



Managerial Factors Influencing Career Choice Of Students In Public Senior Secondary Schools In Anambra South Senatorial District

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ABSTRACT

This study investigated managerial factors influencing career choice of students in public senior secondary schools in Anambra South Senatorial district. Four objectives and four research questions in line with four hypotheses guided the researcher in the course of this study. The study adopted the descriptive survey research design; the population of the study comprise of 2,580. Consisting of 1250 (teachers) and 1330 (students) in the 85 public senior secondary schools in Anambra South Senatorial district. The sample size was 757 respondents consisting of 393 teachers and 364 students from the 30 public senior secondary schools; which was obtained through simple random sampling technique. The instrument for data collection was a self structured questionnaire titled: Managing Career Choice Among Students In Public Senior Secondary School Questionnaire; which was structured on a four point rating scale of strongly agree (SA), Agreed (A), disagree (D), strongly disagree (SD). The instrument was validated by the researcher's supervisor and two experts in the Departments of Educational Management and Evaluation. The instrument was tested for reliability using test- retest method and a reliability index of 0.70 was obtained using Pearson product moment correlation coefficient. The mean and standard deviation were used to answer the research question while z-test statistics was used in testing the formulated hypotheses. The study found that career guidance counselor, career talk shows and seminars, class streaming, and career placement influence the career choice of students in public senior secondary schools in Anambra South Senatorial district. Based on the findings it was recommended among others that schools should employ the services of a career guidance counselor to counsel students so they should not go astray when making a career plan for themselves.

Keywords: career choice, managerial factors, guidance counselor, secondary schools

INTRODUCTION

Career is seen as an individual's metaphorical journey through learning, work and other aspects of life. Career selection is an important stage in a student's life. It influences a number of decisions that he/she takes based on their career choices. Choice of a subject, institution, a job profile, depends on the career one chooses to pursue. It is quite certain to find students confused or unaware of their career path, even after having completed graduation. However teachers need to encourage or consider how to bring career content into the curriculum to bring the subject to life, making connections between classroom learning and students aspiration.

Also, the realities of the labor market should not be undermined because the labor market and how young people move into it are changing all the time. Just think of what has happened to travel agents with the advent of the internet. Because of these changes it is critical that the labor market information is based on

real-world data and not on memories of parents or teachers about what the labor market used to be like when they were teenagers. It is also important that schools both understand what types of enterprise activities students have participated in and what destination students have gone on to. While schools already track lots of data, they should consider the value of capturing careers activity too. With this information, schools will be in a better position to understand what type of activities and interventions are effective for students, and make improved decisions about how to run their career programs. Career choice entails life time roles people play including students, parents, employees, retirees and employers. It is seen as the life time pursuit of an individual.

Education is universally recognized as the solution to socio – economic problems and crisis of the world. Nations all over the globe look up to education to provide remedy for varieties of issues such as economic depreciation, inefficacious government, poverty, mass literacy, unemployment etc. Education is seen as the vehicle of transmission for societal change and positive development as aspired by nations of the universe. Every nation anticipates for a quality standard of life and well being in order to be a well developed and fulfilled nation and also to meet the increasing demands of its populace, So also is every individual (student) faced with the challenges of choosing a career choice out of several alternative that would enable him or her to be productive, fulfilled, joyous, and willing towards contributing his or her quota in attaining societal growth, change and development (Hampton, 2005).

Career choice is a major problem faced by individuals and students, it is one of the many important choice students will make in ascertaining their inherent future plans and goals. This pertinent decision will impact them positively throughout their existence on planet earth. The essence of who the student is will revolve around what the student want to do with his/her life-long work. The choice of career has been a serious problem among secondary school students especially in Nigeria. No matter one’s age, the choice of career is an important question inevitable among secondary school students (Jones, 2010).

Some career demands that you have the qualities to match the occupation. For example, sales personnel ought to be an extrovert. A student’s personality must be self motivated as to investigate career possibilities early on in life and not the procrastinating type that sits and waits to be pushed or coerced to decide. (Stuart, 2000). It is imperative for students to understand themselves, and their personality, if they are to make an excellent career choice. The income level of parents also determines what career a student chooses during a specific time in the student’s life. Some students would have to budget for education according to their personal income.

Statement of the Problem

The aim of enrolling into school is to acquire knowledge, and follow a career path that would lead to a sustainable means of livelihood. Students can achieve this probably, if they have a sound knowledge on the career path they intend to follow. However it has been observed that students in secondary schools fail to satisfy the necessity of career decisions. This could be due to lack of, or unqualified career guidance counseling in the school system. Other factors could be contributors as well. In some cases lack of seminars on career choice, improper class streaming, or career orientation. In the light of the fore-going, this study seeks to identify managerial factors influencing career choice of students in public senior secondary school in Anambra south senatorial district.

Research Questions

1. What is the influence of career counseling on the career choice of students in public senior secondary schools in Anambra South senatorial district?
2. How do career talk shows and seminars influence the career choice of students in public senior secondary schools in Anambra south senatorial district?
3. What is the influence of class streaming on the career choice of students in public senior secondary schools in Anambra South Senatorial district?

Hypotheses

1. There is no significant difference between the mean response of teachers and students on the influence of career counseling on career choice of students in public senior secondary schools in Anambra South senatorial district.

2. There is no significant difference between the mean responses of teachers and students on the influence of career talk shows and seminars on career choice of students in public senior secondary schools in Anambra South Senatorial district.
3. There is no significant difference between the mean responses of teachers and students on the influence of class streaming on career choice of students in public senior secondary schools in Anambra South senatorial district.

Review of the Related Literature

Conceptual Review

Concepts provide building blocks for theories. The concepts that are directly related and relevant to this study were reviewed in this section extensively. The concepts though, were arranged in line with the objectives of the study all aimed towards providing essential facts and deep insight in relation to this research work.

Career guidance counseling and counselor

Career guidance counselors work with clients at various stages of their careers. Some work in colleges, helping students determine the jobs they are qualified for with their degrees. Career counselors also help people find and get jobs by teaching them job search, resume writing and interviewing techniques. A career counselor is trained to help people with their career choice. Whether the individual is new to the working world or simply desires a change of profession, a career counselor will be able to guide them in the best possible direction. In the school setting, a thorough history of each student assessment, records and performance, personality and interest will be needed to ensure the best possible result; all of this is gained through the thorough interviewing process of each student. Career counselors are responsible for having knowledge of the skills needed in various fields, the salary earnings and requirements of each field. After they have assessed a student they will then match them up with a field suitable for the skills and personality, creating the most profitable match possible in terms of job satisfaction and monetary earnings. Career counselors will not, however simply match up a student with a profession. They work with the student helping them research into the right career, and also helping them locate resources for strengthening the skills needed for the job desired. Many successful career counselors go on to further their own learning and join the fields of social work, coaching, and vocational counseling in schools. Some even move on to outplacement positions and professional recruitment for corporate offices. The career Counselors in secondary schools are to concentrate their attention on the following tasks:

Organizing and making available to students comprehensive information systems necessary for educational and vocational planning/decision making organizing and presenting classroom curricula that focuses on the development of adolescents. Helping students to assess their personal characteristics. Providing remedial interventions for students needing special assistance.

The work of a counselor can be done by a teacher who has undergone at least one year special training in counseling. He is to perform all the services including: Providing educational guidance and information, individual counseling, administrative activities and record keeping, providing career guidance and assistance, standardized test administration and interpretation, information dissemination, public communication and human relations, consultation activities, student development activities, group guidance and group counseling.

Career talk shows and seminars

When students participate in career talk shows and seminars, it makes them acquainted with the subject matter for proper function ability (lenny 2002). It also exposes them to various career opportunities; broadening their perspective to take a career of pre-informed decision rather than one of coincidence. Career awareness involves the understanding of basic career concepts and the ability and discipline to use that information to make wise personal career decisions. Providing career education programs and mentorship information, students are exposed to key growth sectors with the aim of empowering youths to make more informed decisions about their future career paths and to steer them towards viable work experience opportunities (Enriquez, 2016). It entails detailed information on each growth sector regarding

the benefits of jobs in the private and public sectors. Thousands of people and students have being made to develop awareness and responsibility for their future.

Career choice awareness is an essential step in building students' understanding of the working world. Career awareness differentiates itself from career exploration and career clarity by introducing students to different job opportunities in the world. It shows them options for their futures in a huge scope with the hope that each student will find a career that resonates with them in terms of interest, purpose and inspiration. That's a tall order for a middle school class, which is why career awareness activities are so hard to find and even harder to apply in middle school students. Career awareness is simply knowledge necessary to begin work in a career field.

Class streaming refers to the grouping of students based on their ability. Students within a certain ability range are grouped together as a class. The objective is to allow like students to move ahead at a pace that matches their abilities. Experience has often shown that streaming is more beneficial than otherwise (Creed, 2006). Within a streamed class setting the teacher is able to set a suitable pace for the class and maintain that pace. There is hardly any risk of leaving anyone behind. The entire class is challenged at the level gauged to be appropriate for the whole group. The teacher can move ahead at a brisk pace with a group of twenty- five bright students who do not require much supervision and need little or no individual attention. In a class of slow students the same applies, however, a slower pace would be necessary and a more reasonable number to work with would be ten to fifteen if teaching is to be effective. In either situation, the teacher is able to select an appropriate pace and move ahead with it.

Students in secondary schools in Nigeria are mostly streamed alongside science, arts and social sciences. Students streamed under the science classes go for careers or discipline such as medicine, pharmacy, dentistry, or engineering. Those in art pursue career in law, education, and accountancy, while those in the social science enroll in political science, philosophy, and humanities etc. This gives the students specification from the onset on the career path they intend to enroll in life. This form of class streaming prepares students adequately on the subjects and courses that would lead to their desired discipline or career they want to engage in. They would learn the rudiments or preliminaries that would make them grounded in the career they aspire for. In this type of class setting students are able to:

- 1 Motivate each other because they possess similar abilities.
- 2 Move ahead at the same pace because there are no major disparities in ability within the stream.
- 3 Grow in confidence and self esteem since no one is made to feel inferior or stupid among his/her peers. In fact, they offer each other friendly competition which is, I itself motivational.
- 4 In a capsule a streamed class is like a moving train. The conductor is the teacher, the passengers are the students and they are going somewhere together. The unstreamed class is like a group out on a hike. The more fit among the group quickly take the lead only to discover that they must either stop to wait on their lagging companions or go back to meet them. Eventually they may lose enthusiasm or zest for the hike. Likewise, the less able hikers may become frustrated as a result of their inability to keep up with the group and opt out together. Undoubtedly, both groups are at a disadvantage in this type of class setting.
- 5 Grouped with students of similar abilities, students are able to assist, encourage and motivate each other. They feel a sense of belonging since they are learning in an environment in which they do not feel threatened and are therefore comfortable.

METHODOLOGY

The design for this study was a descriptive survey. The total population of the study comprise of 2,580. Thus,1,250 (teachers) and 1,330 (students) of the total population from the 85 public senior secondary schools in Anambra south senatorial district, Anambra state. The sample size is 757 which consist of 393 (teachers) and 364 (students). The questionnaire instrument was titled "Managing Career Choice among students in public senior Secondary School Questionnaire" (MCCASPSS). Thus, 757 copies of questionnaire were administered and 557 retrieved copies for the analyses of the research questions and test of hypotheses. The method of data analysis adopted in answering the research question was the mean

and standard deviation. Decision for the analyses was based on a mean of 2.50 and above which was high extent, while below 2.50 was low extent. While the z-test statistics was used to test the hypotheses at a significance level of 0.05.

RESULTS

Research Question 1: *What is the influence of career counseling on the career choice of students in public senior secondary schools in Anambra south senatorial district?*

Table 4.1: Mean Responses of Teachers and Students on the influence of Career counseling on the career Choice of Students in Public Senior Secondary Schools in Anambra South senatorial District.

S/N	Items	Teachers		Students		Decision	
		\bar{x}_1	SD_2	\bar{x}_1	SD_2		$\bar{\bar{x}}$
		N=393		N=364			
		\bar{x}_1	SD_2	\bar{x}_1	SD_2	$\bar{\bar{x}}$	
1	Career counseling enlightens and prepares students to take effective career decision.	3.23	0.89	3.56	1.54	3.39	Accepted
2	Career counseling should be introduced periodically to students to awaken their consciousness on career decision.	3.92	1.05	2.63	1.59	3.28	Accepted
3	Career guidance counseling is pertinent for student's development and advancement in their career progression.	3.86	0.97	3.49	1.49	3.67	Accepted
4	Proper career counseling influence student's decision on career choice.	3.00	0.83	2.48	1.49	2.74	Accepted
	Criterion Mean 2.50	3.43	0.94	3.04	1.53	3.27	

Data on table 4.1 indicates that items 1-4 had mean ratings above the criterion mean of 2.50 and were adjudge on how career counseling influence the career choice of students in public senior secondary schools in Anambra south senatorial district.

In summary, with an aggregate mean of 3.27, above the criterion mean of 2.50 it is evident that the respondents accepted that career counseling influence the career choice of students in public senior secondary schools in Anambra south senatorial district.

Research Question 2: *How does career talk shows and seminars influence the career choice of students in public senior secondary schools in Anambra South senatorial district?*

Table 4.2: Mean Responses of Teachers and Students on the Influence of Career talk Shows and Seminars on the Career Choice of Students in Public Senior Secondary Schools in Anambra south senatorial district.

S/N	Items	Teachers		Students		Decision	
		\bar{x}_1	SD_2	\bar{x}_1	SD_2	$\bar{\bar{x}}$	
			N=393		N=364		
5.	Career seminars groom students for suitable career decisions	3.15	0.88	4.58	1.56	3.87	Accepted
	Seminars on Career choice expose students to the preliminaries of career building and development.	3.42	0.61	4.39	1.43	3.90	Accepted
7.	Career choice seminars equip students mentally and give them the opportunity to share their views and opinions on career related matters.	3.54	0.61	4.51	1.51	4.03	Accepted
8.	Career talk shows and seminar presentation enlightens students mentally in making appropriate career decisions.	3.45	0.73	4.58	1.56	4.02	Accepted
	Criterion Mean		3.39	0.71	4.52	0.38	3.96

Data on table 4.2 indicates that the items 5-8 had the mean ratings above the criterion mean of 2.50 and were adjudge on the influence of career talk shows and seminars on the career choice of students in public senior secondary schools in Anambra South senatorial district. In summary, with an aggregate mean of 3.96, it is evident that the respondents accepted that career talk shows, and seminars influence the career choice of students in public senior secondary schools in Anambra south senatorial district.

Research Question 3: *What is the influence of class streaming on the career choice of students in public senior secondary schools in Anambra south senatorial district?*

Table 4.3: Mean Responses of Teachers and Students on the Influence of Class Streaming on Career Choice of Students in Public Senior Secondary Schools in Anambra south senatorial district.

S/N	Items	Teachers		Students		Decision	
		N=393	N=364				
		\bar{X}_1	SD_2	\bar{X}_1	SD_2	\bar{X}	
9.	Grouping of students based on their academic ability presents a competitive environment for improvement.	3.41	0.71	3.18	1.56	3.29	Accepted
10.	Class streaming puts students in a position to identify their academic strengths and weakness.	3.25	0.73	3.08	1.49	3.17	Accepted
11.	Class differentiation based on arts, social sciences and sciences aids students focus and improves on the specific career discipline they intend to pursue.	3.44	0.63	3.45	1.47	3.45	Accepted
12.	Students of same ability in a class remove fear of inferiority complex and spur them towards speedy learning and assimilation.	3.22	0.77	3.45	1.46	3.34	Accepted
Criterion Mean 2.50		3.33	0.71	3.29	1.50	3.32	

Data on table 4.3 indicates that items 9-12 had mean ratings above the criterion mean of 2.50 and were adjudged as the influence of class streaming on career choice of students in public senior secondary schools in Anambra south senatorial district. In summary, with an aggregate mean of 3.33, it is evident that the respondents accepted that class streaming influence the career choice of students in public senior secondary schools in Anambra south senatorial district.

Hypotheses 1

H₀₂: There is no significant difference between the mean ratings of teachers and students on the influence of career counseling on career choice of students in public senior secondary schools in Anambra south senatorial district.

Table 4.4: Z-Test Analysis of Difference between the Mean Ratings of Teachers and Students on the Influence of Career Counseling on Career Choice of Students in Public Senior Secondary Schools of Anambra South Senatorial District

Subject	N	\bar{X}	SD	Z-cal	Z-crit	Df	Result
Students	364	2.92	0.98	1.960	0.12	171	Not Significant Failed to reject
Teachers	393	2.94	1.00				

Source: Field survey

Data on table 4.4 shows z-test analysis of differences between the mean ratings of teachers and students on how career counseling influences the career choice of students in public senior secondary schools of Anambra South Senatorial District. The z-test value calculated and used in testing the hypotheses stood at 0.12. While the z-critical value stood at 1.960 using 171 degrees of freedom at 0.05 level of significance. At 0.05 level of significance and 171 degrees of freedom, the calculated z-value of 0.12 is far less than the z-critical value of 1.960. This suggests that there is no significant difference between the ratings of the respondents. Based on these observations, the researcher failed to reject the null hypotheses that there is no significant difference between the mean ratings of students and teachers on the influence of career counseling on career choice of students in public senior secondary schools in Anambra South senatorial district.

H₀₂: There is no significant difference between the mean ratings of teachers and students on the influence career talk shows and seminars influence the career choice of students in public senior secondary schools in Anambra South senatorial district.

Table 4.5: Z-test Analysis of Difference between the Mean Ratings of Teachers and Students on the Influence of Career Talk shows, and Seminars on the Career Choice of Students in Public Senior Secondary Schools in Anambra South Senatorial District

Subject	N	\bar{X}	SD	Z-cal	Z-crit	Df	Result
Students	364	2.91	0.99	1.960	0.13	171	Not Significant Failed to reject
Teachers	393	3.04	0.97				

Source: Field survey 2021

Data on table 4.5 show summaries of mean ratings, standard deviation and z-test of differences between the mean ratings of students and teachers on the influence of career talk shows and seminars on career choice of students in public senior secondary schools of Anambra South Senatorial District. The z-test value calculated and used in testing the hypothesis stood at 0.88 while the z-critical value stood at 1.960 using 171 degrees of freedom at 0.05 level of significance. At 0.05 level of significance and 171 degrees of freedom, the calculated z-value of 0.13 is less than the critical z-value of 1.960. Hence, the difference between the respondents is not significant. Consequently, the researcher failed to reject the null hypothesis that there is no significant difference between the mean ratings of students and teachers on the influence of career talk shows and seminars on the career choice of students in public senior secondary schools in Anambra South senatorial district?

H₀₃: There is no significant difference between the mean ratings of teachers and students on the influence of class streaming on career choice of students in public senior secondary schools in Anambra South Senatorial District, Anambra State.

Table 4.6: Z-Test Analysis of Difference between the Mean Ratings of Teachers and Students on the influence of Class streaming on career choice of Students in Public Senior Secondary Schools of Anambra south senatorial district.

Subject	N	\bar{X}	SD	Z-cal	Z-crit	Df	Result
Students	364	2.35	1.01	1.960	0.88	171	Not Significant Failed to reject
Teachers	393	2.50	1.07				

Source: Field survey 2021

Data on table 4.6 shows summaries of mean ratings, standard deviation and z-test of differences between the mean ratings of teachers and students on the extent class streaming influence career choice of students in public senior secondary schools of Anambra South Senatorial district, The z-test value calculated and used in testing the hypotheses stood at 0.88 while the z- critical value stood at 1.960 using 171 degrees of freedom at 0.05 level of significance. At 0.05 level of significance and 171 degrees of freedom, the calculated z-value of 0.88 is less than the critical value of 1.960. Hence the difference between the respondents is not significant. Consequently, the researcher failed to reject the null hypotheses that there is no significant difference between the mean ratings of teachers and students on the influence of class streaming on career choice of students in public senior secondary schools in Anambra south senatorial district.

DISCUSSION OF FINDINGS

The findings of this study revealed that to a high extent career guidance counseling influence the career choice of students in public senior secondary schools in Anambra South Senatorial district. The findings showed that career guidance counseling enlightens and prepares students to take effective career decisions Assoah (2004). If introduced periodically to students it awakens their consciousness in career decisions; career guidance counselor is also pertinent for student's development and advancement in their career. With a grand mean of 3.43, it is evident that the respondents accepted that a career guidance counselor influences the career choice of students in public senior secondary schools of Anambra South Senatorial district.

The second findings of the study revealed that to a high extent, career talk shows, and seminars influence the career choice of students in public senior secondary schools in Anambra South Senatorial district. Furthermore the findings showed that career seminars and presentations goes a mile in grooming students in their career aspirations; seminars on career choice expose students to the preliminaries of career building and development; career presentations equip students mentally and give them the opportunity to share their views and opinions on career related matters. Bandura (2013). Seminars enhance students cognitive, kinesthetic and psycho-motor skills. With a grand mean of 3.39, it is evident that the respondents accepted that talk shows, career seminars and presentations influence the career choice of students in public senior secondary schools in Anambra South Senatorial district.

The third findings showed that to a high extent class streaming influence the career choice of students in public senior secondary schools in Anambra South Senatorial district. Furthermore the findings showed that grouping of students based on their academic ability presents a competitive environment for improvement; class streaming puts students in a position to identify their strengths and weakness; class differentiation alongside arts, social science and science that aids students focus and improves on the specific career discipline they aspire in life. Creed (2006) opines that students of same ability in a class remove fear of inferiority complex and spur them towards speedy learning and assimilation. With a grand mean of 3.33 it is evident that class streaming influence the career choice of students in public senior secondary schools of Anambra South Senatorial district.

CONCLUSION

Based on the findings, it is evident that students' success on their career choice depends largely on the afore-mentioned factors, career guidance counseling, career talkshows and seminars, class streaming of students and career orientation of students influence the career choice of students in public senior secondary schools of Anambra South Senatorial district. Organizing career seminars for students play a pivotal role in student's decision on their choice of career. Class streaming boosts students understanding and make them advance in the career they intend to pursue in life, and finally a student's potential plays a role in the specific career they intend to pursue.

RECOMMENDATIONS

1. Schools should employ the services of a career guidance counselor to counsel students so they do not go astray when making a career plan for themselves.
2. Career orientation should be organized and meted out to students early enough, which will serve as a blue print when making a career choice.
3. School's guidance counselor should be able to advice teachers and parents to pay keen attention at an earlier stage on their Childs intrinsic abilities, qualities, and passion in order to know what the child can effectively function in.

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