



DEVELOPMENT OF CAREER DECISION MAKING PROCESS SCALE OF HIGHER SECONDARY SCHOOL STUDENTS

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Abstract: Career decision-making process means assessing one's skills, interests, values, and goals to choose a career path. It often includes researching industries, gaining relevant experience, and weighing potential opportunities for growth and fulfillment. It's a process of self-discovery and exploration to find a career that aligns with who you are and what you want to achieve. Career decision-making is crucial for higher secondary school students because it sets the foundation for their future academic and professional paths. The career decision making process Scale was constructed for higher secondary school students. This scale contains 40 items. The simple random technique was used as sample method. The sample consists of 300 Higher Secondary School Students randomly selected from Kallakurichi District. The Cronbach's Alpha technique was used to regulate the tool and finally, out of 40 statements, 37 statements were retained in the final study.

Index Terms - Career decision making process, Higher secondary school students , Statements , Cronbach's Alpha,

I. INTRODUCTION

The career decision-making process is an organized method that people use to select a career path. It requires examining several factors such as interests, skills, personality, and values to make an educated decision. Interests signify what a person enjoys and is passionate about. Choosing a career based on interests can lead to higher job satisfaction and enthusiasm. Skills pertain to the talents and abilities that a person has developed through education, training, or experience. Assessing one's skills helps in identifying careers that match one's competencies. Personality includes the traits and characteristics that define how a person interacts with the world and others. Values are the beliefs and principles that hold importance to an individual, such as work-life balance, job security, helping others, and financial gain.

In this decision-making process, individuals evaluate these factors to identify careers that align with their qualifications and personal preferences. This comprehensive approach aids in making a well-informed and gratifying career choice.

II. NEED OF THE STUDY

The career decision-making process is importance . It helps individuals make well-informed career choices by evaluating key factors such as interests, skills, personality, and values, ensuring that the chosen career path is suitable and satisfying. The career decision-making process is vital for making strategic, thoughtful, and fulfilling career decisions that lead to long-term professional success and personal satisfaction. Higher secondary school students frequently encounter various challenges during the career decision-making process after completing school, such as:

1. Lack of Self-Awareness
2. Information Overload
3. Peer and Family Pressure
4. Limited Exposure
5. Fear of Making the Wrong Choice
6. Changing Job Market
7. Academic Pressure
8. Limited Guidance Resources
9. Uncertainty About Personal Goals

These challenges underscore the need for comprehensive career guidance and support systems to aid students in navigating the complex process of making career decisions. Thus the investigator felt that there is a need for this study in some aspects of career decision making knowledge towards the students among Higher Secondary School situated in the Kallakurichi district.

III. OPERATIONAL DEFINITION

Career decision making

Career decision making refers to the process individuals go through when making choices about their career paths, including assessing their interests, skills, values, and goals, as well as exploring various options, weighing the pros and cons, and ultimately making informed decisions about their professional direction.

Higher Secondary School students:

A Higher Secondary School Student is generally a student in the final two years of secondary education, typically aged between 16 to 18 years, varying based on the educational system in their country. This educational phase is commonly referred to as “higher secondary” or “senior secondary.”

IV. REVIEW OF RELATED LITERATURE

Omar Soud Al-Khamaiseh (2024). Career Decision Making Based On Gelatt’s Theory Among Secondary School Students In The Hashemite Kingdom Of Jordan. This research aims to assess the career decision making abilities of secondary school students in the Hashemite Kingdom of Jordan (HKJ) during the academic year 2022/2023 AD. The sample comprises 470 high school students selected from various educational schools. Career decision making competence is assessed using the Gelatt model, developed by Alzaben and Abuased (2017). The researcher used a descriptive-analytical method to detect the participants’ abilities in making career-related decisions. It was revealed that secondary school students in the Hashemite Kingdom of Jordan possess a notably high level of career decision making abilities. Furthermore, the results indicate that students in scientific education exhibit a superior aptitude for career decision making compared to their counterparts following the literary education stream.

Bala P.(2020). Understanding the factors influencing career choices in India: From the students’ perspectives .The study aims to qualitatively capture the perspectives of Indian students on the factors influencing their career choices. Utilising the constructionist-interpretive paradigm, 33 Indian students between the age range 19 and 30 were interviewed. The thematic-based analysis of the interviews revealed that the career choices made by most of the students had been under the influence of peers, parents or society. Findings suggest that convenience, family background, societal status, family income and parental pressure are the factors that are responsible for career choices in India. The results provide valuable insights for researchers and practitioners in the educational sector as well as implications to stimulate future research.

V. PILOT STUDY

A pilot study was conducted to ascertain the time limit and also to establish the reliability and validity of the tools. A sample of 100 higher secondary school students was chosen for pilot study. The investigator personally administered Career Decision Making Process Scale to the sample by giving necessary instructions.

The items included in the scale attempts to measure the role of Career Decision Making Process among higher secondary school students. Initially, the scale was constructed with 40 items. On the basis of Cronbach’s Alpha test, some of the items were deleted, to arrive at the final tool consisting 37 statements relating to assess the role of career decision making process among higher secondary school students.

VI. CONSTRUCTION OF THE TOOL

The investigator constructed the Career Decision Making Process Scale for Higher Secondary School Students. The scale used for the pilot study consists of 40 statements. All the 40 items were with five-point such as Strongly Agree, Agree, Undecided , Disagree, and Strongly Disagree. The statement of the consists of factors related to Interest, Skills , Personality and Values. The tool was validated with the help of 100 Higher Secondary School Students . Each statement has been scored as 5 for strongly agree, 4 for agree, 3 for undecided, 2 for disagree, and 1 for strongly disagree for all the positive statements only. The total scores secured from the sample were calculated by using Cronbach’s Alpha method to identify the reliability of the tool. The statement which has a value greater than 0.3 was selected for the final study.

Out of the initial 40 statements, 37 were selected for the final study. The final study of the Career Decision-Making Process Scale for Higher Secondary School Students used Cronbach’s Alpha to select these statements. The selected statements are presented in Table.1.

Statement at Analysis for Career Decision Making Process Scale of Higher Secondary School Students and selection of statements for final study. Table.1

Item No	Item -Total Correlation	Cronbach’s Alpha if item deleted
Q1	0.456	Selected
Q2	0.432	Selected
Q3	0.379	Selected
Q4	0.400	Selected
Q5	0.407	Selected
Q6	0.371	Selected
Q7	0.418	Selected
Q8	0.451	Selected
Q9	0.454	Selected
Q10	0.396	Selected

Q11	0.505	Selected
Q12	0.456	Selected
Q13	0.430	Selected
Q14	0.204	Not Selected
Q15	0.378	Selected
Q16	0.456	Selected
Q17	0.425	Selected
Q18	0.333	Selected
Q19	0.201	Not Selected
Q20	0.434	Selected
Q21	0.421	Selected
Q22	0.379	Selected
Q23	0.561	Selected
Q24	0.489	Selected
Q25	0.485	Selected
Q26	0.376	Selected
Q27	0.397	Selected
Q28	0.346	Selected
Q29	0.365	Selected
Q30	0.431	Selected
Q31	0.309	Selected
Q32	0.467	Selected
Q33	0.456	Selected
Q34	0.432	Selected
Q35	0.344	Selected
Q36	0.509	Selected
Q37	0.405	Selected
Q38	0.433	Selected
Q39	0.389	Selected
Q40	0.209	Not Selected

VII. DESCRIPTION OF THE CAREER DECISION MAKING SCALE

The investigator developed and validated the Career Decision-Making Scale. This scale was created with the help of a literature review on the career decision-making process, focusing on its dimensions: interest, skills, personality, and values. A total of 37 statements were finalized based on these dimensions for the Career Decision-Making Process Scale.

VIII. DIMENSION OF THE CAREER DECISION MAKING SCALE

Career Decision-Making Process Scale for Higher Secondary School Students consists of five dimensions interest, skills, personality, and values, 50 statements were arranged according to the dimensions such as Interest has 10 statements, Skills has 10 statements, Personality has 10 statements, Values has 10 statements. After the pilot study, 37 statements were finalized on the basis of the dimensions of as shown in Table 2.

Dimensions wise distribution of selected items in Career Decision-Making Process Scale of Higher Secondary School Students

Table 2.

SNO	DIMENSIONS	ITEMS	NO OF ITEMS
1.	Academic performance	1 to 9	9
2.	Career Ambitions	10 to 18	9
3.	Social Skills	19 to 28	10
4.	Behavior and Values	29 to 37	9
Total			37

IX. SCORING PROCEDURE

The Career Decision Making Process Scale(CDMPS) consisted of 37 statements which were assigned a rating of 5 point scale such as Strongly Agree, Agree, Undecided, Disagree and Strongly Disagree with a weightage score of 5,4,3,2 and 1 respectively for the items. The maximum possible score was 185 and minimum score was 37.

X RELIABILITY

The reliability of the Career Decision Making Process Scale was calculated using Cronbach's alpha method and the coefficient of reliability is obtained to be 0.707.

XI.VALIDITY

The index of validity has been computed by finding the square root of reliability. The validity of Career Decision Making Process Scale has been found to be 0.684.

XII.CONCLUSION

The Career Decision-Making Process Scale, meticulously constructed and validated through comprehensive literature review and empirical analysis, provides a robust tool for assessing the career decision-making capabilities of higher secondary school students. By focusing on key dimensions such as interest, skills, personality, and values, the scale encapsulates the multifaceted nature of career decision-making. The final selection of 37 statements, validated through statistical measures like Cronbach's Alpha, ensures the reliability and validity of the scale. This instrument not only aids in understanding students' career decision-making processes but also serves as a valuable resource for educators and counselors to guide students in making informed career choices. Future research can expand on this foundation, exploring the application of the scale in diverse educational settings and its impact on students' career outcomes.

XIII REFERENCE

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