



328en28A



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VOCATIONAL CHOICE AND VOCATIONAL ADJUSTMENT

Work is a very important part of one's life. But every person is not suited for every kind of job. Almost every type of job requires a basic minimum level of education. It also requires a person to have certain skills or abilities which will be necessary in order to carry out the duties on the job. It is also important that personality and interests of person must match with the requirements of the job. We have already read about work, career development and will read here about vocational choice. Related to these is the aspect of one's adjustment to the work situation. We will also study in this lesson about vocational adjustment, i.e. job satisfaction and work motivation. It is also important to know about the various work situations particularly the organisations, small and big like shops and factories/offices, and the organizational work culture.



OBJECTIVES

After studying this lesson, you will be able to:

- explain the need for educational planning and vocational choice;
- state the importance of considering ability and personality factors while making vocational choice;
- explain the importance of interest in making vocational choice;
- describe what is job satisfaction and what are the factors related to it;
- explain the concept and theories of work motivation; and
- describe what an organization is and what is organizational work culture.



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28.1 EDUCATIONAL AND VOCATIONAL PLANNING

Without a basic minimum level of education you can only get jobs which require manual labour. For example, if you want to take a job in a government office, the minimum level of education is VIII class. With this level of education one can get the job of a peon or a chowkidar. In order to do a job, certain skills or abilities are also required. These skills can partly be acquired by education, partly by experience, and partly one naturally has some skills. For example, if one wants to take up a job of a singer, one must have some natural ability to sing besides training .

General education in school and college serves the purpose of providing with certain basic skills like reading, writing and arithmetic skills. It also provides with knowledge about environment and surroundings, culture, and desirable attitudes and values in accordance with the expectations of society.

The goal of general education is to allow the development of positive attitude and respect for all types of work which are required to be carried out for the proper functioning of society. The term 'general education' is used to describe education from primary level to college and it has different stages e.g. elementary, secondary, higher secondary, graduation and above.

Apart from general education, there are certain professional, technical and vocational courses which help in getting certain specific types of skills. Examples of professional courses are medicine (to become doctor), engineering etc. Examples of technical courses are that of ITI and other diploma courses, courses for electricians and mechanics etc.

The minimum level of general education which is required for getting certain jobs and for admission to certain courses for special training is 10th standard. Those with lower level of education can get manual work or unskilled jobs.

Entry to the jobs at the lower level in clerical, police and armed forces requires minimum higher secondary level of education. For a large number of jobs, the higher-secondary students have to do some advanced level courses in skill training for jobs such as radio and TV mechanic, refrigeration, air-conditioning and stenography.

For many other jobs, such as those through competitive examinations, the graduation (B.A./B.Sc./B. Com.) degree is required. These include the civil services (like I.A.S. etc.), clerical and officer level jobs in banks, management trainees in government undertakings (e.g. Steel Authority of India, BHEL), and Insurance Agents (e.g. L.I.C., G.I.C. etc.). Graduation degree is also minimum requirement for admission to professional courses like management, teaching etc.



You must now be having a clear idea of the importance of educational qualifications for different types of jobs. It is, therefore, necessary for you to plan carefully the type and level of educational qualification which you need for the job of your interest.

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INTEXT QUESTIONS 28.1

Choose the correct alternative:

1. After completing middle level (8th Class) education, a person can get which of the following jobs:
 - a. Clerk
 - b. Engineer
 - c. Peon
 - d. T.V. mechanic
2. After completing higher secondary (12th class), a person can get which of the following jobs?
 - a. Clerk
 - b. Police
 - c. Armed forces
 - d. All of the above
3. General education does not include:
 - a. Elementary education
 - b. High school
 - c. Graduation
 - d. Engineering
4. Graduation degree does not directly help in getting success in
 - a. Competitive examinations
 - b. Bank job
 - c. Government undertakings
 - d. Airplane pilot



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Try it Yourself

Write down three most desired vocations of your choice in order of preference. Find out the minimum educational qualification required for each of these three vocations.

Vocation	Educational Qualification
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28.2 ABILITY AND PERSONALITY CHARACTERISTICS RELEVANT TO VOCATIONAL CHOICE

Each type of job or occupation requires a characteristic pattern of abilities and personality traits. For example, to be a successful architect you have to be original, creative, imaginative, systematic, practical, determined, sensitive, patient etc. Psychologists have identified certain types of personalities which are suitable for certain types of jobs.

Though no person will have exactly the type of personality which is described below, we still get a good idea of the suitability of specific persons for specific jobs. One way of understanding the relationship between personality characteristics and jobs is to consider the following categories:

Realistic: Persons of this type are energetic and physically strong. They have good motor coordination skills but lack verbal and interpersonal skills. They are, therefore, somewhat uncomfortable in social settings. They perceive themselves as mechanically inclined, and are direct, stable, natural and persistent. They prefer concrete to abstract problems and see themselves as aggressive. Such persons prefer occupations of following types : mechanic, engineer, electrician, crane operator, tool designer etc.

Investigative: This category includes people who have a scientific bent-of-mind. They are usually task-oriented, prone to thinking and are not comfortable with people. They have a great need to understand the physical world and prefer to work independently. They do not like leadership positions, but are confident of their intellectual abilities. These persons choose vocations such as scientist, researcher, zoologist and psychologist.

Artistic: Persons who are artistic prefer unstructured situations with maximum opportunity for self-expression. They are very creative especially in the area of art and music. They avoid problems which are highly structured and prefer living in situations which require self-expression related to art. Such persons prefer occupations of artist, writer, musician etc.

Social: Such persons like to be involved with people and to work in groups and occupy central positions in groups. They are often religious and have good language



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and interpersonal skills. They enjoy activities that involve informing, training, curing, helping etc. Vocational preferences of such persons include social work, school teacher, religious teacher, etc.

Enterprising: Persons of this type have verbal skills which are very effective for selling, dominating, leading etc. They have a strong desire to achieve organizational goals and economic gains and tend to avoid situations which require intellectual effort for long periods of time. They see themselves as aggressive, popular, self-confident, cheerful, social and have high energy level. Vocational preferences include business executive, politician, property dealer, stock broker, business man, etc.

Conventional: Such people prefer well-ordered environment and like systematic activities involving verbal communication or dealing with numbers. They avoid situations involving social dealing or physical skills. They enjoy power and material possessions. Vocational preferences include banking, clerical jobs, traffic policemen, shop salesman etc.

These six categories described above will give you a good idea about the relationship between personality characteristics and vocational choice. The categories given above are not to be taken as final. There are overlaps between these categories and most people will not fall exactly in only one of these. Nevertheless, this description captures the important relationship between abilities, personality characteristics, and vocational choice.

28.3 WILL YOU BE ABLE TO DO THIS JOB?

Even though most of us have a reasonably good idea about our abilities and personality characteristics, we do not have complete or accurate picture. Psychological tests have been developed which help in preparing a profile (description) of an individual's abilities and personality characteristics. You can go to a psychologist/vocational counselor, and she/he will administer relevant psychological tests and provide you with an ability/personality profile and will also guide in making an appropriate vocational choice.

When you apply for jobs in different organisations directly or through competitive examinations, the organisations assess your abilities and personality characteristics with the help of certain tests. They already have a certain profile in mind which their experience has shown is suitable for the vacant job positions. These organisations obtain your personality profile and match it with their requirements and thus, judge your suitability for the job.

By now you must have got a clear picture of the importance of abilities and personality characteristics for vocational choice. For getting any job, you first require a minimum educational qualification but that is not enough. Certain skills,



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abilities and personality characteristics are equally important in getting a job and being able to perform it effectively.



INTEXT QUESTIONS 28.2

Choose the correct alternative:

1. Realistic persons are not suitable for the following job
 - a. Engineer
 - b. Scientist
 - c. Mechanic
 - d. Crane operator
2. Social people are suitable for the job of
 - a. School teacher
 - b. Scientist
 - c. Clerk
 - d. Electrician
3. Artistic persons are not suitable for the job of
 - a. Musician
 - b. Writer
 - c. Driver
 - d. Artist
4. Enterprising persons are good at
 - a. Selling
 - b. Leading
 - c. Dominating
 - d. All of the above
5. Investigative persons are:
 - a. good leaders
 - b. Similiar to most people
 - c. Scientific in their outlook
 - d. Dependent on others



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6. Conventional persons are not suited for
 - a. Social dealing
 - b. Systematic activities
 - c. Power positions
 - d. Job of a shop salesman

Try it Yourself

Think about your abilities and personality characteristics. Write them down and decide which of the six types of persons you are closest to.

28.4 VOCATIONAL CHOICE : THE EMERGING PERSPECTIVE

After reading the lesson up to this point, you would have realized the importance of education, abilities and personality characteristics in choosing one's vocation. Another important aspect in vocational choice, as mentioned earlier, is **interest**. For any person to carry out his/her job effectively, the person must have interest in that job. Interest is also very important for deriving satisfaction from one's job.

Generally, we have a good idea about our interests but often we are not very clear about all our interests. Psychologists have developed measures which help in identifying one's interests. These measures require you to indicate your choice for different types of activities. With the help of this, a psychologist/vocational counselor will be able to provide a clear picture of your interests.

Thus, in making a vocational choice, it is necessary for a person to be aware of the minimum educational qualifications required for that job, the abilities and personality characteristics appropriate for that job, and the amount of interest which the person has in that type of job. All these factors must be considered in making one's vocational choice.

Vocational planning should be done very carefully. You should first attain the minimum education level for the job of your choice. You should also go in for skill development training which will be useful for the kind of vocation you wish to pursue. You can take the help of a psychologist/vocational counselor in obtaining your ability and personality profile. Only after combining all these aspects, you should decide about your vocation.

You must also remember that your abilities and personality characteristics are not entirely fixed. They change with time and you can bring about a change deliberately



through training and self-awareness in the desired direction. Interests also change with time. Also, you may find that many a times you do not have much interest in some job even though you are suited for it in all other aspects. But after being exposed to that job for some time, you may find that you have developed some interest in it.



INTEXT QUESTIONS 28.3

1. Which of the following are important for vocational choice?
 - a. Interest
 - b. Abilities and personality characteristics
 - c. Educational level
 - d. All of the above
2. Indicate which of the following statements given below are True or False:
 - a. Interest and personality characteristics never change. True/False
 - b. Only educational qualification is important for making vocational choice. True/False
 - c. Psychologists can help in profiling abilities and personality characteristics. True/False
 - d. Any person can do any job. True/False

28.5 WHAT IS JOB SATISFACTION?

Are you satisfied with your job or do you want to change your present job? While in a work situation it sometimes happens that we feel misfit in the situation or we feel dissatisfied with our job. What is the reason behind it? What is job satisfaction?

Job satisfaction is a positive emotional state that occurs when a person's job seems to fulfill his/her needs. It is not always related with the money factor-because some people also work to satisfy their urge to work. Dissatisfaction in a job occurs due to many factors. Let us take them up one by one.

28.6 FACTORS INFLUENCING JOB SATISFACTION

There are a number of factors which influence one's satisfaction in the job situation. They can be categorized under two broad headings: (i) Organisational Factors, and (ii) Personal Factors. Let us try to understand them in detail.



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Organisational Factors

A major amount of our time is spent at the workplace. The place where we spend a lot of time should fulfill our needs to some extent. Some of the important factors related to the work place are as follows.

- (1) **Rewards:** Reward includes all incentives like raise in pay, perks, facilities and promotion. The promotion is a major factor in job satisfaction. An employee can only achieve job satisfaction and work better when he knows that he will get his dues and raise in salary in time.
- (2) **Physical Working Conditions:** The physical working conditions like availability of necessary furniture, lighting facilities, and work hazards also play a major role in job satisfaction.
- (3) **Cooperation:** Cooperation and attitude of the staff members is also an important factor in the job satisfaction of the person.

Personal Factors

Whether the nature of the work is of interest to the employee-is a question, the answer of which tells about the level of job satisfaction of that person. The second category of major factors are personal factors. These are as follows:

- (1) **Personality Traits:** Some jobs are suitable only to a certain type of personalities. For example, a doctor or a sales person's job is such that they require regular contact with the general public. If they are shy in nature or cannot talk much, they will not be successful in their work setting which will cause dissatisfaction. While choosing for a job, one should see that he or she has those personality traits which are necessary for that job because matching of the personality traits with the job is very necessary.
- (2) **Status and Seniority:** It has been found that higher a person's position within the organisation, the higher the job satisfaction level is reported.
- (3) **Life Satisfaction:** Whether the job which a person is doing is giving the person life satisfaction too? A person wants to establish or reach a goal in his life and it can be accomplished through the work which one is doing. It is other than the monetary part. For example, taking out publications or conducting researches etc.

28.7 IMPORTANCE OF JOB SATISFACTION

After reading about job satisfaction and the factors related to it, you may want to know why job satisfaction is important. Job satisfaction plays a major role in our occupational life. It affects a person's mental health, physical health, and output as



described below

- (a) **Mental Health:** If a person remains continuously dissatisfied with the job, the continuous tension leads to many maladjustments in the behaviour.
- (b) **Physical Health:** Job satisfaction affects the physical health of the person. If a person is under continuous stress, he/she will suffer from health problems like headache, heart and digestion related diseases etc.
- (c) **Output:** The output automatically increases with job satisfaction because when a person is happy with his job situation, he would like to put more effort in his work, which in turn will increase the output.

Work Motivation

Another phenomenon which is related to one's vocational adjustment is work motivation or in simple words, the driving force behind one's work. The success of our organisation/institution depends largely upon the worker's motivation. When the employees of any organisation have high motivation, the output increases.

28.8 WHAT IS AN ORGANISATION?

An organisation is a social unit which is formed with a specific purpose. It is made up of two or more people who work together on a regular basis in order to reach a common goal or set of goals. Thus, in all organisations people work together to reach specific goals.

Given below are some examples of organisations.

School: Schools are organisations where people (teachers and students) work together to impart education to the students.

Bank: Bank is an organisation where employees work together to keep the money of the people safely and also help people in money matters.

Police Station: Police Station is an organisation where employees (policemen) work together to provide security to the people.

Insurance Company: Insurance companies like LIC and GIC are organisations where employees work together to offer financial security and protection to people of their goods and their lives.

Colleges and Universities: These are organisations where people work together to give students training in specific subjects (e.g. Mathematics, Biology etc.) and specific professional skills (e.g. Doctor, Engineer).



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District Courts & High Courts: These are organisations where employees work together to help people settle their disputes and conflicts and for giving punishment to criminals.

The values, beliefs, assumptions, expectations and norms (rules) which are considered important in an organisation constitute what is called the culture of organisation. When an individual joins any specific organisation, he or she has to learn and socialize with reference to the culture of that organisation.



INTEXT QUESTIONS 28.4

1. What is an organisation?

2. What do you understand by the term organisational culture?

3. Give three examples of organisation which are not mentioned above.



WHAT YOU HAVE LEARNT

- Work is a very important part of one's life. Not every person is suited for every kind of job.
- Without a basic minimum level of education, only jobs which require manual labour are available.
- In order to do a job, certain skills/abilities are also required.
- Apart from general education which is from primary to college levels, there are certain professional, technical and vocational courses.
- A characteristic pattern of abilities and personality traits are required for each



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job. Certain personality types like realistic, investigative, artistic, social, enterprising and conventional have been identified.

- Job satisfaction is a positive emotional state which occurs when a person’s job seems to fulfill his/her needs.
- Job satisfaction influences the mental and physical health of workers and increases output.
- Work motivation is the force in which the worker feels to work more efficiently in the work situation.
- Organisations are places where people work together to reach certain goals.
- When an individual joins any specific organisation, he/she has to learn about the culture of the organisation, which entails the values, beliefs, assumptions and expectations etc. of the organisation.



TERMINAL EXERCISE

1. What are the different categories in which the personality characteristics have been divided?
2. What are psychological tests? How can they help in vocational choice?
3. What is job satisfaction?



ANSWER TO INTEXT QUESTIONS

28.1

1. (c) 2. (d) 3. (d) 4. (d)

28.2

1. (b) 2. (a) 3. (c) 4. (d)
5. (c) 6. (a)

28.3

1. (d)
2. (a) False (b) False (c) True (d) False

28.4

1. It is a social unit created to active a specific goal.
2. The beliefs, expectations and norms held by the organization.