



## CAREER CHOICE CONFLICTS OF ADOLESCENTS IN RELATION TO GENDER AND INTELLIGENCE

**Satinder kaur**, Full-time Ph.D. Research Scholar, Department of Education Guru Kashi  
University, Talwandi Sabo, Bathinda, Punjab, India.

### Abstract

*Today is a time of science and technology, hundreds of vocations have been thrown open to an individual. Hence the study conducted by the investigator to find the conflicts of selection of career of adolescents in relation to gender and intelligence. Sample consists of 400 adolescents (200 male and 200 female) students of 10<sup>th</sup> standard will be selected from 15-20 schools of Patiala district. On the sample two test will be administered i.e. GMAT (General Mental Ability Test) by Jalota and self constructed scale of conflicts in career selection. Mean standard deviation and percentiles, correlation are completed on achievement gain scores to understand the nature of data and One or two way 'ANALYSIS OF VARIANCE' is employed on the Conflicts in career selection. The result indicated that Male have highest conflicts in career selection due to personal dimension and female have highest conflicts in career selection due to parents.*

**Keywords:** *career, conflicts, adolescents, gender, intelligence*



*Scholarly Research Journal's* is licensed Based on a work at [www.srjis.com](http://www.srjis.com) 1.795, 2013 SJIF© SRJIS2014

**Introduction :** Conflict is a struggle that creates a tension that must be resolved. Conflict plays an important role in everyone's life because it provides the stage of choices. Some time some conflict force student to choose course which is opposite of his interests. This selection provides the degree to a student but he cannot be perfect in this line. Conflict is not bad but it is the key how we understand and respond to conflict.

In 20<sup>th</sup> century there were few courses for a student and career means got a job for earning money but now there are many kinds of works or courses that develop all abilities of a student. Selection of career and setting in it is an important task and a way of personal gratification. The

selection of a right vocation is becoming difficult in these days. Adolescence is the time when some physically and mentally changes comes and on the other hand it is also a golden time for the selection of career. Wrong decision for selection of career at this stage can remove his future and then he cannot do anything.

Adolescence is the period between being a childhood and adulthood. It is the most vigorous and crucial stage of human development. Adolescence is the time when childhood problems may be resolved and new problems emerges. Adolescents are influenced by many factors such as: family, peer group, community, culture, school, religion and world. It is a time of rapid biological changes and emotional turmoil marked by a spurt in physical growth, changes in body proportions.

Gender is the distinction between male and female as a result of their biological, physical and genetic differences. It also describes the difference of behavior of boys and girls which are described as masculine and feminine. Their abilities, interests, values and needs are different and conflicts are also different.

The word intelligence comes from a Latin word which means cognitive processes. No two individuals are exactly alike. Intelligence is general mental adaptability to new problems and conditions of life. It is the ability to learn from experiences, solve problems and use our knowledge to adapt to new situations. Intelligence plays an important role for selection of any course and occupation. Difficulty will also occur with individual whose intelligence is more from his/her work requires. Then s/he cannot satisfy from his job.

Robin (1970) conducted a study on adolescents and parent adolescent's conflict. Finding shows greatest quality of conflict between mother and child. Dragun (1973) concluded that vocational information plays an important role in Career Preference for the students while parental influence was also the major contributing factor. It was found that source of influence on the selection of career of 1200 male 9<sup>th</sup>-11<sup>th</sup> standard in India. The subjects were asked about what is their choice and who influenced their choices; over 40% responded that they choose it themselves. The father influence (34%) and mother (12%) . Teachers were seldom influential (2.3%). There felt need for more vocational counseling in schools, as student's choices were often unrealistic and many parents in this area were illiterate reported by Reddy (1978).A study conducted on parental influence over course selection and it was found that educated person in

the family exerted influence over the course selection of their children. It found that that the parental influence is more in an indirect or suggestive manner rather than direct and conspicuous by Murthy (1979). Hansen & Gutwein (1996) studied the relational context of career development. A study conducted on parental career preference among adolescences and their self concept and selection of vocation. They used the parental career preference test, sample consist of 152 female college students. The study revealed subjects with low vocational ambition were unsatisfactory interpersonal relationship with their father by Paul, (1981). Shek (1998) found that parent-child conflict is gender specific and boys become victims of parental expectations, if children are poor in academics, it is argued that low achieving students will opt for low status jobs is a worry point for parents in low status family opt for status family.

**Objectives :**

1. To explore the conflicts in career selection of adolescents.
2. To study the effect of gender of conflicts in career selection of adolescents.
3. To analyze the effect of intelligence of conflicts in career selection of adolescents.
4. To reveal the effect of gender and intelligence of conflicts in career selection of adolescents.
5. To study the effect of gender on six dimensions of conflicts in career selection of adolescents.
6. To study the effect of intelligence on six dimensions of conflicts in career selection of adolescents.
7. Compare the effect of gender and intelligence on six dimensions conflicts in career selection of adolescents.

**Hypotheses :**

1. There is no significant difference of six categories of conflicts in career selection of adolescents.
2. There is no significant main effect of gender of conflicts in career selection of adolescents.
3. There is no significant effect of intelligence of conflicts in career selection of adolescents.
4. There is no significant effect of gender and intelligence of conflicts in career selection of adolescents.
5. There is no significant effect of gender on six dimensions of conflicts in career selection of adolescents.

6. There is no significant effect of intelligence on six dimensions of conflicts in career selection of adolescents.
7. There is no significant effect of gender and intelligence on six dimensions of conflicts in career selection of adolescents.

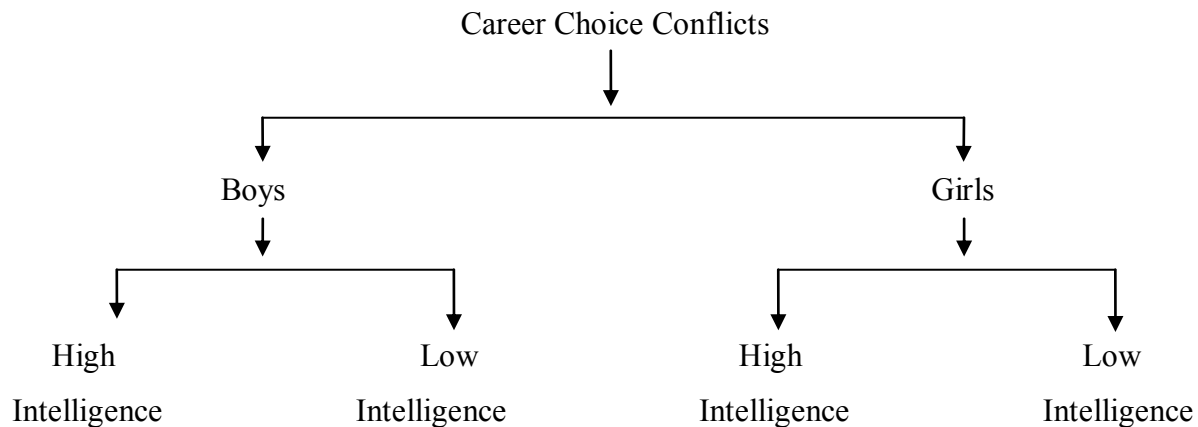
**Methodology :**

**Sample :** 400 adolescent students (200 male and 200 female) of X standard of Government Aided Schools affiliated to PSEB will be contacted.

**Test**

1. Career Choice Conflict Scale (developed by investigator).
2. General Mental Ability Test by Jalota ( 1967 ).

It will be a 2×2 factorial design where gender of adolescent will be taken at 2 levels (boys and girls) and intelligence will be taken at two levels (high and low) .The only dependent variable will be conflicts of selection of career. Following is the design:-



**Figure 1: design of the study**

**Statistical techniques employed :** Descriptive statistical techniques of statistics are used to understand the nature of data. ‘ANALYSIS OF VARIANCE’ is employed on the conflicts in career selection.

**Analysis of Data :** The data of the subject’s w.r.t scores on Conflicts in career selection was arranged into its six dimensions and one way ANOVA was applied to it.

**Table – 1.1: Mean, and no. of subject’s w.r.t. six dimensions of conflicts in career selection of adolescents**

	Parents	Teacher	Personal	Peer group	Guidance	Family
N	160	160	160	160	160	160
MEAN	2.96	2.7	2.9	3.3	3.14	3.16

Analyses the variance in Conflicts of selection of career of adolescents scores, obtained were subjected to ANOVA. The result has been presented below.

**Table – 1.2: One –way ANOVA on six dimensions of Conflicts in career selection of adolescents**

Source of Variance	Df	Sum of square	Mean Sum of Square	F-ratio
BSS	6-1=5	32.77	6.55	6.18**
SS <sub>error</sub>	959-3=956	1009.01	1.06	
SS <sub>total</sub>	960-1=959	1041.8	1.09	

**\*\* Significant at 0.01 level**

It may be observed from the table 1.2 that F-ratio (6.18) for six categories of Conflicts in career selection of adolescents was found to be significant at the 0.01 level of confidence. Thus the data reject the hypotheses (1) namely, **“There is no significant difference of six categories of Conflicts in career selection of adolescents.”** Further the analysis of the mean table 1.1 suggests peer group creates conflicts in career selection.

From The table (1.2), the mean difference (6.18) was obtained. Due to the significant F-ratio the means scores on different dimensions of Conflicts of selection of career of adolescents (table 1.1) were further analyzed by applying protected t-test. For obtaining value of means at the six means were written in an ascending order from left to right and from top to bottom:

**Table – 1.3: Ordered mean for six dimensions of Conflicts in career selection of adolescents**

Categories	Teacher	Personal	Parents	Guidance	Family	Peer group
Mean	2.7	2.9	2.96	3.14	3.16	3.3
Teacher	2.7	-	0.26*	0.44**	0.46**	0.6**
Personal	2.9	-	0.06	0.24*	0.26*	0.4**

<b>Parents</b>	2.96	-	0.18	0.2	0.34**
<b>Guidance</b>	3.14		-	0.02	0.16
<b>Family</b>	3.16			-	0.14
<b>Peer group</b>	3.3				-

**\*\*Significant at 0.01 level \*Significant at 0.05 level**

The required LSD value for significant at 0.05 level turned out to be 0.23 and at 0.01 level turned out to be 0.297 the observation on the table 1.3 shows that peer group attributed the cause of Conflicts of adolescents which are significant higher than teacher (0.6), personal dimension (0.4), parents (0.34), except guidance (MD=16) and family (MD=0.14).

**Major findings :** The table shows family (Mean=3.16) and guidance (mean= 3.14) significantly higher mean than parents, personal dimensions and teachers. Therefore the study suggested that peer group family and guidance are responsible of Conflicts of selection of career of adolescents. Thus the findings show that there are Conflicts in career selection of adolescents. Male have highest Career Choice Conflicts of due to personal dimension and female have highest Career Choice Conflicts of w.r.t. parents.

**Educational implication :** This study would help the parents, teacher and Children at this dilators stage.

1. The Study will help the teachers and parents to understand the Children in all respects and selecting a Career which is Suited to the Child.
2. The Study will help the teacher to reduce Conflicts.
3. The present study would give an idea that how family environment effects parent-Child conflicts.
4. The present Study guides to make family environment more conducive and congenial for the full growth of Child. It also directs to create such type of good environment in each type of family which reduces the conflicts and develops all aspects of personalities of the children to its peak level.

**Suggestion for further research :** Research is never ending process. Every investigator after completed his research work inevitably becomes aware of areas in which further researches

needed to motivated the indicate area. The researcher offers the following Suggestion for further research that could be undertaken by the perspective researchers.

1. The Study could be extended to large area beyond Sangrur district.
2. The Sample Size should be large for clear and appropriate result.
3. It can be conducted on College and University Students.
4. Parent – Child Conflict can be study with preference of job, institution, stream etc.

**Conclusion:** Selection of career is an important and difficult task. Adolescents have many conflicts like personal, parents, peer group, family, teacher and guidance. Today student is not free for selection of his career; many pressures attack on him, in these situations student cannot take right decisions. Career choice is also influenced by Gender and intelligence of adolescents. Today's student is helpless they select opposite path according their interests some time its reason is lack of money and guidance. Adolescents select the career according the choice of their parents without knowing their own interests. In these situations they can reach at the top of any vocation but they cannot become perfect in it.

**References:**

- Ackerman, P. L., & Beier, M. E. (2003). Intelligence, personality, and interests in the career choice process. *Journal of Career Assessment*, 11, 205-218.
- Altman, J. H. "Career Development in the Context of Family Experiences." In *Diversity and Women's Career Development: From Adolescence to Adulthood*, edited by Helen S. Farmer, pp. 229- 242. Thousand Oaks, CA: Sage, 1997.
- Bhatnagar, A. & Gupta, N. (1999). *Guidance and Counseling* Vol. II. New Delhi: National Council of Education
- Braiker, H. B., & Kelley, H. H. (1979). Conflict in the development of close relationships. In R. L. Burgess & T. L. Huston (Eds.), *Social exchange in developing relationships* (pp. 135-168). New York: Academic.
- Chua and gudykunst (1987) perceptions of social penetration in Japanese-North American dyads. *International journal of inter culturar relations* 51:256-78.
- Dhillon, U. & Kaur, R. (2005) To study the relationship of career maturity with self-concept, achievement motivation and locus of control. *Journal of Indian Academy of Applied Psychology* 31, 1, 71-76.

- Diamond, E. & Zytowski, D. (1991). Manual for the Kuder Occupational Interest Survey, DD. Chicago, IL: Science Research Associates.
- Diamond, E. (1975). Issues of sex bias and sex fairness in career interest measurement, Washington, DC: U.S. Department of Education.
- Dunn, J., & Munn, P. (1987). Development of justification in disputes with mother and sibling. *Developmental Psychology*, 23, 791–798.
- Eckerman and Didow (1988) lesson drawn from observing young peer together. *Acta paediatrica scandinavica* 77(suppl.344): 55-70.
- Farmer, H. S. (1987). A multivariate model for explaining gender differences in career and achievement motivation. *Educational Researcher*, 16, 5-9.
- Fisher, T. A., and Griggs, M. B. (1994) “Factors that Influence the Career Development of African-American and Latino Youth.” Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA.
- Folsom, B., & Reardon, R. (2003). College career courses: Design and accountability. *Journal of Career Assessment*, 11, 421-450. doi:10.1177/1069072703255875
- Folsom, B., Reardon, R., (2005). *The effects of college career courses on learner outputs and outcomes* (Technical Report No. 26 Revised). Tallahassee, FL: The Center for the Study of Technology in Counseling and Career Development, Florida State University. Retrieved from
- Fouad, N. A. (1995). Career linking: An intervention to promote math and science career awareness. *Journal of Counseling and Development*, 73, 527-534
- Gallagher, (1992). The personal, career and learning skills needs of college students. *Journal of College Student Development* 33, 301-309.
- Gibson, R.L and Mitchell, M.H (1999). *Introduction to Counseling and Guidance*. N.J: Merrill Pentice
- Gottfredson, L. (1981). Circumscription and compromise: A developmental theory of occupational aspirations (Monograph) *Journal of Counseling Psychology*, 28, 545-579.
- Gupta, N. (1989) *Indian Adaptation of Crites Career Maturity Inventory (CMI)*. National Psychological Corporation, Agra.



- Hall, A. S.; Kelly, K. R.; Hansen, K.; and Gutwein, A. K. (1996) "Sources of Self-Perceptions of Career-Related Abilities." *Journal of Career Assessment* 4, 3: 331-343.
- Hansen, J. I. , Collins, R., Swanson, J., & Fouad, N. (1993). Gender differences in the structure of interests. *Journal of Vocational Behavior*, 42, 200-211.
- Harmon, L., Hansen, J.-I, Borgen, F., & Hammer, A. (1994). *Strong Interest Inventory: Applications and Technical Manual*, Palo Alto, CA: Consulting Psychologists Press.
- Holland, J., Fritzsche, B. & Powell, A. (1994) *Technical Manual for the Self-Directed Search*, Lutz, FL: Psychological Assessment Resources.
- Hurrelmann, K., Engel, U., Weidman, J.C. (1992). Impacts of school pressure, conflict with parents, and career uncertainty on adolescent stress in the Federal Republic of Germany. *International Journal of Adolescence and Youth*, 4(1), 33-50.
- Jalota, S. (1976) *Manual for General Mental Ability Test*. Ivory Printers, Chandigarh.
- Johnson, D.W. and Johanson, R.T. (1996) conflict resolution and peer mediation programs in elementary and secondary schools: A review of the research .*Rev Educ Res* 66:459-506
- Jordaan, J. (1963). Exploratory behavior: The formation of self and occupational concepts. In D. Super, R. Starishevsky, N. Matlin, & J. Jordaan, (pp 42-78) New York, NY: The College Board.
- Jordaan, J. (1963). Exploratory behavior: The formation of self and occupational concepts. In D. Super, R. Starishevsky, N. Matlin, & J. Jordaan, (pp 42-78) New York, NY: The College Board.
- Ketterson, T. U., and Blustein, D. L. (1997) "Attachment Relationships and the Career Exploration Process." *Career Development Quarterly* 46, 2, 167-178.
- Klein, S. (1985). *Handbook for achieving sex equity through education*. Baltimore, MD: Johns Hopkins University Press.
- Mau, W., Calvert, C., & Gregory, R. (1997). Effects of career interventions on vocational cognitive complexity. *Journal of Career Development*, 23, 279-293.
- Mueller (1989) Toddlers peer relations: Shared meanings and semantics. In Damon W (ed) *child development today and tomorrow*.
- National Science Foundation (1994). *Request for Proposals*. Washington, DC: U.S. Government Printing Office.

- OECD (2004). *Career Education and Guidance in Schools*. The European Commission
- Okantey, George (2008). Facilitating Educational Attainment and Student Achievement - Science Bound Parents Program. Purdue Extension- Marion County. 6640 Intech Blvd. Ste. 120. Indianapolis, IN 46278
- Organization for Economic Co-Operation and Development (2004). *Guidance in Schools Planning the School Guidance Programme*. The European Commission
- Salami, S. O. (2008) Gender, identity status and career maturity of adolescents. *Journal of Social Sciences* 16, 1, 35-49.
- Schneider, B., & Waite, L. (Eds.). (2005). *Being together, working apart: Dual career families and the work-life balance*. Cambridge, UK: Cambridge University Press
- Shek, D. T. L., Lee, T.Y., Chan. L.K. (1998). Perceptions of parenting styles and parentadolescent conflict in adolescents with low academic achievement in Hong Kong *Social Behaviour and Personality*, 26(1), 89-99.
- Super (1990). A Life-span, life-space approach to career development. In D. Brown, L. Brooks, & Associates. *Career choice and development* (2nd ed: pp 197-261). San Francisco, CA: Jossey-Bass.
- Super, D. E. (1955) Personality integration through vocational counseling. *Journal of Counseling Psychology* 29, 2, 217-219.
- Super, D. E. (1955) Personality integration through vocational counseling. *Journal of Counseling Psychology* 29, 2, 217-219.
- Thorndike, E.L. (1920), Intelligence and its uses. *Harper's Magazine*, 140, pp. 227-235.
- Vasanth, A. (1977) A socio-economic study of work values. *Journal of Psychological Researches* 21, 2 , 119-121.
- Walsh, B. & Betz, N. (1994). *Tests and Assessment*. Englewood Cliffs, NJ: Prentice-Hall.
- Walsh, B. & Osipow, S. (1994). *Advances in vocational psychology: Volume 1: The assessment of interests*. Hillsdale, NJ: Lawrence Erlbaum Associates, Inc.
- Way, W. L., and Rossmann, M. M. *Learning to Work: How Parents Nurture the Transition from School to Work. Family Matters...in School to Work Transition*. Berkeley, CA: National Center for Research in Vocational Education, 1996. (ED 391 885)

- Way, W. L., and Rossmann, M. M. *Lessons from Life's First Teacher: The Role of the Family in Adolescent and Adult Readiness for School-to-Work Transition*. Berkeley, CA: National Center for Research in Vocational Education, 1996. (ED 396 113)
- Whiston, S. C., & Oliver, L. W. (2005). Career counseling process and outcome. In W. B. Walsh, & M. Savickas (Eds.), *Handbook of vocational psychology: Theory, research, and practice* (3rd ed., pp. 155-194). Hillsdale, NJ: Erlbaum.
- Yadav, R. K. (1979) A study of motives for the vocational preferences of adolescents. *Indian Educational Review* 29, 2, 78-79 .