SUB THEME:ETHICAL CONCERNS IN CAREER PREFERENCES NAVIGATING CAREER PATHS WITH INTEGRITY

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ABSTRACT

Quality concerns in career preferences among higher secondary students often revolve around factors like limited information about diverse career options, parental pressure, societal expectations ,and peer influence., ensuring access to comprehensive career guidance, promoting awareness about various professions, changing barriers of parents over concern about their children's' career and encouraging individual thinking style and interests can help address these concerns. The current situation in Kerala reveals that under graduate students who do not determine their future career orientations before graduation are beginning to work in an unplanned way after graduation, and consequently, these results in a loss of interest, low productivity at work, or even failure if they choose a profession that is incompatible with their abilities. Many parents are unaware of all the ways they can influence their children's career decision. Work ethic, family values and gender stereotyping in the family may have greater impact than previously thought. This topic is an attempt to find out the factors influencing career preferences of HSS and explore to those variables which are affected .

Introduction

A student's career choice is one of the most significant problems and obstacles that they face during their academic career. It entails the exchange of a large number of intricately intertwined components. According to Nyamwange (2016), a student's current circumstances, gifts, abilities, and scholarly achievements all influence career choice. It is not an easy task; it entails a lengthy decision-making process. Students must consider a variety of factors, which causes them to second-guess their choices. In the event of a poor choice, disappointment and frustration are likely to follow. According to research, a student's career choice is influenced by their home, school, and social environment. Their career choices are influenced by financial considerations, as they must pay for family expenses. Many studies have found that factors like fitness, life circumstances, and academic achievement all play a role in career choices (Kazi, A. S., & Akhlaq, A. 2017). Students' career choices will impact the remainder of their lives. Students' career choices were influenced by their grades, ages, personal interests, and experiences, among other factors, and it was through their educational experiences that these students determined what they wanted to accomplish in their future careers (Quinter et al., 2011). Senior high school students also said that their decisions were influenced by factors like decision-making, motivation, peer pressure, institutional concerns, and future job prospects, among other things.

Career choices require a high level of creativity, experimentation, decision-making, and sound judgment. To generate and nurture interest in a particular career, it is critical to have a working knowledge of that field. Self-defining activities that are necessary for the soul, heart, and power of an individual are powerfully attracted to passion. Professional success is most likely to occur when an individual's career path is aligned with his talents, personality, background, and intelligence. Numerous students make decisions based on personal preferences rather than what the labor market requires. According to the findings, it takes passion to comprehend entrepreneurship and its processes (Magdadaro, 2020). Additionally, the type of sources used to gather information about the course of study has an

effect on the determination of this degree of ambition. Role expectations, for example, vary significantly within the family unit and within the occupational social system. In the home, a person's personal characteristics are evaluated, whereas their performance on the job is evaluated (Guney, B., Richter, M., &Tsur, M., 2011). Employees who develop and administer professional programs have been able to advance their careers and increase their organizations' commitment to professionalism (Ismail, 2018). It is especially advantageous for students who attend larger schools or live in areas with abundant career opportunities. It's a good idea to investigate your career options. It is critical for high school students to determine which strand best fits their personality and which strand is closest to their heart.

Need and Significance of the current study

Career preference among higher secondary students is crucial for several reasons. Selecting career is often a long, difficult and unsettling experience for most of the children. Meaningful selection of a career or profession can be done only the students which are completely free from the external pressure. It helps students align their educational choices with their interests and skills, leading to better engagement and satisfaction In their academic pursuits additionally, early career exploration can aid in setting realistic goals ,fostering a sense of purpose ,and preparing students for the ever- evolving job market.

Effective career guidance can empower students to make informed decisions, enhancing their overall academic and professional success. The need for developing adequate knowledge for proper career choice and for entering a proper career education is acquiring greater significance in a world which is fast changing in respect of career demands. In a world where new occupations are created in every moment, and where conventional vocations are fast disappearing, it is difficult for any young learner to be abreast in basic knowledge relating to vocations.

What are the factors influencing the career preference of higher secondary school students?
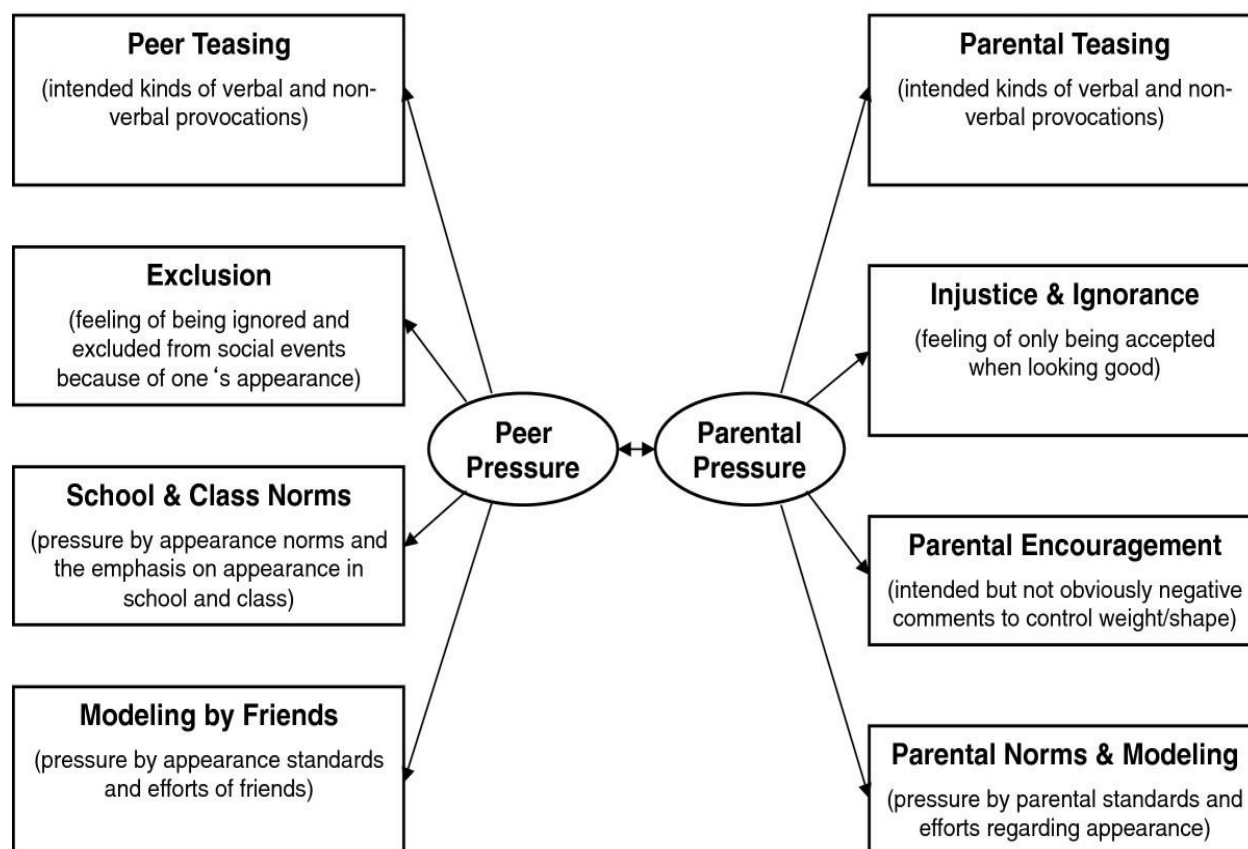
Personal Interest

student's personality, thinking style have been identified as critical factors in choosing a career path. Because a student's experiences are shaped by their own abilities, their attitudes toward professional ideals are influenced in both directions (Fink, L. D., 2013).some students chose their course based on their desires. Also,some chose a course in accordance with their personality and habits asserts that psychological research on career choice places a lot of emphasis on the personality traits that influence an individual's choice of a job.

Parental pressure

Families, particularly parents and guardians, have a sizable influence on their children's career aspirations and goals. According to Olaosebikan, O. I., &Olusakin, A. M. (2014), without parental permission or support, students and young adults are frequently unwilling to pursue – or even consider – a variety of career opportunities. Peers and friends have a substantial impact on the respondents' future selves' behavior, personality development, career choices, adaptation, and positive and negative behavior (Borisovich, M. A., et.al, 2017).

Appearance-Related Social Pressure

Peer Teasing
(intended kinds of verbal and non-verbal provocations)

Parental Teasing
(intended kinds of verbal and non-verbal provocations)

Exclusion
(feeling of being ignored and excluded from social events because of one 's appearance)

Injustice & Ignorance
(feeling of only being accepted when looking good)

School & Class Norms
(pressure by appearance norms and the emphasis on appearance in school and class)

Peer Pressure

Parental Pressure

Parental Encouragement
(intended but not obviously negative comments to control weight/shape)

Modeling by Friends
(pressure by appearance standards and efforts of friends)

Parental Norms & Modeling
(pressure by parental standards and efforts regarding appearance)

Considered aspects of appearance related social pressure.

Job Opportunities

Job opportunities play a crucial role on career preferences as they directly impact an individual's potential for growth, skill, and financial stability. Job security significantly influences career choices, as individual often seeks professions with stable employment prospects. A sense of security fosters long-term commitment to a particular career, enabling individuals to plan for the future and pursue personal and professional development with confidence. Along with job security, some students may anticipate retirement. Students may want to think about getting a job to make sure they have money for the rest of their lives (Wildman et al., 2001).

Financial Condition

Finally, this factor demonstrates that some students come from lower socioeconomic backgrounds and that their families are in financial distress. Occasionally, when students are reminded of the high cost of education, this difficulty can be transferred to them. Students want to be treated like adults and given an equal opportunity to make the best career choices possible (Gottfredson, L. S., 2005). Economic stability, job opportunities, career advancement opportunities, and job satisfaction all influenced respondents' career choices (Ko, W. H., 2012). Students who have a firm grasp on their objectives are more motivated and engaged. What students need is a rewarding career that will last a lifetime (Lent, R. W., & Brown, S. D., 2013).

Theoretical background

Choosing a career or vocation is a major developmental process. Most people will spend the majority of their time working in a career. People make career choices based on many factors, including meeting expectations of family, friends, and teachers. Careful consideration of personal characteristics and abilities can help a person decide on a career path that suits their personality. The ancient philosopher Confucius explained it well with the philosophy "choose a job you love, and you will never have to work a day in your life."

Career development theories help explain how career paths, personality traits, and behaviors influence career success. There are five major career development theories:

- Ginsberg's Developmental Theory
- Holland's Theory of Vocational Types
- Super's developmental theory
- Bandura's social cognitive theory
- Parson's Trait and Factor Theory

Career counseling theories are based on these career development theories. Career counselors often use personality and aptitude tests that incorporate aspects of the five theories as they help clients select appropriate careers.

Ginzberg's Theory

Psychologists and human development specialists categorize human development into stages or phases based on age and appropriate developmental milestones. In 1951, the economics professor Eli Ginzberg, along with scholars Axelrad, Ginsburg, and Herma, developed the theory of career choice, describing it as a function of human development over time. An individual passes through three stages of career development that roughly correspond to human development stages. Early stages support later stages.

- **Fantasy stage (birth - approximately 11 years):** children participate in pretend games and role play, imitating adults and others around them. Examples of this include playing house, playing school, or pretending to be a firefighter or police officer. Children may say they want to be a nurse or a teacher when they grow up, but they don't have a realistic view of what the career is like.
- **Tentative stage (age 11 - 17 years):** children begin to understand their personal preferences, talents, and aptitudes as they become more self-aware. Personal life choices and educational opportunities influence decision making as young adults begin to make preliminary career choices.
- **Realistic stage (age 17 - 24):** young adults narrow in on a career choice. This stage can be divided into three "sub-stages":
  - *Exploration:* the young adult begins experiencing possible career choices through educational choices and exposure to the realities of the career
  - *Crystallization:* the young adult becomes more certain of a career choice as they are exposed to the realities of their choice. Many people remain at this stage throughout their career.
  - *Specification:* The young adult realizes specific specialties within their choice. For example, a student studying to become a nurse will realize that there are many types of nurses and tailor their education to specialize in an area that meshes with their personal values and educational choices.

Ginzberg's ideas align with the developmental stages of growth and personality development described by Erikson, a well-known human development psychologist. While it makes sense that normal personality development would influence career development, Ginzberg did not consider developmental changes that take place throughout a person's life. Career decisions and development continue past the age of 24, the end of Ginzberg's Realistic stage. Another limitation of this theory is that Ginzberg did not consider the personality traits described by other career development psychologists that also influence career satisfaction.

Holland's Trait and Factor Theory

John Holland was a scholar who developed a theory based on the idea that personality traits influence our career choices. He believed that **congruence,** or balance between personality traits and job duties and the environment, would yield greater career satisfaction. He described six categories of personality types that correspond with six occupational environments.

1. **Realistic:** realistic people solve problems by acting rather than reflecting. People with the realistic trait value practical, active solutions. Careers that match this trait include farming, construction, culinary arts, and architecture.
2. **Investigative:** investigative people solve problems by analyzing information, and they prefer to work alone. Careers that match this trait include science, medicine, and computer programming.
3. **Artistic:** artistic people are by nature creative. They enjoy music, writing, and the arts. Generally, they are more emotionally aware than some other types. They are independent, but enjoy working with others. Writers, musicians, actors and graphic designers match the artistic trait.
4. **Social:** social people enjoy working with others, especially in the areas of teaching and helping. Teachers, counselors, nurses, and police officers possess this trait.

5. **Enterprising:** people with this personality trait are known for being persuasive. They value status and respect and exhibit leadership qualities. Careers that match this trait include stockbrokers, lawyers, newscasters, and salespeople.
6. **Conventional:** people in this category are happier in a structured environment where they know what to expect. As in the enterprising category, they value status and respect but need clear expectations. Possible careers include financial planners, accountants, data entry clerks, and bankers.

Holland believed that people have combinations of all six personality traits, but they also have one dominant trait and two related traits. Career choice counselors help identify dominant traits and explore occupations that have corresponding environments. A close match between the personality traits and the occupational environment leads to greater career satisfaction. While this theory acknowledges that developmental stages influence personality traits, Holland's **Trait and Factor Theory** does not consider how development changes over time, which will impact personality traits.

Super's Developmental Theory

Donald Super, a psychologist, focused on relating personal development to **career development.** Similar to Ginzberg, he related human development stages to career development. Super believed that as a person matures and becomes more self-aware, they develop a more realistic attitude toward career choice. He felt that maturity and mastering developmental tasks leads to more practical career choices. Super identified five stages:

1. **Growth: (birth to mid teens):** a young child participates in pretend and role-playing, and as they age they become more aware of their own personal preferences.
2. **Exploration (mid-teens - early 20s):** young adults begin applying education to career choices, identifying and targeting preferences, aptitudes, and talents.
3. **Establishment (mid 20s - mid 40s):** as adults, the individual begins at an entry level, gradually becoming established in their career choice and becoming more experienced in their choice.
4. **Maintenance (40s - 60s):** this is often a stage of career plateau as the individual reconciles their career choices with their personal life choices. It can become a time for personal growth, or even career growth, as the more mature individual seeks to maximize their position within their career choice.
5. **Decline (late 60s through retirement):** most individuals begin decelerating their career ambitions and concentrate more on their personal needs and the legacy they wish to leave.

Super believed that everyone passes through the five stages during their vocational lives regardless of their interests, aptitudes, personality traits, and career choices. The theory is especially useful as it helps the individual understand career satisfaction based on their developmental stage. A drawback of the theory is that it assumes that an individual will pass through the developmental stages at the same time in a straight line trajectory. It does not take into account the excitement and rejuvenation that might come with a late stage career change.

Bandura's Social Cognitive Theory

Albert Bandura was a psychologist who developed the **social-cognitive theory** based on the idea that an individual bases his behavior on what is experienced in the environment. Bandura believed behavior and success are influenced by:

- **Self-efficacy:** a person's belief that their personal abilities will lead to success.
- Achievement and behavior of others in the environment
- Factors beyond individual control

Self-efficacy is the driving motivator of career achievement according to social-cognitive theory. People who are more confident in their ability to achieve success are more motivated and more successful at reaching goals. Mentorship and behavior modeling are valuable because they give an individual a model for career success. Social-cognitive theory is especially valuable in career counseling for non-traditional workers, since mentorship, development of self-confidence, and the feeling of control over one's destiny are related to success rather than specific personality traits. Social-cognitive theory does not emphasize the importance of matching personality traits to career characteristics, so it's not effective in all career development situations. Developmental stages of life are not really considered in this model.

Parsons' Trait and Factor Theory

Parsons was an early professor who developed trait and factor theory. The theory focuses on identifying individual personality traits and matching them against traits necessary for a specific career. Holland's trait factor theory was built on the earlier work of Parsons. Many career aptitude tests rely on questionnaires which inventory an individual's personality traits, including task preferences and work styles. Career development counselors then match the results with careers that include similar traits. Trait factor theory is very useful in helping an individual identify occupations and careers that match their personality, interests, and work style, but it doesn't take into account the economy's effect on specific careers or the personality and developmental changes that affect a person throughout their lifespan.

Applications of Career Counseling Theories

Career development theories influence the practice of career development counselors as they help individuals identify fulfilling careers. **Career development** and **counseling** help people understand how career choices complement their personal characteristics, education, and personal goals. Trait and trait factor career development theories focus on matching personality traits with characteristics that predict success in specific categories of careers. Career aptitude tests help an individual identify vocations that match their personality and meet their needs.

Other career development theories emphasize the stages of human development, relating them to career development. Social-cognitive theory emphasizes the importance of mentorship and development of one's belief in the control of their destiny as indicative of career success. There's no one-size-fits-all theory of career development for every situation. Effective career counseling will include an analysis of personality traits and career interests combined with developmentally appropriate support and education. Social-cognitive theory supports trait theory and developmental theory by providing individuals with opportunities for modeling and mentorships that help them experience personal success and identify successful behavior in others.

Educational implications of the topic

Students in HSS fields often develop strong critical thinking,communication,and research skills.Here are some educational implications of career choices in HSS:

1.Ethical considerations:Many HSS professions involve ethical decision making.Incorporating ethical side of courses into their education helps them to navigate complex moral issues which may encounter in their careers.

2.Adaptability and lifelong learning:The nature of HSS careers often involves adapting to evolving societal trends.Encouraging students to embrace a mindset of lifelong learning prepares them to stay relevant in their fields and adapt to changing adversible conditions.

3.Net working and professional development:creating professional network is crucial for careers of HSS students.Educational programmes can encourage students to participate in internships,attend conferences,and participate in extra curricular activities to strengthen interconnections in their chosen field.

4.Technological literacy:Embracing technology become increasingly important in HSS fields.students may find values in incorporating technology related courses into their education to stay abreast of advancements and to adapt to the evolving work space.

5.communication proficiency:Effective communication is crucial in HSS careers,through writing,public speaking,or interpersonal skills.Students may benefit from courses that enhance their communication abilities,contributing to success in their chosen field.

6.Cultural competencies:HSS often work in diverse environments.Exposure to different cultures and developing cultural competence through course work can be essential for success in careers that involve understanding and working with people from difeerent backgrounds.

7.Research and analytical skills:Many professions demand research and analytical skills.students can empower these skills and critical thinking abilities through different projects and internships to prepare for future career demands.

8.Interdisciplinary learning:Students may benefit from a well-rounded education that includes courses from various deciplines,enhancing their ability to approach issues from different perspectives.

conclusion

Choosing a career is a crucial decision influenced by various factors. personal interests,skills,values and market demand, peer influence and parental influence etc.Considering these aspects helps in align one's passion with practicality, ensuring a fulfilling and sustainable career path.In summary,the educational journey of HSS students should not only focus on the specific content of their chosen field but also emphasizes the development of transferable skills and broad based education that prepares them for the multifaceted demands of their future careers.

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