

A Review of Career Guidance and Counselling Programs

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Abstract - The capacity of high school students to make decisions about their future occupations, as well as their feeling of self-efficacy and their level of academic accomplishment, are all positively impacted by the presence of guidance and counselling services in the schools in which they are enrolled. Students may also benefit from these programmes by learning how to avoid making hasty or ill-informed professional judgements, as well as how to become more realistic and confident in their decisions. Another benefit of these programmes is that students may learn how to become more confident in their decisions by learning how to become more realistic. Helping people make informed decisions about their educational and professional trajectories is one of the most important roles that may be played by programmes that provide career guidance and help to individuals. The primary objective of this research is to investigate the impact that career assistance and counselling have on the decision-making process. In light of this, there is a growing need in today's rapidly changing labour market for the guidance and help of career counsellors.

Keywords - Guidance, Career, Counselling, Self-Efficacy, Confidence. Decision-Making Ability, Interests

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INTRODUCTION

It has been shown that guidance and counselling programs are useful in encouraging appropriate career choice behaviour and decision making abilities among high school students (Otwine et al., 2022). Students who participate in these programs may get assistance in determining their interests, capabilities, and values, as well as in investigating career options that are a good fit for these characteristics. In addition, they may provide students with information and resources that will aid them in making well-informed decisions on their education and the goals they have for the future (Njeri, 2013). In addition, guidance and counselling programs may aid students in acquiring the skills and strategies necessary to traverse the challenging process of choosing on a profession. These skills and methods include goal-setting, problem-solving, and decision-making.

It has been shown via research that guidance and counselling programs may have a beneficial impact on the ability of high school students to make choices about their future careers, as well as on their sense of self-efficacy and their level of academic achievement (Dawes et al., 2000). Students may also benefit from these programs by learning how to avoid making hasty or ill-informed professional judgements, as well as how to become more realistic and confident in their decisions (Agarwala, 2008). The quality of the

guidance and counselling programme, the level of commitment and participation of students, as well as the accessibility of resources and assistance, all have a role in determining the degree to which these programs are successful. Therefore, it is necessary to guarantee that guidance and counselling programs are well-designed, well-implemented, and well-evaluated in order to maximize their effect on the students' career choice behaviour and decision-making ability (Agarwala, 2008).

Programs that provide people with career assistance and counselling play a vital role in assisting individuals in making educated choices regarding their educational and professional trajectory. These programs are intended to give people with the support and assistance they need in the process of developing their careers as well as the skills and resources they require to make educated choices about their futures. There are a variety of distinct methods that may be used in the process of career advice and counselling. Some of these methods include individual counselling, group counselling, and computer-based career evaluations.

➤ **Individual counselling:** This is a one-on-one session between a client and a counsellor, during which the counsellor offers direction and assistance to the client in order to assist the client in evaluating their available career

possibilities and coming to well-informed judgements. This method is often recommended to those who are having difficulty settling on a job path or who are contemplating making a significant life adjustment.

- **Group Counselling:** In the process of group therapy, a number of people get together with the assistance of a counsellor in order to talk about the goals they have for their professional lives and receive encouragement. This strategy may be especially helpful for those who are searching for a group that will encourage them while they make choices on their professional futures.
- **Computer based Career Assessments:** In computer-based career evaluations, an individual's abilities, interests, and personality characteristics are evaluated with the use of technology, and the results are used to provide individualized suggestions for possible career routes. Individuals who are unsure about what they want to do with their lives or who are contemplating making a shift in their line of work may find these evaluations to be a helpful tool.
- **Education and training:** These are another essential component of career advice and counselling programs that play a significant role. A wide variety of educational opportunities, including seminars, courses, and other forms of instruction, are made available through a number of organizations with the goal of assisting people in acquiring the competencies and information essential to their chosen lines of work.

In general, career advice and counselling programs play a significant role in assisting people in making well-informed choices about their futures and in providing the necessary support for those persons to be successful. These programs are vital for persons who want to attain their job objectives, whether they do so via individual counselling, group therapy, computer-based evaluations, or educational possibilities.

Career Choice:

Hobbies, abilities, beliefs, and aspirations are all crucial factors to consider when choosing a career, but the decision is ultimately a personal one (Ginzberg et al., 1951). Listed below are some factors to consider while choosing a career:

1. **Self-Assessment:** Conduct an honest evaluation of yourself by first understanding your own talents, interests, objectives, and values. This will provide you with a greater understanding of the kind of career path that would be most fit for you.
2. **Research:** Collect information about numerous occupations, including their duties, salaries, and required degree and training.
3. **Networking:** Engage in networking by conversing with persons who are employed in sectors of interest. Ask them about their experiences, what they appreciate and dislike about their occupations, and what they feel is important for

success in their field, as well as why they believe it is necessary.

4. **Internships and Part-Time Employment:** If you want to gain a feel for various fields of work, you might consider doing an internship or working part-time in the area that interests you. This can help you get a greater understanding of what a typical day on the job comprises and offer insight into whether or not you are a suitable fit for the role.
 5. **Seek Guidance:** Speak with a career counsellor, a mentor, or a teacher who can provide you advice and help you choose your options if you are uncertain about your next step.
- **Various Variables for Career Guidance and Counselling:**

Professional Counselling: One of the key objectives of professional counselling is assisting clients in determining their goals in terms of their education, skills, and jobs. People seek out the services of career counsellors in order to have an in-depth talk with them about their interests, abilities, values, and areas of expertise, following which they are supplied with information on various career routes and the prerequisites required to pursue them. In addition, they aid in the development of job-search abilities, such as resume writing and interview approaches (Murugami & Nel, 2012). Career counselling may be delivered by a vast array of professions, including school counsellors, human resources professionals, and career counsellors. Sessions may take place face-to-face, over the phone, or through the internet, and may be conducted individually or in groups (Jayaprabha & Kanmani, 2013). In conclusion, career counselling is the process of aiding people in determining and exploring their education, training, and career pathways. This is achieved through analysing an individual's interests, talents, values, and knowledge; offering information about different career alternatives and their needs; and aiding persons in the development of job search skills (Hassan & Ghalayini, 2020).

Job Counselling: People at a variety of life phases, from school through retirement, may get counselling on the job, including college students and retirees. It may be modified to fulfil certain requirements, such as job advancement or transition. It may be provided in a range of venues, including as educational institutions (such as schools, colleges, and universities), employment resource centres (career centres), job fairs, and placement centres (Dahiya, 2014). In conclusion, career counselling is the process of aiding people in determining their education, training, and professional choices via exploration and decision-making. This is achieved through analysing a person's interests, talents, beliefs, and knowledge; offering information about different career alternatives and their prerequisites; and aiding people in identifying professional objectives and building a strategy to attain those goals. All of these elements are necessary for a

person to effectively traverse his or her education, training, and professional routes (Sangma & Arulmani, 2013).

Career Aptitude: The phrase "career aptitude" refers to an individual's inherent talents, skills, and interests, which may be used to predict the individual's likelihood of success and satisfaction in certain professions or job fields. It is standard practise to give aptitude tests in order to identify a person's professional aptitude. These tests are meant to evaluate a person's talents and potential for success in a certain industry (Rani et al., 2013). It is vital to note that professional aptitude tests are not the only aspect to consider when choosing a career route; one should also examine one's own ideas, the workplace culture, and the situation of the labour market. In addition, aptitude tests alone are insufficient to ensure success in a given field since motivation, work ethic, and degree of training all play a significant role in the advancement of a person's professional career (Liu et al., 2015).

Intelligent Quotient: The intelligence quotient, sometimes known as the intelligence quotient or IQ, is a method for determining a person's degree of cognitive aptitude and is widely used in occupational selection. If a person has a high IQ, it may indicate that they possess the cognitive aptitude necessary for success in particular careers, such as those that need sophisticated problem-solving or analytical skills. However, intelligence is not the most important component in determining job success. Additionally, a person's emotional intelligence, personality, work ethic, and years of experience all contribute to the ability to predict their professional success potential (Momin & Chetry, 2016). Moreover, it is essential to emphasise that IQ levels are not permanent and that cognitive talents may be grown and enhanced via education and training. This cannot be emphasised enough. It is also important to remember that there is a broad range of IQs that may be successful in a variety of jobs and areas, and that someone with a low IQ can have a successful career with the proper education and direction.

Skills: Skills are an important component of a person's professional aptitude, and they are often examined during career counselling. When individuals seek out the aid of career counsellors, they may get guidance in identifying their strengths and determining how well those talents connect with the different possible career pathways. This may include administering aptitude tests, conducting interviews and evaluations, and researching a person's educational and professional background (Wan, 2013).

Interests: Due to the importance of interests in establishing professional aptitude, career counselling often involves discussion of these topics. People who seek the aid of career counsellors may get guidance in identifying their interests and establishing the extent to which their interests are compatible with the vast array of available career alternatives (Otwine et al., 2022). In order to do this, it may be essential to administer

interest inventories, conduct interviews and evaluations, and research an individual's educational and professional background. The activities, disciplines of study, or topics of discussion that a person enjoys and is informed about are their interests. Because individuals are more likely to be engaged in their work when it fits with their interests, a person's hobbies have a substantial impact on his or her degree of job satisfaction and motivation. It is usual practise, while providing career advice, to explore a person's interests in relation to their abilities, values, and prior experience. Individuals may benefit from the advice of career counsellors in locating careers that are a suitable match for their talents, abilities, and interests if all of these aspects are properly analyzed (Ghosh, 2016).

Knowledge: Knowledge is a vital component of a person's professional aptitude, and it is often considered when making career suggestions. The phrase "knowledge" refers to an individual's comprehension and familiarity with a certain topic, industry, or firm. When giving career counselling to clients, career counsellors may assist clients in identifying the knowledge areas they possess and determining how these knowledge areas connect to a number of professional opportunities. This might include a series of interviews and examinations, as well as a review of a candidate's educational and professional background (Momin & Chetry, 2016). Moreover, career counsellors may assist their clients in improving their expertise via education, training, and professional development.

Career Maturity: Professional maturity refers to an individual's readiness and ability to make informed decisions about their education, training, and professional paths. The combination of knowledge, abilities, and attitudes enables an individual to accept responsibility for his or her own professional development. Job-mature persons are well-aware of their interests, views, abilities, and talents and can use this information to make informed decisions about their education and careers (Hughes, 2011). In addition, they are able to set and achieve realistic professional goals and have a realistic understanding of the labour market and the skills and credentials required for different jobs. Age, life experience, and exposure to work-related information and opportunity may influence a person's professional development (Sivakumar & Sridhar, 2016).

- Educational and professional experiences
- Help and guidance from parents, teachers, and other adults
- Personal and emotional development

Through education, training, and experience, one may gain career maturity and develop professionally. Counsellors and other professionals may use a variety of assessments and methods, including interest inventories, aptitude tests, and counselling

sessions, to aid individuals in maturing professionally (Roy, 2015).

The bulk of significant choices about a person's future occupation are made during the formative years of late adolescence and early adulthood. These years may be seen of as a transition period between childhood and maturity. To be able to make the best choice at this juncture in one's life, it is essential to have achieved a satisfactory degree of professional maturity. The young people of today, especially those who live in the urban regions of India, have access to a plethora of knowledge and information about the many doors and roads that lead to prospective work prospects. In light of this, there is an increasing need for career counselling and assistance in today's fast evolving labour market. Individuals sometimes find it challenging to make well-informed judgements about their chosen career pathways and to negotiate the complexity of the labour market since there are so many different employment possibilities accessible to them. Individuals may benefit from receiving career counselling and advice in order to increase their likelihood of making well-informed choices on their professional trajectories and of achieving their desired professional outcomes.

CONCLUSION

The existence of guidance and counselling services in the schools where high school students are enrolled has a favourable effect on their ability to make choices about their future careers, as well as on their sense of self-efficacy and academic achievement. Students may also benefit from these curricula by learning how to avoid making hurried or ill-informed professional judgements, as well as how to become more realistic and self-assured in their choices. A further advantage of these programmes is that they teach students how to become more confident in their decision-making by teaching them how to be more realistic. One of the most essential roles that programmes that give career counselling and assistance to individuals may play is assisting people in making educated choices regarding their educational and professional paths. The major purpose of this study is to examine the effect of career guidance and counselling on the decision-making process. In light of this, there is an increasing need for the direction and assistance of career counsellors in today's labour market, which is undergoing fast change.

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