvement in the way career counseling is currently provided. The software application was developed using the Agile methodology.

## **II. CAREER COUNSELLING TECHNIQUES**

Career counseling is a difficult task, particularly for adolescents. Counseling teenagers is an extremely important job, as it will affect their future. The entire counseling process could be ruined if there are any flaws, so we need to take some things into account.



#### **A. Interest in Field**

What captures someone's interest and piques their curiosity is known as interest. Interests are defined as a person's strong feelings about a subject or objects and are indicative of their likes and dislikes. People's interests are formed by their environment, including parents, friends, classmates, and life events. For example, a person reacts with particular feelings or attitudes when he participates in different activities.

You might find those activities enjoyable or annoying, stimulating or uninteresting, skillful or awkward. Your curiosity is shaped and narrowed by these internal responses as well as the criticism one gets regarding his performance. Throughout life, a person develops new interests, which in turn affects their reasoning and decision-making, including their career.

Certain students know their life goals from an early age. Most of these students are willing to go above and beyond to land their ideal job. These students will investigate every aspect of the career path they have selected. This choice is made without consideration to the pay or benefits of that particular job. According to a research study, when students are choosing a major, the factor "match with interest" is more important than job characteristics, major attributes, psychological benefits, and social benefits.

#### **B. Determining Strength**

Additional advantages that assist a new student in succeeding in their career include career counseling. due to the fact that post-intermediate students probably lack life experience and are ignorant of outside influences. The majority of students are unsure of their strongest areas of competency.

#### **C. Academic Ability and Aptitude**

A lot of students base their major selection on their scholastic standing. Certain majors may need more study than others, especially for students who lack the aptitude or work habits to succeed in them. A less demanding major with fewer challenging classes might be a better fit for these students. Some students can choose a career path that leads to a job requiring more education because they are able to handle majors with heavier workloads.

#### **D. Personality**

Trait and factor theory is based on the following main assumptions: each person has a distinct set of traits that can be measured with validity and reliability; occupations require specific traits from workers in order for them to succeed in the workplace; however, a worker with a wide range of characteristics can be successful in a given job; choosing an occupation is a relatively simple process; matching is possible; and as a result, the

more closely personal characteristics match job requirements, the higher the likelihood of success, productivity, and satisfaction. Holland's career typology theory of vocational behavior is a commonly employed instrument that postulates that every individual possesses a distinct set of traits and that the majority of workers must also possess a set of traits.

#### **E. Developing a Good Relationship**

When a counselor builds a deep relationship with their client—a student or the student's parents—career counseling is more effective than other types of counseling. While using personality and career aptitude tests is a common practice among career counselors, it is also a simple means of assisting students. Otherwise, choosing a course of action for their career will become very challenging. They strive to gain a deeper understanding of their clients' concerns, passions, anxieties, and desires than what could be shown by a test.

#### **F. Creating Space for Self-Exploration**

Prominent career counselors don't show their clients their vocational test results. They try to understand their customers' needs and get to know them. Above all, they provide their clients with a safe and supportive environment in which to discuss issues pertaining to their careers and career choices. A successful career counseling session can lead to self-discovery, but only if the career counselor is adept at assisting their client in creating pathways for introspection. Vocational assessments and other data are just the beginning for the best career counselors, as they carry great weight in providing better guidance for their clients' bright futures.

#### **G. Helping Turn Life Themes Into Career Goals**

The best career counselors assist their clients in discovering a previously hidden passion for particular careers in addition to making recommendations about potential careers. In order to achieve this, career counselors adopt a professional approach, treating each client as an individual and looking for life themes that naturally relate to a career that the client is exploring. Entering a career that you are good at but dislike because it is not your area of interest will not benefit you in the long run. The best course of action is to look for a better career that aligns with your skills and aspirations in life. Only they, the best career counselors, can assist you in doing that.

### **III. SCOPE FOR DEVELOPMENT OF THIS SYSTEM**

The scope for development of this System is to fulfilling the user requirements-

- 1) Providing the online interface for students.
- 2) Providing career guidance to the students for their bright future.
- 3) Conducting an online assessment test as per the expertise area of students.
- 4) Providing courses and colleges suggestions as per their assessment exam's score.
- 5) Student can view their test report.
- 6) Console of mail for sending reports directly to students.

### **IV. LITERATURE SURVEY**

#### **A. Career Selection Process in India**

When students are required to select the subjects in which they will specialize, the process of choosing a career begins. While most schools require students to complete the major subject selection at the end of form two, some schools handle this process at the Form 1 level, where students make a minor selection of some of the subjects the school offers. At this point, these students have little knowledge of these subjects. During their senior year of education, students are able to choose their university courses based on the subjects they have been accepted to study (iaclp 2010). Students have the option to change their selections following the announcement of the Central Board of Secondary Education (CBSE) examination results.

Upon admission to the university, students are granted an additional chance to apply for an inter-faculty change, in case they discover that the course they were accepted to take is not a good fit for them.

When faced with such important career decisions at this point, the majority of students are likely to make poorly informed decisions if they are not properly guided. This is because they lack accurate information about available careers to guide them in making the right decisions. Instead of basing their decisions on their own research, personal objectives, and introspection, the students tend to look to other people, including parents, peers, and advisers, because they feel there is only one ideal major for them. Since most of the students have spent their entire lives being guided by others, they may not have reached a point where they can draw the most accurate conclusions about who they are. The majority of the students are still working on developing their sense of self.

Higher education institutions, however, make the assumption that students are prepared to choose a major and, ultimately, a career path when they enroll in college. However, in practice, students are probably not developmentally ready to do so. According to Freedman's (2013) student development stages, first-year students encounter dualism, which is the idea that everything in their environment is divided into opposites. This begs the question, How can someone choose a major effectively if they don't know themselves?

The Madhya Pradesh Career Counseling Scheme of 2008–2009 suggested improving guidance and counseling programs in schools to lower the number of students experiencing difficulties in their studies decrease the number of requests to transfer to other universities, and raise test scores for all students. According to the state government of M.P. (2008), promoting social, economic, technological, and industrial needs for national development as well as individual development and self-fulfillment is one of the national goals of education, with guidance and counseling programs expected to play a key role.

## **B. Author's Thoughts and reviews on Career Guidance**

1) Students should select a career that they believe best suits their personality type, according to Mihyeon (2009). Everybody has a different pattern of potential and abilities. These qualities and attributes can be linked to the demands of particular occupations, and successful individuals in any given field will typically have those qualities and attributes.

2) Interest inventories, according to Gordon and Sears (2011), have been created to assist in identifying interests and connecting them to careers and occupations. Researchers have created scales that compare an individual's interests to those of people who are certain of what they want to do by measuring the interests of successful and contented people in a given occupation. These occupational scales are thought to be useful in predicting career and job satisfaction.

3) Hewitt (2010) contends that interests are malleable, that as we grow older and encounter more people, we develop new interests and give up on others. Additionally, in an effort to better ourselves and live more exciting lives, we may even pursue new interests and activities as well as more sophisticated thought and understanding processes. When a person's interests shift, does that mean their career choice will too? People look for careers that interest them, so the path they may have taken as a young person may not end up being the one they ultimately choose. Hewitt (2010) states that since the majority of people would rather pursue their interests, interest has emerged as one of the key determinants in occupational selection.

4) According to Brown et al. (1984), the main presumptions underlying trait and factor theory are as follows: each person possesses a distinct set of traits that are measurable with validity and reliability; occupations demand specific traits from workers in order to succeed in the workplace, though a worker with a wide range of characteristics can succeed in a given job; choosing an occupation is a relatively simple process; and matching is possible. The greater the likelihood of success, productivity, and satisfaction, the more closely personal characteristics match job requirements.

5) Beggs (2014) defines interest as the objects that capture a person's interest or pique their curiosity. Interests are defined as a person's strong feelings about a subject or objects and are indicative of their likes and dislikes. People's interests are formed by their environment, including parents, friends, classmates, and life events. For example, a person reacts with particular feelings or attitudes when he participates in different activities. You might find those activities enjoyable or annoying, stimulating or uninteresting, skillful or awkward. Your curiosity is shaped and narrowed by these internal responses as well as the criticism one gets regarding his performance.

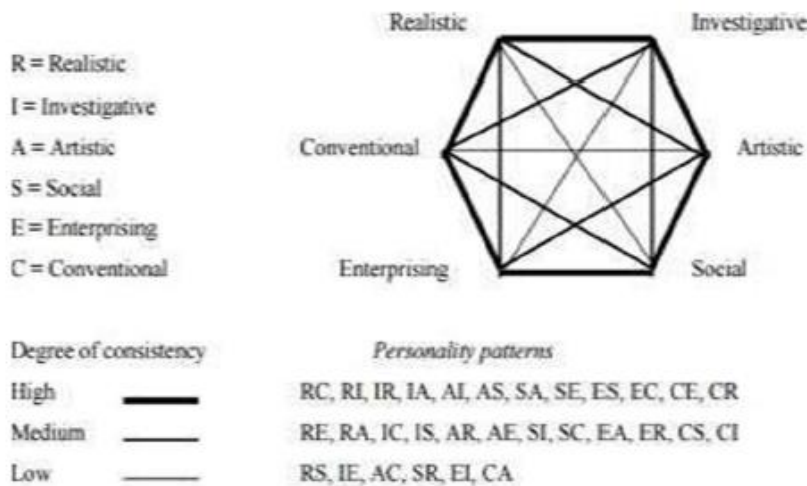
6) According to Hooker (2010), a lot of businesses now incorporate personality tests into their hiring procedures because they are expensive to make poor hiring decisions and because it can be challenging to obtain relevant information from prospective employees' reference checks.

These assessments encompass a wide range of characteristics, such as personality and cognitive ability tests. Tests of cognitive ability or aptitude are designed to gauge a person's capacity to pick up particular knowledge. In a five-year Canadian study, researchers tracked 80,574 students across 87 colleges and found a correlation between having a major that closely matched one's personality and high grades (Jones & Jones, 2012).

Sr N.	Author's Name	Year	Reference No.	Short Description
1	Mihyeon	2009	[1]	Everyone is characterized by a unique pattern of capabilities and potential
2	Gordon and Sears	2011	[2]	Interest inventories have been developed to help identify interests and relate them to career and occupations.
3	Hewitt	2010	[3]	With time interest can change Interest is important factor in determining occupational selection.
4	Brown	1984	[4]	Every individual has a unique set of traits that can be measured reliably and validly.
5	Beggs	2014	[5]	Interest can be defined as the things that hold an individual's attention or arouse their curiosity
6	Hooker	2010	[6]	Cognitive ability or aptitude tests attempt to measure the potential of an individual to learn a specific body of knowledge.

**C. Holland's Theory**

The theory of John Holland was created in 1966 and further refined in 1973, 1985, and 1992 (Jigau, 2007). The theory of vocational choice was immediately successful because it offered a clear and practical conceptual framework. The Vocational Preference Inventory (VPI) and Self-Directed Search (SDS) are the two tools that facilitate the application of Holland's theory. As there are many occupations that fit each person's personality structure, Self-Directed Search is an inventory that explores aspirations, interests, activities, and competences. It helps people understand how these factors might relate to particular occupations. SDS is made up of assessment questions that make it easier to determine which profession matches the personality code that was determined by using the interest inventory. Vocational Preference Inventory Realistic (R), Investigative (I), Artistic (A), Social (S), Enterprising (E) and Conventional (C). They are graphically represented by means of a hexagon.



**V. CONCLUSION**

Based on the literature review, it is evident that insufficient career guidance poses a challenge for Indian students, and a system that effectively addresses this issue is required. According to the literature, some nations are doing fairly well in this area by offering those seeking career guidance well-organized, trustworthy, and nationally-based information. It will be crucial to incorporate these ideas into the development of a system that will help students. Given that the current applications do not satisfy the needs of Indian students, it makes sense to develop a career guidance web application with the Indian context in mind.

With the use of such an application, students will be able to identify careers that align with their personality traits and receive professional recommendations from people who are currently employed in the area. The advantages of well-informed career counseling and the selection process will materialize. The approach utilized in the research and creation of the career counseling solution will be explained in more detail in the upcoming chapter.

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