

## LESSON 28

# VOCATIONAL CHOICE AND VOCATIONAL ADJUSTMENT

### SUMMARY

Work is a very important part of one's life. 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 personality and interests of person must match with the requirements of the job.

### Educational and Vocational Planning

Without a basic minimum level of education, you can only get jobs which require manual labour. In order to do a job, certain skills or abilities are also required. These skills can partly be acquired by education, partly by experience, and partly one naturally has some skills.

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

Apart from general education, there are certain professional, technical and vocational courses

which help in getting certain specific types of skills. Examples of professional courses are medicine (to become doctor), engineering etc.

The minimum level of general education which is required for getting certain jobs and for admission to certain courses for special training is 10th standard.

Entry to the jobs at the lower level in clerical, police and armed forces requires minimum higher secondary level of education.

For many other jobs, such as those through competitive examinations, the graduation (B.A./B.Sc./B. Com.) degree is required. E.g., IAS, LIC agent, BHEL etc.

### Ability and Personality Characteristics Relevant to Vocational Choice

Each type of occupation requires a characteristic pattern of abilities and personality traits. Study the given model (RAISEC):

#### Realistic

- Energetic and physically and strong, good motor coordination skills
- Mechanically inclined, aggressive
- Direct, stable, natural and persistent, prefer concrete to abstract problem
- preferred occupations- mechanic, engineer etc.

#### Investigative

- have a scientific bent-of-mind
- task-oriented, prone to thinking
- vocations - scientist, researcher, zoologist and psychologist.

#### Artistic

- prefer unstructured situations with maximum opportunity for self-expression
- creative especially in the area of art and music
- prefer occupations of artist, writer, musician etc

### Social

- involved with people and to work in groups and occupy central positions in groups.
- Possess good language and interpersonal skills
- enjoy activities that involve informing, training, curing, helping etc.
- Vocational preferences of such persons include social work, school teacher etc.

### Enterprising

- effective in selling, dominating, leading
- strong desire to achieve organizational goals and economic gain
- aggressive, popular, self-confident, cheerful, social and high energy level
- Vocational preferences include business executive, politician etc.

### Conventional

- prefer well-ordered environment and like systematic activities involving
- avoid situations involving social dealing or physical skills.
- enjoy power and material possessions.
- Vocational preferences - banking, clerical jobs, traffic policemen, shop salesman etc.

## Will You Be Able to Do This Job?

Psychological tests have been developed which help in preparing a profile (description) of an individual's abilities and personality characteristics. When you apply for jobs in different organisations directly or through competitive examinations, the organisations assess your abilities and personality characteristics with the help of certain tests.

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 it effectively.

## Vocational Choice: The Emerging Perspective

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. Tools and measures are available to identify interest. With the help of these tools, a psychologist/vocational counselor 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- minimum educational qualifications, the abilities and personality characteristics appropriate for that job, and interest.

## What is Job Satisfaction?

Job satisfaction is a positive emotional state that occurs when a person's job seems to fulfil his/her needs. It is not always related with the money factor-because some people also work to satisfy their urge to work. Dissatisfaction in a job occurs due to many factors.

## Factors Influencing Job Satisfaction

### Organisational Factors

- **Rewards:** Reward includes all incentives like raise in pay, perks, facilities and promotion.
- **Physical Working Conditions:** The physical working conditions like availability of necessary furniture, lighting facilities, and work hazards etc.
- **Cooperation:** Cooperation and attitude of the staff members is also an important factor in the job satisfaction of the person.

### Personal Factors

- **Personality Traits:** While choosing for a job, one should see that he or she has those personality traits which are necessary for that job.
- **Status and Seniority:** It has been found that higher a person's position within the organisation, the higher the job satisfaction level is reported.
- **Life Satisfaction:** A person wants to establish or reach a goal in his life and it can be accomplished through the work which one is doing.

## **Importance of Job satisfaction**

Job satisfaction plays a major role in our occupational life. It affects a person's - mental health, physical health and output.

**Work motivation** – It is the driving force behind one's work. The success of our organisation/institution depends largely upon the worker's motivation. When the employees of any organisation have high motivation, the output increases.

## **What is an Organisation?**

An organisation is a social unit which is formed with a specific purpose. It is made up of two or more people who work together on a regular basis in order to reach a common goal or set of goals. Thus, in all organisations people work together to reach specific goals. E.g. – School, bank, police station, courts etc.

## **Evaluate yourself**

1. Discuss the different personality traits and their relations to vocational choice.
2. Describe factors affecting job satisfaction.