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PREPARATION FOR THE VOCATIONAL ROLE

The present day world is highly competitive. Day-by-day we witness new opportunities emerging in the market. To compare with competition and opportunities the need for preparation of vocational choice as well as vocational role is felt at an early age. At the beginning of the last century many experts were of the opinion that it is necessary for each and every student to properly plan for a vocation. Choosing a vocation is not simply deciding what one will do. It is better to choose a vocation than merely to hunt for a job.



OBJECTIVES

After studying this lesson, you will be able to:

- explain the need for preparing oneself for the vocational role;
- describe the meaning of various concepts such as career, vocation and occupation;
- general requirement for a vocation; and
- explain career choice along with its problems and prospects.

21.1 MEANING OF VOCATIONAL ROLE

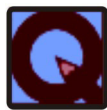
The term “Vocation” refers to the world of work and occupational opportunities. Over the decades understanding of career choice has expanded to include “persons in search of a job” rather than the “job itself”. Hence, the term occupational choice and vocational choice has been replaced by career choice.

21.2 NEED FOR PREPARATION FOR RIGHT VOCATION

Most of us want to choose a vocation probably on the basis of what we hear from our parents, friends and society or from what we read in the magazine or see on the television. On the basis of that limited understanding we think that, we know what



work 'is' and tend to understand its problems. If after choosing a vocation we come to realise that our ability and aptitude do not fit for the same we will lose money, time and so on. Hence, it is necessary to prepare oneself and make the right choice. Choosing the appropriate stream of education is a process which needs serious thinking. In fact entry into the education system itself starts with the process of choice making. When one makes the choice, it is from general level of education to specialized training. So, there are two options for the students—general education and special training. General education is education aimed at providing students with elementary skills in reading, writing, knowledge of physical, social, cultural, environmental values, and motivation. Generally the qualification for entry to occupation or for admission to higher education or various special training courses is secondary/senior secondary level.



INTEXT QUESTION 21.1

1. Identify and explain the two options necessary for choosing the right vocation.

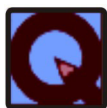
20.3 SPECIAL TRAINING

Currently education in India is spreading at a fast rate. The increase in the number of educated persons has already upset the employment position in the country and the number of failures in higher education is on the rise year after year. Keeping this in mind the need for special training is felt, because we still need competent persons, in every field of work.

The special training required for different occupations is useful for the students who are preparing for entry into those occupations. You would also like to know the institutions required for special training. Information about some of these institutions is listed below:

1. **Professional Institute:** These institutions provide higher education at the graduate and post-graduate level for preparing the students for specialized fields such as medical, engineering, management, information technology, and law etc.
2. **Polytechnique:** These institutions offer courses and impart training which prepares the students as technicians and other sub-professions like junior engineer, draughtsman and other technical staff.
3. **Commercial Institutions:** These institutes give training in courses like typing, short hand, book keeping, file management etc.
4. **Craft Training School:** The demand for craft training schools like cutting and tailoring, weaving, embroidery, handicrafts and wood carving has been increasing over the last few years.

- 5. Special Institutions:** Now a days the younger generation is attracted towards specialized institutes like the film and television institutions, merchant navy, institutes of hotel management, fashion technology etc.
- 6. Correspondence Institutions:** Those students who do not get admission into regular institutions due to one or the other reason are provided education through distance mode, they can complete their education while they can stay at their homes or they can earn for their livelihood. Indira Gandhi National Open University (IGNOU), Anna Mallai University, Aligarh Muslim University, Aligarh, School of Open Learning, Delhi University are such institutions which provide education through distance mode. The material provided to you is also through distance mode, which is being provided to you by National Institute of Open Schooling (NIOS).



INTEXT QUESTION 21.2

1. What is the purpose of specialized institutions?

21.4 CONCEPTS OF CAREER, VOCATION & OCCUPATION

Throughout history ‘career’ has been known by a number of different names such as vocation and occupation, but the word ‘career’ is more modern and inclusive than the term vocation. Career is also broader than occupation. Career refers to “the course of events that constitute a life. It involves the sequence of occupations and other life roles which combine to express one’s commitment to work in his or her total pattern of self development. Occupation is a group of similar jobs in several establishments.

An occupation refers to a group of similar jobs in several establishments. It differs from job which stands of a group of similar position in one plant, business, institution or other work place. A vocation is an occupation, either professional or voluntary, that is carried out more for its altruistic benefit, than for income, which might be regarded as a secondary aspect of the vocation, however beneficial. Vocation can be seen as fulfilling a psychological need of a worker and the term is also used to describe any occupation for which a person is specifically gifted, and usually implies that the worker has a calling for it.

21.5 GENERAL REQUIREMENTS FOR A VOCATION

It is necessary to understand the world of work. The world of work comprises unlimited number of occupations. For example – if you want to be a teacher then





you should be clear that teaching profession in itself comprises of so many types, having different qualifications for different levels.

Each job has some requirements. These include (i) Age requirement, (ii) Gender requirement, (iii) Citizenship requirement, (iv) Physical (specially for armed forces) requirement, (v) Personality requirement, (vi) Educational and training requirements, (vii) Experience requirement, (viii) Legal requirement, and (ix) Licensing requirement.

The above requirements cannot be same for all types of jobs. For example physical requirements for the Armed Forces will be strictly followed but for a sales worker it is of almost of no importance. Even the physical requirements differ across different States of our country.

Activity 1**Requirements for a job**

- i) Can you list the physical requirements of following jobs? Provide reasons for your answer.
- | | |
|-----------------|-------------------|
| a) Army | e) Sports teacher |
| b) Teacher | f) Farmer |
| c) Doctor | g) Lawyer |
| d) Sales worker | |

To fulfill the motives of choosing a vocation is dependent on educational and vocational planning. The importance of planning cannot be overlooked. It is necessary for each and every person to plan his or her education before hand. We know that the goal of general education is to develop positive attitude and respect for all types of work to be carried out for the proper functioning of society. The term general education is used to describe education from Primary level to College/University level and has different stages, such as Elementary, Secondary, Higher secondary and so on.

Activity 2**Planning**

We plan our day-to-day activities. Suppose you want to go to picnic with your friends. Can you visualize how work is distributed among group members? You are required to distribute work to enjoy a pleasant picnic. This is just for one day.

Do you think you will get success in your education and vocation without proper planning? This is a big question before you, it requires thinking from your side.

21.6 EMERGING PERSPECTIVE ON VOCATIONAL CHOICE

After educational and vocational planning one should go for vocational choice. In the above sections you would have realized the importance of planning necessary

for your choice, you should also know the importance of your aptitude (inborn abilities), interests and personality characteristics in choosing your vocation. Interest refers to liking and disliking about an object, institutions, job etc. For choosing a vocation, it is necessary to know one's interest. It is also essential to know aptitude and personality. Before making vocational choice one should know the correlation between ability and interest, along with personality characteristics. Many measures have been developed by psychologists which help in identifying one's interest. The counselor can be helpful in providing a clear picture of your interest, he will also be able to tell about your aptitude and personality characteristics. You should also know the minimum educational qualifications required for the job. After you know of your interest area, your aptitude and your personality characteristics, you will be in a position to make a wise vocational choice. One must also remember that interest changes with time, and abilities as well as personality characteristics are not entirely fixed. So, one can also make an alternative choice because, if he or she is not able to achieve the first one must try for other alternatives.



INTEXT QUESTION 21.3

1. Identify the necessary aspects required to be kept in mind while deciding upon a career.

20.7 CAREER CHOICE: ITS PROBLEMS & PROSPECTS

Now we will examine the issue of career choice which is a crucial task in one's life. We have already discussed the importance of planning in the last section.

There are hundreds of career options available. How do you make a career choice when you don't know what you want to do? Does it seem like an insurmountable task? Yes. You need to put some time and energy into making your decisions. To make a good career choice one must understand the following steps:

1. **Assess yourself:** Before you can make a career choice you have to learn about yourself, your values, interest and skills, along with certain personality characteristics. There may be some careers especially suitable for you. For this you need self assessment tools, called career tests, which can only be used optimally with the help of career counselors.
2. **Make the lists of different occupations:** There are thousands of occupations, but only few can suit you. Make a short list, consisting of five to ten, in which you are more interested, circle it, think over it and write these occupations on a separate page. You can give the heading like 'occupations to explore'.
3. **Narrow down your occupational list:** Out of various occupations, sort it out and limit to 2 or 3. Now, you must identify the different aspects of the job





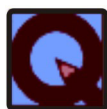
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description, educational qualifications requirement, inquire about the other requirements, promotional opportunities and earnings, geographical locations, job hazards etc.

4. **Set your goals:** Now, it is expected that you have decided to go for a particular occupation. Now is the time to put a plan in place, which requires some goal setting.
5. **Prepare an action plan:** After setting the goals, you will need to decide how to reach them. For this a career action plan will guide you, as you pursue your long- and short- term goals. Work hard to achieve your goal and be focussed on it.

There are certain myths about career choice, which you should always avoid while making a career choice and you should be aware about them. These are:

1. “Choosing a career is a simple task”.
2. “A career counselor can tell, what occupation to pick.”
3. “I cannot make a living from my hobby.”
4. “Making a lot of money will make me happy.”
5. “Once I choose a career, I will be stuck in it forever.”
6. “If I change my career my skills will go waste.”
7. “If my best friends/relatives are happy, I will be too.”
8. “All I have to do is to pick an occupation.”
9. “There is very little I can do to learn about an occupation, without actually working on it.”



INTEXT QUESTION 21.4

1. List the necessary steps for a good career choice.
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WHAT YOU HAVE LEARNT

- Choosing the appropriate education for a career is a process.
- The special training required in an occupation is useful for the students, who are preparing to enter into those occupations.
- Planning is important at every step in life.
- Vocational planning should be done carefully.

Preparation for the Vocational Role

- Keep in mind your abilities and personality characteristics while choosing a career.
- Career building is a crucial task in one's life.
- Counselor can assist you for making a wise career choice with the help of guidance and psychological testing.



TERMINAL QUESTIONS

1. What is the first step in career choice?
2. Explain the importance of career planning.
3. Differentiate between the terms career, vocation and occupation.
4. What are the various myths about career choice.



ANSWER TO INTEXT QUESTIONS

21.1

1. General education and special training.

21.2

1. Special training is required for different occupations.

21.3

1. Aptitude, interest patterns, personality.

21.4

1. Assess yourself, list various occupations, narrow the list, set goals, prepare action plan.

Hints for Terminal Questions

1. Refer to section 21.2
2. Refer to section 21.2
3. Refer to section 21.4
4. Refer to section 21.7

MODULE - VI

Work Life and Environmental Concerns



Notes



Notes

Activity- Find your Interest Area

A list of ten most sought after occupation is given below. You have to express your individual preference for these occupations, which are given in pairs. With each comparison, assume that there is not difference in income or prestige. Each cell contains two occupations (a to j), compare the two and according to your preference allot scores from 0 to 4 to each of the two occupations.

For instance, you may prefer occupation “a” over “b” and accordingly you may give a score of 3 to “a” and 1 to “b”. If you tend to like both equally, you prefer one a lot more and completely dislike the other; you may allot 4 and 0 respectively. If you dislike both professions, give 0 to each. Thus in each cell you have to give a minimum of 0 and maximum score of 4. You may allot 2 to each also. If on the other hand, for each pair of occupations, mark as follows.

Engineering A Finance B	Military H Business J	Finance B Management E	Admin C Literary G	Admin C Scientific I
Finance B Admin. C	Literary G Scientific I	Admin C Artistic F	Finance B Artist F	Finance B Military H
Admin C Medical D	Artistic F Military H	Medical D Literary G	Engineering A Management E	Engineering A Literary G
Medical D Management E	Management E Literary G	Management E Military H	Engineering A Artjstic F	Engineering A Military H
Management E Artistic F	Medical D Artistic F	Artistic F Scientist I	Finance B Literary G	Engineering A Scientist I
Artistic F Literary G	Admin C Management E	Literary G Business J	Admin C Military H	Finance B Scientist I
Literary G Military H	Finance B Medical D	Artistic F Business J	Medical D Scientist I	Admin. C Business J
Military H Scientist I	Engineering A Admin. C	Management D Scientist I	Management E Business J	Finance B Business J
Scientist I Business J	Engineering A Medical D	Medical D Military H	Medical D Business J	Engineering A Business J



Example

Engineering

Finance

Give a score of 3 if you like Engineering (A) profession more than Financial Management (B), Give 1 to (B).

The 10 most preferred occupations are:

- A. Engineering (chemical, mechanical, electronic, computer etc.)
- B. Finance Management (Accountant, Tax specialist, banker etc.)
- C. Administrative Services (Administrative officer, IAS, IFS, IPS etc.)
- D. Medical (Physical, psychiatrist, surgeon, Clinical Psychologist etc.)
- E. Management (Manager in organizations, Sales, Hotels)
- F. Artistic (Painting, music, sculpture, architecture etc.)
- G. Literary (Novelist, Historian, teacher/professor, Journalist etc.)
- H. Military service Army, Navy, Air force)
- I. Scientist (Physicist, Chemist, Biologist, Psychologist etc.)
- J. Business (Industrialist, Dairy, farming etc.)

Attention: These are sample items and should not used for clinical evaluation or for clinical or for diagnosis.

Scoring

After finishing all the 45 cells, add individually all the scores under a, b, c and so on up to j. take the highest scores. These are the vocations in which you are likely to be most successful if you also have high aptitude in these areas. If the interest in the vocation is in consonance with the aptitude, one is likely to be highly successful in one's profession.

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