CHAPTER - VI

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In the present study an attempt was made to investigate the effects of personality and psycho-social correlates of career preference among high school students. The objective of this research was to study the effects of Personality Type (as measured by the MBTI - FORM G) and some psycho-social correlates namely, PFHA, Educational Interest, Vocational Aspiration, Sex Role Orientation, Fear of Success and Demographic/Social Variables, on Career Preferences among high school students (Standard X). Secondarily it attempted to study the sex differences in all the variables undertaken in the study.

Initially a pilot study was conducted to assess the suitability of the tests for the main study. In the main study the sample consisted of 320 high school students of Standard X. There were equal number of girls and boys in this sample. The schools selected for data collection belonged to both North and South Zones, State and Central Syllabus, Single and Co-educational schools.

The techniques of assessment, administered in group settings were the following:

1) The Information Schedule to elicit personal, school and family information.
2) The MBTI-FORM G used to assess personality type.
3) The Vocational Expression Blank used to assess career preference.
4) The Wagner Preference Inventory Form-II used to assess PFHA.
5) The Educational Interest Record used to assess Educational Interest.
6) The Vocational Aspiration Scale used to assess Vocational Aspiration.
7) The Bem Sex Role Inventory (Adapted) used to assess Sex Role Orientation.
8) The Fear of Success of Scale used to assess Fear of Success.

Hypotheses were set up stating that career preference would either differ or have a relation as the case may be, with Personality Type, Indices of Personality Type, PFHA, Subcategories of
PFHA, Educational Interest, Vocational Aspiration, Sex Role Orientation, Fear of Success and Demographic Variables. Secondarily hypothesis were set up stating that there would be sex differences in all the variables in the study.

Analysis were made in terms of the ten different careers and their respective three hierarchical levels and their interaction with the following variables: 16 personalities types (as measured by the MBTI-FORM G), the four Indices of Personality Type, i.e. EI, SN, TF and JP; PFHA i.e. Left, Right and Balanced PFHA; Subcategory Styles of PFHA i.e. Left-Logical, Left-Verbal, Right-Manipulative and Right-Creative; eight Educational Interest areas, the Vocational Aspiration, Sex Role Orientation i.e. Masculinity, Femininity, Androgynous and Undifferentiated; Fear of Success; and Demographic Variables. The relationship between Personality Type and PFHA were also studied to see how this interaction affects career preferences. Further sex differences in the above variables were analyzed. Both parametric and non parametric statistics i.e. 't' tests, ANOVA, Chi Square Test, Contingency Coefficient and Multiple Regression Analysis were used for the analysis of data.

Analysis of results revealed that Career Preference and Personality Type had a highly significant relationship. The EI Index of Personality Type played a significant role in the careers preferred by individuals in this sample, quite unlike the other Indices of Personality Type. The hierarchical level of the Career Preferred had an influence on both Career Type as well as the Personality Type of the individual.

Functional Hemispheric asymmetry did not have a significant relationship with the careers preferred by the individuals. Except for the Left-Verbal style of PFHA, the subcategory styles of PFHA also did not show any association with Career Preference.

Additionally, PFHA did not bear any direct relation to the 16 personality types (as measured by the MBTI - FORM G). Indices of personality type namely TF and JP however differed with the individuals PFHA. Further the subcategory styles of PFHA had a greater influence on Indices
of Personality Type than PFHA as a whole. The EI, TF and JP indices were seen to have a negative correlation with the Left-Logical style of PFHA. And contrarily the JP index had a positive correlation with the Right-Manipulative style of PFHA.

With reference to the Psycho-social Correlates, Career Preferences were likely to vary with Educational Interest and Sex Role Orientation. However Vocational Aspiration and Fear of Success did not affect the preference of careers.

The Demographic Variables such as Educational Level of Mother being undergraduate; Father's preferred occupation for Son/Daughter being Artistic and Musical and Protective careers, significantly predicted Career Preference. While the Demographic Variable Family Income differed with Career Preference, however percentage of marks in the last final examination did not.

And finally sex differences played a major role in preference of careers as well as some of the personality and psycho-social variables.

Sex differences were observed for some of the variables in the study. While boys preferred careers which were Engineering, Administrative and Clerical, girls preferred Medical Health careers more. Boys were more likely to choose Level 1. careers and girls to prefer Levels 2 and 3.

Where Personality Type was concerned, boys used their dominant personality function in the thinking mode and girls in the Intuitive mode more frequently. However, boys and girls did not differ much in their use of individual Indices of Personality Type.

Gender differences were not found for lateralized brain functions. However the following subcategory styles of Pattern of Functional Hemispheric Asymmetry, i.e. Left-Logical Right-Manipulative and Right-Creative, differed for boys and girls, unlike Left-Verbal which did not differ much for the same.
Where Educational Interest was concerned boys preferred subjects like Science, Engineering, Medicine, Agriculture and Commerce. Girls on the other hand preferred Home Science, Fine Arts and Humanities. Sex differences did not exist for Vocational Aspiration, Sex Role Orientation and Fear of Success.

And finally sex difference were found with regard to Demographic Variables, such as hobbies and interest, and maternal and paternal preferences for sons/daughters Career Preferences.

CONCLUSIONS:

1. Career Preference and Personality Type (as measured by the MBTI-FORM G) of the individual have a significant relationship.

2. Career Preference of the individual differs significantly with the EI index of Personality Type.

3. Career Preference of the individual does not differ significantly with the SN index of Personality Type.

4. Career Preference of the individual does not differ significantly with the TF index of Personality Type.

5. Career preference of the individual does not differ significantly with the JP index of Personality Type.

6. There exists a significant relationship between the type of career preferred by the individual and the hierarchical level of the career preferred.
7. The Personality Type of the individual has a significant relationship with the hierarchical level of the career preferred.

8. The PFHA does not have a significant relationship with the career preferred by the individual.

9. Career preferences do not differ significantly with the Left-Logical style of PFHA of the individual.

10. There exists a significant difference in the careers preferred by individuals with a Left-Verbal style of PFHA.

11. Career Preferences do not differ significantly with the Right-Manipulative style of PFHA.

12. Significant differences do not exist in the careers preferred by individuals with a Right-Creative style of PFHA.

13. Personality Type and PFHA of the individual do not have a significant relationship.

14. The EI Index of Personality Type does not differ significantly with PFHA of the individual.

15. The SN Index of Personality Type does not differ significantly with the PFHA of the individual.

16. The TF Index of Personality Type differs significantly with the PFHA of the individual.

17. The JP Index of Personality Type differs significantly with the PFHA of the individual.

18. There exists a significant negative relationship between the EI, TF, JP Indices of Personality Type and the Left-Logical style of PFHA; and a significant positive relationship between the JP Index of Personality Type and the Right-Manipulative style of PFHA.
19. Individuals with Left-Hemispheric Dominance do not have a significant relationship between their Career Preference and Personality Type.

20. Career Preference and Personality Type do not have a significant relationship for those individuals with Right-Hemispheric Dominance.

21. Individuals with Balanced PFHA do not have a significant relationship between their Career Preference and Personality Type.

22. Career Preference is significantly related to the Educational Interest of the individual.

23. Career Preference does not differ significantly with the Vocational Aspiration of the individual.

24. A significant relationship exists between the Career Preference and Sex Role Orientation (Masculinity, Femininity, Androgynous and Undifferentiated) of the individual.

25. Career Preference does not differ significantly with the Fear of Success of the individual.

26. Education of mother i.e. undergraduate, Fathers Preference of Occupation for son/daughter i.e. Artistic and Musical, and Protective careers, are significant Predictors of Career preference. Religion, Order of Birth, Zone, Syllabus, Type of School (Single sex/Co-education) Preferred subject, Hobbies and Interests, Education of Father, Occupation of Father and Mother and preferred occupation son/daughter by mother were not significant predictors of Career Preference.

27. Careers Preferred by the individual differ significantly with the family income.
28. The Career Preferred does not differ significantly with the percentage of marks in the last final examination.

29. Career Preference and Sex of the individual have a significant relationship.

30. The hierarchical level of the Career Preferred has a significant relationship with the sex of the individual.

31. Personality Type has a significant relationship with the sex of the individual.

32. Significant sex differences are not found in four Indices of Personality Type (EI, SN, TF and JP).

33. Sex of the individual does not have a significant relationship with the PFHA of the individual.

34. Significant sex differences exist in the Left-Logical, Right-Manipulative and Right-Creative subcategory styles of PFHA.

35. A significant relationship exists between Educational Interest and Sex of the individual.

36. Vocational aspiration does not differ for boys and girls.

37. Sex Role Orientation i.e. Masculinity, Femininity, Androgynous and Undifferentiated, do not have a significant relationship with sex of the individual.

38. Boys and girls do not differ significantly on Fear of Success.
Significant sex differences exist for the following Demographic/Social Variables namely Hobbies and Interests, Father's Preferred Occupation for son/daughter and Mother's Preferred occupation for son/daughter.

LIMITATIONS OF THE STUDY

1. As the sample selected was standard X, who had to face a public examination, school authorities were not so compliant in allowing the researcher to split the data collection time into two sessions. Thus the time taken to administer the tests was 1 1/2 to 2 hours at a stretch, which might not have been optimum conditions.

2. A career counseling intervention program with the help of the MBTI would have enhanced this study. However the MBTI is a highly complex tool. While the Centre for Psychological Type at Gainsville, Florida, USA; gives permission to use the tool for research purposes, they expect professionals to train themselves officially before using the MBTI as a training tool. As the training programs are not held frequently in India, the researcher was unable to gain access to the official MBTI-training program sponsored by the Centre for Application of Psychological Type (CAPT), Gainsville, Florida, USA.

3. And Finally, PFHA, an interesting variable in this investigation would have thrown more light on this study, if assessment had been done using electro-encephalographs (EEG) rather than the questionnaire method. However to do such an experiment would have been expensive and further the equipment is not easily available to non medical professionals.

SUGGESTIONS FOR FURTHER STUDY

1. A comparison of Personality Type (as measured by the MBTI-FORM G) of students preferring certain careers and professionals in those very same field will reveal some important findings for career counselors.
2. Sex Role Orientation in the study did not have a relationship with sex of the individual. This needs to be studied in isolation. Since the trend of results indicates declining Masculinity and Androgyny. Thus if there are changing social patterns, they should be investigated.

3. A developmental approach to career preference and Type development should be studied longitudinally to see the effectiveness of counseling with the MBTI. This way the benefits of counseling with Type development can be verified.