

## **GENDER WISE DIFFERENCES IN IDEALISTIC AND REALISTIC EXPRESSION OF OCCUPATIONAL- ASPIRATION OF SECONDARY LEVEL STUDENTS AT INITIAL AND MATURE CAREER POINT**

**Renu Dabral, Ph. D.**

*Lecturer in English, Govt. Polytechnic Narendranagar, Tehri Garhwal, Uttarakhand*

### **Abstract**

*The present study was conducted to analyze the gender wise differences in idealistic and realistic expression of occupational aspiration of secondary level students at their initial and mature career point . The sample of the study consisted of 400 adolescent students from Pauri District in Uttarakhand, India. The finding indicates that there is no significant difference between boys and girls in idealistic expression of occupational aspiration at initial and mature career point whereas there is significant difference found between boys and girls in realistic expression of occupational aspiration at initial career point.*



*Scholarly Research Journal's* is licensed Based on a work at [www.srjis.com](http://www.srjis.com)

### **INTRODUCTION**

Gottfredson (1981) stated that on occupational aspiration is the single occupation named as one's best alternative based on compatibility and accessibility at any one gives time. Career aspirations represent dreams that individuals have about what ideal careers would be for them (Farmer and Chung, 1995). Farmer (1985) noted that career aspirations can influence a person's achievement and persistence in a career. Generally women tend to have lower career aspirations to top management position compared to men (Melamed, 1995).

Aspiration is the goal which an individual sets for himself in a task which has intense personal significance for him. The strength of aspiration depends on how important the aspiration is to the individual. The values of an aspiration to an individual in turn are affected to some extent by how hard it is to reach (Manju & Garg, 2012). The more difficult to reach, the greater the halo in the eyes of the aspirant and the more strongly motivated he is to reach it ( A K Gupta 1984). During adolescence, young people's future aspirations and expectations begin to crystallize, especially in the domains of education and the kind of career one wants are formulated during this period. Further these goals are associated with educational and occupational attainment in adulthood (Beal & Crockett, 2010; Mello, 2008, Messersmith & Schulenberg, 2008).

Morgan (2007), while aspirations are generally conceptualized as idealistic representations of future outcomes, expectations are considered more realistic, probable outcomes.

### **Sex Differences in Occupational Aspirations:**

Gender effect has a relevant role in determining one's aspiration level. A considerable amount of literature has focused on gender-related differences in academic and career aspiration (Danziger, 1987). Different views exist on the nature of the differences among both gender aspirations (Howard, 1979; Betz and Fitzgerald, Eden, 2007). Patton and Creed (2007) have argued that male students tend to hold higher aspirations for education level and position in the labor force. However, it has been observed that not too many women expect to follow careers which are mainly associated with the opposite sex, such as science and technology, despite the fact that these careers usually yield higher salary.

Upadhyaya (2007) argues that females are ahead in education than males in Uttarakhand which can be marked by an increase in registration of females in colleges than the males. In spite of this high registration, the employment ratio of girls is very low. This number can be increased only with the help of educational guidance. Seth (1970) found in his study that the female teenagers had home, school, sex, personal, social and vocational problems.

The reasons associated with these problems were:

- The lag between social and physical development
- The emotional changes that occurred in this period
- The desire for activity and interest in peer group and in members of opposite sex
- Tendency to substitute dependence with independence and self-control

### **OBJECTIVES OF THE STUDY**

- To examine gender wise differences in idealistic expression of occupational aspiration of students at initial and mature career point.
- To examine gender wise differences in realistic expression of occupational aspiration of students at initial and mature career point.

### **HYPOTHESES**

1. There is no significant difference between boys and girls in idealistic expression of occupational aspiration at initial career point.
2. There is no significant difference between boys and girls in idealistic expression of occupational aspiration at mature career point.

3. There is no significant difference between boys and girls in realistic expression of occupational aspiration at initial career point.
4. There is no significant difference between boys and girls in realistic expression of occupational aspiration at mature career point.

### METHODOLOGY

The investigation aimed at analyzing the gender wise differences in idealistic and realistic expression of occupational aspiration at initial and mature career point. The normative survey method of research was used for the study

The study was conducted on 400 senior secondary students of Government schools of Pauri Garhwal Uttarakhand, India, where 200 students were chosen from urban Government schools and 200 students were chosen from rural Government schools. The sample was taken keeping in mind the equal gender distribution. Therefore, the males and females in the sample were equally represented.

The researcher used *Occupational Aspiration Scale* developed by DR J.S Grewal. Earlier level of occupational aspiration scale was developed by Haller and Miller in the year 1967 for measuring the occupational aspiration of the youth. There was no time limit in the scale. The individual's total score in the scale ranged from 0 to 72 highest marks in an item being given to the prestige occupations. The validity of the scale was assessed using the coefficient of correlation & the reliability was established using the test- retest method of testing reliability.

### RESULT AND DISCUSSION

The data collected in this study were analyzed using t-test which was performed with SPSS 16.0.

In case of the idealistic vocational aspiration, which is the occupational goal for which the individual is free to choose, but is not sure of getting it achieved, no significant difference was found between boys and girls with regard to idealistic expression of career choice at initial career point\*\* (t = .130).

**Table-1.1**

Idealistic expression of Occupational aspiration	Gender	N	Mean	Std Deviation	Df	SEd	t	Level of significance 0.05
	<b>Boys</b>	200	10.76	3.387	398	.347	.130	Not significant
	<b>Girls</b>	200	10.71	3.549				

The statistically calculated t value was not found to be significant at 0.05 level of significance. Thus null hypothesis stating no significant difference between boys and girls in idealistic expression of occupational aspiration at initial career point stood accepted.

Further, no significant difference were found between boys and girls with regard to idealistic expression of career choice at mature career point ( $t = 1.127$ ). Mature career point has been defined as the stage when an individual is 30 years old and he or she starts thinking about their career.

**Table- 1.2**

Idealistic expression of Occupational aspiration	Gender	N	Mean	Std Deviation	df	SEd	t	Level of significance
								0.05
	Boys	200	12.93	3.265	398	.319	1.127	Not significant
	Girls	200	13.29	3.120				

The statistically calculated t value was found to be not significant at 0.05 levels and thus null hypothesis stating that no significant differences between boys and girls exist in idealistic expression of occupational aspiration at mature career point was also accepted.

In case of the difference between boys and girls in realistic expression of occupational aspiration at initial career point ( Table – 1.3 ), the result highlighted that, there were significant difference between boys and girls with regard to realistic expression of career choice at initial career point ( $t = 2.549$ ).

**Table-1.3**

Realistic expression of Occupational aspiration	Gender	N	Mean	Std Deviation	df	SEd	t	Level of significance
								0.05
	Boys	200	12.37	3.263	39	.32	2.54	Significant
	Girls	200	11.56	3.130	8	0	9	

The realistic occupational aspiration is the occupational goal for which the goal seeker is sure to achieve. Initial career point is again the stage when an individual's schooling is over and he or she starts thinking about their career. The statistically calculated t value (2.549), was found to be significant at 0.05 level indicating that there existed significant difference between boys and girls in realistic expression of occupational aspiration at initial career point. Further , in case of difference between boys and girls in realistic expression of occupational aspiration at mature career point (Table – 1.4), the result highlighted that there existed no

significant differences between boys and girls with regard to realistic expression of career choice at mature career point ( $t = .959$ ).

**Table-1.4**

Realistic expression of Occupational aspiration	Residence	N	Mean	Std Deviation	df	SEd	t	Level of significance 0.05
	<b>Boys</b>	200	12.64	3.595	398	.339	.959	Not Significant
	<b>Girls</b>	200	12.32	3.166				

The realistic occupational aspiration is the occupational goal for which the goal seeker is sure to achieve. The statistically calculated t value (.959) was not significant at 0.05 level and therefore no significant difference between boys and girls in realistic expression of occupational aspiration at mature career point were found to be existing.

### **FINDINGS**

- No significant difference found between boys and girls in idealistic expression of occupational aspiration at initial career point.
- No significant difference found between boys and girls in idealistic expression of occupational aspiration at mature career point.
- Significant difference found between boys and girls in realistic expression of occupational aspiration at initial career point.
- No Significant difference found between boys and girls in realistic expression of occupational aspiration at mature career point.

### **References**

- Farmer, H.S. and Chug, Y.B. (1995), *Variables related to career commitment, mastery motivation, and level of career aspiration among college students. Journal of Career Development, 21* (4),265-278.
- Farmer, H.S. (1985), *Model of career and. achievement Montanan for women and men Journal of Compelling Psychology, 32, 363-390.*
- Gottfredson, L. S. (1981), *Circumscription and Compromise: A Developmental Theory of Occupational Aspirations. Journal of Counseling Psychology, 28, 545-579.*
- Gupta A K (1984), *Teacher education Current and Prospects, sterling publishers, New Delhi.*
- Howard, H G (1979), *Gender Differences in the Career Aspiration of Recent Cohorts Of High School Seniors, Social Problem, vol 27(2), 170-185.*
- Manju N, Garg (2012), *A study on quality of work life of secondary school teacher in relation to their work culture, Edu search research journal, vol (3), pp 30-32.*

- Melamed, T. (1995) *Career success : The moderating effect of gender. Journal of vocational Behavior, 49, 35-60.*
- Mello, Z.R. (2008), *Gender variation in development trajectories of educational and occupational expectations and attainment from adolescence to adulthood. Developmental psychology, 44, 1069-1080.*
- Messersmith E E, Schulenberg J E (2008), *When we can expect the unexpected? Predictivity educational attainment when it differs from previous expectations. Journal of social issues, 64(1),16 P 16.*
- Morgan S L (2007), *Expectations and aspirations. In Ritzer G editor, Blackwell Encyclopedia of sociology, Blackwell publishing; Blackwell reference online.*
- Patton, W., & Creed, P. (2007), *The relationship between career variables and career aspirations and expectations for Australian High School Adolescents. Journal of Career Development, Vol. 34, 127–148.*
- Seth, S. (1970), *The Adjustment Problem of Female Adolescents.(A sociological study of 500 female teenagers of Lucknow city). PhD Soc, Luc, univ*
- Beal S J, Crockett L J, (2010), *Adolescents occupational and educational aspirations and expectations, links to high school activities and adult educational attainment. Developmental psychology, 46(1), pp258-265.*