

SYSTEMATIC ATTITUDE TOWARDS STUDENTS' CAREER EDUCATION

Dalia Augienė

Šiauliai University, Lithuania

E-mail: augiene@gmail.com

Making a career choice is one of the most important choices a person can make in life. A successful career gives a possibility to be acknowledged in society, to occupy a certain social status. Therefore, a rational, consistent, conforming to abilities and interests career choice means not only professional behaviour development, but also a grounded attitude to other aspects of one's own life. In nowadays society, rapidly changing the activity world, changes occurring in the labour market, the old professions disappearing and the new ones appearing, it becomes more and more problematic to choose a promising career, corresponding to the society and person's individual needs. Career choice - is a continual, long-term process, in which career education process occupies an important place. Educational influence of career education upon the youth has significance for the whole life: choosing a profession, making important career decisions, seeking appropriate education, planning professional career, integrating in the labour market, realising their inner potential, going through professional success and fullness. Therefore, one has to look at a career education process as a systematic phenomenon, a complex of devices and activity directions covering the whole school's educational activity and the whole personality development. A carried out scientific literature and document analysis and the conducted research results allow us to form a systematic attitude towards career education and to distinguish structural parts of career education system.

Knowledge, ability, and skill acquisition. The main aim of a school is – to prepare a young person for life. Education content has to mature emotional, intellectual and physical person powers, to educate an active, creative person, having acquired general and all subject competencies, necessary for successful social integration, professional activity. Education content has to be valuable and important for further learning, professional activity and self-expression. A student, completing secondary education programme, should have acquired general and subject competencies, necessary to continue learning. A student has to recognize his powers, abilities, talents, to try as better as possible to develop them and improve. So, a student has to think about his learning achievements, first of all. Learning various subjects at school, he has a possibility to define his activity direction.

Learning importance perception. Today, it is not enough to be a specialist, having a large amount of professional, subject knowledge, work experience and developed skills. For market economy, educated, able to change specialists are important – because technologies change rapidly. It is necessary to constantly improve. Therefore, learning always has to be purposeful, directed to certain ability, both general and special, related to a specific career, acquisition. Thus, career management abilities and constant learning become particularly relevant because professional activity is an important self-realisation part of a human and a constituent part of the meaning of life. Therefore, one can claim that a career seeking person is – systematically improving, constantly learning, independent,

able to make decisions. Today's school has to awaken students' motivation to learn, to encourage them to work skilfully and a lot. Conditions have to be made for the students to experience a joy of learning success, to obtain reliance on one's own efforts, to take up responsibility for one's own learning results. Therefore, good result motivation (winning motivation) is especially important in the learning process – success, need to win, a wish to do something well, a wish to see one's own winning result. School has to not only awaken students' motivation to learn, but also to mature the attitude to learn throughout life. Continuous learning must become an important person's value.

Self-expression education (self-actualisation). The final goal of self-expression education is - to help the student find his aim of life, choose a meaningful life direction, content, and style, having personal and social importance and saving from existential emptiness. At school, it is important to develop students' need to realise themselves (self-actualise). The final goal of self-expression education is – to help the student find his life purpose, choose a meaningful life direction, content, and style, having personal and social meaning and saving from existential emptiness. The purpose of school education is - to help the child identify himself, understand his calling, to teach him to make the right choice. School has to make conditions which would allow the child not only to perceive his real wishes, desires, feelings and abilities, but also to consider them, to try in a concrete activity, i.e. to create a favourable environment for free and creative student's self-expression (Aramavičiūtė, 1998). Generalising one can claim that human self-realisation and his career are in many aspects overlapping (closely related) processes. Self-realisation, as the highest human need, inseparable from value orientations, is a stimulus for his activity.

Career decision making education. Every day people solve problems and make decisions. Solving any question, a human has to evaluate one or more alternatives, and to choose one of them. In general, making decisions is a reasoning process, which can be both rational and irrational, supported by clearly formulated or only implied assumptions. It is important to learn to make decisions. The right decision enables a personality to thoroughly realise himself, improve, feel useful in all life and activity spheres. Career choice is one of the most complicated life tasks and decisions. Postmodern society offers various career and lifestyle possibilities. However, the more possibilities, the more difficult is to decide. Because the possibility to choose is inevitably related to responsibility. One wants to make a clever decision; it is a fear of being mistaken. Making a decision, it is important to know what you are seeking, i.e. to define your aims. The ability to make one's own decision, to manage one's own life, be active, responsible, disciplined and determined, but not to be the tool used by others, determined by others. To be autonomous means to be strong, and not to be weak. (Maslow, 2006)

Various life sphere coordination. Work occupies quite a big or even the main part of personality's lifetime. For many people, work is a life axe – both in everyday life and seeking big aims. However, life to the full does not contain only work – there are also family and leisure spheres next to it. Only harmonious all life sphere development can guarantee life satisfaction and the feeling of fullness. Therefore, it is particularly important to be able not only to create and implement career plans, but also to coordinate one's own career decisions with leisure and family decision making questions. This is – one of the most important competencies of successful career management. The most important thing is to find what gives meaning to life. Needless to compare yourself to others, the most important thing is to decide what is best and most suitable for the person himself. What lifestyle to choose and what to give priority to – is a matter of everyone's personal choice. However, making a choice one does not have to forget, that a human has various needs. If these needs are ignored, the whole personality, family members suffer from this (interrelationship gets worse, children's bringing up undergoes hardships and so on.). Self-identification only with work or social roles is very often related to workaholism and perfectionism, which are most frequently followed by psychosomatic illnesses, depression, constant tension. Boundless self-identification with work eventually starts causing damage not only to your health, but also to your self-consciousness - grounding your own value only on professional winnings, one risks to experience a big shock, when because of some reasons it will be difficult to achieve good results, losing a job and so on. In order to build a career, it is not necessary to give up your personal life. It is possible to coordinate everything; one needs only desire and knowledge how to do this. Only work and no other activity makes a person obtuse, makes him one-sided. Each should answer for himself: what is really important for me? – what

I seek in life and how much time, energy I have to allocate to work, learning, family and leisure in order to achieve my goals. Many career specialists (Arnold, 1997; Helfand, 2000) identify that career success depends on harmony between personal life and work activity. His freedom, personal improvement and self-cognition are important for the man; therefore, he seeks coordination between work, organisation, family, friends, and rest, which is in a wide sense, a necessary career success condition. If a man pays attention to his inclinations, goes deep into his desires, and acknowledges their worth, one can think that he will be able to avoid work and personal life conflict. Delving deeply into himself, constant self-cognition process is necessary for this.

Introducing to *work and activity world*. Professional information purpose is – to provide students with as exhaustive as possible information about profession and qualification system, their acquisition ways and institutions, in which these qualifications can be acquired, requirements, which one or another professional activity raises for the person's health, knowledge, abilities. Professional information also includes knowledge about profession's geography, type of work, profession prospects, economic, social and career possibilities and guarantees, makes market change prognosis. Rational profession choice is the essential and most important part of career planning, because having made a mistake while choosing a career, career planning will not be successful – career will be planned in that professional activity, which does not conform to human natural abilities, or does not have demand in labour market. A profession can be considered such human activity, for which an adequate professional preparation is necessary, and that activity is an income source. A properly chosen profession gives a feeling that one has acquired something valuable, and one can give something valuable for the environment. People choose a profession when existential conditions press them, i.e., it becomes impossible to live without a profession, or profession does not correspond to existential requirements. Work without a profession is not perspective. Professional activity choice provides a possibility for a young man to reduce the feeling of future uncertainty. One has to choose a profession, job, workplace throughout all one's life. Professional choice is inevitable and becomes a regulation phenomenon of human existence (Jovaiša, 1999).

Labour market change prognosis. Labour market changes are very often sudden and hardly prognosticated, especially in the latter years intensive economic modernisation and working force migration taking place in the world (and in Lithuania). It is important to form an understanding for the students that making a career choice and planning career, it is necessary to follow labour market changes, to be interested in labour market research prognosis and to forecast the potential particular profession demand. Labour market changes and needs have a great influence on career choice and successful career.

One's own personality feature cognition. Human professional calling as an aptitude for a certain activity is natural and remains stable and unchangeable. Thus, it is very important already in youth to choose such a profession, which would mostly match your natural professional calling. The reality of a social life requires early to perceive one's calling. Therefore, it is very important for a young man to cognise one's own features, needs, aptitudes, motives. The better an individual knows himself, the better he can get and choose appropriate information about himself and professions, the bigger expectance is that he will be able to make a rational decision. One has to know himself for he can maximally express and realise himself, his personality power, for he can manage to be himself i.e., actualise himself. It is impossible to strictly separate self-cognition and self-realisation. These are two intertwined parts of one process: perceiving and understanding ourselves more clearly, we also realise our essence, and realising and educating ourselves – even better cognise ourselves. Self-cognition is a permanent, uninterrupted process, taking place all life. Only the quality of this process differs. The younger the person, the more superficial this process is. In teenage and adolescence years, self-analysis reaches the highest point.

Every profession requires certain physical, health and psychic peculiarities of its performers. Human's professional success, satisfaction with his chosen activity and its performance quality are determined by the fact if his individual peculiarities conform to profession requirements. Every human has to know well and estimate his individuality in order to find the most appropriate lifestyle and activity, allowing him to effectively use his possessed abilities. Profession and personality conformity determines better satisfaction with work, professional stability and higher achievements. People clearer perceiving their conformity, better understand their features, skills, likes, beliefs and

values. Thus, most frequently they choose a profession and work, conforming their personality. And contrary, the individuals having not achieved the conformity, more often choose not a suitable type of activity for them, are not satisfied with their job, perform the tasks worse, and more often change their working place. If one succeeds to coordinate personality abilities and interests with provided possibilities and requirements of the working world, then he can consider a career choice problem successfully solved.

Career planning. Career planning is not a phenomenon in itself, it is an activity, requiring long-term concentration, reflection, creativity, ability to foresee and evaluate various situations. Planning career, one has to be a very good strategist, in his plans capable of foreseeing and making use of the most important society change tendencies, having influence on career. Making career plans it is necessary to be able to use systematised information about your own life and career priorities, about social, economic possibilities, favourable and unfavourable conditions for career plan implementation. Perceiving the nature of the changing world and rapidly changing working world, choosing a professional activity road, and persistently seeking one's own aim, one can accumulate limited and not necessary for anybody, meaningless experience. Scientists define contemporary life as the world of uncertainty and chaos, the world full of rapidly growing changes. Therefore, it might happen when one reaches his own determined aim, it can be already meaningless, or it can be needless at all, the other, new aims will have emerged in its place. Therefore, it is important not to seek the final career aim, but to draw a wide future vision, to set the main career direction, but not a narrow specific aim. Career plan is not a static work, therefore, implementing a well-prepared career plan, it is important to be able to properly and on time renew it, changes having appeared in the inner and outside world. It is important to understand that career planning is a constantly taking place process. Therefore, to strictly define this process in time it is not recommended. The personality undergoing changes, all value system, success conception change too, therefore, professional career planning is affected not only by outside factors (changes in the labour market, new activity direction appearance, study and work abroad possibility development and so on), but by inner factors as well.

Work search. The essential contemporary personality abilities are - initiative and rationality, communication with an employer, ability to collect and systematise information, to adjust yourself and change, etc., seeking as optimal as possible to integrate into activity world. Today, being a deep world economic crisis, the decrease of workplaces and the increase of labour force supply, the ability of getting employed aspect is very actual. Getting employed competence becomes important because of many reasons: a lot of employers reduce the number of vacant workplaces, labour market demand change becomes more and more rapid, people more often have to change the type of activity. Change in the modern world, growing unemployment, changing requirements for labour force increase social unsafety. More workers are needed, who could creatively and independently act in uncertain, ambiguous, problematic situations, could develop flexible attitude to work and could adjust themselves to the changing labour market. Today, human constant preparation is necessary to work or get employed in every rapidly changing working world situation. The best results in career are achieved by those, who trust their efforts and purposefully search for an activity matching their personal needs and abilities i.e., those who have mastered the self-employment competence. Self-employment concept is grounded on the principle how quickly and successfully a person who hasn't got a job or has changed the job, finds it and gets employed. Self-employment competence is the ability to choose the workplace, to prepare for work activity, to get employed and to keep the workplace, referring to the acquired knowledge, skill, ability, value attitude wholeness. The scientists, analysing career management, accentuate the importance of self-employment competence and indicate that knowledge, abilities, personal traits are necessary for getting employed, which would enable the person to independently and actively work both in prognosticated and not prognosticated labour market situation (Augienė, Rudžinskienė, 2009). Self-employment competence contains personal, career, educational, managerial, social, and professional competences.

Systematic conception about career education allows asserting that career education is not only an integral part of general education and a holistic system covering all education content and process, but also including personality development and socialisation.

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Dalia Augienė

Ph.D., Senior Researcher at the University of Siauliai, Institute of Education, P. Visinskio Street 25, LT-76351 Siauliai, Lithuania.
E-mail: augiene@gmail.com
Website: <http://www.su.lt>