

A STUDY OF RELATIONSHIP BETWEEN PERSONALITY AND CAREER MATURITY OF SENIOR SECONDARY CLASS STUDENTS

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ABSTRACT

Choosing one's career is not an easy task due to complex and fluid character of the world of work. It depends upon many factors and the present study was conducted to study the relationship between personality and career maturity of senior secondary students. Descriptive survey method was conducted on a sample of 120 senior secondary students by random sampling technique. Multi dimensional personality inventory by km. Manju Rani Agarwal and Indian Adaptation of Career Maturity Inventory (CMI) by Dr. (Mrs.) Nirmala Gupta were used as tools for data collection Mean, S.D, Coefficient of correlation and t-ratios were worked out for inter-pretation of data. The results showed that there exists a significant relationship between the personality and career maturity of senior secondary students. Further it revealed that boys and girls differ in their personality and career maturity.

Keywords : Personality, career Maturity, Senior secondary students.

INTRODUCTION

Human resource planning and management constitute an important aspect of professional placement and manpower development. Due to lack of resources., generally low educational standards among the parents and a system of education which does not provide guidance in this area, no planning is done either by or on behalf of young persons about the selection of vocation. Sometimes a person takes up a profession to which he or she is not suited or prepared. This results in frustration, loss of human material and lack of adequate remuneration. It is therefore extremely important to have proper and timely planning, in helping the youth to take a decision about the selection of his vocation. This planning should always have some consideration for the resources of family opportunities available and the aptitude of the person.

Choosing one's career is not an easy task due to complex and fluid character of the world of work. It depends upon many factors like environmental factors, economic considerations, chance and psychological factors etc. The child usually adopted the profession of his/her parents. But today a life of man is not the same as it used to be. An adolescent is expected to

choose at the senior secondary stage, a particular stream from career and academic group. These choices are legitimately viewed as career choices, which determine the future role of an individual in the world of work. Mature and right decisions not only lead to personal growth and satisfaction but in making the best use of nation's human resources.

CONCEPT OF CAREER MATURITY

Career maturity refers to the individual's degree of readiness to choose prepare and plan for future vocation. The concept of career maturity has come to be used as a pre-requisite of the ability to make a wise exceptional choice and assuming that maturity represents development along a continuum.

MEANING OF CAREER MATURITY

Career maturity means the readiness to make appropriate career decisions. Career maturity is not thought of as static goal i.e. achieving satisfaction and success in an occupation. Career maturity denotes the point reached on the continuum of career development from early exploratory years i.e. adolescents years to decline i.e. old age: In other words it refers to an individual's readiness for career decision-making.

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According to Super (1955) " Career maturity indicates the individual's degree of career development from the time of his early fantasy choice in childhood to his decision about retirement from work in old age."

According to Crites (1978) " Career maturity involves forming interest making consistent and competent choices and developing attitude towards career."

According to Naidoo (1998) " Career maturity is influenced by age, race, ethnicity, laws of control, socio-economic status and gender."

CONCEPT OF PERSONALITY

The word 'personality' is derived from Latin word 'persona' which means the mask or dress which the actors used to wear in Greek drama. But it is narrow concept of personality because 'persona' is something external in nature and it does not include inner traits.

Layman's view " Personality is externality of the individual i.e. his dress, facial expression, gesture etc."

Philosophical view " Personality is ideal of perception."

Sociological view " Personality is subjective side of culture"

Allport " Personality is the dynamic organization with in the individual of those psychophysical system that determine his unique adjustment to this environment."

OBJECTIVES

1. To find out the relationship between the personality and career maturity of senior secondary school students.
2. To study and find out the difference in the personality of boys and girls of senior secondary school.
3. To study and find out the difference in the career maturity of boys and girls of senior secondary school.

HYPOTHESES

1. There exists a significant relationship between the personality and career maturity of boys and girls of senior secondary school.
2. There exists an insignificant difference in the personality of boys and girls of senior secondary school.

3. There exists an insignificant difference in the career maturity of boys and girls of senior secondary school.

DESIGN OF THE STUDY

The present study was conducted by employing descriptive method of research by involving survey method.

SAMPLE OF THE STUDY

Random sampling techniques were used for the selection of sample . The sample was consisted of 120 Secondary students. The students were taken from Abohar city.

TOOLS USED

- a) Multi dimensional personality inventory by km.Manju Rani Agarwal.
- b) Indian adaptation of Career Maturity Inventory (CMI) by Dr.(Mrs.) Nirmala Gupta (1989).

STATISTICAL TECHNIQUES

1. Mean and standard deviation.
2. Coefficient of correlation was calculated to find out relationship between personality and career maturity.
3. t-ratios were calculated to compare personality and career maturity of boys and girls.

RESULTS & DISCUSSIONS

Hypothesis I

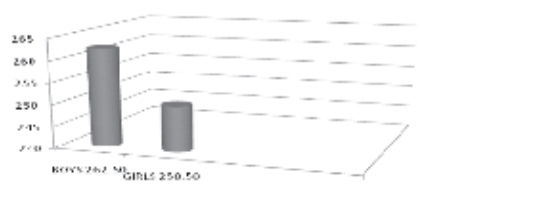
"There exists a significant relationship between personality and career maturity."

To verify the above Hypothesis coefficient of correlation was found out between personality and career maturity by using pearson's product Moment Method. Table given below shows the results.

Table
Showing Coefficient of correlation between Personality and career Maturity.

Sr.No	Variables	N	R	Level of significance
1	Personality	120	0.628	signif.cant
2	Career maturity	120		

The table shows that correlation between personality and career maturity has come to be 0.625. The obtained results shows personality and career maturity has correlation which is significant at .05 level as well as .01 level. The above results conclude that there is significant relationship between personality and career maturity.



Hence Hypothesis “ There exists a significant relationship between personality and career maturity” is accepted.

From the above graph it is clear that the mean score of personality of boys is higher than the mean score of girls. But to see whether this difference is statistically significant or not t-test was used. Thus with the help of mean, standard deviation and standard error of mean, t-value was calculated and t-value comes out to be 5.74 which is highly significant at both levels. Hence it may safely be stated that the personality of boys vary from personality of girls. Therefore, the second Hypothesis “ There exists an insignificant difference in the personality of boys and girls of senior secondary schools” is rejected. Hence, it indicates that boys and girls differ in their personality.

Hypothesis-II

“ There exists an insignificant difference in the personality of boys and girls of Senior secondary class.”

For the verification of above hypothesis first of all raw scores were calculated and tabulated for comparing the personality of boys and girls of senior secondary schools. Mean, standard deviations, Difference between means and standard error of difference between mean were calculated. Then to see whether the difference between mean scores is significant or not, t-test was applied.

The obtained results are in the conformity with the previous findings of Buteher et.al. (1996), upadhyay (2000). However these results are in contrary to the previous findings of Sinha (1966)

Table
Showing Mean, Standard Deviation (σ), Difference between means (D), Standard error of difference between mean (σD) and t-value for personality of boys and girls.

Group	Sample (N)	Mean (X)	Standard Deviation	Standard error of difference between mean (σD)	t-value
Boys	60	262.50	12	2.03	5.74
Girls	60	230.50	10.98		

It is clear from the table that the mean scores of boys are higher than that of girls. It means the boys are more extroverts, more independent, have higher self concept and are well adjusted than girls. The above table can also be illustrated with the help of following graph.

Hypothesis-III

“There exists an insignificant difference in the career maturity of boys and girls of Senior Secondary Class.”

For the verification of above hypothesis first of all raw score were calculated and tabulated for comparing the career maturity of boys and girls of senior secondary schools. Mean, standard deviations, Difference between mean and standard error of difference between means were calculated. Then to see whether the difference between man scores is significant or not, t-test was applied.

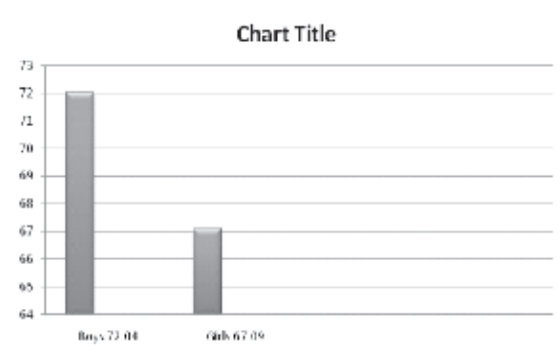
Fig
Showing Difference in the Mean Scores of Personality of Boys and Girls.

Table
Showing Mean, Standard Deviation (σ) Difference between mean (D), Standard error of difference between mean (D) and t-value for career maturity of boys and girls.

Group	Sample (N)	Mean (X)	Standard Deviation	Standard error of difference between mean (SE)	t-value
Boys	60	72.48	9.18	1.54	3.00
Girls	60	67.91	8.50		

It is clear from the table that the mean scores of boys are higher than the mean scores of girls. It means the boys are more capable to self-appraise, have more information about different jobs, have more capabilities to select a goal appropriately and to plan out the entire sequence from their imitation to completion and have more capabilities to solve a problem that arise in decision making than girls.

Fig
Showing Difference in the mean scores of Career Maturity of Boys and Girls.



From the above graph it is clear that the mean scores of career maturity of boys are higher than the mean score of girls. But to see whether this difference is statistically significant or not t-test was used. Thus with the help of mean, standard deviation and standard error of mean, t-value was calculated and t-value comes out to be 3.00 which is significant at both levels. Hence it may safely be stated that the career maturity of boys vary from career maturity of girls.

Therefore, the third Hypothesis “ There exists an insignificant difference in the career maturity of boys and girls of senior secondary schools” is rejected. Hence, it indicates that boys and girls differ in their career maturity.

The obtained results are in conformity

with the previous findings of Smith (1971), Aggarwal(1981), Robinson(1995), Vondracek (1999). Mc Cartney (1999), Mathur et.al.(2001). However these results are in contrary to the previous findings of Kracke (1999).

CONCLUSIONS

1. Career maturity is strongly effected by different personality patterns.
2. Boys and girls differ in their personality.
3. Career Maturity of boys vary from career maturity of girls.

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