

VOCATIONAL CHOICE

27.1 Introduction

Work is a very important part of one's life. But every person is not suited for every kind of job. Almost every type of job requires a basic minimum level of education. It also requires a person to have certain skills or abilities which will be necessary in order to carry out the duties on the job. It is also important that the personality and interest of the person must match with the requirements of the job. We will read about all these factors in this lesson.

27.2 Objectives

After completing this lesson you will be able to :

- explain the need for educational planning for vocational choice;
- state the importance of considering ability factors while making vocational choice;
- describe the importance of considering personality factors for making vocational choice;
- explain the importance of interest in making vocational and choice, and choice.

27.3 Educational and Vocational Planning

Without a basic minimum level of education only jobs which require manual labour are available. For example, if you want to take a job in a government office, the minimum level of education is eight class. With this level

of education one can get a job of a peon or chowkidar. In order to do a job, certain skills or abilities are also required. These skills can partly be required by education, partly by experience, and partly one naturally has some skills. For example, if one wants to take a job of a singer, one must have some natural ability to sing.

If a person has to work as a salesman as do any job which requires lot of interaction and talking with people, it is not possible to do this job if one is very shy. Similarly, certain jobs requires that a person should be able to listen patiently to other people, e.g., if you are working as a receptionist. If one is not a good listener then one will be not able to do this type of job properly.

General education in school and college serves the purpose of providing you with certain basic skills like reading, writing, arithmetic skills for calculating. It also provides you with knowledge about environment and surroundings, your culture, and desirable attitudes and values in accordance with the expectations of society.

The goal of general education is to allow the development of positive attitude and respect for all types of work required to be carried out for the proper functioning of society. The term general education is used to describe education from primary level to college and it has different stages - e.g. - elementary, secondary, higher secondary, graduation and above.

Apart from general education there are certain professional, technical and vocational courses which help in getting certain specific types of courses. Examples of professional courses are medicine (to become doctor), engineering etc. Example technical courses are that of ITI and other diploma courses, courses for electricians and mechanics etc. Examples of vocational courses are those of nursing, teaching etc.

The minimum level of general education which is required for getting certain jobs and for admission to certain courses for special training is high school (10th standard). Those with lower level of education can get only manual work or unskilled labour. There are certain semi-skilled jobs which are available, for people who have passed eighth grade, e.g. - carpenter, welder, plumber, mason, sheet metal worker, peon etc.

Entry to the jobs in the lower level in clerical, police and armed forces requires higher secondary level of education. For a large number of jobs, the higher-secondary students have to do some further courses in skills training for jobs as such radio and television mechanic, refrigeration and air-conditioning and stenography.

For many other jobs such as those through competitive examinations the graduation (B.A./B.Sc.) degree is required. These include the civil services (like I.A.S etc.), clerical and officer level jobs in banks, management trainees in government undertakings (e.g. Steel Authority of India, BHEL), and

Insurance Agents (e.g L.I.C., G.I.C. etc). Graduation degree is also a minimum requirement for admission to professional courses like law, management, teaching etc.

You must now be having a clear idea of the importance of educational qualifications for different types of jobs. It is therefore, necessary for you to plan carefully the type and level of educational qualification which you need for the jobs of your interest.

Intext Questions 27.1

Choose the correct alternative

1. After completing middle level (8th class) a person can get which of the following job :
 - (a) Clerk
 - (b) Engineer
 - (c) Peon
 - (d) T.V. mechanic
2. After completing higher secondary (12th class) a person can get which of the following jobs at the lower level :
 - (a) Clerical occupation
 - (b) Police
 - (c) Armed forces
 - (d) All of the above
3. General education does not include :
 - (a) Elementary education
 - (b) High school
 - (c) Graduation
 - (d) Engineering
4. Graduation degree does not directly help for which type of vocation
 - (a) Competitive examinations
 - (b) Bank job
 - (c) Government undertakings
 - (d) Airplane pilot

Try it yourself

Write down the three most desired vocations of your choice in order of preference. Find out the minimum educational qualification which are

required for each of these three vocations.

Vocation	Educational Qualification
_____	_____
_____	_____
_____	_____

27.4 Ability and other Personality Characteristics and their Importance for Vocational Choice.

Each type of job or occupation requires a characteristic pattern of abilities and personality traits. For example, to be a successful architect you have to be original, creative, imaginative, systematic, practical, determined, sensitive, patient etc. Psychologists have identified certain types of personalities which are suitable for certain types of jobs.

Though no person will have exactly the type of personality which is described below, we still get a good idea of the suitability of specific persons for specific jobs. One way of understanding the relationship between personality characteristics and jobs is to consider the following categories :

Realistic

Persons of this type are energetic and physically strong. They have good motor coordination skills but lack verbal and interpersonal skills. They are therefore, somewhat uncomfortable in social settings. They perceive themselves as mechanically inclined, and are direct, stable, natural and persistent. They prefer concrete to abstract problems and see themselves as aggressive. Such persons prefer occupations of following types : mechanic, engineer, electrician, crane operator, tool designer etc.

Investigative

This category includes people who have a scientific bent-of-mind. They are usually task-oriented, prone to thinking and are not comfortable with people. They have a great need to understand the physical world and prefer to work independently. In their thinking, values and attitudes they are different from other people. They do not like leadership positions, but they are confident of their intellectual abilities. These persons choose vocations such as scientist, researcher, zoologist and psychologist.

Artistic

Persons who are artistic prefer unstructured situations with maximum opportunity for self-expression. They are very creative especially in the area of art and music. They avoid problems which are highly structured and prefer living involved in situations which require self-expression related to art. Such persons prefer occupations of artist, writer, musician etc.

Social

Such persons like to be involved with people and to work in groups and occupy central positions in groups. They are often religious and have good

language and interpersonal skills. They enjoy activities that involve informing, training, curing, helping etc. Vocational preferences of such persons include social work, school teacher, religious teacher, etc.

Enterprising

Persons of this type have verbal skills which are very effective for selling, dominating, leading etc. They have a strong desire to achieve organisational goals and economic gains and tend to avoid situations which require intellectual effort for long periods of time. They see themselves as aggressive, popular, self-confident, cheerful, social and have high energy level. Vocational preferences include business executive, politician, property dealer, stock broker, business man, etc.

Conventional

Such people prefer well-ordered environment and like systematic activities involving *verbal communication* or dealing with numbers. They avoid situations involving social dealing or physical skills. They enjoy power and material possessions. Vocational preferences include bank employee, clerical jobs, traffic policemen, shop salesman etc.

The six categories described above will give you a good idea about the relationship between *personality characteristics* and vocational choice. The categories given above are not to be taken as final. These are overlaps between these categories and most people will not fall exactly in only one of these. Nevertheless, this description captures the important relationship between abilities, personality characteristics and vocational choice.

27.5 Will You be Able to do this Job ?

Even though most of us have a reasonably good idea about our abilities and personality characteristics, we do not have a complete or accurate picture. *Psychological tests* have been developed which help in preparing a profile (description) of an individual's abilities and personality characteristics. You can go to a psychologist/ vocational counselor, and she/he will administer the tests and provide you with an ability personality profile and will also guide in making an appropriate vocational choice.

When you apply for jobs in different organisations directly or through competitive exams, the organisations gauge your abilities and personality characteristics with the help of certain tests. They already have a certain profile in mind which their experiences has shown suitable for the vacant job positions. These organisations obtain your personality profile and match it with their requirements and thus judge your suitability for the job.

By now you must have got a clear picture of the importance of abilities and personality characteristics for vocational choice. For getting any job you first require a minimum educational qualification but that is not enough. Certain skills, abilities and personality characteristics are equally important in getting a job and being able to perform effectively in the job.

Intext Questions 27.2

Choose the correct alternative :

1. Realistic persons are not suitable for the following
 - (a) Engineer
 - (b) Scientist
 - (c) Mechanic
 - (d) Crane operator
 2. Social persons are suitable for the job of
 - (a) School teacher
 - (b) Scientist
 - (c) Clerk
 - (d) Electrician
 3. Artistic persons are not suitable for the job of
 - (a) Musician
 - (b) Writer
 - (c) Driver
 - (d) Artist
 4. Enterprising person are good at
 - (a) Selling
 - (b) Leading
 - (c) Dominating
 - (d) All of the above
 5. Investigative persons are :
 - (a) Good leaders
 - (b) Similar to most people
 - (c) Scientific in their outlook
 - (d) Very dependent on others
 6. Conventional at persons are not suited for
 - (a) Social dealing
 - (b) Systematic activities
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- (c) Power positions
- (d) Job of shop salesman.

Try it yourself

Think about your abilities and personality characteristics. Write them down and decide which of the six types of persons you are closest to

27.6 Vocational Choice : Emerging Perspective

After reading the lesson up to this point, you would have realised the importance of education, abilities and personality characteristics in choosing one's vocation. Another important aspect in vocational choice, as mentioned earlier, is interest. For any person to carry out his/ her job effectively, the person must have interest in that job. Interest is also very important for deriving satisfaction from one's job.

Generally we have a good idea about our interest but often we are not very clear about all our interest. Psychologists have developed measures which help in identifying one's interests. There are certain form which have to be filled out where you are required to indicate your choice of different types of activities. With the help of this the psychologist/ vocational counsellor will be able to provide a clear picture of your interests.

Thus, in making a vocational choice, it is necessary for a person to be aware of the minimum educational qualification required for that job, the abilities and personality characteristics appropriate for that job, and the amount of interest which the person has in that type of job. All these factors must be considered in making one's vocational choice.

Vocational planning should be done very carefully. You should first attain the minimum educational level for the job of your choice. You should also go in for skill development and training which will be useful for the kind of vocation you wish to pursue. You can take the help of a psychologist/ vocational counsellor in obtaining your ability and personality profile. Only after combining all these aspects you should decide about your vocation.

You must also remember that your abilities and personality characteristics are not entirely fixed. They change with time and you can bring about a change deliberately through training and self-awareness in the desired direction. Interests also change with time. Also, you may find that many times you do not have much interests in some job even though you are suited for it in all other aspects. But after being exposed to that job for some time you may find that you have developed some interest in it.

Intext Questions 27.3

1. Which of the following are important for vocational choice
 - (a) Interest
 - (b) Abilities and personality characteristics
 - (c) Educational level
 - (d) All of the above
2. Indicate which of the following statements given below are True or False
 - (a) Interest and personality characteristics never change. T/F
 - (b) Only educational qualification is important for making vocational choice. T/F
 - (c) Psychologist can help in profiling abilities and personality characteristics. T/F
 - (d) Any person can do any job. T/F

What You have learnt

- ★ Work is a very important part of one's life. Not every person is suited for every kind of job.
- ★ Without a basic minimum level of education only jobs which require manual labour are available.
- ★ In order to do a job certain skills/abilities are also required.
- ★ General education provides certain basic skills.
- ★ General education is from primary level to college.
- ★ Apart from general education there are certain professional, technical and vocational courses.
- ★ A characteristic pattern of abilities and personality traits are required for each job. psychologists have identified certain types of personalities like realistic, investigative, artistic, social, enterprising and conventional.

Terminal questions

1. What are the different categories in which the personality characteristics have been divided ?
2. Explain :
 - (a) Realistic
 - (b) Enterprising
 - (c) Conventional
 - (d) Artistic
3. What are psychological tests ? How are they important ?

Key to Intext Questions**27.1**

1. c
2. d
3. d
4. d

27.2

1. b
2. a
3. c
4. d
5. c
6. a

27.3

1. d
2. (a) F
(b) F
(c) T
(d) F

Hints to Termical Exercises

1. Refer section 27.4
 2. (a) Refer section 27.4 (1)
(b) Refer section 27.4 (5)
(c) Refer section 27.4 (6)
(d) Refer section 27.4 (3)
 3. Refer section 27.3
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