

**FACTORS AFFECTING STUDENTS'  
CAREER CHOICES AT HIGHER  
SECONDARY SCHOOL LEVEL**

**BY**

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**NATIONAL UNIVERSITY OF MODERN LANGUAGES**

**ISLAMABAD**

**AUGUST, 2022**

**FACTORS AFFECTING STUDENTS' CAREER CHOICES AT  
HIGHER SECONDARY SCHOOL LEVEL**

By

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M.Ed. Allama Iqbal Open University Islamabad, 2019

A THESIS SUBMITTED IN PARTIAL FULFILMENT OF THE REQUIREMENTS  
FOR THE DEGREE OF

**MASTER OF PHILOSOPHY**

**In Education**

To

DEPARTMENT OF EDUCATION  
FACULTY OF SOCIAL SCIENCES



NATIONAL UNIVERSITY OF MODERN LANGUAGES, ISLAMABAD

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## THESIS AND DEFENSE APPROVAL FORM

The undersigned certify that they have read the following thesis, examined the defense, are satisfied with the overall exam performance, and recommend the thesis to the Faculty of Social Sciences for acceptance.

**Thesis Title:** Factors Affecting Students' Career Choices at Higher Secondary School Level

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Master of Philosophy

Degree name in full

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Candidate of **Master of Philosophy** at the National University of Modern Languages do hereby declare that the thesis "**Factors Affecting Students' Career Choices At Higher Secondary School Level**" submitted by me in partial fulfillment of MPhil degree, is my original work, and has not been submitted or published earlier. I also solemnly declare that it shall not, in future, be submitted by me for obtaining any other degree from this or any other university or institution.

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## **ABSTRACT**

**Title:** Factors Affecting Students' Career Choices at Higher Secondary School level

The current study was conducted to determine the factors affecting students' career choices at higher secondary school in district Gilgit. Objectives for the current study were, identify predetermined factors such as Gender, media, academic reasons, Family influence, Peer influence, Teacher influence and Personal interest affecting students' career choices.; to investigate the effect of these predetermined factors on students' career choices at higher secondary school level; to compare the effect of career choices factors on male and female students at secondary school students; and to explore other factors rather than (Gender, media, academic reasons, Family, Peers, Teacher and personal interest) that affect students' career choices at higher secondary school level. Krumboltz's social learning theory of career decision making (CDM) was used in the current study. A mixed method approach was used to measure few predetermine factors and explore other factors affecting students' career choices and adopted convergent research design where the data was collected through closed ended questions and in-depth interviews and analyzed statistically by using mean and percentage. The questionnaire was adapted at five-point Likert. Data was collected through simple random sampling technique from selected sample. Result of the quantitative data showed that students were undecided in gender, media and academic reasons' affect on career choices and remaining factors were affecting students' career choices. Qualitative data showed that Career choice of students affected by economic factors, religious factors, job opportunities and social status. Parents, teachers and students may take effective measures to improve academic performance of students. Family may pay proper guidance, respect and care according to their children's maximum level of satisfaction and may present a healthy environment in the family.

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## List of Abbreviations

GA	gender affect
MA	Media affect
AR	Academic reasons
FA	Family affect
PA	Peers' affect
TA	Teachers' affect
PI	Personal interest
FACC	Factor affecting career choices
FAQ	Factor affecting questionnaire
PES	Pakistan education statistics
B.HHS	Boys higher secondary school
G.HHS	Girls higher secondary school
DDO	Deputy District officer

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## **ACKNOWLEDGEMENT**

I owe my deepest gratitude to my research supervisor Dr. Aisha Bibi for her expertise, her infinite hours of reflecting, analyzing, encouraging, and her patience during the whole process of research.

I would like to say a special thanks to my closest friend Shah Hussain and Nida Rahman who always supported me and motivated me whenever I stuck and thought that I am unable to complete this work.

I acknowledge the love and affection to my brothers Saleem Hussain and Latif Hussain and all those whose work I benefited directly or indirectly to complete this study.

I would like to thank the participants for taking part and their institute for permitting and arranging access. Finally, I would like to acknowledge my parents, teachers and friends specially Nisar Hussain Sarbaz and Israr Ahmad who always supported me, assisted me and assured me that I am capable of doing this challenging task.

Yasir Hussain

## DEDICATIONS

*Dedicated to*

*My Loving & Caring Parents*

*Shamsher Khan & Sikeem Khatoon*

*&*

*My Dear Wife*

*Ambreen Zahra*

*Without Whom I Would Have Been Nothing*

## CHAPTER 1

### INTRODUCTION

“Education is our passport to the future, for tomorrow belongs to the people who prepare for it today” (Malcolm 2014). Career choice is recently become a very sophisticated science, as it is influenced by many circumstances. On the other hand, selecting the relevant vocation is a challenging phenomenon faced by people. A right selection of career enables an individual to contribute organizational sustainability and success. People having relevant knowledge or information about the factors influencing career choices, take true and relevant career decisions (Nyamwange, 2016).

One of the most critical decisions a student will develop in establishing their future plans is career choice. This action will have long-term consequences for students. Students have a life work ambition in their heart and can accomplish a successful future if they able to select a career accordingly. Even the richest businessman would never be able to accomplish a successful career without obtaining an education (Block et at, 2018).

Career choice is the most crucial and most challenging issue of the modern era. A successful future of an individual depends on how and what they chose a field of interest. Career choice of man or woman influenced by many factors and these factors play a significant role in his or her life. Students face challenges while choosing their field of interest. They cannot decide independently about their career choice because there are many other factors that affect the students’ career choices. Factors affecting the career choice of students are, economic, social, personal interest, job opportunities, parenting styles and teachers’ motivation, demographic variables, technological advancement and low and high academic performance of students, where the students’ career choice influenced by their parents by 60% teachers’ motivation has 38.4% influenced in the career choice of students, and the teachers are either in the family or out of family, their personality and motivation influenced the students, career choices directly and indirectly. Availability of jobs also has a great contribution to the career choices of students; 34% students chose their career because of more job opportunities available in the region. 30.2% students chose a career because of their personal interest (Ngussa & Charles, 2019).

At the starting of selecting career at higher secondary level students are not sure enough about their career that they are going to select. Some time at the beginning students choose a



career with great enthusiasm without knowing their personality traits and later on they have to quit the selected career or carrying on because of no alternatives so in both cases they face troubles because of wrong career selection (Querido, 2018).

According to Waust and Simic (2017) job preferences of students are significant to a variety of stakeholders, including university administration, career counsellors, higher education policymakers, and human resource managers in businesses. Students who have their professional preferences and ambitions met are more productive and motivated employees. The Hofstede model discovered considerable differences among and Croatians Germans that are related to variations in socioeconomic environment and cultural differences. High income, trust and safe job factors are very important to the student of Germany, and career opportunities, socially respected professions and social values are also more important to Croatians students.

An individuals' living standard, social standard, social contacts, income, emotional health, and feelings of self-worth may be affected by the career that selected by them and may help to emphasize the importance of career choice. As a result, making the right profession choices means wasting less money on school and training. Furthermore, an individual's life is affected by the vocation, profession or career chosen by him/her (Nyamwange, 2016).

In the classrooms of America there is a huge number of students migrated from Africa and this flow seems increasingly. School counsellors are in a unique position to assist these students in becoming college and career ready. The interplay between cultural norms and family, the potential and the acculturation process, and marginalization of immigrant families are essential issues important for school counsellors to be aware of children's needs and concerns. Following are the major factors that affecting African immigrant students' career decision making are family influence, cultural identity and cultural values, others as role models, financial challenges and other individual factors (Wambu et al, 2017).

Difficulties in career decision-making are described as potential roadblocks to a better job choice. It was experienced that a career selection is an important element for an individual's successful future and it is also experienced that professional goals, life goals and skills, professional failures, abilities, individual expectations and career preferences all play a role in making career decisions. As a result, it can be claimed that having difficulty choosing on a career path is not an anomaly, but rather a common occurrence. In recent years, technological, sociological, and economic changes have produced an unequal work environment, making it increasingly difficult to solve a problem. The findings revealed a link between personality subscales (Extraversion, Emotional instability, Conscientiousness Openness except

Agreeableness) and emotional intelligence subscales (Emotional self-regulation, Self-awareness, Empathy, Motivation, and social skills) and the hardly of a career selection. Furthermore, personality subscales (Conscientiousness, Extraversion, and openness) and the subscale of emotional intelligence (Emotional self-regulation, Self-awareness, Motivation, Empathy, and social skills) are negatively correlated, whereas the personality subscale (Openness, Extraversion, and Conscientiousness) are positively correlated (Kirdok & Korkmaz, 2018).

Those who make job decisions based on intrinsic considerations (e.g., intrinsic interest in the job, chance for progress) will be happier and more dedicated than those who make decisions on the basis of extrinsic factors e.g. external pressures such as preference and family concerns for geographic location). Both intrinsic and extrinsic decision factors were positively associated to subsequent satisfaction and commitment, according to the findings. An extrinsic work attribute (pay) was found to be favorably related to upcoming intention and adversely related to job satisfaction in a canonical correlation analysis. These findings imply that commitment and job satisfaction may be linked to both inner and extrinsic factors taken into account while making the initial employment choice. The discovery of substantial correlations among the sets of data shows that the elements a person considers while choosing a work, as well as what they encounter on the job, are predictive of eventual commitment and job satisfaction. There is a favorable association between inner decision elements and satisfaction and commitment, according to the findings. The link between factors of extrinsic decision and dependent variables is a little hazy. Only reported external constraints on the choice maker are negatively connected to later satisfaction and commitment, as expected, among the extrinsic criteria examined when choosing a job. Employment decisions based on extrinsic job characteristics such as compensation and location are linked to later attitudinal and behavioral commitment (O'Reilly & Caldwell 1980).

Extrinsic (e.g., geographic region national trends) and intrinsic factors interact to determine the proportion of students matched into psychiatry at each medical school (e.g., the quality of psychiatric education). Extrinsic factors from the community and region were not shown to be significantly linked to ratio of students belongs to psychiatry. The proportion of foreign medical graduates in psychiatric residency had a slight inverse relationship with ratio of students belongs to psychiatry (Sierles et al, 2003).

A student's career choice is one of the most crucial decisions he will make in his life. This decision will have an impact on them for the rest of their life. Career is incredibly important in an individual's life since it dictates the rule of her or his income and influences the individual's

personality and perspective of life. As a result, a career is a lifelong quest for achievement. It is the sequence of key positions held by a person throughout the course of his life. The term "career" is broadly defined as all similar tasks people play in ensuring a livelihood, including students, employees, parents, , retirees, and employer (Okwulehie, 2018).

Researchers rarely opt to conduct study on the career growth of newly developing professions such as librarians. Previous majority of researches focused initially on the librarianship's technical aspects like, cataloguing, management of records and other problems related to reader rather than examining the profession's curriculum development and career. In the library their prior experience was discovered to have influenced their decision about selecting the career. Their prior employment experience in the library was discovered to have influenced their decision about selecting the information science and Master of Library program. Finding that both extrinsic intrinsic and motivations drove them to follow graduate studies in the discipline of Information Science and Library. It was discovered that University of Copenhagen students were much more impacted by internal characteristics than other student groups (Ho et al, 2018).

Research shows that parents, teachers, friends, peers and demographic factor play a vital role in the students' career choices. Parenting style is the attitude, behavior, responsibility or privilege of parents with their children to make a responsible and successful person in the society. Demographic factor like gender, school type and parents' profession are the factors that an individual influenced by these within a specific geographical location. Career choice is an enduring goal it needs great consideration and consciousness while selecting it. Early decisions influence the whole life of an individual in his entire future. Those who select a career according to their interest with mutual understanding with parents and other effective members of the society may not face problems and challenges in their entire future. In this study the researcher explored the factors and he included the following pre determine factors that affect student's career choice at higher secondary level, Parenting styles (authoritarian, authoritative, permissive & neglectful) and demographic factors (gender, school type and parents' profession).

It is almost believed that students face challenges while selection a career one or many time in their life they fail to decide that which career will lead them towards a best and bright future (Fényes et al., 2019).

According to Fizer (2013) students' career choice is affected by many factors. Like family influence the career choice of students by 22%, 21% students choose their career on their personal

interest, 20% choose their career due to the exemplary people in the society and school size and farming background has no significant role in the career selection of students.

The major problems students face now a days are poverty, bad governance, ignorance, mental deficiency, and lack of job opportunities, poor communication, inadequate shelter facilities and many others. Education is the only key to solve all these in an effective way. Students should select a career by considering their personality traits to cope these challenges in a well manner (Olamide, 2013).

## **1.1 Rationale of the Study**

Career choice is the most crucial and most challenging issue of the modern era. A successful future of men depends on how and what they choose a field of interest. The life of men is significantly affected by many factors and these factors play a vital role in the students' career choices. Students face challenges while choosing their field of interest. They cannot decide independently about their career choice because at the early stage they have not enough knowledge that which career suits for them.

A right career selection is guaranty for a successful future. Gilgit-Baltistan (GB) is a backward area and majority of parents are either uneducated or below graduate and unaware that which career will be suits for their children, there are some socially respectable careers like, medical and engineering etc. Students are guided, motivated or tortured to choose these careers by parents, teachers, friends and society. They don't consider and care about students' needs and wants or in which career students are more interested. Students are not empty vessels who are only concerned with what they are told, they have different skills, strengthens, weaknesses, needs and wants. So, for a right selection of career society needs to aware about the factors affecting students' career choices and also aware about individual differences of students and play its' role accordingly.

In addition to this, gender, media, academic reasons and personal interest play an important role in the career selection of students at university level (Kazi and Akhlaq, 2017).

Students choose a department to study in for a variety of reasons, such as the ease of getting a job, the department's academic rating, their family's preferences, or advice from career specialists (Yamac & Cetinkaya, 2021).

There has not yet been any study done on factors affecting students' career choice like family influence, teachers' motivation, job opportunities, personal interest and many other factors in the selected area of interest. Several studies have been done on factor affecting students' career

choices at internationally and nationally. This study will be very new in district Gilgit, Gilgit-Baltistan exploring the factors that affect students' career choices. The selected area for research is economically and socially suits for researcher because the researcher belongs to the area of interest.

### **1.2 Statement of the Problem**

The current study was conducted to determine factors affecting students' career choices at higher secondary school in district Gilgit. Students face many challenges while selecting a career. They have to consider many factors like family influence, gender, teacher's motivation, personal interest, educational performance, peers' affect and media influence etc. A wrong selection of career may have an ever-lasting impact on the entire life of students. Today world scenario is dramatically changed and every individual needs to be skillful, it is only possible when he/she chooses a career according to his/her personality traits. An individuals have no worth without any skill in the market, so they need to select a career very carefully. In the Pakistani context very, few studies were conducted on the factors affecting students' career choices. To determine and explore the factors affecting students' career choices at higher secondary school level, was the main purpose of this study.

In Pakistan, secondary school students won't have the valuable chance to find out about all the choices that are accessible based on their interest if they don't receive the right counselling services while being in school. They may perceive that they have only one or two choices and might become disheartened because they don't personally prefer any of them. Therefore, majority of the students chose their career without awareness about themselves or their choices. Lack of parental involvement coupled with the general lack of career counsellor services make the career choices decision a nightmare for college students. Usually, career choice issue at secondary level is least explored area in Pakistan and few research studies have been conducted in this direction.

### **1.3 Significance of the Study**

Importance of career choice cannot be ignored; it needs a proper consideration while selecting it. Career choice is most important and critical phenomenon now a days, and it plays a vital role in the entire life of students. This study is comprising of all major factors affecting students' career choices at higher secondary school level in Gilgit-Baltistan level.

The current study might be beneficiary for students and family as they will be able to know the importance of career choices so they will select a career by considering about all its consequences and they will aware about the importance and best approach of guidance for their children so they

able to guide their children and children can easily handle the life affairs and find a good job in future for a better life endeavor. Students aware about all those factors and their importance that affect their career choices.

This study might be significance for educational institutions they will offer the careers in which students are most interested and it also might be significance for policy makers and curriculum designers, while making educational polices and curriculum designing, they will consider about all the factors that affect students' career choices.

Furthermore, this study might be beneficiary for NGOs and counselors for career guidance in the region. The study provides a pathway for further researchers and sufficient information for government and other NGOs so they can make policies and actions accordingly.

## **1.4 Objectives**

1: To identify predetermined factors such as Gender, Media, Academic reasons, Family, Peers, Teachers and Personal interest affecting students' career choices at higher secondary school level.

2: To investigate the effect of predetermined factors such as Gender, Media, Academic reasons, Family, Peers, Teachers and Personal interest affecting students' career choices at higher secondary school level.

3: To compare the effect of career choices factors on male and female students of secondary school students

4: To explore other factors rather than (Gender, media, academic reasons, Family, Peers, Teacher and personal interest) determining students' career choices at higher secondary school level.

## **Research Questions**

Q1: From the factors (gender, media, academic reasons, family, peers, teachers and personal interest) which factor supported you most to select your current career at higher secondary school level?

Q2: How predetermined factors such as Gender, Media, Academic reasons, Family, Peers, Teachers and Personal interest affecting students' career choices at higher secondary school level?

Q3: Is there exists a significant difference between male and female students perceptions regarding factors affecting career choices?

Q4: What are the other factors that affect students' career choices at higher secondary school level?

## 1.6 Hypotheses Of the Study

On the basis of objective 1, hypothesis generated.

H<sub>01</sub>: There exist a significant effect of predetermined factors such as Gender, Media, Academic reasons, Family, Peers, Teachers and Personal interest affecting students' career choices at higher secondary school level.

H<sub>02</sub>: There exists a significant effect of career choices factors on male and female students of secondary school students

## Theoretical Framework

In the current study Krumboltz's social learning theory of career decision making (CDM) was used because this theory support to determining students' career choices at higher secondary school level. This theory has been selected because of good fit for factor affecting career choices. This theory includes both cognitive and social factors that affect students' career choices. Students interact with social world and where they learn from different peoples and phenomenon and select a career that what they learnt from society. Theory also makes students aware about their career choices by dealing with cognitive aspects.

### 1.7.1 Krumboltz's Social learning theory of career decision making

Social learning theory for career choices is developed by John Krumboltz in 1976 on the basis of Bandura's social cognitive theory and revised in 1997. Krumboltz et al (1976) suggested that how an individual select his career (occupational/educational) for his/her life endure, and what are the factors affect his/her career choices. According to Krumboltz (1976) there are four main factors that affect the occupational and educational careers of work.

There are four main dimensions of Jhon Krumboltz's social learning theory and these four dimensions have different factors that affect career choices of students. First dimension is,

**Genetic Endowment**, it includes physical appearance, race, intelligence, talent, sex or gender and individual characteristics and these factors also known as innate abilities which are present at birth.

**Environmental conditions and events** that can't be controlled by an individual like, environmental, social, cultural, political and technological factors, and these factors are not innate. Furthermore, it includes, job opportunities, outcome expectations, nature of job, training

opportunities, nature of policies, job returns, technological changes, family resources and learning experiences, occupational and educational conditions.

**Instrumental and associative learning experiences** where one can learn experiences from environment by listening and seeing what others do and act like community, neighborhood etc.

**Task approach** where someone understands about a task to approach and acquires experiences and skills from interactions among environmental conditions, genetic endowments and learning experiences. Skills like work habits, decision making skills, problem solving skills and behavioral skills. Behavioral skills include self-observation generalizations about interest, abilities, values and world.

In this study there are seven independent variables (gender, media influence, academic reasons, family, peers, teachers and students' personal interest). Dependent variable of this study is career choices. All independent variables are element of four major dimensions (Genetic endowment, environmental conditions and events, instrumental and associative learning experiences and task approach). Task approach skill is combination of other three dimensions (Genetic endowment, environmental conditions and events, instrumental and associative learning experiences), after getting experiences, skills from society then an individual observes him or herself and on the basis of this self-observation he develops his or her interest.

People observe themselves or their skills through cognition as they learnt, observed and seen from environment and relate their observed skills to environment and come to know what they can do in a better way. They involve in an activity in which they can perform well and their performance base on the skills they learn from environment. They learnt skills and develop interest and work habits (Walsh and Osipow, 2014).

According to Mtemeri (2017) social learning theory stresses on cognition (knowing and thinking) and action (actions) where a person gets learning experiences from his society and these experiences affect the career choices of students.

## **1.8 Methodology**

This study was conducted to determine the factors affecting students' career choices at higher secondary school level in district Gilgit, Gilgit-Baltistan. A mixed method approach was used for data collection. Mean and percentage were used to find out the predetermined factors and explore other factors affecting students' career choices and multiple regression was used to measure the affect of predetermined factors affecting students' career choices at higher secondary school level, and adopted convergent research design because researcher collected and analyzed both



quantitative and qualitative data at the same time, where the data was collected through closed ended questions and in-depth interviews and analyzed statistically by using mean, percentage and multiple regression.

### **1.8.1 Population of the Study**

All public and private higher secondary school (boys/girls/mixed) students of district Gilgit were the population of the study. There are 2185 students in 25 higher secondary schools in district Gilgit.

### **1.8.2 Sample size**

330 higher secondary school students were selected as sample from 24 higher secondary schools, six public higher secondary schools and eighteen private higher secondary schools from district of Gilgit, Gilgit-Baltistan. Where 160 students from 1<sup>st</sup> year and 170 students from 2<sup>nd</sup> year were selected among these 188 were boys and 142 were girls. One higher secondary school (Global higher secondary school) was excluded because students from this higher secondary school were taken for pilot testing.

### **1.8.3 Sampling Technique**

Simple random sampling technique was used for data collection. Researcher personally visited the higher secondary schools and all students from both classes were seated class wise in different halls and questionnaires were randomly distributed among them and collected on the same day. Items were translated into Urdu when students faced any difficulty.

### **1.8.4 Data Collection Tool**

Data was collected through close ended and open-ended questionnaires. Closed ended questionnaire was used to collect the information from the respondents about the factors that affect students' career choices. Open ended questions were asked to explore other factors that affect the students' career choices at higher secondary school level. The questionnaire was adapted at five-point Likert scale from (strongly disagree, disagree, neutral, agree and strongly agree and data was analyzed through, mean and percentage by using SPSS new version of statistical package for social sciences. Reason behind using mean was that in the questionnaire every statement itself suggest to mean and it can be assess effect of factors on the basis of average responses of respondents.

## **1.9 Operational definitions**

### **Career**

A profession that includes different expertise, skills and formal education that enable a person for progress.

### **Career choice**

To select a career on the basis of parental counselling and behavior, vocational guidance, training options, identification with admired personalities, trail or part-time job, personal interest and ability test.

### **Gender**

Gender is a socially constructed concept or phenomenon; it is a matter of culture rather biological differences.

### **Media**

Media is a mean of communication containing internet, broadcasting and printing media.

### **Academic**

The word academic associated or related with school or an academic learning or performance of an individual in the courses of study.

### **Family**

Family is the combination of one or more parents who are living as a single unit with their children.

### **Peers**

Peers refer the people with same social group with respect of age, status or grade.

### **Teacher**

A person with occupational or professional skills and experiences in a course or subject and renders teaching services in an educational institution particular in a school is known as teacher.

### **Interest**

The term refers to the power, right or liberty to choose a desired profession or career for future endeavor or a person's feelings, curiosity, concern and attention about something.

## **1.10 Delimitations of the Study**

Following were the delimitations of the current study:

The researcher selected higher secondary schools of district Gilgit among fourteen districts of Gilgit-Baltistan as per convenience.

The current study was delimited to only 11<sup>th</sup> and 12<sup>th</sup> grade students.

The researcher used convergent research design.

Content of this study was delimited to the pre-defined factors, affecting students' career choices like, Gender, Media, Academic reasons, Family, Peers, Teachers and Personal interest.

The researcher used only theoretical framework instead of conceptual framework or both of Jhon Krumboltz's social learning theory

## CHAPTER 2

### REVIEW OF THE LITERATURE

This chapter includes empirical studies, theoretical framework, perceptions, opinions, and views are included from previous researchers' journal articles, books and other sources related to career choices. Everyone has different personalities from one another as they are different in shape, color, height, physical and mental capabilities and other environmental difference. On the basis of these differences people choose career for their future endeavor. For an effective and efficient production people must select a career related to their personality.

#### 2.1 Theories of Career Choice

##### Holland's Theory of Career Personalities in Work Environment

John Holland introduced a theory in 1959 and revised it in 1997. According to Holland (1959, 1997) there are six kinds of personalities a men have and everyone choices or should choice any field of interest according to his/her personality. The six personalities are

##### 1 Realistic (R)

People who are with realistic kind of personality like to work on agriculture, health assistant, computer, construction and engineering etc.

##### 2 Investigative (I)

Holland suggested that people with investigative personality have interest in Engineering, chemistry, psychology, marine biology, medicine and zoology.

##### 3 Artistic (A)

According to Holland's theory an individual must choice a career according to his/her personality. People with artistic personality must select a career like, Cosmetology, photography, architecture, radio and T.V, fine art and communication etc.

##### 4 Social (S)

People with social personality are motivational speakers and counselors, they motivate and communicate people about any phenomenon of a society in a better way. They are teachers, public relation representatives, nurses etc. They must choice a career of counselling, nursing, public relation and education etc.

##### 5 Enterprising (E)

Enterprising people are like to work on finance/banking, law, sales, political science, fashion designing and international trade etc.

#### 6 Conventional (C)

People with conventional personalities are active on medical record, insurance, administration, data processing and court reporting etc. (Oluwadamilola 2018).

### **Krumboltz's Social Learning Theory of Career Decision Making**

Social learning theory for career choices is developed by John Krumboltz in 1976 on the basis of Bandura's social cognitive theory and revised in 1997. Krumboltz (1976) suggested that how an individual selects his career (occupational/educational) for his life endure, and what are the factors that affect his career choices. According to Krumboltz (1976) there are four main factors that affect the occupational and educational careers of work.

## **2.2 Dimensions of Social Learning Theory of Career Decision Making**

### **2.2.1 Genetic endowment**

According to Ulysse (2017) Genetic endowment includes, physical appearance, race, intelligence, talent, sex and individual characteristics and these factors are also known as innate abilities which are present at birth.

### **2.2.2 Environmental conditions and events**

Factors like, environmental, social, cultural, political and technological factors, and these factors are not innate. Furthermore it includes, job opportunities, outcome expectations, nature of job, training opportunities, nature of policies, job returns, technological changes, family resources and learning experiences, occupational and educational conditions.

### **2.2.3 Learning experiences**

Including instrumental and associative learning experiences where one can learn experiences from environment by listening and seeing what others do and act like community, neighborhood, parents, friends or peers and teachers etc. Last and fourth dimension is

### **2.2.4 Task approach skills**

Where someone understands about a task to approach and acquires experiences and skills from interactions among environmental conditions, genetic endowments and learning experiences. Skills like work habits, decision making skills, problem solving skills and behavioral skills.

Behavioral skills include self-observation generalizations about interest, abilities, values and world.

People observe themselves or their skills through cognition as they learnt, observed and seen from environment and relate their observed skills to environment and come to know what they can do in a better way. They involve in an activity in which they can perform well and their performance base on the skills they learn from environment. They learnt skills and develop interest and work habits (Walsh and Osipow, 2014).

## **2.3 Factors Affecting Students' Career Choices**

### **2.3.2 Career Choice**

The term career choice means selection of a career with a specific course of study which leads to a particular profession which is selected by an individual according to his/her needs, abilities, passion skills and interest (Christopher Okoth Onyango, 2016).

There are many factors that affect students' career choices at higher secondary school level. Following factors were added in this study.

#### **2.3.2 Gender**

Gender is the most influential factor in students' career choices. The cultural and social differences assigned to men and women in a community at their birth on the basis of their biological differences. On the basis of these difference men and women are culturally and socially restricted to follow the predefined sets of the society. Women cannot do many activities as man do and vice versa due to the cultural and social restrictions in the community. Women are socialized from their birth that they have to perform household works, cooking, sewing, embroidery and men are socialized for public duties. Men and women select their career on the basis of these gender differences, they select a career what that suits for their gender. It was investigated that 76.2% of total respondents agreed that labor tasks are more suited for men, 46.9% responded that some trades in which women can involve (Simiyu, 2015).

#### **2.3.3 Media**

World is like a village and people interact with each other like villagers. Media is main source of communication. Students get latest knowledge through media so students' career is affected by media by 78% (Kazi and Akhlaq, 2017).

#### **2.3.4 Academic Reasons**

Academic reason plays a significant role in the career choices of students. Academic reasons include previous marks or previous performance, available career in the institution, command and willingness in the career. After secondary school previous marks play an important role in the career selection while enrolling in higher secondary school level. School admission policy also an influential factor of students' career choices.

### **2.3.5 Family**

Family is one the most strong and influential factors that affect students' career choices. Family shapes the view and over all personality of their children. Children learn and get experiences from their family members like parents, siblings and other members and career choices of students depend on what their family shape their views.

Parents' demographic like, parental occupation affect students' career choices by 66%, professional background by 23% and economic background parents affect career choices of students by 62% at higher secondary school level (Ojukwu & Ali, 2020).

Child's initially learning institution is his home where he interact with his parents, siblings and relatives. He observes actions and sayings of his family, on the basis of this observation he develops his skills and interest so children's career choice is tremendously affected by their family. Parents influence students' career choices directly or indirectly. Other family members like extended family members and siblings also affect students' career choices (Mtemeri, 2019).

### **2.3.6 Peers**

Students have a social interaction with their friends, classmates and peers. When they have to make a decision regarding career choices their relation with peers affect their decision about career choices. Peers' encouragement, advice, motivation, and peers' discussion are the major influential factors of students' career choices (Mtemeri, 2020).

According to Kaur (2020) students' career choice is strongly affected by their peer groups if peer have decision making skills, good academic performance, good moral character, information regarding career choices, etc. then the career choices of students positively affected by peer groups and vice versa.

### **2.3.7 Teachers**

Students learn from their teachers and teachers are the role model for students. Teachers' motivation and behavior plays an influential role in the career selection of students. Career choice

of students is affected by 38% by the career counselling which is provided by their teachers. It was recommended that students showed their interest in different subjects and the school should offer different and wide range of disciplines by considering the different personality traits of students, teachers should guide and counseling the children properly and should care about their career.

### **2.3.8 Interest**

Students' personal interest determine his/her career choices. Students take in to account their personal interest while choosing a career for their future endure personal interest is developed by self-efficacy and out-come expectations, students observe themselves on the basis of experiences from environment and they come to know their skills and expect good consequences of their activities so their interest develops and choice a career accordingly (NA, 2021).

The term interest referred as an emotion where attention and curiosity arouses about something and plays a vital role in the career selection of students (Alexander et al, 2011).

According to Ngussa & Charles (2019) Career choice of students has no significant difference by location and sex, teachers and parents' engagement in the career choice of students is positively related. It is found that student's career choice is affected by 60% by their parents, and 38% by the career counselling which is provided by their teachers

A quantitative descriptive study was conducted by Gupta and Mehtani (2017) having two variables parenting style and career maturity. The study shows that the democratic parenting style plays 91%, autocratic parenting style has 69%, permissive parenting style has 51.74% and uninvolved parenting style has 49.93% influence the school students' career maturity. The career maturity is affected by female by 72.26% and 66.14% by male students. Type of school (private and public) has no significant effect on career maturity of school students.

Christopher Okoth Onyango (2016) conducted a study in Kenya, result showed that there is positive relation among authoritative parenting style and students' school grade and other three parenting styles have negative relationship with students' school grade. Education, gender, parents and ethnic are the consistent factors.

Career choice is one of the most important and challenging issue of this modern era. Students greatly influenced by many factors while selecting a career. Mass media, parents' profession and personal interest are the major factors that play an active role in students' career selection. Students' career choice is also affected by other factors. Teachers, career counsellors, peers,



educational institutions, economical background, gender and academic performance are also play key roles in students' career choices (Saleem et al, 2014).

Dominikus (2020) studied that the students' self-efficacy about career decision is affected by parenting styles. Further this study found that the Parenting styles either authoritative or authoritarian and permissive having considerable effect on the students' self-efficacy about career decision and authoritative parenting style has positive relation with students' career decision self-efficacy. The paternal and maternal authoritative parenting style, permissive parenting style, authoritarian parenting style and permissive parenting style effect the students' career decision self-efficacy by 88.5%, 64.8%, 71%, 84.2%, 80.2% and 74.9%, respectively.

Career selected by students has a lifelong effect in their life. A career that matches their skills, interest and value may enhance more chances to achieve their life goal, better economic and social status. Numerous challenges faced by students while selecting their career. There are numerous factors that affect students' career choices such as school policy on subject selecting, media influence, parental aspiration and career guidance given by coaches (NJOGU, 2019).

According to Torres & Wildman (2001) there are many reasons behind the career selection selected by students in college level. Selection of agriculture as career by college students of New Mexico State University has major factors that affect students' career choices such as previous agriculture related experience, family factors like, family expectations, family profession, family business, family education level and family economic status, media and agriculture related job opportunities.

Edwards & Quinter (2011) found that career selection plays a vital role in students' life. Students face numerous challenges and issues while selecting their career at secondary level. These challenges and issues vary from area to area and person to person. Learning experiences and available advance opportunities are the major factors that affect students' career choose at secondary level in Kisumu School Kenya, where males respondents responded that career flexibility and learning experiences are main affecting factors, while female respondents are reported that opportunities to apply for skilled people and availability of modern opportunities. Gender has no significant affect on students' career choices.

United States has a shortage of agriculture graduates, a minimum number of students choose agriculture as their career. Career choice is a threatening issue of the modern era and students face challenges while selecting their careers. Selection a career means to set the foundation of future life. The under graduate students face numerous challenges while selecting agriculture as a career such as, their many environmental factors, students' personal characteristics, students' task

approach skills and students' personal experiences that they learnt from their society (Louise, 2014).

A study was conducted by Gupta & Mehtani (2017) purpose of the study was to determine whether there is significant affect of parenting style and demographic variables (gender and school type) on career maturity of school students. The researchers found that there was significant affect of parenting style and demographic variables on career maturity of school students and schools. The study shows that the democratic parenting style plays 91%, autocratic parenting style has 69%, permissive parenting style has 51.74% and uninvolved parenting style has 49.93% role in the career maturity of school students. The career maturity is affected by female by 72.26% and 66.14% by male students. Type of school (private and public) has no significant affect on career maturity of school students. The study recommended that parents should provide reasonable freedom to their children so that children can easily share their ideas and choose the path of career as per their interest but not all the factors were included.

Individual with better knowledge and information and proper guidance can easily take an acceptable profession. Despite the fact that majority of students expressed their readiness to participate, only 296 students completed the questionnaire, giving an 80 percent participation rate. In terms of gender, the sample had 176 (59.5%) males and 117 (39.5%) females, with 3 (1%) not indicating their gender. The majority of the 294 respondents (99.3%) were Christians. Two (2) individuals, on the other hand, did not specify their religious affiliation. This means that, despite the richness and diversity of Christianity, the student population shares core ideals that all Christians share. According to the findings, having prior knowledge about a career of interest is helpful in establishing interest in a vocation for 272 (91.9 percent) of all respondents (Nyamwange, 2016).

Career decision-making difficulties is emerging as a key category for defining and understanding factors influencing adolescents' and young adults' career development. Difficulty in career selection has been connected to a number of important career behaviors, including career indecision and self-efficacy in the career decision. Just as it is essential to know what constitutes "ideal" career selecting attitudes and behaviors, and important to know the features of difficult behaviors and decision-making attitudes that may lead to difficulties in career development. Asian American students reported having substantially more difficulty making profession decisions than students of White American reported having the least difficulty. Before the procedure, reported that white and Hispanic American has less difficulties than Asian

American students, while during the process, Asian American students reported more difficulties than White and African American students (Mau, 2004).

Career selection is a key task in the field of vocational psychology that has gotten a lot of interest in recent years, especially in terms of determining what factors influence how certain people are about their choices, or their career choice certainty. Personal elements such as one's hobbies and values, as well as environmental factors such as the structure and process of one's original family and significant others, have been identified as variables that may influence an individual's profession choice in vocational development theories. Collectivistic Chinese society, individuals' professional growth paths are not completely independent and are influenced by other people's choices, with regret, emotion, and occupational identity development all playing important parts in this complex process (Li, 2014).

In North America, a physician shortage in areas situated which are situated in rural is a persistent problem. Over the years, efforts to expand the number of rural physicians have had little effect. The physician must weigh a variety of professional and personal issues while deciding whether or not to pursue a rural career. Physicians from a rural history or have a rural background spouse/partner or a spouse who is sympathetic to a rural based lifestyle, are extra likely to select a rural exercise. People who have a rural background is a strong forecaster of rural exercise, research have shown that majority of rural physicians have an urban background, making urban physicians an essential foundation of medical labor force in countryside areas. Physicians who have urban background chose a rural professional path have been dubbed "convertibles." Variety scope of rural lifestyle, rural practice, personal relationships, positive rural experience/physician and other inspirations were known as reasons that influence rural career choice, as well as factors that affect the selection of a specific rural exercise spousal effect, site - having existed in the rural society, comfort and lifestyle od an individual, with training opportunities (Szafran et at, 2020).

There has been widespread concern in the United States concerning the need for and amount of people accessible for the information technology (IT) workforce. Students preparing for employment in IT is declining or remaining stable, according to policymakers, industry executives, and university administrators. Lack positions of women in IT and pipeline is a considerable issue, it means that in the twenty first century there is lack of professional talent to play its' role in the concern areas. There is a declined in perceiving doctoral degrees in computer science in the top United States top 50 high ranked universities, and which fell in last twelve years, and 26% women perceived their doctoral degrees in computer science. Positive high school experiences, computing, math and physics talent, professional reputation, and the anticipation of

a decent salary, family encouragement, and work supervisor or teacher were all factors in students' selecting IT majors and careers, according to the findings. Students also stated their views about prospective salaries, career obstacles, job market and rewards (McInerney et al, 2006).

Making the right profession option is one of the most important academic and personal decisions Grade 11 students will make. They are usually between the ages of 16 and 17, when in decidability is a prevalent concern when it comes to picking a vocation. In initial stage of higher secondary level students' career is affected by numerous factors friends, teachers, guardians or parents, peers because there are many factors to consider (Manapsal, 2018).

The midwifery occupation, that dates back to the dawn of time, is a form of employment that evolves in tandem with technology and scientific advances while still maintaining ethical standards. Students choose a department to study in for a variety of reasons, such as the ease of getting a job, the department's academic rating, their family's preferences, or advice from career specialists, according to studies conducted with Turkish midwifery students. Nonetheless, a person's ability to lead a successful occupational life is intimately linked to their ability to choose the career that best suits their interests and abilities, and then willingly undertake it with appropriate knowledge and care. Professional midwives' views have an impact on the profession's development and public perception. A favorable public perception of midwifery as an occupation will influence the number of students who choose to study it. According to the findings of this study, communicating favorable opinions of modern midwifery students about their departments with students considering the profession may be valuable as guidance for these future students. During the epidemic, promotional actions in the media can also play a vital role in raising good attitudes toward midwifery (Yamac & Cetinkaya, 2021).

Awareness people's vocation practices requires an understanding of their dynamic self-adequacy in their profession. Family, as a vital source of social support, has a significant impact on youngsters' career dynamic cycles and advancement. This investigation focuses on the external and internal aspects that motivate understudies to choose a specific Career path by identifying the most fundamental factors and determining their placement. Academic success, personal interest, attitude, personality, future work chances, ease in subject, , employment stability, dominating family course, peer pressure, career flexibility, and so on are proven to be Nemours factors (Na, 2020).

Students' interests, demonstrating that there are elements that students consider to be relevant in the job choosing process, which is consistent with earlier studies. Parents want their children to

succeed, research suggested that career selection is an important and considerable issue so teachers, parents' students, government and all other concern bodies conscious and play their role while selecting students' career, because it gives a path way for the future life of students. The male and female percentages were also calculated. 52 percent of males and 46 percent of females suggested that career choice is not affected by opportunities, while 42 percent disagreed for both males and females, 51 percent of males and 51 percent of females agreed that personality does affect career choice, while 42 percent and 45 percent of both males and females disagreed, 50 percent of males and 54 percent of females agreed that environment does affect career choice, but 41 percent and 49 percent of males and females disagreed, 50 percent of males and 54 percent of females disagree to summarize, all of the factors influence students' job choices (Olamide and Olayaiye, 2013).

Counseling and interventions should take into account the association between Neuroticism and age, Agreeability, and Extraversion. According to this study, the correlations between these constructs and DCDM become stronger as people get older. Overall, the current study discovered evidence that the FFM personality traits can predict DCDM. Overall, the current study provided evidence that the DCM can be predicted by FFM of personality; however, while the findings were statistically significant ( $p.001$ ), the mean effect sizes were tiny (.30), with Neuroticism ranking highest, Conscientiousness second, and Agreeableness third. While causation cannot be established, a predicted link can aid physicians and researchers in their work (Martincin & Stead, 2014).

It was also discovered that adolescents had a variety of anxieties about their post-secondary transition and future employment. These students' professional problems include specific career adjustment and transition difficulties relating to education concerns, training, satisfaction, security, failing, making the wrong occupational choice, commitment, and having to choose close guidance, supervision, a sense of belonging praise from supervisors and feedback on performance are the most inspiring factors in occupation selection, while authority and having power, a peaceful work environment, pay and opportunity for career advancement, are the least motivating factors (Gokuladas, 2010).

According to Gunkel et al (2013) despite the fact that the impact of values and cultural norms on career attitudes has been extensively researched in the field of jobs and careers, little is known about the impact of cultural norms and values on career attitudes. National culture has a considerable impact career attitudes, particularly career planning and care, according to the findings.

In the career preparation of adolescence family plays a very important role. Parents' behavior related to career decision career exploration affect students' career choices. Students' interference and career exploration is positively associated with parental support and students' face numerous challenges and difficulties while selecting a career due to their parents' lack of engagement. Furthermore, the connection between exploration and support was attenuated by interfering and absence of participation. The association between interference and decision-making difficulties was mitigated by support (Dietrich & Kracke, 2009).

Career selection is most important task for the students during late teenage. Depending on whether obligations are absent or have been learnt from others, such as parents, the commitment strength can be minimal or great, but in any case, there is no need to question or build their own commitments. The participants demonstrated a considerable rise in assurance strength in the personal and vocational domains, as well as an increase in their overall character. The contestants' rise levels were much higher than the control groups (Kunnen, 2013).

We're getting more fluid and multifaceted. We have been developing a concept of self that is suitable to the nervousness and volatility of our period without even realizing it. This way of being is vastly different from previous generations (Fugate et al, 2004).

Good career planning, on the other hand, contributes to life fulfilment; cultural heritage, on the other hand, can conflict with a young person's particular preferences. This systematic review looked at existing literature from throughout the world on factors that influence youth's profession choices in both collective and individualistic cultural settings, with the goal of finding knowledge gaps and directing future study. The findings found that family expectations influenced youth from collective cultures the most, with more professional congruence with parents increasing career self-efficacy and confidence. Personal interest and individual environment was emphasized as a primary element that influenced career choice. Bicultural youngsters who had a higher level of acculturation in their host nations were more organically motivated in their professional choices (Akosah- Twumasi et al, 2018).

Parents who have a supportive behavior but not overly directive, a lack of familial external advice, and a lack of understanding about chosen majors and potential occupations were all extrinsic variables. Students' difficulty making long-term decisions, wishes for a major that fit well with their particular interests, and contentment with majors that satisfied those needs were all intrinsic variables. Career maturity views were linked to decision-making style. Because they viewed styles of information analysis to be outgrowths of career-maturity attitudes, they looked at them as elements of career decision-making style. Students who analyze information from the

outside have lower professional maturity scores than students who analyze information from the inside. Individuals with higher external ratings were also less willing to give up their desires in order to adhere to reality (like their aims were incompatible or unrealistic with their own skills). When making professional decisions, students having main external-information analyzing methods were more prone to rely on others, which limited their ability to make these decisions if others' input was unavailable (Firmin & Mackillop, 2008).

In the 1990s and early 2000s, there was worry that many of talented students choosing accounting as a major was dwindling. Significant attempts were undertaken to increase the retention of recent accounting graduates in the profession and to increase student interest in accounting. The most basic foundation of such efforts was a series of research projects that looked into the elements that effect career selection of students to major in accounting (Porter & Woolley, 2014).

Rani (2014) conducted research focusing the factor family, family is a learning plate form where child learns from his family. An important role is played by parents in the career choices of student. Parenting styles like, authoritarian, authoritative, and permissive parenting that used by parents while guiding, acting and behaving their children, first one is authoritative parenting style, Authoritative parenting style, in which standards are set by parents and they promote independence and develop their children and create a friendly and a warmth environment in the family. So the children become socially competence, have a successful academics, developed psychological and self-confident that leads to active and greater career satisfaction. Second one is authoritarian parenting style. In authoritarian parenting style, parents set high standards for their children they select a career for their children without considering that what their children want and need. In this parenting style there is high control and low warmth, students are not allowed to take decisions independently they are always leaded and guided by their parents so they have low or not satisfy about their career. And third one is permissive parenting style. In permissive parenting style there is low or no control and high warmth, parents not involve in their children' affair and let them to take decisions about their career independently, more freedom given by parents but again permissive parenting style shows not a fruitful and good response. Because children haven't experience, awareness and also not know about the careers selection for their future. And students face difficulties and challenges while selecting careers, and the 4<sup>th</sup> parenting style is uninvolved or neglectful, parents who have lack of interest and ignored their child's needs and demands and they are not involve in their child's affairs are called uninvolved or neglectful parenting style. Children of uninvolved parenting style also can't face challenges and mostly are drugs addicted.

According to Viola & Daniel (2018) many factors that affect the students about their career decision are, education level of parents, economic status, parents' expectations and parenting styles (authoritative, authoritarian, permissive and neglectful or uninvolved).

Viola & Daniel (2018) focusing the above mentioned four parenting styles. Behavior of child about career development influenced by their parents. Parents pensive about their child's career when they grow up and they want to see their children independent, successful and deserving good job. The entire future of children significantly affected by their parents. Parents can strengthen, develop, sustain and play a significant role by using different parenting styles in the children's' career development. Previous researches show that the school outcome influenced by parents, demographic variables and other factors.

Another study was conducted by Situmorang & Salim (2020) on "The Effects of Authoritative Paternal-Maternal Parenting Styles on Career Decision Self-Efficacy of Gen Z Adolescents" in Indonesia. Aim of this study is to recognize the affects of adolescents' perceptions about the parenting styles of their own parents. Result of this study showed that authoritative parenting style was positively affected the career decision self-efficacy by 81.51% of the students of grade 11 & grade 12. Permissive parenting has an effect of 42.68% on self-efficacy in career decision. For the parents' authoritarian style, parents didn't show any significant response for predicting career decision self-efficacy of the students at higher secondary level. Authoritative parenting style affect the thinking style of grade 11 and grade 12 students by 67% and permissive parenting style has an affect of 39% on thinking style. And parents didn't show any interest in authoritarian parenting style.

Familial influence, personal interests, and economic factors all had a significant impact on students' job choices. Students have to consider the above-mentioned factors while selecting their career (Humayon et al, 2018).

Good career planning, on the other hand, contributes to life fulfilment; cultural heritage, on the other hand, can conflict with a young person's particular preferences. The findings found that family expectations influenced youth belonging collectivist cultures the most, with more professional congruence with parents increasing career self-efficacy and confidence. In distinctive environments, individual's interest was emphasized as a primary element that influenced career choice, and adolescents were extra self-determining in their career decision-making. Bicultural youngsters who had a higher level of acculturation in their host nations were more organically motivated in their professional choices (Akosah-Twumasi et al, 2018).



A study was conducted by Pratiwi et al. (2020) where they discussed that life is so short and to achieve goals a lot of tasks men have to do. The world internationally agreed that in 2030, to be developed sustainably it is necessary to achieve the targeted goals well. Selection of nutrition as a career is highly demanded in Indonesia so many students choose nutrition as their career. There are many elements playing a vital part in the selection of nutrition as occupation such as exposure of students in nutritional profession, outcome expectations, self-efficacy, and career exploration by students and career intention.

Career choice is a worldwide dilemma that people face while selecting a career for their future endure. A right selection of career means enrolled oneself in a right profession according to his/her personality and that granted a happy life and good work performance. Every individual has to undergo the career selection process and face enormous challenges because of many factors. Academic performance, personal aptitude, gender, high occupation, financial background, family, peers, parents and many other factors that affect students' career choices 1<sup>st</sup> and 2<sup>nd</sup> year university students of South Africa (Shumba & Naong, 2012).

Career choice is actually an agreement of high school students while enrolling in college level. This stage of career selection has a significant role in their entire life so they have to select a career very carefully. This selection gives a path for higher education or employment. Student choice their career on the basis of personal interest and experiences that they learnt from their environment like, family, teachers, peers, school environment and media etc. (Mtemeri, 2017).

Today choice a right career is very important phenomenon for students they have to select a career very carefully by considering all upcoming consequences. Many factors that contribute Student's career choices are coaches, parents, religious persons, role models and other environmental factors (Fizer. 2013).

Career directions are set by education. Mostly people all over the world especially people in Asian countries always have an interrogation in their minds that what they would like to be in future? What the career should be chosen? Amazingly mostly people have answer with in the social, cultural and parental boundaries. It shows that students' career choices are affect by many factors and these factors are differ from culture to culture, society to society and area to area (Abbasi, 2014).

A profession must be matched with the personality of a person. It is only possible when students aware about themselves than select a career accordingly during their early ages of school. Researcher conducted a qualitative study having twenty-four participants of final year medical students in Netherland. Result of the study showed the factors that affecting career selection of

medical students of final year students, these factors are desire to fulfill of needs, students' personal characteristics, career options, students' personality, parents' profession and geographical location of students (Querido et al. 2018).

According to Gašiorowski et al. (2015) parents' education level and place of origin have no any significant affect on medical students' career choices. The major factors that affect students' career choices are personal interest of students to select medical as a career and being a doctor students' desire to help patients. Doctors are given high social respect or prestige in the society so this social respect or prestige and high economic expectations may lead to select medical as a career.

A study was conducted by Nguyen (2021) the findings highlighted the primary motivator for overseas students to study in Taiwan. A model of the pupils' decision-making process was also supplied. The quantitative data revealed a considerable correlation between student motivation and career planning, with both aspects having a direct impact on decision-making. On the other hand, the students' decision-making process continued to act as a bridge between motivation, career preparation, and student choice.

The findings revealed that: (1) difficulties in career decision making of college students is negative and significant with proactive personality; (2) there is a moderate relationship among difficulties in the decision making of college students and proactive personalities which is supported by perceived social support; and (3) self-efficacy in career decision making facilitates the effect of the interface term among perceived social support and proactive personality on difficulties in college students' career decision making (He et al. 2021).

Future of society is dependent on students' role, appropriate job selection strategies for students are seen as a critical issue to investigate. It is considered that if a student possesses the necessary skills and has a positive attitude toward a subject, the student would excel in that subject. According to the studies cited above, knowledge, attitude, career, interest, memory, and surroundings are all important aspects in students' performance (Sahu, 2021).

The study's findings revealed that "passion in the subject" is the utmost significant element determining the career choices of business students. Subject ease, future job chances and financial consequences were found to have only a slight effect (Ahmed, et al. 2017).

Technology, Science, mathematics and engineering all have a significant influence in building a country's economy. Females are now well known to be underrepresented in these fields. Gender discrepancies exist in Lebanon when it comes to secondary school job options for males and girls. Three private schools provided a total of 399 questionnaires to be collected. The students were

asked to declare their curiosity in a set of 22 professional positions. In all categories, there are gender variations in the model parameters. Males and girls have significantly significant disparities in the mean of Technology, according to the findings. The findings demonstrate that age played a role in all of the models. The occupational category of child Mentoring-Rehabilitation piqued the interest of older boys, whereas the Technological occupational category piqued the interest of older females (Mozahem, 2018).

Although graduates can make their own professional options, career development theory emphasizes that these decisions can be affected by a range of factors like family, school, social issues and community. Cohort Y students brand up the bulk of hoteling management college students, and they are deeply impacted by media. Traditional variables have a higher impact on students' job decisions than social media, according to the findings of this study. On students' job decisions, traditional factors such as teachers, industry mentors, parents and advisors now have a higher influence than online social media. Hospitality management students respect advice and are impressed by excitement and passion of faculty members, which they regard as the most influential element in their professional decision-making process. Students also trust that previous to arriving the employment (Lee et al. 2019).

According to Ulrich et al. (2018) the majority of students have taken important decisions about their future working lives and professional options. Dropouts from vocational training and higher education are frequently caused by "bad" judgments about training and higher education, accounting for around 25% dropouts from vocational training and nearly 30% of all dropouts from university. When career counselling services are primarily aimed at school leavers, they are addressing the correct target audience. The influence of parents on young people's job choices is stronger than that of teachers, career counsellors, or information about occupation-specific from the internet, according to descriptive data statistics on various vocations counselling provides.

Because of social cultural elements like as traditional customs, early marriages, and Female Genital Mutilation, learners in pastoralist communities have found it difficult to obtain a basic education (FGM). Children's access to formal schooling is hampered by their itinerant lifestyle. In the North Horr Sub County of Marsabit County, the study discovered a significant proportion of gender imbalance in primary schools. Social cultural elements like nomadism, female genital mutilation, early marriages, and a low community perception of education were stifling students' educational ambitions. Across all years, the survey discovered that elementary school retention rates were low, particularly for girls (Munyalo, 2020).

Career choice is an important decision for students, but it may be a difficult process for many because it is influenced by a variety of circumstances. However, despite efforts in education system of Kenya to improve job choice decision making, such as incorporating advice and counselling in schools, the situation has not improved because many students have difficulty picking a vocation. Despite data indicating that parents have a role to play in their children's education, but not fully involved in school career choice programs. Parents have a crucial role in the decision-making process for their children's careers, however parental factors affecting career choice have only been researched in isolation. Parents are disengaged from their children while finding and fostering their skills, according to the survey, and do not push them to explore various educational and professional alternatives. In most cases, the interaction between students and parents does not include making professional decisions, and the majority of students are unable to ask their parents any concerns about general life issues. Parents are unable to supply all of the materials required for schooling because they do not comprehend their children's feelings, thoughts and opinions on numerous topics. The majority of parents do not support financially their children's attendance at career-related conferences and seminars (Wachira, 2018).

Among many critical decisions that students make that has a long-term impact is career choice. This is because matching one's interests, abilities, and values to a vocation boosts one's prospects of social-economic success, personal fulfilment, and happiness. However, it is yet to be determined student is provided with the necessary job choice information to make informed judgments. The findings reveal that the nature of career advisory services, family expectations, school policy and mass media on topic selection all have a statistically significant impact on the careers that children in Meru County pursue. The studies revealed that parental goals and the media have the biggest impact on profession choices (Njogu, 2019).

Rani (2014) conducted research on "Impact of Parenting Styles on Career Choices of Adolescents" According to the researcher parents are the most active factor that affects students' career choices. Children with authoritarian parenting style are proficient and obedient but they have lack of happiness, self-esteem and social competence. Students who have authoritative parents are successful, capable, happy and more active in career exploration and satisfy about their career. It is found that permissive parenting style ranks low the children in the self-regulation and happiness, this parenting style is not a good approach so children get confused and face lot of troubles while choosing career.

Career choice is an initial and challenging phase for students, they have to keep in mind many factors before choosing a career. Career choice has a significant role in students' life for a long period of time or forever. They can't take decisions independently because of insufficient information and many other factors that affect their career. Career choice determines the income level, related profession, satisfaction level and prosperity of an individual's upcoming life and wrong decisions may lead life lasting problems for an individual. Literature identified many factors that affect students' career choices. Factors that have a great contribution in student's career choices are income, profession and education level of parents, peers, media, gender, economical reasons, environment, parenting styles, educational performance, teachers and many others. Among the above-mentioned factors parents are the most influential factor that affect students' career choices among others. (Kazi & Akhlaq 2017).

An individual's life is substantially affect by a career that he/she choose. Career choice depends on many factors that one has around his/her society. Literature suggested that the factors that affect students' career choices are parenting styles, teachers' motivation, job opportunities, career guidance, family income, personal interest, technological advancement and demographical variables. The study investigated that the most influential factor that affect students' career choices is parenting styles that contribute 60% role in students' career choices. Teachers' motivation has 38.4% influenced in the career choice of students, Availability of jobs also has a great contribution to the career choices of students, 34% students chose their career because of more job opportunities available in the region and 30.2% students chose a career because of their personal interest. Further the study showed that location and gender has not a significant relation with students' career choices (Ngussa & Charles 2019).

A study was conducted by Wu (2009) to explore the relation among acculturation and parenting style on the career development. The study found that the career development of students is greatly influenced by acculturation and parenting style and demographic variables also have an immense contribution to career development of college students. It was found that authoritative parenting style is considerably correlated with students' career development but Authoritarian parenting style is not significantly correlated. A low career maturity of college students is significantly correlated with Permissive parenting style.

A decision to choose is vital and important as the profession itself. According to Umar (2014) career choice of students affected by many influential factors, career choice of Yobe state university students is affected by parents (10.9%), future prospects (70.9%), self-desire (76.4%)

and prestige (25.5%) and other factors (12.7%) like better salary, peer groups and relatives that motivate students towards accounting as a major.

Defense service is one of the major and interesting careers that influenced by many factors. These factors may give a path to policy makers to motivate and guide students to choose defense services as a career, these factors are peers, parental choice, parental career and many more factors. Parental choice and parental career are the most influential and important factors and have positive impact on students' career choice while selecting defense as a career (Garg, 2019).

According to Gupta & Mehtani (2017) Career maturity of children is influenced by gender by 72.26% female and 66.14% by male. Authoritative parenting style has 91.36%, authoritarian parenting style has 69.60%, permissive parenting style has 51.76% and uninvolved parenting has 49.93% role and school type (public, private) has not a significant role in the career maturity of children.

Students considered that there are more job and business opportunities in the field of accounting. Factors having immense affect on accounting as a field of career are personal interest (46.38%), job opportunities (50.72%), good fit with personal abilities (33.33%), family influence (23.19%), fit for independent working (24.64%), desire to personal business (20.29%), social status given by selected career (10.14%), expectations for good earning (18.84%) and role of relatives and friends is 2.90% were investigated (Uyar et al, 2011).

Among medical students the interest to selecting surgery as a career dropped from 24.7% 1998 to 21.7% in 2006 to 17.2 in 2016. Factors identified behind this reason are orderly life style in the field of surgery, due to gender discriminations females are not intend to enroll, prestige not given to surgical students as compare to other medical students (Peel et al 2018).

Students' career choice is affected by extrinsic and intrinsic and other social factors. Perception about any profession that leads to stress and rules has a negative impact on student's career selection and other social factors like family influence has positive relation with students' career choices (Dibabe et al, 2015).

According to Muhamad et al (2016) career selection is one of challenging phenomenon that students have to face. They have to keep in mind the following factors while selecting their career like external factors (salary, admission criteria, educational performance, practical training) and internal factors (relation with teachers, friends and family, self-perception, personal interest) and gender is also play a vital role in career selection.

According to Majid et al (2016) to spend a healthy and happy life career choice is one of the considerable factor and there are many factors affecting career choices of students. Most influential elements that effect career choices of Indonesians students are personal interest, self-efficacy, economic consideration and family.

A study was conducted by Munyingi (2012) where it was found that educational achievement factor affect female students' career choice by 90%, sociocultural factors by 87%, and economic factors affect career choices by 91%.

Career choice is affected by multiple factors. Personality, family influence and personal interest are main factors influencing students' career choices. As compare to personality and family, personal interest is most prominent factor that affect students' career choices (Dong, 2016)

An effective choice of a career is guaranteed to a secure future. Choice "information and communication technology" (ICT) as a career is challenging phenomenon for ICT students because there are number of factors that affect their career choices, like parenting style, economic background, counsellors and many others. The most influential that affect students' career choices is parenting style and the factor that has a weak influence is career counsellors (Babin, 2010).

There are many intrinsic and extrinsic factors that affect medical students' career choices of primary care in high-, middle- and low-income countries. In high income countries the extrinsic factors that affect medical students' career choice of primary care are, previous rural exposure, mentors/role model in medical field, working flexibility, type of school, friends' family and society, general practice experiences, duration of residency and scope of medical field. Intrinsic factors on high income countries influencing medical students' career choice of primary care are gender, marital status, life quality, patient-mediation relationship, personal planning and social attitude. Common extrinsic factors in middle- and low-income countries are career counselors/role model in medical field, low income, lack of career prestige, working condition, financial incentives and school advancement, and common intrinsic factors of low- and middle-income countries are gender, intellectual challenges, interest in patients' wellbeing and aware about rural needs that affect medical students' career choices of primary care (Puertas et al, 2013).

Father and mother are the most influential factors that affect students' career choices among other family members. Schools' geographical location, type of school, career counselling in school, peers' encouragement and advice affect students' career choices of high school students and gender has least affect students' career choices (Mtemeri, 2017).

Students face many challenges while selecting a career and there are many factors that affect their career choices. Family members, teachers, friends or peers play a significant part in the career choices of students. Study found that family affect students' career choices by 30.83%, students' self-observation 30.08% and teachers' influence 36.84% in career choices of students (Shumba. 2012).

To choice a career is very complicated decision for students in the modern era. Whatever they choice, their future life depends on their career selection that they chose at secondary or higher secondary school level in Pakistan. Students' personal interest, peer and social groups, financial factors, academic reasons and parents' expectations are the most influential factors and students face challenges due to these factors while selecting a career. Peer and social groups more influence as family, financial factors remain neutral where academic performance and personal interest leads a continuing prospect in career choices as a profession (Arif, 2019).

Germany faces numerous challenges due to shortage of young physician in medical field. Enrollment of medical students is insufficient in medical career. Major factors that influence students' medical career choice are future perspective, personal ambitions, balance in work life and other factors that have minimum influence students' career choices are job related ambitions and verity in jobs (Kiolbassa, et.al 2011).

Owino. (2016) found that students' selection of history in the University of Nairobi Kenya is affected by many factors like, parental guidance, personal interest and teachers' influence. Findings of this study showed that 19.1%, 7.3%, 12.7%, 5.5%, 3.6%, male students and 12.7%, 14.5%, 10.9%, 8.1%, 5.6% female students select history as their career because of their personal interest, parental influence, job opportunities, academic performance and influence of lecturers respectively.

It is extremely difficult to make a career decision, especially when one's livelihood is at stake. In the face of rapidly changes in technology and the information sector, choosing a career has become a difficult task for students. As a result, deciding on a profession is essentially the same as deciding on a life employment. Interest, personality, identity, self-concept, globalization, role model, socialization, social support, and accessible assets such as finance and information all influence career choice. Private secondary school students accepted that their career choice was influenced by their parents (Okwulehie, 2018).

According to Solvacek. (2015) found out that family is most influential factor that affect students' career choices from early stages of schooling to higher degrees. Parents support their



children at every stage of life and they have expectations, belongingness with them and have a direct or indirect effect on students' career choices at every stage of educational decisions.

Students' selection of agriculture field as for their future endure is affected by external and internal factors like, personal interest and experiences affect by 30.2%, parental affect is 15.5%, students personal willing affect their career choices by 73%, affect of employment factor is 27.2%, career guidance has 10.2%, and others (radio talks and good grades) has 10.3% affect on students' career choice of agriculture as career (Okiror. 2015).

Students' choice of agriculture as their career is affected by several factors. Students have to consider or take into account all these factors while choosing a career. It was found that students' career choice is affected by their family by 22%, 20% students choose their career because of personal interest and outcome expectations, type of school and students' farming background has no any affect on career choices of students (Fizer. 2013).

Career maturity is effected by female by 72.26% and 66.14% by male students. Type of school (private and public) has no significant effect on career maturity of school students. The study recommended that parents should provide reasonable freedom to their children so that children can easily share their ideas and choose the path of career as per their interest. (Gupta and Mehtani 2017).

A study that was conducted in national university of modern languages Islamabad by Saleem (2015) where it is found that the personality of a student is significantly affected by parenting styles. The authoritative parenting style effect the personality of students by 37%, authoritarian 25%, permissive 20% and uninvolved parents effect the personality of students by 17.5% at secondary level.

According to Kazi and Akhlaq (2017) MS level students' career choices affected by different influential factors like, motivation of teachers, family background, global issues, media trails, peer's influence, job opportunities, students personal interest and influence of relatives. Profession of parents has an affective role in student's career selection, 76% students' career choices are affected by their parents' profession and 48% students accepted that their teacher's advice effect their career choice. 71% students denied the influence of friend's motivation. The least influential factors affect the career selections of students are internet and relatives' inspirations that 72% and 71% comparatively.

Koul et al (2016) conducted a study in Thailand. Where the researchers concluded that children are regulated by their parents by using different parenting styles and this regulation is associated with the behavior and performance of their children. If parents are caring and supportive then

their children are performing well, and if students are ignoring and authoritarian then their children are failed to performing in well manner. It is found that females' career aspiration and goal orientation is highly associated with career aspiration and goal orientation is highly associated with the family profession, family income and parenting styles. Study also found that the career aspiration of male student's has no significant relation with the family factors such as parenting style, parental education and parent's profession.

Another study was conducted by Mtemeri (2017). In this it was found that family members affect the career choice of students and this factor more influential than others. Mother and father played a vital role as compare to other family members. The other factors that affect students' career choices are schools, career guidance, geographical location, peers' advice. Gender had not played a significant role in the students' career choice.

Mukhtar el.al (2018) conducted a study in university of Sargodha, Sargodha campus.

The found that career decision is a major issue of the students Asian students particularly of Pakistani students. Because of lack of information and guidance they choose a career but later they don't satisfy with it and feel depression and anxiety that results negative behavior and results. It is found that majority Pakistani have mismatch profession with their selected career. Parents are the main helping source for the career selection of their children. Parental support and engagement is positively associated with the career selection and success of students in Pakistan. Parent's income effects the student's career choice by 22%. It is found that due to the parents' involvement 84.3% students are shown satisfied with their career. 40% students unaware about their career selection and 38% students are in searching for their career from different sources.

Another study was conducted by Fizer (2013) where it was found that students' career choice is affected by many factors. Like family influence the career choice of students by 22%, 21% students choose their career on their personal interest, 20% choose their career due to the exemplary people in the society and school size and farming background has no significant role in the career selection of students

Laensadi & Salim (2020) conducted a quantitative and non-experimental research in the University of Indonesia in psychology department which aimed to observe the effect perceptions of adolescent about their parents' parenting styles and career decisions self-efficacy. Data was analyzed by using multiple regression and linear regression technique and correlational analyses and descriptive statistics were used to know the relationship among variables. Result of this study showed that authoritative parenting style was positively affected the career decision self-efficacy by 81.51% of the students of grade 11 & grade 12. Permissive parenting has an effect of 42.68%

on self-efficacy. For the parents with authoritarian style, parents didn't show any significant response for predicting career decision self-efficacy of the students at higher secondary level. Authoritative parenting style effect the thinking style of grade 11 and grade 12 students by 67% and permissive parenting style has an effect of 39% on thinking style. And parents didn't show any interest in authoritarian parenting style. Many factors influence adolescent job choice, including life circumstances, educational attainment, and personal aptitudes. Meeting the challenge of this developmental milestone, whether college-bound or work-bound, is crucial in the lives of adolescents. The qualitative research presented here looked into the elements that influence rural high school young and senior adults' employment choices. Family and community cultural and social contexts were discovered to be important in how youth learn about occupations and influence their decision-making process. Extension tactics that target community and parents in order to improve their involvement in young people's career choices can help them make better choices. Career development is a never-ending process for many people while interacting in the job place from the variety of job choices. There are many factors affecting the all over life process of people like, their living standard, environment, educational achievement and personal aptitudes (Ferry, 2006).

Mexican American men's professional advancement is a complicated process. Characteristics related to career and culture affect personal interest, self-efficacy, occupational activities and choices, according to Mexican American men based research. The findings revealed that expressivity has a direct relationship with social job interests, expressivity has a direct relationship with enculturation and nontraditional career choice, has a direct relationship with nontraditional career choice. The results appropriate the adjusted model quite fine, and all other expected relationships between the variables were substantial, according to the findings. Acculturation, enculturation, instrumentality, and expressivity were all found to have substantial effects on social self-efficacy in the background setting. Expressivity and Social self-efficacy both predicted Social Interests in a substantial way. At last, social self-efficacy, enculturation, expressivity and social welfares were found that American men's atypical profession choices, accounting for 17% of the variance (Arevalo, 2016).

Medical students' early specialization choices are a source of worry in medical education. Controllable lifestyle has become a deciding element in students' decision to pursue a certain specialization in Brazil. Northeast Brazil is a region with significant social and economic inequities, with the largest need for primary care among the poor. The want to help others, the need to exercise excellent technique, the desire to earn a decent wage, recognition, and personal fulfilment were all positive considerations in career choice. The following negative factors were

identified: sacrificing their personal lives, a demanding schedule, and poor income. This study found that parents had an impact on their children's decisions (Lins, 2015).

However, with an overall mean score of 3.1, it was found that career choice is immensely affected by role models. Gender and peer has an average mean score of 2.3 had an equal impact on career selection. It was also found that family has least impact on career choices of college students having an average mean score of 1.86. As a result of the findings, the Ministry of Education, universities, and non-governmental organizations should devise a strategy for exposing students to career information and effectively disseminating it to them. Further research is recommended in areas such as factors that contribute to career change among Kenyan undergraduate students and factors that prevent female students with technical fields such as science, mathematics, and engineering (Njeri, 2013).

Because of educational globalization the interest of students globally increase to get higher education from abroad. According to a survey of institute for financial collaboration and growth the number of students who got admissions globally increased 2 million to 5.3 million from 1998 to 2017 respectively and students of China have larger number of proportions who acquire their education from out of their own country. There are many factors affecting Chinese students' career choices. Factors that affect Chinese students' career choices are country effect, personal interest, city image, tuition fee, previous grades and PHD programs offered by the respective institution. PHD programs and tuition are the most influential factors that affect career choice of students (Li, 2021).

Today in the world of competition students need to select their career choices very carefully and effectively. Every organization or company searching a very competent and, energetic and skillful person or in other words right people for the right job are more demanded in the modern era. Students of commerce and management in Jaffna University Sri Lanka face numerous challenges while selecting commerce and management as their career. The major factors affecting the undergraduate students, career choices in Jaffna University Sri Lanka are personal interest and association with family (Vickneswaran & Balasundaram , 2013).

A study was investigated by Slovacek et al (2015). Career choice of students is affected by many factors directly or indirectly. Result indicated that the major factor that influenced career choice like biomedical science of college level students is their family that play a vital role in their career selection. Students have to consider their family's likes and dislike while selecting their career at different levels. 95% students depend on their families at high school level, 100% reliance on college community, graduate students depend on their families for support by 75% to

pursue their degrees and 41% dependency of post-Graduate students on their families for pursuance of their degrees.

Having good job with high salary packages and running a good business are considered successful and happy people in the society and likely parents also have a desire for their children for successful and happy life. Teachers in an institution play a vital role to succeed their students in their future and institution itself also has a strong affect on students, career. School career choices are strongly affected by location factors and teaching-learning factors (Napompech, 2011).

A wrong selection of career causes wastage of resources and time that leads students in a wrong direction. Wrong career selection leads to depression and anxiety because students are unable to perform well and the job that they are doing not match with their interest. Career selection is an important phenomenon and play an influential role in the life of an individual. Students' personal interest, financial outcomes, job opportunities in future and ease of selected subjects affect the career choices of MBA and BBA students in different universities of Karachi. Among above mentioned factors personal interest played a vital role in the career selection of the MBA and BBA students enrolled in different universities of Karachi (Ahmad et al, 2017).

Economic development and technological innovations depend on diverse technical and skillful workforce. Diverse workforce in different national sectors play a vital role in the technological advancement of the nation. All educational institutions like universities give the skill-based knowledge to the national and international male and female students that they will to brings technological changes within or outside of the boundaries of the country and students' selection of technological related courses as their career are affected by different factors such as family, social support, technological apparatus, IT exposure, interest in digital skill and purpose of use (Fuller et al, 2015).

It is experienced that the transnational higher education has a higher growth in the world due to the high demand of internationalization and globalization and China is one of the most international degrees awarded countries and China awarded international degrees to its interested students within its universities. China also motivates it students to get degrees abroad and as well as from local institutions (Liu et al, 2021).

To avail a job in any organization or institution either public or private, it needs skills. Students with higher degrees with no skills are cause to increase unemployment. It was found in Malaysia the unemployment increased because their graduates are unable to meet job requirements due to lack of personal factors generic skills (teamwork, communication, problem

solving skill, critical thinking, professional ethics and moral ethics). Industrial training must be given to students in educational institutions to cope this burning issue in the country (Rodzalan, 2016).

Career decisions are never undertaken in isolation; they are affected many factors, such as the environment's opportunities and limits. When considering a career path, cultural hurdles, family influences and barriers, are constantly taken into account. Furthermore the most influencing factor affecting career choices are socializer, gender influence, field of work, status conscious, career counselling and commitment (Sarwar & Azmat, 2013).

Because of the increased interest in higher education, there are now more choices, variety, and employment alternatives than ever before. While this is beneficial in many ways, it also poses obstacles to existing and prospective students. As a result of the quickly changing and diminishing employment market in the current economic climate, competition and job insecurity are at an all-time high in every career path. It was found that generalized career decision making difficulties and self-efficacy have a negative significant relationship with each other and furthermore a positively related with career indecision and college self-efficacy. High level of college students' identity status is based on high self-efficacy in ego mean while ego identity status and career making difficulties have a significant relationship with each other. It was also found that postgraduate students have low level of career indecision than undergraduate students (Hurley, 2013).

Frameworks emphasizing on rational decisions, economic and those stressing imitation are the most common clarifications for elements affecting the choice of students' personal higher education. Scholars are viewed as normal customers whose' decisions are based on the rational approach. Though, this method has been criticized by others, and the important question here is whether scholars' decisions on upper education are solely based on the logical calculation of costs and benefits. The findings suggest that both parents and teachers have a significant influence on students' decisions concerning post-secondary education. It provides insight on students' higher education decision-making in the context of Confucianism in Chinese culture (Liu & Morgan, 2016).

Career choice is an alarming issue of the students, a rational career choice is guarantee for a successful future. Parents parenting styles, demographic elements show a vital role in the student's profession choice. The demographic variables that effect the student's career choice, gender (male & female) 73% and 11% respectively. Class (SS1, SS2) 33% and 13% respectively. Religious 13%. Authoritative parents has 35% influence on the student's career choice,

Permissive parenting style effects the student's career choice by 18% and Authoritarian parenting effect the student's career choice by 36% of the students of secondary level (Oluwadamilola, 2017).

Parents prepare their children for career selection and parents' preparation regarding the career selection of students depends on the nature of parents' engagement. Students' career selection is positively associated with parents' interference and support and lower engagement of parents' has a low impact on students' career selection (Ishfaq et al, 2018).

Students choose their career due to parents' involvement regarding their career. Parents make decision for their children's career and teachers have also a main role in the career selection of students, students are guided by their teachers while selecting a career and students also select their career by inspiring others. There are low opportunities for students to select a career on the bases of their personal skills and interest (Ajmal & Raza, 2020).

Since late 1990 admissions in the careers which are related with computer are declined all over the world at university level and same phenomenon noticed in South Africa. Since 2007 in Canada and United states this seems to being stabilized and reason behind this situation is shortage of professionals in all computer related courses in Universities and other practical fields and due to this alarming situation many universities reduced or closed computer related courses and departments and also teaching other research based activities (Rish et al., 2010).

It is almost believed that students face challenges while selection a career one or many time in their life they fail to decide that which career will lead them towards a best and bright future. Major factors that affect or play a key role in students' career choices are tutor, father, mother, future income, future status, societal differences and biological differences (Nimra et al., 2019).

According to Ibrahim (2014) there are many factors that play a key role and affect the career choices of Nigerian university students. The main factors that accounting students' career choices are self-desire, parental influence, future prospects and better pay, among these factors future prospects and self-desire are the more influential factors that affect accounting as a career of university students.

Career choice determines the future of students. Undergraduate students of Indonesian universities face numerous challenges while selecting their career, factors that affect or play an important role in students' career choices are, personal interest, family, self-efficacy and economic considerations (Huocine et al., 2016).

Chose agriculture as a career is not a simple or easy task for students, they have to consider many factors and things when selecting their career. Factors that affect agriculture students' career choice are, religious figure, coaches, parents, personal experiences from agriculture club and form other role models (Darren, 2013).



## **CHAPTER 3**

### **RESEARCH METHODOLOGY**

This section comprises of research methodology and deals with the explanation of pilot study which was made to measure the reliability of adapted tool. Results of pilot study and main study are also discussed in this chapter.

Mixed method was used in this research. The mixed method is comprised of both quantitative and qualitative approaches to data collection. The reason behind using this approach is that it is requirement of research objectives to use both quantitative and qualitative approaches. Scientific methods were used in order to data collection, data analysis and data interpretation of a phenomenon. Research is a systematic way to find the solution of a problem. While finding the solution of a problem researcher uses different approaches and designs.

Gay (1996) suggested that researcher should have enough knowledge about the different approaches and methodologies of research before starting of his/her research. He/she must know and use an appropriate research approach and design according to the nature of the study. The present study is convergent parallel in nature.

#### **3.1 Research Design**

The current study was organized to investigate the factors affecting students' career choices in context of private and public sector higher secondary school students. A mixed method approach was used in this study and researcher used convergent parallel design for data collection. A convergent parallel design involves that the researcher simultaneously conducts the quantitative and qualitative components in the same stage of the research process, analyzes the two elements independently, and interprets the results together (Creswell & Pablo-Clark, 2011).

Researcher conducted the current research to determine the affect of gender, media influence, academic reasons, family, peers, teachers, personal interest and other factors that affect students' career choices at higher secondary school level.

Current study was accomplished in three stages or parts, first stage of the study is tool adaptation. Second part of the study was pilot testing of adapted tool. 110 sample was used to check the tool reliability. Last and third part of the study deals with attainment of research objectives and answers of research questions by using research instrument, Factors Affecting Students' Students' Career Choices (FASCC).

#### **3.2 Population of the Study**

All students of higher secondary school of district Gilgit, Gilgit-Baltistan were the population of current research. According to Pakistan education statistics, (2017-18) there are 2185 students in 25 higher secondary schools of district Gilgit. Out of these 25 higher secondary schools 19 are private and remaining 6 higher secondary schools are public. There are 66 higher secondary schools are working in Gilgit-Baltistan having 7918 students, 46 higher secondary schools are rendering services in private sector and 20 higher secondary schools are functioning in public sector. Public higher secondary schools have 4904 students and private higher secondary schools have 3014 students in different ten districts of Gilgit-Baltistan (Pakistan Education Statistics 2017-18).

Due to insufficient time and lack of resources it was a difficult job for researcher to collect the data from all higher secondary schools of all ten districts of Gilgit-Baltistan so to do a feasible study researcher selected all twenty five higher secondary schools of district Gilgit only, for data collection.

Table No 1

*Detail of population of the study*

Public higher secondary schools		Private higher secondary schools		Total
Boys HSS 4	Girls HSS 2	Number of school	19	25
Number of students	Number of students	Number of male students	Number of female students	
148	313	1144	580	2185

Pakistan Education Statistics (PES, 2017-18), (Deputy Director Education DDE, Office Gilgit, 2021), Higher secondary school (HSS).

### 3.3 Sampling Technique and Sample

In this study researcher used simple random sampling technique for data collection because this sampling technique is a way to guarantee desired representation of the relevant sample. Researcher personally visited the higher secondary schools and all students from both classis were seated class wise in different halls and questionnaires were randomly distributed among them and collected on the same day. Fourteen students were randomly selected from each schools. 330 higher secondary school students were participated in this study, where 248 students

were from private higher secondary schools and 82 students were from public higher secondary schools.

Gay and Mills (2012) suggested that 10% sample is enough for a large size of population and 15% sample is enough for small size of population to generalize the results on the whole population. In this research the researcher took 15% sample to generalize the results more effective on whole population. Data was collected from six public and nineteen private sector higher secondary schools. Researcher personally visited the all 25 higher secondary schools and requested students to fill the questionnaires in a single setting and explained statements when they needed and they were also guaranteed that their information would be had confidential and researcher will use their data only for research purpose.

Table 2

*Detail of sample and sample size of the study*

Sample from public HSS	Sample from private HSS	Total
82	248	330

Higher secondary school (HSS)

Table: 3

*Scoring range of Likert scale*

	Value	Range
Strongly disagree	1	1.00 - 1.80
Disagree	2	1.81 – 2.60
Undecided	3	2.61 – 3.39
Agree	4	3.40 – 4.20

Strongly agree                                      5                                      4.21 – 5.00

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Sozen and Guven, (2019)

### 3.4 Research Instrument

Researcher adapted career choice questionnaire Kazi (2017) to determine and explore the factors affecting students' career choices at higher secondary school level. This instrument was comprised of two parts, first part was comprised of 38 close-ended questions with 5-point racket scale from strongly disagree to strongly agree for quantitative data. This part was used to assess the affect of seven factors (Gender, Media, academic reasons, family, teachers, peers and personal interest) on students' career choices and second part was comprised of open-ended question that was used to explore other factors that affect students' career choices at higher secondary school level. The instrument has seven constructs and every construct has had their own statements like gender influence has 4 statements, media influence has 5 statements, academic reasons have 4 statements, family influence has 7 statements, peer influence 8, teacher influence 6 and personal interest has 4 statements. Some statements were added to the existing questionnaire with the permission of writer and tool was validated by different research experts. Results of the reliability test are described as follow.

Cronbach's Alpha

Inter scale correlation

Item total correlation

### 3.5 Cronbach's Alpha Coefficients

**Table 3.1**

*Alpha Reliability coefficient of FASCC scale*

Subscale	N	Alpha Coefficient
Gender affect	4	.52
Media affect	5	.70
Academic reasons	4	.54

Family affect	7	.79
Peers' affect	8	.81
Teachers' affect	6	.71
Personal interest	4	.79
<hr/>		
Total	38	.84
<hr/>		

Table 3.1 describes Alpha reliability coefficient of factors affecting questionnaire (FAQ). A close-ended questionnaire was adapted after related literature and validated by different experts. Total value Alpha value is .843. The outcome showed significant alpha coefficient for all subscales of FAQ. The subscales reliability coefficients value range from .52 to .81 (Akrou et.al, 2015).

Table 3.2

*Inter scale correlations of FAQ scale*

	Gender Affect	Media Affect	Academic Reasons	Family Affect	Peer Affect	Teachers Affect	Personal Interest
Gender affect	1						
Media affect	.138	1					
Academic reasons	.316**	.174	1				
Family affect	.201*	.006	.278**	1			
Peer affect	.316**	.063	.358**	.493**	1		
Teacher affect	.250**	.261**	.425**	.254**	.365**	1	
Personal interest	-.045	.062	.036	-.121	-.153	.021	1
Total	.521**	.398**	.642**	.665**	.746**	.678**	.081

Above table 3.2 shows inter-scale correlation of FAQ against the total scale and the results show positive correlation among each subscale and total scale of FAQ except Personal interest. The inter-scale correlation ranges from -.045 to .493. The highest correlation exists among peer affect and teacher affect.

Table No 3.3

*Item total correlation of FASCC*

Items	Correlation	Items	correlation	Items	correlation
GI1	.373	FI1	.400	PI7	.603
GI2	.269	FI2	.482	PI8	.599
GI3	.207	FI3	.376	TI1	.403
GI4	.231	FI4	.508	TI2	.237
MI1	.014	FI5	.257	TI3	.519
MI2	.117	FI6	.290	TI4	.360
MI3	.349	FI7	.362	TI5	.391
MI4	.195	PI1	.458	TI6	.378
MI5	.327	PI2	.488	PEI1	-.006
AR1	.466	PI3	.446	PEI2	-.105
AR2	.331	PI4	.347	PEI3	.066
AR3	.345	PI5	.247	PEI4	.100
AR4	.275	PI6	.290		

Inter item correlation is use to analyze the internal consistency reliability. It is a measure of if a single questions on a questionnaire give appropriate, consistent results; different items that are meant to quantify the same general idea are tested to see if they give same scores. It examines the extent to which scores on one item are related to scores on all other items in a scale.

The above table 3.3 is describing the results of item total correlation. It indicates positive correlation among all the items of FAQ except MI5 and AR1. The values are ranging from -.105 to .603. Some values of teacher's affect and personal interest are not positively correlated with each other.

Present study was carried out in three parts:

### **3.6 Part I, Tool Validation**

Researcher adapted Asima Shahid Kazis' self developed tool Factor affecting questionnaire (FAQ) Kazi (2017) for the current study and researcher got permission from the tool owner to use her tool in the current study. This instrument holds all the themes of social learning theory of career choices and widely used to determine the factors that affect students' career choices. It has seven sub themes and 38 items related to the factors that affect students' career choices. Tool was validated by seven different research experts of different universities of Islamabad and Gilgit. After a critical review research experts gave some suggestions, after incorporating the given suggestions they validate the tool.

### **3.7 Part II, Pilot Study**

This portion of the study was established to determine the reliability and validity of the adapted research instrument. A sample of 110 students were selected from private higher secondary school (Global higher secondary school) for pilot testing from district Gilgit. Alpha reliability of coefficient of the questionnaire was .843. The result showed significant alpha coefficient for all subscales of FASCC. The subscales reliability coefficients value range from .52 to .81.

Result of pilot testing shows testing indicates that all scales are valid and reliable enough to be used in this cultural context to determine the factors that affect students' career choices at higher secondary school level.

### **3.8 Part III, Main study**

The current study was established to determine the factors (gender, academic reasons, media, family, peers, teachers and personal interest) that affect students' career choices at higher secondary school level. It further aimed to explore other factors that affect students' career choices. Psychometric properties of the study instrument were also determined in the main study to strengthen the result. 330 higher secondary school students were randomly selected as a sample from district Gilgit.

Alpha reliability coefficient, inter-scale correlation and item total correlation were performed to measure Psychometric properties of research tool FAQ. Alpha reliability coefficient for all subscales of FAQ was calculated and subscales Alpha reliability coefficients value range from .52 to .81 (table 3.1). Inter-scale correlation of FAQ were calculated, results show positive correlation among each subscales and total scale of FAQ except Personal interest. The inter-scale correlation ranges from -.45 to .493. The highest correlation occur between peer influence and teacher influence (table 3.2). Result of item total correlation shows positive correlation among all



the items of FAQ except MI5 and AR1. The values are ranging from  $-.105$  to  $.603$  (table 3.3). On the other hand other factors affecting students' career choices were explored are economic factors, religious factors, job opportunities and social status.

## CHAPTER 4

### DATA ANALYSIS

Researcher analyzed the data in this section and interpreted the results in three major sections; Demographic characteristics, quantitative analysis and qualitative analysis are included. Mixed research methods were used by the researcher, one is quantitative method where the researcher adapted a closed ended questionnaire to get the responses of respondents about factors that affect students' career choices at higher secondary school level. Second is qualitative method where the researcher asked open-ended questions to get the unrestricted opinions of respondents regarding the most influencing factors among Gender, media, academic reasons, family influence, peers' influence, teachers' influence and personal interest and what are the other factors that affect students' career choices at higher secondary school level. The instrument was given to experts for content validity. Reliability analysis revealed a Chronbach Alpha level of 0.84. To make research results more authentic and valid researcher used mixed method approach and this was the main reason behind using mixed method. IBM SPSS 2020 was used to analyze the results. A detailed table comprising of objectives, research questions and statistical tests are given below:

Table 4.1

*Table for objectives, research questions and statistical tests*

Objectives	Research Question	Treatment
To identify predetermined factors such as Gender, Media, Academic reasons, Family, Peers, Teachers and Personal interest affecting students' career choices at higher secondary school level.	From the factors (gender, media, academic reasons, family, peers, teachers and personal interest) which factor supported you most to select your current career at higher secondary school level?	Mean & percentage
To investigate the effect of predetermined factors such as Gender, Media, Academic reasons, Family, Peers, Teachers and Personal interest affecting	How predetermined factors such as Gender, Media, Academic reasons, Family, Peers, Teachers and Personal interest affecting students' career choices at higher secondary school level?	Chi square

students' career choices at higher secondary school level.

To compare the effect of career choices factors on male and female students of secondary school students

To explore other factors affecting rather than gender, media, academic reasons, family, peers, teachers, and personal interest on students' career choices at higher secondary school level.

Is there exists a significant difference between male and female students perceptions regarding factors affecting career choices?

What are the other factors that affect students' career choices at higher secondary school level?

t-test

Thematic analysis

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## Section 1

### 4.1 Demographic characteristics

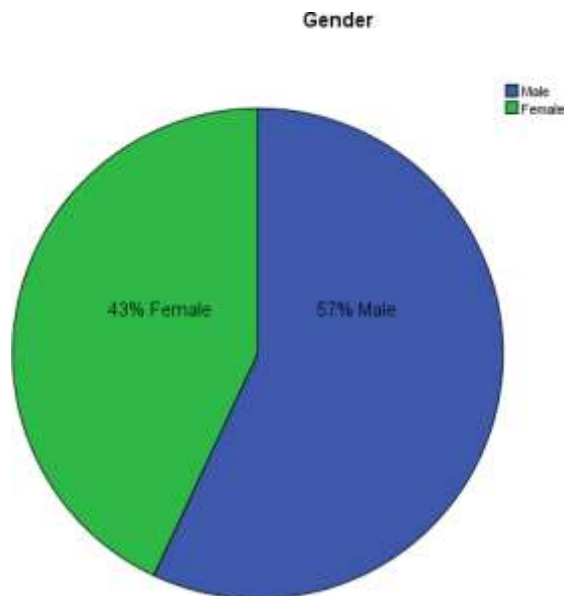
Information about demographic variables are mentioned in section 1. Demographic information are gender, sector, class, selected career, father profession, mother Profession, father education and mother education.

Table 4.2

*Gender-wise demographics (N=330)*

Sr. No	Gender	F	%
1	Male	188	57
2	Female	142	43
	Total	330	100

The gender wise division of students is shown in table number 4.2 where 188(57%) male and 142(43%) female higher secondary school students were participated in the current study.



*Fig: 4.1 Gender wise demographics*

Table 4.3

*Sector-wise demographics (N=330)*

Sr. No	Sector	F	%
--------	--------	---	---

1	Private	248	75
2	Public	82	25
	Total	330	100

Table 4.3 showed sector wise demographics of students enrolled in public and private sector higher secondary schools. The current study included 248(75%) students from private sector higher secondary schools and 82(25%) students from public sector higher secondary schools respectively.

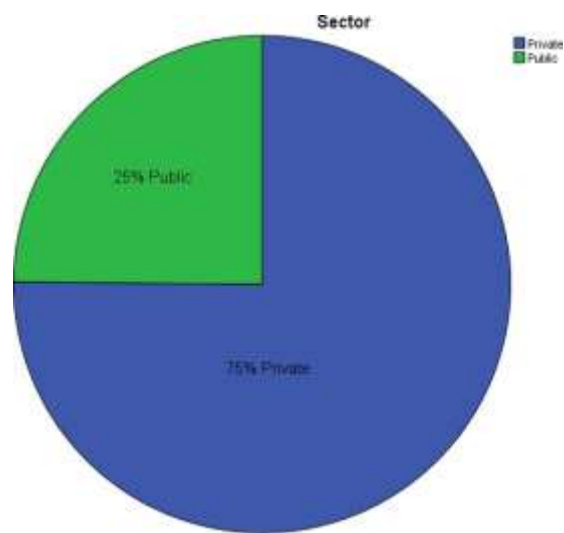


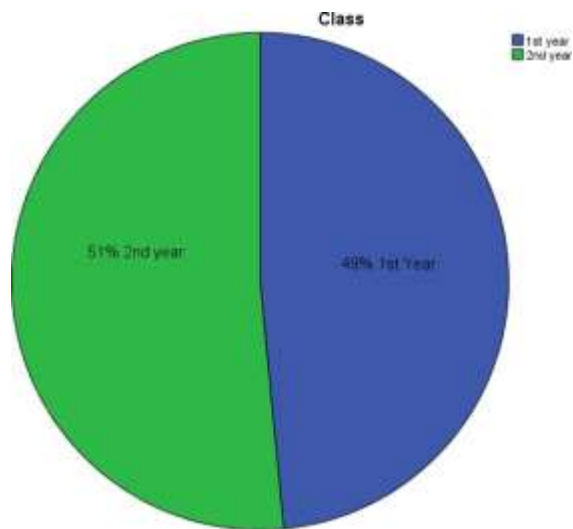
Fig 4.2: Sector wise demographics

Table 4.4

*Class wise demographics (N=330)*

Sr. No	Class	F	%
1	1 <sup>st</sup> year	160	49
2	2 <sup>nd</sup> year	170	51
	Total	330	100

Table 4.4 contained the class wise demographics of first year and second year higher secondary school students. 160(49%) higher secondary school students from first year and 170(51%) from second year were participated in the current study.



*Fig 4.3: Class wise demographics*

Table 4.5

*Selected career wise demographics (330)*

Sr. No	Selected Career	F	%
1	Pre-engineering	48	14
2	Pre-medical	99	30
3	CS	62	19
4	Humanities	121	37
	Total	330	100

Table 4.5 showed the careers selected by higher secondary school students. 48(14%) higher secondary school students from pre-engineering group, 99(30%) from pre medical, 62(19%) from computer science, 121(37%) humanities were respectively participated in the current study.

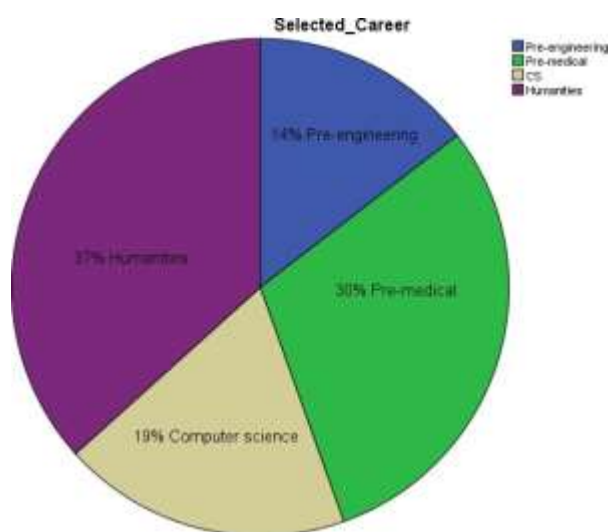


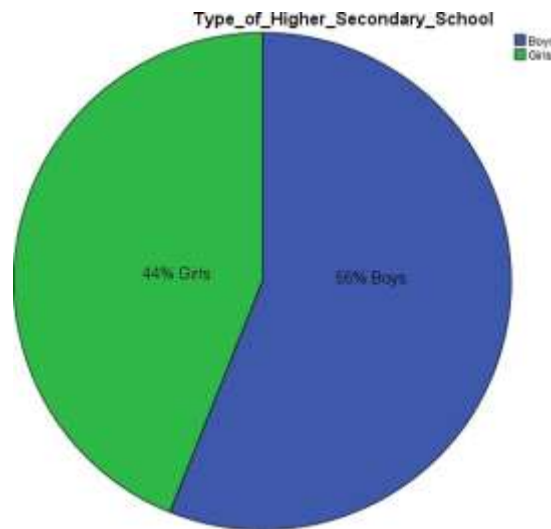
Fig 4.4: Selected career wise demographics

Table 4.6

*Type of higher secondary school wise demographics (330)*

Sr. No	Type of higher secondary school	F	%
1	Boys	188	57
2	Girls	142	43
	Total	330	100

Table 4.6 showed the type of higher secondary school students from which the participants were participated. Whereas 188(57%) students were participated from boy's higher secondary schools and 142(43%) students from girls higher secondary schools.



*Fig 4.5: Type of higher secondary school wise demographics*

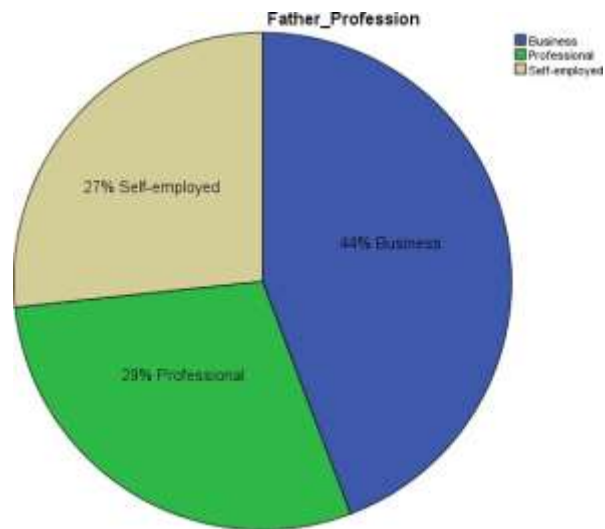
Table 4.7

*Fathers' profession wise demographics (N=330)*

Sr. No	Selected Career	F	%
1	Business	146	44
2	Professional	96	29
3	Self-employed	88	27
	Total	330	100



Table number 4.7 contained the demographics of father profession of higher secondary school students where 146(44%) fathers are business man, 96(29%) are professionals and 88(27%) are self-employed respectively.



*Fig 4.6: Fathers' profession wise demographics*

Table 4.8

*Mothers' profession wise demographics (N=330)*

Sr. No	Selected career	F	%
1	House wife	289	87
2	Professional	29	9
3	Self-employed	12	4
	Total	330	100

Table 4.8 Showed demographics of mothers' profession of higher secondary school students where it is demonstrated that 289(87%) mothers are house wife 29(9%) are professionals and 12(4%) mothers are self-employed respectively.

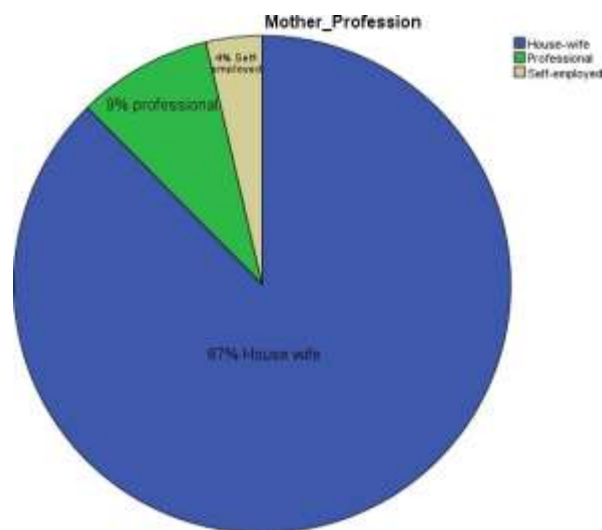


Fig 4.7: Mothers' profession wise demographics

Table 4.9

*Fathers' education level wise demographics (N=330)*

Sr. No	Selected career	F	%
1	Un-educated	155	47
2	Less than graduate	67	20
3	Graduate	8	3
4	Post graduate	30	9
5	professional Degree	70	21
	Total	330	100

Table 4.9 Showed demographic information of father's education level of higher secondary school students. Whereas 155(47%) fathers are uneducated, 67(20%) are less than graduate, 8(3%) are graduate, 30(9%) are post graduate and 70(21%) are professional degree holders respectively.

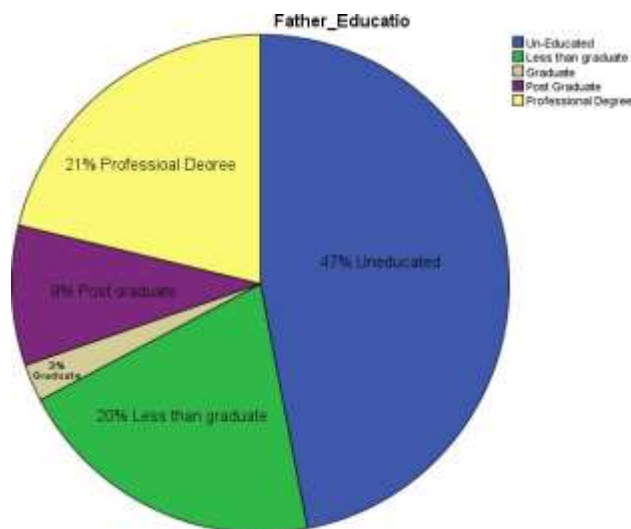


Fig 4.8: Fathers' education level wise demographics

Table 4.10

*Mothers' education wise demographics (N=330)*

Sr. No	Selected career	F	%
1	Un-educated	159	48
2	Less than graduate	19	6
3	Graduate	2	1
4	Post graduate	6	2
5	professional Degree	141	42
	Total	330	100

Table 4.10 showed the education level of higher secondary school students' mothers. Where it is mentioned that 159(48%) mothers are uneducated, 19(6%) are less than graduate, 2(1%) are graduate, 9(2%) are post graduate and 141(42%) mother have professional degrees.

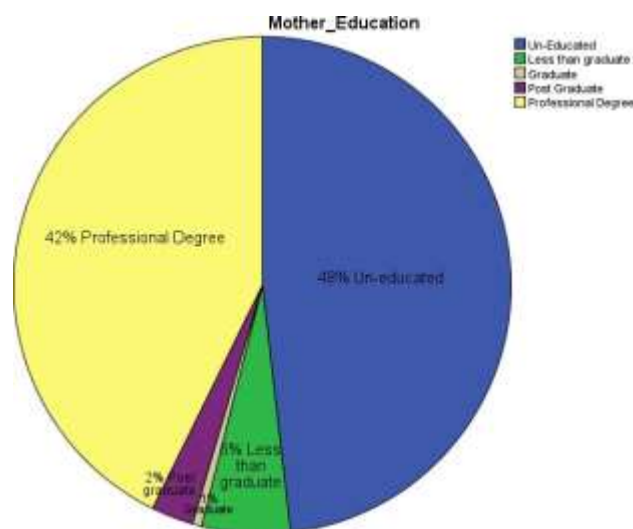


Fig 4.9: Mothers' education wise demographic

## **Section 2**

### **4.2 Quantitative Part of Data Analysis (Questionnaire)**

Objective 1: To identify predetermined factors such as Gender, Media, Academic reasons, Family, Peers, Teachers and Personal interest affecting students' career choices at higher secondary school level.

Mean score, percentage were used by the researcher to find the average answers of the participants about factors affecting career choices of students at higher secondary school level. The below given table representing average number of responses in the form of percentage.

Table 4.11 (a)

*To assess the gender effect on students' career choice*

	Strongly Disagree	Disagree	Undecided	Agree	Strongly agree	Mean
GA1	56(17.0%)	83(25.2%)	9(2.7%)	107(32.4%)	75(22.7%)	3.18
GA2	98(29.7%)	140(42.4%)	25(7.6%)	46(13.9%)	21(6.4%)	2.24
GA3	83(25.2%)	169(51.2%)	25(7.2%)	29(8.8%)	24(7.3%)	2.21
GA4	34(10.3%)	121(36.7%)	35(10.6%)	91(27.6%)	49(14.8%)	3.00
Overall mean						2.7

Table 4.11(a) described the mean value of all statements and overall mean score of the construct. The overall mean score of gender affect (GA) was 2.7 that showed that participants were undecided about gender affect on career choices of higher secondary school students.

Table 4.11 (b)

*To determine the media affect on students' career choices*

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Mean
MA1	48(14.5%)	105(31.8%)	20(6.1%)	107(32.4%)	50(15.2%)	3.0182
MA2	48(14.5%)	146(44.2%)	23(7.0%)	78(23.6%)	35(10.0%)	2.7151
MA3	49(14.8%)	141(42.7%)	33(10.0%)	73(22.1%)	34(10.3%)	2.7030
MA4	55(16.7%)	133(40.3%)	29(8.8%)	70(21.2%)	43(13.0%)	2.7164
MA5	58(17.6%)	147(44.5)	23(7.0%)	71(21.6%)	31(9.4%)	2.6061
Overall mean						2.8

2.8 was the overall mean score of media affect (MA) that was shown in table 4.11 (b) where result showed that majority of students undecided about media affect on their career choices.

Table 4.11 (c)

*To determine the affect of academic reasons on students' career choices*

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Mean
AR1	66(20.0%)	110(33.3%)	22(6.7%)	77(23.3%)	55(16.7%)	2.8333
AR2	27(8.2%)	68(20.6%)	35(10.6%)	146(44.2%)	54(16.4%)	3.4000
AR3	31(9.4%)	76(23.0%)	30(9.1%)	131(39.7%)	62(18.8%)	3.3545
AR4	30(9.1%)	77(23.3%)	36(10.9%)	110(33.3%)	77(23.3%)	3.3848
Overall mean						3.2

Table showed the overall mean score of academic reasons which is 3.2, result showed that students were undecided about the affect of academic reasons on career choices.



Table 4.11(d)

To determine the affect of family on students' career choices

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Mean
FA1	41(21.4%)	91(27.6%)	18(5.5%)	96(29.1%)	84(25.5%)	3.2758
FA2	49(14.8%)	57(17.3%)	17(5.2%)	146(44.2%)	61(18.5%)	3.3424
FA3	64(19.4%)	73(22.1%)	20(6.1%)	135(40.9%)	38(11.5%)	3.0303
FA4	47(14.2%)	75(22.7%)	20(6.1%)	145(43.9%)	43(13.0%)	3.1879
FA5	29(8.8%)	53(16.1%)	24(7.3%)	169(51.2%)	55(16.7%)	3.5091
FA6	34(10.3%)	38(11.5%)	22(6.7%)	155(47.0%)	81(24.5%)	3.6394
FA7	29(8.8%)	36(10.9%)	27(8.2%)	155(47.0%)	83(25.2%)	3.6879
Overall mean						3.4

Table above showed that the mean values of items and overall mean score of construct. The overall mean score of family affect (FA) in table 4.14 was 3.4, result showed that the career choices of students were affected by their families (Sozen and Guven, 2019).

Table 4.11 (e)

*To assess the affect of peers on students' career choices*

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Mean
PA1	70(21.2%)	89(27.0%)	24(7.3%)	88(26.7%)	59(17.9%)	2.9303
PA2	51(15.5%)	101(30.6%)	27(8.2%)	108(32.7%)	43(13.0%)	2.9727
PA3	28(8.5%)	72(21.8%)	39(11.8%)	140(42.4%)	51(15.5%)	3.3455
PA4	21(6.4%)	47(14.2%)	35(10.6%)	178(53.9%)	49(14.8%)	3.5667
PA5	24(7.3%)	45(13.6%)	25(7.6%)	184(55.8%)	52(15.8%)	3.59019
PA6	22(6.7%)	44(13.3%)	21(6.4%)	175(53.0%)	68(20.6%)	3.6758
PA7	18(5.5%)	36(10.9%)	11(3.3%)	176(53.3%)	89(27.0%)	3.8545
PA8	27(8.2%)	48(14.5%)	21(6.4%)	154(46.7%)	80(24.2%)	3.4624
Overall mean						3.4

Table 4.11 (e) showed the overall mean score of peers' affect which is 3.4 where majority of respondents agreed that peers affect the career choices of higher secondary school students.

Table 4.11(f)

To investigate the affect of teachers on students' career choices

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Mean
TA1	43(13.0%)	88(26.7%)	11(3.3%)	114(34.5%)	74(22.4%)	3.2667
TA2	20(6.1%)	44(13.3%)	20(6.1%)	166(50.3%)	80(24.2%)	3.7333
TA3	35(10.6%)	77(23.3%)	23(7.0%)	137(41.5%)	58(17.6%)	3.3212
TA4	43(13.0%)	85(25.8%)	25(7.6%)	122(37.0%)	55(16.7%)	3.1848
TA5	58(17.6%)	74(22.4%)	34(10.3%)	103(31.2%)	61(18.5%)	3.1061
TA6	38(11.5%)	50(15.2%)	21(6.4%)	132(40.0%)	89(27.0%)	3.5576
Overall mean						3.4

The overall mean score teachers' affect was 3.4 as shown in table 4.11 (f) result showed that majority of respondents agreed career choice is affected by teachers.

Table 4.11 (g)

To determine the affect of personal interest on students' career choices

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	Mean
PI1	13(3.9%)	16(4.8%)	21(6.4%)	168(50.9%)	112(33.9%)	4.0606
PI2	12(3.6%)	15(4.5%)	17(5.2%)	168(50.9%)	118(35.8%)	4.1061
PI3	7(2.1%)	18(5.5%)	15(4.5%)	141(42.7%)	149(45.2%)	4.2333
PI4	52(15.8%)	92(27.9%)	17(5.2%)	96(29.1%)	73(22.1%)	3.1394
Overall mean						4.0

The overall mean value of personal interest was 4.0 that showed that the majority of respondents were agreed that career choice of higher secondary school students affected by their personal interest and personal interest is most influential factor among other predetermined factors, as shown in table 4.11 (g).

**Objective 2:** To investigate the effect of predetermined factors such as Gender, Media, Academic reasons, Family, Peers, Teachers and Personal interest affecting students' career choices at higher secondary school level

Table 4.12

*Factors affecting the career choices of secondary school students*

Career choices factors	Chi Square	P value
Gender	61.1	.02
Media	72.8	.12
Academic Reason	59.7	.11
Family	114.9	.008
Peer	102.06	.24
Teacher	70.5	.42
Personal Interest	61.8	.04

Table 4.12 shows that gender and personal interest are the major factors affecting students career choices at secondary school level. Whereas other factors such as media, academic reason, family, teacher and peer were found non-significant influencing factors.

Objective 3: To compare the effect of career choices factors on male and female students at secondary school students

Table 4.12 (a)

To find out the gender based affect on students' career choices

Gender	Mean	N	Std. Deviation
Boys	2.8	188	1.09675
Girls	2.6	142	1.08632
Total	2.7	330	1.09629

The above table shows that the affect of students' gender on their career choices. 2.8% boys agreed that their career is affected by their gender and 2.8% girls agreed that they selected this because of their gender.

Table 4.12 (b)

s.no	Factors	Mean	R. square	B Coefficient	t	Sig
1	Gender affect	2.7	.019	-.043	-1.437	.154
2	Media affect	2.8	.003	-.013	-.560	.577
3	Academic reasons	3.2	.015	.038	1.266	.208
4	Family affect	3.4	.054	.039	2.486	.014
5	Peer affect	3.4	.001	-.004	-.285	.776
6	Teacher affect	3.4	.003	-.012	-.599	.550
7	Personal interest	4.0	.023	-.055	-1.577	.118

The above table showed that R- square value (.019) for gender affect on career choices, while B value (-.043) is negative that showed an inverse affect on career choices. This affect is statistically not significant ( $t = -1.437$ ,  $p = .154$ ). The table showed that R- square value (.003) for media affect on career choices, while B value (-.013) is negative that showed an inverse affect on career choices. This affect is statistically not significant ( $t = -.560$ ,  $p = .577$ ).

The above table showed that R- square value (.015) for academic reasons' affect on career choices, while B value (.038) is positive that showed a positive affect on career choices. This affect is statistically significant ( $t = 1.266$ ,  $p = .208$ ) and R- square value (.054) for family affect on career choices, while B value (.039) is positive that showed a positive affect on career choices. This affect is statistically significant ( $t = 2.486$ ,  $p = .014$ ). The table showed that R- square value (.001) for peer affect on career choices, while B value (-.004) is negative that showed an inverse affect on career choices. This affect is statistically not significant ( $t = -.285$ ,  $p = .776$ ) while R- square value (.003) for teachers' affect on career choices, while B value (-.012) is negative that showed an inverse affect on career choices. This affect is statistically not significant ( $t = -.599$ ,  $p = .550$ ).

The above table showed that R- square value (.023) for personal interest's affect on career choices, while B value (-.055) is negative that showed an inverse affect on career choices. This affect is statistically not significant ( $t = -1.577$ ,  $p = .118$ ).

### Section 3

#### 4.3 Qualitative Part of Data Analysis

Researcher used one tool for the current study. A questionnaire comprising of both open-ended questions and closed-ended questions was used for data collection. Two open-ended questions were asked from the respondents to get more accurate results about other factors affecting rather than gender, media, academic reasons, family, peers, teachers, and personal interest on students' career choices at higher secondary school level. for this purpose, themes and sub-themes were generated. The detailed qualitative part of data analysis is described below.

#### 4.3.1 Themes And Sub Themes For Open-Ended Questions

Table 4.18

*Themes were generated for open-ended questions*

Major themes	Sub themes	Respondents agreed with the construct	Percentage
Intrinsic factors	Gender	27	8
	Personal interest	96	29
Extrinsic factors	Media	25	7
	Academic reasons	38	12
	Family	47	14
	Peers	49	15
	Teachers	48	15
	Total	330	100
	Other factors	Economic factors	106
Religious factors		52	16
Job opportunities		94	28
Social status		78	24
Total		330	100

Major themes and sub themes were generated in the above table. Intrinsic factors have the following sub themes like gender (male/female) and personal interest (interest in any career on the basis on observational skills). Extrinsic factors like, media (electronic media, print media and social media), academic reasons (previous obtained marks, college merit), family (previous

obtained marks, college merit), peers (peers give reliable and trustworthy information, peers' selected career and their company) and teachers (teachers' inspiration, qualification, teaching methods, teaching techniques and information given by teachers). Other factors like, economic factors (lack or abundance of resources), religious factors (Sectarian violence and religious extremism), job opportunities (expected more job opportunities in the selected career) and social status (Society gives respect to doctors and engineers).

The first open-ended question for most affecting factors was: from the factors (gender, media, academic reasons, family, peers, teachers and personal interest) which factor supported you most to select your current career at higher secondary school level? For the first open-ended question major themes and sub themes were generated.

Gender

Media

academic reasons

Family

Peers

Teachers

Personal interest

Only 8% respondents agreed that their career choice was affected by their gender. Other 92% respondents expressed that their gender has not restricted them to select a career. They believe that talented students and students with high ambitions can move progressively in their life, no matter whatever their gender.

7% students responded that media is an affecting factor to career choice. 93% students responded that media has no affect on students' career choices. Even many students had have no any mobile and TV and also have not newspaper to read at home.

Academic reasons such as secondary school marks and admission criteria of college etc. affect students' career choices, 12% students said. Majority of students were responded that all other factors such as family, peers and teachers affect their career.

29% of respondents were agreed that personal interest was the most affecting factor that affects students' career choices among gender, media, academic reasons, family, peers, teachers and personal interest.



The second open-ended question for other affecting factors was: What are the other factors affecting rather than gender, media, academic reasons, family, teachers, and personal interest on students' career choices at higher secondary school level?. For the second open-ended question major themes and sub themes were generated.

Economic factors

Religious factors

Job opportunities

Social status

### **Economic Factors**

32% participants responded that they have to choose a career which needs a small amount of money. They cannot pay high amount of fee in well-known public higher secondary schools so they have to select a career which require a minimum amount of money.

A student expressed her views, *“There are many well-known and high ranked higher secondary schools and colleges in our area. Students who belong to rich families, got their degrees from those higher secondary schools/colleges have got better work opportunities. Majority of the students who belong to families which are not economically stable could not chose those careers which are offered by those well-known institutes because students from poor families are not able to pay the cost”*.

### **Religious Factors**

16% respondents were agreed that religious extremism and sectarian violence affect their career choices. Some higher secondary school offer their subject of interest, but they cannot get admission there because of sectarian issues and religious barriers they are unable to choose a career of their interest like fashion design, music etc. The respondents were also having an experience that their seniors, in or outside of their families were unbaled to achieve nay desirable position or job because of their selected career which is not respectable in the eye of religious.

A male student wrote *“The religious scholar made the sense of the whole society that students will never achieve a good job or position if they will read a subject which is against religious, and students must read Islamic books so they will be given respect in the society and will be given a high rank in heaven after death and so they can defeat the people of other sects”*.

### **Job Opportunities**

28% respondents were gave their opinions that some subjects have more job opportunities as compare to other subjects so they select these subjects. There are more job opportunities in science subjects like pre-medical and pre-engineering etc. students having science degree can easily avail a job. Arts, languages and other subjects have minimum opportunities of job so they choose a career which have more job opportunities and they also have experience in the society that majority people having science degrees are job holders as well as people having arts degrees so they select a career which have more job opportunities.

Khalid expressed his views in such a way *“We belong from backward areas and our families are not wealthy enough to support us in our higher studies so we need to do jobs as soon as possible for this purpose we have to select a career having more job opportunities”*.

### **Social Status**

24% students were agreed that social status affect students' career choices, so they considered the social status of a subject while selecting their career. Doctors, engineers and other high government officials are given a high social status in the society, so students are trying to choose those subjects which are given importance and high social status in the society and some subjects are not given high status and importance in the society, these subjects are normally considered easy and without benefit. Students give prefer to select a career which is given a high social status in the society.

Nida expressed her feelings in such a way *“Doctors and engineers are given high status and respect in the society so many students prefer to select premedical and pre engineering as their career for the social prestige. Due to this social phenomenon students select premedical and pre engineering but latter they cannot perform well and face many challenges and troubles”*.

The table shows that from the intrinsic factors personal interest is most influential factor among others, peers and teachers are more influential factors from extrinsic factors, where economic factor is most dominant factor affecting students' career choices at higher secondary school.

## **CHAPTER 5**

### **SUMMARY, FINDINGS, DISCUSSIONS, CONCLUSION AND RECOMMENDATIONS**

#### **5.1 Summary**

A successful future depends on the effective selection of relevant career. Career choice is very important and most challenging issue facing by students. Students cannot decide their career effectively and independently because there are many factors that affect their career selection. Such as gender, media, family, peers, economic factors, social factors, personal interest, job opportunities and teachers' motivation, demographic variables, technological advancement and academic performance of students. The current study was conducted to determine the factors affecting students' career choices at higher secondary school level in district Gilgit, Gilgit-Baltistan. For this purpose, four objectives were formulated. first objective was to identify the predetermined factors affecting such as gender, media, academic reasons, family, peers, teachers, and personal interest on students' career choices, second objective was to determine the affect of predetermined factors on career choices, third objective was to find out gender based affect on students' career choices and fourth objective was to explore other factors affecting rather than gender, media, academic reasons, family, peers, teachers, and personal interest on students' career choices at higher secondary school level. For this purpose, a questionnaire comprising of close-ended and open-ended was used for data collection. After data collection Quantitative data was analyzed through SPSS version 2020 and Qualitative data was analyzed through thematic analysis, qualitative data showed that the other factors such as economic factors, religious factors job opportunities, social status and affecting students' career choices.

#### **5.2 Findings**

##### **5.2.1 Part-II Objective No 1, 2 & 3.**

1: To identify predetermined factors such as Gender, media, academic reasons, Family, Peers, Teachers and personal interest affecting students' career choices at higher secondary school level.

Students of higher secondary school level scored low level of mean score 2.7 in gender affect so it was found that students were undecided about the gender affect on career choices as shown in table 4.11.

Students of higher secondary school level scored low level of mean score 2.8 in media affect so it was found that students were undecided about the media affect on their career choices as shown table (4.12).

The findings of academic reasons (AR) table 4.13 result showed that students of higher secondary school level scored low level of mean score 3.2 in academic reasons, this result shows that students were undecided about the academic reasons' affect on students' career choices.

Table 4.14 showed that students of higher secondary school level scored average level of mean score 3.4 in family affect so the result stated that family affect students' career choices.

Peers' affect (PA) was shown in table number table 4.15 where it showed that students of higher secondary school level scored average level of mean score 3.4 in peers' influence and it was found that students' career choices is affected by peers.

Students of higher secondary school level scored average level of mean score 3.4 in teachers' affect and it was found that students' career choices were affected by teachers, shown in table number 4.16.

The findings of personal interest (PI) table 4.17 result showed that students of higher secondary school level scored high level of mean score 4.0 in personal interest, on the basis of these analysis it was found that students' career choices were affected by their personal interest.

The findings of gender-based affect in table 4.18 showed that boys of higher secondary school have low level of mean score 2.8 and girls also have low level of mean score 2.6 in gender based affect on students' career choices.

2: To investigate the effect of predetermined factors such as Gender, Media, Academic reasons, Family, Peers, Teachers and Personal interest affecting students' career choices at higher secondary school level.

Table 4.12 shows that gender and personal interest are the major factors affecting students career choices at secondary school level. Whereas other factors such as media, academic reason, family, teacher and peer were found non-significant influencing factors.

Objective 3: To compare the effect of career choices factors on male and female students at secondary school students.

Results showed that there exist a significant difference between male and female perceptions regarding family factor.

### **5.2.2 Part-III Objective No 3**

To explore other factors rather than (Gender, media, academic reasons, Family, Peers, Teacher and personal interest) that affect students' career choices at higher secondary school level.

Career choice of students affected by economic factors. Students have to consider the cost and their economic status while selecting a career. They have to choose a career which needs a small amount of money. They cannot pay high amount of fee in well-known public higher secondary schools so they have to select a career which require a minimum amount of money.

Religious is most influential factor affecting students' career choices religious extremism and sectarian violence affect their career choices. Some higher secondary school offer their subject of interest but they cannot get admission there because of sectarian issues and because of religious barriers they are unable to choose a career of their interest.

Some subjects have more job opportunities than other subjects so these subjects are given priority to select. Students having science degree can easily avail a job. Arts, languages and other subjects have minimum job opportunities.

Social status affect students' career choices so they gave proper consideration to the social status of a subject while selecting their career. Doctors, engineers and other high government officials are given a high social status in the society so students are trying to choose those subjects which are given importance and high social status in the society.

### 5.3 Discussion

The study was conducted by the researcher to determine the factors affecting such as gender, media, academic reasons, family, peers, teachers and personal interest and to explore other factors affecting rather than gender, media, academic reasons, family, peers, teachers and personal interest on students' career choices at higher secondary school in district Gilgit, Gilgit-Baltistan. SPSS 20<sup>th</sup> version was used to analyze the objectives. Mean score, percentage, chi square and multiple regression were used as statistical techniques in order to determine the factors affecting career choices of students at higher secondary school level. Krumboltz's social learning theory of career choice (1975, 1979) was used in the present study. The major objectives of the study were to identify predetermined factors such as (gender, media, academic reasons, peers, family, teachers and personal interest) affecting students' career choices at higher secondary school level. On the basis of these analysis, it was found that students' career choices were affected by their personal interest. These findings are consistent with the findings of several other researchers who have also observed that personal interest is a major factor in the career determination of the secondary school students (Selami,.2008).

Super's development self-concept theory also assumes that psychological factors such as interest, needs, abilities and specific aptitude assist them for the career development. Moreover, current study did not find the major influence of family. This might be due to the fact that since mostly students live with their parents or families (Ireh.,2000). Researcher justified that majority of the parents are illiterate or less educated and have little to no knowledge about the career options of their children. Therefore, majority of the secondary school students blindly go for medical or engineering because neither they nor their parents' relevant information about their own personalities and the career they choose.

Regarding to teacher, current study results showed that teacher is a non-significant influencing factor. At secondary level, teacher provide little to no career guidance on selecting a career. There is no mechanism in place for students to identify their skills and interest and integrate them with their selections about career to pursue. In addition to it, there is a deficiency of awareness about career opportunities in school and curricula do not contain any themes or topics on career counselling. Therefore, author further suggested that the provision of career counsellor guidance resources, the hiring of qualified career counsellors, parental teacher collaboration, workshop, seminars, the development of teacher's skills by integrating career guidance as an integral part of teacher educators programme are all effective strategies for advising secondary school students

in choosing a career. In this way, potential will not be wasted and it will help students to have well planned career plans based on their knowledge, interest and aptitude of career opportunities.

Mean scores of genders, media and academic reasons were 2.7, 2.8 and 3.2, hence students were undecided about the affect of gender, media and academic reasons respectively. In contrast to our study gender is the most influential factor in students' career choices. The cultural and social differences assigned to men and women in a community at their birth on the basis of their biological differences. On the basis of these difference men and women are culturally and socially restricted to follow the predefined sets of the society. Women cannot do many activities as man do and vice versa due to the cultural and social restrictions in the community. Women are socialized from their birth that they have to perform household works, cooking, sewing, embroidery and men are socialized for public duties. Men and women select their career on the basis of these gender differences, they select a career what that suit for their gender. It was investigated that 76.2% of total respondents agreed that labor tasks are more suited for men, 46.9% responded that some trades in which women can involve (Simiyu, N. R. 2015).

Career choice is one of the most important and challenging issue of this modern era. Students greatly influenced by many factors while selecting a career. Mass media, parents' profession and personal interest are the major factors that play an effective role in the career selection of students. Students' career choice is also affected by other factors. Teachers, career counsellors, peers, educational institutions, economical background, gender and academic performance are also play key roles in students' career choices (Saleem, n et al, 2014).

Regarding to media effect, male and female perceptions were different. Wesarat., (2016) observed that the gender differences in perceptions and cultural norms about gender are crucial predictors of career choices. However, in multiple nations with diverse cultures the impact of gender may vary. According to the current study, media not affect students' career choices. Differently of our study world is like a village and people interact with each other like villagers. Media is main source of communication. Students get latest knowledge through media so students' career is affected by media by 78% (Kazi and Akhlaq, 2017).

Mean score of remaining five factors was 3.5 hence these factors such as academic reasons, family, peers, teachers and personal interest have significant affect on students' career choices at higher secondary school. Other factors affecting students' career choices are economic factors, religious factors, job opportunities, social status.

As similar to our study academic reason play a significant role in the career choices of students. Academic reasons include previous marks or previous performance, available career in

the institution, command and willingness in the career. After secondary school previous marks play an important role in the career selection while enrolling in higher secondary school level. School admission policy also an influential factor of students' career choices. Family is one the most strong and influential factors that affect students' career choices. Family shapes the view and over all personality of their children. Children learn and get experiences from their family members like parents, siblings and other members and career choices of students depend on what their family shape their views. Parents' demographic like, parental occupation affect students' career choices by 66%, professional background by 23% and economic background parents affect career choices of students by 62% at higher secondary school level (Ojukwu. 2020).

Child's initially learning institution is his home where he interacts with his parents, siblings and relatives. He observes actions and sayings of his family, on the basis of this observation he develops his skills and interest so children's career choice is tremendously affected by their family. Parents influence students' career choices directly or indirectly. Other family members like extended family members and siblings also affect students' career choices (Mtemeri, 2019)

According to Kaur (2020) students' career choice is strongly affected by their peer groups if peer have decision making skills, good academic performance, good moral character, information regarding career choices, etc. then the career choices of students positively affected by peer groups and vice versa. Students learn from their teachers and teachers are the role model for students. Teachers' motivation and behavior plays an influential role in the career selection of students. Career choice of students is affected by 38% by the career counselling which is provided by their teachers. It was recommended that students showed their interest in different subjects and the school should offer different and wide range of disciplines by considering the different personality traits of students, teachers should guide and counseling the children properly and should care about their career.

Students have a social interaction with their friends, classmates and peers. When they have to make a decision regarding career choices their relation with peers affect their decision about career choices. Peers' encouragement, advice, motivation, and peers' discussion are the major influential factors of students' career choices (Mtemeri, 2020)

. Student choice their career on the basis of personal interest and experiences that they learnt from their environment like, family, teachers, peers, school environment and media e.t.c (Mtemeri, 2017).



Today choice a right career is very important phenomenon for students they have to select a career very carefully by considering all upcoming consequences. Many factors that contribute Student's career choices are coaches, parents, religious persons, role models and other environmental factors (Fizer. 2013).

Every individual has to undergo the career selection process and face enormous challenges because of many factors. Academic performance, personal aptitude, gender, high occupation, financial background, family, peers, parents and many other factors that affect students' career choices 1<sup>st</sup> and 2<sup>nd</sup> year university students of South Africa (Shumba, 2012).

According to Malissia & Robetr, (2001) there are many reasons behind the career selection selected by students in college level. Selection of agriculture as career by college students of New Mexico State University has major factors that affect students' career choices such as previous agriculture related experience, family factors like, family expectations, family profession, family business, family education level and family economic status, media and agriculture related job opportunities.

Kochung & Migunde (2011) found that career selection plays a vital role in students' life. Students face numerous challenges and issues while selecting their career at secondary level. These challenges and issues vary from area to area and person to person. Learning experiences and available advance opportunities are the major factors that affect students' career choose at secondary level in Kisumu School Kenya, where males respondents responded that career flexibility and learning experiences are main affecting factors, while female respondents are reported that opportunities to apply for skilled people and availability of modern opportunities. Gender has no significant affect on students' career choices.

Another objective was to explore other factors affecting students' career choices at higher secondary school level. Literature identified many factors that affect students' career choices. Factors that have a great contribution in student's career choices are income, profession and education level of parents, peers, media, gender, economic reasons, environment, parenting styles, educational performance, teachers and many others. Among the above-mentioned factors parents are the most influential factor that affect students' career choices among others. (Kazi & Akhlaq 2017). Students' personal interest, peer and social groups, financial factors, academic reasons and parents' expectations are the most influential factors and students face challenges due to these factors while selecting a career. Peer and social groups more influence as family, financial factors remain neutral where academic performance and personal interest leads a continuing prospect in career choices as a profession (Arif, 2019).

Students' personal interest determine his/her career choices. Students take in to account their personal interest while choosing a career for their future endure personal interest is developed by self-efficacy and out-come expectations, students observe themselves on the basis of experiences from environment and they come to know their skills and expect good consequences of their activities so their interest develops and choice a career accordingly (NA, 2021).

## **5.4 Conclusion**

Result of the current study showed that career choices of students affected by different factors. Findings of the current study may be helpful for teachers, parents and students to aware about the most influential factors that affect students' career choices so they can cope the challenges while career selection. Teacher and parents will be enable to guide students in a better way.

Students were undecided about the affect of media, academic reasons and gender on students' career choices at higher secondary school level.

Family, teachers and peers affect students' career choices.

Personal interest is most influential factors among all other factors.

There is significance difference between male and female perception regarding family factor among all other career choices factors. Whereas, there exists no significant difference between male and female students regarding other predetermined factors.

There are many other factors affecting students' career choices. These factors are explored by the researcher in this study are economic factors, religious factors, job opportunities and social status.

## **5.5 Recommendations**

For the better understanding about the factors that affect students' career choices at higher secondary school level, it may need to take some essential steps in district Gilgit, Gilgit-Baltistan. On the basis of findings and conclusion researcher recommended following recommendations.

1. To assist students in professional development, government may hire career guides. These resources will assist students in identifying their interest and aptitude and will help them in making right career choices decisions.
2. In schools, career counselors may be provided for the effective career planning of the students.
3. School may provide collaboration among parent, teacher, educators and school administration to support students in their career decision making.

4. Through the results it is recommended that parents, teachers and students may take effective measures to improve academic performance of students its' important for further education.
5. On the basis of findings career choices of higher secondary school students affected by their families so family may pay proper guidance, respect and care according to their maximum level of satisfaction and may present a healthy environment in the family.
6. Students may avoid the peers and friends who create challenges for them and parents may also conscious about their children's peers and friends.
7. Teachers may aware about their students' needs and interest and guide them accordingly.
8. Students may aware about their personal interest and select their career accordingly. Further it is recommended that parents, teachers and educational institutions may provide opportunities to students on the basis of their personal interest.
9. Government and all other organizations may give scholarships and free education to the needy and brilliant students.
10. Students may give the true knowledge about Islam so they will be able to know what is right and wrong in religion and government may regularize the institutions and people who disrespect other sects and create sectarian violence in the society.
11. Government may keep an eye on all disciplines offered by educational institutions and provide job opportunities to degree holders. If any subject has not job opportunity in the practical field, then subjects like these should not be taught in educational institutions.
12. It is the time to change mindset of the society that no subject has superiority over other subjects, all subjects are important and have useful information for the society so society may not discriminate on the basis of the career selected by students.
13. Furthermore, it is recommended that government and non-government organizations, policy makers and educational institutions may conduct seminars and arrange workshops regarding the factors that affect students' career choices and how these factors work effectively in the career choices of students.

## **5.6 Limitations of the Study**

For the current study researcher was able to include only higher secondary schools (public and private) situated in district Gilgit to determine the factors (gender, media, academic reasons, family, peers, teachers and personal interest) affecting students' career choices at higher secondary school level. Some private higher secondary schools have not started classis regularly

so researcher met them personally for data collection. Three higher secondary schools were closed due to a local strike so researcher waited for eight more days till they open. Majority of students in public higher secondary schools were unable to understand the questionnaires so researcher read the questionnaire with translation.

### **5.7 Recommendations for Future Researches**

1. The current study was conducted at higher secondary school level, further studies may be carried out at elementary, secondary or university level.
2. Future researchers may be carried out the demographic variables and their affect on students' career choices.
3. To generalize the result more effectively researchers may select large number of respondents.
4. The current research was limited to only District Gilgit, future researchers may be conducted their researches to border jurisdiction.
5. In the current study only students were selected as sample. Teachers and parents may be selected as sample in further studies.
6. Furthers researches may be conducted on other factors that affect students career choices.
7. Researches may be conducted on students' individual differences and they may be guided accordingly.

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NATIONAL UNIVERSITY OF MODERN LANGUAGES  
FACULTY OF SOCIAL SCIENCES  
DEPARTMENT OF EDUCATION

Dated: 02-07-2021

M.L.1-3/Edu/2021

To: Yasir Hussain,  
1782/MPhil/Edu/F-19

Subject: **APPROVAL OF M.PHIL THESIS TOPIC, AND SUPERVISOR**

1. Reference to Letter No, M.L.1-3/Edu/2021/, dated 16-02-2021, the Higher Authority has approved the topic and supervisor on the recommendation of Faculty Board of Studies vide its meeting held on 11 February 2021 & Board of Advanced Studies and Research dated 02-06-2021

a. **Supervisor's Name & Designation**

Dr. Aisha Bibi,  
Assistant Professor,  
Department of Education NUML, Islamabad.

b. **Topic of Thesis**

**Factors Affecting Students' Career Choices at Higher Secondary School Level**

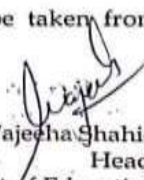
2. You may carry out research on the given topic under the guidance of your Supervisor and Submitted the thesis for further evaluation within the stipulated time. It is to inform you that your thesis should be submitted within described period by **31<sup>st</sup> July 2022** positively for further necessary action please.

3. As per policy of NUML, all MPhil/PhD Thesis is to be run on turnitin by QEC of NUML before being sent for evaluation. The university shall not take any responsibility for high similarity resulting due to thesis run from own sources.

4. Thesis is to be prepared strictly on NUML's format that can be taken from Coordinator, Department of Education

Telephone No: 051-9265100-110 Ext: 2090

E-mail: hod-edu@numl.edu.pk

  
Dr. Wajeaha Shahid  
Head,  
Department of Education

CC:

Dr. Aisha Bibi

Mr. Yasir Hussain



**APPENDIX B****Cover letter for Questionnaire****FACTORS AFFECTING STUDENTS' CAREER CHOICES AT HIGHER SECONDARY SCHOOL LEVEL****Factors affecting students' career choices**

Dear respondent,

I am taking a research on the topic "Factors Affecting Students' Career Choices at Higher Secondary school Level". It is requested you to please response the following statements carefully which will be used for research purpose only. Please provide all demographic information and answer the statements on scale from 1 to 5, strongly agree to strongly disagree.

Yasir Hussain

M. Phil Education

## Factors Affecting Students' Career Choices at Higher Secondary School Level.

### Student Information:

**Gender:** 1-  Male 2-  Female

**Sector:** 1-  Private 2-  Public

**Class:** 1-  1<sup>st</sup> year 2-  2<sup>nd</sup> year

**Selected career:** 1-  pre-engineering 2-  pre-medical 3-  CS  
4-  Humanities

**Type of higher secondary school:** 1-  boys 2-  girls 3-  Co-education

**Father's Profession:** 1-  Business 2-  Professional 3-  Self Employed

**Mother's Profession:** 1-  Housewife 2-  Professional 3-  Self-Employed

**Father's Education:**

1-  Uneducated

2- Graduate

3- Post Graduate

3-

Less than Graduate

4-

Professional

**Mother's Education:**

1- Uneducated

2- Graduate

3- Post Graduate

3-

Degree Less

than Graduate

4-

Professional Degree

## APENDIX B

**1. Strongly disagree (SA)    2. Disagree (A)    3. Un-decided (UD)    4. Agree (D)**

**5. Strongly Agree (SD)**

Sr.no	Statements	SD (1)	D (2)	UD (3)	A (4)	SA (5)
<b>Gender Influence</b>						
1	GI1 My gender has restricted me from making a progression move	1	2	3	4	5
2	GI2 I chose this career because there are more job opportunities for my gender	1	2	3	4	5
3	GI3 I chose this career because its' working conditions suit for my gender	1	2	3	4	5
4	GI4 Male students have higher career ambitions than female students	1	2	3	4	5
<b>Media Influence</b>						
5	MI1 I chose this career as I was influenced from television movies/characters	1	2	3	4	5
6	MI2 I chose this career after getting information from internet	1	2	3	4	5
7	MI3 I chose this career due to its popularity on social media	1	2	3	4	5
8	MI4 I chose this career as I was influenced from print media	1	2	3	4	5
9	MI5 I chose this career due to a lot of advertisement of this subject on social media	1	2	3	4	5
<b>Academic Reasons</b>						
10	AR1 I chose this career because my higher secondary school offers only this career	1	2	3	4	5
11	AR2 I chose this career because I fulfilled the merit requirement	1	2	3	4	5
12	AR3 I chose this career because of my previous marks	1	2	3	4	5
13	AR4 I chose this career because it has practical/ laboratory work to do	1	2	3	4	5

<b>Family Influence</b>							
14	FI1	I chose this career because my parents are/were in the same profession	1	2	3	4	5
15	FI2	I chose this career because my parents advised me to select this	1	2	3	4	5
16	FI3	I chose this career because my parents pressurized me to select this	1	2	3	4	5
17	FI4	I chose this career as it is part of my family business	1	2	3	4	5
18	FI5	I chose this career because my siblings motivated me to take up this career	1	2	3	4	5
19	FI6	My family encouraged me to choice this career	1	2	3	4	5
20	FI7	I chose this career because of my family expectations	1	2	3	4	5
<b>Peers' Influence</b>							
21	PI1	I chose this career because my friends were also studying in the same career	1	2	3	4	5
22	PI2	I chose this career because I was inspired by my friends	1	2	3	4	5
23	PI3	My friends validated the career that I chose	1	2	3	4	5
24	PI4	Information given by my peers is always reliable	1	2	3	4	5
25	PI5	My peers give comprehensive and proper advice on careers	1	2	3	4	5
26	PI6	I was encouraged by peers to select this career	1	2	3	4	5
27	PI7	I feel good while studying this career with friends	1	2	3	4	5
28	PI8	I chose this career because my peers will help me when I face any issue	1	2	3	4	5
<b>Teachers' Influence</b>							
29	TI1	I chose this career because I was inspired by my teachers	1	2	3	4	5
30	TI2	I chose this career after getting information from my teachers	1	2	3	4	5
31	TI3	I choose this career as my high secondary school has qualified teachers in this career	1	2	3	4	5
32	TI4	I choose this career because my favorite teacher teaches my selected career	1	2	3	4	5

33	TI5	I choose this career because I don't like teachers of other fields	1	2	3	4	5
34	TI6	I choose this career because I was interested in teacher's teaching methods	1	2	3	4	5
<b>Personal Interest</b>							
35	PEI1	My selected career will further polish my skills to make me triumph in the field of my interest	1	2	3	4	5
36	PEI2	I chose this career because it's working conditions suit to my interest	1	2	3	4	5
37	PEI3	I chose this career because I am fully confident that I will do my best here	1	2	3	4	5
38	PEI4	The subject/subjects of my interest is/are included in my selected career	1	2	3	4	5

Q1: From the factors (gender, media, academic reasons, family, peers, teachers and personal interest) which factor supported you most to select your current career at higher secondary school level? \_\_\_\_\_

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Q2: What are the other factors that effect students' career choices at higher secondary school level?

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Thank you for your good response

## APPENDIX C



**YASIR HUSSAIN J...**

7/8/2021



to asmakazi ✓

Asslamu alikum professor.

I am a student of Master of philosophy in education at National University of modern languages Islamabad Pakistan. I am doing my research on "factors affecting career choices of students at higher secondary level". For this purpose, I need your questionnaire of factors affecting career choices perceived by higher secondary school students. I want to use this in my study. please share and give me permission to use this questionnaire, that you used in your research " factor affecting students career choice", which was published in " journal of research and reflection in education" in December 2017.

Regards

to you

Islamabad

I shall be thankful

yours truly,  
Yasir Hussain,  
NUML

Pakistan



**Dr. Asma Shahid Kazi** 7/9/2021

Thank you for your interest in the article.  
You can use the tool as long as you cite it

**Letter of Request for Tool Validation****FACTORS AFFECTING STUDENTS' CAREER CHOICES AT HIGHER SECONDARY SCHOOL LEVEL****Subject: Request for Validity Certificate**

Respected Sir/ Madam,

I am conducting a research study on “Factor Affecting Students’ Career Choices at Higher Secondary School Level” as it is required for my M.Phil. Degree. The tool related Factor Affecting Students’ Career Choices has been adapted by the scholar towards his thesis.


Kindly check the questionnaire, its’ content, construction, and provide some valuable suggestions. Kindly certify tool validity by filling the certificate attached at the end of the questionnaire.

Yasir Hussian  
M.Phil  
(Education) NUML  
Islamabad



## APPENDIX E

Certificate for Tool Validation

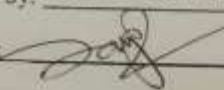


**Factor Affecting Students' Career Choices at Higher Secondary School Level**  
By  
**Mr. Yasir Hussain**

M.Phil. scholar, Faculty of Social Sciences, National University of Modern Languages  
Islamabad, Pakistan

This is to certify that questionnaire adapted by scholar towards his thesis has been assessed and found appropriate for the data collection process. All the items in the tool are meeting the objectives and addressing the research questions and research hypotheses. Face and content validity are also assured, and can be used by the researcher for the data collection process.

Validated by: Dr. Zahra Jabeen.

Signature: 

Designation: Lecturer.

Institute: Karokoram International Uni  
Gilgit. G.B.

Date of validation: September 22, 2021.

Dr. Zahra Jabeen  
Lecturer  
Department of Educational Development  
Karokoram International University  
Gilgit, Gilgit Baltistan

## Certificate for Tool Validation



**Factor Affecting Students' Career Choices at Higher Secondary School Level**  
By  
**Mr. Yasir Hussain**

M.Phil. scholar, Faculty of Social Sciences, National University of Modern Languages  
Islamabad, Pakistan

This is to certify that questionnaire adapted by scholar towards his thesis has been assessed and found appropriate for the data collection process. All the items in the tool are meeting the objectives and addressing the research questions and research hypotheses. Face and content validity are also assured, and can be used by the researcher for the data collection process.

Validated by: Ms TAHIRA BINA

Signature: [Handwritten Signature]

Designation: Lecturer

Institute: A-10V

Date of validation: 02-09-2021

Certificate for Tool Validation



**Factor Affecting Students' Career Choices at Higher Secondary School Level  
By Mr. Yasir Hussain**

M.Phil. scholar, Faculty of Social Sciences, National University of Modern Languages  
Islamabad, Pakistan

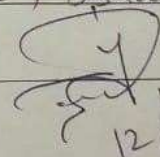
This is to certify that questionnaire adapted by scholar towards his thesis has been assessed -  
and founded appropriate for the data collection process. All the items in the tool are meeting the  
objectives and addressing the research questions and research hypotheses. Face and content  
validity are also assured, and can be used by the researcher for the data collection process.

Validated by: Dr. Jameela Ashraf

Designation: Lecturer

Institute: NUML, Islamabad.

Date of validation: \_\_\_\_\_

  
12/08/2024

## Certificate for Tool Validation



**Factor Affecting Students' Career Choices at Higher Secondary School Level**  
By  
**Mr. Yasir Hussain**

M.Phil. scholar, Faculty of Social Sciences, National University of Modern Languages  
Islamabad, Pakistan

This is to certify that questionnaire adapted by scholar towards his thesis has been assessed and found appropriate for the data collection process. All the items in the tool are meeting the objectives and addressing the research questions and research hypotheses. Face and content validity are also assured, and can be used by the researcher for the data collection process.

Validated by: Dr Farhana Farhan

Signature: Farhan

Designation: Assistant Professor

Institute: NUML Islamabad

Date of validation: 17/8/21

## Certificate for Tool Validation

**Factor Affecting Students' Career Choices at Higher Secondary School Level**

By

**Mr. Yasir Hussain**

M.Phil. scholar, Faculty of Social Sciences, National University of Modern Languages  
Islamabad, Pakistan

This is to certify that questionnaire adapted by scholar towards his thesis has been assessed and found appropriate for the data collection process. All the items in the tool are meeting the objectives and addressing the research questions and research hypotheses. Face and content validity are also assured, and can be used by the researcher for the data collection process.

Validated by: Dr. M. Nisreen ul HaqDesignation: Assistant ProfessorSignature: [Handwritten Signature]Institute: KIU, GilgitDate of validation: 15/8/2021

Certificate for Tool Validation



Factor Affecting Students' Career Choices at Higher Secondary School Level

By  
Mr. Yasir Hussain

M.Phil. scholar, Faculty of Social Sciences, National University of Modern Languages  
Islamabad, Pakistan

This is to certify that questionnaire adapted by scholar towards his thesis has been assessed and found appropriate for the data collection process. All the items in the tool are meeting the objectives and addressing the research questions and research hypotheses. Face and content validity are also assured, and can be used by the researcher for the data collection process.

Validated by: Dr. SB Qureshi

Designation: AP Assistant Professor  
Department of Education  
National International University  
Islamabad, Pakistan

Signature: [Signature] Assistant Professor  
Department of Education  
National International University  
Islamabad, Pakistan

Institute: NUML

Date of validation: 15/10/2021

## Certificate for Tool Validation



**Factor Affecting Students' Career Choices at Higher Secondary School Level**  
**By**  
**Mr. Yasir Hussain**

M.Phil. scholar, Faculty of Social Sciences, National University of Modern Languages  
 Islamabad, Pakistan

This is to certify that questionnaire adapted by scholar towards his thesis has been assessed and founded appropriate for the data collection process. All the items in the tool are meeting the objectives and addressing the research questions and research hypotheses. Face and content validity are also assured, and can be used by the researcher for the data collection process.

*→ some exploratory questions may be added at the start.*

Validated by: *Dr. Syed Imran Haider*

Signature: *[Handwritten Signature]*


Designation: *Assistant Professor*

**Dr. Syed Imran Haider**  
 Programme Coordinator  
 Department of Sociology  
 Allama Iqbal Open University, Islamabad

Institute: *Dept. of Sociology, AOU, Islamabad.*

Date of validation: *2/9/2021*

## APPENDIX F



**DEPARTMENT OF EDUCATION**  
**FACULTY OF SOCIAL SCIENCES**  
 National University of Modern Languages  
 Sector H-9, Islamabad  
 Tel.No: 051-9265100 Ext: 2090

ML.1-3/2021-Edu *1372* Dated: 23-08-2021


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**WHOM SO EVER IT MAY CONCERN**

Mr. Yasir Hussain S/O Shamsheer Khan, students of M.Phil (Edu) Department of Education  
 National University of Modern Languages is engaged in project of Research Work.

He may please be allowed to visit your Institution to obtain the required information for  
 his Research Work.

This information shall not be divulged to any unauthorized person or agency. It shall be  
 kept confidential.

  
*Wajeeha*  
 23/8/21  
 Dr Wajeeha Shahid  
 Head,  
 Department of Education.



