CHAPTER FIVE

SUMMARY, CONCLUSIONS AND SUGGESTIONS FOR FURTHER RESEARCH
The aim of Career decision-making is to reach an optional choice from among given alternatives of the choice which involves the investment of resources both mental and economic. But once a decision is taken, it is very difficult to alter after a passage of time, when an individual is qualified in a particular vocation. Lots of time and energy are thus wasted, if unwise educational and vocational choices have been made, necessitating attempts of correction later.

From this viewpoint, planning in the field of education and vocation especially at the undergraduate level are of paramount importance. The educational decisions pave the way for the future decisions taken by an individual in the field of work. Therefore, mature vocational decisions are needed at undergraduate level because graduation is the foundation stone for building many successful careers i.e. civil services, army, teaching profession, law, banking etc.

Education must be related to the needs and aspirations of people. The most urgent need of the country is to produce more. Therefore, times demand, that we should forge link between education and productivity. The educational decisions made by the students at the right time help in achieving this goal and also checks the loss of resources available, thus helping the society and the country.

First year college students are in a crucial stage of exploring and confirming their career plans. They are faced with multitude of challenges, when envisioning and planning their potential career paths. However Career decision-making is not a simplistic process. Too often students cannot make a decision about their educational and career plans. It may happen because of the lack of information or lack of ability to make such decisions.

Most student development professionals would agree that career growth and development are important outcomes of the college experience. Although many students may not explicitly consider facets of career choice and implementation until their final year, experience states that most students begin an informal process of career exploration during their first year in
college. Most vocational psychologists argue that career development is a complex and lifelong process involving intrapersonal, interpersonal, and contextual factors. In spite of the complexities involved in the career development process, and the research identifying the efficacious components of career interventions, many courses continue to rely solely on the measurement and interpretation of career interests as a means of attending to student career development.

Various factors that are predictors of vocational choice and Career decision-making on the basis of research studies, can be classified as: environmental factors (culture, home, family environment, school environment, rural and urban background, socio-economic, status and sex differences, etc.) and personological factors (intelligence, personality, achievement motivation, interests, abilities, external-internal belief about individual control, self esteem, anxiety and academic achievement etc.). All these factors have an important bearing on choices and Career decision-making of undergraduates.

There is need to explore the relationship of all these factors with the choices and decisions made with regards to career, but it was not possible to take up all the factors in a single study. Hence, out of the environmental factors, gender differences was selected; whereas from among the personological factors, Locus of control, Self esteem, Career choice anxiety and Academic achievement were selected.

Locus of control is a personality construct referring to an individual's perception of the placement of events as determined internally by his/her own behaviour against luck or external forces.

Self esteem refers to an attitude of approval or disapproval and indicates the extent to which an individual thinks himself or herself to be successful, important and worthy.

Career choice anxiety is a persistent state of dread and apprehension which the individual experiences while making decision of a career from among several choices available.
Academic achievement refers to the degree or level of success of proficiency attained in specific area concerning scholastic or academic work. In general, it refers to scores obtained in the annual examination. It is measured and assessed by achievement tests and compared to the set norms to evaluate an individual performance.

The present study was thus conducted to find out the relationship of criterion variable of Career decision-making and the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

STATEMENT OF THE PROBLEM

The problem under study thus states as:

CAREER DECISION-MAKING OF UNDERGRADUATES IN RELATION TO THEIR LOCUS OF CONTROL SELF ESTEEM CAREER CHOICE ANXIETY AND ACADEMIC ACHIEVEMENT

DELIMITATIONS OF THE STUDY

In research, delimitation of a problem is essential because in delimitation not only the researcher pinpoints the problem, but one also gets some guidelines for the collection of relevant data. The present study under investigation was to be delimited with respect to following:

1. The study was delimited to the state of Punjab in North India.
2. The study was further confined to 6 degree colleges of the state of Punjab only.
3. It was delimited to first year degree college students of Arts, Commerce, Medical and Non-Medical streams.
4. 637 undergraduates constituted the sample since an in depth analysis was planned in respect of the variables selected.
5. The study was further delimited to the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.
OBJECTIVES OF THE STUDY
The study was conducted on the basis of the following objectives:

1) To study the nature and distribution of variables under study viz; Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement, in case of all the groups and sub groups.

2) To find out the number of students who exhibit Decidedness, Tentativeness and Undecidenedness in Career decision-making.

3) To compare Decided and Tentative groups on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

4) To compare Science and Humanities groups on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

5) To compare Decided and Tentative students of Science and Humanities groups on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

6) To find out whether Boys and Girls exhibit any differences with regards to their Career decision-making, Career choice anxiety, Self esteem, Locus of control and Academic achievement.

7) To find out whether Science (Medical and Non-Medical) students exhibit more definitiveness with regard to their career choices in comparison to Arts and Commerce.

8) To find out the relationship between the criterion variable of Career decision-making and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement, in case of Total sample, Boys and Girls, Decided and Tentative groups and four sub groups i.e. Arts, Commerce, Medical and Non-Medical.

9) To find whether each independent variable of Locus of control, Self esteem, Career choice anxiety and Academic achievement has
anything at all to contribute to the prediction of criterion variable i.e. Career decision-making as well as to see whether independent variables taken together conjointly have any contribution towards criterion variable.

HYPOTHESES OF THE STUDY

On the basis of above mentioned objectives, following hypotheses were proposed to be tested.

1) The sample under study has definite choice in Career decision-making and high level of Self esteem, high Academic achievement, low level of Career choice anxiety and belief about Individual control in case of Total sample, Boys and Girls, Decided and Tentative groups and four sub groups i.e. Arts, Commerce, Medical and Non-Medical.

2) A large number of students at undergraduate level would exhibit Decidedness with regards to their career choices.

3) Significant differences exist between Decided and Tentative groups on the variable of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

4) There exists significant difference between Science and Humanities groups on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

5) a) There exists significant difference between Decided and Tentative students of the Humanities group on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

b) There exists significant difference between Decided and Tentative students of the Science group on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

190
6) There exists significant difference between boys and girls on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

7) Science students (Medical and Non-Medical) will be more decided with regard to their career choices than the Humanities (Arts and Commerce) students.

8) i) There exists positive and significant relationship between dependent variable of Career decision-making and Independent variables of Self esteem, Locus of control and Academic achievement in case of Total sample, Boys and Girls, Decided and Tentative groups and four sub groups i.e. Arts, Commerce, Medical and Non-Medical.

ii) There will exist negative relationship between the criterion variable of Career decision-making and independent variable of Career choice anxiety in case of Total sample, Boys and Girls, Decided and Tentative groups and four sub groups i.e. Arts, Commerce, Medical and Non-Medical.

9) Locus of control, Self esteem, Career choice anxiety and Academic achievement contribute significantly towards the prediction of Career decision-making both independently as well as conjointly in case of Total sample, Boys and Girls, Decided and Tentative groups.

DESIGN OF THE STUDY

For the present study, descriptive survey method was employed. It describes in detail the nature and distribution of variables. It was coupled with the techniques of Comparisons, Bivariate and Multivariate correlations.

FIELD OF INVESTIGATION

The field of investigation were the degree colleges in the state of Punjab in North India. In all, there are 45 Government, 121 Aided and 66 Unaided Degree colleges in Punjab. These, 232 Degree colleges are affiliated under three Universities of Punjab viz. Punjabi University, Patiala (N=147); Guru Nanak Dev University, Amritsar (N=206) and Panjab University, Chandigarh (N=284). A total of six colleges were randomly selected.
Criteria of Selection of Colleges

In order to give due representation, at least two degree colleges under each University i.e. Panjab University, Chandigarh, Punjabi University, Patiala and Guru Nanak Dev University, Amritsar were selected randomly from the list of colleges. Hence, a total of six degree colleges were identified to collect sample from. At the same time, care was taken that only those degree colleges are selected which offered B.A.; B.Sc. (Medical), B.Sc. (Non-Medical) and B.Com courses.

Criteria of Selection of Students

Following criteria was kept in mind while selecting students for the study.

- First year Undergraduate students pursuing courses in Arts, Commerce, Medical and Non-Medical streams.
- Only those students who were present on the days of data collection sessions (two) and also completed all the tests.

SAMPLING PROCEDURE

In order to give due representation, at least two degree colleges were selected from each University i.e. Panjab University, Chandigarh, Punjabi University, Patiala and Guru Nanak Dev University, Amritsar. In the present study, the sample consisted of 637 students including Boys (N=305) and Girls (N=332) studying in the degree colleges of state of Punjab. The representativeness of the sample was ensured with respect to class and availability of Art, Science and Commerce streams.

The technique employed for the selecting the sample of the study was multistage sampling as well as incidental in nature.

TOOLS USED FOR THE STUDY

The tools used for the collection of data were as follows:

Career decision-making: Career decision-making scale inventory by Dr.(Mrs.) Kirandeep Singh (1999) for surveying the status in Career decision-making process.

Locus of control: Levenson’s Locus of control scale prepared by Sanjay Vohra (1992) was used to measure the Locus of control.
Self esteem: Self esteem inventory by Cooper Smith (1981) [The Adult Form] was used to measure the evaluative attitude towards self in social, academic, family and personal areas of experience.

Career choice anxiety: Career choice anxiety was measured by a modification of the state anxiety scale of state – trait inventory (STAI) form Y by Charles, D. Speilberg (1983).

Academic achievement: Academic achievement was measured on the basis of marks obtained in 10+2 i.e. Class XII examination.

STATISTICAL TECHNIQUES EMPLOYED

In accordance with the various objectives of the study, different statistical techniques were employed to analyze the data at different stages of investigation, viz:

Descriptive Analysis

Measures of Central tendency such as means, standard deviations, standard errors, skewness and kurtosis were worked out to study the nature and distribution of variables.

Differential Analysis

The T-test were employed:

i) To find the number of students who are Decided, Tentative or Undecided in their choices;

ii) To compare Decided and Tentative students on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

Bivariate Analysis

The product-moment co-efficient of correlations were worked out to obtain the nature and extent of relationship between the dependent variables of Career decision-making and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement of the undergraduates.
Multivariate Analysis

Stepwise multiple correlations and regression co-efficients were computed in order to find the predictors of Career decision-making from among the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

The results were obtained from IB.MPCXT of the Computer Centre, Panjab University, Chandigarh. The data were processed using SPSS 11.5 version (Statistical Product Service Solutions, formerly known as Statistical Package for Social Sciences).

SUMMARY OF THE RESULTS

The summary of the results of the study is being presented in four sections.

Section I deals with results based on Descriptive analysis of:
- Total sample, Boys and Girls
- Decided, Tentative, Humanities and Science groups
- Arts, Commerce, Medical and Non-Medical sub groups.

Section II presents the results of Differential analysis of following groups:
- Decided Vs. Tentative
- Boys Vs. Girls
- Science (Medical and Non-Medical) Vs. Humanities (Arts and Commerce) groups

Section III includes the results based on Product moment coefficients of correlations of following groups:
- Total sample, Boys and Girls
- Decided and Tentative
- Arts, Commerce, Medical and Non-Medical
Section IV deals with the results based on Step up multiple correlations and Regressions coefficients of following groups

- Total sample, Boys and Girls
- Decided and Tentative

SECTION I
RESULTS BASED ON DESCRIPTIVE ANALYSIS

Results based on Descriptive Analysis of Total Sample (Vide Table 3.1a.3, Chapter 3)

The objective of this analysis was to study the nature and distribution of variables under study viz. Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

The hypothesis to be verified was that the total sample at undergraduate level exhibits definite choice in Career decision-making, exhibit high level of Self esteem, high Academic achievement, low level of Career choice anxiety and belief about Individual control.

Career decision-making (V1-V2)

The mean on Decidedness (V1) was 12.77 and in case of Indecision it was 24.76. This shows that the total sample was a decided group on the basis of criteria framed.

Locus of control (V3-V5)

The mean on the measure of Individual control (V3) of Locus of control was 34.19. This score falls under the stanines VI and VII which shows greater strength of factor.

The mean on the measure of Chance control (V4) of Locus of control and Powerful others (V6) of Locus of control falls under the stanines V and VI which shows average strength of factor.

Thus, the hypothesis of belief about Individual control got full support.
Self esteem (V6)

The score of 56.87 on Self esteem indicates that the total sample had low level of Self esteem. Therefore the total sample exhibited low level of Self esteem, thereby not accepting the hypothesis of high level of Self esteem.

Career choice anxiety (V7)

The mean of 43.90 placed the total sample at about the 78th percentile. This suggests that they tended to feel higher anxiety about their career choices. Thus the hypothesis that the variables under study will have low level of Career choice anxiety was not accepted.

Academic achievement (V8)

The mean score of 63.49 indicates that the group scored more than 60% which indicated that the performance of the total sample on Academic achievement was above average and this confirmed the hypothesis.

Thus the hypothesis framed was accepted in case of Career decision-making, Locus of control and Academic achievement except in case of Career choice anxiety and Self esteem where the hypothesis did not get support in the present study.

Results based on Descriptive Analysis of Boys and Girls (Vide Table 3.1a.4 and 3.1a.5, Chapter 3)

The objective of this analysis was to study the nature and distribution of variables under study viz. Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

The hypothesis to be verified was that the boys and girls at undergraduate level will exhibit definite choice in Career decision-making, exhibit high level of Self esteem, high Academic achievement, low level of Career choice anxiety and belief about Individual control.

Career decision-making (V1-V2)

The mean on Decidedness (V1) was 12.81 and 12.74 in case of boys and girls respectively. In case of Indecision (V2), the value of mean was 24.30 and 23.25 in case of boys and girls respectively. High Decidedness scores
and low indecision scores indicate that both boys and girls exhibited decidedness.

**Locus of control (V3- V5)**

In case of boys and girls, variable Individual control (V3) had greater strength of factor, variable Chance control (V4) and variable Powerful others (V5) had average strength of factor. Hence, boys and girls in this study were found to have belief in themselves. Thus, the hypothesis of belief about Individual control of boys and girls got full support in this study.

**Self esteem (V6)**

The mean value on Self esteem of boys and girls were 54.99 and 58.60 respectively, which indicates low level of Self esteem. Therefore, boys and girls at undergraduate level exhibited low level of Self esteem, thereby not accepting the hypothesis of high level of Self esteem.

**Career choice anxiety (V7)**

On this variable, the mean value was 44.40 and 43.43 in case of boys and girls respectively. The mean of 44.40 placed boys at about the 80th percentile and the mean of 43.43 placed girls at about the 79th percentile. This suggests that boys and girls tended to feel higher anxiety about their career choices.

**Academic achievement (V8)**

The mean was 61.98 and 64.89 in case of boys and girls respectively. Thus boys and girls scored more than 60% which indicates that the performance of boys and girls on Academic achievement was above average and this confirmed the hypothesis.

Thus the hypothesis framed got full support in case of the variables of Career decision-making, Locus of control and Academic achievement except in case of Career choice anxiety and Self esteem where it was not accepted.
Results based on Range of Descriptive Analysis of Decided, Tentative, Humanities and Science groups (vide Table 3.1b.5 Chapter 3)

The objective of this analysis was to find out the nature and distribution of scores on the variables i.e. Locus of control, Self esteem, Career choice anxiety and Academic achievement of Decided, Tentative, Humanities and Science groups. Since the mean scores of all these groups are close to the total sample the discussion was based only on the range of mean scores of these groups to draw the conclusions.

The hypothesis for this analysis was that all the groups will exhibit a clear choice in Career decision-making, exhibit high level of Self esteem, high Academic achievement, low level of Career choice anxiety and belief about Individual control.

Career decision-making (V1-V2)

Decidedness (V1)

The means on this variable ranged from 11.01 to 13.33.

Indecision (V2)

On the variable of Indecision (V2), the range of mean was from 23.38 to 29.36.

The range of scores on Decidedness (V1) and Indecision (V2) which depict clear and definite Career decision-making and thus supported the hypothesis.

Locus of control (V3-V5)

The range of means on Individual control (V3) was 33.94 to 34.31. This score falls under VI and VII stanines which shows greater strength of factor. The range of means on Chance control (V4) was 21.30 to 21.86 and range of means on Powerful others (V5), was 20.06 to 20.71. These scores fall under V and VI stanines which shows average strength of factor. Thus the hypothesis of belief about Individual control got full support.
Self esteem (V6)

The range of means was 52.05 to 58.30 which exhibited low level of Self esteem, thereby, partially accepting the hypothesis of high level of Self esteem.

Career choice anxiety (V7)

The value of mean falls between 43.02 and 46.58 which exhibited high Career choice anxiety, thus, not accepting the hypothesis of low level of Career choice anxiety.

Academic achievement (V8)

The range of means 63.05 to 63.88 depict that the groups scored above average in Academic achievement which confirms the hypothesis.

The results of this analysis depict that the hypothesis framed was accepted in case of the variables of Career decision-making, Locus of control and Academic achievement, whereas the hypothesis pertaining to Self esteem and Career choice anxiety was not accepted.

Results Based on Range of Descriptive Analysis of the four subgroups i.e. Arts; Commerce, Medical and Non-Medical (vide Table 3.1c.5, Chapter 3).

The hypothesis to be verified was that there exists a definite choice in Career decision-making, high level of Self esteem, high Academic achievement, low level of Career choice anxiety and belief about Individual control.

As the mean scores on the variables under study were close to total sample, only the range of scores was discussed in case of four subgroups.

Career decision-making (V1 and V2)

The range of mean was 12.59 to 13.55 in case of Decidedness (V1) and 24.28 to 24.28 to 25.41 in case of Indecision (V2). The scores depict clear choice in decision-making in case of four subgroups i.e. Arts; Commerce, Medical and Non-Medical, which proves the hypothesis.
Locus of control ($V_3$-$V_5$)

In case of Individual control ($V_3$), the mean scores on this variable ranged from 33.90 to 34.66 which denotes greater strength of factor.

Chance control ($V_4$), the mean scores on this variable showed a range of 21.08 to 22.40 which indicates average strength of factor.

In case of Powerful others ($V_5$), the mean scores on this variable showed a range of 19.64 to 20.59 which indicates average strength of factor.

The hypothesis pertaining to belief about Individual control got full support in case of four sub groups i.e. Arts, Commerce, Medical and Non-Medical.

Self esteem ($V_6$)

The range of mean on the variable of Self esteem was from 56.33 to 57.12 which depicts that Self esteem was low in case of four sub groups thereby not accepting the hypothesis of high level of Self esteem.

Career choice anxiety ($V_7$)

The range of means on the variable of Career choice anxiety was 43.35 to 44.02 which exhibits high level of Career choice anxiety. Thus the hypothesis that the four sub groups will have low level of Career choice anxiety was not confirmed.

Academic achievement ($V_8$)

The minimum and maximum limits of the mean score were 62.74 to 65.26, which depicts that subjects in four subgroups exhibited above average level of Academic achievement, thus accepting the hypothesis.

The results of this analysis reveal that the hypothesis was confirmed in case of Career decision-making, Locus of control and Academic achievement. The results of the rest of the variables i.e. Self esteem and Career choice anxiety did not give a favourable support to the hypothesis.
SECTION II
RESULTS BASED ON DIFFERENTIAL ANALYSIS

Classification of Decided, Tentative and Undecided Students (Vide Table 3.II.a.1, Chapter 3)

The objective of this analysis was to find the number of students who exhibit decidedness, tentativeness and undecidedness in Career decision-making.

The hypothesis stated for this analysis was that in India, at the undergraduate level, a large number of students are quite uncertain about their future vocational plans and the choice of their careers.

On the basis of Career decision-making score, the number of students who were clearly Decided was 495 (77.7%); Tentative 132 (20.72%). The number of clearly undecided were only 10 (1.56%). Hence, the hypothesis stands confirmed.

Results based on comparison between Decided and Tentative groups on the variables under study (vide Table 3.II.a.2, Chapter 3)

The objective of this analysis was to compare Decided and Tentative groups on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement. The hypothesis to be verified for this analysis was that significant differences will exist between Decided and Tentative groups in case of all the variables under study.

Career decision-making (V1-V2)

On comparison, both Decidedness (V1) and Indecision (V2) were found to have significant differences (at .01 level) which gave support to the criteria of classification of decided and tentative groups.

Locus of control (V3-V6)

No significant differences were observed between the Decided and Tentative students on the measures of Locus of control viz Individual control (V3), Chance control (V4) and Powerful others (V6).
Hence the hypothesis of influence of Locus of control on Career decision-making did not get any support.

Self esteem (V₈)

Significant differences at 0.01 level in favour of decided students confirmed the hypothesis that significant difference will exist between Decided and Tentative groups on the variable of Self esteem.

Career choice anxiety (V₇)

Comparing the Decided and Tentative groups on Career choice anxiety (V₇), significant ‘t’ ratio at .01 level was found. This significant difference favoured the tentative group on the basis of mean scores indicating that Tentative group showed higher level of Career choice anxiety.

Hence, the hypothesis that significant difference will exist between Decided and Tentative groups on the variable of Career choice anxiety was accepted in this study.

Academic achievement (V₈)

In the absence of any significant difference, the hypothesis of significant contribution of Academic achievement, in Career decision-making was not confirmed, when Decided and Tentative groups were compared.

Hence, the hypotheses that there exists significant differences between Decided and Tentative group got support in case of Career decision-making, Self esteem and Career choice anxiety but in case of Locus of control and Academic achievement, where the hypothesis of significant differences was not accepted in the present investigation.
Results of comparison between Decided and Tentative students from the Humanities group on the variables under study (vide Table 3.11a.3, Chapter 3).

The objective of this analysis was to find significant differences between decided and tentative students from the Humanities group on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

The hypothesis formulated for this analysis was that significant differences exist between the decided and tentative students of Humanities group on all the variables under study.

Career decision-making (V1-V2)

On Decidedness (V1), the significant ‘t’ ratio at .01 level, was in favor of decided group. In case of indecision (V2), significant differences at .01 level favored tentative students. This shows that tentative students were more indecisive with regards to choice of career, which confirmed the hypothesis of significant differences between decided and tentative students of Humanities groups.

Locus of control (V3-V5)

No significant difference were observed on any of the measures of Locus of control viz. Individual control (V3), Chance control (V4) and Powerful others (V5). This means that the hypothesis of significant difference did not get support in the present sample.

Self esteem (V6)

Significant differences at .01 level in case of Self esteem in favour of decided students confirmed the hypothesis.

Career choice anxiety (V7)

Absence of significant differences between decided and tentative students of Humanities group did not support the hypothesis.
Academic achievement (V₆)

The absence of significant differences on this variable did not prove the hypothesis.

Hence, the hypothesis of significant differences between decided and tentative students from the Humanities group got a partial support, only in the present investigation.

Results of Comparison between Decided and Tentative Students from the Science Group on the Variables under Study (Vide Table 3.Ila.4, Chapter 3)

The objective of this analysis was to compare the decided and tentative students from the Science group on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

The hypothesis to be verified was that significant differences exist between the decided and tentative students of the Science group on all the variables under study.

Career decision-making (V₁-V₂)

Significant differences at .01 level in case of Decidedness (V₁) favouring the decided students; and on Indecision (V₂), the significant difference at .01 level in favour of tentative students gave support to the hypothesis as well as to the criteria of classification of decided and tentative students.

Locus of control (V₃-V₅)

No significant differences were observed on the measures of Locus of control viz. Individual control (V₃), Chance control (V₄) and Powerful others (V₅) which rejects the hypothesis.

Self esteem (V₆)

Significant differences at .01 level in case of Self esteem in favour of decided students confirmed the hypothesis.
Career choice anxiety ($V_7$)

Significant differences at .01 level was found on Career choice anxiety favouring the tentative students which confirmed the hypothesis.

Academic achievement ($V_8$)

The absence of significant difference on this variable did not confirm the hypothesis.

Hence, the hypothesis of significant differences between decided and tentative students from the Science group in case of variables under study got a partial support in the present investigation.

Results Based on Comparison of Arts, Medical, Non-Medical and Commerce Students on the Criterion Variable of Career decision-making (Vide Table 3.II.a.5, Chapter 3)

The objective of this analysis was to find whether the Science (Medical and Non-Medical) students exhibit more definiteness with regard to their career choices in comparison to Humanities (Arts and Commerce).

The hypothesis framed was that Science (Medical and Non-Medical) students are more decided in the choice of a career in comparison to their counterparts in the Humanities group (Arts and Commerce).

The percentage of decided students in Medical was 79.6%, in Non-Medical 81.3% and in case of Arts 70.6% and Commerce 81.3%. Hence the Science (Medical and Non-Medical) students had an edge over Humanities students (Arts and Commerce) with regard decisiveness in the choice of career.

The hypothesis of Science students (Medical and Non-Medical) being more decided than Humanities students (Arts and Commerce) in the choice of a career got full support in the study.
Results of Comparison between Humanities and Science Group on all the Variables under Study (Vide Table 3.Ilb.1, Chapter 3)

The main objective of this analysis was to find out the differences between the students of Humanities and Science groups with respect to their Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

Based on this objective, the hypothesis was framed that the students of Humanities and Science stream differ significantly on the variables under study.

**Career decision-making (V1-V2)**

No significant differences were found between the two groups on both the measures of Career decision-making i.e. Decidedness (V1) and Indecision (V2) thus not accepting the hypothesis.

**Locus of control (V3-V5)**

On the measures of Locus of control, significant differences were observed only in case of Powerful others (V5) favouring the Humanities group. Hence, the hypothesis got support to some extent.

**Self esteem (V6), Career choice anxiety (V7) and Academic achievement (V8)**

The absence of any significant differences between the Humanities and Science groups on the variable of Self esteem (V6), Career choice anxiety (V7) and Academic achievement (V8) did not confirm the hypothesis.

Hence, the hypothesis of significant differences between Humanities and Science groups in case of variables under study got a feeble support.
Results Based on Comparison between Boys and Girls on all the Variables Under Study (Vide Table 3.Ilc.1, Chapter 3)

The objective of this analysis was to study gender differences, comparing boys and girls on the variable of Career decision-making, as well as the differences with respect to Locus of control, Self esteem, Career choice anxiety and Academic achievement. The hypothesis to be verified for this analysis was that there will be significant difference between boys and girls on all the variables under study.

**Career decision-making (V₁-V₂)**

Significant differences were not observed on the subscale of Decidedness (V₁); whereas significant difference at .01 level on the subscale of Indecision (V₂) were found when boys and girls were compared on the variable of Career decision-making. This partially confirms the hypothesis of gender differences in case of Career decision-making.

**Locus of control (V₃-V₅)**

When boys and girls were compared on the variable of Locus of control, significant difference were found on the subscale of Locus of control i.e. Individual control (V₃) favouring girls at .05 level, Chance control (V₄) at .01 level favouring boys and on Powerful others(V₅) at .05 level favouring boys.

Therefore, the hypothesis of significant gender differences in Locus of control got a full support.

**Self esteem (V₆)**

On the variable of Self esteem, significant difference was observed in favour of girls at .01 level. This proved the hypothesis of significant gender differences in Self esteem.

**Career choice anxiety (V₇)**

No significant difference was observed in case of Career choice anxiety (V₇), thus rejecting the hypothesis of gender differences in Career choice anxiety.
Academic achievement (V₈)

Boys and girls differed significantly on the variable of Academic achievement. The difference at .01 level was in favor of girls, which confirms the hypothesis of gender differences.

Hence, the hypothesis of gender differences got a partial support when boys and girls were compared on the variables under study in the present investigation.

SECTION III

RESULTS BASED ON BIVARIATE ANALYSIS

Results Based on Product Moment Coefficients of Correlation of Total Sample (Vide Table 4.Ia.1, Chapter 4)

The major objective of this analysis was to find out the relationship between Career decision-making and the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

The hypotheses framed for this analysis was that (i) there exists positive and significant relationship between the criterion variable of Career decision-making and independent variables of Locus of control, Self esteem and Academic achievement; (ii) There exists negative relationship between the criterion variable of Career decision-making and independent variable of Career choice anxiety.

Summary of results is presented vide table 5.III.1. It gives an overview of significant correlation between dependent variables of Decidedness, Indecision and independent variables of Locus of Control, Self esteem, Career choice anxiety and Academic achievement.
Table 5.III.1

Significant coefficient of correlations between the criterion variable of Career decision-making i.e. Decidedness (V₁) and Indecision (V₂) with the independent variables of Locus of control (V₃-V₅) Self esteem (V₆) Career choice anxiety (V₇) and Academic achievement (V₈) in case of Total sample

<table>
<thead>
<tr>
<th>Variables</th>
<th>Decidedness (V₁)</th>
<th>Indecision (V₂)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I (V₂)</td>
<td>-.131**</td>
<td>-</td>
</tr>
<tr>
<td>IC (V₃)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>CC (V₄)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>PO (V₅)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>SE (V₆)</td>
<td>.177**</td>
<td>-.259**</td>
</tr>
<tr>
<td>CCA(V₇)</td>
<td>-.232**</td>
<td>.164**</td>
</tr>
<tr>
<td>AA(V₈)</td>
<td>-</td>
<td>-.087*</td>
</tr>
</tbody>
</table>

Note: * Significant at 0.05 level ** Significant at 0.01 level

On the basis of the results presented vide Table 5.III.1, it is clear that among the measures of Career decision-making, Decidedness (V₁) was found to have positive and significant relationship with Self esteem (V₆) and negative but significant relationship with Career choice anxiety.

Indecision (V₂) was found to have positive and significant relationship with Career choice anxiety and negative but significant relationship with Self esteem and Academic achievement. Both the measures of Career decision-making viz. i.e. Decidedness (V₁) and Indecision (V₂) were not found to be significantly correlated with Locus of control measure.

Results Based on Product Moment Coefficients of Correlations between Independent variable of Career decision-making and the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement in case of Boys and Girls (Vide Tables 4.la.2 & 4.la.3 respectively, Chapter 4)

The major objective of this analysis was to find out the relationship between Career decision-making and the independent variables of Locus of
control, Self esteem, Career choice anxiety and Academic achievement in case of Boys and Girls.

The hypothesis framed for this analysis was (i) That there exists positive and significant relationship between the criterion variable of Career decision-making and independent variables of Locus of control, Self esteem and Academic achievement. (ii) There exists negative relationship between the criterion variable of Career decision-making and independent variable of Career choice anxiety.

Summary of results of Product moment coefficients of correlation of boys and girls are presented vide table 5.III.2 and 5.III.3. It gives an overview of significant correlation between dependent variable of Decidedness (V₁) and Indecision (V₂) and independent variables viz. Locus of control, Self esteem, Career choice anxiety and Academic achievement.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Decidedness (V₁)</th>
<th>Indecision (V₂)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I (V₂)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>IC (V₃)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>CC (V₄)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>PO (V₅)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>SE (V₆)</td>
<td>0.155**</td>
<td>-0.173**</td>
</tr>
<tr>
<td>CCA(V₇)</td>
<td>-0.266**</td>
<td>0.169**</td>
</tr>
<tr>
<td>AA(V₈)</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Note: ** Significant at 0.01 level
Table 5.III.3

Significant coefficients' of correlations between the criterion variable of Career decision-making i.e. Decidedness (V₁) and Indecision (V₂) with the independent variables of Locus of control (V₃-V₅) Self esteem (V₆) Career choice anxiety (V₇) and Academic achievement (V₈) in case of Girls

<table>
<thead>
<tr>
<th>Variables</th>
<th>Decidedness (V₁)</th>
<th>Indecision (V₂)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I (V₂)</td>
<td>-0.235**</td>
<td>-</td>
</tr>
<tr>
<td>IC (V₃)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>CC (V₄)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>PO (V₅)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>SE (V₆)</td>
<td>0.207**</td>
<td>-0.320**</td>
</tr>
<tr>
<td>CCA(V₇)</td>
<td>-0.208**</td>
<td>0.154**</td>
</tr>
<tr>
<td>AA(V₈)</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Note ** Significant at 0.01 level

On the basis of the results presented vide Table 5.III.2 and 5.III.3, it is clear that among the measures of Career decision-making, Decidedness (V₁) was found to have positive and significant relationship with Self esteem (V₆) and negative but significant relationship with Career choice anxiety.

Indecision (V₂) was found to have positive and significant relationship with Career choice anxiety and negative but significant relationship with Self esteem. Both the measures of Career decision-making viz. i.e. Decidedness (V₁) and Indecision (V₂) were not found to be significantly correlated with Locus of control measure and Academic achievement.

Therefore in case of boys and girls:

i) The hypothesis of positive and significant relationship between the criterion variable of Career decision-making i.e. Decidedness and Indecision with the independent variables of Locus of control, Self esteem and Academic achievement got a partial support.

ii) The hypothesis of negative relationship between the criterion variable of Career decision-making and independent variable of Career choice anxiety got a partial support.
Results Based on Product Moment Coefficients of Correlation between criterion variable of Career decision-making and the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement of Decided and Tentative groups (Vide Tables 4.Ib.1 and 4.Ib.2 respectively, Chapter 4)

The major objective of this analysis was to find out the relationship between Career decision-making and the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

The hypothesis framed for this analysis was that (i) there exists positive and significant relationship between the criterion variable of Career decision-making and independent variables of Locus of control, Self esteem and Academic achievement; (ii) There exists negative relationship between the criterion variable of Career decision-making and independent variable of Career choice anxiety.

The summary of results showing an overview of significant correlation between dependent variable of Career decision-making and the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement is being presented vide table 5.III.4 and 5.III.5.
Table 5.III.4

Significant coefficients' of correlations between the criterion variable of Career decision-making i.e. Decidedness (V₁) and Indecision (V₂) with the independent variables of Locus of control (V₃-V₅) Self esteem (V₆) Career choice anxiety (V₇) and Academic achievement (V₈) in case of Decided group

<table>
<thead>
<tr>
<th>Variables</th>
<th>Decidedness (V₁)</th>
<th>Indecision (V₂)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I (V₂)</td>
<td>-0.209**</td>
<td>-</td>
</tr>
<tr>
<td>IC (V₃)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>CC (V₄)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>PO (V₅)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>SE (V₆)</td>
<td>0.109*</td>
<td>-0.245**</td>
</tr>
<tr>
<td>CCA(V₇)</td>
<td>-0.129**</td>
<td>0.155**</td>
</tr>
<tr>
<td>AA(V₈)</td>
<td>0.117**</td>
<td>-</td>
</tr>
</tbody>
</table>

Note: * Significant at 0.05 level  ** Significant at 0.01 level

Table 5.III.5

Significant coefficients' of correlations between the criterion variable of Career decision-making i.e. Decidedness (V₁) and Indecision (V₂) with the independent variables of Locus of control (V₃-V₅) Self esteem (V₆) Career choice anxiety (V₇) and Academic achievement (V₈) in case of Tentative group

<table>
<thead>
<tr>
<th>Variables</th>
<th>Decidedness (V₁)</th>
<th>Indecision (V₂)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I (V₂)</td>
<td>0.761**</td>
<td>-</td>
</tr>
<tr>
<td>IC (V₃)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>CC (V₄)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>PO (V₅)</td>
<td>0.173*</td>
<td>-</td>
</tr>
<tr>
<td>SE (V₆)</td>
<td>0.173*</td>
<td>-</td>
</tr>
<tr>
<td>CCA(V₇)</td>
<td>-0.252**</td>
<td>-</td>
</tr>
<tr>
<td>AA(V₈)</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Note: * Significant at 0.05 level  ** Significant at 0.01 level
From the table 5.III.4 and 5.III.5, it is clear that Decidedness (V₁) was found to have negative and significant relationship with Indecision (V₂) in case of Decided group. However, significant positive relationship between Decidedness (V₁) and Indecision (V₂) was found in case of Tentative group. Among the measure of Career decision-making, Decidedness (V₁) was found to have positive and significant relationship with Self esteem (V₆) and Academic achievement (V₈) in case of Decided group. However, negative but significant relationship between Decidedness (V₁) and Career choice anxiety (V₇) was found in case of Decided and Tentative groups.

Indecision (V₂) was found to have positive and significant relationship with Career choice anxiety and negative but significant relationship with Self esteem in case of Decided group. Both the measures of Career decision-making i.e. Decidedness (V₁) and Indecision (V₂) were not found to be significantly correlated with Locus of control measures in case of Decided group. However, Decidedness (V₁) correlated significantly and positively only with Powerful others (V₅) in case of Tentative group.

Results based on Product Moment Coefficients of Correlations between the criterion variable of Career decision-making and the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement in case of Arts, Commerce, Medical and Non-Medical sub groups (Vide Summary Table 4.1c.5, Chapter 4)

The objective of this analysis was to see whether the various sub groups exhibit similar pattern of relationship as observed in case of total sample.

The hypothesis to be verified was that the various sub groups i.e. of Arts, Commerce, Medical and Non-Medical exhibit similar pattern of relationship between the criterion variable of Career decision-making and the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement as exhibited in case of total sample.
Table 5.III.6 presents summary of results of bivariate coefficient of correlations between the dependent variables of Decidedness ($V_1$), Indecision ($V_2$) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement which shows significant correlations in case of all the sub groups.

| Summary Table : Significant coefficients’ of Correlation between the Dependent Variables Viz: Decidedness ($V_1$) and Indecision ($V_2$) with the Independent Variables of Locus of control ($V_3$-$V_5$), Self esteem ($V_8$), Career choice anxiety ($V_7$) and Academic achievement ($V_9$) in case of four sub groups i.e. Medical; Non-Medical; Arts and Commerce |
|---|---|---|---|---|---|
| Arts | Commerce | Medical | Non-Medical |
| D | I | D | I | D | I | D | I |
| D | - | - | - | - | - | - | - |
| I | - | - | - | - | - | - | - |
| IC | - | - | - | - | - | - | - |
| CC | - | - | - | - | - | - | - |
| PO | .257** | -.297** | .204* | -.214* | - | - | - |
| SE | - | - | - | - | - | - | - |
| CCA | -.242** | -.270** | -.255** | 0.321** | -.173* | .233** |
| AA | .149* | - | - | -.246** | - | - | - |

Note:
*correlation is significant at the 0.05 level (2 tailed)
**correlation is significant at 0.01 level (2 tailed)

Results of Relationship between Decidedness ($V_1$) and Independent Variables ($V_3$ – $V_8$)

Decidedness ($V_1$) and Indecision ($V_2$)

Decidedness ($V_1$) and Indecision ($V_2$) were negatively and significantly correlated with each other at .01 level in case of Non-Medical and Commerce sub groups.

The results were similar to the correlations in case of total sample except in case of Medical and Arts sub groups, where no significant relationship was observed between Decidedness ($V_1$) and indecision ($V_2$).

Decidedness ($V_1$) and Locus of control ($V_3$-$V_5$)

In case of all the sub groups; no significant correlation was observed between Decidedness ($V_1$) and Locus of control measures ($V_3$-$V_5$).
These results are almost similar to the correlations in case of total sample where no significant correlation was observed between Decidedness ($V_1$) and Locus of control measures ($V_3$-$V_5$).

**Decidedness ($V_1$) and Self esteem ($V_6$)**

Decidedness ($V_1$) was found to have positive and significant correlations with Self esteem ($V_6$) in case of Arts and Commerce sub groups.

These results were similar to the correlations in case of total sample except in case of Medical and Non-Medical sub groups where no significant relationship was observed between Decidedness ($V_1$) and Self esteem ($V_6$).

**Decidedness ($V_1$) and Career choice anxiety ($V_7$)**

Decidedness ($V_1$) was found to have negative and significant correlations with Career choice anxiety ($V_7$) in case of all the sub groups i.e. Arts, Commerce, Medical and Non-Medical.

This confirms the hypothesis of similarity of various groups with total sample.

**Decidedness ($V_1$) and Academic achievement ($V_8$)**

The hypothesis of similar correlations between Decidedness ($V_1$) and Academic achievement ($V_8$) as observed in total sample was not retained only in case of Arts sub group where positive and significant relationship was observed between Decidedness ($V_1$) and Academic achievement ($V_8$) and Medical sub group where negative and significant relationship was observed between Decidedness ($V_1$) and Academic achievement ($V_8$) whereas the hypothesis was retained in case of rest of the sub groups i.e. Non-Medical and Commerce.

**Results based on Correlations between Indecision ($V_2$) and Independent variables ($V_3$ – $V_8$)**

**Indecision ($V_2$) and Locus of control ($V_3$ – $V_5$)**

No significant correlations were observed between Indecision ($V_2$) and Locus of control ($V_3$-$V_5$), in case of four sub groups i.e. Arts; Commerce; Medical and Non-Medical.
Hence, the hypothesis of similar pattern as in case of totals sample got full support.

**Indecision (V₃) and Self esteem (V₆)**

When Indecision (V₃) was correlated with Self esteem (V₆), negative and significant relationship was observed in case of Non-Medical, Arts and Commerce sub groups.

These results were similar to the correlations in case of total sample except in Medical sub group where no significant relationship was found between Indecision (V₃) and Self esteem (V₆).

**Indecision and Career choice anxiety (V₇)**

The hypothesis of similarity of pattern of relationship between the total sample and various groups i.e. positive and significant relationship between Indecision (V₃) and Career choice anxiety (V₇) was confirmed in case of Medical and Non-Medical sub groups except in case of Arts and Commerce sub groups where no significant relationship was observed between Indecision (V₃) and Career choice anxiety (V₇).

**Indecision (V₃) and Academic achievement (V₈)**

The hypothesis of similarity between the total sample and the various sub groups did not get support in the absence of any significant relationship between Indecision (V₃) and Academic achievement (V₈).

The hypothesis of relationships of the dependent and independent variables as observed in case of Medical; Non-Medical; Arts and Commerce sub groups being similar to the total sample was confirmed to a large extent.
SECTION IV

RESULTS BASED ON MULTIVARIATE ANALYSIS

Results Based on Step up Multiple Correlations and Regression Analysis (Vide Table 4.II.1 through 4.II.9, Chapter 4)

The objective of this analysis was to find whether each of the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement have anything at all to contribute to the prediction of criterion variable of Career decision-making.

The hypothesis to be verified for this analysis was that Locus of control, Self esteem, Career choice anxiety and Academic achievement contribute significantly towards the prediction of Career decision-making, both independently as well as conjointly, in case of Total sample, Boys, Girls, Decided and Tentative groups.

In accordance with the objective stated above, stepwise multiple correlations and multiple regression coefficients were computed separately for all the groups of Total sample, Boys, Girls, Decided and Tentative groups. A different set of predictors for criterion variables of Decidedness and Indecision were found, which are as follows:

Total Sample

(iii) **Decidedness** ($V_1$): The significant predictors of Decidedness ($V_1$) were Career choice anxiety ($V_7$) at .01 level and Self esteem ($V_6$) at .01 level.

(iv) **Indecision** ($V_2$): Self esteem ($V_6$) .05 level and Academic achievement ($V_8$) at .05 level were significant predictors of Indecision ($V_2$).

Boys

(iii) **Decidedness** ($V_1$): Career choice anxiety ($V_1$) at .01 level was found to be significant predictor of Decidedness ($V_1$).
(iv) *Indecision (V2)*: The significant predictors of Indecision (V2) were Self esteem (V6) at .01 level and Career choice anxiety (V7) at .05 level.

**Girls**

(iii) *Decidedness (V1):* Career choice anxiety (V7) at .01 level and Self esteem (V6) at .05 level were significant predictors of Decidedness (V1).

(iv) *Indecision (V2):* The significant predictor of indecision (V2) was Self esteem (V6) at .01 level.

**Decided Group**

(iii) *Decidedness (V1):* The significant predictors of Decidedness (V1) were Career choice anxiety (V7) at .01 level and Academic achievement (V7) at .01 level.

(iv) *Indecision (V2):* Self esteem (V6) at .01 level was the significant predictor of Indecision (V2).

**Tentative Group**

(iii) *Decidedness (V1):* The significant predictor of Decidedness (V1) was Career choice anxiety (V7) at .01 level.

(iv) *Indecision (V2):* No significant predictor of Indecision (V2) was found in case of Tentative group.

On the basis of above conclusions, the hypothesis of significant contribution of the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement towards the prediction of Career decision-making variables i.e. Decidedness and Indecision both independently as well as conjointly with other variables except in Locus of control got support to a large extent in case of Total sample, Boys, Girls, Decided and Tentative groups.
OVERALL CONCLUSIONS OF THE STUDY

Descriptive Analysis (Means, S.D.’s, S.E.’s, SK and KU)

- The sample in this study exhibited normality of distribution of under variables under study viz. Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement.

- Further, almost all the independent variables viz. Locus of control, Self esteem, Career choice anxiety and Academic achievement exhibited average standing, in case of all the groups.

- As far as the choice of a career and decision-making at undergraduate stage is concerned, although, by and large the total sample exhibited decidedness, still a large number of students showed tentativeness inspite of their chosen Arts, Commerce, Medical and Non-Medical streams.

Differential Analysis (Comparison of groups on all the variables, t-ratios)

- The number of students who were clearly Decided was 495; Tentative 132; whereas the number of Undecided students was only 10.

- Significant differences were observed between Decided and Tentative groups on the variable of Self esteem (V6) and Career choice anxiety (V7) whereas there was absence of significant differences in case of Locus of control (V3-V5) and Academic achievement (V8).

- Science (Medical and Non-Medical) students were found to be more decided than their counterparts in Humanities group (Arts and Commerce) in this study.

- Compared to Boys, Girls in the present sample were higher on Academic achievement (V8).

- Significant gender differences were observed on the variables of Indecision (V2), Individual control (V3), Chance control (V4), Powerful others (V5), Self esteem (V6) and Academic achievement (V8).
However there was absence of significant differences in case of the variable of Career choice anxiety (V7).

- Absence of significant differences between the Humanities and Science groups except in case of sub scale of Locus of control i.e. Powerful others (V6) indicate that Individual control (V3), Self esteem (V6), Career choice anxiety (V7) and Academic achievement (V8) did not contribute significantly in the Career decision-making of undergraduates.

**Bivariate Analysis (Coefficients of correlations)**

- In case of Bivariate relationships, significant correlations were found between dependent variable of Decidedness (V1) with Self esteem (V6) and Career choice anxiety (V7) in almost all the groups i.e. Total sample, Boys and Girls, Decided, Arts and Commerce sub groups.

- Indecision (V2) also correlated significantly with the variables of Self esteem (V6) and Career choice anxiety (V7) in almost all the groups i.e. Total sample, Boys and Girls, Decided group and Non-Medical sub group.

**Multivariate Analysis (Step wise multiple correlations and Regression analysis)**

- Career choice anxiety (V7) was the significant predictor of Decidedness (V1) in almost all the groups i.e. Total sample, Boys, Girls, Decided and Tentative groups.

- Self esteem (V6) was the significant predictor of Decidedness (V1) in case of Total sample and Girls.

- Academic achievement was found to be the significant predictor of Decidedness (V1) in case of decided group and was also found to be powerful predictor of Indecision (V2) in case of total sample.
Self esteem \((V_6)\) was found to be powerful and significant predictor of Indecision \((V_2)\) in almost all the groups i.e. Total sample, Boys, Girls and Decided except in case of Tentative group where no significant predictor was found.

**EDUCATIONAL IMPLICATIONS**

The findings of this study have important implications not only for students and teachers but also for all those who play a more assertive role in career education of youth i.e. Counselors, Psychologists and Researchers.

The study revealed that at undergraduate level, a large number of students are uncertain of their choices. This may be due to external Locus of control, low Self esteem, higher Career choice anxiety and low Academic achievement.

The results of this study indicate that providing career exploration opportunities for emerging adults will not only enhance their knowledge about potential career opportunities, but also lead to a reduction in Career choice anxiety. Young men and women entering college would benefit from exposure to self-awareness opportunities as a component to creating a strong person-environment fit, which can be important to overall happiness, retention and likelihood of obtaining a college degree.

In the present scenario of technological advancement, the need is to provide opportunities for a more genuine self assessment experience related to understanding one’s level of need for career information, personality characteristics and exposure to vocational personality measures. Through small group discussion and individual sessions, students could be provided self assessment information which would lead them to being positioned to make autonomous, informed life decisions, with the knowledge that they are in a constant state of growth and development, and result in the exploration of a career path in their future.

For this purpose, secondary schools and degree colleges should broaden their attempts to prepare the majority of students for vocational life based on actuarial realities rather than on ideological desires. They should
include vocational skills and competences that will benefit students pursuing non-academic career paths equally well as well as those pursing academic paths. As a society, we must recognize and encourage the idea that life long learning is truly a valuable thing and provide opportunities to take advantage of interest in new learning regardless of the age it might occur. And finally throughout all the aspects of secondary school and college level, students should be given the opportunity to choose their career path even when that path is not what we would choose for them. In that way it becomes their education and not ours. We must recognize that learning not something a teacher does to a student and only belongs to the student when the student is in a responsible control of the decisions of the learning.

SUGGESTIONS FOR FURTHER STUDY

Some of the suggestions for undertaking further research are as follows:

- A replica of the study, may be conducted in other regions for wider generalisation of results.

- Variables other than those included in the present study such as values, abilities, interest, socio-economic status, achievement motivation may be taken up.

- Longitudinal studies on Career decision-making may be taken up, which involves the study of actual process of choosing a vocation.

- Experimental studies involving career interventions may be taken up to see their influence on Career decision-making process.