

**CAREER CHOICE: A STUDY OF PERCEPTIONS OF COMMERCE POST
GRADUATE STUDENTS' IN MYSURU CITY**

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ABSTRACT

Virtuous career planning leads to life fulfillment however; many interpersonal factors may influence students' personal interest. Selection of career is one of the vital significant decisions which have to be made by the students in his/her life time which in turn may change their life in future. In this backdrop, the present study tries to throw a light on knowing how and which interpersonal factors influence the students about their choice of career during and after their student life. Hence, the effort has been made to explore the effect of various factors that influence career choice decision of Commerce Post Graduate Students in Mysuru city. The study carried out with the help of linking literature review where the reviews have been done under conceptual framework of the paper wherever it is necessary. Structured questionnaire was prepared and administered to the final year M.Com students throughout Mysuru city. Both male and female students were equally represented as the sample respondents. The data was collected from 100 students and analyzed through statistical tools namely MS Excel and SPSS. Cronbach alpha was used to test the reliability of the questionnaire which resulted at 0.872. It was found and evidenced from the study with the help of Regression analysis that the interpersonal factors such as 'influence of family members', teachers and educators' and 'financial outcome' were the most influential factors which determines the choice of the students' career.

Key Words: Career choice, Financial outcomes, Peer influence, Social Responsibilities

INTRODUCTION

Career decision is a noteworthy issue in the formative life of young people since it is accounted for to be related with positive just as unsafe mental, physical and financial disparities that continue well past the energetic age into an individual's grown-up life (Robertson, 2014). The

complication of decision-making with regard to career rises as age upturns (Gati and Saka, 2001). Youths are bound to offer answers about their ultimate career which may speak to their imagined ideal world and marvelous observations about what they need to do when they grow up. As youngsters get more seasoned, they are bound to portray their career decision as a dynamic transaction of their developmental stages and the predominant natural conditions (Howard and Walsh, 2011). Decision making about their career is required to experience a procedure of comprehension by characterizing what they need to do and investigating an assortment of career alternatives with the guide of planning and direction (Porfeli and Lee, 2012). Appropriate handling of the procedure attests individual personality and encourages prosperity, work fulfillment and solidness (Kunnen, 2013). Carpenter and Foster (1977) hypothesized that the prior practices and impacts which people are presented to frame the bedrock of how they see their professional and career ambitions and objectives. They further say that all career impacting variables get from both natural (Intrinsic) and outward (extrinsic) or interpersonal dimensions. Intrinsic measurement are considered as a lot of professional interests identified and its job in the public eye, then again outward or extrinsic measurements alludes to the longing for social acknowledgment and security. In the interim the interpersonal measurement is associated with the impact of others namely family, companions/friends and educators/teachers.

It is analyzed by different scholars that adolescent who are persuaded by intrinsic variables are driven by their interests in specific jobs and career that are personally fulfilling (Gokuladas, 2010; Kunnen, 2013). Hence, inborn elements or intrinsic variables identify with choices radiating from self, and the activities that pursue are invigorated by interest, happiness or joy and they incorporate individual personality attributes, work fulfillment, career advancement and learning practices (Ryan and Deci, 2000; Kunnen, 2013; Nyamwange, 2016). Extraneous or extrinsic variables spin around outer guidelines and the advantages related with specific occupations (Shoffner et al., 2015). Renowned occupations, accessibility of occupations and well-paying businesses have additionally been accounted to stimulate decision making of youngers' career. (Ryan and Deci, 2000). Therefore, extrinsically inspired youngers may pick their career depending upon the extra fringe benefits related with a specific profession for example, monetary compensation, work stability, work openness and fulfillment (Ryan and Deci, 2000; Edwards and Quinter, 2011; Bakar et al., 2014). Interpersonal variables incorporate the practices of consultants

of socialization in one's individual life and these incorporate the impact of relatives, instructors/teachers, peers, and cultural obligations.

Beynon et. al., (1998) featured that Chinese-Canadian students' concentrate in choosing a profession which thusly carries respect to their family. Students who are affected by interpersonal variables exceptionally esteem the suppositions of family and relatives hence, they counsel with and rely upon these individuals and are happy to negotiate their own advantage (Guan et al., 2015).

STATEMENT OF THE PROBLEM

It is evidenced from the review of many related literatures that basically there are three scenarios out of which the first being wherein the students know what specialization to pursue from the very beginning. Secondly there would be students who subsequently decide what the right path is for them within the time span of the course and then there are the laggards who take a last minute decisions. The bearing of this decision will have an impact on the students' life for at least 30 years. These aspects have been examined by many authors internationally and nationally however, no study has been conducted to know the influence of only interpersonal factors on PG students' career choice particularly in Mysuru city. Hence, the study has been taken up to fill the research gap by taking only Commerce Post Graduate students of Mysuru city.

NEED FOR THE STUDY

The study would help to give information to various stake holders namely teachers, lecturers, vocational training institutes, career counseling firms, employment consultancy firms, corporates, etc. about which interpersonal factors influence the Commerce Post Graduate students career planning or career decisions.

OBJECTIVES

The present paper has been carried out to fulfill the following objectives

- To study the conceptual framework of students' attitude towards career choice
- To evaluate the perception of the PG Commerce students' about the interpersonal factors.

- To examine the effect of interpersonal factors on Commerce Post Graduate students career choice.

HYPOTHESIS

The following hypothesis has been developed to achieve the above objectives

H₀: Interpersonal factors have no significant influence on Commerce PG Students' career choice.

H₁: Interpersonal factors have significant influence on Commerce PG Students' career choice.

RESEARCH METHODOLOGY

Data Collection: Present data has been collected by taking both primary and secondary source where in primary data has been collected by using structured questionnaire by testing its reliability. Various research articles of national and international journals, magazines, website source, etc, as served as secondary data.

Sample Size: The size of the sample respondents taken for the study was 100 in number comprising both male and female students equally in Mysuru city.

Statistical Tools Applied: Collected data was gathered and analyzed with the aid of MS Excel and SPSS. Reliability test was done wherein the value stood at 0.872 by using Cronbach alpha. SPSS also been used for evaluating the effect of independent variable on dependent variable with the help of Regression. Analysis and interpretation of data collected has been carried out by using tables.

DATA ANALYSIS AND INTERPRETATION

Data analysis and interpretation has been done in two divisions' namely demographic profile and testing of dependent and independent variables through regression analysis. The demographic profile constituted gender of the respondents where male and female student respondents equally considered, the students of final year M.Com were targeted along with their age which has been shown in the below table

Table No. 1- Demographic Profile

Gender			Age		
	F	%		F	%
Male	50	50	< 24 years	91	91
Female	50	50	25-26 years	7	7
			>26 years	2	2

(Source: Primary)

From the above table, it is clear that the male and female are equally divided which represents 50 percent each. The Age factor is divided into three categories where majority (91%) of the respondents were below 24 years of age, 7 respondents were between the age group of 25 to 26 years and very less portion of respondents were more than 26 years which of only 2 percent.

TESTING OF HYPOTHESIS

Table No. 2 – Model Summary

Model	R	R Square	Adjusted R Square
1	0.826 ^a	0.747	0.721

(Source: Primary)

Table No. 3

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	17.450	6	3.991	21.301	0.000^a
	Residual	22.176	185	0.125		
	Total	40.735	189			

a. Predictors: (Constant), IF1, IF2, IF3, IF4,IF5, IF6

b. Dependent Variable: CC

(Source: Primary)

Table No. 4 - Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	1.723	.214		7.153	0.000
IF1	.138	.048	.210	2.342	0.012
IF2	-.128	.081	-.141	-1.282	0.105
IF3	.238	.078	.267	2.846	0.005
IF4	-.097	.067	-.136	-1.536	0.137
IF5	.171	.066	.185	2.551	0.004
IF6	-.114	.085	-.136	-1.287	0.121

a. Dependent Variable: CC

(Source: Primary)

The present paper has used regression analysis to analyze the effect of independent variables on dependent variable where 'Career Choice' is considered as dependent variable and other six interpersonal factors are considered as independent variables. Regression was done to know which independent factors had more influence on choice of the students' career. The six interpersonal factors which are considered as independent variables are 'Influence of family members'(IF1), 'Peer Influence'(IF2), 'Teachers and Educators' (IF3), 'Social Responsibilities'(IF4), 'Financial Outcome' (IF5) and 'Future Exposure and Job Opportunities' (IF6).

From the above table No. 4, it is evidenced that 'Influence of family members' variable whose p value is 0.012 which is less than 0.05 have significant impact or influence on career choice of the students. Along with family influence other variables such as 'teachers and educators' and 'financial outcomes' do have impact on the career choice of the PG students whose p values stood at 0.005 and 0.004 respectively which is less than 0.05 and significant at 5% level. On the other hand the variables namely peer influence (0.105), social responsibilities (0.137) and future exposure and job opportunities (0.121) resulted with the value more than 0.05 which in turn

showed that they do not have significant influence on career choice of the PG Students. The Regression was a good fit depicting 74.7 percent of the variance in Career choice along with adjusted R² value of 72.1 percent.

In the nut shell, from the above analysis it is clear that the developed null hypothesis “Interpersonal factors have no significant influence on Commerce PG Students’ career choice” has been rejected and the alternative hypothesis not rejected. Though few interpersonal factors are not showing high influence on students’ career choice, it can be still considered from the above interpretation that interpersonal factors do influence on Commerce Post Graduate Students’ career choice.

SUMMARY

Settling on compelling career decision choice is basic in numerous aspects, as it prompts guarantee to both individual professional improvement and organizational objective accomplishment. The present study endeavored to recognize the substantial factors that impact the decision with regard to the individual career choice among Commerce PG Students in Mysuru City. It is clear from the study that only factors such as ‘influence of family members’, ‘teachers and educators’ and ‘financial outcomes’ are the most influential factors. However the study was limited to only Mysuru city with only 100 sample respondents and can be further suggested that it can be enlarged and expanded beyond the taken sample size. There is also further scope of research if it can include both Commerce and Management students. Through picking up knowledge about how post graduates settle on their career choice a few foundations like professional directing firms and individual career instructors would be profited in term of viably arranging professional direction programs for those invested individuals. Further, these foundations would probably manage those students towards more reasonable career decision instead of ending up with professional vulnerability.

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