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A Study on the Impact of Values on Career Decision Making of Adolescents

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Abstract: Identifying ones personal values is an important part of a successful career plan. Adolescence is a time, filled with countless opportunities and challenges which involves taking decisions that will shape their future. Career is an important aspect in life as it determines the success and happiness of an individual. Career decision thus plays a major role in establishing youth in a career path that opens as well as closes opportunities. Hence, the study was an attempt to find out the impact of values on career decisions of adolescents. A total of 300 samples, 150 boys and an equal number of girls were identified using random sampling technique. Personal Value Questionnaire devised by Sherry and Verma (1998) and Career Decision Making Scale by Tiwari and Hasan (1990) were administered to the selected adolescents to assess their personal values and decision making abilities regarding their career. There existed a significant positive correlation between career decision making abilities and economic values as well as democratic values of the adolescent.

Keywords: Adolescents, Cultural background, Gender, Religious values, Socio economic status

I. INTRODUCTION

The value system of an individual is a key element in the stable occupational, relational and ideological commitments that constitute the adolescents decision making abilities. Values are the attributes that are most important to an individual's life and career. Adolescence is the time when the youth starts thinking about the alternatives available to them in life and weigh them according to the positive and negative aspects associated with each alternative. The parental and societal values help them to take decisions and evolve a value system which helps adolescents develop a unique personality. It is important to study the value system of adolescents so as to understand their personality and the factors which determine the decision making in adolescents. A clear understanding of the various values of adolescents will pave a way to promote better understanding and healthy relationships, help adolescents make right choices in life, build integrity, listen to their own conscience, encourage them to help others, be independent, discern between right and wrong and give them the ability to figure out how to be happy in life. Identifying ones personal values is an important part of a successful career plan.. Career is an important aspect in life as it determines the success and happiness of an individual. Career decision plays a major role in establishing youth in a career path that opens as well as closes opportunities. Career decisions if taken in accordance to ones values, interests and skills prove to pave a way for self satisfaction and enhance work efficiency. If one chooses a career which does not match with ones values then it may lead to stress, dissatisfaction, lowered output, fatigue, poor performance, cognitive impairment like lack of concentration and memory problems which leads to lowered self esteem and confidence among the youth.

II. METHODOLOGY

A. Research Design

A 'Descriptive Research Design' was followed to conduct the present study. 'Survey Method' was used to collect data from the respondents.

B. Sampling procedure

A total of 300 samples, 150 adolescent boys and 150 girls were selected using random sampling technique from various Schools and Colleges of Allahabad District, Uttar Pradesh , India.

C. Tools and Tests

Values of adolescents were assessed with the help of Personal Value Questionnaire by Sherry and Verma (1998) and Career Decision making was ascertained by Career Decision Making Scale by Tiwari and Hasan (1990).

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III. RESULTS AND DISCUSSION

Table 1 Comparison among adolescent boys and girls regarding their values

Type of Values	Boys (n=150)		Girls (n=150)		t cal	P value
	Mean	SD	Mean	SD		
Religious Values	5.30	1.579	7.11	1.256	11.01**	0.000
Social Values	6.21	1.392	6.34	1.541	0.788 NS	0.432
Democratic Values	6.61	1.501	6.47	1.441	0.863 NS	0.389
Aesthetic Values	4.89	1.324	6.08	1.298	7.883**	0.000
Economic Values	7.09	1.336	7.11	1.179	0.183 NS	0.855
Knowledge Values	6.00	1.511	5.92	1.179	0.511 NS	0.609
Hedonistic Values	4.67	1.235	4.55	1.314	0.770 NS	0.442
Power Values	7.15	1.128	6.11	1.291	7.479**	0.000
Family Prestige Values	6.07	1.403	6.69	1.336	3.962**	0.000
Health Values	5.36	1.392	5.49	1.278	0.821 NS	0.412
Total Values	68.91	5.19	61.88	4.373	0.731 NS	0.465

** Highly Significant

* Significant

NS Non Significant

Table 1 depicts the comparison among adolescent boys and girls regarding various values. The table shows that there exists a highly significant difference in the religious values of boys and girls (p = 0.00) wherein the religious values of girls were found to be higher as compared to their male counterparts. This may be attributed to the differential upbringing of the boys and girls where girls are trained to have stronger personal commitment. Women are inclined to be more religious because they are more submissive, passive, obedient and nurturing than men. The results of the study were found to be in accordance with the study conducted by Lowenthal *et al.* (2001) who revealed that women are more religious than men.

Table also revealed a highly significant difference among boys and girls regarding their aesthetic values as the calculated value of t was found to be 7.888 which was significant at 1% probability level indicating that girls have a higher aesthetic value as compared to the boys which may be due to the reason that girls have their interests vested in the appearance and beauty of things whereas males appreciate functionality more than the aesthetics. A study conducted by Natasha (2013) revealed a non-significant difference between the aesthetic values of males and females although the mean values indicated that females had better aesthetic values as compared to their male counterparts..A highly significant difference in the power values of boys and girls is seen in the data depicted in the above table (p = 0.000) wherein the power values among boys were higher than the power values of girls i.e. the boys prefer jobs where they get opportunities to exercise authority over others and are deeply status conscious and can do anything to maintain the prestige of their position in the society. This may be due to the fact that boys are taught to assume leadership roles and exert dominance whereas females are brought up with the understanding that they should place the needs of others over their own and exert collaboration. The differential upbringing can thus be responsible for the higher power values among the boys.

Regarding family prestige values it is seen that there exists a highly significant difference between boys and girls (p = 0.000) wherein the family prestige values of girls are better (mean =6.69) than the values of the boys (mean = 6.07). The results reveal that adolescents respect their families and are conservative in their outlook and respect the tradition of the family. The results of the study contradict the study conducted by Bhutia (2013) which showed a non-significant difference between boys and girls in family prestige value at 0.05 level of significance.The above table also depicts a non-significant difference between gender regarding their social values, democratic values, economic values, knowledge values, hedonistic values, health values and total personal values. The non-significant results may be due to the fact that nowadays both the sexes have equal type of opportunities. Moreover, improved literacy in India, especially of the female population has led to encouraging and motivational environment for females both at home and in educational institutions. Social and economic justice are also being showered on the home and in educational front. Social and economic justice are being given liberally to females without any prejudice. Due to women's empowerment, today's women are more confident, more secure and self-assured and less afraid of insecurity in society which might the cause of non- significant gender differences.

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Table 2 Assessment of career decision making of adolescent boys and girls

Variable	Boys (n=50)		Girls (n=50)		T cal	P value
	Mean	SD	Mean	SD		
Career Decision making	35.93	9.99	37.47	10.90	1.27	0.203 NS

NS=Non Significant

Table 2 depicts the assessment of career decision making among adolescent boys and girls. The t value i.e. 1.27 clearly depicts a non-significant variance in the career decision making of boys and girls (p = 0.203). The mean values however shows that the career decision making abilities of girls is slightly better (mean value = 37.47) as compared to that of adolescent boys (mean value = 35.93). The non-significant variance in the career decision making abilities can be attributed to the fact that although gender stereotypes are said to be deeply ingrained in the Indian culture, the results of the present study bridge the gender inequality as far as establishing career decision making among adolescents is concerned. It may be attributed to the fact that households in today's time function as units where each member benefits equally irrespective of their gender. The results of the study contradict those of the study carried out by **Rojewski (2005)** who found that gender differences in career decision making are evident, with boys more likely to aspire to and expect professional status jobs and girls more likely to aspire to and expect semi-professional jobs.

Table 3: Correlation between various values and career decision making among adolescents

	RELIGIOUS VALUES	SOCIAL VALUES	DEMOCRATIC VALUES	ESTHETIC VALUES	CONOMIC VALUES	NOWLEDGE VALUES	HEDONISTIC VALUES	POWER VALUE	FAMILY PRESTIGE	EALTH VALUES	CAREER DECISION
Religious Values	1										
Social	-0.113* 0.05	1									
Democrati c Values	-0.06 0.301	0.037 0.526	1								
Aesthetic Values	0.303** 0.000	0.298** 0.000	0.12* 0.038	1							
Economic Values	-0.079 0.172	0.021 0.712	0.457** 0.000	0.03 0.599	1						
Knowledge Values	-0.14* 0.015	0.315** 0.000	0.429** 0.000	0.189** 0.001	0.321** 0.000	1					
Hedonistic	-0.079 0.172	0.095 0.101	-0.028 0.626	0.256** 0.000	-0.049 0.401	0.061 0.294	1				
Power	-0.072 0.213	-0.25** 0.000	0.159** 0.006	-0.18** 0.002	0.065 0.264	-0.072 0.213	0.107 0.064	1			
Family Prestige Values	0.047 0.415	-0.007 0.907	-0.187** 0.001	0.016 0.777	-0.249** 0.000	-0.114* 0.05	-0.089 0.124	-0.114 0.049	1		
Health Values	0.133** 0.021	0.154** 0.007	-0.112 0.053	0.102 0.078	-0.189** 0.001	-0.007 0.9	0.101 0.08	0.047 0.413	0.057 0.328	1	
Career Decision Making	-0.019 0.739	-0.033 0.565	0.13* 0.025	0.027 0.64	0.155** 0.007	0.062 0.285	-0.021 0.718	-0.086 0.135	-0.086 0.135	-0.104 0.071	1

*Significant

** Highly Significant

Table 3 shows the correlation between various values and career decision making ability among adolescents. It is clear from the table that there exists a highly significant positive correlation between career decision making and economic values of adolescents as the correlation value between career decision making abilities and economic value is found to be 0.155 (p = 0.007) which indicates that career decision making abilities of a person become better with higher economic values. A person who has higher economic value develop better career decision making abilities as he will carefully choose a profession that will bring more materialistic gains and is ready to work towards establishing a career of his choice. The table further reveals a significant positive correlation between career decision making and democratic values of adolescents as the correlation value between career decision

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making and democratic values is found to be 0.13 (p = 0.025) which clearly indicates that those who have respect for individuality, absence of discrimination among persons on the basis of sex, language, religion, caste, colour, race and those who ensure equal social, political and religious rights to all, are impartial, show social justice and respect for democratic institutions tend to have better career decision making abilities. The results depicted in the data thus indicate that democratic values positively influence the career decision making abilities of adolescents. A non-significant correlation is found to exist between career decision making and religious values (p = 0.739), social values (0.565), aesthetic values (p = 0.64) and knowledge values (p =0.285), hedonistic values (p = 0.718), power values (p = 0.135), family prestige values (p =0.135) and health values of adolescents (p = 0.71) signifying that career decision making abilities of adolescents is not influenced by the above mentioned values.

IV. CONCLUSION

A highly significant positive correlation between career decision making and economic values as well as democratic values of adolescents was observed. Regarding career decision making ability of boys and girls, a non-significant variance were observed between the genders.

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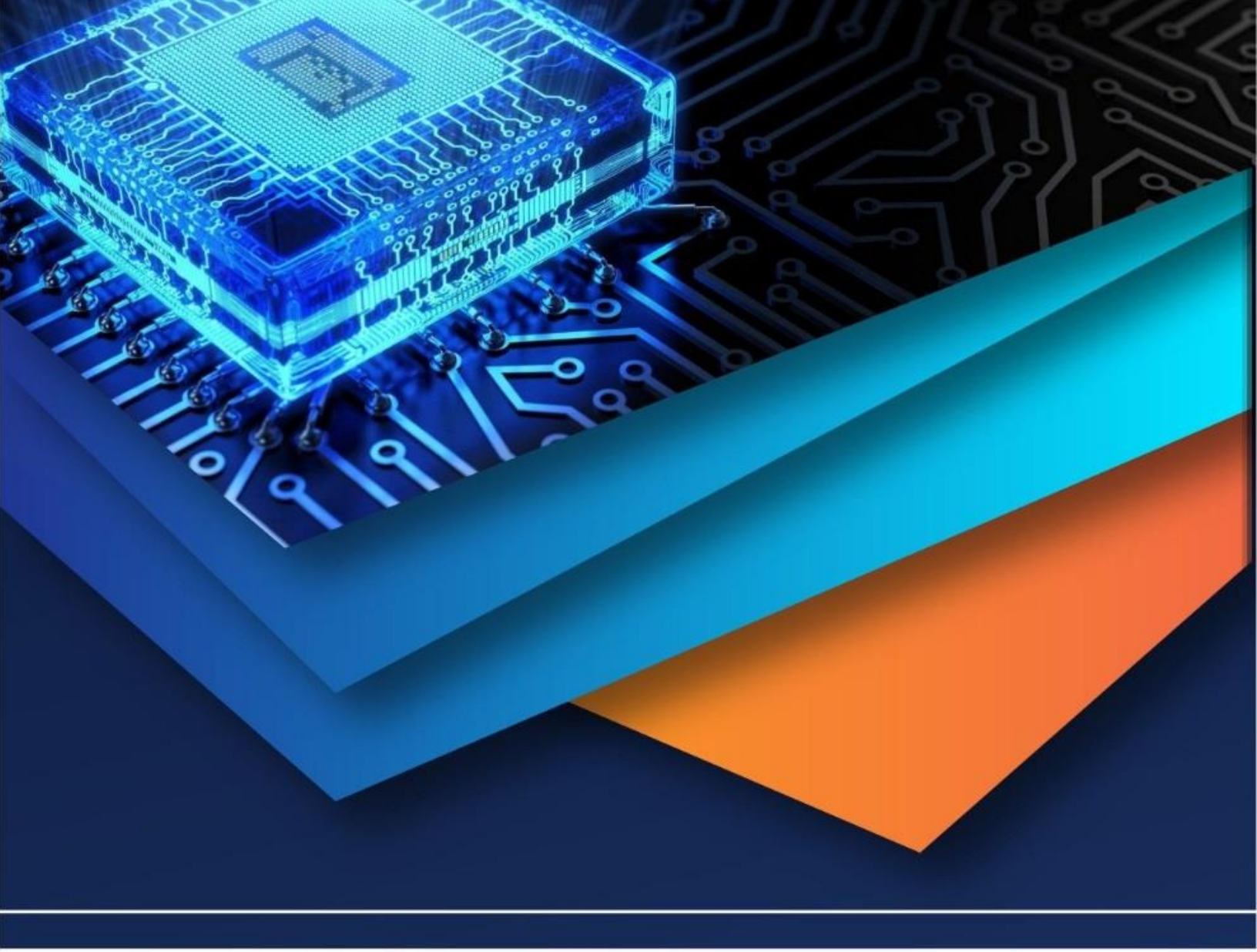

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