



## **A STUDY OF ACADEMIC ACHIEVEMENT IN CAREER PLANNING AND DEVELOPMENT**

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### **ABSTRACT**

Education being the sub system of society assumes a key job in molding, shaping, reforming and reconstructing it every now and then. One of the real highlights of contemporary educational reasoning has been a growing concern about the improvement of compelling personality and productivity of showing learning results that can be surveyed regarding understudies' accomplishment. The academic accomplishment of an understudy is viewed as exceptionally significant determinant of his/her achievement in later life. In present situation the significance of the professional guidance and vocation guidance programs for education has been recognized for secondary and senior secondary understudies particularly with regards to recent changes in the Indian education system which expects to bridge the hole among education and life endeavors are on at making education more work-arranged. In the present system the multi-year general tutoring centers on furnishing general education with socially helpful productive work and work-encounter programs. After this stage the understudies need to settle on a selection of courses from the academic and vocational streams accessible in schools for a long time of senior secondary education, trailed by three years of tertiary level of education. Just based on right learning of an employment a man can settle on the right decision. In the event that a man enters a profession without right data, he bombs after some time since he begins losing enthusiasm for his activity or needs work satisfaction. So to be effective in life it is exceptionally essential to have legitimate intrigue or occupation satisfaction which must be conceivable on the off chance that one enters the vocation best suitable for him and for entering a right profession.

**KEYWORDS:** Academic Achievement, Career Planning, Development, Education, society.

### **INTRODUCTION**

Career is defined as an individual's "course or progress through life (or a distinct portion of life)" (. There are number of ways the term career has been defined example stated career —as a series of related jobs within an organization or different jobs within various companies. Career can also be defined as a person profession or work, or something through which one makes a living. This work also is remunerative in nature. A career is often composed of jobs held, titles accomplished over a long period of time rather

than referring to one position. The conventional concept of career has been seen as progressing up an ordered hierarchy within an organization or profession. However, in recent times new definitions of career have been proposed by the researchers like Hall (1976) protean career, boundary less career, self-managed career. These new forms of career have certain elements in common, and are different from the traditional career option on criteria like core values, mobility, success criterion, key attitudes, accountability etc. In



these new careers the person is responsible for their career and not the organization he/she works for. Personal freedom and growth are the core values of the new career unlike the vertical advancement of the old notion of career. The new career is psychological or subjective experience of success is far more important than the objective parameter of success. And the key attitude is work satisfaction and professional commitment versus organizational commitment. This new version of a career makes it clear that the person is in charge of their career rather than the organization like the earlier times. The meaning of career has undergone change in the current scenario, and so the meaning of career planning.

The Indian government was aware of the need for guidance and counselling and constituted the initial suggestion for the inception of a guidance centre for career and services related to it in India can be dated back to six decades. The bachelors of education for teacher training have a paper educational vocational guidance and counselling which has major components of career planning of school students. National Council of Educational Research and Training (NCERT) as a national body of education, has a yearlong program for career planning. The Central Board of Secondary Education (CBSE) had come up with an aptitude test 'Students Global Aptitude Index (SGAI)' at the class 10 level to help students decide their subject specializations based on their aptitude. All these efforts seem very promising but the ground reality is different as career counselling programs have not been implemented in ways it was envisioned. There are no firms or strict guidelines for the same. Many schools are adopting these exercises as one of its initiatives, without much ground work which could benefit students in the long run. There are many private vendors in India who have evolved in past 10-12 years.

Example: Young buzz, Centre for Career Development, Career Smart, Mera Career Guide, Institutes of Career Studies and many more, claiming to provide career guidance to youth. Nonetheless, there is no standardized/scientific pattern followed by any of these agencies, except selling assessments under the broad umbrella term of psychometric tests. Sometimes these assessments are based on the aptitude of the student if he/she is achiever or an outperformer. Assessments are also based on the interest of the student if academics don't provide any direction. Along with this, few other factors are considered like personality, socio economic status and at times gender. Hence it will not be wrong to criticize the models these private vendors are promoting, because first these model are not comprehensive or inclusive enough (as these are adopted from the west) to cater to a large population of youth. Secondly, these models are planned and implemented from a for profit perspective without considering the context of delivery.

Different authors' views defining Career Planning: Hanis et al., (2012) in a group presentation has defined career planning in these words: o Career is defined as person's course or progress through life.

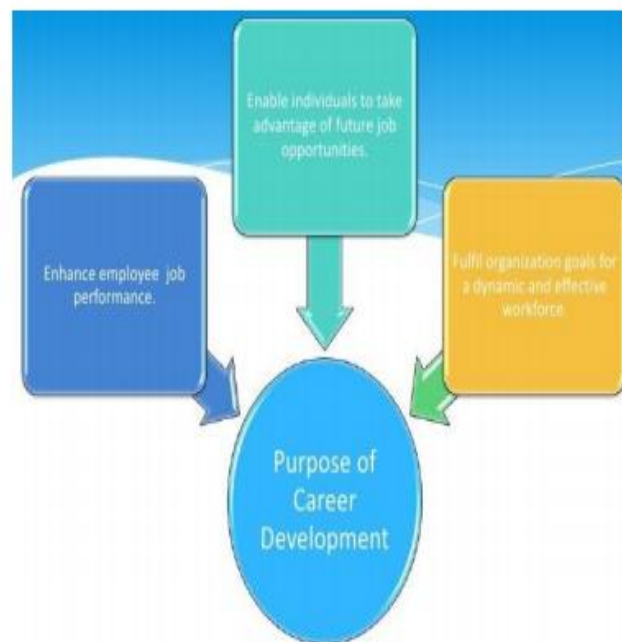
- Career planning is continues life long process of developmental experiences.
- Activities and action that an employee takes to achieve their individual career goals in career development.
- Career planning and development is the process of managing life, learning and work.
- It is an approach to match employee goal.
- It is a learning process.

**Career Planning is an on-going process where:**

- Explore and know the interests and abilities

- Strategically plan for career goals
- Create future work success

They also defined the various purposes of career planning and career development



Through proper planning of one's career a management can enjoy the healthy support of more develop and goal oriented employees and consistently looking deeply into employees concerns can enable them to enhance their job performance and to take advantage from future opportunities. It is only possible when they are entertained with full management support for securing their job and status.

Career Planning has been defined in different terms by Antariksa, Y. (2007).

1. Career planning is the process of setting individual career objectives and creatively developing activities that will be achieved by them.

2. Career Planning is the employee's counterpart to the organization's overall human resource planning activity.

**It can also be seen as a personal process consisting of three criteria:**

- I. Broad Life Planning
- II. Development Planning
- III. Performance Planning

Employees are ultimately responsible for the development of their own career. It creates the awareness in them that they are responsible for their own career and this awareness compel to construct plans that will enable them to accomplish goals, analyze potential career areas, and determine if they possess the skills



competencies and knowledge necessary to be considered serious candidates for such positions.

### CAREER PLANNING PROCESS

Personality is the blend of traits or qualities that typical makes up an individual. It also includes fairly consistent prototype of behaviour and effect of an individual. Cattell (1965) tried to explain personality in an equation format  $R=f(S, P)$  was (R) is behavioural responses of a person (S) is situation and (P) is personality. Cattell explains the behavioural responses (R) of a person is function (f) of the situation (S) confronted and individuals personality (P). Schultz & Schultz (2005) defines personality as —the unique, relatively enduring internal and external aspects of a person's character that influence behaviour in different situations! (p.10). Personality refers to a pattern of collective behavioural, emotional, mental, and personal characteristics or trait . The research in the area of personality can be traced back to the era of great Greek philosophers Hippocrates, Plato, Aristotle. There after number of personality theories emerged: trait, type, psychodynamic, humanistic, biological, behaviorist and social cognitive. The trait theories of the personality have been the most dominate among all the approaches. The five factor model by McCrae & Costa or the big five had emerged because of decades of research in the area of personality where both these researchers were trying to find out about a bigger construct that would define personality holistically then limiting it to number of attributes. Personality is the most widely researched topic in psychology. Though; the concept of personality is also covered in the areas of researches of career planning but neither directly nor widely. It could be concluded from the empirical work existing that the construct of career planning,

can be linked to career decision self-efficacy including career indecision, career choice commitment, pro-activity or career initiative etc.

### CAREER PLANNING AND WORK EXPERIENCE

The introduction of career such as traditional, protean and boundary less, open, new age; career planning appears to be an unending process. It is quite common that people change their jobs or altogether take a new perspective on their career and start afresh. There is evidence to suggest that work experience is important in identity formation and development of an independent self. Though the process is significant throughout one's life but is more salient in adolescent and young adulthood. It is also observed that work experience helps an individual to dwell deep and introspect what are the qualities that she/he liked about their work what they enjoyed the most, this process also helps them to identify what they didn't like about their work. What skills were important in their first job or internship as compared to the next one? It also gives them space to explore about their career choices based on their gender, socio economic status, background, future plans etc. Work experience also gives youth an opportunity to interact with others in the field, than just people from their close network. These new people whom they meet at work places, other than the safe family network one operates through, before joining work help youth to develop identities and make them imagine a new definition of possible self. The additional information and resources shared by these new set of people in the network benefit individuals when they start working, provide knowledge about occupational options as these people also act as mentors and role models. Economists too emphasize that both education and work experiences are important for human



capital formation. But all this doesn't happen in a short span of time though, it is an ever evolving phenomena but it takes time for a new employees (a youth) to understand the dynamic of work and in parallel experience what this work brings along. This is not only explored from a lens of networking and organizational career management in our study but also from the perspective of how work experience affects one's definition of career planning and its consequences.

### **CAREER PLANNING AND JOB COMMITMENT**

Every organization aims to produce the high momentum in their routine tasks and increase the acceleration of adopting more professional ways of concluding their tasks and projects (Cohen and Soto, 2007). Number of organizations seek after the outputs rather than the quality of input provided. Employees are the true asset of any work place. Therefore, organizations who care most and are conscious about their importance in their environment, they always work out to nourish their satisfaction and commitment with the job through monotonous caring about their career and providing security against their jobs. These organizations not only tend to hire good employees but they rather emphasize on developing the career and encouraging the commitment with the job of existing employees. Employees who are more cared for are more motivated and satisfied and hence they are willing to stay and more committed with the organization. Organizations work for sorting the troubles of their employees by sharing their grievances and try to prepare even weak performers by encouraging their efforts and maintaining the balance between their abilities and job requirements. In order to maintain the employees' job and performance they must feel or realize security against their job.

Employees, who are much cared, guided and supported by their supervisor regarding their career they tend to be affectively committed with their tasks and responsibilities and hence, carry the potential to accomplish the challenging assignments. It prepares them to be encouraged and to develop in them the sense of their responsibilities and value of their existence in any work place.

### **CAREER PLANNING AND EMPLOYEE PERFORMANCE**

Employees are the valuable assets of the firm and it cannot be wasted in vain and they should not be left on their own intentionally. Every employee in the firm or organization is not well equipped with all sorts of strengths and capabilities of finishing every task up to the mark. Letting them to carry on for every task is to put their employment at stake which is destructive and harsh not only for the employee himself but also for the environment in which they work. Some fresh or junior employees who are least aware of the techniques of performing their job and settling themselves in their work environment, they need care, support and proper planning at the start of their career to provide healthy nourishment to their on-going job. Every employee should be made aware of the importance of their existence among any team or group of the firm and if, their realization of such sense does not approach to the management then level of their skills and abilities cannot be improved through proper management response. The better a firm can render to its employees is the environment of learning, cooperation among members, committed supervision, timely fulfilling training needs, job security, appreciation on better performances and professional and effective planning for their career. Employees' career planning acts as a tool of strengthening the employment relationship between



employer and employee indicating the fruitful sensation for all the levels and groups of employees. It also assures the employability of an employee when they are consistently learning and applying learned and more developed skills (Watts, 2006). Organizational level goals achievement relies on professional and satisfied workforce.

### **IMPORTANCE AND BENEFITS OF CAREER DEVELOPMENT**

The Association for Career and Technical Education (ACTE) notes that today's employees must navigate a complex and changing world of work. Further, individuals face preparation gaps that educators and employers must fill through improved career development initiatives. Identifying and securing opportunities to earn a viable income is important but only part of the story. Finding employment and building a career based on interests is not an easy process. ACTE states, "Without structured guidance activities, young people tend to drift through their high school education without gaining knowledge of all the career opportunities available to them or the skills that are required" ("Career and Technical Education's Role). Career development can help to remedy this lack of knowledge for individuals of all age levels and can promote personal and educational development. For example, research demonstrates that "career development positively impacts academic achievement, career maturity, educational motivation, coping skills, self-esteem, and age-appropriate exploration and career decision-making". Career development can also motivate individuals by providing a concrete connection between educational programs and future careers.

### **ORGANIZATION AND IMPLEMENTATION OF CAREER DEVELOPMENT**

Career development initiatives can be implemented by career services providers and through career courses, internships/job shadowing, and computer-based guidance programs. These initiatives should:

- Include individuals of all ages and levels of education
- Offer services for individuals of all ages that continue through one's lifetime
- Recognize the interactions among education, business, industry, and government
- Be foundational and systemic – not an extra activity
- Emphasize alignment between academic and career development services
- Utilize and promote problem-solving and decision-making skills
- Refer to human development in theory and practice through the cycle of career decision-making

### **CAREER SERVICES PROVIDERS' ROLE IN CAREER DEVELOPMENT**

High school and college level career services providers can facilitate quality career development by providing personalized educational guidance for students by helping them to choose relevant academic coursework along with practical educational and career experiences ("Career and Technical Education's Role," December 2008). Despite their recognition of the importance of personalized plans, such as Individualized Education Plans (IEPs) or Individualized Career Plans (ICPs), many career services providers have difficulty providing career-



focused guidance in high schools and in community colleges, four-year colleges and universities. Since the formal training of many career services providers focuses on student development, these individuals may sometimes lack understanding of career development, a related but distinct body of knowledge. As a consequence, it is beneficial for career services providers to work closely with teachers to provide students with well-rounded guidance involving developmental, academic, and career-oriented facets (“Career and Technical Education’s Role,” December 2008).

### **CHALLENGES TO CAREER DEVELOPMENT**

Several concerns expressed by practitioners who work closely with career development in the state of Illinois are:

- Historically, Illinois has not adopted state policy on career development or required that schools and colleges implement career development programs. Concerned about fragmented delivery of career development programs and services, in 2007-08 the Illinois Career Development Task Force was formed and led by Mark Williams of the Illinois State Board of Education (ISBE). This group recommended that the state adopt a career development framework, recognizing that attention and support is needed from all levels of the P–20 system to achieve lasting impact. Without clear and consistent state and local policy, the group predicted that program implementation would continue to be uneven and likely ineffective.
- In many states and localities (not just in Illinois), counselors are trained in

mental health counseling with minimal or no training in career development. This lack of career development knowledge may contribute to counselors minimizing the importance of career development and sometimes providing students with inadequate and even inaccurate perceptions of college and career options (“Career and Technical Education’s Role).

- Even within CTE courses, the aspect of the K–12 curriculum that is presumably most aligned with career development, gaps exist between CTE and career development. Some high schools and community colleges offer CTE courses without much focus on career development, despite the potential close relationship between the two constructs. For example, some CTE programs assume that students have explored career options and have made career decisions prior to entering a CTE course, and they breeze past career orientation and exploration to skill-building. This approach to teaching CTE is not consistent with the building curriculum reform efforts that support the state’s efforts to implement POS and Career Pathways and facilitate student transition to college and careers.

### **CONCLUSION**

In current and modern era Career Planning has been the focus of the many researchers and they targeted various aspects where it can bring the change to create the difference from monotonous old and least productive methods. In the literature covering number of aspects relevant to it we have analyzed that all the contributions made to it still have a room to add more important concepts elaborating and



explaining its contribution to more fields of life. People from around the globe are consistently working and flourishing the concept of career planning and broadening and spreading its concepts and values. In literature contributing to work life environment it has overwhelming impact on strengthening employee's commitment not only with his/her own job but also with the whole environment in their surroundings; hence, they share and contribute their experience with everyone. Their Commitment brings employees closer and they collectively and effectively support each other. In turn they not only change or modify the shape of their routine outputs or achievements but also contribute with others to accomplish their tasks with the same passion. Career Planning has an overwhelming influence over the academic institutions and their activities as it starts from adolescents and continue till work life experience. If it continues its contribution than within a few coming years every single of this world who will be capitalizing it will be able to achieve their goals and emerging needs.

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