

CHAPTER IX

SUMMARY, CONCLUSIONS AND SUGGESTION FOR FURTHER RESEARCH

The purpose of the present study is to investigate the relationship between vocational choices and self-concept. The problem of vocational choice has been studied by experts in the field of guidance whose contribution has changed the concepts of guidance from time to time. Mechanical matching of men with jobs was once considered to be a valid procedure for determining an occupation for the individual. This procedure, however, did not continue for a long time as it ignored some of the more vital factors which are crucial to the choice of an occupation. Super's theory of self-concept, which states that an individual is attempting to implement his self-concept while selecting an occupation, has gained recognition during the last few years. Various studies concerning the relation between self-concept and occupational concept, self-concept and occupational role requirements, and self-ideal discrepancy and adjustment have produced very significant results.

The self-concept implementation theory of vocational choice points to the fact that the concept of self develops under a variety of influences. It acquires vocational significance during the course of its development. Vocational development is intimately related to interests, aptitudes, intelligence and personality factors. Family also plays an important part in shaping the concept of self. It is here that the child finds ample of opportunities for the development of work attitudes, work values, work experiences and identification. However, the conditions of the individual's personal development in India are very much different from those in the western countries. The self-concept theory, though, supported by some of the researches, need yet to be studied by formulating specific hypotheses from the theory. Some of the conclusions already reached also need to be verified. The present investigation is, therefore, just an additional attempt to study vocational choices in relation to self-concept by formulating three hypotheses derived from the theory.

The first hypothesis deals with the relation between self-concept and perceptions of the roles in the preferred field or occupation. It can

reasonably be assumed that the congruence of the perceptions of the self and of the roles in one's own preferred occupation will be greater than that in the case of non-preferred occupation. The self-role congruence obtained from persons preferring a specific occupation will also be greater than similar congruence obtained from persons who have not preferred that specific occupation. The second hypothesis deals with the relation between self-ideal congruence and personal adjustment. It can also be assumed that self-ideal congruent cases are generally satisfied with the field or occupation they are engaged in. In the third hypothesis, persons showing self-ideal discrepancy are studied in details so as to obtain information about their personal development.

These three hypotheses have been studied in four occupations namely, teaching, law, social work and medicine. The first hypothesis is also studied with two controls namely, internal and external. Internal control involves the comparison between two sets of self-role congruence scores within a group. External control involves the comparison between two sets of self-role congruence scores obtained from two

separate groups - the second group serving as a control group for the first. For studying the first hypothesis the 'Q' technique developed by Stephenson was used. Accordingly, the subjects - both students and employed persons - were asked to distribute 56 self referent statements, grouped into 14 groups of 4 statements in each group, in three categories, with 14 statements in the most applicable category, 14 in the least applicable category and remaining in the neutral category. This was done by asking each subject to select two statements - one most applicable and one least applicable - from each of the 14 groups. Each group received three similar forms at the interval of 18 days between the two forms. The first form was administered to obtain the perceptions of the self, and the second and third forms were given for ascertaining the perceptions of the roles in the preferred and non-preferred fields or occupations respectively. The manner of giving the three forms to the four groups of subjects made it possible to study the first hypothesis with internal and external controls as explained above. The data w thus obtained were then subjected to statistical analysis.

For studying the second hypothesis, 56 statements were selected by considering some of the important areas of personality. The subjects were then asked to sort these statements into a forced normal distribution with a specified number of statements in each of the seven categories, under two sets of instructions - one for the self and the second for the ideal self. Each item thus received two scores under two sortings. The self-ideal congruence score for any subject is in the form of correlation between the scores of 56 statements under two sortings. In order to study the relation between self-ideal congruence and satisfaction the subjects were also administered a satisfaction questionnaire consisting of 42 items to be answered in the form of yes or no. The total number of favourable answers formed the score for each subject. These scores were then correlated with self-ideal congruence scores. This relationship was also studied in four occupations using both students and employed persons as subjects.

In the case of third hypothesis some selected cases were studied. They were interviewed in order to gather the vocational development history. In all, ten cases were studied. It was revealed that parents

exercise a great deal of influence in motivating their children to prepare for certain occupations. The parental relationship was not at all satisfactory in most of the cases studied. Some of the cases failed to get suitable opportunities for their development. The results of the second hypothesis are in agreement with the information gathered from the selected few cases.

Conclusions

Based on the above results the following conclusions may be inferred:

who
(1) Students have selected teaching, social work and medicine as major fields, perceive in them, personal qualities characteristic of teachers, social workers and doctors respectively, to a greater extent, than do students who have not selected these fields.

(2) Law students fail to perceive in them personal qualities characteristic of lawyers to a greater extent than do students who have not chosen this specific field.

(3) The congruency between the perceptions of the self and of the roles in one's own preferred

field is greater than the congruency between the perceptions of the self and of the roles in the non-preferred field, in the case of student teachers, student social workers and student doctors.

(4) In the case of law students, the mean of the congruence between the perceptions of the self and of the roles in the preferred field, is not significantly different from the mean of the congruence between the perceptions of the self and of the roles in the non-preferred field.

(5) The correlation between the scores of the congruence of the perceptions of the self and of the roles in the preferred field and satisfaction scores is positive and significant in the case of student teachers; student social workers and student doctors.

(6) The correlation between the scores of the congruence of the perceptions of the self and of the roles in the preferred field and satisfaction scores is positive but not significant in the case of student lawyers.

(7) The distribution of the self-ideal

congruence scores indicates that most of the students in teaching, social work and medicine, show a high degree of self-ideal congruence.

(8) In the case of law group, there are many cases who show a high degree of self-ideal discrepancy.

(9) The correlation between the self-ideal congruence scores and satisfaction scores is positive and significant in the case of student teachers, student social workers and student doctors.

(10) The correlation between the self-ideal congruence scores and satisfaction scores is insignificant in the case of student lawyers.

(11) The congruence between the perceptions of the self and of the roles in one's own preferred occupation is greater than the congruence between the perceptions of the self and of the roles in the non-preferred occupation, in the case of employed teachers, social workers, lawyers and doctors.

(12) Persons who have selected teaching, social work, law and medicine as occupations, perceive in them personal qualities characteristic of teachers,

social workers, lawyers and doctors respectively, to a greater degree than do persons who have not selected these occupations.

(13) The correlation between the scores of the congruence of the perceptions of the self and of the roles in the preferred field and satisfaction scores is positive and significant in the case of employed teachers, lawyers, social workers and doctors.

(14) The distribution of the self-ideal congruence scores indicates that most of the employed persons in each of the teaching, law, social work and medical groups show a high degree of self-ideal congruence.

(15) The correlation between the self-ideal congruence scores and satisfaction scores in the case of each of the teaching, social work, law and medical employed groups is positive and significant.

(16) The self-ideal discrepant cases developed self-concepts which they could^{not} implement in their occupations.

Suggestions for Further Research

(1) The relation between the self-concept and vocational choice has been studied in this investigation by taking only one aspect of the self-concept namely, personal characteristics. Vocational choice in relation to self-concept can, therefore, be studied by taking other important aspects of the self-concept.

(2) Two widely used methods for the measurement of the self-concept are adjective checklists and the 'Q' technique developed by Stephenson. There are various other methods which can also be used to measure the self-concept. Projective techniques can be profitably used for this purpose. Hence, it is suggested that the relation between the self-concept and the choice of an occupation can be studied by using different methods for measuring the self-concept. These various methods can be inter-correlated in order to see how best each method measures the concept of self in relation to the other method.

(3) The present investigation was limited to only four occupations. It is, therefore, suggested that the hypotheses, which the self-concept theory is

capable to generate, can be studied by selecting more occupations by using both students as well as employed persons, as subjects.

(4) There is a need to study the various processes involved in the vocational development of ~~an~~ individuals. The development of the scales for measuring vocational maturity will be of great help in detecting vocationally mature and immature individuals. If vocationally immature individuals are detected earlier by means of such scales they can be helped considerably to increase their maturity.

(5) Some of the studies have reported a curvilinear relationship between self-ideal congruence and satisfaction. Self-ideal congruence is reported to be related to the moderate degree of satisfaction. This relationship also needs to be studied on a large scale.

(6) In a number of studies self-report is used as a measure of self-concept. It is doubtful whether such report can be taken as a direct measure of self-concept as it is influenced by number of factors like language facility, memory etc. Secondly,

verbal reports are given by the subjects by referring to those things which are marginal to awareness. Thus, it is necessary to study to what extent verbal report can be accepted as a direct measure of the self-concept.