



## **“Relationship between certain factors that influence career choice and career management process” A case study on higher secondary science students of Western Odisha**

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### **Abstract**

Nowadays, selecting the right career path is becoming progressively more critical for young students. There are some factors that influence students' careers when choosing their career paths such as job satisfaction, career commitment, career planning, and career management. The main objective of this research study is to regulate what aspects influence more on students more when choosing their career paths. For this research study, to investigate the characteristics and interest areas that could have affected students' job choices, we created a questionnaire. To gather the data for this research, we concentrated on higher secondary science students. In our study there were 400 higher secondary science students of western Odisha they belong to different 10 districts. In total 250 were boys and 150 were girls. We evaluated that data and created the models. The target participant's responses are measured using a 5-Likert scale.

The SPSS 20 programmed was used to complete all statistical calculations. The goal of this study is to examine the link amongst career management and career planning as indicators of work commitment and job satisfaction. Career management, work happiness, and career commitment are all highly correlated with career planning.

**Key words** - future profession, educational, variables

### **Introduction**

The process of choosing a future profession is an indispensable part of a student's life. It has an impact on a variety of choices that he or she makes relating to the individual's professional life. The line of work that one intends to follow should guide decisions about the major or minor, college or another educational establishment, employer, and employment profile. The process of planning a career is no longer a one-time event that would be completed by selecting the appropriate institution or college to attend. It will continue until we find a job that suits us and has a work profile that satisfies us. After finishing their education, people often choose a career path according to the one in which they have excelled the most in the past. In

the same way, if a student gets a 90th percentile score in science, he or she aspires to have a career in engineering or medicine and in the same way, they do the same for commerce and every other subject. More than ninety percent of the time, the mistake is the result of acting too quickly or making the incorrect choice.

The act of making a choice about one's profession is the conclusion of many significant stages in the progression of one's career. Since the tenth grade of senior/vocational high school, it has been expected of students, in general, to be able to choose appropriate professional paths for themselves. The individual's internal and external circumstances have a substantial influence on the individual's path to professional fulfilment, which is an important step in the growth process. The interaction of various permutations of these components with one another from time to time produces a variety of outcomes in the form of choices. Educational or professional preferences, for instance, are thought to be the consequence of evaluative self-observation based on learning experiences connected to career assignments. These preferences, however, are subject to change as a result of further environmental experiences and social learning

Students, as part of the process of choosing a professional path, make an effort to gather knowledge from a variety of sources that are easily available to them. It is a generally held belief that the process of choosing a vocation is in some way impacted by the student's level of socialization with the society around them, as well as the students' own social structure and the social structure of the environment in which they are immersed. In addition, the students' familial ties and the lifestyles that they lead are taken into consideration as crucial factors in the process of profession choice that they engage. Later on, it was discovered that emotional intelligence also plays a role in the process of choosing a job and making career decisions, at least in terms of the values, interests, and career goals that an individual has.

The phrases career development, career management, and career planning overlap and are sometimes used synonymously by practitioners, employees, and employers alike. Both people and organisations participate in all three processes, despite the fact that their goals, methods, and desired results vary somewhat. Here, we provide a quick overview of individual career planning, management, and development from an organisational point of view. It will be clear, nevertheless, that the organisation has a significant impact on these processes. The planning, management, and development of organisational careers are the main topics of the section that follows; for ease of reference, we group these topics together under the name of organisational career management.

### **Career Planning**

An continuing, iterative process, career planning for an individual include learning about oneself and one's objectives as well as learning about educational and labour market prospects as well as potential barriers to entering the workforce. Ideally, it entails making decisions with knowledge about one's career and path in life.

### **Career management**

Career management refers to the personal skills, knowledge, and attitudes that people need to attain their own professional and personal objectives as well as the organisational influences and structures that motivate them to do so. It is a continuous process of enhancing, carrying out, and keeping track of the decisions made and actions done by the person and his or her workplace. Career management solutions come in two different varieties. The first focuses on techniques and tactics that advance a career inside the person's current company, such internal training and cultivating relationships with prominent individuals. The second focuses on abilities and methods that improve careers more broadly, such earning higher-level credentials and making relationships via trade and professional organisations. The individual's chosen approach is impacted by a variety of variables, including their commitment to and contentment with the organisation, as well as the kind and extent of career management and development help that the company provides.

### **Career Development**

There are three major stages of career growth. First, young people get workplace-relevant skills, information, and attitudes in schools and post-secondary institutions and universities, preparing them to enter the workforce. Second, young people develop the skills necessary to transition from formal schooling to settling into a life that includes a full-time job. Third, employees are trained and developed to meet the needs of their employers within the context of the workplace itself. Although career development in this context may and does help individual workers, this phase is mostly employer-focused, meaning that much of this growth is focused on organisational efficiency. The needs and culture of the workplace are ingrained in employees, and they get continuing training and direction on how to adjust to changes that will take place both internally and outside to the business.

### **Objectives of the study**

- To find out various aspects that effect students' career choices.
- To find out the effectiveness of the various factors in question and to what extent it drives a student's career choice.

### **Hypotheses**

**H<sub>1</sub>:** Career planning will have positive effect on achievement of career development.

**H<sub>2</sub>:** Career management will have positive effect on achievement of career development **H<sub>3</sub>:** Job satisfaction will have positive relationship with career development

### **Significance of the study**

This research hypothesized that there is a possible relationship between certain factors that influence career choice and student academic success. The significance of this study was in determining what factors influence students choosing a career, and which factors are related to student persistence in their training. Students need to know which factors are affecting most and which factors are not to achieve their career goals.

### **Purpose of the study**

The study aimed to recognize the most important aspects that impacts students to choose a career. Because students' future depends on their career choice whenever they took the right decision, he/she will be successful people. if they take the wrong decision, they are not happy with their job responsibilities, then they will not be successful in their careers.

### **Literature Review**

In this research, the author **Kazi ,Asma Shahid, 2017** evaluated the effect of several variables on the profession choices of 432 scholars from two public sector institutions in the city of Lahore. A questionnaire, as well as in-depth interviews, as well as in-depth interviews, were utilized to obtain the information for this study. According to the findings, The impact of classmates, sexuality, news papers, financial motivations, interest, and a number of other variables were all significant, but the influence of the parenting was by far the most significant.

**Zamroni Edris,2018**The goal of this research is to determine how strong of a propensity or inclination there is among scholars to utilize social media as a kind of media literateness while making choices about their future careers.[14]rendering to the conclusions of this study, 61 percent of scholars use social media to locate information that is utilized in the process of advanced career selection. This demonstrates the significant role that social media platforms play in assisting students in determining the direction their professional lives will take in the future.

The author of this research **Cooper Natasha,2013** wanted to determine whether or not the media had a substantial impact on the professional choices of college students, especially those who come from racial and ethnic minority backgrounds. (N = 21) Students were chosen to participate in this study

from two campus groups that focus on media-related work. The author offers several potential reasons for this seeming discrepancy, as well as suggestions for potential new lines of inquiry for researchers to pursue in the future.

The author of this piece of work **Borchert M, 2020** outlined many of the elements that high school students consider while making decisions about their future careers. Students would also be able to study the methods they use to choose a professional path, which is another benefit. The literature research uncovered many suggested paths for future professional endeavours. The literature research revealed that students' professional choices are influenced by three aspects of their lives: their surroundings, the opportunities available to them, and their personalities. Each of the three had a unique part in determining the career results.

In this article, **Ahmad Irshad Najar, 2019** made an effort to provide a comprehensive picture of the process of choosing a profession and investigated the many elements that may be responsible for making a smart choice as well as the significance of those aspects.. Choosing the proper career or making decisions about the career you are going to pursue may be challenging.

This study investigated the antecedents of career growth in Indian organizations by **Chetana Nameirakpam,2017**. The research employed a self-administered Likert-scale questionnaire. Students' data were randomly sampled. Linear regression, Spearman's rank correlation, and Descriptive statistics were used to examine the data. The data utilized SPSS 20. Individual job planning and organizational job management are significant job development program antecedents. Career planning and management accounted for 87% of career development variance.

This study discussed organizational career growth, planning, and management by **Creed Peter Alexander, 2009**. Individuals and organizations both engage in and profit from career development procedures. .this study addresses the person from the working organization's standpoint, unlike vocational psychology. This paper defines and contextualizes careers. It then distinguishes between career development, planning, and management and examines organizational processes and practices that impact an individual's career path throughout his or her working life.

**Zafar Mubashir, 2019** explained about student's career choice. The right choice will boost their careers. The research aims to investigate the influence of career counselling in Karachi high scholars' job choices. Logistic regression and Chi-square test were utilized to govern career counselling in career planning. Participant's mean age was 17.13 1.29. Most men (46% and 27%) sought school-related and career advice, and after correcting variables, male gender, good grades, and high parental education were more likely OR 2.33 OR 2.05. Students require career coaching via workshops, seminars, and media.

**Chukwu Ndubuisi Eze, 2022**The purpose of the research was to examine the factors that affect secondary school students' decisions about their careers. The research was ex post facto in structure. Four survey topics and four null hypotheses served as the framework for the investigation. The method of multiple stages sampling was used to choose a sampling of 65 students. A self-structured questionnaire with a 4-point rating system was used to gather data. The significant limitations of this study were discussed, as well as comments and proposals for further research.

**Nyamwange Josephine, 2016**In this research, the author examined how interest affects first-year college students' professional choices. For this research, 296 first-year students from six institutions were used. The descriptive survey used both purposive and systematic sampling to choose respondents. The Statistical Program for the Social Sciences is used to do a descriptive analysis of the data. The research indicates that student interest affects job choices.

### **Materials and Methods**

The primary goal of this research is to determine the variables that affect students' job choices. In this study, the target participants were higher secondary science students, and the information was gathered by means of a survey. The students willingly took part in the poll in an anonymous fashion. These students came from various locations in Western Odisha.

### **Data source and method of data collection:**

Primary and secondary data are gathered. The samples are interviewed using closed-ended questionnaires to acquire primary data. The questionnaire includes three parts, specifically, career management, career development, and career planning. Secondary data is gathered from journals, books, blogs, and other trustworthy web sources.

The questionnaires were completed by 400 students in all, . In this study; we focused on higher secondary science students to collect the data. By using statistical tools and techniques, we evaluated that data and created the models. The target participant's responses are measured using a 5-Likert scale.

(1) Strongly agree-SA 2) Agree- A ( 3) Neutral-N (4) Strongly disagree; SD (5) Disagree-D

### **Techniques and tools used:**

Linear Regression, Spearman's Correlation, Anova, Chi-square, and Descriptive statistics were employed in the research as statistical techniques. The SPSS 20 software application was used to conduct all statistical calculations.

**Table- 1:** Descriptive Statistics

	Descriptive Statistics			
	N Statistic	Mean Statistic	Std. Error Std. Error	Std. Deviation Statistic
I would spend a considerable amount of time analyzing my career	400	2.84	.079	1.589
I believe the most important thing in selecting the course that builds my career after higher secondary science course.	400	2.60	.078	1.553
I usually look for friends who are excited about exploring new ways of making their career.	400	2.85	.066	1.319
I would feel very good if I am ultimately responsible for my own choice of career.	400	1.68	.023	.466
I would get excited in creating my own career by taking advice from my relative	400	3.13	.068	1.360

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*Section A-Research paper*

I would spend a lot of time to plan my career in searching internet.	400	3.24	.076	1.530
My special effort for study would enable me to create many future Career opportunities	400	3.24	.083	1.665
I believe I can perform very well on my part of any job, I am Involved.	400	2.02	.050	1.001
I believe successful people handle themselves well at their job.	400	2.65	.073	1.456
I would feel self-conscious when I am selling with very successful person	400	2.89	.076	1.523
I believe that to succeed in life it is important to get along with the people I work with.	400	2.74	.070	1.399
I will choose my career o government employee	400	2.46	.075	1.501
I prefer to be an entrepreneur rather than to be an employee in a company.	400	3.32	.077	1.543

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*Section A-Research paper*

I am preparing to do anything to be an Entrepreneur	400	3.43	.078	1.556
I will make every effort to start and run my own	400	2.88	.080	1.600
I have thought seriously to start my own business after completing my study.	400	2.30	.068	1.368
I have strong intention to start my own business soon as possible after graduate	400	2.69	.071	1.423
Job security is extremely important to me	400	2.76	.072	1.437
I am at ease in difficult situations.	400	3.13	.080	1.599
I am less affected by stressful situation	400	3.29	.080	1.591
I believe I could less a successful social life	400	3.13	.082	1.647
I believe success is a product of luck and fate rather than personal effort	400	3.20	.076	1.529
according to me, it's possible to influence one's destiny	400	3.18	.078	1.565

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*Section A-Research paper*

The outcome of my actions depends on my own performance	400	2.87	.079	1.585
I'm prepared to invest a lot of time to build my own career.	400	3.08	.075	1.496
I always plan everything, I do very carefully	400	3.04	.084	1.670
I like to set goals and targets to feel challenges	400	2.97	.074	1.480
The social contacts that I have are very important for my career	400	2.92	.076	1.526
I relate very easily with other people	400	2.48	.073	1.470
My parents encourage me to choose a good career.	400	2.64	.069	1.377
My parents run their own business, and I am willing to run my own business as well as.	400	2.69	.071	1.424
In my country/ region, the national culture is highly supportive for individual success achieve through own personal efforts.	400	3.05	.082	1.645

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*Section A-Research paper*

In my country/ region, the national culture emphasizes self-sufficiency, autonomy, and personal initiatives.	400	2.08	.037	.736
In my country/ region, the national culture encourages entrepreneurial risk-taking.	400	2.77	.078	1.569
If I decided to be a Govt. employee, my family members will support me.	400	1.66	.024	.473
In my institution, teachers are actively encouraged to choose a best career.	400	2.75	.079	1.570
There is a well-functioning support of Govt. of India to start-up of India Project.	400	3.87	.072	1.442
The creative atmosphere inspires us to develop ideas for new business.	400	2.46	.067	1.341
The education in institution encourages me to develop creative ideas for choice of career.	400	2.48	.079	1.577
I can develop and maintain favourable relationship with teachers, friends, and relatives.	400	2.58	.073	1.468

I can develop a working environment that encourages people try out something new.	400	2.44	.076	1.519
I can identify potential source of funding for investment.	400	3.37	.073	1.458
I would like to set goals and target as per government policy regarding job opportunities.	400	2.98	.085	1.691
Valid N (listwise)	400			

Above, Table- 1 indicates that descriptive statistics that describe the characteristics of a data set. In our analysis (table -1), the maximum mean was observed for the statements "There is a well-functioning support of the Govt. of India to start-up of India Project i.e. 3.87", "I preferred to do anything to be an entrepreneur i.e. 3.43", "I can identify potential sources of funding for investment i.e. 3.37", "I prefer to be an entrepreneur rather than to be an employee in a company i.e. 3.32", "I am less affected by stressful situations i.e. 3.29", "I would spend a lot of time planning my career in searching the internet i.e. 3.24". The highest mean indicates that most of the respondents agree with the variables, which would be helpful to understand our objective.

**Table -2 :** Percentage of response

Sl.	Particulars	RESPONSE%				
		SD	D	N	A	SA
1.	I would spend a considerable amount of time analyzing my career I should		33.8		48.5	17.8
2.	I make it a point to do something significant and meaningful at study every day.		25.3		53.5	21.3
3.	I believe the most important thing in selecting the course that builds my career after higher secondary science course.		25.3		21.3	53.5

4.	I would feel good when I have worked hard to improve my future.				81	19
5.	I would get a sense of accomplishment from the pursuit of my career opportunities.		19		71.3	9.8
6.	I would always feel good if I listen the better career opportunity from my father.	5.3	19	6.5	48.8	20.5
7.	I believe that to arrive at a good solution to a career choice & career management problem, it is important to question the assumptions made in defining the problem.		25.3		21.3	53.5
8.	I believe it is important to continually look for new opportunities available to the higher secondary science students.		25.3		53.5	21.3
9.	I would get excited if I think of new ideas to stimulate my future choice of career.		25.3		21.3	53.5
10.	I believe it is important to approach career opportunities in unique ways.		28		47.8	24.3
11.	I usually look for friends who are excited about exploring new ways of making their career.	17	21		53.8	8.3
12.	I would feel very good if I am ultimately responsible for my own choice of career.				68.3	31.8
13.	I would get excited in creating my own career by taking advice from my relatives.	28.7	13.5		57.8	
14.	I would spend a lot of time to plan my career in searching internet.	36	13.5		40	10.5
15.	My special effort for study would enable me to create many future Career opportunities.		46.3		39.3	14.5
16.	I believe I can perform very well on my part of any job, I am Involved.		8.5		68	23.5
17.	I believe successful people handle themselves well at their job.		26.5		58.8	14.8
18.	I would feel self-conscious when I am dealing with very successful person.		33.3		55.8	11
19.	I believe that to succeed in life it is important to get along with the people I work with.		27		66	7
20.	I will choose my career as a government employee.		24.3		48.5	27.3

21.	I prefer to be an entrepreneur rather than to be an employee in a company.	22.8	34		28	15.3
22.	I am prepared to do anything to be an Entrepreneur.	15.5	14.3		31.3	12
23.	I will make every effort to start and run my own business.		35		47.8	17.3
24.	I have thought seriously to start my own business after completing my study.	11.5	13		43	32.5
25.	I have strong intention to start my own business as soon as possible after graduate.		26.5		62.7	10.8
26.	Job security is extremely important to me.		28.2		62.7	9
27.	I am at ease in difficult situations.	35.3	12.3		35.5	17.0
28.	I am less affected by stressful situation.	40	11		35.5	13.5
29.	I believe I could lead a successful social life.	13.5	36		29	21.5
30.	I believe success is a product of luck and fate rather than personal effort.	15.5	33.8		38.8	12
31.	According to me, it's possible to influence one's destiny.	9.3	37.3		41.5	12
32.	The outcome of my actions depends on my own performance.		34.5		49.3	16.3
33.	I'm prepared to invest a lot of time to build my own career.	16	29.3		42.8	12
34.	I always plan everything, I do very carefully.	6.8	37.5		33.8	22
35.	I like to set goals and targets to feel challenged.	19	24.8		41.5	14.8
36.	The social contacts that I have are very important for my career.	17.8	25.3		38	19
37.	I relate very easily with other people.	13.3	17.3		39.3	30.3
38.	My parents encourage me to choose a good career.	18	15.5		48	18.5
39.	My parents run their own business, and I am willing to run my own business as well as.	17.3	18		45.5	19.3
40.	In my country/region, the national culture is highly supportive for individual success achieved through own personal efforts.	5.3			87.3	7.5
41.	In my country/region, the national culture emphasizes self-sufficiency, autonomy, and personal initiative.	6.3	28.7		43.5	21.5

42.	In my country/region, the national culture encourages entrepreneurial risk-taking.		5.3		87.3	7.5
43.	If I decided to be a government employee , my family members will support me	6.7	28.7		43.5	21.5
44.	In my institution, teachers are actively encouraged to chose a best career.				66.3	33.8
45.	There is a well-functioning support of government of India to start-up of India project.	12	56		27	5
46.	The creative atmosphere inspires us to develop ideas for new businesses	15.5	12.8		48.3	23.5
47.	The education in institution encourages me to develop creative ideas for choice of career.	26.5			41.5	32
48.	I can develop and maintain favorable relationship with teachers, friends and relatives.	25.5			55.8	18.8
49.	I can develop a working environment that encourages people try out something new.	24.5			46.3	29.3
50.	I can identify potential source of funding for investment.	32.8	24.3		33.8	9.3
51.	I would like to set goals and targets as per government policy regarding job opportunities.		40		38.3	21.3
52.	I have a plan for my career.	28			41.5	30.5
53.	I know my career goals and objectives.	27.3	15	1	43	13.8
54.	I will spend time reviewing my career plan.	26	16		44	14
55.	I am able to analyze and assess my abilities, interests and values to determine my career options.	26.5	15.5	1	44	13
56.	I will identify areas where I need to improve my skill and knowledge level.	37	13.3	8	32.5	16.5
57.	I know about general economic and societal trends that affect my career.	37.8	9.3		34.3	18.8

Table -3

48.5% of with the would spend a amount of time career. 53.5% of that they believe important thing course after a science course their career. 81% in agreement that a positive put in the effort

58.	I have a strategy for achieving my career goals.	32	10	1.3	40.8	16
59.	I will engage in developmental activities related to my job.	32	10	1.3	40.8	16
60.	Career development is important to me.	25.3	10		45	19.8
61.	I understand the need for continuous career development.	25.5	11.5		44.3	18.8
62.	Career planning tools are essential to support my career development.	26.3	12.5		43.8	17.5
63.	Career management programs are essential to me.	21.5	18.5		43	17
64.	I feel satisfied and happy when I discover that I have performed well in job.	26.3	14.5	0.5	42.5	16.3
65.	I would be very happy to spend the rest of my career with satisfactory job.	26.3	12.3		42.8	18.8
66.	I feel proud to tell others about my career.	22	19.5		42.5	16
67.	I will not shift to another career if I will satisfy in job	25.8	10.8		44.3	19.3
68.	I will choose my job which will give me satisfaction.	27.5	1.8		47	23.8

- shows that students agreed statement; they considerable analysing their students agreed the most is selecting the high-school because it builds of students were they would have attitude if they to enhance their

future. 48.8% of students say they feel good if they listen to their father's better career opportunity. 40% of students use the internet and social media to search for their career and future plans. Most students say that they are satisfied with the subject chosen for them because they can see that there are a lot of job opportunities and future planning. Most students agreed with that statement that some of the factors that influence students' careers when deciding on their professional pathways include social status, the internet, and advertising, social media, the invention of new things, high-profile work, societal effect, career-related debate, the media, or any role models. Students are very clear that, with the development of technology, they can learn from a variety of sources without being limited by geography or timing. As education develops, technology is used more frequently, giving students access to learning resources they may hold in their hands. Students' ability to get information on their devices may affect their career goals, educational goals, and sense of self-efficacy.

**Correlation and Chi-square test analysis**

**Table- 4-: Correlation and Chi-square test analysis**

	<b>Correlation</b>	<b>Chi square test</b>
Father's Qualification * I would always feel good if I listen the better career opportunity from my father	0.564	.000
Father's Qualification * My parents encourage me to choose a good career.	0.453	0.000
Father's Qualification * If I decided to be a government employee, my family members will support me	0.563	0.000
family Occupation * I will make every effort to start and run my own business.	0.555	0.000
Parents education * My parents encourage me to choose a good career.	0.458	0.000
subject taken * Technical Career Counselling programme	0.589	0.000
subject taken * Non-Technical Career Counselling programme.	0.519	0.000
subject taken * I would always feel good if I listen the better career opportunity from my father.	0.415	0.000
subject taken * I believe it is important to approach career opportunities in unique ways.	0.046	0.000
subject taken * I believe that to succeed in life it is important to get along with the people I work with.	0.546	0.000
subject taken * I will choose my career as a government employee	0.627	0.000
subject taken * I prefer to be an entrepreneur rather than to be an employee in a company.	0.075	0.000
subject taken * I am prepared to do anything to be an entrepreneur.	0.972	0.000
subject taken * I will make every effort to start and run my own business.	0.035	0.000

subject taken * If I decided to be a government employee, my family members will support me	0.496	0.000
subject taken * In my institution, teachers are actively encouraged to choose a best career.	0.672	0.000
subject taken * The education in institution encourages me to develop creative ideas for choice of career	0.453	0.000
Subject taken * I have a plan for my career.	0.567	0.922
Subject taken * I know my career goals and objectives.	0.675	0.238
Subject taken * I will spend time reviewing my career plan.	0.665	0.527
Subject taken * I am able to analyze and assess my abilities, interests and values to determine my career options.	0.853	0.027
Subject taken * I will identify areas where I need to improve my skill and knowledge level	0.507	0.240
Subject taken * I know about general economic and societal trends that affect my career.	0.675	0.907
Subject taken*I have a strategy for achieving my career goals.	0.576	0.646
Subject taken* I will engage in developmental activities related to my job.	0.674	0.646
Subject taken* Career development is important to me.	0.457	0.581
Subject taken*Career planning tools are essential to support my career development.	0.675	0.921
Subject taken* Career management programs are essential to me.	0.435	0.742
Subject taken*I feel satisfied and happy when I discover that I have performed well in job.	0.623	0.718
Subject taken * I would be very happy to spend the rest of my career with satisfactory job.	0.564	0.476
Subject taken * I feel proud to tell others about my career.	0.976	0.067
Subject taken * I will not shift to another career if I will satisfy in job	0.335	0.819
Subject taken * I will choose my job which will give me	0.965	0.048

satisfaction		
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Table -4- shows that father's and mother's occupations, subjects taken by students, and father's and mother's qualifications are all important factors in student career choice, study, and future behavior. And there is a positive link between the education level of the father or mother, the job of the father or mother, the subject that the student chooses, and the career path that the student chooses.

The qualification and occupation of parents matter a lot for their children's career choices and job opportunities. Parents' qualifications and occupation are statistically significant with regard to career choice, better career opportunities, and encouragement. That means there is a positive correlation between students' career choice, better career opportunities, and encouragement.

Parents' qualifications and occupations are positively correlated with subject content, career management, and competence improvement. However, the subject they chose has an impact on their future plans, career prospects, and level of job satisfaction.

### **Impact of career counselling**

#### **Programme**

**Table-5-: Chi square test and Correlation**

	<b>Chi square test</b>	<b>Correlation</b>
Technical Career Counselling programs * I believe it is important to continually look for new opportunities available to the higher secondary science students.	0.00	0.645
Technical Career Counselling programs * The creative atmosphere inspires us to develop ideas for new business.	0.007	0.564

Technical Career Counselling programs * The education in institution encourages me to develop creative ideas for choice of career	0.005	0.653
Technical Career Counselling programs * I can develop a working environment that encourages people try out something new.	0.000	0.599
Technical Career Counselling programs * I would like to set goals and target as per government policy regarding job opportunities.	0.020	0.237
Technical Career Counselling programs * I have a plan for my career.	0.056	0.113
Technical Career Counselling programs * I know my career goals and objectives.	0.785	0.712
Technical Career Counselling programs * I will spend time reviewing my career plan.	0.903	0.763
Technical Career Counselling programs * I am able to analyse and assess my abilities, interests and values to determine my career options.	0.294	0.303
Technical Career Counselling programs * I will identify areas where I need to improve my skill and knowledge level.	0.210	0.040
Technical Career Counselling programs * I know about general economic and societal trends that affect my career.	0.812	0.446
Technical Career Counselling programs * I have a strategy for achieving my career goals.	0.197	0.864

Technical Career Counselling programs * I will engage in developmental activities related to my job.	0.197	0.864
Technical Career Counselling programs * Career development is important to me.	0.892	0.954
Technical Career Counselling programs * I understand the need for continuous career development.	0.535	0.234
Technical Career Counselling programs * Career planning tools are essential to support my career development.	0.961	0.678
Technical Career Counselling programs * Career management programs are essential to me.	0.371	0.964
Technical Career Counselling programs * I feel satisfied and happy when I discover that I have performed well in job.	0.871	0.318
Technical Career Counselling programs * I would be very happy to spend the rest of my career with satisfactory job.	0.667	0.793
Technical Career Counselling programs * I feel proud to tell others about my career.	0.356	0.318
Technical Career Counselling programs * I will choose my job which will give me satisfaction	0.807	0.765
Non- technical Career Counselling program * I believe it is important to continually look for new opportunities available to the higher secondary science students.	0.000	0.876
Non- technical Career Counselling	0.007	0.125

program * The creative atmosphere inspires us to develop ideas for business.		
Non- technical Career Counselling program * The education in institution encourages me to develop creative ideas for choice of career.	0.004	0.135
Non- technical Career Counselling program * I can develop a working environment that encourages people try out something new.	0.000	0.432
Non- technical Career Counselling program * I would like to set goals and target as per government policy regarding job opportunities.	0.065	0.020
Non- technical Career Counselling program * I have a plan for my career.	0.056	0.117

The above table- 5- demonstrates that carrier counselling programmes.

Technical and non-technical programmes occasionally provide results that are either significant or non-significant. It provides an important result for

Technical Career Counselling programs		Std. Error	df	Sig.
0	Intercept	1.434	1	.000
	[I believe it is important to continually look for new opportunities available to the higher secondary science students.=1]	.362	1	.000
	[I believe it is important to continually look for new opportunities available to the higher secondary science students.=2]	.000	1	.
	[I believe it is important to continually look for new opportunities available to the higher secondary science students.=5]	.	0	.
	[The creative atmosphere inspires us to develop ideas for new business.=1]	.885	1	.154
	[The creative atmosphere inspires us to develop ideas for new business.=2]	.460	1	.002
	[The creative atmosphere inspires us to develop ideas for new business.=4]	.616	1	.029
	[The creative atmosphere inspires us to develop ideas for new business.=5]	.	0	.
	[The education in institution encourages me to develop creative ideas for choice of career.=1]	.497	1	.077
	[The education in institution encourages me to develop creative ideas for choice of career.=2]	.620	1	.485
	[The education in institution encourages me to develop creative ideas for choice of career.=5]	.	0	.
	[I can develop a working environment that encourages people try out something new.=1]	.925	1	.032
	[I can develop a working environment that encourages people try out something new.=2]	.662	1	.003

tion A-Research paper

[I can develop a working environment that encourages people try out something new.=5]	.	0	.
[I would like to set goals and target as per government policy regarding job opportunities.=1]	.600	1	.411
[I would like to set goals and target as per government policy regarding job opportunities.=2]	.407	1	.113
[I would like to set goals and target as per government policy regarding job opportunities.=5]	.	0	.
[I have a plan for my career.=1]	.361	1	.254
[I have a plan for my career.=2]	.332	1	.810
[I have a plan for my career.=5]	.	0	.
[I know my career goals and objectives.=1]	.495	1	.779
[I know my career goals and objectives.=2]	.336	1	.979
[I know my career goals and objectives.=3]	1.396	1	.224
[I know my career goals and objectives.=4]	.511	1	.544
[I know my career goals and objectives.=5]	.	0	.
[I will spend time reviewing my career plan.=1]	.445	1	.430
[I will spend time reviewing my career plan.=2]	.355	1	.888
[I will spend time reviewing my career plan.=4]	.435	1	.749
[I will spend time reviewing my career plan.=5]	.	0	.
[I am able to analyze and assess my abilities, interests and values to determine my career options. =1]	.463	1	.539
[I am able to analyze and assess my abilities, interests and values to determine my career options. =2]	.346	1	.381

[I am able to analyze and assess my abilities, interests and values to determine my career options. =3]	1.548	1	.787
[I am able to analyze and assess my abilities, interests and values to determine my career options. =4]	.436	1	.915
[I am able to analyze and assess my abilities, interests and values to determine my career options. =5]	.	0	.
[I will identify areas where I need to improve my skill and knowledge level.=1]	.400	1	.122
[I will identify areas where I need to improve my skill and knowledge level.=2]	.332	1	.394
[I will identify areas where I need to improve my skill and knowledge level.=3]	1.401	1	.755
[I will identify areas where I need to improve my skill and knowledge level.=4]	.425	1	.201
[I will identify areas where I need to improve my skill and knowledge level.=5]	.	0	.
[I know about general economic and societal trends that affect my career.=1]	.371	1	.333
[I know about general economic and societal trends that affect my career.=2]	.371	1	.691
[I know about general economic and societal trends that affect my career.=4]	.531	1	.976
[I know about general economic and societal trends that affect my career.=5]	.	0	.

[I have a strategy for achieving my career goals.=1]	.439	1	.337
[I have a strategy for achieving my career goals.=2]	.353	1	.875
[I have a strategy for achieving my career goals.=3]	1.240	1	.462
[I have a strategy for achieving my career goals.=4]	.572	1	.076
[I have a strategy for achieving my career goals.=5]	.	0	.
[I will engage in developmental activities related to my job.=1]	.	0	.
[I will engage in developmental activities related to my job.=2]	.	0	.
[I will engage in developmental activities related to my job.=3]	.	0	.
[I will engage in developmental activities related to my job.=4]	.	0	.
[I will engage in developmental activities related to my job.=5]	.	0	.
[Career development is important to me.=1]	.462	1	.759
[Career development is important to me.=2]	.364	1	.362
[Career development is important to me.=4]	.542	1	.963
[Career development is important to me.=5]	.	0	.
[I understand the need for continuous career development.=1]	.428	1	.835

[I understand the need for continuous career development.=2]	.366	1	.656
[I understand the need for continuous career development.=4]	.506	1	.398
[I understand the need for continuous career development.=5]	.	0	.
[Career planning tools are essential to support my career development.=1]	.601	1	.800
[Career planning tools are essential to support my career development.=2]	.474	1	.480
[Career planning tools are essential to support my career development.=4]	.693	1	.375
[Career planning tools are essential to support my career development.=5]	.	0	.
[Career management programs are essential to me.=1]	.535	1	.751
[Career management programs are essential to me.=2]	.390	1	.310
[Career management programs are essential to me.=4]	.542	1	.091
[Career management programs are essential to me.=5]	.	0	.
[I feel satisfied and happy when I discover that I have performed well in job.=1]	.621	1	.934
[I feel satisfied and happy when I discover that I have performed well in job.=2]	.489	1	.629

[I feel satisfied and happy when I discover that I have performed well in job.=3]	1.718	1	.577
[I feel satisfied and happy when I discover that I have performed well in job.=4]	.621	1	.514
[I feel satisfied and happy when I discover that I have performed well in job.=5]	.	0	.
[I would be very happy to spend the rest of my career with satisfactory job.=1]	.424	1	.727
[I would be very happy to spend the rest of my career with satisfactory job.=2]	.339	1	.400
[I would be very happy to spend the rest of my career with satisfactory job.=4]	.485	1	.831
[I would be very happy to spend the rest of my career with satisfactory job.=5]	.	0	.
[I feel proud to tell others about my career.=1]	.471	1	.377
[I feel proud to tell others about my career.=2]	.388	1	.280
[I feel proud to tell others about my career.=4]	.439	1	.217
[I feel proud to tell others about my career.=5]	.	0	.
[I will not shift to another career if I will satisfy in job=1]	.429	1	.843
[I will not shift to another career if I will satisfy in job=2]	.383	1	.623
[I will not shift to another career if I will satisfy in job=4]	.527	1	.785
[I will not shift to another career if I will satisfy in job=5]	.	0	.

[I will choose my job which will give me satisfaction.=1]	.411	1	.693	Technical career counselling. The counselling programmes are the independent variable, and the dependent variables are the higher secondary science students' access to new opportunities, their ability to come up with original ideas, the encouragement they receive from the institution, the new insurance coverage they receive, and the development of
[I will choose my job which will give me satisfaction.=2]	.370	1	.679	
[I will choose my job which will give me satisfaction.=4]	1.126	1	.969	
[I will choose my job which will give me satisfaction.=5]	.	0	.	

new plans for the future involving their careers and career expansion, all of which are positively correlated.

The same non-technical career counselling programme gives significant results regarding access to new opportunities, their ability to come up with original ideas, the encouragement they receive from the institution, the new insurance coverage they receive, and the development of new plans for the future involving their careers and career expansion, all of which are positively correlated

**Table-6-:** Technical Career Counselling programs

As per table -6- technical career counselling programmes were used as the independent variable in the table above, and accomplishments in career development, carrier satisfaction, and career development were used as the dependent variables. Our investigation reveals that it occasionally yields a meaningful outcome and occasionally an insignificant one. The technical career counselling programme is showing significant results, and I think it's important to continuously search for new opportunities that are open to higher secondary science students. Education in the institution has encouraged them to come up with original ideas for better career choices, and they'd like to set goals and targets in accordance with government employment policies.

**Table -7-:** Non- technical Career Counselling program

		<b>Std. Error</b>	<b>df</b>	<b>Sig.</b>
0	Intercept	1.434	1	.000
	[I believe it is important to continually look for new opportunities available to the higher secondary science students. =1]	.362	1	.000
	[I believe it is important to continually look for new opportunities available to the higher secondary science students. =2]	.000	1	.
	[I believe it is important to continually look for new opportunities available to the higher secondary science students. =5]	.	0	.
	[The creative atmosphere inspires us to develop ideas for new business. =1]	.885	1	.154
	[The creative atmosphere inspires us to develop ideas for new business. =2]	.460	1	.002
	[The creative atmosphere inspires us to develop ideas for new business. =4]	.616	1	.029
	[The creative atmosphere inspires us to develop ideas for new business. =5]	.	0	.

[The education in institution encourages me to develop creative ideas for choice of career. =1]	.497	1	.077
[The education in institution encourages me to develop creative ideas for choice of career. =2]	.620	1	.485
[The education in institution encourages me to develop creative ideas for choice of career. =5]	.	0	.
[I can develop a working environment that encourages people try out something new. =1]	.925	1	.032
[I can develop a working environment that encourages people try out something new. =2]	.662	1	.003
[I can develop a working environment that encourages people try out something new. =5]	.	0	.
[I would like to set goals and target as per government policy regarding job opportunities. =1]	.600	1	.411
[I would like to set goals and target as per government policy regarding job opportunities. =2]	.407	1	.113
[I would like to set goals and target as per government policy regarding job opportunities. =5]	.	0	.
[I have a plan for my career. =1]	.361	1	.254
[I have a plan for my career. =2]	.332	1	.810
[I have a plan for my career. =5]	.	0	.
[I know my career goals and objectives. =1]	.495	1	.779
[I know my career goals and objectives. =2]	.336	1	.979
[I know my career goals and objectives. =3]	1.396	1	.224

[I know my career goals and objectives. =4]	.511	1	.544
[I know my career goals and objectives. =5]	.	0	.
[I will spend time reviewing my career plan.=1]	.445	1	.430
[I will spend time reviewing my career plan.=2]	.355	1	.888
[I will spend time reviewing my career plan.=4]	.435	1	.749
[I will spend time reviewing my career plan.=5]	.	0	.
[I am able to analyze and assess my abilities, interests and values to determine my career options. =1]	.463	1	.539
[I am able to analyze and assess my abilities, interests and values to determine my career options. =2]	.346	1	.381
[I am able to analyze and assess my abilities, interests and values to determine my career options. =3]	1.548	1	.787
[I am able to analyze and assess my abilities, interests and values to determine my career options. =4]	.436	1	.915
[I am able to analyze and assess my abilities, interests and values to determine my career options. =5]	.	0	.
[I will identify areas where I need to improve my skill and knowledge level. =1]	.400	1	.122
[I will identify areas where I need to improve my skill and knowledge level. =2]	.332	1	.394
[I will identify areas where I need to improve my skill and knowledge level.=3]	1.401	1	.755

[I will identify areas where I need to improve my skill and knowledge level.=4]	.425	1	.201
[I will identify areas where I need to improve my skill and knowledge level.=5]	.	0	.
[I know about general economic and societal trends that affect my career.=1]	.371	1	.333
[I know about general economic and societal trends that affect my career.=2]	.371	1	.691
[I know about general economic and societal trends that affect my career.=4]	.531	1	.976
[I know about general economic and societal trends that affect my career.=5]	.	0	.
[I have a strategy for achieving my career goals.=1]	.439	1	.337
[I have a strategy for achieving my career goals.=2]	.353	1	.875
[I have a strategy for achieving my career goals.=3]	1.240	1	.462
[I have a strategy for achieving my career goals.=4]	.572	1	.076
[I have a strategy for achieving my career goals.=5]	.	0	.
[I will engage in developmental activities related to my job. =1]	.	0	.
[I will engage in developmental activities related to my job. =2]	.	0	.

[I will engage in developmental activities related to my job. =3]	.	0	.
[I will engage in developmental activities related to my job. =4]	.	0	.
[I will engage in developmental activities related to my job. =5]	.	0	.
[Career development is important to me.=1]	.462	1	.759
[Career development is important to me.=2]	.364	1	.362
[Career development is important to me. =4]	.542	1	.963
[Career development is important to me. =5]	.	0	.
[I understand the need for continuous career development. =1]	.428	1	.835
[I understand the need for continuous career development. =2]	.366	1	.656
[I understand the need for continuous career development. =4]	.506	1	.398
[I understand the need for continuous career development. =5]	.	0	.
[Career planning tools are essential to support my career development. =1]	.601	1	.800
[Career planning tools are essential to support my career development.=2]	.474	1	.480
[Career planning tools are essential to support my career development.=4]	.693	1	.375
[Career planning tools are essential to support my career development.=5]	.	0	.

[Career management programs are essential to me.=1]	.535	1	.751
[Career management programs are essential to me.=2]	.390	1	.310
[Career management programs are essential to me.=4]	.542	1	.091
[Career management programs are essential to me.=5]	.	0	.
[I feel satisfied and happy when I discover that I have performed well in job.=1]	.621	1	.934
[I feel satisfied and happy when I discover that I have performed well in job.=2]	.489	1	.629
[I feel satisfied and happy when I discover that I have performed well in job.=3]	1.718	1	.577
[I feel satisfied and happy when I discover that I have performed well in job.=4]	.621	1	.514
[I feel satisfied and happy when I discover that I have performed well in job.=5]	.	0	.
[I would be very happy to spend the rest of my career with satisfactory job.=1]	.424	1	.727
[I would be very happy to spend the rest of my career with satisfactory job.=2]	.339	1	.400
[I would be very happy to spend the rest of my career with satisfactory job.=4]	.485	1	.831
[I would be very happy to spend the rest of my career with satisfactory job.=5]	.	0	.
[I feel proud to tell others about my career.=1]	.471	1	.377

[I feel proud to tell others about my career.=2]	.388	1	.280
[I feel proud to tell others about my career.=4]	.439	1	.217
[I feel proud to tell others about my career.=5]	.	0	.
[I will not shift to another career if I will satisfy in job=1]	.429	1	.843
[I will not shift to another career if I will satisfy in job=2]	.383	1	.623
[I will not shift to another career if I will satisfy in job=4]	.527	1	.785
[I will not shift to another career if I will satisfy in job=5]	.	0	.
[I will choose my job which will give me satisfaction.=1]	.411	1	.693
[I will choose my job which will give me satisfaction.=2]	.370	1	.679
[I will choose my job which will give me satisfaction.=4]	1.126	1	.969
[I will choose my job which will give me satisfaction.=5]	.	0	.

As per above table-7-, non-technical career counselling programmes were used as the independent variable in the table above, and accomplishments in career development, carrier stratification, and career development were used as the dependent variables. Our investigation reveals that it occasionally yields a meaningful outcome and occasionally an insignificant one. The non-technical career counselling programme is showing significant results, and I think it's important to continuously search for new opportunities that are open to higher secondary science students. Their

students' education at the institution has helped them come up with new ideas for their career, and they'd like to set goals and targets that are in line with government employment policies.

**ANOVA Model**

**Table- 8-: ANOVA – 1**

		<b>Sum of Squares</b>	<b>df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
I believe it is important to continually look for new opportunities available to the higher secondary science students.	Between Groups	32.126	1	32.126	59.717	.000
	Within Groups	214.114	398	.538		
	Total	246.240	399			
The creative atmosphere inspires us to develop ideas for new business.	Between Groups	4.242	1	4.242	2.368	.125
	Within Groups	713.036	398	1.792		
	Total	717.278	399			
The education in institution encourages me to develop creative ideas for choice of career.	Between Groups	15.412	1	15.412	6.283	.013
	Within Groups	976.338	398	2.453		
	Total	991.750	399			
I can develop a working environment that encourages people try out something new.	Between Groups	40.810	1	40.810	18.460	.000
	Within Groups	879.868	398	2.211		
	Total	920.678	399			
I would like to set goals and target as per government	Between Groups	15.489	1	15.489	5.478	.020
	Within Groups	1125.389	398	2.828		

policy regarding job opportunities.	Total	1140.878	399			
I have a plan for my career.	Between Groups	6.254	1	6.254	2.466	.117
	Within Groups	1009.256	398	2.536		
	Total	1015.510	399			
I know my career goals and objectives.	Between Groups	.150	1	.150	.067	.795
	Within Groups	887.810	398	2.231		
	Total	887.960	399			
I will spend time reviewing my career plan.	Between Groups	.202	1	.202	.091	.763
	Within Groups	879.158	398	2.209		
	Total	879.360	399			
I am able to analyze and assess my abilities, interests and values to determine my career options.	Between Groups	2.319	1	2.319	1.064	.303
	Within Groups	867.591	398	2.180		
	Total	869.910	399			
I will identify areas where I need to improve my skill and knowledge level.	Between Groups	10.720	1	10.720	4.227	.040
	Within Groups	1009.357	398	2.536		
	Total	1020.078	399			
I know about general economic and societal trends that affect my career.	Between Groups	1.779	1	1.779	.662	.416
	Within Groups	1069.461	398	2.687		
	Total	1071.240	399			
I have a strategy for achieving my career goals.	Between Groups	.071	1	.071	.029	.864
	Within Groups	970.866	398	2.439		
	Total	970.938	399			
I will engage in developmental activities related to my job.	Between Groups	.071	1	.071	.029	.864
	Within Groups	970.866	398	2.439		

	Total	970.938	399			
Career development is important to me.	Between Groups	.008	1	.008	.003	.954
	Within Groups	916.952	398	2.304		
	Total	916.960	399			
I understand the need for continuous career development.	Between Groups	3.255	1	3.255	1.419	.234
	Within Groups	912.923	398	2.294		
	Total	916.177	399			
Career planning tools are essential to support my career development.	Between Groups	.397	1	.397	.172	.678
	Within Groups	917.040	398	2.304		
	Total	917.438	399			
Career management programs are essential to me.	Between Groups	.010	1	.010	.005	.946
	Within Groups	852.380	398	2.142		
	Total	852.390	399			
I feel satisfied and happy when I discover that I have performed well in job.	Between Groups	2.272	1	2.272	1.001	.318
	Within Groups	903.168	398	2.269		
	Total	905.440	399			
I would be very happy to spend the rest of my career with satisfactory job.	Between Groups	.162	1	.162	.069	.793
	Within Groups	930.228	398	2.337		
	Total	930.390	399			
I feel proud to tell others about my career.	Between Groups	2.132	1	2.132	.999	.318
	Within Groups	849.028	398	2.133		
	Total	851.160	399			
I will not shift to another career if I will satisfy in job	Between Groups	.189	1	.189	.081	.776
	Within Groups	923.001	398	2.319		
	Total	923.190	399			
I will choose my job which	Between Groups	.195	1	.195	.081	.776

will give me satisfaction.	Within Groups	957.802	398	2.407		
	Total	957.998	399			

The independent variable is the technical career counselling programme, while the dependent variables are career development, career management, job satisfaction, and career-related future objectives. Here, we saw the importance

of the technical career counselling programme and the new opportunities open to higher secondary science students. due to the value being significantly lower than 0.05. The technical career counselling programme and the instruction received in the school inspired students to come up with original job choice suggestions. It is important to implement career counselling programmes and create an environment at work that encourages employees to try new things. The technical career counselling program's ability to pinpoint the areas in which students' knowledge and skill levels need to be improved is a significant outcome. So, the above ANOVA table-19 shows some results between groups and within groups for the independent and the dependent variable.

**Table -9-: ANOVA - 2**

		Sum of Squares	Df	Mean Square	F	Sig.
I believe it is important to continually look for new opportunities available to the higher secondary science students.	Between Groups	32.126	1	32.126	59.717	.000
	Within Groups	214.114	398	.538		
	Total	246.240	399			
The creative atmosphere inspires us to develop ideas for new business.	Between Groups	4.242	1	4.242	2.368	.125
	Within Groups	713.036	398	1.792		
	Total	717.278	399			

The education in institution encourages me to develop creative ideas for choice of career.	Between Groups	15.412	1	15.412	6.283	.013
	Within Groups	976.338	398	2.453		
	Total	991.750	399			
I can develop a working environment that encourages people try out something new.	Between Groups	40.810	1	40.810	18.460	.000
	Within Groups	879.868	398	2.211		
	Total	920.678	399			
I would like to set goals and target as per government policy regarding job opportunities.	Between Groups	15.489	1	15.489	5.478	.020
	Within Groups	1125.389	398	2.828		
	Total	1140.878	399			
I have a plan for my career.	Between Groups	6.254	1	6.254	2.466	.117
	Within Groups	1009.256	398	2.536		
	Total	1015.510	399			
I know my career goals and objectives.	Between Groups	.150	1	.150	.067	.795
	Within Groups	887.810	398	2.231		
	Total	887.960	399			
I will spend time reviewing my career plan.	Between Groups	.202	1	.202	.091	.763
	Within Groups	879.158	398	2.209		
	Total	879.360	399			
I am able to analyze and assess my abilities, interests and values to determine my career options.	Between Groups	2.319	1	2.319	1.064	.303
	Within Groups	867.591	398	2.180		
	Total	869.910	399			
I will identify areas where I need to improve my skill and knowledge level.	Between Groups	10.720	1	10.720	4.227	.040
	Within Groups	1009.357	398	2.536		
	Total	1020.078	399			

*“Relationship between certain factors that influence career choice and career management process” A case study on higher secondary science students of Western Odisha*

*Section A-Research paper*

I know about general economic and societal trends that affect my career.	Between Groups	1.779	1	1.779	.662	.416
	Within Groups	1069.461	398	2.687		
	Total	1071.240	399			
I have a strategy for achieving my career goals.	Between Groups	.071	1	.071	.029	.864
	Within Groups	970.866	398	2.439		
	Total	970.938	399			
I will engage in developmental activities related to my job.	Between Groups	.071	1	.071	.029	.864
	Within Groups	970.866	398	2.439		
	Total	970.938	399			
Career development is important to me.	Between Groups	.008	1	.008	.003	.954
	Within Groups	916.952	398	2.304		
	Total	916.960	399			
I understand the need for continuous career development.	Between Groups	3.255	1	3.255	1.419	.234
	Within Groups	912.923	398	2.294		
	Total	916.177	399			
Career planning tools are essential to support my career development.	Between Groups	.397	1	.397	.172	.678
	Within Groups	917.040	398	2.304		
	Total	917.438	399			
Career management programs are essential to me.	Between Groups	.010	1	.010	.005	.946
	Within Groups	852.380	398	2.142		
	Total	852.390	399			
I feel satisfied and happy when I discover that I have performed well in job.	Between Groups	2.272	1	2.272	1.001	.318
	Within Groups	903.168	398	2.269		
	Total	905.440	399			
I would be very happy to spend the rest of my career with	Between Groups	.162	1	.162	.069	.793
	Within Groups	930.228	398	2.337		

satisfactory job.	Total	930.390	399			
I feel proud to tell others about my career.	Between Groups	2.132	1	2.132	.999	.318
	Within Groups	849.028	398	2.133		
	Total	851.160	399			
I will not shift to another career if I will satisfy in job	Between Groups	.189	1	.189	.081	.776
	Within Groups	923.001	398	2.319		
	Total	923.190	399			
I will choose my job which will give me satisfaction.	Between Groups	.195	1	.195	.081	.776
	Within Groups	957.802	398	2.407		
	Total	957.998	399			

The independent variable is the non-technical career counselling programme, while the dependent variables are career development, career management, job satisfaction, and career-related future objectives. Here, we saw the importance of the non-technical career counselling programme and the new opportunities open to higher secondary science students. due to the value being significantly lower than 0.05. The non-technical career counselling programme and the instruction received in the school inspired students to come up with original job choice suggestions.

It is important to implement career counselling programmes and create an environment at work that encourages employees to try new things. They want to define objectives and targets in accordance with government employment policy for their non-technical career counselling programme. The non-technical career counselling program's ability to pinpoint the areas in which students' knowledge and skill levels need to be improved is a significant outcome. So, the above ANOVA table-9- shows some results between groups and within groups for the independent variable and the dependent variable.

**Hypothesis one:**

H<sub>1</sub> Career management will have positive effect on achievement of career development.

**Table-10: Regression Analysis Model:**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	Sig. F Change
1	.391 <sup>a</sup>	.153	.149	1.573	.153	35.906	.000

**Table-11: ANOVA– 3**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	177.710	2	88.855	35.906	.000 <sup>b</sup>
	Residual	982.450	397	2.475		
	Total	1160.160	399			

**Table-12: Coefficients – 1**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.780	.244		15.467	.000

I believe it is important to continually look for new opportunities available to the higher secondary science students.	.250	.051	.227	4.922	.000
I believe the most important thing in selecting the course that builds my career after higher secondary science course.	-.685	.100	-.316	-6.834	.000

In the above regression analysis tables, we observed that career development and career planning are good solutions to carrier choice and carrier management problems. Here we observed that 14.9% of career planning is dependent on new opportunities available to high school science students. And there is a substantial and favorable correlation between career choice and career management problems and selecting the science stream for higher secondary science students. Hence, Career planning will have a good effect on career growth performance.

**Hypothesis Two:**

**H2:** Career management will have positive effect on achievement of career development.

**Table-13-: Standard error of estimate – 1**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Sig. F Change
1	.035 <sup>a</sup>	.001	0.62	1.711	.921

**Table-14: ANOVA – 4**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.433	3	.478	.163	.921 <sup>b</sup>
	Residual	1158.727	396	2.926		
	Total	1160.160	399			

**Table-15: Coefficients – 2**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.266	.270		12.111	.000
	Career development is important to me.	-.028	.057	-.025	-.495	.621
	I understand the need for continuous career development.	-.024	.057	-.021	-.418	.676
	Career planning tools are essential to support my career development.	.007	.057	.006	.119	.906

The preceding tables demonstrate that career management is significant and positively associated with professional advancement. In the preceding analysis, we determined that 62% of career management factors are dependent on career development and that it is strongly associated to career planning tools and the requirement for continuing career growth. According to our analysis of the preceding data, the outcome variable is a viable

solution to the problem of career selection and management. However, there is no successful outcome when independent and dependent factors are combined.

**Hypothesis Three:**

**H<sub>3</sub>:** Job satisfaction will have positive relationship with career development

**Table-16-: Standard error of estimate – 2**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	Sig. F Change
1	.406 <sup>a</sup>	.165	.145	1.328	.165	8.546	.000

**Table-17-: ANOVA**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	135.656	9	15.073	8.546	.000 <sup>b</sup>
	Residual	687.822	39	1.764		
	Total	823.477	39			

**Table-18: Coefficients – 3**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.241	.461		4.858	.000
	Career planning tools are essential to support my career development.	.036	.044	.038	.816	.415
	I understand the need for continuous career development.	-.039	.045	-.041	-.877	.381
	Career development is important to me.	.020	.044	.021	.450	.653
	The outcome of my actions depends on my own performance.	.135	.056	.148	2.390	.017
	I will make every effort to start and run my own business.	-.271	.045	-.298	-6.007	.000
	I preferred to do anything to be an entrepreneur.	.069	.117	.074	.589	.556
	I prefer to be an entrepreneur rather than to be an employee in a company.	.161	.106	.173	1.518	.130

I will choose my career as a Govt. employee.	-.022	.073	-.023	-.303	.762
I would get excited if I think of new ideas to stimulate my future choice of career.	.076	.058	.063	1.320	.188

a. Dependent Variable: Job security is extremely important to me.

The above regression tables show that job satisfaction is significant and has a positive relationship with career development. In the above analysis, we observed that 16.5% job satisfaction depends on career development and it is positively related to the choice of career like government employee, entrepreneur, or own business. The outcome of my action is significant when the dependent variable is job security. Running your own business has been shown to increase job security.

## **Research Hypothesis Results**

**From all the above analysis, we can conclude that all the mentioned hypotheses are accepted, i.e.**

- 1: Career planning will have a good effect on career growth performance.
- 2: Career management will have a good impact on career development achievement.
- 3: Job satisfaction correlates positively with career advancement.

## **Conclusion**

The primary goal of this effort is to govern the factors (career commitment, job satisfaction, career management, career planning) that influence students' career choices. An experimental examination of the influence of antecedents and outcomes on the development of a career was conducted for this study. In particular, the study examined the hypothesis that the planning of a career and the management of a career were the antecedents of career growth. Job satisfaction as well as career commitment was also examined in the research as outcomes of career advancement. Regression analysis was used to investigate the variance in career growth as explained by career planning and career management after factor analysis. The relationship among the independent variables of career management and planning and the dependent variable of career growth In this essay, the relationship between career management and career planning as contributors to dedication to one's profession and work happiness is explored. The aspects of career planning and management, as well as work satisfaction and career commitment, are strongly correlated. The implications of these findings for career development are discussed in the study.

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