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NEED FOR CAREER PLANNING DOWNWARD EXTENSION; A CRITICAL REFLECTION ON INDIAN SCHOOL SYSTEM

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ABSTRACT

Introduction: The specific aim of this paper is to find out the needs of career guidance programmes at the primary school *level. For this, to find out the existing awareness level, the investigators conducted a survey using Career Awareness Scale developed for the purpose. After identifying the existing level, the research attempt focused to find out the prospects and hindrances of career planning at primary level. For this data was collected from the different stakeholders to ensure a multiple lines of approach and to reveal their specific perceptions. It is concluded that the main hindrance for the downward extension of career planning at primary level is the lack of awareness among the parents together with conceptual lacuna exist among teachers. The authors suggest a career orientation programme for a duration of two weeks the effectiveness of which was established as a part of this research adopting a quasi-experimental design.*

Methods: *The investigator followed the single group experimental method. The assessment tool (CAS - Career Awareness Scale) and model (CPOM - Career Planning Orientation Model) was developed by the researcher. These tools was used for content validation. The Reliability tested through test-retest method*

Results: *From the research, we identified a high level of career awareness among primary school students was only 7.1% in before the treatment. And after treatment, it was 30.96 %. There is a significant difference in pretest and posttest of the primary school students in their career awareness scale scores because the obtained 't' value (14.78) was more than the critical value at both levels of significance (0.05 and 0.01 levels). While comparing the Boys and girls, the obtained 't' value (0.941) are less than the critical value at both levels of significance (0.05 and 0.01 level). It was shown there is no significant difference between boys and girls students in career awareness scale scores.*

Conclusion: *We used a career awareness scale with the 30 items for pretest and post-test. We used two-week training model (CPOM- Career Planning Orientation Model) for enhancing career awareness among primary school students. The findings of the study have reflected the unexcavated nature of the primary level of schooling with respect to career planning. The study asserts the need for promoting a culture of SWOT analysis among the learners. Irrespective of the gender both male and female students are to be fostered. There should be an urgent call for reorganizing the educational culture and a shift in career planning*

KEYWORDS: *Career Orientation Programme, Career Guidance, Primary School Level*

ABBREVIATIONS: *CAS: Career Awareness Scale, CPOM: Career Planning Orientation Model, SWOT: Strength Weakness Opportunity and Threat*

INTRODUCTION

Indian Education System: A Portfolio

India is one of the largest democratic countries in the world. It shows diversity in all fields such as language, Land, Culture etc. Similarly, Indian education systems not in a uniform pattern. As per the federal nature of the state, education is under the concurrent list of Indian Constitution (Central Government and State government, both are responsible for education field). In most of the states, education headed by Directorate of Education, it is also known as Director of Public Instruction. In some states, the Director is responsible for looking after education as the executive head of the directorate. For example, in the state of Jammu and Kashmir, there are two directorates of education – one for Boys and Other for Girls. In Gujarat, there is a separate directorate for Primary education and Adult education. In Sikkim and West Bengal the director of public Instructions is also the ex-officio secretary of education. (R.P, 2010),[1]

Education in India has been progressing from a vibrant past where many foreign scholars came to centers of learning such as Takshashila and Nalanda, to pursue even disciplines like medicine, logic, metaphysics, crafts, and culture. From this glorious past post-independent Indian education has subjected to a quantitative expansion.

The status report of Indian schools reveals that there are 1.52 million schools of which 56% (0.85 Million) is Primary schools followed by upper Primary (28%); Secondary (9%) and Higher secondary schools (7%) respectively. These include schools from different state boards; 18941 schools under the Central Board of Secondary Education (CBSE), Including 1125 Kendriya Vidyalaya and 598 Jawahar Navodaya Vidyalayas; over 2200 ICSE Schools (Council for the Indian School Certificate Exami9nations) and 136 International Baccalaureates (IB) schools among others such as US college Boards' APE and Cambridge University's IGCSE. The status of universities and Colleges: there are 878 Universities and 40750 colleges in the country. In addition, there are 12276 stand-alone institutes that offer diploma programmes in nursing, mismanagement technology, teacher training and so on. (Sarma, 2017), [2]While primary and secondary education forms the bedrock of one's life; higher education has the potential to prepare professionals for different walks of life. Indian education system covers under Ministry of Human Resource Development (MHRD). The higher education system of the country has also crossed moderate landmarks in terms of access equity and excellence. But at par with the international standards, Indian higher education system is lagging behind. The gap between Indian education system and global education system is, that India is having the shortage of institution as per the demands and the quality aspect is also away satisfactory level. More than 180000 undergraduate and postgraduate students from India fly abroad every year to pursue higher education. The most preferred destination for Indian students continues to be nations such as US, Australia, New Zealand, Canada and the Unite Kingdom. (the Hindu 2016)[3]

The profile of Indian education system can be represented in a single 'Education Ladder' as shown in Figure 1.

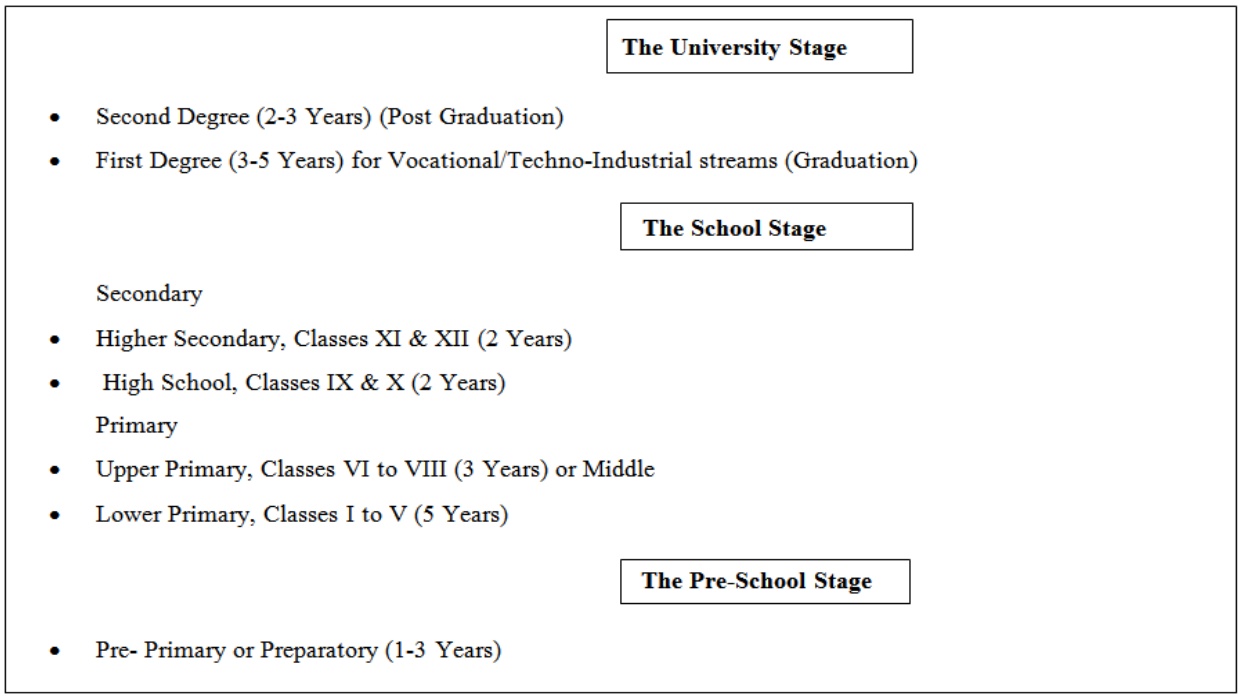


Figure 1: Education Ladder

Need and Significance of the Present Research Quest

Twenty-firstcentury has witnessed a tremendous shift in the lifestyle than ever had. Technology continues to proceed at the breakneck pace it sets at the end of the previous millennium. Whatever changes we saw in the last century will pale in comparison to what is visible in today's millennium. This has given birth to occupational alternatives. Traditional career options such as medicine, engineering, teaching, civil services and other generalist options still remain important, but are overtaken by MBA, advertising, finance, computers, information technology, communication, entertainment, fashion designing, hotel management, travel and tourism, web designing, multimedia and so many other exciting opportunities. (Ghose, 2004),[4]

In Indian situation, after the higher secondary stage many bifurcations have existed and day by day it has been increasing. Complimentary to the global scenario many areas of career are invented. Resultantly many new generation courses have been emerging. The students need to have the purposive planning is to move to a pleasant future. He cannot find out all the areas without the help of career professionals.

The specific aim of this paper is to find out the needs of career guidance programme at the primary school students. A meta-analysis of the reviews reveals that there are instances of career planning education at primary level. The new approach like Early beginnings is clearly mentioned, the early children show their talent with the help of others if we are ready to give training in this period we can mold and sharpen their future plan.

Kerala the southern state is the educational model for other states in India. The state shows highest literacy level in India and there is a well-established system of education even in the primary level of schooling. But unfortunately, the curriculum is not been much entwined with the career planning perspective and not that much discourse emphasized the present career scenario of the global level

The present system of education is focused on career planning and career guidance programme only at the secondary level or senior secondary level. It is not enough in the 21st-century existence.

The importance of the elementary school years as a foundation for later significant decisions underscores the desirability of planned attention being given to the elementary people's career development. Although the responsibility for career education planning rest with classroom teacher, the elementary school Counselor can make the major contribution as coordinator and consultant in developing a continuous, sequential and integrated program.

Even though a lot of curricular information has been initiated in Kerala, the career and career planning is neglected especially at the primary level. From this assumption in mind, the investigator felt the need for conducting a research attempt to identify the level of career awareness among the primary school learner and to develop an orientation strategy with the hypothetical assumption that there is an urgent need for orienting the primary learners for boost up their learning integrated with the career perspectives.

LITERATURE REVIEW

In 2016 Lapan et.al,[5] conducted a study related to career development constructs and practices. It mainly focused on 7th graders students. The result was four themes related to career agency were identified in student writings: time perspective, challenges of self-direction, career development, and social and emotional development. In 2007 and 2014 Serap Nazli,[6,7] conducted a study and revised studyrelated to determining the career development of upper primary school students in Turkey. The first study result showed that the primary school students possessed the nine concepts that Super developed in childhood years. It was also determined that there were no differences in the students' level of career development in terms of gender and grades. And second study result showed that the students were able to associate their own personal characteristics with particular careers and knew the characteristics of careers. They were less knowledgeable about life/career implications and life/career management tasks. The implications of the findings for career guidance and counseling practice are considered. In 2008 Wood, C., &Kaszubowski, Y,[8] conducted a study with fourth-grade students from 2 rural school districts in the Midwestern United States. He used the tool was the Childhood Career Development Scale (CCDS). The investigator found that result showed the CCDS indicated that students' lowest scores were in the areas of curiosity, information, time perspective, and key figures. Males had lower curiosity scores than female students.

OBJECTIVES

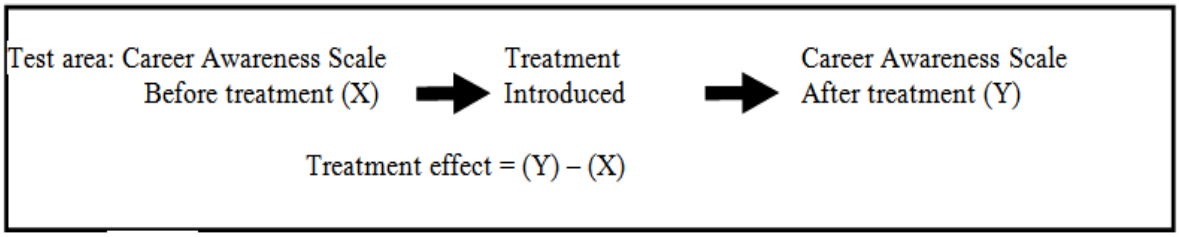
- To develop a model of Career Planning Orientation Model (CPOM) for improving career awareness among primary school students.
- To find out the level of career awareness among primary school students before the treatment
- To find out the level of career awareness among primary school students after the treatment
- To find out the effects of the Career Planning Orientation Model on improving career awareness of primary school students
- To find out the effects of the Career Planning Orientation Model on improving career awareness of primary school students with respect to gender.

HYPOTHESES

- There are no effects of the Career Planning Orientation Model on improving career awareness of primary school students
- There are no effects of the Career Planning Orientation Model on improving career awareness of primary school students with respect to gender.

METHODOLOGY

The investigator followed the Before-and-After without control Design method for conducting the present research. A single test group selected and dependent variable measured before the introduction of treatment. The treatment is then introduced and the dependent variable is measured again after the treatment has been introduced. The experiment has always dealt with the cause and effect relationship. The experimental group is exposed to the influence of treatment under supervision. The effect of the treatment would be equal to the level of the phenomenon before the treatment. The design can be represented thus. (Kothari & Gaurav Garg, 2014)



Sample

The investigator has chosen 42 primary school students from Kannur, northern revenue district of Kerala state. All 42 students were chosen as the experimental group.

Tools Used in this Study

The investigator has used the following tools for research

1. CAS = Career Awareness Scale
2. CPOM =Career Planning Orientation Model

Reliability and Validity of the Tool

To ensure the validity of the tool, the investigator used content validity by getting judgment about the questions in the tool from the teachers, educators, and expert in the field of education. The Reliability of the tool was found to be 0.74 by test and re-test method.

Conceptual Framework of the Developed Model

Session 1: SWOT Analysis	Session 2: Factors of Career Planning Part-I
Session 3: Factors of Career Planning Part-II	Session 4: Goal Setting
Session 5: SMART Goal	Session 6: Areas of Job

Session 7: What after 10th Part-1

Session 8: What after 10th Part-II

Session 9: What after +2 Part-1

Session 10: What after +2 Part-II

Session 11: What after +2 Part-III

Session 12: Dream about Career

Statistical Techniques

The following statistics techniques were adapted during data analysis: Mean (m), Standard deviation (SD) and 't' test for determining in the significance of the difference between means of two subgroups.

Data Analysis and Interpretation

Table 1: Level of Career Awareness among Primary School Students before the Treatment and After the Treatment

Range	Before the Treatment		After the Treatment	
	Frequency	Percentage	Frequency	Percentage
Low	5	11.9	2	4.76
Moderate	34	81.0	27	64.28
High	3	7.1	13	30.96
Total	42	100	42	100

It is inferred from the above table that 11.9% of the primary school students have low levels, 81.0 % of them have a moderate level and 7.1 % of them have high levels of the Career awareness scale in before the treatment. In the case of after the treatment, 4.76 % of the primary school students have low levels, 64.28 % of them have a moderate level and 30.96 % of them have high levels of the Career awareness scale.

Table 2: Difference between Pretest and Posttest of the Primary School Students in their Career Awareness Scale Scores

Group	Mean	S.D	r	Calculate 't' value	'p' value	Remarks
Pre test	50.05	25.26	0.804	**14.78**	0.00	Significant $p < 0.05$
Post test	95.65	33.44				

From the above table it is observed that the obtained 't' value is more than the critical value at both levels of significance (0.05 and 0.01 levels) and hence, the null hypothesis is rejected. It means that there is a significant difference between pretest and posttest of the primary school students in their career awareness scale scores. It means, there is a good effect on the Career Planning Orientation module.

Table 3: Difference between Boys and Girls Students of Primary Schools in Career Awareness Scale Scores

Gender	N	Mean	S.D	Calculate 't' value	'p' value	Remarks
Boys	20	53.90	28.10	**0.941**	0.352	Not Significant $p > 0.05$
Girls	22	46.55	22.47			

From the above table it is observed that all the obtained 't' values are less than the critical value at both levels of significance (0.05 and 0.01 level) and hence, the null hypothesis is accepted. It means that there is no significant

difference between boys and girls students in career awareness scale scores.

CONCLUSIONS

Based on the above findings, it can be concluded that career planning orientation in early age to be strengthened and the developed model is highly valid and effective tool for nurturing career planning awareness among the primary students of Kerala.

Educational Implications of the Study

The findings of the study have reflected the unexcavated nature of the primary level of schooling with respect to career planning. Though the Kerala society, especially middle class has conceived primary level of schooling as the downward extension of secondary level and invest a lot but neglected the modern shift in career from secondary to primary. The findings of the study are an eye-opener to the curriculum planners and policymakers. If a nation has to fully implement manpower need planning the concept of career planning at the primary level itselfs. The study asserts the need for promoting a culture of SWOT analysis among the learners. Irrespective of the gender both male and female students are to be fostered. There should be an urgent call for reorganizing the educational culture and a shift in career planning.

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