



THE ROLE OF INTRINSIC AND EXTRINSIC SWITCHERS IN CAREER OPTION AMONG PROFESSIONAL STUDENTS

An Empirical Study

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Abstract: The intrinsic and extrinsic switchers are playing an important role in career development of student fraternity. Now a days, the widespread education had allowed the aspirants to plan or design a career by breaking down the barriers of it. It is also allowed them to have dual or multiple careers, either sequentially or concurrently. Thus, professional uniqueness has become hyphenated or hybridized to mirror this swing in vocation ethic. Therefore, the role of the career counselor and of the career advisor have grown up due to a wide range of choices in the potential professions and widespread education. Every person has got the right to decide his own career. But most of the people are ignorant or not giving due consideration for the intrinsic aspects and hence they lack to utilize this right in a proper manner. Here comes the relevance and importance of this study, "The Role of Intrinsic and Extrinsic Switchers in Career Option". The main objective of this study is to analyze the influence of both intrinsic and extrinsic switchers in opting career. For this study data were collected through self-administered questionnaire to obtain information from students who are studying in various professional programmes in Kerala. The collected data were analyzed by using Weighted Mean and Z-Test to draw the results of the study. Findings of the study reveal that there is only a very few of them are selecting professional programmes with a vision to attain glittering career. Most of them are acting as imitators, because they just follow the trend which is prevailing in our society. Therefore, the researcher suggests all career aspirants to give due consideration for intrinsic switchers just as extrinsic switchers. By this foot step we can enjoy and flourish in our career.

Keywords: Career Option, Intrinsic Switchers, Extrinsic Switchers, Professional Students, Career Planning, Career Goal, Career Cycle, Career Anchor, Career Progression, Career Development, Career Counseling, Career Management, Mid-Career Crisis, Reality Shock, Mentoring

1. INTRODUCTION

By the 21st century, the magnitude and the role of the career counselor and of the career advisor have grown up due to a wide range of choices in the potential professions and widespread education. The widespread education had allowed the aspirants to plan or design a career by breaking down the barriers of it. It is also allowed them to have dual or multiple careers, either sequentially or concurrently. Thus, professional uniqueness has become hyphenated or hybridized to mirror this swing in vocation ethic.

A career can be explained as the progress and actions taken by a person throughout of his/her lifetime, especially those related to that person's occupations. A career is often composed of the jobs held, titles earned and work accomplished over a long period of time, rather than just referring to one position. A career is an individual's journey through learning, work and other aspects of life. There are a number of ways to define a career and the term is used in a variety of ways. According to Oxford English Dictionary, Career is defined as course or progress through life or a distinct portion of life. In this definition career is understood to relate to a range of aspects of an individual's life learning and work.

Every individual has the right to decide his own career. But most of the people are ignorant or not giving due consideration for the intrinsic aspects and hence they lack to utilize this right in a proper manner. Here comes the role of career management. Career management describes the active and purposeful management of a career by an individual. But many cases people got utter failure in this area due to the absence of internal focus. Here comes the relevance and importance of this study, "The Role of Intrinsic and Extrinsic

Switchers in Career Option". The main objective of this study is to analyze the influence of both intrinsic and extrinsic switchers in opting career. For analyzing this influence, the researcher framed an assumption (H0) that, "both intrinsic and extrinsic switchers are creating balanced influence in opting career".

2. NEED OF THE STUDY

Today we can see many studies on career and related topics, both at national and international level. Some of the high-flying studies on career and its functional areas are listed here for augmenting the importance of this research topic "The Role of Intrinsic and Extrinsic Switchers in Career Option".

Bloand Paul A. & Selby Thomas J (1980) conducted a study on Factors Associated with Career Change among Secondary School Teachers. This study specifies teacher mobility from the institutional perspective, as personnel turnover, rather than from the viewpoint of the teacher and that important affective and personality issues have been neglected in favour of demographic factor identification.

Gail Hackett, Nancy E. Betz (1986) performed a study on Self-Efficacy and Career Choice and Development. It reveals that, there are few other decisions that exert as profound an influence on people's lives as the choice of a field of work, or career. Not only do most people spend considerably more time on the job than in any other single activity (save, arguably, sleep), but also choice of occupation significantly affects lifestyle, and work adjustment is intimately associated with mental health and even physical well-being.

Pawan Budhwar & Yehuda Baruch (2003) conducted an empirical study on career management practices in India. This paper examines and discusses the developments in the field of career management, bringing in the international perspective. In particular, the paper explores career management practices in 108 Indian organizations. A factor analysis procedure suggested five groups of practices: formal planning, formal active management, developmental, career stages and assessment. These are found to be associated with certain organizational and cultural characteristics. The research has both theoretical and practical implications.

Sanghamitra Buddhapriya (2009) conducted a study on Work-Family Challenges and Their Impact on Career Decisions: A Study of Indian Women Professionals. The primary objective of this study is to understand the impact of family responsibilities on the career decisions of women professionals and also to find out the type of work-life support they would require from their employers to balance their work and life in a better manner.

Itamar Gati, Noa Saka (2011) they examined the construct of career related decision making difficulties among 1,843 Israeli adolescents: choosing a high school (9th grade), choosing high school elective courses (10th grade), and deciding on a military job preference (11th grade). Three versions of the Career Decision Making Difficulties Questionnaire (CDDQ) were constructed to match the 3 decision situations. The structures of the 10 difficulty categories of the revised CDDQ were found similar to that proposed by I. Gati, M. Krausz, and S. H. Osipow (1996). Boys reported higher difficulties than girls in external conflicts and dysfunctional beliefs. Research and counseling implications are discussed.

Aya Okada (2012) conducted a study on Skills Development for Youth in India: Challenges and Opportunities. This paper reviews the current state of education, skills development, and employment for Indian youth, and considers the challenges facing India's skills development system.

A.G. Watts, Ronald G. Sultana & Siobhan Neary (2013) conducted a study on the 'Blueprint' framework for career management skills: a critical exploration. This article examines the Blueprint framework for career management skills as it has been revealed across sequential implementations in the USA, Canada and Australia. It is argued that despite its lack of an empirical basis, the framework forms a useful and innovative means through which career theory, practice and policy can be connected. The framework comprises both core elements (learning areas, learning model and levels) and contextual elements (resources, community of practice, service delivery approach and policy connection). Each of these elements is explored.

Dr. Ramandeep Saini (2014) conducted a study on Effectiveness of Career Development Programs with Reference to a Manufacturing Sector. The study focuses on career planning and development, perceived to be the most important subsystem of HRD as it strongly influences and contributes towards individual and organizational growth and development. Further, the study has been undertaken to analyse the career development programs being practiced in manufacturing industries besides identifying the factors affecting them. Results of the study will definitely facilitate effective implementation of career development programs in various industries.

A Seema & S Sujatha (2016) conducted an empirical study from an Indian context on Individual Variables on Subjective Career Success. The purpose of the present study is to examine the degree to which the individual-related variables (age, gender, educational qualification, work experience, marital status, and spouse support, no.of.children, managing professionally and personally) predict subjective career success of faculty members at Arts & Science colleges, Vellore, Tamil Nadu. The study result shows significant difference between age groups on career commitment. And it shows that there is significant difference between age, marital status, and work experience on career success. All these individual related variables help one in achieving career success subjectively.

Dr. Paras Jain (2017) conducted a study on Impact of Career Guidance and Counseling on Student's Career Development. Present study is focused on finding of impacts of career guidance and counseling on students regarding career development.

Babatunde, Joseph Ojo (2017) They investigated on Effects of Career Guidance and Career Counseling techniques on Students Vocational Maturity. The main purpose of the study is to find out which of the two purposed techniques will best facilitate the development of vocational maturity among secondary school adolescents in Ekiti State, Nigeria.

Jerry W. Hedge and Jennifer R. Rineer (2017) conducted a study on Improving Career Development Opportunities Through Rigorous Career Pathways Research. In their focus on the workplace, they underscore the need for more holistic, data-driven individual and organizational perspectives on career growth and success; they describe how a career pathways framework can contribute to these goals. They offer directions for future research to promote career growth and success for individuals, and to help employers create or strengthen career pathways systems that will reduce bias and enhance organizational performance by supporting the advancement of their employees

All these studies on career related aspects provided great contribution for the development of this branch. There are numerous other studies also, which are not cited here, due to the fear of amplification. The present study on “The Role of Intrinsic and Extrinsic Switchers in Career Option” intends for a comprehensive review of the intrinsic and extrinsic switchers influence on career option.

3. RESEARCH DESIGN AND METHOD

The main objective of this study is to analyze the influence of both intrinsic and extrinsic switchers in opting career. For this purpose, the researcher utilizes Cross-Sectional Descriptive Research Design. Here the study is conducted at a single point of time but it generally includes sample units who belong to a cross-section of the population like: gender, educational level and nature of education. Through this research design he attempts to describe and explain the conditions of the state of affairs as it exist at present. The universe or population consists of all professional students in Kerala. Since population is infinite the Nonrandom Sampling method called Quota Sampling is applied. The variables under study can be mainly classified into two: Intrinsic Switchers and Extrinsic Switchers. In intrinsic switchers the researcher is considering independent variables like: personal interest, gender, skills and abilities, personality and attitude; and in extrinsic switchers the researcher is considering independent variables like: opportunity, influences, nature of job, job status and job remuneration. The researcher utilized secondary and primary data for this study. For collecting secondary data, the researcher utilized the secondary data sources like journals, books, magazines and websites and for primary data questionnaire method is adopted. For analyzing this collected information, the researcher utilized Weighted Mean and Z-Test.

4. THEORETICAL FRAMEWORK

The career can be simply defined as an occupation undertaken for a significant period of a person's life and with opportunities for progress. The career is an individual's allegorical "voyage" through learning, work and other portions of life. There are a number of ways to describe career and the term is used in a variety of ways. The Oxford English Dictionary defines the word "career" as a person's "course or progress through life". This definition relates "career" to a range of features of an individual's life, learning and work. The other way in which the term "career" is used to describes an occupation or a profession that typically involves special training or formal education. The important terms we have to consider while we discuss about career are: career planning, career goals, career cycle, career anchors, career progression, career development, career counseling, career management, mid-career crisis, reality shock, and mentor.

Career planning is the method by which one selects career goals and the path to those goals. Career planning procedure is the continuous reviewing procedure of understanding oneself, setting career goals, adjusting skills and searching for the precise career options. It can help to plan their voyage in their professional life. Self-assessment is required to understand one's capabilities and drawbacks. The various career options should be discovered in detail to find a fit between one's abilities and the opportunities provided by a career option. It occupies unremitting learning and improvement to build and growth in the selected career path. A superior career planning helps a person to develop in life in their professional career, which also help them to rise personally.

A career goal is a separate statement explaining the future positions/profession that an individual device to chase throughout his career. It is important for every employee or job seeker to label their career goals clearly, that will help them to come up with efficient action plans. Setting unrealistic goals can escort bitterness. But that does not mean that one should stay away from formulating career goals altogether. Creating resolutions is the natural means to keep on oneself motivated to attain your dreams.

The career cycle refers to the stages of career development that an individual passes through. Basically, there are 5 career phases/stages, which an individual has to experience during his/her lifetime. They are: exploration, establishment, mid-career, late-career and decline. The first stage – exploration stage is the pre-employment stage, wherein quite a lot of expectations about the work are created that may be the fantasies, or unrealistic ideas about the work, very much before entering into the firm. The second stage – establishment stage; wherein the fresher discovers under the guidance of a mentor. At this stage, the fresher commits many mistakes and try to learn from these, thereby gaining a spot in the society and working for his career progression. The third stage – mid-career stage, the individual is no longer measured to be a fresher and his mistakes are taken acutely by the senior management. The fourth stage - late-career stage, an individual reaches to a particular position in the organization hierarchy, on the basis of his career graph which is characterized by growth or stagnation. The final stage – decline stage, an individual has to step out of his work or obtain a retirement from his official commitments.

A “Career Anchor” is a mixture of professed areas of competence, motives, and values relating to professional work options. It includes talents, motives, values and attitudes which furnish firmness and path to a person's career and it is the ‘driver’ of that person. Often, people pick a career for all the erroneous reasons, and locate their responses to the workplace are mismatched with their true values.

This circumstance results in feelings of conflict and restlessness and in lost productivity. To help people let alone these problems, Career Anchors help people expose their real values and utilize them to construct enhanced career choices.

Career progression is simply the means by which you travel ahead in your career. You can only advance your career if you have a good career progression plan. A career progression plan helps you obviously spot what you want and how to get it so you can actually start taking real steps to make it happen. To work well, a good plan needs to be carefully thought from side to side, written down and actionable. If you find it difficult to figure this out on your own, talk through your ideas with someone you trust. You may want to hire a career coach who can help you resolve your heart's desire.

Career development is the method of self-knowledge, exploration, and decision-making that shapes your career. It is the process of selecting a career, humanizing your skills, and moving forward along a career path. It's a enduring process of learning and decision-making that brings you nearer to your ideal job, skillset, and lifestyle. When someone pays careful awareness to their career development, they recognize their own strengths and blind spots, then work hard to pick up their skills. It also involved learning about different roles and industries to find a match to their abilities, seeking out opportunities to press forward, and maybe even altering careers in total if they locate a more fitting one.

Career counseling is a kind of advice-giving and support provided by career counselors to their clients, to help the clients handle their voyage through life, learning and work changes. This includes career exploration, making career choices, managing career changes, lifelong career development and dealing with other career-related matters. 'Career Counseling' typically indicates an expert interference which is conducted either one-on-one or in a tiny group. Postmodern career counselling is a philosophical process of supporting clients in creating self through writing and modifying biographical narratives taking place in a context of multiple alternatives from a variety of options and restrictions. The shift moves from emphasizing career choice to empowering self-affirmation and civilizing decision making.

Career management is the blend of structured planning and the vigorous management choice of one's own professional career. It is an enduring process of devoting resources to achieve your future career goals. The career management process holds in your arms various concepts: Self-awareness, career development planning/career exploration, life-long learning, and networking.

A mid-career crisis is an evolution of uniqueness and self-confidence that can arise in middle of individuals' career. The observable fact is depicted as a psychological crisis brought about by proceedings that emphasize a person's mounting age, inevitable mortality, and perhaps lack of accomplishments in career. This may create feelings of strong depression, regret, and high levels of concern, or the desire to achieve youthfulness or make radical changes to their current lifestyle or feel the wish to change past decisions and events.

Reality shock is a major dilemma faced by young employees when they first start work, a period known as the "socialization stage" Reality shock was reviewed by the differences between participants' principles or expectations before entering employment and their authentic experience, and the degree of shock resulting from these differences (degree of shock). Reality shock is therefore regarded as a risk factor for career development.

Mentoring is a relationship between two people with the goal of professional and personal development. The "mentor" is usually a qualified individual who shares knowledge, experience, and advice with a less experienced person, or "mentee." Mentors become trusted advisers and role models. They support and encourage their mentees by contributing suggestions and knowledge, both general and specific. The objective is to help mentees pick up their skills and hopefully, advance their careers.

5. STATISTICAL ANALYSIS

This study is mainly focused on general attitude of professional students in opting career in the context of its intrinsic and extrinsic switchers. For this purpose, initially the researcher has applied a weighted mean. The investigator considered μ_1 for intrinsic switchers and μ_2 for extrinsic switchers.

Table: 5:1 Weighted Mean of Intrinsic & Extrinsic Switchers

Intrinsic Switchers		Extrinsic Switchers	
Variables	μ_1	Variables	μ_2
Personal Interest	27.06	Opportunities	55.02
Gender	19.80	Influences	47.73
Skills & Abilities	36.53	Nature of Job	36.12
Personality	09.21	Job Status	24.05
Attitude	08.68	Salary Package	53.87
Total	101.28	Total	216.79

Source: Survey Data

By considering above table we can examine that the weighted mean of intrinsic switchers is 101.28 and extrinsic switchers is 216.79. From this we can come to an initial conclusion that extrinsic switchers are creating more influences on career option of professional

students than intrinsic switchers. The researcher further checked this result by utilizing Z-Test for more precisely analyzing whether there are any significant differences existing between intrinsic and extrinsic switchers in opting career. For this, the following hypothesis was framed and tested. The assumption (H_0) framed by the researcher is: both intrinsic and extrinsic switchers are creating balanced influence in opting career ($\mu_1 = \mu_2$). Based on weighted mean the alternative hypothesis (H_1) framed is: the intrinsic switchers are creating less influence in opting career than extrinsic switchers. That means μ_1 is less than μ_2 ($\mu_1 < \mu_2$).

Table: 5:2 Z – Test Analysis of Intrinsic & Extrinsic Switchers

Paired Observation	Sample Size	Table Value	Calculated value	S.E.	d.f.	Level of Significance
Intrinsic & Extrinsic Switchers	195	1.645	5.04	13.7	Infinity	5%

Source: Survey Data

The above table shows that the calculated value of Z is 5.04 which is greater than the table value of 1.645 at 5% level with d.f. being infinity. This analysis not supports the null-hypothesis ($\mu_1 = \mu_2$). Hence, we accept alternative hypothesis ($\mu_1 < \mu_2$). That means intrinsic switchers are creating less influence in opting career than extrinsic switchers.

6. RESULTS AND DISCUSSION

From this study, it is clear that only a very few of them are selecting professional programmes with a vision to attain glittering career. And more than 90% of students are carrying out these types of programmes aimlessly. They are doing it on the basis of present trend. Here they are just acting as imitators, because they just follow the trend which is prevailing in our society. The present educational trend is forcing the people to run after various types of programmes. If it is professional programme, it is well and good. But if people are not focusing on other related aspects like: personal interests, strengths and weaknesses, etc. these types of efforts will be considered as mere waste.

At this juncture it is also important to discuss about the role of career guru. The role of career guru is to act as a knowledge provider rather than mere information provider. Normally career gurus are talking about the career opportunities which are present in the external environment. The career aspirants will get these types of information from the help of present technology. Therefore, the role of career guru is to help the aspirants to analyze their intrinsic and extrinsic switchers for opting career. Then only a career guru makes a required shift from mere information provider to knowledge provider.

Finally, if you are really cautious about your career, it is always advisable to consider both the intrinsic and extrinsic switchers which are creating influence in opting career. The study reveals that in present scenario the extrinsic switchers are playing major role than intrinsic switchers in deciding career. In today's world most of them are opting various careers on the basis of opportunities and remuneration packages. In our society it is paradoxical that youth are the more productive workers but they are not at all free to opt their own career, especially in the case of females. It is due to the high level of interference from parents in setting career objective. Here most of the parents are setting career for their children. In that context parents' wishes will be reflected more than children's wishes.

If a person is opting career by merely focusing on extrinsic switchers alone, it will invite lots of problem. Because, person's internal aspects will not suit with that career. It will ultimately spoil person's future. Therefore, the researcher suggests all career aspirants to give due consideration for intrinsic switchers just as extrinsic switchers. By this foot step we can enjoy and flourish in our career.

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