

Research Trends in Career Choice: A Conceptual Review

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ABSTRACT—*India is rising at a very high speed and is envisioned to become a superpower soon. The productivity of the country contributes vastly towards this cause, and the productivity of a country is determined by the productivity of its citizens. The correct career choice amongst individuals determines to a large extent the productivity they will have in the future.*

Wide subject choices, the multiplicity of courses for students, the need for research in various career choices in different aspects cannot be overemphasized.

The aim of this paper is to do research and recognize the patterns and trends in career choice amongst students. The paper aims to segregate the various factors affecting career choice as well as study their influence on students.

KEYWORDS—*Productivity, Correct career choice, Career choice factors*

I. INTRODUCTION

It is a popular saying that a person who loves and enjoys the work he/she does for a living, then they won't have to work a single day. But the ground reality is that not all people find themselves working in their favorable circumstances, or their favorable positions and environment.

Not a long time back, the dominating career choice amongst students was in the fields of medicine and engineering. The individual's interests and competence were not paid much attention to. Although these fields are still the aspirations of a majority of students, with the Indian economy and the job market expanding up as well as with the effect of social media, awareness amongst parents and students has resulted in the parents being more understanding and fluid with their child's career choice as well as it has helped the students realize that they are free to explore and follow whatever path they want,

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There are various career choices available now such as a career in music, a career in dance, a career in pharmacy, a career in agriculture, a career in sports, a career in teaching, a career in Defence services and the list goes on.

For the majority of people, career development is the interactions they have in their designated sphere of work and the grabbing of the chances they get for employment, promotion, growth etc. that become available depending on a variety of factors. A major turning point in the lifetime of an individual happens when they are an adolescent through the decisions that they undertake during their high school. The relevance and cruciality of making the correct choice might be mistakenly undervalued by some, but it holds immense importance in deciding their career path and the opportunities that will open up or close for them. (Ferry, 2006).

More choices always come with more questions and more confusion. Therefore, a number of researches have been carried out and are being done on the various aspects of several career choices that will aid the students in this crucial decision-making process.

The researcher has made an attempt to find out the research trends in the different career choices for the last decade.

Research trends for carrier choice:

A study was conducted by Lai, K., Chan, K., Ko, K. and So, K. (2007) that aimed to find out the perception of Hong Kong senior secondary students about 'teaching' and its viability as a career path. There were a total of 20 career choices, and teaching ranked high in the 'most wanted' and 'most respected' categories.

An efficient model relating to career choice was developed by Rousseau and Venter (2009). They classified the factors affecting goal setting, progress, and final career into three categories that are: individual, environmental, and situational factors.

Individual factors consist of factors pertaining to the individual itself like his/her talents, passion, likes, and character.

Environmental factors comprise factors like job availability, market growth, that depend on the situation of the environment surrounding the aspiring career, whether there is saturation or demand of workers, availability of training and institutions.

Situational variables relate to the living conditions of the individual at the present time, their socio-economic status, peer pressure, background and level of education of parents, and advice from teachers and family.

Schreuder and Coetzee (2006) concluded that the career choice amongst individuals was most of the times influenced far greatly by their situational variables and personal and environmental variables had no influence. So, these people do not have the choice of considering different options and have to choose whatever is available. This is the reason because of which researchers in their studies regarding career choice, focused on people who have the choice between different options and can consider alternative choices.

Similar as well as different patterns were observed in non-western countries. Agarwala(2008) conducted a study amongst MBA students from India, regarding their career choice. The factors found to have the highest influence were skills, ability, and competency. The person having the most affect of this decision was observed to be the 'father'.

Salami(2007) studied the variables influencing career choice amongst secondary Nigerian school students, and he concluded that the factor which had the most effect on their career orientation was 'career aspirations'. Gender-role stereotypes were found to be the second most influential factor, followed by the involvement of the family.

Stephen and Makotose(2007) conducted a study between female engineering students studying at a Polytechnic, and concluded that even though they faced negative influence from their family and friends, they still withstood their career choice because of high interest in the field of engineering.

In a study of Kenyan hospitality management students, Korir and Wafula(2012) revealed that opportunities and environmental factors affected students the most in their career-decision making process. Some of the studies also emphasized an individual's personality and the process of career-decision making adopted by them. Pec jak and Kosir(2007) revealed from their findings from a study conducted between Slovenian secondary school students, that the best negations of the career decision-making obstacles that the students faced are a less panicked and impulsive decision- making style, emotional stability and extraversion.

Lee (2005) used the *Coping with Career Indecision Questionnaire* and revealed that while developing an ideal topology of career choice, emotional and cognitive factors need to be taken care of and also stable/unstable personality types need to be kept in mind.

An empirical study was conducted by Ahmed, K., Alam, K.F., Alam, M. (2010) which aimed at finding out about the factors that have a great influence on career choice amongst accounting students' in New Zealand. This study focused on the effect of a variety of factors including financial factors, the influence of family and friends, academic opportunities, the benefit-cost ratio of becoming a chartered account as perceived by the students, and on the choice of accounting students between a non- accounting career and pursuing chartered accountancy (CA).

Kyriacou, C. and Coulthard, M. (2010) explored the views of undergraduates' about whether they consider teaching as a significant career choice. 298 students in total filled a questionnaire that obtained their views on the

effect of 20 factors on their career choice, and how well according to them, did teaching fit in as a career depending on these factors.

Sirohi, V. (2011) conducted research amongst postgraduate students in Delhi, on the various socio-psychological factors that affected the choice of Teaching as a career. With a sample of 303 students chosen by a multistage stratified sampling technique, a survey was conducted, and it was observed that almost one – third of students had their career – alignment towards the teaching profession.

Welch, G. et al (2011) conducted a study about the difficulties and obstacles at the beginning of the career in teaching music to secondary school students. It was found out that amongst the newly qualified candidates, only a half were choosing to teach full – time in a mainstream, state-funded school music classroom. A large percentage of the candidates were facing a variety of difficulties that originated from the expectations of the school in the fields of curricular, extra-curricular and non- curricular activities.

Fizer, M. D. (2013) studied the factors that influenced the career choice of college students that enrolled in agriculture. This study was aimed at finding out about the factors that influenced the career choice amongst agriculture students. The survey found out that the family had the most effect on the students' career choice. Although students with a farming background had a greater affinity to working in production agriculture, the general trend portrayed that the size of the school and the background of students did not play much of a role.

Hellmann, J.N. and Kentucky, L. (2014) studied the social and psychological factors which affect the exploration of different career choices in young adults. The findings suggested that high peer attachment and self-efficacy was predicted by high maternal attachment. High peer bonding was found to have an inverse effect on environmental exploration. Whereas, higher levels of self-efficacy affected environmental exploration in a healthy manner and tackled problems of career indecision. These findings concluded that the career exploration process is greatly affected, although, indirectly by maternal bonding.

Dastidar, Ananya G.; Sikdar, Soumyen (2015) observed trends in High school and college students' career choices with special regard to the field of research and teaching. On the basis of the sample survey which was conducted in high schools and colleges in Delhi and Kolkata, teaching was not found out to be the "first-best" or "most preferred" choice of occupation. Moreover, by the students' perspective, the nature of the teacher's job needs to be reformed in order for teaching to be a more viable and popular career choice.

Stone, Larissa; Pellowski, Mark W. (2016) conducted a research study amongst Speech-Language Pathology and Audiology Students regarding the variables influencing their choice of occupation. The findings suggested that opportunities for exposure to these fields played a prominent part in their career options. A large percentage of the students displayed their will to work in a profession that is helping in nature as a deciding factor in their choice of becoming a speech-language pathologist or audiologist.

Dale, J. et al (2017) conducted research on the factors that have an impact on the career aspirations of doctors who have completed 3-year General Practitioner vocational training in the West Midlands, England.

This study brought to light a variety of factors that have an adverse impact on the career paths that these doctors wish to pursue in the future.

Crossman, H. Anthony (2017) conducted a research study on the topic of awareness amongst Accounting students regarding Public vs Private Accounting Divide, and the effect it has on the students' career alignment. The results showed that prior to being aware of the benefits and disadvantages of both the career options, the students were more inclined towards the public sector, but after getting information about the sectors, they showed slight inclination towards the private sector.

Owusu, Godfred M. Y.; Anderson, E., Anthony; Kwakye, O., Teddy; Bekoe, Amoah, R.; Ofori, Gyamfi, C. (2018) conducted a study amongst Tertiary students in Ghana about the factors that have an impact on their career choice and a comparison between science and business streams was drawn. The results show that students give financial prospects and intrinsic value higher regard while weighing alternatives instead of factors like desired working conditions.

Preez, D., Michelle (2018) conducted a study about the variables that impacted the choice of Teaching as a career amongst Mathematics students. The findings show the inclination of student teachers with intrinsic motivation towards teaching as a lifelong occupation when they are recognized and recruited.

Ott, Laura E.; Kelley Morgan, Jessica; Akroyd, H. Duane (2018) studied the influence of living a Military Lifestyle on Military Spouses' Educational and Career Goals. The factors which affect military spouses' choices regarding their career are researched. The results of this study suggest that military spouses have a desire to get advanced, graduate-level degrees, majorly in the healthcare, business, mental health, and educational fields. Moreover, it was concluded that sheer interest had the most impact on their career alignment, and military lifestyle was found to have the least impact

II. CONCLUSION

This paper sheds light on the requirement for further study and research on a range of factors affecting career choice such as ethnicity, gender, culture, professional background of parents, etc.

It is hoped that educational institutions, as well as government organizations and other relevant bodies, will find this study helpful in developing their methods of recruitment more efficiently (Myburgh, 2005). This is absolutely crucial in rural communities where education is not so prevalent such as in South Africa, as was highlighted in 2010 by Ranjeni Munusamy, where parents are not employed and have very limited information and education experience. In such a scenario, it is very important for proper career guidance to reach children, who tend to have very low knowledge about career information due to limited exposure and experience. (Makoni, 2010) By

gaining insight into the factors that are impacting the career choice amongst the students, targeted programmes can be organized for the appropriate education of students regarding this matter. To prevent the high cost which an individual has to pay if he/she is indecisive about his career, there have been, in the past, various researches and studies conducted studying these patterns and trends in an attempt to help the children with the same. (Gordon and Meyer, 2002).

India's education sector is growing at an immense rate and needs to be accompanied with an equal amount of opportunities and the expansion of the job sector as well, the provision of good career options will be one of the main challenges India will have to face. While doing the meta-analysis of the research studies regarding career choice, it has been identified that a Defence career is one of the most neglected areas in which there is hardly any research study. Admission of high – quality candidates into defence services is of utmost importance to the nation. In India, nowadays, relatively meritorious students are unwilling to consider defence services as a preferable career option. The most essential aim of this paper is to bring to light this issue that researches in the field of teaching, business studies, management, music, accountancy, medical and many other areas are being conducted but the area of Defence services as a career choice has not gained importance from the researchers. How students, (who are prospective National Defence Academy/Officers Training Academy entrants), perceive Defence as a profession, relative to other available career options. Our analysis, based on the research trend suggests that the area of Defence services as a career needs to be explored. Further, in the researcher's view, more researches should be done to identify the factors with special reference to Defence as a career choice. It is more important to bring about more awareness regarding this career, to make this a more attractive career option.

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