

Career Counselling Approaches in Pakistani Students

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Abstract

The study attempts to understand students approach towards career counselling in Pakistani province Punjab. Choosing career is the most important and difficult phase of a student life. The concept is not very much well-known in the country, for this reason, the study was conducted with the purpose to investigate out what is happening to college students through career counseling in Punjab, a biggest province of Pakistan. This study provides students perspective pertaining to career counselling in Pakistan. It aims to investigate the result of academic career counseling on the nature of students. Quantitative approach was used to investigate the issue, using survey method, a structured questionnaire was distributed among 350 students of private and government colleges and universities through random samples. The results showed that adequate career counseling services may not be available for college level students. Students had to rely on other resources, including teachers, friends and family to make career choices. However, universities students have some level of career counselling for their future. As a result, students are unaware of their career options. Research recommends that career counseling be made available to colleges' students to provide maximum benefits to college students across the country.

Key words: Career counselling, life career, students issues, academic career

Introduction

Career counseling is defined as “A process that will help you to know and understand yourself and the world of work in order to make career, educational, and life decisions “Boise state university. A student can carefully define planning is the process of making decisions related to the word. The search for skills often begins in adolescence when one begins to explore and associate with various professional options. Many frameworks influence the decision students

make after a particular career. This includes interest of individuals' families' teachers media electronic data and professional information. The job claim the following in the job choice that students enter at the beginning of professional School clearly assesses the prayer priorities that will influence the student to make choices at the beginning of the professional School. This can lead to less promising choices. In some cases these pressures have been found to be

beneficial in encouraging students to seek help which ultimately reduces the likelihood of making our way small decision .career and career counselors also influence their career decisions clear guidelines are not available for high school students from low-income families and the rural areas have limited access. So many students from this background process and educational program career. When these students are lagging behind when their knowledge on subject choice is limited, they should get maximum career guidance. A student can carefully define planning is the process of making decisions related to the word. The search for skills often begins in adolescence when one begins to explore and associate with various professional options. Many frameworks influence the decision students make after a particular career. This includes interest of individuals' families' teachers media electronic data and professional information. The job claim the following in the job choice that students enter at the beginning of professional School clearly assesses the prayer priorities that will influence the student to make choices at the beginning of the professional School. This can lead to less promising choices. In some cases these pressures have been found to be beneficial in encouraging students to seek help which ultimately reduces the likelihood of making our way small decision .career and career counsellors also influence their career decisions clear guidelines are not available for high school students from low-income families and the rural areas have limited access. So many students from this background process and educational

program career. When these students are lagging behind when their knowledge on subject choice is limited, they should get maximum career guidance. Career counsellors are very important source of work related problems and despite this fact many student turn to family members for career guidance especially High School for high school students. A study in Ontario Canada found that career counselors were less motivated than their teachers and high school on the subject of student related work with the advice they received. The reason for this dissatisfaction they often give advice to everyone based on the needs and believes of the students. According to a 2012-14 study in New Zealand, only 15 percent of the career counselors are trained for a career related career. Another survey conducted in Missouri USA found that schools counselors played an important role in promoting the benefit of school education and supporting the universities guiding program.

Objectives

In Pakistan very few researchers have career counselling information on high school students. The purpose of this research is to:

- (1) Assess career counselling skills in students
- (2) Student attitudes towards career counselling
- (3) The need for career counselling advisors in high schools, to help students make informed and self-chosen career choices.

Literature Review

There is a research in which result showing the factors which are affecting career

counselling. Samples were taken on the business graduate in Pakistan. Factors including family, environmental influence, personality, socializer and career which is adopted by a person.

Family

Family has a great impact on an individual family including father mother and siblings. Socio economic of a family has also have a great impact on individual. Portrayal of a person is seen in which he has been brought up and certainly it is in a family. An individual has a desire to become something indirectly depends on family requirement it has an effects on the career he chooses (Young, 1996)(Desforges, June 2003)(Crites, 1969).

Personality

An individual personality is formed naturally in environment and in society in which he lives. Sense of obligation and commitment gauges a type of personality.

Environment

Environment plays an important role in building of a person thinking. An individual learn many things from the society which is your environment itself society has given a role to an individual he ought to fulfil. To cope up with this he selects a career.

Socializer/Social Capital

Socializer is a social capital who puts impact on a person and the way he thinks. Daily and individual meets a lot of people including friends, teachers, colleagues and media. He subconsciously picks ideas from the people and made a decision.

Career

Usually person choose a career which pays him better and gives future security. Family

has a business which is established by a father of an individual later he joins it despite of what he wants to be. So carrier itself plays an important role.

Result of a study shows that mostly student choose their own career but at the back end they are subconsciously post by the people around them. All of the factor are mentioned above. Family is at the top on choosing a career for the students. Business graduate students on which study was conducted shown they study this discipline just because of to run their existing family business well. Study also shows that media plays an important role in helping out choosing a career. Research suggested that Pakistan must have a career counselling institution to guide students to what to choose for their careers (Azmat, Jan 2013).

Career counsellor are important for educational and career development at the level of students but within the past, researchers noted that students were usually not fulfilled with the counsel they get from them. The reason for this disappointment would be that they gave counsel generally to all instead individually according to student requirements and attribution(Andrews M, 1987) (BA, 1992).

There is another research which puts emphasis on lack of career counselling institutions in Pakistan from the age when it is required the most. Research was conducted which has used the survey method was used to know the view point of a student on information about career counselling or whether career counsellor help them in choosing a career. This study was conducted on two private school in

Karachi on 2016. Almost 500 students had been surveyed from A-level to intermediate. In a result, mostly students were from 17 to 19 age group. 54% of students were female. Mostly student has taken up science as a major subject. In which 33% of students wants to join engineering field later on where as 30% of student would be joining medical field. However the purpose of the study was actually to know the percentage of a student who knows or has an insight of career counselling. By analysing the data collected from survey it shows that students are in favour of having career counselling institution or unit in their school as it is very important for today's requirement, so that they could become a useful citizen for nation and their future would be secured. It also shows that parents were helping out their children in selecting perfect career. However there are some limitation to this study which is study was conducted on two private schools which is from higher socio-economic families of a society mostly parents know this before because of high literacy in them itself. Even that they are agreed there are less career counselling institution in schools all over the Pakistan which is a very serious situation. (Uzair Yaqoob, 2017).

Findings

Serial No.	Respondents	Own decision	Family decision
1.	Matric	68.3%	31.7%
2.	Intermediate	61.7%	38.3%
3.	Bachelor	64.4%	35.6%
4.	Master	64.4%	35.6%

Table: I Students approach toward career counselling decision

Research Questions

1. Is career counseling important for choosing the right profession?
2. Is career counseling common in Pakistan?
3. Are students feeling a need for career counseling?

Methodology

This study was conducted using quantitative research. Quantitative research is a systematic, purposeful, systematic process of describing and evaluating relationships and examining the cause and interaction of communication between differences (Neuman, 2007). A descriptive survey was conducted in the Pakistani. Respondents to the study were students from two academic providers including GIFT University and Punjab University. The questionnaire contained fourteen items and was designed to be illuminated for learning purposes. Steps were taken throughout the data collection and writing phase to maintain respondent privacy. After the data was collected, systematic research was conducted to translate and make sense of the data and ideas of the students. The statistical method used to make the percentage of the findings is from Google form.

This is a response of Matriculation students in which 68.3% of students have made their own decision in selecting a career, where as 31.7% were influenced to opt.

This is a response of Intermediate students in which 61.7% of students have made their

own decision in selecting a career, where as 38.3% were influenced to opt.

This is a response of Bachelor/Master students in which 64.4% of students have made their own decision in selecting a career, where as 35.6% were influenced to opt

Respondents	Counseling's	No counseling's
Undergraduate	42.4%	27.1%
Graduate	34.5%	27.6%

Table:II Students having counselling during their studies

42.4% students says they were influenced by someone in choosing career, 27.1% said they were not influenced by anybody

34.5% students said they find career counselling in their academic period. 27.6% said they didn't get any.

Overall Response	Counseling's important	Not Important
Undergraduate	43.3%	25%
Graduate	51.7%	48.3%

Table:III Career Counselling Importance

43.3% students said they couldn't be able to choose suitable career for them where as 25% said they choose the right career. 51.7% students said career counselling should be compulsory.

The Age of students we researched on came out to be like this that 18-20 age group people are 13.6%, 19-22 age group people are 40.7%, 23-24 age group people are 28.8%, while 25+ are 16.9%. The question we asked that what discipline you studied during your matriculation gave us the results that says students who studied science are 71.7% while those who studied arts are 28.3%. Further we investigated

whether to choose science or arts was their own decision or it was influenced? 68.3% says "Yes my own decision" while 31.7% says No it was family's choice. The answer to the question "Do you think that throughout your academic period you were influenced by someone in choosing your career?" turns out that 42.4% says yes. While 27.1% says NO. And 30.5% says maybe. The question "Did you find any kind of carrier counseling in your academic period?" turns out 34.5% says yes, 27.6% says NO, 32.8% says maybe. 5.2% says, "I don't need career counseling". When we asked: "Do you

think career counseling helpful during the academic period?" 53.3% of total says agree, 38.3% turns out neutral while 8.3% disagreed. When we asked: "Do you think you wasted your time due to a lack of career counseling?" 40% says yes, 26.7% says No, 33.3% says maybe. When we asked: "Do you think you have not chosen a suitable career for you because of a lack of career counseling?" 43.3% says yes, 25% said No, 31.7% said maybe. Then all of sudden, we asked: "Do you suggest career counseling should be compulsory during the academic period?" 51.7% agreed, 40% stayed neutral while 8.3% disagreed.

Discussion and Analysis

This research has been carried out on an important topic of career counseling among students in which survey methodology has been used. The findings came out to be polar in nature, majority says that they have chosen their professional/career on their own but at the same time the majority says that their decision was influenced by external factors. This shows that almost 65% of the students of Punjab choose their profession on their own but their decision is always influenced due to peer and societal pressure as well as they are not well counseled about what to choose as their profession, keeping in view their interests and skills. So they choose whatever they have been asked or left with other options. The finding also shows that almost 30% students are clearly not allowed to choose a career on their own. They choose the subjects of the profession/career based on what their parents asked, what their friends are adopting and due to lack of awareness.

So this shows that family wants them to choose the profession what they find financially fulfilling, ignoring the child's interests and skills. Most of them wants their child to run their family businesses or to choose handsome profession e.g. doctors, engineers and in armed forces.

Almost 75% students think that their time has been wasted due to lack of career counseling while only 34% of overall student's population receives career counseling whereas the rest of the students are kept deprived of this basic need. These statistics show that why the students are facing failure in their careers and later shifting or adopting other professions.

More than 50% of total student population asks for career counseling and thinks that this would help them in choosing their field of interest in will save them from the failure of choosing the wrong profession.

Recommendations and Limitations

The concept of career counselling in the context of Pakistan has not recently developed well-liked in the western countries. The study aims to find the right career counselling for college level students. Respondents to the study admitted that they were unaware of the career options before their college. Results show that preschool education did not prepare students to choose right Career. College is a place to change the lives of students in Pakistan so it is important to know about different professions from the first year of school. It is stage that students should be able to make important decisions about their future career and strategies to achieve their goals.

The findings of this study are important because this helps to raise awareness of the career counselling services in Pakistan and the need to place such services in colleges and universities. This study recommends that state-of-the-art efforts to be made to deliver counselling services to college and university staff to meet the needs of students in the country so that they can contribute to the needs of the labor market in a more productive way. The research tool used in this research can also be used in other Asian regions with similar areas and cultures. Due to the time frame the questions were returned and analyzed to 50. A larger sample analysis can provide tangible results. But this recommendation is limited to possibility of many deviations from the results of the data.

Conclusion

The students of developing nations like Pakistan have plenty of troubles, along with economic problems, terrible transportation system, language barrier, incompetent instructors and more. One of the issues confronted by students is that commonly they're now no longer free to pick programs of their personal choice. Parents usually impose on them a discipline of study which won't be appropriate for the child or which he doesn't feel comfortable with. This is a totally common issue for all. Students are confused as they don't understand where their interests are and what they should study. Most of them don't have career direction that results in students applying for jobs which may not be right for them. Students with better grades are forced to join medical or engineering fields that makes

them depressed and annoyed later on in life. While there's no match for the artistic talents of Pakistani students however lack of career counseling from professionals have made them useless. So it becomes so much essential for the Education Commission to designate career advisors or counselor in all educational institutes of Pakistan that can serve. Which could solve the problem and made students recognize their abilities that will helpful in selecting a career.

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