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## **A Students' Perspective On Career Development: Motivation, Personality Factors, And Vocational Interests**

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### **Abstract**

Modern career counselling theory and research emphasize the importance of career development. Psychological factors influencing students' profession choices were the focus of the studies. The current study examined the relationships between three variables: motivational personality. Variables and student career goals. We offered a quick video as a way to maintain these connections. H1: There is a correlation between goal-oriented motivation and goal attainment. Factors in one's personality (Extraversion, Amiability, and Counciousness). The second is that there are Extraversion is linked to a desire to connect with others. We employed a correlational study as our method. There were psychometric and statistical methods used to conduct this investigation, as well. Among the equipment that was utilised were the following: This study: TOM (a motivational assessment tool) and CEI (a vocational assessment tool) and the Five Factor Personality Inventory, or FFPI-FFPI (to measure the personality factors). The 60 students from the University of Delhi, 30 men and 30 women, participated in the study. They were drawn at random chosen to take part in this study. The hypothesis was found to be correct based on the findings. It's the kind of thing that gets people excited about going objective-oriented people prefer to work in challenging environments because they are politer, determined, and assertive. Activities that are difficult, Relationship-oriented students tend to be more outgoing and friendly. To work together in a non-confrontational atmosphere.

**Keywords:** Career development, vocational interests, personality factors, adult learners, career development, career stage, learning motivation, learning satisfaction

### **Introduction:**

The process of advancing one's career relies on a wide range of variables that touch on the deepest facets of one's character. People are constantly enhancing their own abilities, potential, and resources in the context of their relationships with others environment. Many studies in the topic of career and career development have emerged in the last decade. Some characteristics of a person's profession, such as their personality, motivation,

and vocational interests the ability to change jobs, succeed in school, and develop an own professional identity Hernandez-Franco, Baena et al. (2018); Lawson, Lee, Crouter & Toro (2018) McHale, 2018, Martin-Gutierrez and Morales-Lozano, 2018, Schultz, Connolly, Garrison, Leveille & It is Jackson's (2017 Akkermans and Kubasch (2017) compiled a list of all articles published in four of the most important fields of study. Career Development International, Career Development Quarterly, and the Journal of Career Development) & Career Development Journal) from 2012 to 2016. Personality was also taken into consideration is one of the most important considerations in discussions about one's professional future. Employability, Attitude, and Making the state of being healthy and happy, a person's ability to earn a living the practise of counselling and mentoring Gender, Career mobility, Culture, Social capital, Identity, Meaningfulness, Work-Home Interaction, and Work-Home Interaction. (The ability to take action). A growing trend seen by the authors was to think that personality traits – the vast Personality qualities, such as the "Big Five," can and do shift over the course of an individual's lifetime intervened in to change A great deal of research has focused on the personality traits that may account for individual variances academic achievement. According to research based on massive amounts of data from 567 college students and 270 university Students in India, according to Smidt (2015), are more conscientious and thus more satisfied with their studies. Extraversion, Agreeableness, and Conscientiousness were identified in a major study from Brazil (Ambiel & Noronha, 2016). Self-efficacy among 308 high school students was predicted by conscientiousness. They came up with two Extraversion and conscientiousness are two personality traits that can be utilised to identify people with both low and high self-efficacy. Similar results have been seen in other studies. person's character traits. There was a high degree of emotionality, extroversion, conscientiousness, and openness to experience among participants. Significantly linked to the ability to adapt to a wide range of professional opportunities. A dataset has been compiled by Veres and Szamosközi (2017) a comprehensive survey of 328 college students at University with the goal of examining the impact of factors such as socioeconomic status, professional background, and grade point average in addition to HEXACO-60, which measures adaptation in one's professional life (concerns, control, curiosity, confidence). They only Conscientiousness was hypothesised to be a predictor of career flexibility and Extraversion substantially predicted the overall flexibility of a career. Researchers have looked into the effects of optimism as well as intrinsic motivation (Shin & Kelly, 2013). In the United States and South Korea, college students' vocational identity is influenced by familial relationships. Intrinsic motivation was found to be a mediator between a person's sense of purpose and their level of optimism relation. In light of this, we hypothesised that the field of career theory and practise may be expanded by incorporating career decision and career development) from the available study results that is better suited to the dynamic nature of today's workplaces.

In light of this, it became a part of one's unique personality development during the job growth process reflections of people's career choices as part of a spiritual journey.

### **Problem Statement**

Career development has become a major focus in many studies in the field of career counselling. These studies centered on the necessity of identifying and exploring the mental aspects of students' job choices. The process of advancing one's profession is both intricate and ever-changing. There are many external influences (such as family and friends) that might have an impact on a person's emotional well-being as well as internal, psychological aspects (personality traits, beliefs, values, motivations, and spirituality).

### **Research Questions**

The following inquiries formed the basis of our investigation:

- Is there a link between student motivation and personality traits?
- Is there a link between a student's motivation and their career interests?

### **Purpose of the Study**

The goal of this study was to look for any correlations between three different variables: the driving force (motivation) in the direction of goals, motivation in the direction of innovation, inspiration in the direction of elements of interpersonal relationships, personality (such as Extraversion, Amiability, Awareness, and Stability of Emotions), and the right to choose one's own path in life, and the ability to pursue one's professional goals in any way one chooses. Students who are more enterprising. We brought up the idea of creating a quick personality profile in the context of these connections.

- **The study's hypotheses were as follows:**
  - ✓ Extraversion, amiability, and self-awareness are a few of the personality traits that will have a big impact.
  - ✓ Motivation toward goals is linked to this correlation.
  - ✓ Having a high degree of extroversion will have a big impact on one's desire to form. Consciousness has a strong correlation with a person's will to innovate.
  - ✓ Some of the interests (e.g., social and environmental) will have a strong correlation with motivation toward goals artistic).
  - ✓ Artistic and social interests will have a strong influence on a person's desire to form relationships.
  - ✓ Some of your passions (such as the arts, music, and sports) are likely to influence your drive to innovate, entrepreneurial, social, and investigative in nature.)

## Research Methods

To test the idea, we devise a correlational study. Other techniques included: Psychometric (for example, the Pearson's correlation coefficient) and statistical-mathematical approaches:

- **People Involved:**

Sixty university students from the University were surveyed for the study. Departments of educational psychology, sociology, and sociology of education. The average age of the participants was 20.85) Female students comprised half of the sample (50%) and male students comprised the other half (50%). Because they wanted to, they agreed to do so Participated in the research.

## Instruments

It is possible to use these tools in the context of a career coaching or counselling session. All three instruments were shown to be valid among the Romanian population, and the study's findings attest to their high-level psychometric qualities. These three steps were taken by all participants on their own accord instruments:

- ✓ **Five Factor Personality Inventory (FFPI)**
- ✓ **Motivational Orientation Assessment Test**
- ✓ **The Interest Assessment Questionnaire (CEI)**

### Five Factor Personality Inventory (FFPI)

Personality Type Inventory (FFPI), the use of brief, behaviorally formulated items, such as the FFPI, Ascertain a person's Big Five personality profile in an easy and effective manner. The property dimensions' scores (extraversion, agreeableness, consciousness, etc.) are extremely reliable .Emotional stability and self-sufficiency can be assessed and measured.

### Motivational Orientation Assessment Test

Assessment of Personal Motivation. One of the most well-known European devices is the motivational orientation test (TOM). It evaluate the direction of one's motivations. The 70-item questionnaire assesses four different types of motivating factorsorientations: the drive to achieve goals, the drive to innovate, and the drive to leadership and a sense of purpose in the workplace.

### The Interest Assessment Questionnaire (CEI)

The Questionnaire for Determining Interest (CEI) ,According to John Holland's theory of interests, this instrument was created for you. There are, according to this hypothesis, Realistic, Investigative, Artistic, Social, Enterprising, and Conventional are six categories of

interests. The psychometric qualities of this questionnaire are excellent in the Romanian translation.

**Findings:**

Table 1 shows the mean and standard deviation for each of the study's variables.

<b>Research variables</b>	<b>Mean</b>	<b>Std. Deviation</b>
Extraversion	71.7	9.350
Amicability	61.5	13.433
Awareness	71.2	9.928
Emotional stability	11.81	5.20
Sovereignty	73.8	11.650
Orientation towards aims	62.5	5.838
Orientation towards invention	61.3	6.154
Orientation towards leadership	59.4	7.298
Orientation towards relations	62.5	5.838
Conventional interests	11.8	5.202
Enterprising interests	8.9	4.903
Artistic interests	10.5	4.666
Realistic interests	14.4	3.954
Social interests	11.2	4.518
Investigative interests	12.9	3.689

There were several positive significant correlations between the personality factors and motivation. The Pearson Correlations were computed to test the hypothesis of the research.

**Discussion**

The findings were in line with the theory.

Students who are motivated to achieve their goals tend to be more kind, polite, focused, and assertive, and they thrive on tasks that are both difficult and novel. It's critical that they get feedback on how their participation in activities is being perceived. They enjoy testing their own limits and showcasing their abilities, which is why they excel at more difficult tasks. They have a strong sense of purpose and prefer to carry out their tasks according to a predetermined schedule. Our findings reveal an intriguing link between the personality

trait Amiability and a person's drive to achieve their goals. Although they may have social or artistic interests, our study participants tend to develop relational aspects such as being polite, gentle, and kind and use these personality traits as ways to dominate or achieve their goals.

Motivated toward relationships lead to sociable and friendly students who enjoy working together and avoiding conflict. As a result, they are more likely to engage in social or artistic pursuits and are less likely to engage in intellectual or physical activities. As a result, they prefer to work with others and have a strong desire to collaborate with others.

Entrepreneurial, social, and artistic interests are among the interests of students motivated toward innovation, and they enjoy trying new things, confronting the unfamiliar and engaging in more activities in order to avoid repetitive and ruthless activities. They relish the opportunity to experiment with new approaches and methods, as well as to improve upon the ones already in place.

An additional intriguing finding of our research was the strong correlation between this type of motivation and Consciousness, or the tendency to organise one's activities according to a predetermined system. Disparity can be interpreted as a conflictual situation. This inconsistency can be explored by guiding the client through the process of career counselling by helping them become more aware of their own feelings, thoughts, needs, and behaviours.

Neither Emotional Stability nor Autonomy nor Motivation correlated with either conventional or realistic interests. These findings can be attributed to the students' academic fields (educational science, social sciences and psychology). Incorporating their most developed interests into their occupational interest profile were the following: social, investigative, and artistic interests. Interests in creativity and realism were tied for first place, creating a potential conflict that could sway a person's career choice.

## **Conclusions**

It was found that students' motivation, personality, and vocational interests were all linked to each other in this study, which looked at three variables: motivation toward objectives, motivation toward innovation, motivation toward leadership and motivation toward relations, and personality factors (Extraversion, Agreeableness, Consciousness, Emotional stability and Autonomy) in students.

With the help of these connections, we were able to compile a succinct personality profile.

In the study, we found a strong link between extraversion, amiability, and conscientiousness, as well as a variety of career aspirations and motivation to innovate and

build relationships (social, artistic, investigative and enterprising). When it came to the process of career counselling, we came across two instances where things didn't seem to match up.

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