

# CAREER PLANNING OF HIGHER SECONDARY SCHOOL STUDENTS

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## Abstract

The research aimed to assess the career planning of higher secondary students. The main focus of the study is concerned with career planning and management of 10 + 2 students under HSEB. Only the respondents are the 10 + 2 students studying in Kathmandu Valley. The survey design adopted by this study appeared to be a successful research attempt. Findings showed similarities of responses among different groups therefore, the findings of the study could be generalized among the respondents. The research revealed that a career is the pattern of job related experiences gained during ones working life. Career planning itself is changing rapidly to respond to dynamic world economy. Career planning is career building in which the emphasis is to help people become healthy, self-reliant citizens able to cope with constant change in rapidly changing labour market and maintain balance between work and life roles.

**Key words:** *Counseling institutions, peer group, career plan, action plan.*

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## Introduction

Many high school students think that career planning is something that begins once they have entered collage. On the contrary, career planning is a process that can and should begin while in high school, and most naturally should continue in to the collage years. Career planning, in fact, is an ongoing process that allows you to rethink and reevaluate your self and your career options as you have experiences, and as you grow and develop (Jian, 2020).

The career planning needs of high school students differ from those of college students. During the high school years, you should get to know recognize. Who you are and what you are good at. How do you do that ? Here are some activities that allow you to expose yourself to many types of experiences. Use this checklist to determine what you have already done. Take a variety of classes to learn subjects, strengths and interests. Learn to develop new skills through classes, clubs, activities etc. Begin to explore career options. Talk to career professionals, advisors, counselors, teachers, parents and friends. Do some research into careers that are of interest to you. Find voluntary experiences which allow you to try different career areas. Those are real life experiences.

## Objectives of the Study

The primary objective of this study is to assess the career planning of higher secondary students.

## Review of Literature

Career planning has remained a neglected aspect of Human Resource Management in Nepalese organizations. Employees generally lack systematic career planning. Career goals remain unclear, career paths remain unachieved because of the lack of sensitivity towards career goals of employees in top management. Environment assessment is not properly done for career planning. Nepalese organizations lack consciousness about facilitating career planning of employees. They generally, do not provide formal career information, education and counseling to students and employees.

Future career choices of teenagers have always been the focus of researchers (Panisoara et al., 2013). In 2014, China proposed a new policy for the reform of the New College Entrance Examination (NCEE), which clearly pointed out that students should choose their appropriate subjects for future study and their development and put forward higher requirements for their self-interest and future career development (Wang, 2021). The new model of subjects selection provides more choices, which not only challenges schools and teachers, but also puts forward higher requirements for the ability of the students for career exploration (Jian, 2020). The selection of subjects will affect the future academic achievements, majors, and employment in universities of the students (Chen, et al., 2021). Career exploration is one of the hot research topics in the field of career development in recent years (Jiang et al., 2019). and is considered as a great impetus to the adaptive development of people (Guan et al., 2018) which refers to the process that an individual explores the environment related to himself/herself and career development under the impetus of exploration motivation (mainly professional exploration in high school). After combing the concept, structure, measurement, and influencing factors of career exploration, this study planned to explore the challenges faced by high school students in China, put forward an opinion, and established a new coping model suitable for the career exploration of high school students, to provide help to them for discipline selection and future development.

Burke and McKeen (2003) conducted a research study on career priority patterns. As per their study, there has been considerable interest shown recently in career advancement prospects of managerial and professional women in industrialized countries. There is widespread agreement that women continue to have difficulty in reaching the ranks of senior levels of management, despite having appropriate education, increasing years of service, the passage of time, and generally similar levels of job performance.

Lau and Pang (2015) suggested that career counseling services and organizations can increase co-operation with employers by organizing more company visits/exhibitions and organizational internship/short training workshops for undergraduates can gain a better understanding and practical experience of their future potential work life and roles. Thus, prior to graduation, there is a need for greater triangulated communication

between the three parties: under-graduates, career advisers and organizations. And this need can be fulfilled through the activities offered by the career advisers.

Bradley (2016) demonstrates the importance of the indeterminate nature of careers. By focusing on the dialectical relationship between self and circumstance. They are able to show the negative effects of racism and sexism in women's working lives, but also how women are active agents who seek to control and transform these negative circumstances. The women in our study were particularly strong and utilized the strength of black union networks and union resources. Such trade union resources are not available to all black and minority ethnic women.

The present research study has tried to explore the career planning of HS students. This study will provide new insights to the future researchers scholars. Banker, Businessmen, government and many others for academically well as policy perspectives.

## **Research Methodology**

### **Research Design**

The research design is descriptive as well as exploratory research design has been adopted. Being descriptive study it has identified problems or justified current marketing conditions and practices.

### **Population and Sample Sources of Data**

All the higher secondary schools and their students studying in Kathmandu Valley are the population of the study. Among them, Kathmandu Model College, Bagbazar, National Integrated College, Dillibazar and Times International College, Charkhal are taken for study purpose using convenience sampling method. Out of total students from sampled colleges, 100 students (50 male, 50 female) are selected as a sample using judgemental sampling.

### **Nature and Sources of Data and Analytical Tools**

The research is mainly based on primary survey which was conducted on college students in Kathmandu valley. A well structured questionnaire was designed and surveyed on college students regarding their career plan and objectives. Hence, the nature of the data are primary. Frequency distributions, percentages and means are calculated. Calculated data are analyzed and described in a psychological context. Analysis has been used done chi-square, mean, standard deviation, percentage; pie-chart, regression etc. as per the nature of study.

### **Results**

The main purpose of analyzing the data is to change it from an unprocessed form to an understandable presentation. The analysis of data consists of organizing, tabulating and performing statistical analysis.

### **Needs for Developing Career Planning**

Career planning is an important part of life. It is inevitable for everyone. In the question of needs for developing career planning, students were response as under:

**Table 1: Needs for Developing Career Planning**

Options	Male		Female		Total	
	No.	%	No.	%	No.	%
Highly Needed	30	60	20	40	50	50
Needed	10	20	30	60	40	40
Undecided	5	10	-	-	5	5
Not so Important	5	10	-	-	5	5
Not Needed at all	-	-	-	-	-	-
<b>Total</b>	<b>50</b>	<b>100</b>	<b>50</b>	<b>100</b>	<b>100</b>	<b>100</b>

Source: Field Survey, 2022.

In response to the question concerning the need for career planning in higher secondary students 60% of male respondents felt its highest need to the students, while in female it was only 40%. In female 60% was needed career planning while 10% only male students were needed career planning.

### Information Development to the Career Planning

For career planning information development is an important part which can be obtained through counseling institutions, senior professionals, peer groups, educational institutions, etc. The information development for career planning is presented in table 2.

**Table 2 : Information Development to the Career Planning**

Options	Male		Female	
	No	%	No	%
Counseling institutions	7	14	24	48
Senior professional persons	21	42	9	18
Peer group	8	16	6	12
Educational institutions	14	28	11	22
Total	50	100	50	100

Source: Field Survey, 2022.

During the research 40% of male respondents were found using senior professional person as information for the development of the career planning. Similarly 4.8% female respondents were found counseling institutions as information to develop the career planning.

## Types of Career Planning

With the ongoing technological revolution and the liberalisation and globalisation of the economy, the job market has been undergoing a sea change. There is fierce competition in various specialised jobs, and consequently a fiercer competition for admission to professional courses. Hence one must go through the process of career planning in a systematic way.

**Table 3 : Types of Career Planning**

Options	Male		Female	
	No	%	No	%
Individual	9	18	12	24
Culture	7	14	11	22
Society/Institution/organization	29	58	9	18
All of Above	5	10	18	36
<b>Total</b>	<b>50</b>	<b>100</b>	<b>50</b>	<b>100</b>

Source: Field Survey, 2022.

The table reflected that 58% of the respondents saw society/institution/organization of career planning have they adopted. But 36% female respondents were all at above of career planning have they adopted.

## Roles of Career Development Process

The training component assists employees in growth and development by enhancing their knowledge, responsibility, skills and abilities in their present job assignments or prepares them for future opportunities.

**Table 4 : Roles of Career for Development Process**

Options	Male		Female	
	No.	%	No.	%
Accept responsibility for your own career	6	12	19	38
Assess your interest skills and values	26	52	5	10
Seek out career information and resources	9	18	11	22
Establish goals and career plans	5	10	7	14
Utilize development opportunity	3	6	5	10
Others	1	2	3	6
<b>Total</b>	<b>50</b>	<b>100</b>	<b>50</b>	<b>100</b>

Source: Field Survey, 2022.

According to 52% male respondents assess their interest, skills and values were found the role of career development process, while 38% of female respondents accept the responsibility for their own career.

**Chi-Square Test: Thought About any Career Planning to Oneself**

**Table 5 : Thought About any Career Planning to Oneself**

Option	Male	Female	Total
Yes	20	16	36
No	3	3	6
Total	23	19	42

Source: Field Survey, 2022.

H<sub>0</sub>: There is no significance different between the thinking of career planning of male & female.

H<sub>1</sub>: There is significance different between the thinking of career planning of male & female.

O (observation)	E (expected)	O- E	(O-E) <sup>2</sup>	$\frac{O - E^2}{E}$
20	19.71	0.29	0.0841	0.000427
16	16.29	-0.29	0.0841	0.000516
3	3.29	-0.29	0.0841	0.00256
3	2.71	0.29	0.0841	0.00310
			$\chi^2 = 0.00660$	

$$\therefore \chi^2 = \frac{\sum(O - E)^2}{E}$$

$$= 0.00660$$

$$D.F. = (r - 1) (1 - 1)$$

$$= (2 - 1) (2 - 1)$$

$$= 1$$

Level of Significance,  $\chi^2 = (\text{Tabulated Value}) = 3.84$

Since the calculated value of  $\chi^2$  (0.00066) is less than tabulated value (i.e. 3.84) so, null hypothesis is accepted its means there is no significant different the thinking of career planning of male and female.

## Collection of Information for Development Career Planning

**Table 6 : Collection of Information for Development Career Planning**

Options	Male	Female	Total
Counseling Institutions	4	2	6
Senior Profession Persons	16	6	22
Peer Group	1	4	5
Educational Institutions (HSS, College, University)	2	8	10
<b>Total</b>	23	20	43

Source: Field Survey, 2022.

$H_0$  = There is no significance different about the collection of information between male and female.

$H_1$  = There is significance different about the collection of information to develop Career between male and female.

Observation (O)	Expected (E)	(O - E)	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> E
4	3.21	0.79	0.6271	0.2237
2	2.79	-0.79	0.6241	0.2236
16	11.77	4.23	17.8929	1.52
6	10.23	-4.23	17.8929	1.749
1	2.67	-1.67	2.7889	1.044
4	2.33	1.67	2.7889	1.1969
2	5.35	-3.35	11.2225	2.0976
8	4.65	3.35	11.2225	2.4134
				$\chi^2 = 10.46925$

$$\begin{aligned} \therefore \chi^2 &= \frac{\sum (O - E)^2}{E} \\ &= 10.46925 \end{aligned}$$

$$\begin{aligned} D.F. &= (r - 1)(c - 1) \\ &= (4 - 1)(2 - 1) \\ &= 3 \times 1 \\ &= 3 \end{aligned}$$

5% level of Significance  $\chi^2$ : Tabulated value = 7.81

Since the calculated value of  $\chi^2$  (10.46925) is greater than tabulate value (i.e. 7.8%). So,

alternative hypothesis is accepted. It means that there is significance difference between male and female about the collection of information to develop their career.

### Agreement/Disagreement to the Statement 1

“Career development is a process through which students/person becomes aware of personal career related attributes and the live long series of stages that contribute to his or her fulfillment.” Do you agree with this statement?

**Table 7 : Agreement/Disagreement to the Statement 1 - Results**

Options	Male	Female	Total
Yes	23	11	34
No	4	2	6
<b>Total</b>	<b>27</b>	<b>13</b>	<b>40</b>

Source: Field Survey, 2022.

$H_0$  = There is no significance different between the views of male and female on Career development is a process through which students/person becomes aware of personal career related attributes and the live long series of stages that contribute to his or her fulfillment.

$H_1$  = There is significance different between the views of male and female on Career development is a process through which students/person becomes aware of personal career related attributes and the live long series of stages that contribute to his or her fulfillment.

Observation (O)	Expected (E)	(O - E)	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> E
22	22.95	-0.95	0.0025	0.039
11	11.05	-0.05	0.0025	0.0002262
4	4.05	-0.05	0.0025	0.0006172
2	1.95	0.05	0.0025	0.001282
				$\chi^2 = 0.041450$

$$\begin{aligned} \therefore \chi^2 &= \frac{\sum(o - E)^2}{E} \\ &= 0.041450 \end{aligned}$$

$$\begin{aligned} \text{D.F.} &= (r - 1)(c - 1) \\ &= (2 - 1)(2 - 1) \\ &= 1 \end{aligned}$$

5% significance  $\chi^2 = (\text{tabulated value}) = 3.84$



Since, the calculated value of  $\chi^2$  (0.041450) is less than tabulated value (i.e. 3.84). So, null hypothesis is accepted. It means that there is no significance different the views of male and female on There is no significance different between the views of male and female on Career development is a process through which students/person becomes aware of personal career related attributes and the live long series of stages that contribute to his or her fulfillment.

### Agreement/Disagreement to the Statement 2

“Do you think students should focus on their career development process?”

**Table 8 : Agreement/Disagreement to the Statement 2 - Results**

Options	Male	Female	Total
Yes	26	11	37
No	2	4	6
<b>Total</b>	<b>28</b>	<b>15</b>	<b>43</b>

$H_0$  = There is no significance between focus on their career development process.

$H_1$  = There is significance different between focus on their career development process.

Observation (O)	Expected (E)	(O - E)	(O-E) <sup>2</sup>	$\frac{(O - E)^2}{E}$
26	24.09	1.91	3.6481	0.1514
11	12.91	-1.91	3.6481	0.2825
2	3.91	-1.91	3.6481	0.933
4	2.093	1.91	3.6481	1.743
				$\chi^2 = 3.11$

$$\begin{aligned} \therefore \chi^2 &= \frac{\sum(O - E)^2}{E} \\ &= 3.11 \end{aligned}$$

$$\begin{aligned} \text{D.f.} &= (r - 1)(c - 1) \\ &= (2 - 1)(2 - 1) \\ &= 1 \end{aligned}$$

5% level of significance  $\chi^2$  (tabulated value) = 3.84. Since the calculated value of  $\chi^2$  (3.11) is less than tabulated value (i.e. 3.84). So, null hypothesis is accepted. It means there is no significance different between focus on their career development process.

### Agreement/Disagreement to the Statement 3

“Have you development any career Action Plan?”

**Table No. 8 : Agreement/Disagreement to the Statement 3 - Results**  $(O - E)^2$

Options	Male	Female	Total
Yes	28	9	37
No	5	3	8
<b>Total</b>	<b>33</b>	<b>12</b>	<b>45</b>

Source: Field Survey, 2022.

$H_0$  = There is no significance difference between their views of male and female on their development of career action plan.

$H_1$  = There is significance difference between their views of male and female on their development of career action plan.

Observation (O)	Expected (E)	(O - E)	(O-E) <sup>2</sup>	
28	27.13	0.87	0.7569	0.02789
9	9.87	-0.87	0.7569	0.07668
5	5.87	-0.87	0.7569	0.1289
3	2.13	0.87	0.7569	0.3553
				$\chi^2 = 0.58888$

$$\therefore \chi^2 = \frac{\sum(o - E)^2}{E}$$

$$= 0.58888$$

$$D.F. = (r - 1) (c - 1)$$

$$= (2 - 1) (2 - 1)$$

$$= 1$$

5% level of significance  $\chi^2$  (tabulated value) = 3.84. Since, calculated value of  $\chi^2(0.58888)$  is less than the tabulated value (i.e. 3.84). So, null hypothesis is accepted. It means there is no significance different between in development any action plan.

### Analysis of Multiple Regressions

Model of career planning:

$$Y = a + b_1x_1 + b_2x_2 + b_3x_3 + \mu$$

$$\begin{aligned} \text{Reach the Academic Destination} = & -3.760+1.090x_1-0.165x_2+0.893x_3+\mu \\ & (0.518) (0.056) (0.040) (0.022) \\ & [-7.025] [19.615] [-4.129] [40.114] \\ & \{.087\} \{.032\} \{.151\} \{.016\} \end{aligned}$$

F value = 784.166 DF=4 R=1 R<sup>2</sup>=100% Adj. R<sup>2</sup>=0.099 P value=0.026

### Regression Equation

Reach the academic destination = a+b<sub>1</sub> (becomes self dependent citizens)+b<sub>2</sub>

(Fit in changing labour market)+b<sub>3</sub> (maintain balance between work and life role)

**Note:** Value in ( ) indicates standard error of the regression coefficient value in [ ] indicates the t-value and value in { } indicates the P. value.

In the equation dependent variable is reach the academic destination and independent variables are becomes self dependent citizens, fit in changing labour market and maintain balance between work and life role. a, b<sub>1</sub>, b<sub>2</sub> and b<sub>3</sub> are the coefficient of constant, become self dependent citizens, fit in changing labour market and maintains balance between work and life role respectively. Hence equation is arranged show the effect of become self dependent citizens, fit in changing labour market and maintains balance between work and life role on reach the academic destination.

### Likert Five Point Scale Analysis

**Table 9 : Likert Five Point Scale Analysis**

Description	N	Mean	S.D.	CV
1. Career planning has helped to the students to become self dependent citizens and fit in the changing labour market.	38	4.2105	1.09441	25.99
2. Career planning has helped to make right decision in right time with systemic manner.	40	4.3000	0.91147	21.20
3. Counseling institution, educational is situation and peer group have to develop career planning.	40	3.8500	0.94868	24.64
4. Career planning needs relieve and timely information.	40	3.800	1.01779	26.78
5. Career development has focused about individual growth orientation and information about individual interest and preference.	39	4.0513	1.43176	35.34
6. Career development process has played the role about accept responsibility assess your interest and establish goals and career plan.	38	3.6316	1.34408	37.01
7. Career planning has developed confidence to the students about to be job.	35	3.5143	1.24550	35.44
8. Career action plan has focused on making career decision and reconciling your goals.	38	3.6579	1.02077	35.44

The value of multiple coefficient of determination  $R^2$  is 0.99 i.e. 99% of variation can be explained by independent variables of the given regression. The above model reflects that if we increase one times in become self dependent citizens it results in the 1.090 times increase in reach the academic destination. Similarly one times increment in fit in changing labour market. Results in 0.165 times decrease in reach the academic destination. In the like manner the one times increase in maintain balance between work and life role causes 0.893 times increment in to reach the academic destination.

Degree of agreement	Range of mean
High	> 3.5 to 5
Moderate	> 2.5 to 3.5
Low	+1 to 2.5

The above table reflects that the almost all respondents were found high level of agreement on all cases. The standard deviation (SD) shows that low fluctuation on responses of respondents. It means that the issues on career planning has helped to make right decision in right time with systemic manner and counseling institutions, educational institutions and peer group have to develop career planning. The respondents were low fluctuation (variation) in there responses than others issues.

The coefficient of variation (CV) shows that low fluctuation on responses of respondents. It means that the issue on career planning has helped to make right decision in right time with systemic manner and counseling institution, educational is situation and peer group have to develop career planning the respondents were low fluctuation (variation) in there responses then others issue.

## Discussion

Career exploration is one of the hot research topics in the field of career development in recent years (Jiang et al., 2019). In both male and female students of Higher Secondary School, strong need of applying the development of career planning was felt. The male students were found to be using career planning system more than female students. Lau and Pang (2015) suggested that career counseling services and organizations can increase co-operation with employers by organizing more company visits/exhibitions and organizational internship/short training workshops for undergraduates can gain a better understanding and practical experience of their future potential work life and roles. Like this result, most of the male students were found using senior professional persons for developing their career planning, while female students were found to use counseling institutions for using information to develop their career planning. Guan et al. (2018) considered as a great impetus to the adaptive development of people which refers to the process that an individual explores the environment related to himself/herself and career development under the impetus of exploration motivation (mainly professional exploration in high school). In this research, there was no significant difference between male and female on the career development as a process through which students/ person becomes aware of personal career related attributes and undergo long series of stage that

contribute to his or her fulfillment. There is no significant difference between the views of male and female students on their career development process.

The effective “become self dependent citizens” of respondents’ results is in the increment to reach the academic destination. The model reflects the strong relationship between “Reach the academic destination” and “become self dependent citizens.” The variable “Fit in changing labour market” couldn’t contribute to the variable on “reach the academic destination.” The variable “Maintain balance between work and life role” also contributes to the variable “Reach the Academic destination” but not as much as the variable “Becomes self dependent citizens”.

## Conclusion

Career plan is a sequence of positions occupied by a person during the course of a life time. It consists of the change in values, attitudes and motivation that occur as a person grows order. A career is the pattern of job related experiences gained during ones working life. Career planning itself is changing rapidly to respond to dynamic world economy. Career planning is career building in which the emphasis is to help people become healthy, self-reliant citizens able to cope with constant change in rapidly changing labour market and maintain balance between work and life roles.

## Implications

- Both male and female students should focus equally on career planning that helps them to reach their academic destination.
- Both male and female students require that they used counseling institution and senior professional person for the quality enhancement and achieve the target goals.
- In Higher Secondary Curriculum, Career Planning subject should be included so as to they can easily select their profession in future.
- Books, recent related journals on line facilities (email, internet) foreign educational tour should be provided to the students.

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