



IMPORTANCE OF CAREER GUIDANCE AND MENTORING ON THE STUDENTS BASED ON THEIR INTEREST AND ACUMEN

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ABSTRACT

The importance of career guidance has been over a past few decades and is still increasing because of the emerging career options and technologies are coming into picture. The quality assurance in career guidance is playing a major role in deciding the right career option by the students based on their interest and acumen. The personalized mentoring and career guidance may encourage students to be optimistic, set constructive external goals, and focus on the future rather than ruminate on the past or present problems. As career guidance is one of the major decisions an individual makes in his/her lifetime, we should focus on the systematic manner in which career guidance is being provided to the students. When we study the need of career guidance among students, they mostly need in their three stages in their academic progress. When they are at 10th std, 12th std and then when they are doing some professional courses in colleges, the students need career guidance and they want to get rid of the doubts they are having. These students could have been uninformed or misinformed about the career options that are available. And when we give a good quality career guidance for these students this could help them in many ways. These could make the students to think in deep and unexpected ways, getting to the root of the indecision and leading to more positive outcomes. When we talk about the quality, the following parameters must be taken into consideration, effectiveness, efficiency, equality, relevance, and sustainability. This article study about how personalized mentoring and career guidance is very much useful for the students based on their interest and acumen.

INTRODUCTION

As a human being we develop passion for different things since childhood. Each person's favourite activity will be different and all these interest and acumen a person has will also play a major role in defining his/her personalities, character, and opinions and perception. Although people are driven by their passion not everyone seek a career path in fields there are talented or interested. Especially in India due to society and family pressure students are constrained to select safer career options. After choosing the fields that is not particularly their interest or expertise student tend to struggle and loose interest to peruse further. As the technology grew and globalization started to take over lot of education platform started to guide students on how to be successful in the chosen field and also gives idea about various available field. This edtech platforms helped students significantly, but one major area none of this platform offer is career guidance and mentorship based on students' interest and acumen.

In 21st century a lot people suffer from mid life crisis, depression and mental health problems just because they chose a wrong career and it was too late to do something about it. A profession which a person is not really passionate will not take him anywhere expect to the land of regret. A survey conducted by India today said 93% of Indian students are aware of only seven career options. So vast majority of the Indians never take a time to explore what is their strengths, passion and interest which will make them successful and happy in their life. This is why people are placed in wrong job and struggle to reach their full potential.

Students should be given an opportunity and guidance with mentorship to explore various options and also find their interest and acumen. In this research we try to find whether students are fine with just perusing the same career options as other or they are ready to select different fields once they are fully aware of their own strengths and desire. Future generation being in perfect fields where they are mentally healthy, happy and able to contribute to the fullest will definitely uplift the society and also help in the growth of the nation.

REVIEW OF LITERATURE

In a long-term partnership known as mentoring, a mentor assists a mentee in realising their full professional potential. Selected approach such as Face-to-face or in-person mentoring, groups, and electronic mentoring are common ways to apply mentoring. Both a mentor and a mentee are necessary in a mentoring relationship. A mentor and mentee for mutual benefit who may discuss topics with regard to education and careers. It frequently occurs while students are transitioning to new areas of their lives. Effective mentoring helps learners get ready for this and effectively handle the social and professional concerns that concern them.

In India, the field of career counselling is still quite new and needs to grow and become established. The standards for its use must be established, the necessity for career counselling must be properly acknowledged, and every

effort must be made to use this crucial psychological talent in avoiding and addressing the many psychosocial requirements of schoolchildren.

In India interest and acumen-based career counselling is also not really given so much importance. Students choose to get counselling and mentorship only for the career they choose, but most of the students never really explore themselves. The schools and edtech career guidance platform also not analyses the students ability and their passion. The book 'Knowing What Students Know: The Science and Design of Educational Assessment' by James W. Pellegrino essentially explains how expanding knowledge in the scientific fields of human learning and educational measurement can form the foundations of an improved approach to assessment. These advances suggest ways that the targets of assessment-what students know and how well they know it-as well as the methods used to make inferences about student learning can be made more valid and instructionally useful.

There are various ways to assess the students, two ways that was suggested by 'The National Research Centre on the Gifted and Talented' are Interest-A-Lyzer and If I Ran the School.

Interest-A-Lyzer:

The Interest-A-Lyzer is a brief questionnaire devised to help students examine and focus their interests. Basically, the youngsters are asked to imagine themselves in a series of real and hypothetical situations, and then relate how they would react. The primary purpose of this exercise to identify students' interest areas is to stimulate thought and discussion. Students not only come to know themselves better, but also get a chance to share their discoveries with both teachers and peers.

If I Ran the School:

If I Ran the School, provides an outstanding opportunity to discuss the students' underachievement and their opportunity to work with you on a self-selected product.

RESEARCH GAP

From the research we have done what we have found out was that the students are not being able to identify nor aware of the new professional career options available based on their interests and acumen. When we were analysing the characteristics of the students, we have found out the following attitudes of the students. Some of them were able to identify the strongest ability and skills. Some of them knew what they want to do after 1-2 years. Few told that the jobs are hard to find. Few were confident enough that they have all it takes to create a job. Some of them were really certain about the career they want to have. Based on these and further observations, we could also see that there were many obstacles the students were facing by the peer pressure and the societal pressure. The societal pressure could be in various forms like it can be from parents, neighbours, and even the professional teachers who are not being aware about the emerging career options which the students can actually pursue as the profession for their livelihood.

When we talk about the quality of good career guidance, there are actually many factors coming into picture. The following are some of the critical perspectives of the good quality of career guidance. The politics of quality, does quality assurance deliver service improvement, does quality assurance distort activity, is quality meaningful for career guidance.

RESEARCH METHODOLOGY

In this research our objective is to find whether students face the problem of choosing their career and whether they are interest in platform that offers them career guidance and mentorship based on their interest and acumen. We chose qualitative research as our methodology to find how students feels about their career choices and confusion they have and also the interest the students show in this new career guidance system where they will assess and given guidance based on their ability. Google form was used as medium to collect the required data. We created a questionnaire in google form and distributed it among students and gathered around 100 data. Since students use their smartphones very frequently, we decided to collect through this manner. During the collection of data one of the biggest challenges we faced was not getting enough and accurate information from the sample population. We ran the gathered data in JMP statistical software to derive inputs on how students preview our idea of career guidance and mentorship based on interest and acumen.

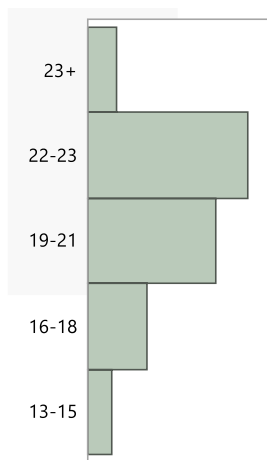
FINDINGS

From the data we collected we found out information on which age group of students actually are really confused about their career, how do they feel about the current career guidance platform which only offer mentorship and guidance purely based on students choosing not on their interest and acumen. We also asked students whether they are interested in mentorship to assess their abilities. The result shows that majority of the students feel that both career guidance and schools are not really helping them take an informed decision about their career. The majority of the students thinks that mentorship and career guidance based on interest and acumen will help them in various to enhance opportunities and be successful in their life.

Research Through Innovation

Distributions

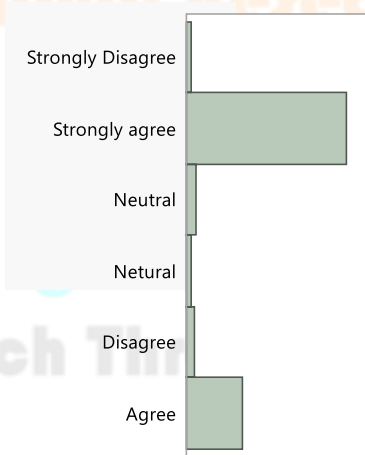
Age



Frequencies

Level	Count	Prob
13-15	6	0.06000
16-18	15	0.15000
19-21	32	0.32000
22-23	40	0.40000
23+	7	0.07000
Total	100	1.00000

Have you ever been confused or unsure about which career path to choose?

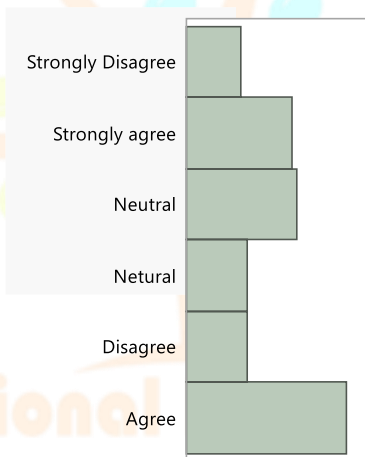


Frequencies

Level	Count	Prob
Agree	23	0.23000
Disagree	3	0.03000
Neutral	2	0.02000
Neutral	4	0.04000
Strongly agree	66	0.66000
Strongly Disagree	2	0.02000
Total	100	1.00000

N Missing1

Do you think the existing career guidance are helpful?



Frequencies

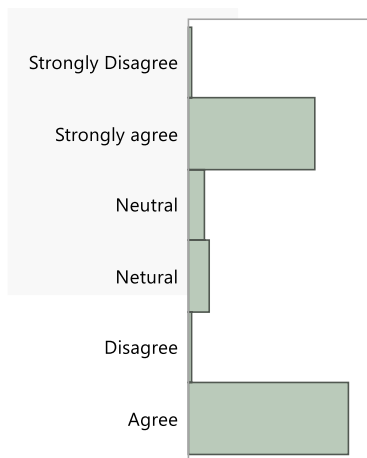
Level	Count	Prob
Agree	29	0.29000
Disagree	11	0.11000
Neutral	11	0.11000
Neutral	20	0.20000
Strongly agree	19	0.19000
Strongly Disagree	10	0.10000
Total	100	1.00000

N Missing1

6 Levels

Distributions

Should students be assessed based on their interest and ability

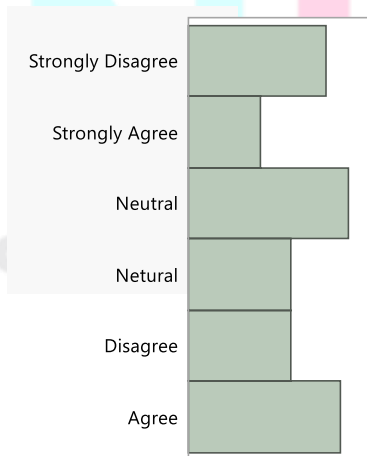


Frequencies

Level	Count	Prob
Agree	48	0.48485
Disagree	1	0.01010
Neutral	6	0.06061
Neutral	5	0.05051
Strongly agree	38	0.38384
Strongly Disagree	1	0.01010
Total	99	1.00000

Distributions

Do Educational Institutions equip for the career guidance of students?



Frequencies

Level	Count	Prob
Agree	21	0.21000
Disagree	14	0.14000
Neutral	14	0.14000
Neutral	22	0.22000
Strongly Agree	10	0.10000
Strongly Disagree	19	0.19000
Total	100	1.00000

CONCLUSION

Based on the above findings and interpretation, we could see that there is a need of personalized career guidance and counselling especially for the students who are all at 10th, 12th and +3 levels in their education. Hence, we could also see a lot of Entrepreneurial opportunities as well as competition in this area. Apart from that, in this article we have also explored the role of quality and quality assurance in the delivery of career guidance. Our principal finding is that there is a wide range of different approaches to quality within the career guidance field, but that these different approaches are poorly theorised and evidenced.

When we can avoid the flaws and do the career guidance very systematically and professionally, we can address this huge issue of career guidance and we can win over this issue in the longer run. In this way we can also avoid the emotional impact of being confused and frustrated by the students and empower every individual to find their purpose.

Though the area of career counselling is in infancy stage, it has great potential for growth. It can cater to the emerging needs of the student community with globalization, drastic changes in family structures, changing social values leading to immense stress and strain on the students. The specialized skills of the school counsellor need to be tapped to prevent, and treat increasing psychosocial problems of the students and to provide a holistic development to the students.

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