

Influential, Motivational and Restrictive Factors based on which Students select their Career

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Abstract: The study aims to identify the Influential and Motivational and Restrictive factors in student lives based on which they choose their career. A survey was conducted on 204 students in the age group of 16-28 from Mumbai and NaviMumbai by directly sending them questionnaires and the feedbacks obtained are used for the interpretation based on different factors that an individual consider or go through while selecting their career. This study also targets individuals who got married in the process of finding their career paths and how the change in situation and influences make a difference to their career choices after marriage. The importance of motivation and Influence within an individual who is on the path of making career decisions is also understood through the study and also gives an idea about different kinds of mind-sets students have and how they think and act at this crucial phase of their life.

Keywords: Influence; Motivation; Student; Career

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I. Introduction

Motivation and Influence inspires, strengthens and helps to maintain an individuals orientation towards their goals which in turn drives them to act accordingly and proceed towards being successful in their life. Motivations incentives are also to maintain an individuals mental health and enables them to look at the positive side in any circumstances in life. Guidance regarding career must be provided to students as it helps them to have a look within themselves and make the right career decisions. Career guidance is most important for the students or young children who are near to complete their high school education and thus they should be guided efficiently so that they choose a career based on their skills and abilities which will make their future even more interesting as they will do jobs that are subjected to their own interests.

Making the right career choices is itself a task as it is a complex process and takes time to develop the mental ability to cut down the options which are not much important to them and grow in their life with the best capabilities within themselves. Every individual starts to think and imagine about their career since childhood and as they grow old with the process of imagining their choices also change with time. Maturity changes the thought process of an individual and now they start to think out of the box. Some individuals realize their strengths and follow those while some accept their financial conditions and work towards its betterment and thus they choose a career with a promising income, some start thinking realistically and shift their focus from subjective interests and look for what the world has to offer for them. The choice of career can also be based on the kind of gender, as sometimes males are asked to forcefully choose a career to fulfill the need of their family, in such a case these men are unable to follow their choice of career due to circumstances. On the other hand, some females are not allowed to work while some have restrictions regarding specific choices such as choosing dance, acting as a career or doing night shifts etc. Such factors also affect the career choices in students.

In order to provide effective and efficient career guidance to young children and students teacher, parents, relatives, friends, brothers and sisters can take an initiative and guide them directly or indirectly by giving them proper knowledge regarding every fields and streams which would be beneficial for the youth to analyze and give them an idea about what all to expect from their jobs. Parents can have regular conversations with the students and ask them about their interests and the students in return can ask the parents for advices. Similarly teachers or school faculties can conduct seminars, webinars, workshops, aptitude tests which can be very helpful in the process.

The one's who are married in the process of completing their education or stopped studying after marriage might have problems with getting back to studies or doing jobs due to family pressure or low self confidence, fear can also seek motivation from various sources and believe in themselves that they can make it

in big their future. They can also seek guidance from the ones who support them and choose their career with full focus and work for it accordingly.

This study deals with all those factors that either motivates, influences, inspires, restricts or pressurizes students to take up a career choice. These choices can either be based on there own interests or their parents influence or due to the influence of their teachers, friends or relatives. Some students may also choose a career because of the influence of their idols that they follow. Different variables such as age, gender, marital status financial status can also serve as barriers or rather push them for the career choices that the students make. In addition to all this, this study can also explore the importance of motivation in young children and how they develop or maintain it within themselves to get through in life.

II. Review of Literature

According to Kniveton et.al (2019) various motivations and influences are major factors that make students think some kind of way about their future or career. For some these are helpful, for some it becomes pressure. Parents, teachers or any adults must make students understand the importance of career and help them get through the phase.

According to Kazi et.al (2017) parents must take charge for students vulnerability towards their career and also help them through the peer pressure that they face in school or while playing. This makes them compromise on their interests and feel unworthy. The specializations that students look for the most in their career is also specified.

Steinmayr et.al (2019) specifically focuses on motivation for academic achievements in school or college and helps understand the importance of concepts, task values, goals, achievements and talks about various abilities beyond intelligence such as conceptual skills.

Ozbilgin et.al (2004) in his study deals with motivation in general and talks about the importance of career choices in MBA students and their problems to deal with the choosing of the right path.

Objectives of the study:

1. To understand the importance of motivation amongst students.
2. To know the motivational factors based on which students choose their career.
3. To know the influential factors based on which students choose their career.
4. To know the restrictions that affect the choice of career in students.

Research methodology:

The purpose of the research was to study the various influential, motivational and restrictive factors based on which students make their career decisions. These factors either affects, inspires or encourages a student to choose a career. A survey in the form of a questionnaire was prepared and sent to the students in the age group of 16-28 and the data obtained was then analyzed and interpreted to serve the cause of the study. It was filled by young students, single males and females, married men and married women and the importance of motivation and their perspective towards it was explored through the study based on various demographic factors such as age, gender, peer pressure, parental pressure, marital stress, financial stress and various others were analyzed during the research. Various questions based on career interests, financial condition, motivational sources used, influence felt, restrictions faced, parental pressure, peer pressure were asked in the survey.

III. Data analysis

The following questions were mentioned in the questionnaire which was circulated to the students in the age group of 16-28 years and the following data was obtained.

Q.1 What is your age group?

Age (in year)	No. of respondent	Percentage (%)
16-20	80	39.2%
21-24	98	48%
25-28	26	12.7%

Table no. 1

Q.2 What is your gender?

Gender	No. of respondent	Percentage (%)
Male	81	39.7%
Female	123	60.3%

Table no.2

Q.3 Marital status?

Marital status	No. of respondent	Percentage (%)
Single	186	91.2%

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Married	18	18%
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Table no.3

Q.4 How much say of your own do you have in making your career decisions?

Career decision	No. of respondent	Percentage (%)
Not much	71	34.8%
Absolute	133	65.2%

Table no.4

Q.5 When you left school/college what did you think of doing?

Particulars	No. of respondent	Percentage (%)
Pursue education	132	64.7%
Get a job	59	28.9%
Get married in the process of (a) and (b)	11	5.4%
Get married without doing (a) and (b)	2	1%

Table no.5

Q.6 How important is motivation in your life?

Range (in less important-very important)	No. of respondent	Percentage (%)
1	3	1.5%
2	1	0.5%
3	5	2.5%
4	3	1.5%
5	3	1.5%
6	5	2.5%
7	11	5.7%
8	36	17.6%
9	25	12.3%
10	112	54.9%

Table no.6

Q.7 Who/What made you choose your career?

Particulars	No. of respondent	Percentage (%)
Own interest	149	73%
Parents	36	17.2%
Money	9	3.9%
Friends	8	4.4%
Idol	2	1.5%

Table no.7

Q.8 Who influenced you to follow the career path you've chosen?

Particulars	No. of respondent	Percentage (%)
Mother	55	27%
Father	75	36.8%
Teacher	19	9.3%
Husband	5	2.5%
Brother	14	6.9%
Sister	14	6.9%
Other Relatives	22	10.8%
Wife	0	0%

Table no.8

Q.9 Did marriage affect your career choices?

Particulars	No. of respondent	Percentage (%)
Yes	57	28%
No	177	72%

Table no.9

Q.10 What restricted you to choose the career of your interest?

Particulars	No. of respondent	Percentage (%)
Parental pressure	27	13.2%

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Discrimination in Gender	2	1%
Financial instability	31	15.2%
Peer pressure	6	2.9%
Marriage	5	2.5%
None (chose career of own interest)	133	65.2%

Table no.10

Q.11 Select the following based on importance while you choose a career?

Particulars	Range of respondent for Yes	
Happiness at work	150-200	
Working condition and working hours	150-175	
Salary	175-200	
Pension	125-200	
Work of interest	175-200	

Table no. 11

Q.12 What do you think motivation helps to improve?

Particulars	No. of respondent	Percentage (%)
Confidence	160	78.4%
Self-belief	26	12.3%
Both a and b	18	9.3%

Table no.12

Q.13 Which kind of motivation will you choose when you feel low?

Particulars	No. of respondent	Percentage (%)
Self- motivation	128	62.3%
Motivation from family	51	24.5%
Motivation content	25	13.2%

Table no.13

Q.14 Do you believe motivation/influencing helps in figuring out the career choices?

Particulars	No. of respondent	Percentage (%)
Yes	129	63%
No	14	7%
Maybe	61	30%

Table no.14

IV. Data interpretation

Based on the data obtained through the conducted survey it can reported that a total no. of 204 students filled the survey amongst which 81(39.7%) were male and 123 (60.3%) were female. 39.2% of students were from age group 16-20, 48% were from 21-24 and 12.7% were from 25-28 age group of which 91.2% were single and 18% were married. Where on one side 34.1% students think they don't have much say or control over choosing their own career which shows that some kind of pressure was imbibed into these students through their families, friends or due to any financial condition. While 64.7% individuals thought of pursuing their education after school, 28.9% thought to opt for a job and 5.4% had decided to get married while pursuing their education or training and 1% decided to end their education or training and get married. More than half of the population with a percentage of 54.9 thought motivation is very important to them while moderate importance is given to motivation by some people while very few people think that motivation is useless which shows that people like motivation, they feel benefit from it and practice it on a regular basis. When it comes to choosing the career over 70% students chose own interest which shows that today young children are unstoppable and they take their decisions fiercely. Some chose parents as the ones who made them choose the career while others chose money and friends. Over 36% students feel influenced by their fathers, followed by mother with 27% followed by teachers with 9 % and so on. 28% married men and women answered that they did feel their career affected due to marriage while 72% denied. Parental pressure and financial instability were observed to be restrictions for maximum number of students. Work of interest, salary and Happiness at work were found to be the most important factors for maximum number of students based on work requirements. 78.8% students think that motivation helps to improve their confidence and maximum number of them go for self motivation when they feel low and 63% students believed that motivation helps in getting the career goals closer.

V. Conclusion

Motivation is a crucial factor to live by as it strengthens ones confidence and helps them be a better version of themselves. The study reported that students career choices are affected, inspired and restricted by many of the demographic factors mentioned. Different circumstances with respect to gender was studied but very few of the students were observed to be facing gender discrimination. Thus this study shows that the youth can be inspired, influenced, inspired and pressurized by their parents, teacher's, friends, brothers, sisters and other relatives. On the other hand, it was also observed that lot of students make their own career decisions and are independent of all these factors. Thus, the cause of the survey was completed and found to be successful.

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