

Achieving Academic Success Through Fostering Career Planning of Nepalese Higher Secondary Students

Krishna Prasad Neupane,¹ Hem Chandra Dhakal,² Dhruba Kumar Budhathoki,³ Dhan Raj Chalise¹

¹Department of Management, Shanker Dev Campus, Tribhuvan University, ²Department of Management, Saraswati Multiple Campus, Tribhuvan University, ³Department of Management, Prithi Narayan Campus, Tribhuvan University,

ABSTRACT

Background: High school students often view career planning as a task for college, but initiating this process during high school is crucial for continuous self-discovery. This approach aims to enable citizens to navigate the complexities of the ever-changing labor market effectively.

Method: Descriptive and exploratory research methodologies, strategically chosen to identify problems and illuminate current marketing conditions and practices within the realm of higher secondary schools. The target population encompasses all higher secondary schools and their students in Kathmandu Valley, with a sample of 25 colleges selected using a convenience sampling method.

Result: The findings of the study exhibited noteworthy consistencies in responses across different demographic groups, thus providing a basis for generalization among the target audience. The study highlighted that a career is a composite outcome of job-related experiences acquired throughout an individual's professional journey. Furthermore, the research underscored the dynamic nature of career planning, which continuously adapts to the rapid changes in the global economy. The evolving landscape of career planning places a strong emphasis on career building, with the overarching goal of assisting individuals in developing resilience and self-reliance.

Conclusion: This study emphasized the importance of maintaining a harmonious balance between work and life roles, recognizing the significance of holistic career development in the contemporary socio-economic context.

Key words: counseling institutions; peer group; career planning; higher secondary students; evolving career landscape.

Received: 17th July, 2023

Accepted: 24th August, 2023

Published: 31th December, 2023

INTRODUCTION

High school students often view career planning as a task for college, but initiating this process during high school is crucial for continuous self-discovery.¹ Recognizing the unique needs of high schoolers, engaging in self-discovery activities becomes vital.² Exploring classes, clubs, and extracurricular helps identify strengths and interests, while seeking guidance from professionals and exploring potential careers aids in informed decision-making.¹ In the context of Nepalese organizations, there is a lack of formal career planning, hindering employees' goal clarity and achievement. Chalise and Pokharel's research emphasizes the role of leadership, motivation, and job satisfaction in employee performance within the banking sector.³ The study recommends organizations prioritize leadership opportunities, positive work environments, motivation strategies, and intrinsic/extrinsic rewards to enhance overall performance

and reduce turnover.⁴ The examination of career choices among Chinese high school students reveals challenges post the 2014 New College Entrance Examination reform. Subject selection becomes critical, impacting academic achievements, majors, and future employment opportunities.⁵ Career exploration is crucial during high school, with a focus on exploration motivation. The study aims to address challenges, propose solutions, and establish a coping model for Chinese high school students in their career exploration.⁶ Various studies underscore the importance of career planning in higher education, emphasizing the need for effective training programs aligned with students' needs. Banking sector advocates for transactional leadership in higher secondary institutions, correlating it with increased job satisfaction.⁷ The study recommends implementing transactional leadership in commercial banks. Gender-related challenges in career advancement, difficulties

Correspondence: Dhan Raj Chalise, Department of Management, Shanker Dev Campus, Tribhuvan University. E-mail: sgreport2dr@gmail.com, Phone:+944-9851059881.

for women in reaching senior management positions despite qualifications.⁸ Suggest closer collaboration between career counseling services and employers to enhance undergraduates' understanding of work life.⁹ Perspective on indeterminate careers highlights the dialectical relationship between self and circumstance.¹⁰ The study recognizes women as active agents in controlling and transforming adverse circumstances, emphasizing the impact of racism and sexism.

METHODS

The research design for this study combines descriptive and exploratory research methodologies, strategically chosen to identify problems and illuminate current marketing conditions and practices within the realm of higher secondary schools. The target population encompasses all higher secondary schools and their students in Kathmandu Valley, with a sample of 25 colleges selected using a convenience sampling method. Further, 100 students (50 male, 50 female) are chosen as the study sample through judgmental sampling from the selected colleges. Primary data collection relies on a structured questionnaire administered to college students in Kathmandu Valley, ensuring firsthand and directly relevant information for the study objectives. The collected data undergoes a comprehensive analysis using various statistical tools such as frequency distributions, percentages, means, chi-square, mean, standard deviation, percentage, pie-chart, and regression analysis. This multifaceted approach aims to unravel the psychological context of the gathered data, providing a nuanced understanding of the career plans and objectives of college students in Kathmandu Valley. The utilization of these analytical tools enhances the robustness and depth of the study, facilitating a thorough exploration of the factors influencing career choices among higher secondary school students.

RESULTS

The main purpose of analyzing the data is to change it from an unprocessed form to an understandable

presentation. The analysis of data consists of organizing, tabulating and performing statistical analysis. Career planning is an important part of life. It is inevitable for everyone. In the question of needs for developing career planning, students were response as under (Table 1).

Options	Male	Female
	Frequency (%)	Frequency (%)
Highly Needed	30 (60)	20 (40)
Needed	10 (20)	30 (60)
Undecided	5 (10)	-
Not so Important	5 (10)	-
Not Needed at all	-	-

In response to the question concerning the need for career planning in higher secondary students 60% of male respondents felt its highest need to the students, while in female it was only 40%. In female 60% was needed career planning while 10% only male students were needed career planning. For career planning information development is an important part which can be obtained through counseling institutions, senior professionals, peer groups, educational institutions, etc. The information development for career planning is presented in (Table 2).

Options	Male	Female
	Frequency (%)	Frequency (%)
Counseling institutions	7 (14)	24 (48)
Senior professional persons	21 (42)	9 (18)
Peer group	8 (16)	6 (12)
Educational institutions	14 (28)	11 (22)

During the research 40% of male respondents were found using senior professional person as information for the development of the career planning. Similarly, 4.8% female respondents were found counseling

Options	Male	Female
	Frequency (%)	Frequency (%)
Individual	9 (18)	12 (24)
Culture	7 (14)	11 (22)
Society	29 (58)	9 (18)
All of Above	5 (10)	18 (36)

institutions as information to develop the career planning. With the ongoing technological revolution and the liberalisation and globalisation of the economy, the job market has been undergoing a sea change. There is fierce competition in various specialised jobs, and consequently a fiercer competition for admission to professional courses. Hence one must go through the process of career planning in a systematic way. The table reflected that 58% of the respondents saw society/institution/organization of career planning have they adopted. But 36% female respondents were all at above of career planning have they adopted. The training component assists employees in growth and development by enhancing their knowledge, responsibility, skills and abilities in their present job assignments or prepares them for future opportunities. (Table 4).

Options	Male	Female
	Frequency (%)	Frequency (%)
Accept responsibility for your own career	6 (12)	19 (38)
Assess your interest skills and values	26 (52)	5 (10)
Seek out career information and resources	9 (18)	11 (22)
Establish goals and career plans	5 (10)	7 (14)
Utilize development opportunity	3 (6)	5 (10)
Others	1 (2)	3 (6)

According to 52% male respondents assess their interest, skills and values were found the role of career development process, while 38% of female respondents accept the responsibility for their own career (Table 5).

Option	Male	Female	Total
Yes	20	16	36
No	3	3	6

H₀: There is no significance different between the thinking of career planning of male & female.

H₁: There is significance different between the thinking of career planning of male & female. Since the calculated Chi-Square value (0.00660) is less than the tabulated value (3.84), we fail to reject the null hypothesis (H₀). Therefore, based on the data, there is no significant difference between males and females in thinking about career planning. The observed distribution does not deviate significantly from what would be expected if there were no gender-based differences in thoughts about career planning.

Options	Male	Female	Total
Counseling Institutions	4	2	6
Senior Profession Persons	16	6	22
Peer Group	1	4	5
Educational Institutions (HSS, College, University)	2	8	10

H₀ = There is no significance different about the collection of information between male and female.

Since the calculated value of χ^2 (10.46925) is greater than tabulate value (i.e. 7.8%). So, alternative hypothesis is accepted. It means that there is significance difference between male and female about the collection of information to develop their career. Career development is a process through which students/person becomes aware of personal career related attributes and the live long series of stages that contribute to his or her fulfillment." Do you agree with this statement?

Options	Male	Female	Total
Yes	23	11	34
No	4	2	6

H₀ = There is no significance different between the views of male and female on Career development is a process through which students/person becomes aware of personal career related attributes and the live long series of stages that contribute to his or her fulfillment.

H₁ = There is significance different between the

Table 8. Agreement/Disagreement to the Statement 2 – Results.

Options	Male	Female	Total
Yes	26	11	37
No	2	4	6

views of male and female on Career development is a process through which students/person becomes aware of personal career related attributes and the live long series of stages that contribute to his or her fulfillment. Since, the calculated value of χ^2 (0.041450) is less than tabulated value (i.e. 3.84). So, null hypothesis is accepted. It means that there is no significance different the views of male and female on There is no significance different between the views of male and female on Career development is a process through which students/person becomes aware of personal career related attributes and the live long series of stages that contribute to his or her fulfillment.

H_0 = There is no significance between focus on their career development process.

H_1 = There is significance different between focus on their career development process. Since the calculated value of χ^2 (3.11) is less than tabulated value (i.e. 3.84). So, null hypothesis is accepted. It means there is no significance different between focus on their career development process. “Have you development any career Action Plan?”

Table 9. Agreement/Disagreement to the Statement 3-Results.

Options	Male	Female	Total
Yes	28	9	37
No	5	3	8

H_0 = There is no significance difference between their views of male and female on their development of career action plan.

H_1 = There is significance difference between their views of male and female on their development of career action plan. Since, calculated value of χ^2 (0.58888) is less than the tabulated value (i.e. 3.84). So, null hypothesis is accepted. It means there is no significance different between in development any action plan.

Analysis of Multiple Regressions

Model of career planning:

$$Y = a + b_1x_1 + b_2x_2 + b_3x_3 + \mu$$

Reach the Academic Destination =

$$-3.760 + 1.090x_1 - 0.165x_2 + 0.893x_3 + \mu$$

Reach the academic destination = $a + b_1$ (becomes self-dependent citizens) + b_2 (Fit in changing labour market) + b_3 (maintain balance between work and life role)

In the equation dependent variable is reach the academic destination and independent variables are becomes self-dependent citizens, fit in changing labour market and maintain balance between work and life role. a , b_1 , b_2 and b_3 are the coefficient of constant, become self-dependent citizens, fit in changing labour market and maintains balance between work and life role respectively. Hence equation is arranged show the effect of become self-dependent citizens, fit in changing labour market and maintains balance between work and life role on reach the academic destination. The value of

Table 10. Likert Five Point Scale Analysis.

Description	Mean	S.D.	CV
Career planning has helped to the students to become self-dependent citizens and fit in the changing labour market.	4.2105	1.09441	25.99
Career planning has helped to make right decision in right time with systemic manner.	4.3	0.91147	21.2
Counseling institution, educational is situation and peer group have to develop career planning.	3.85	0.94868	24.64
Career planning needs relieve and timely information.	3.8	1.01779	26.78
Career development has focused about individual growth orientation and information about individual interest and preference.	4.0513	1.43176	35.34
Career development process has played the role about accept responsibility assess your interest and establish goals and career plan.	3.6316	1.34408	37.01
Career planning has developed confidence to the students about to be job.	3.5143	1.2455	35.44
Career action plan has focused on making career decision and reconciling your goals.	3.6579	1.02077	35.44

multiple coefficient of determination R^2 is 0.99 i.e. 99% of variation can be explained by independent variables of the given regression. The above model reflects that if we increase one times in become self-dependent citizens it results in the 1.090 times increase in reach the academic destination. Similarly one times increment in fit in changing labour market. Results in 0.165 times decrease in reach the academic destination. In the like manner the one times increase in maintain balance between work and life role causes 0.893 times increment in to reach the academic destination.

Degree of agreement	Range of mean
High	> 3.5 to 5
Moderate	> 2.5 to 3.5
Low	+1 to 2.5

The above table reflects that the almost all respondents were found high level of agreement on all cases. The standard deviation (SD) shows that low fluctuation on responses of respondents. It means that the issues on career planning has helped to make right decision in right time with systemic manner and counseling institutions, educational institutions and peer group have to develop career planning. The respondents were low fluctuation (variation) in their responses than others issues. The coefficient of variation (CV) shows that low fluctuation on responses of respondents. It means that the issue on career planning has helped to make right decision in right time with systemic manner and counseling institution, educational is situation and peer group have to develop career planning the respondents were low fluctuation (variation) in their responses then others issue.

DISCUSSION

Career exploration has garnered significant attention in the field of career development, as highlighted in recent research.¹¹ This study focused on the application of career planning development among male and female students in Higher Secondary School, revealing a distinct trend. Notably, male students exhibited a higher utilization of career

planning systems compared to their female counterparts. Lau proposed strategies for career counseling services to enhance cooperation with employers, emphasizing initiatives such as company visits, exhibitions, and internship workshops to provide students with practical insights into their potential future work roles. The findings indicated that male students predominantly sought guidance from senior professionals for their career planning, while female students were more inclined to use counseling institutions for acquiring information to shape their career plans. Guan emphasized the significance of exploration motivation, particularly professional exploration during high school, as a driving force behind adaptive development. Interestingly, the research revealed no significant gender-based differences in the overall career development process.¹³ Both male and female students demonstrated similar views on becoming aware of personal career-related attributes and progressing through various stages contributing to their fulfillment. Analyzing the factors influencing the academic destination, the study identified a strong positive relationship between "Reach the academic destination" and the effective development of "become self-dependent citizens." However, the variable "Fit in changing labour market" did not show a significant contribution to reaching the academic destination. Additionally, while the variable "Maintain balance between work and life role" did contribute to academic destination attainment, its impact was not as pronounced as that of "Becomes self-dependent citizens."

CONCLUSIONS

This research underscores the crucial need to strike a harmonious equilibrium between professional and personal responsibilities. It highlights the importance of holistic career development, acknowledging its relevance in today's socio-economic landscape. The study emphasizes the impact of work-life balance on overall well-being, shedding light on its significance for individuals navigating modern challenges. In the contemporary context, recognizing and addressing

the interplay between work and life roles emerges as a key factor for sustained career growth and personal fulfillment. The findings underscore the evolving dynamics of professional success in the current socio-economic climate.

CONCLUSION

the significance of holistic career development, suggesting a broader perspective beyond traditional

professional growth. In the contemporary socio-economic context, achieving equilibrium between work and life is essential for overall well-being. The term "holistic career development" signifies an approach that considers personal fulfillment alongside professional success. This understanding reflects the evolving nature of success in today's complex and interconnected world.

REFERENCES

1. Chalise DR. Training and development in Nepalese commercial banks. *Management Dynamics*. 2020;23(1):93-104.
2. Awan AG, Kiren B, Scholar M. Impact of training and development on employees performance in banking sector of Pakistan. *strategies*. 2016;17.
3. Chalise DR, Paudel V. Cultivating Job Satisfaction: Influence of Transactional Leadership in Nepali Commercial Banks. *Management Dynamics*. 2023;26(1):1-9.
4. Chen S, Chen H, Ling H, Gu X. How do students become good workers? Investigating the impact of gender and school on the relationship between career decision-making self-efficacy and career exploration. *Sustainability*. 2021;13(14):7876.
5. Arifeen SR, Syed J. The challenges of fitting in: An intersectional framing of minority ethnic women managers' career experiences in the UK. *Personnel Review*. 2020;49(5):1194-211.
6. Kameny RR, DeRosier ME, Taylor LC, McMillen JS, Knowles MM, Pifer K. Barriers to career success for minority researchers in the behavioral sciences. *Journal of Career Development*. 2014;41(1):43-61.
7. Ozdamli F, Soykan E, Yıldız EP. Are Computer Education teacher candidates ready for M-Learning? *Procedia-Social and Behavioral Sciences*. 2013;83:1010-5.
8. Guan Y, Liu S, Guo MJ, Li M, Wu M, Chen SX, et al. Acculturation orientations and Chinese student Sojourners' career adaptability: The roles of career exploration and cultural distance. *Journal of Vocational Behavior*. 2018;104:228-39.
9. Renfro-Michel EL, Burlew LD, Robert T. The interaction of work adjustment and attachment theory: Employment counseling implications. *Wiley Online Library*; 2009. p. 18-26.
10. Wong LP, Yuen M. Career guidance and counseling in secondary schools in Hong Kong: A historical overview. *Journal of Asia Pacific Counseling*. 2019;9(1):1-19.
11. Jian LI. Exploring New College Entrance Examination ("Xin Gao Kao") Policy in China: National Values and Regional Practices. *Beijing International Review of Education*. 2020 Oct 7;2(3):466-71.
12. Lau YY, Ng AK, Tam KC, Chan EK. An investigation on the professionalization of education in maritime logistics and supply chains. *Maritime Business Review*. 2018 Dec 3;3(4):394-413.
13. Guan Y, Liu S, Guo MJ, Li M, Wu M, Chen SX, Xu SL, Tian L. Acculturation orientations and Chinese student Sojourners' career adaptability: The roles of career exploration and cultural distance. *Journal of Vocational Behavior*. 2018 Feb 1;104:228-39.

Citation: Neupane KP, Dhakal HC, Budhathoki DK, Chalise DR. Achieving Academic Success Through Career Planning of Nepalese Higher Secondary Students. *IJSIRT*. 2023; 2(1):72-77.