

# A Study On Career Maturity Of The Higher Secondary Level Students Of Nagaon District, Assam

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## *Abstract*

Career Maturity is a dynamic process of an individual which leads an individual to choose, plan and prepare for any future vocation. The main objective of the present study is to study the Career Maturity level of Higher Secondary Level Students of Nagaon district assam. The study also aimed to study the difference in Career Maturity between boys and girls Higher Secondary Level Students and also aimed to study the difference in Career Maturity between urban and rural Higher Secondary Level Students of Nagaon district, Assam. The researcher used descriptive study method to conduct the study. Statistical techniques like t test, mean, median, standard deviation, kurtosis and skewness were used to analysis the obtained data of the study. This study found that there is a significant difference in career maturity between boys and girls Higher Secondary Level Students of Nagaon district, Assam. The study also shows that there is a significant difference between Urban Higher Secondary Level students and Rural Higher Secondary Level students of Nagaon district, Assam.

Key word: Career Maturity, Higher Secondary level students, Boys,Girls,Urban area, Rural area.

## **1.0 INTRODUCTION**

Career maturity is a dynamic process of an individual which leads an individual to choose, plan and prepare for any future vocation. In the words of Super, Career Maturity is the similarity between one's expected vocational behaviour and actual vocational behaviour(Super,1957). Career maturity is a developmental process of human life. According to Super, it is an unfolding series of developmental stage characterised by certain tasks. Super describes about different stages of human life and advocated that Career Maturity is a developmental process from birth to decline. The readiness to cope with vocational development tasks can be referred as Career Maturity (Savickas,1984). Crites (1978) said that Career Maturity involves forming interest, making consistent and competent choices and developing an attitude

towards careers. In the words of Crites, "Career Maturity is forming interest, making and developing choices and attitude regarding the selection of a career. Career Maturity is collecting information, planning, and usability and a need is apparent to target career information to educational and professional goals (Crites,1978). With the changing time, the concept of Career Maturity is more widen.

Thus, from the above discussion, it can be said that Career Maturity is a dynamic process of choosing, planning and preparing an individual for any vocation. Career Maturity is a dynamic process related to one's Social, Physical and Psychological condition.

## **2.0 OBJECTIVES OF THE STUDY:**

The objectives of the study are-

2.01. To study the level of Career Maturity of the Higher Secondary level students of Nagaon district, Assam.

2.02 To compare the Career Maturity of Boys and Girls Higher Secondary Level students of Nagaon district, Assam

2.03 To compare the Career Maturity of Rural and Urban Higher Secondary level students of Nagaon district, Assam.

## **3.0 Hypotheses of the Study**

The Hypotheses of the Study are mentioned below-

3.01 There is no significant difference in Career Maturity between Boys and Girls Higher Secondary level students of Nagaon district, Assam.

3.02 There is no significant difference in Career Maturity between Urban and Rural Higher Secondary level students of Nagaon district, Assam.

## **4.0 Review of related literature:**

**Hoorn (2013)** conducted a study on Career Maturity amongst first-year university students in a commerce faculty at a tertiary institution in the Western Cape. This study found that there was no statistically significant difference in Career maturity based on gender and age. However, a statistically significant difference in career maturity based on race existed. More specifically, these differences could be discerned from decision-making, career planning and overall career maturity among university students.

**Tekke and Ghani (2013)** conducted a study examining the level of Career Maturity among Asian foreign students in a public university: Gender and academic achievement. The researcher used the CMI-C revision scale of 1995 to measure the career maturity of students. He had done his study on 106 male and 123 international students and found that international female students have a higher level of Career Maturity in comparison to international male students.

**Singh and Shukla (2015)** conducted a study on relationship between Career Maturity and self-efficiency among male and female senior secondary students and found that there is a significant difference between career maturity of boys and girls.

**Roy (2015)** conducted a study on career maturity of secondary school students in relation to school management. The study aimed to study the career maturity score distribution of secondary school students. This study found that the secondary school students have a good Career Maturity. The School Environment plays a significant role in the development of Career Maturity.

**Sivakumar and Sridhar (2016)** conducted a study on Career maturity of XI standard students and found that the XI standard students career maturity is very low. The XI standard boys and girls do not significantly differ in their level of Career Maturity and the rural and urban students do not differ significantly in their level of Career maturity.

**Ismail et.al. (2018)** conducted a study on Student's Career Maturity: Implication on Career counselling. The result indicates that Career Maturity among students ranked from low to medium level. It is also found that student's career maturity was significantly different based on gender, stream of study, academic achievement and family's socio-economic status.

**Suprianta (2020)** conducted a study on adolescents' Career Maturity and found that a large number of students do not know their interests and talent. They need guidance that helps them to participate in Career exploration activities. This means individuals are not ready to use the work information that has been obtained to plan and make decisions about the contribution of their studies and career in the future.

#### **4.0 Rationale of the Study**

Career maturity is a topic widely discussed in the present world. In this century of development and technological advancement, the lifestyle and the thinking process of students have become more advanced and complex. Career expectations of students are more concentrated over time (Mann, et.al, 2020).

Studies on Career Maturity help policymakers, teachers, educators and parents to create an environment that helps the career development process of individuals. In India, most parents and students do not know what career they should pursue (Agarwal, 2020).

A survey done by Mindler found that 93% of Indian students are only aware of 7 career options whereas presently there are 250 career options available in India (Agarwal, 2020). Each year, a huge number of students pass out from educational institutions and many jobs are added in different industries but many students do not find jobs, the main reason being the huge skill gap between what companies want and what students have. (Chakrabarty, 2019).

Career-related studies are very much important in these background.

#### **5.0 METHODOLOGY**

### 5.01 Method of the Study

The study is based on a field survey so the researcher used the Descriptive survey method to conduct the study.

### 5.02 Population of the Study

In the present study, the population is comprised of all the students studying in all the Assam Higher Secondary Education Council recognized Higher Secondary schools, Junior Colleges and Degree Colleges of Nagaon District of Assam. Details of the population of the institutions offering Higher Secondary courses are presented below-

**Table No: 01 Total population of the Institutions**

| TYPE OF INSTITUTIONS OFFERING HIGHER SECONDARY COURSES | URBAN | RURAL | TOTAL |
|--|-------|-------|-------|
| Higher Secondary Schools                               | 21    | 45    | 66    |
| Junior Colleges  | 22    | 19    | 41    |
| Degree Colleges  | 14    | 5     | 19    |
| Total  | 57    | 69    | 126   |

Source: AHSEC examination center list 2018

### 5.03 Sample of the present study

The researcher used Proportionate Stratified Random Sampling while selecting Institutions offering Higher Secondary course of Nagaon district of Assam. The researcher divided the population institutions into two strata - Urban and Rural institutions offering Higher Secondary courses. The researcher selected 33% of the total population for selecting sample institutions offering Higher Secondary courses. Thus, the researcher selected 18 institutions from the urban areas and 24 institutions from the rural area of Nagaon district of Assam. The sample was comprised of 7 Higher Secondary Schools, 7 Junior Colleges and 4 Degree Colleges in the urban area and 15 Higher Secondary schools, 7 Junior Colleges and 2 Degree Colleges in the rural area.

The researcher selected 840 sample students (10 boys and 10 girls from each institution) from the selected Institutions using Purposive sampling technique to conduct the study. Thus, the researcher selected 360 students (180 boys and 180 girls) from urban area and 480 students (240 boys and 240 girls) from rural area.

### 5.04 Tools used in the present study:

The researcher used Career Maturity Inventory-C for the fulfilment of the objectives of the present study. The researcher adapted the Career maturity inventory-C developed by John Crites and Mark Savickas in 2011. The reliability of the original English version of the Inventory is .86. The researcher translated the inventory into Assamese language and estimate the reliability of the inventory by using the Cronbach

alpha method and found .80. The translated version of the scale has high content validity as the statements of the scale is based on experts' comments.

#### 5.05. Statistical techniques used in the study

The researcher used statistical techniques such as Mean, Median, Standard Deviation, Skewness, Kurtosis, t-Test for analyzing and interpreting the collected data.

### 6.0 DATA ANALYSIS AND INTERPRETATION

#### 6.01 Level of Career Maturity of the Higher Secondary Level Students of Nagaon District, Assam.

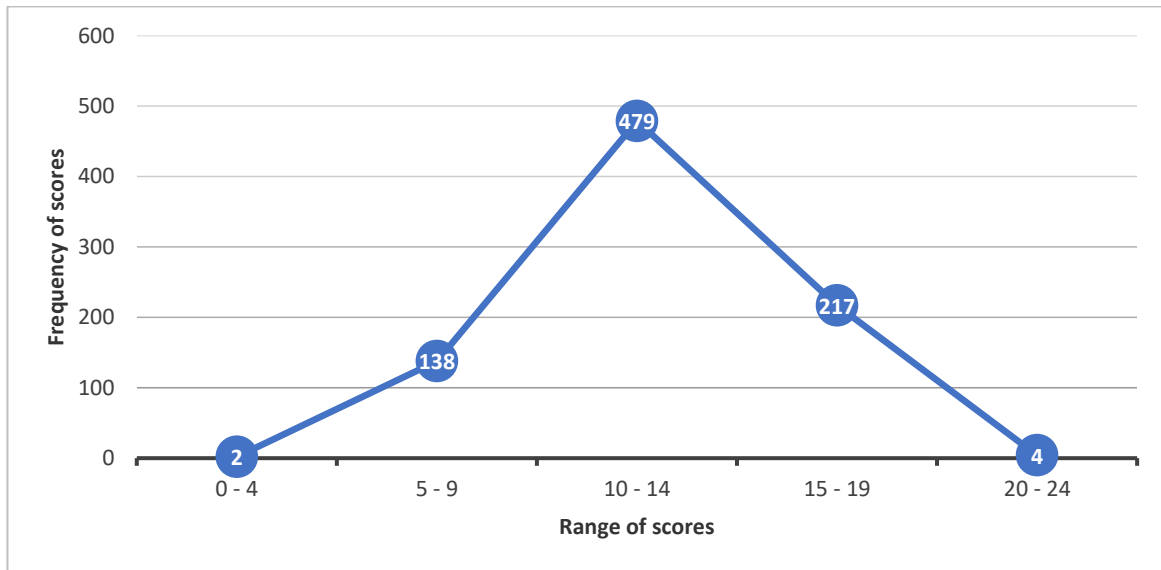
**Objective-01: To study the level of Career Maturity of the Higher Secondary level students of Nagaon district, Assam.**

The scores obtained by the higher secondary level students of Nagaon district, Assam on Career Maturity Inventory-C (2011) developed by Crites and Savickas and adapted by the researcher was used to find out the level of Career Maturity of Higher Secondary level students of Nagaon district, Assam. The level of Career Maturity of higher secondary level students of Nagaon district, Assam is presented in the following table-

**Table No.01 Level of Career Maturity of the Higher Secondary level Students of Nagaon District, Assam.**

| Variable        | N   | Mean  | Standard deviation | Skewness | Kurtosis |
|-----------------|-----|-------|--------------------|----------|----------|
| Career Maturity | 840 | 12.46 | 3.166              | -.411    | 2.508    |

In Table No. 01, it is seen that the mean and standard deviation of the sample are found to be 12.46 and 3.166 respectively. The skewness value is found to be - .411 means the distribution is negatively skewed and most of the distribution is skewed in the left side, which means most of the scores are on the right side. It indicates that the scores are massed at the right end or the high end of the scale and are spread gradually towards the low end or the left of the scale. The value of kurtosis is found to be 2.508. Therefore, the distribution is platykurtic in nature. Platykurtic kurtosis indicates a flatter curve than a normal distribution curve. The above finding has shown in the following figure-



**Figure-1: Distribution of Career Maturity scores of the Higher Secondary Level Students of Nagaon District, Assam**

The above figure indicates that the highest number of students, 479 students scored in the class interval of 10-14. There are only 2 students that scored in between the class interval of 0-4. 138 students scored in between the class interval of 5-9. Again, 217 students scored between the class interval of 15-19. And only 4 students scored in between the class interval of 20-24.

#### **6.02 Comparison of the Career Maturity of Boys and Girls Higher Secondary Level Students of Nagaon District, Assam.**

**Objective- 02: To compare the Career Maturity of Boys and Girls Higher Secondary Level Students of Nagaon district, Assam**

The researcher calculated the 't' value to study the objective i.e. to compare the Career Maturity of Boys and Girls higher secondary level students of Nagaon district, Assam. The Career Maturity of Boys and Girls Higher Secondary level students of Nagaon district, Assam is presented in the following Table No.02

**Table No.02 Comparison of The Career Maturity of Boys and Girls Higher Secondary level Students of Nagaon District, Assam**

| Variable        | Gender | N   | Mean  | Standard Deviation | Mean difference | df  | t-value | Inferences               |
|-----------------|--------|-----|-------|--------------------|-----------------|-----|---------|--------------------------|
| Career Maturity | Boys   | 420 | 12.52 | 3.24               | 2.08            | 838 | 9.54    | Significant at .05 level |
|                 | Girls  | 420 | 10.44 | 3.07               |                 |     |         |                          |

In Table No.02, it is seen that the calculated t-value is 9.54. The calculated value is greater than the tabulated value i.e. 1.96 at .05 level. Therefore, the null hypothesis, **“there is no significant difference in the Career Maturity between Boys and Girls Higher Secondary Level Students of Nagaon District, Assam”** is rejected. The findings

reveal that there is a significant difference between the Career Maturity of Boys and Girls Higher Secondary level students of Nagaon district, Assam.

### **6.03 Comparison of the Career Maturity of Rural and Urban Higher Secondary Level Students of Nagaon District, Assam.**

**Objective -03: To compare the Career Maturity of Rural and Urban Higher Secondary level students of Nagaon district, Assam.**

The researcher calculated the 't' value to study the objective i.e. To compare the Career Maturity of Urban and Rural higher secondary level students of Nagaon district, Assam. The comparison of Career Maturity of Urban and Rural Higher Secondary Level Students of Nagaon district, Assam is presented in the following table -

**Table No.03 Comparison of the Career Maturity of Rural and Urban Higher Secondary level Students of Nagaon District, Assam**

| Variable        | Locality | N   | Mean  | Standard Deviation | Mean difference | df  | t-value | Inferences               |
|-----------------|----------|-----|-------|--------------------|-----------------|-----|---------|--------------------------|
| Career Maturity | Urban    | 360 | 12.77 | 3.135              | 0.49            | 838 | 2.242   | Significant at .05 level |
|                 | Rural    | 480 | 12.28 | 3.169              |                 |     |         |                          |

Table No. 03 shows that the calculated value of 't' is 2.242 at 838 df, which is significant at .05 levels (greater than the tabulated value of 1.96). Hence, the null hypothesis, **"there is no significant difference in Career Maturity between Rural and Urban Higher Secondary Level Students of Nagaon district, Assam"** is rejected. It shows that there is a significant difference between Urban Higher Secondary Level students and Rural Higher Secondary Level students of Nagaon district, Assam.

## **7.0 Findings and Discussion**

**7.01** From the above study, it is found that the distribution of the Career Maturity score is negatively skewed and most of the values are clustered around the right of the distribution. The distribution is platykurtic in nature. Platykurtic kurtosis indicates a flatter curve than a normal distribution curve means that the samples in Career Maturity Inventory-C secured scores near to the average score. Therefore, it can be said that the Career Maturity level of the Higher Secondary Level Students of Nagaon District, Assam have an average level of Career Maturity.

**7.02** It is found in the present study that there is a significant difference in the Career Maturity between Boys and Girls Higher Secondary Level students of Nagaon district, Assam. It revealed that Boys and Girls students are different in terms of their Career Maturity levels. Studies done by Tekke and Ghani (2013), Mona (2013), Kumar (2014), Singh and Shukla (2015), Ismail et. al (2018) also shows that there is a significant

difference in the Career Maturity of Girls and Boys. And this study contradicts the studies done by Kaur (2012), Horon (2013).

**7.03** In the present study it is found that there is a significant difference in Career Maturity between Rural and Urban Higher Secondary Level students of Nagaon district, Assam. Studies done by Sahu, et. al. (2016), and Alam (2016) also shows that there is a significant difference in Career Maturity between rural and urban students. The present study also contradicted to the studies done by Sivakumar and Sridhar (2016).

### **8.0 Educational Implications of the Study**

- The present study found a significant difference in Career Maturity between Boys and Girls Higher Secondary Level Students. Therefore, this study bears a special significance in the context of formulation of various plans and programs to bridge the gap between Boys and Girls Higher Secondary Level Students in terms of their Career Maturity.
- One of the findings of the study was that there was a gap in Career Maturity between urban and rural Higher Secondary Level Students. Higher Career Maturity score in urban area could be due to orientation programs, career counseling programs etc. Hence, this study indicates that there is a need of organizing career counseling, orientation programs especially in rural schools to bridge the rural-urban gap.

### **8.0 Conclusion**

This study found that there is a significant difference between the Career Maturity of Higher Secondary Level Boys and Girls students of Nagaon district, Assam. This study also found a significant difference in Career Maturity between Urban and Rural Higher Secondary level students of Nagaon district, Assam. Proper educational facilities should be provided and parents awareness and career counselling programs should be organised for Higher Secondary Level students to abolish the gap between Boys and Girls Higher Secondary level students in terms of their Career Maturity.

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