



A Study of Self Concept and Gender as Predictors of Career Maturity of Students Studying in High Schools

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Abstract - The findings of this research work makes it clear that gender is potential predictor of career maturity. The reason of the same may be attributed to the cultural factor. Under Indian cultural set up, the pattern of socialization for boys and girls are different. It may attributed to child rearing predictors of Indian society. The majority of boys is to choose a suitable career for themselves. In other words, it may be stated that boys are mainly career oriented whereas girls are expected to run a family after marriage. Parents give much importance to choose a suitable match for the daughters for females as marriage is expected to be the primary concern. Because of this orientation of boys and girls gender has played a crucial role in determining the career maturity of subjects. This work is systematic and scientific study in the field of career maturity. It will identify some important predictors of career maturity under the Indian context. The study is going to be helpful in counseling due to knowledge of career maturity factors that can effect adolescent students.

Keywords : Self Concept, Gender And Carrier Maturity.

Career Maturity plays an essential role in deciding the future of adolescents. In the present education system, career decisions start taking shape at pre - 10th stages, and it is expected that by the end of the +2 stage, a clear and distinct picture of career decisions would emerge. This is only possible when the adolescents are career conscious and aware of the different career options. The behavior, physical appearance, attributes, anxiety, popularity, happiness, satisfaction, intellectual and school status etc. of an adolescent student depending on his self-concept. Hence, the self-concept plays a significant role in adolescent life. During the process of growth and development, every individual acquires the awareness of his Self. He experiences his identity as somewhat different from that of others, impressions and feelings. It includes impressions one has of his body, the image of his physical appearance, and other tangible properties. It further includes the conception of himself, his traits and abilities, and his roles, including the possibilities of his future.

The present observation is conducted to conclude the effect of Self concept and Gender on carrier maturity. Observation is performed on one thousand students from different institutions. The stratified

random sampling technique is adopted to perform the study. As a result it is concluded that there is sufficient empirical and statistical evidence of the perfection effect of Self concept and Gender on career maturity. On the basis of the review of literature it was hypothesized that the adolescent students with high self-concept would show higher level of career maturity than the Ss with low level of self-concept. It was also hypothesized that the adolescents students gender would emerge predictors of career maturity. It is expected that males and females in comparison to show higher level or low level of career maturity. It was hypothesized that the Ss with high self concept and gender difference would show higher level of career maturity than the Ss with low self concept and aspiration.

Self concept and gender as a factor associated with career maturity operates differentially in different cultures. So Under Indian cultural set up self concept and gender as a determinant of career maturity might operate differentially than the other place. No such systematic study has yet been conducted. Since it has been demonstrated that different factors associated with career maturity operate differentially in different socio economic difference factors, race, culture and since study under Indian cultural set up, it is appropriate to investigate that whether or not self-concept and gender interaction with each other for differences in career maturity of class X adolescent students.

Introduction- Career maturity is a cognitive, emotional and other psychological factors whereby one acquires the capacity of making realistic and mature career choices. Career maturity is an individual ability to master certain career developmental tasks that are applicable to his life stage. It is extremely important to identify an individual's state of career maturity in order to give appropriate career guidance. Career maturity reflects an individual's readiness to make well-informed, age-appropriate career decisions and to shape his or her career carefully in the face of existing societal opportunities and constraints (King, 1989).

The career maturity includes: 1. Obtaining information about oneself and converting such information to self-knowledge; 2. Acquiring decision-making skills and applying them in effective decision-making. 3. Gathering career information and converting it into knowledge of the occupational world; 4. Integrating self-knowledge and knowledge of the occupational world; and 5. Implementing the obtained knowledge in career planning.

Career maturity is an individual's readiness to make well informed, age- appropriate career decision, and to shape one's career carefully. Although educational and vocational choices are made by an individual but they are certainly influenced by many social and environmental factors which include socio-economic status of the family, home and family environment, sex, age, rural and urban background psychological factors which may include intelligence, personality, achievement, motivation, interest, aptitude, self-concept academic achievement etc. Thus, career selection is not an exclusively intellectual process in which various possibilities are sorted out in a logical manner. Instead, decisions are based on the interaction of career maturity with various social or psychological factors. The role of psychosocial

variables like intelligence, socio-economic status, parental influence, school influence, needs and values as motivating factors in specific career preferences substantiated the beliefs concerning of adolescents.

Objectives of the Study

Based on the above facts following objectives are included in this research work-

1. To examine the relationship between self-concept and career maturity.
2. To examine the relationship between gender and career maturity.
3. To examine gender as the moderator on the relationship between self-concept and career maturity.

Hypothesis of the Study

Following objectives are included in this research work-

H₁: The self-concept would emerge as significant predictors of career maturity.

H₂: Gender would emerge as significant predictors of career maturity.

H₃: The gender would moderate the relationship between self-concept and career maturity.

Variable - The operational definitions of the variables of Interest are-

Career Maturity-In the study career maturity has been taken as criterion variable. Operationally career maturity has been defined as the maturity of attitudes and competencies that are realistic in career decision making at the particular development stage reached as the continuum of career development from early exploratory years to decline.

Self-Concept-Self-concept has been defined as the persons total review about himself/herself (Hamacheek, 1987). Operationally it has been defined as those perceptions, beliefs, attitudes and feelings which an individual views as part of characteristics of himself or herself. It is his/her own assumption of his/her health and physiques, intellectual abilities academic status, temperamental qualities, mental health, emotional tendencies and socio-economic status.

Gender- Here in this study males and females related each have been defined as gender. It has been taken in its socio-cultural context.

Tools- To measure the career maturity of subjects the Indian adaptation of Career Maturity Inventory (CMI) by Gupta (1989) was used. The inventory was originally constructed and standardized by Crites. It measures the maturity of attitudes and competencies that are critical in realistic career decision making. The item of the inventory are for the students of class IX and X. The attitudinal variables assessed by attitude scale are (i) decisiveness, (ii) involvement, (iii) independence, (iv) orientation, and (v) compromise in career decision-making. It has six independent dimensions- (a) attitudinal (b) self-appraisal, (c) occupational information (d) goal selection, (e) planning and (f) problem solving.

For measuring self-concept of the subject, Swatva Bodh Parikshan constructed and standardized by Sherry, Verma and Goswami (1988) was employed. The test is meant for measuring the self-concept of the school going adolescents of urban and rural areas. The test is intended to measure those perceptions, beliefs, attitudes and feelings which the individual views as part of characteristics of himself. It is his own conception of his health and physique, intellectual abilities, academic status, behaviour, temperamental qualities, mental health, emotional tendencies and socioeconomic status.

Procedure- Introductory interview with the participants was made at different school. They were aware about the objective of the research. Introductory interview, each participant was also illustrated the temperament of the research and the participants were illustrated about the privacy regarding acquaintance collected from them. They were urged to complete the questionnaire as per the instructions and after completion they returned the test and were acknowledged for their collaboration. In this research, Hierarchical multiple regression analysis used.

Population - In this research work, the meaning of Population is the Students from Urban, Semi-Urban and Rural area students studying in class 10th were included. The research done for 1000 students of class 10th within the age range of 13 to 16 years were included. The stratified random sampling technique was used. Stratification was done on the basis of locality, English medium/ Hindi medium, and Government/Non-Government schools of Durg district Chhattisgarh. The students were of both medium English/Hindi. The sample employed in the study was drawn from the rural and urban adolescents population.

Result & Discussion

Self-concept, Gender and Various Components of Career Maturity

A Scrutiny of Table indicates that in the first model control factors (socio-demographic factors) explained 250.00% of Total variance ($R^2 = 0.250$; $F_{(8,991)} = 80.512$; $p < 0.01$). School of the participants (1= Government, 2 = Non-Government) was positively associated with attitudinal (0.116, $p < 0.05$), which shows that participants from non-Government school reported high attitudinal.

Hierarchical regression models for the prediction effect of different predictors (dimension of career maturity)

Predictors	Model 1	Model 2	Model 3
	β	β	β
School (1= Government, 2 = Private)	0.116*		
Age (1=13-14, 2 = 15-16)	0.208**		
Family (1= Nuclear, 2 = Joint)	-0.129*		
Medium (1= Hindi, 2 = English)	0.237**		
Local (1= Rural, 2= Semi-urban, 3= Urban)	0.275**		

Fathers Education (1= Pre-Primary, 2= Primary, 3= High School, 4= Higher Secondary, 5= Graduation, 6= Post-Graduation)	0.216**		
Mothers Education (1= Pre-Primary, 2= Primary, 3= High School, 4= Higher Secondary, 5= Graduation, 6= Post-Graduation)	0.291**		
Total Family income (per month)	0.283**		
Gender (1 = Boys, 2 = Girls)	-	-0.281**	
Self- Concept	-	-	0.326**
R ²	0.250	0.306	0.385
ΔR ²	0.250	0.056	0.079
F	F _(8,991) = 80.512**	ΔF _(1,990) = 6.953*	ΔF _(1,989) = 8.829*
*p <0.05; **p<0.01			

The age of the participants was also positively associated with attitudinal (0.208, p<0.01), which also shows that the increasing age of participants reported high attitudinal. During the analysis, a family of the participants (1=Nuclear, 2 = Joint) was found negatively associated with attitudinal (-0.129, p<0.05), which clearly shows that participants from nuclear family were reported high attitudinal.

During the study, the teaching medium of school (1=Hindi, 2 = English) was found to be positively related (0.237, p<0.01), which shows that participants from English medium school were reported high career maturity. During the study, it was found that the locality of participants was positively (0.275, p<0.01), which shows that participants from the urban locality were reported high career maturity.

During the study, the father’s education of participants was found to be positively associated (0.216, p<0.01), which shows that increasing level of participants fathers education reported high career maturity. Mothers' education of participants was also found to be positively associated with (0.291, p<0.01), which shows that increasing level of participants mothers education reported high career maturity.

Total family income of participants was also found to be positively associated with (0.283, p<0.01). This suggested that participants who belong to higher family income reported high career maturity.

In study, in the second model, gender explained an additional 5.6% (Δ F_(1,990) = 6.953, p<0.05) of the variance. Gender (1 = Boys, 2 = Girls) negatively associated(-0.281, p<0.01), which shows that boys participants were reported high career maturity.

In this study, in the third model, self-concept explained an additional 7.9%(Δ F_(1,989) = 8.829, p<0.05) of the variance. Self-concept was found to be positively associated(0.326, p<0.01), which indicates that those who had higher levels of the self-concept have reported high career maturity.

The findings for the prediction effect of different predictors on attitudinal, self-appraisal, occupational information, goal selection, planning. problem solving made it clear that gender is potential predictor of career maturity.

Conclusion- The above findings made it clear that gender is potential predictor of career maturity. The reason may be attributed to the cultural factor. Under Indian cultural set up the pattern of socialization for boys and girls are different. It may be attributed to child rearing predictors of Indian society. The major of boys is to choose a suitable career for themselves. In other words it may be stated that boys are mainly career oriented whereas girls are expected to run a family after marriage. Parents give much importance to choose a suitable match for the daughters for females marriage is expected to be the primary concern. Because of this orientation of boys and girls gender has played a crucial role in determining the career maturity of subjects. This work is systematic and scientific study in the field of career maturity. It will identify some important predictors of career maturity under the Indian context. The study will be helpful in counseling due to knowledge of career maturity factors that can effect adolescent students.

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