

## Career Conflict among Senior Secondary Female Student of Bhojpur, Bihar

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### ABSTRACT

Deciding a perfect career is not an easy task for anyone. People on their age of adolescence must have to decide in which field they wanted to go, so they must choose a proper stream and subject to achieve the career target they want. This is the period of emotional and mental struggle within the person themselves, which is called career conflict. Societal and parental pressure as well as person's interest always conflicting to each other. This study is trying to find out the level of career conflict among senior secondary girl students in the Bhojpur district of Bihar. Study is comparing the students of two board, Bihar Board and CBSE as well as two family background urban and rural. Research is based on 2x2 factorial research design which is divided in two strata boards (Bihar board and CBSE board) and family background (urban and rural). Each strata comprises 50 participants, thus total sample size is 200. To measure the level of career conflict, Career Conflict Scale (CCS-KAR) by Dr. Aneet Kumar was used. Full scale score was calculated by summing the marks obtained on each question. Then average score was calculated for each sample group. Then average score was converted in z score norm based on CCS-KAR manual. Data analysis and discussion concluded that Bihar board students having slightly high level of career conflict than CBSE board students, whereas rural students shown less career conflict than urban students.

**Key words: career conflict, State board, rural, urban**


### INTRODUCTION:

The present research is basically a comparative study on career conflict among youngsters based on two prominent secondary board in India Bihar School Examination board and Central Board of Secondary Education. In other hand this study also compares the students of two different family background (urban and rural).

Career conflict among a person is a situation when people feel indecision to choose a proper career for them. Especially for a woman to choose a career, because career never remains a priority for them. Most of youngsters have to decide a particular stream or subject to make their future career option.

Career is always considered as the most challenging issue among children and youngsters. The societal structure in India forces children to choose only counted on fingers job option. Parents also force their children to follow the trend of society. Most of the children at secondary level desires to select only science subject, so they can become doctor or engineer. Medical and engineering is top most preferred job opportunity in India. Every year millions of students attempting the Medical and engineering entrance examination and many of them not succeed, so, they must have to choose some another career option.

People in Bihar are not exceptional to the nation's trend. Generally, it has seen, students

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and their parents in Bihar remain a great urge to government job. This tendency towards government job creates an intense competitive environment. If a person any how succeed and get a government job can become highly honored in society, but if they cannot, get frustrated and some of them commit suicide. So, youngsters in Bihar having first choice of career option are government job, but every student does not have the capability to achieve the government job. People of India believe that if the education system cannot make a student civil servant is useless. This psychology behind education and decision of selecting a career in India does not support the talent properly. Education psychologists believe that education system must provide every child an environment to nurture their unique personality rather than shape their personality in a fixed model.

Recently, career conflict became more popular among researchers, because selection a career is determined by so many factors. People generally choosing a career to maintain their status in society, rather than personal abilities, aptitude, or interest. Most of time students and their parents follow blindly other to achieve something different, which may be not met their actual abilities. These all things create so many after effects like- frustration, job dissatisfaction etc. conflict can be describing a struggle between two or more things. People want to be something, but they are something else. People also want a financial security, so if they won't identify the commercial value of their talent move to select another job. Persons sometimes realize they will not get their dream job just due to financial barrier and move on. So, researcher have tried so hard to identify the causes behind the career conflict.

It has considered generally that career conflict among female are complex than male. A traditional role typing for girls in India does not support them to become an earning person for the family. Female globally facing some specific dilemma like situation called career or family. It's always glamorized that a woman is completed only with her husband and children so they must sacrifice their career. It is very common mindset that if a woman is career oriented cannot manage family properly like a house maker. Up to some extent its true because working women must manage both work place and home.

#### **REVIEW OF LITERATURE:**

There are numerous research work and literature deal with the career conflict. Dzaho et.al. (2016) studied that women are suffering in dilemma like situation and always must have to manage between work and family. Phillipset.al. (1997) studied that in last decade women generally guided by their self-concept and entry in some specific field and retirement like issues. Normally it has seen that women in the family not considered as a bread earner for the family, so expected that they must manage on the earning of their male counterpart. But Stoltz (1992) have seen in his work that dual working couple also manage their work and family life effectively. Most of the dual career couples taking their stress in life management very positively and it has appeared an overriding issue in dual working couples that every thing has some good and bad effects. Some of the researcher studied on career indecision among women and most of the time it has found that career always remains a secondary option for women, due to some biological boundaries and societal restriction women keep in their mind that family first and if they sacrifice their career for family, it's quite natural and acceptable. Xu et.al. (2019) presented a comprehensive review of literature published between 2000 to 2017 on theoretical and empirical work on career indecision modal and assessment. Most of the researcher are trying to find out the factors behind career

indecision like- lack of interest, lack of proper knowledge, lack of readiness for professional life, commitment anxiety, interpersonal conflict etc. if women are realizing they don't have proper skill or it's an extra burden for them to earn they feel demotivated to make career (Shrestha,2016). However,in last few years women come out to work in large number but still it is difficult for them fully support themselves and choose a career independently. Not only the concept of female role typing harassment on work place also make them insecure and deny to be a working woman. Especially in the more traditional society the male attitude towards working women influence the career conflict among women. Large number of women worldwide harassed in many ways on their workplace, such things making more insecure to women and their family. Most of the time career counsellors facing such type of questions by their female clients found it's big issue for career indecision (Bimrose, 2004).In prominent research in Indian context, it has found that the lack of gender sensitive policy by employers also a big challenge for women to choose a suitable career for them. Male stereotyping towards working women also a big barrier in front of(Buddhapriya,2009). Domenico et. al. (2006) noted that women work force moved from traditional job to non-traditional job after world was-II. Some researcher found that career counsellor suggests the career options biasedly, so recommends the courses on the need of women should be included in the training programme of counsellors so they can encourage women to evaluate their abilities and choose more non-traditional jobs(Fitzgerald,1980).All the above-mentioned studies show clearly shows the challenges in path of career decision for women. The present research is a small step to find some more facts related to this problem.

**RESEARCH METHODOLOGY:**

**Objective of the study:**

The main objective of the study was to measure career conflict among female students of the two prominent board of Bihar and two different family background students urban and rural.

**Hypotheses:**

H<sub>1</sub>Career conflict makes significant difference between students of two boards.

H<sub>2</sub>Urban and rural student differ significantly on the level of career conflict.

**Research methodology:**

**Research design:**

**Table-1:**

Sub-groups	Bihar board	CBSE board	Total
Urban	50	50	100
Rural	50	50	100
Total	100	100	

Total-200

**Selection of the sample:**

sample were drawn from some of the randomly selected state board schools as well as central board school (CBSE) from Arrah, Bhojpur district of Bihar. Total 200 girls were taken part as Sample. Sampling is based on stratified random sampling technique, where stratification was based on 2x2 factorial research design. There were 2 strata was board (state and CBSE) and Family background (rural and urban). Each strata having 50 samples.

**Size of the sample:**

Total 200 girls, 100 from state board and 100 from CBSE board were participated in the present research. Each group consists 50 urban and 50 rural background girl students.

**Tools:**

**Personal data sheet:**

A personal data sheet was prepared and used by the researcher to attain all relevant information related to the participant, like name, age, board, gender, family background etc.

**Career conflict Scale (CCS-KAR):**

Career Conflict Scale (CCS-KAR) is constructed by Dr. Aneet Kumar(2015). Scale consists total 62 items which is answer on a five-point scale e.g.strongly agree, agree, Undecided, Disagree and strongly disagree, all items are positively framed so score can be marked as 5,4,3,2 and 1(5 for strongly agree and 1 for strongly disagree). The respondent supposes to tick an option which they consider most suitable. This scale can be administered on the age group of 14-21. Norms of scale is based on z score norm. This scale is divided in five sub-test e.g. social, educational, personal, work-culture, family and gender. Reliability of the test (split-half reliability) is found 0.85 and face validity is also considerable.

**ANALYSIS AND RESULT:**

Data were analyzed according to objectives and hypotheses of research. The main objective of the study was to measure the level of self-confidence and career conflict among female students of the two prominent board of Bihar and two different family background students urban and rural.

To achieve the above-mentioned objectives data was analyzed by obtained score on the self-confidence inventory and career conflict scale. By detailed statistical analysis and computation of mean value, standard deviation and t-ration, the results are shown below. All the finding has been shown by graphical representation.

**Level of career conflict among female students of two sub-group of board (state board and central board) have been measured by career conflict scale and compared by mean value and z score and presented in the table and graph below.**

**Table-2**

Sub-group	No.	Mean value	Z score of the mean
State board	100	206	-0.84
Central board	100	188	-1.17

The above table is clearly showing the difference between two boards. The state board students have scored the average raw score is 206 which is equivalent to the -0.84 z score, whereas the central board students have scored 188 which is equivalent to the -1.17 z score. The z score is showing the position of a number on the normal probability curve. The z score of state board student is very near to the center of the curve which shows slightly low to the average norm position. But the z score of central board if some further to the central position (-1.17) which shows less career conflict among the central board student than state board student. Thus the H<sup>1</sup>“Career conflict makes significant difference between students of two boards” is proved

**Level of career conflict among female students of two sub-group of family background (urban and rural) have been measured by career conflict scale and compared by mean value and z score and presented in the table and graph below.**

**Table-3:**

Sub-group	No.	Mean value	Z score of the mean
Urban	100	195	-1.30
Rural	100	179	-1.98

The above table is clearly showing the difference between two family background (Urban and Rural). The urban students have scored the average raw score is 195 which is equivalent to the -1.30 z score, whereas the rural students have scored 179 which is equivalent to the -1.98 z score. The z score is showing the position of a number on the normal probability curve. The z score of urban students is very near to the -1 SD of the curve which shows low to the average norm position. But the z score of rural students is some more far to the central position -1 SD which shows less career conflict among the both groups, but urban students having high career conflict than rural students. Thus, the H<sup>2</sup> "Urban and rural student differ significantly on the level of career conflict" is proved

#### **CONCLUSION AND DISCUSSION:**

The two main conclusions can be drag from the above analysis-

- The central board students having less career conflict than state board students.
- The rural students shown less career conflict than urban students.

Career conflict is major identified issue among youngsters. Many of the researchers have studied this problem with many different perspectives. Currently youngsters have desired to earn huge money, name, and fame. They blindly follow others to achieve something. But they don't realize their actual ability, this all create a inner conflict. There are many researchers have studied the career conflict among youngsters and tried to identify the root cause behind the conflict. Farmer et.al. (1970) have found in their study that career interest remains unaffected among married and unmarried women. Hall (1972) have studied that career decision is changed according to person's own perception and expectation to their ability. In an important study Hawley have find out that generally female deciding their career upon femininity of job and perception of their male partners. Rudikoff (1974) stated that women always need a moral support by family or friend to decide a career. This finding more supported by Peplau's (1976) study when women performing better with their male partner than single performance. Rapoport (1969) have noticed that family where female partner is working need more commitment to manage family life. These all the studies give a clearer picture that decision of a career is a society and family concern for the girls.

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