

Influence of Income and Education of the Parents on the Career Aspirations of Industrial Aspirants

S Manoharan*

Research Scholar, St Joseph's College, Bharathidasan University, Trichy

Dr. K Arockiam, Asst. Professor & Head,

Department of HRM, St Joseph's Colleges (Autonomous), Trichy

Abstract

Latest Aspiring Minds National Employability Report reveals that only 20 per cent of the engineering graduates are employable. Career aspirations measure the strength of an aspirants' intention to be active in a particular career field. Our notion of career aspiration shows similarities with the notion of 'career anchors' from Schein (Schein, 1977; Schein, 1994), who differentiates between managerial competence, technical competence, security, creativity, and autonomy / independence. Furthermore, career aspirations represent a type of mental self selection. This assumption is supported by the so-called "Person-Job-Fit-Theory", relying on the hypothesis of a "congruence between person and working environment" (Weinert, 1998), according to which there is an agreement between the expectations, needs and values of the individual on the one hand and the circumstances, opportunities, parental income, education and chances, with which certain carrier fields can fulfill these aspirations on the other hand. Holland builds his theory of "vocational choice" (Holland, 1973, 1985) on a similar premise: There is an interaction between personality and behavioral characteristics and one's vocational choices, so that people tend to move into career fields that are congruent with their personal qualities. Thus our concept works as a so-called "matching-model" (Hall, 1987b) that focuses on the match or fit between the personality traits and the career field. In the present paper the researchers do believe and bring out the influence of the Income and Education of the parents on the Career Aspirations of Industrial Aspirants. The authors have undertaken the present Descriptive Research study among the Engineering Graduates (Fresh BE., and B.Tech.) selected for one year Graduate Apprenticeship at a Heavy Engineering and Manufacturing Public Sector. The sample size was 149 having the mixture of major discipline in Engineering and passed out from different colleges in Tamilnadu. Data were collected at the time of their joining by using census sampling procedure through a pre-designed interview schedule. Appropriate statistical tools have been used for analysis and the results.

Keywords: Career Aspirations, Technical Competency, Practical and Behavioral skills, Industrial Aspirants, Income and Education of the parents.

1. Introduction

Career aspirations- is a path that a person would like to travel in a direction to take up an aspired occupation during his/her youth with the expectation of advancement either in an organization or in an entrepreneurship and pursues it until retirement. Psychologists evidently say that the Career aspirations start emerging right from ones' childhood. As an individual grows his/her, as per the environmental social system Career Aspirations are influenced at stages by various external factors, to mention few viz. Educational Institutions, Peers, Family, Media, Community group and Work place. Among the external influencing factors, the Income and Education of the parents of an individual play vital role on his/her Career Aspirations and Career path planning.

1.1 Rational of the Study

The authors do believe that the Career planning to achieve his/her desired Career Aspirations varies according to the Income and Educational level of the parents. The study will enlighten the influence of parental background particularly their Income and Educational level. It will also help the Engineering Colleges to understand and strengthen the Career Aspirations of the Industrial Aspirants.

1.1.1. Objectives

- To understand the socio demographic profile of the respondents.
- To know the Career Aspirations of the respondents with regard to Income and Educational level of their parents.
- To analyze the significant relationship, differences among the selected variables with Careers Aspirations of the respondents.
- To suggest suitable measures to understand and develop appropriate Career Aspirations among the respondents.

2 Review of Related Literature

Kristen Tillman (2015): A study was conducted by Kristen Tillman (2015) to investigate the level of influence parents had on the career decision making process for their children who were pre-service teachers. Respondents were pre-service teachers in their final year in the teacher education program. In that study, collected data were divided into two groups consisting of respondents from the pre-service teachers' viz. who were the children of educators and those who were the children of non-educators. In comparing these two groups, this study revealed that the children of educators indicated slightly greater parent influence on their career choice than the children of non-educators. Qualitative findings also showed that some of the educated parents discouraged their children from pursuing education and therefore most of the teachers actually began colleges in other career fields. This was a mixed method study. One was quantitative method of distributing hard copy-questionnaire among the respondents. Second one was qualitative in nature by directly interacting respondents who have selected the same profession of their parents

Keith Kintrea et al (2011). In their research study "The influence of parents, places and poverty on educational attitudes and aspirations" authors conducted study in three areas of UK covering 490 secondary school students aged 13 in 2007-08 and again with 288 of the same students in 2010 at around age 15. These interviews were supplemented by focus groups with young people and further interviews with parents, teachers and community representatives. One of the findings from the research, the authors brought out was the importance of the parents. Parents and family play key role; there is clear alignment between what the parents say they want for the young people and what the young people aspire to themselves

Chance Clutter (2010). The author in his study, "The effect of parental influence on their children's career choices"- examined the importance of parental input on a person's ultimate career path. He revealed the fact, though schools, peers and the students' community all have an impact on the young adult's self-identity and character choice, the parent's expectations and perceptions of vocational fit for their children have been found to be the key role in shaping their career choice (Ferry, 2006). The author also added strength by mentioning the findings from other study (Creamer & Laughlin, 2005) this influence has been so strong as to override the influence of teachers, faculty and career counselors, who likely know more about the career, field in question but were not as well – known and /or trusted as the student's parents for this type of decision. Further it was established that parents' financial concerns and expectations also play in their direct or indirect influence on their children career choice by adding their own biases and attitude into particular occupational fields ("You need a job at a big business, not some nonprofit company helping the poor if you want to a family in the future).

3 Method and Materials

The universe of the study is 149 respondents who are from different engineering colleges in Tamil Nadu, selected on merit among the applicants and offered one year Graduate Apprenticeship at a Heavy Engineering and Manufacturing Public Sector during Jan, Feb and March, 2017. To understand the Career Aspirations of the respondents the authors have undertaken Descriptive Research study and have used census method to collect the required data. A self-prepared interview schedule for data collection have been developed by the authors and validated by the experts. The appropriate Statistical tool was used for processing and analyzing the data and arriving at conclusions.

4. Analysis and Interpretation

The primary data collected from the respondents were tabulated and analyzed

4.1 Socio Demographic Findings

Gender: Out of 149 respondents, more than half, 65.1 percent are Male and 34.9 percent Female. It is also inferred that there is no significant difference between the Gender of the respondents (Male and Female) with regard to their Career Aspirations ($Z=0.674$). However if we look into the mean value, the Female respondents (1.62) are having higher scores than Male (1.40)

Domicile of the Respondents: Out of 149 respondents, more than half, 52.2 percent are from Rural and 47.7 percent are from urban area. It is also inferred that there is no significant difference between the Domicile of the respondents (Rural and Urban) with regard to their career aspirations ($Z=1.629$). However if we look into the mean value, the respondents coming from Urban area (98.24) are having higher scores than Rural area (95.15)

Type of Family: Out of 149 respondents, more than three fourth, 81.9 percent are living in Nucleus family and 18.1 percent are living in joint family. It is also inferred that there is no significant association between the Type of the family of the respondents (Nucleus and Joint) with regard to their Career Aspirations ($X^2=0.427$) However if we look into the mean value, the respondents living in Joint family (51.85) are having higher scores than living in Nucleus family (47.54)

Table 1

Karl Pearson coefficient of correlation between the income of the respondent and Career Aspiration

| <i>Dimensions</i> | <i>Correlation Value</i> | <i>Statistical Inference</i> |
|------------------------------|--------------------------|-------------------------------|
| Income and Career Aspiration | .139 | $P > 0.05$ Not Significant |

It is inferred from the table shows that there is no significance on the Income of family on the Career Aspirations. However there is a positive low correlation between the income of the respondent and Career Aspiration

Table 2

One way ANOVA among the variance of the Educational Qualification of father and Career Aspirations

| | Sum of Squares | df | Mean Square | <i>Statistical Inference</i> |
|----------------|----------------|-----|-------------|-------------------------------|
| Between Groups | 2.135 | 5 | .427 | F = 1.743 |
| Within Groups | 35.033 | 143 | .245 | $P > 0.05$ Not Significant |

It is inferred from the table that there is no significance on the education of Father on the Career Aspirations. However if we look into the mean value (1.63) , the father of the respondents having HSC as qualification have aspired the respondents to pursue Engineering Degree.

Table 3

One way ANOVA among the variance of the Educational Qualification of the mother and Career Aspirations

| | Sum of Squares | df | Mean Square | <i>Statistical Inference</i> |
|----------------|----------------|-----|-------------|------------------------------|
| Between Groups | 2.645 | 4 | .661 | F = 2.759 |
| Within Groups | 34.522 | 144 | .240 | $P < 0.05$ |
| Total | 37.168 | 148 | | Significant |

It is inferred from the table 4.4, there is significance on the education of Mother on the Career Aspirations. Also if we look into the mean value (1.65), the mother of the respondents having Degree as qualification have aspired the respondents to pursue Engineering Degree.

5 Recommendation

- Special Module on development of Career Aspirations can be included in the curriculum
- Soft Skill can be taken as one of the mode to develop Behavioral competency
- MoU – Engineering Colleges may enter into a Memorandum of Understanding with nearby Industry to develop the Career Planning of Industrial Aspirants
- Industrial Experts may be called for special lectures

References

- A.Yarrow et al (1995). Career aspirations of pre-service graduates in auniversity faculty of education: a descriptive study- Australian University's Review, 2/1995 Page 55.
- Chance Clutter (2010) "The effect of parental influence on their children's career choices"- <https://www.researchgate.net/publication/43626620>
- Creamer, E G & Laughlin,A (2005). Self-athourship and women's career decision making. Journal of College Student Development, 46 (1), 13-27
- Ferry, N M (2006). Factors influencing career choices of adolescents and young adults in rural Pennsylvania. Journal of Extension, 44 (3),1-6
- Holland, J. L. (1985). Making vocational choices: A theory of vocational personalities and work environments. Englewood Cliffs, NJ: Prentice Hall
- Keith Kintrea et al (2011), "The influence of parents, places and poverty on educational attitudes and aspirations."- www.jrf.org.uk/publications
- Tillman, Kristen, "Parental Influence Students' Career Aspirations (2015), University Honors Program Theses.86. <http://digitalcommons.georgiasouthern.edu/honors-theses/86>