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**Relationship Between Youth's Career Indecision with State of Career Counselling Services in Universities of Pakistan<sup>1</sup>****Syeda Kinza ul Emman<sup>1</sup>, Dr Shahzad Hussain<sup>2</sup>**<sup>1</sup> Faculty of Contemporary Studies, National Defense University, Islamabad, Pakistan<sup>2</sup> Professor and Chairperson Department of Public Policy and Governance, GC Lahore, Pakistan**DOI: <https://doi.org/10.70670/sra.v3i1.486>****Abstract**

This qualitative study employed career development theories to examine the relationship between youth career indecision and career counseling services in the context of universities students of Pakistan specifically Islamabad. This research work explores the factors of youth career indecision such as, influence of family and friends, occupational career barriers, environmental factors, cultural imperatives and its impact on youth career decision making. Semi-structured interviews were conducted from twenty participants from the capital of Pakistan, Islamabad, through the use of purposive sampling method. By utilizing a qualitative research methodology, MaxQDA software was used to generate themes from the data. These themes revealed that we need to educate our society and parents, career counseling should be started at initial stages of schooling and government should take some major steps for it. Furthermore, results of this study can help in formulating effective counseling services at universities of Pakistan. Parents, youth and policy makers would also be benefitted by the findings of this study. Several recommendation and implications are also mentioned at the end. Given the exploratory nature of this study's findings, further studies need to be conducted with a large representative sample of students.

**Background**

Education prepares individuals for various career choices. An educated individual can settle on right decisions for their future and can contribute successfully as an individual from their society. Having legitimate career counseling the students can opt better career prospects of their likings and can have better options for their careers in future. With various selections of subjects and professions, it has turned out to be vital to settle on a decision that best suit a man (Brown & Brooks, 2000). Guidance and counseling as a program was begun in America toward the start of twentieth Century as a response to change process in an industrialized society. These guidance and counseling services were setup in September 1968 within the department of education when the suggestions made by Louis, a specialist sent over to Malta by United Nation's Educational Scientific and Cultural Organization (UNESCO), were taken up, Summit (1997). Worldwide if we see it in depth counseling and guidance services are very much needed for daily life management of people. In a globalized society the options of occupational choices are usually very unlimited this means that adults have got variety of options and for that they need to narrow down some of the options and select the one which they think is best for them so this process of narrowing down and selecting the ne best option may involve career indecision which makes a person anxious and that individual may fell into state of depression, and might face issues like maladjustments and lower moral. According to oxford dictionary career counseling can be explained as "A process by which a counselor, a qualified professional or an experienced person, helps students to learn about and select a program of studies, and prepare for a career. Rogers, (1999) characterized the term " career counseling " as a procedure of verbal connection between the instructor (a senior individual) and a counselee (an understudy) in which the senior individual subsequent to evaluating and measuring

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<sup>1</sup> This research paper is extracted from MPhil thesis of principal author.

the aptitudes, intrigue and capacities of a counselee gives guidance in the form information about the openings and profession alternatives that can be ideal for the counselee. While Nevo, (2007) says that key role of career counselor is to aid a person, a student or an expert with the information about importance of education to the practices of world.

### **Significance**

This study will also look into barriers which university students face by making career choices. This review will inspect the conveyance of career counseling services to universities students in Pakistan (Islamabad). Information will be accumulated on the helpfulness of university career services, and the student impression of support and barriers to career paths. This review will focus on the accessibility of career counseling services to support an emerging sense of career, individual profession personality, and self-confidence in future profession. The goal of the research is to contribute to an increasing understanding of youth career needs Information will be assembled on the helpfulness of universities career services and the under grads students' impression of support and barriers to career plans. This study will relate to policy direction. It will give direction to current state of career counseling in universities of Pakistan. Also, it can be helpful for the policy makers of Pakistan as they can incorporate this career counseling term in youth policy of Pakistan.

### **Statement of Problem**

The state of career counseling at universities often poses checks on the ability of the students to take a career decision. The lack of these services at educational institutions in general and at higher educational institutions in specific may lead to ambiguities in Pakistani youth career choices. Several factors affect the youth career decision such as societal issues, peer pressures, financial issues, lack of available resources at educational institutions, media influences, gender gap, and almost all of the problem being faced by the population of the third world countries undermine the ability of the youth to take career decision. Thus, this inability of taking a suitable career decision translates into a poorly opted decision which is way beyond the rational choices. As a result, the youth end up taking a career which is neither their choices not their passion rather the social-economic factor impose that career choice on them. The current study tries to identify those factors which affect the ability of the youth to take career decision.

### **Objectives of Study:**

- To conduct an exploratory study to know the current state of career counseling in higher education institutions in Pakistan (Islamabad).
- To determine the factors that contributes to career indecision amongst undergraduate and graduates' students
- To identify the challenges of career choices among undergraduate and graduate students and to ascertain how career indecision amongst students can be reduced.
- To determine the relationship of youth career indecision with career counseling services

### **Research Questions**

The following research questions form the basis of the current investigation.

- What is the current state of the career counseling in higher education institutions in Pakistan (Islamabad)?
- What are the factors that contribute to career indecision amongst undergraduates and graduate students?
- What are the challenges of career choices among undergraduate and graduate students?
- What is the relationship of youth career indecision with career counseling service?

### **Literature Review**

This chapter presents a detailed and thorough analysis of the research on the research topic. It discusses the importance of career, concept of career indecisiveness, the need for career counseling and analysis of career counseling literature. It then reflects on the present condition of career counseling in Pakistan. Career counseling models are also analyzed which would help in creating a theoretical framework for the study.

## **Importance of Career**

The choice regarding one's career requires an individual to choose one occupation over another. Career has been defined by Zunker (1990) as the activities and positions involved in different jobs and occupations and related activities which are linked with a person's lifetime work. According to Afonso & Taveira (2001) career refers to a profession or job for which an individual has been trained for or which is undertaken over a long period of one's career life. Similarly, over the career development of an individual, he tends to take various career decisions and adopt varied professional roles. Professions may appear as attractive or unattractive to many at certain times of their career based on the qualifications required by the job and benefits offered. A preferred and attractive profession is one which offers the positive features which may appeal to an individual at a certain period of time. Choosing a profession will involve analyzing the different roles from number of professions and then making a decision to pursue the role and enter a particular career field. The right career decision for an individual would lead to greater satisfaction in life and would generate feelings of happiness in life while ineffective career decisions may give rise to life problems and create feeling of dissatisfaction and unhappiness among an individual (Çolakkadıoğlu and Güçray, 2007). A young university student typically demonstrates lack of knowledge and skill regarding the choice of career which makes it difficult for him to make a career decision (Bacanlı, 2008). Career decision making is seen an inter play of several factors as some argued that educational level of one's parents combine with the socio economic levels of the family will also play a significant role in the career making process (Carrell & Carrell, 2006). The wishes and attitudes of the family and particularly the parent will be a decisive factor in an individual's choice of occupation. Other factors explained by Korkut (2008) include the gender, skills, values, culture and economic benefits offered. These factors will be discussed in detail in the literature to follow.

## **Career Development Theories**

The process of career development and the role of external influences in career development can also be explained using different theories such as social cognitive theory, trait theory, developmental theory, expected utility theory and social learning theory.

## **Social Cognitive Career Theories**

The social cognitive career theory is based on the self efficacy theory as given by Bandhura (1997) who proposed a mutually influencing relationship between the people and environment. The framework offers three segmental process models of career development which explain: (i) how the academic and vocational interest of an individual develops (ii) the process through which individuals make educational and career choices, (iii) an individual's educational and career progression and stability (Lent, Brown, & Hackett, 2002; Lent, 2005). These three models have different emphasis which center around three essential variables including self efficacy, personal goals and outcome expectations. According to the SSCT theory, the self efficacy expectations are guided by four distinct learning experiences which include vicarious learning, physiological and affective states, and accomplishments on personal performance. According to Lent (2005), a personal performance accomplishment has the strongest influence on the level of self-efficacy. Outcome expectations were define by Lent, Brown, and Hackett (2002) as 'personal beliefs; about the result or outcome of any particular behavior. These expectations include the beliefs regarding the extrinsic rewards attached to performing the target behavior and outcomes derived from task performance. It is usually hypothesized that the outcome expectations of an individual is developed using same information or learning which shapes the self-efficacy beliefs. Personal goals are an individual's intention to involve in a particular activity or produce a particular outcome. The theory differentiated the choice content goals and performance goals as the former was explained as the choice of activities to be pursued while the latter as the performance one wants to attain or the level of accomplishment to be achieved (Lent, 2005). According to the social cognitive career theory, the development of career choices and goals is to be seen as a function of the interaction between the three variables i.e. self-efficacy, outcome expectations and an individual's interest over time. The choice of one's career is an unfolding process in which an individual and the environment in which he/she

resides in will mutually influence each other. This will involve specifying the primary career goal or choice, actions which are directed towards the goal and performance experience which provide feedback to the individual on the extent to which the goal is suitable. Furthermore, the theory put forward a person might have to compromise on his or her self interest in making the career choice due to the contextual factors such as cultural notions, lack of support, social barriers etc.

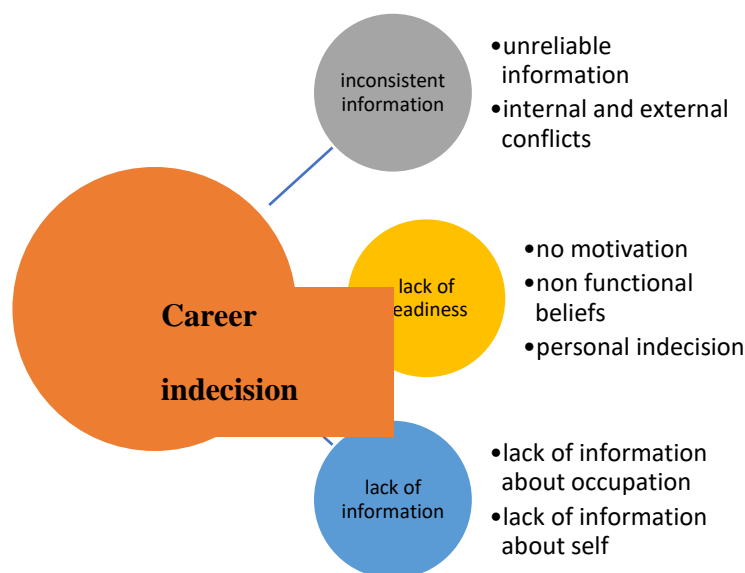
### **Expected Utility Theory**

Career decision making can also be understood by the Expected utility theory as given by Gati (1986) who uses the concept of optimal choice and availability of alternatives to make the best decision. In the expected utility theory, a part of normative decision making theory, the optimal choice is one where the expected utility is maximized. An alternative's expected utility is based on a mix of value and probability of results which are expected from each alternative. Gati (1986), who gave the expected utility model, explained that the decision problem is typically solved in distinct stages. In step 1, the person will identify and define the goals to be achieved, and in step 2 will weigh each of the goals by their importance. In step 3, the alternatives will be identified after which, each of the alternative will be rated with relation to the opportunities offered by each alternative i.e. step 4. In this way, in step 5, the importance can be calculated by multiplying the rating of each alternative by the weight assigned to it. Step 6 will add the opportunities multiplied by the importance of each alternative. Finally, Step 7 will calculate the probability of success of each of the alternative. These seven steps together make up the expected utility for each of the alternative and the optimal choice is made on the alternative which has the high expected utility. The expected utility theory will be used to explain the concept of career indecision.

### **Career Indecision**

Career decision is the most important phase in an individual's life and thus quite challenging particularly for the young students. Career decision difficulties are linked with the concept of career indecision which is defined as the "inability to make a decision about the vocation one wishes to pursue" (Guerra & Braungart-Rieker, 1999). Career indecision has emerged as a common term whenever academics and researchers wish to refer to career development problems particularly the problem which is related to career related decisions. Career development research has sought to categorize the various problems which relate to career indecision and suggest that career decisions can be described as "*there is an individual who has to make a decision; there are a number of alternatives to select from; and there are many attributes that are considered in the comparison and evaluation of the various alternatives*" (Gati et al., 1996, p. 511). Career indecision is one of the central issues in career psychology because of the high psychological and financial costs which occur as a consequence of career indecision. However, individuals who are experiencing or have experienced career indecision do not have to be necessarily uncomfortable and anxious (Meyer et al. 2014). In addition, if career indecision is seen in development context, it can be used to motivate people to explore different career options and adopt goal directed behaviors. The literature on career decision making distinguishes between career indecision and career indecisiveness. The study of Osipow (1999) differentiates between career indecision and the concept of indecisiveness as a trait. According to him, indecisiveness can be defined as the severe and permanent inability to make decisions in different situations while career indecision is to be seen as a normal transitory phase while making a particular decision. Career indecision can vary from person to person subject to several factors such as the need for career related information, self-efficacy and career readiness (Creed et al., 2005). A certain level of career indecision is always experienced with individuals who feel that they have insufficient knowledge or limited experience regarding the professional world (Meyer et al. 2014). Career indecision can be defined as the inability of an individual or uncertainty to make a choice regarding a particular career goal. It was conceptualized by Gati et al. (1996), as a construct which indicated issues a person may face in making a career decision. He developed a taxonomy which presents the difficulties a person may face in career indecision which include inconsistent information, lack of readiness and lack of information about jobs. Lack of readiness includes other sub categories such as little or no motivation, nonfunctional beliefs and personal indecision. Lack of information itself has

different categories which lead to difficulties in career decision making. These categories include lack of information about one's own skill set, about career options and about methods to gain additional information. The problem of inconsistent information includes the issue of unreliable information and conflicts e.g. internal and external. The research of Gati et al. (2001) introduced a scale for measuring career decision making difficulties. Some previous studies were consulted which listed common factors which lead to problems in career making difficulties which includes unreasonable beliefs, family expectations, self-competence, vocational optimism, focus of control and culture-value conflicts (Leung, Hou, Gati and Li, 2011).



**Figure 1 Career Indecision Components**

### **Factors Affecting Career Indecision**

The literature on career indecision has explored several factors which influence a person's inability to make a career choice. While there may be several reasons for it, many researchers have attributed this to a lack of strong self-concept, little or no appropriate career information and guidance, and absences of skills and practical knowledge needed about the real world (Gati et al., 1996). While studying different factors which may lead to difficulties in career decision making, Behrend et al. (2007) explained that gender differences in the values and cultural imperatives also significantly affected the career choice. According to Jordaan et al. (2009), university students tend to suffer highly from career indecision which may be caused by some external such as environmental factors, and internal e.g. attitudinal factors. The study of Constantine et al. (2005) found that occupational or career barriers had a positive relationship with career indecision, which may lead to extreme psychometric problems. According to the research of Mudhovozi and Chireshe (2012), a student's decision about career is significantly affected by his/her family and friends. When youth career decision is studied in under developed or developing countries, it is found that students tend to undergo greater difficulty in these countries as compared with their counterparts in developed countries, as in the former case, the parents exercise greater control over their child's career decision (Negsi, 2003).

### **Relationship Between Career Counseling and Career Indecision**

The study of career decision making recognizes career decisiveness as an important construct. According to Osipow (1999), it reflects the extent to which an individual is certain about his or her career decision. Career decision making was seen as a thought process through which an individual use self-knowledge and occupational knowledge to arrive at an occupational choice. It consists of a range of processes and states which ultimately end in career decisiveness. According to the study of Whiston, Sexton & Lasoff (1998), career counseling was found to be moderately to highly effective within the youth. Another study by Whiston (2003) studying the methods of career counseling found that career classes are the most effect

method for career counseling. In contrast to this, evidence was also found for the effectiveness of career interventions which do not involve counseling but only focusing on gathering knowledge of the career choices. According to Whiston, Brecheisen, & Stephens (2003), such career interventions are not equally effective as those which involve an element of counseling. Studies have researched on the elements of career counseling which makes it most effective. Brown and Krane (2000) in their research found out that for career counseling to be more effective, it must include significant factors such as information about most suitable occupations for the individuals, individualized feedback and interpretation, providing opportunity for behaviors to be modeled and helping the individuals to make realistic career decisions considering their social network. In addition, the study found a positive relationship between the effectiveness of career counseling interventions and the important elements which are included in the process. It is found that a well-developed and executed career counseling guidance can significantly reduce career indecision among the youngsters (Borgen & Hiebert, 2006). Career indecision was found to be a result of some of the major factors such as lack of information about one's personality, insufficient information about occupations, dysfunctional beliefs which refer to the irrational expectations about certain careers, and lack of information on ways in which information can be obtained. Career counselors most importantly work on reducing the lack of information in the young people and help them in making more informed career choices (Borgen & Hiebert, 2006)

### **State of Career Counseling in Pakistan**

In Pakistan, career counseling services are insufficient and short of the basic requirements needed to carry out the process. There is lack of training given to men and women to service as advisors and counselors. Those counseling centers which are formed, though, rarely, face the issue of outdated information which is needed to give advice to the youngsters on their career decisions and these centers also suffer from lack of equipment in the offices (International Labor Organisation, 2011). In Pakistan, the literacy rate is considerably low and individuals are not aware of the significance of career guidance. Parents are in a strong position to make career decisions for their child or pressurize them to choose a certain field. In addition to this, in areas like Interior Sindh and KPK, individuals and particularly women tend to face cultural constraints which hinder them from pursuing the careers which interests them. In turn, they have to choose career according to the gender stereotypes and according to their parent's wish. Hence, career counseling is not a widely recognized concept in Pakistan and factors such as familial influence plays a major role in choosing one's career (International Labor Organisation, 2011).

### **Methodology**

The current chapter is designed to form the methodological basis of the research work. The chapters divided into three sections i.e., the first part of the chapter gives a brief overview of the research and its nature. Whereas, it also restricts the research jurisdictions by defining the key terms of the research. The second part is concerned with the methodology of the research work. It explains how systematically the research designed is organized and on what basis. For example, the detail about the sampling techniques and the reason for their selection. The last part of the assignment is concerned with the data analysis techniques which have been applied in the research to analyze the data and derive the themes. It also takes care of the ethical considerations and then also summarizes the chapter by giving a brief conclusion of it.

### **Nature of the Study**

The study is aimed at conducting the research so to explore the relationship between the youth career indecision with the state of the counseling in different universities of Pakistan. In its basic sense the study is of exploratory nature which tries to explore the nature of the relationship which is found in the career counseling and the student career choices. The literature review considers the existing researches as the precursors and then develops the methodology to evaluate the relationship in light of them. The study is highly indebted to the previous research studies as they act as the guiding principle for this study in designing the research design. In order to assess the impact of the career counseling the study considers



the students who exposed to the career counseling as the population a sample of diversified university students who have been at the brink of the jumping into the career. They have been selected as they are the potential candidates who are found to be in the maximum need of the career counseling. And the impact of the career counseling can be effectively monitored then.

### **Strategy of Inquiry**

The strategy of the inquiry which is applied in this research is “Biographical” research. It means that the respondent or the sample has been assessed based on their experiences such as the students has been asked about the experience they have in the career counseling and how fruitful it is for them to choose the career. Similarly, the nature of the study is also in line with the designed investigation so to first collect the responses which should be based on the personal experiences of the individual students and then the same responses should have been analyzed to derive out the themes. So both the research design and the strategy of inquiry are in consonance with each other, thus validating the research technique and its efficacy.

### **Qualitative Research Design**

The research is of qualitative nature and is based on the primary data which is collected from the university students (population). This review will inspect the conveyance of career development services to universities students in Pakistan (Islamabad). Information will be assembled on the helpfulness of universities career services, grads and the under grads students impression of support and barriers to career plans. This review will focus on the career experiences or the profession setting of universities, the accessibility of resources to support an emerging sense of career, individual profession personality, and self-confidence in future profession.

### **Population**

The population of the research consists of the university students who have been on the brink of their career selection and are expected to have a fair idea as they are going to make the very decision on this very basis. Thus the career counseling will be considered vital for the students and its relevance and impact can be studied. This study is to examine the state of career counseling in Universities of Pakistan and to see the effect of career counseling on the choices of profession of under grad students.

### **Sampling Technique**

The sampling technique which is used to select the sample form the population is “Purposive Sampling”. Marshall (1996) defines it as the method of sampling which is based on the judgment of the researchers. It is also known as the judgmental sampling as it empowers the researchers or gives them the authority to first have a fair analysis of the sample and then choose sample according to the experience or judgment. The whole process of sampling is narrated in the figure below which puts a light on how the sample has been selected and then the technique has been chosen to identify the sample.

### **Sample Size**

The sample has been chosen from the population by applying the purposive sampling technique. However, the sample size has been restricted to the twenty respondents from the various University of Islamabad. The distribution of the sample has been random. This is done to ensure the diversity in the research.

### **Data Collection Methods**

For the purpose of the data collection the open ended questionnaire has been designed. The unit of analysis which is grad, under grad students and counselors has been exposed to the questionnaire and asked to record his opinion fairly. The collected responses have been developed into drafts which have been attached to the qualitative data analysis software for the generation of the themes.

### **Research Instrument: Questionnaire**

The questionnaire has been designed by deriving the variables relevancy and measurement technique from the literature. Besides this the questionnaire is also equipped with the demographic questionnaire. These include name, age, gender, region or province, occupation status, level of education, department of study, major subjects, your major subject in previous degree and matriculation or equivalent, Mphil/Phd, employment status, and sector. Besides this the questions are about the career goals and determinations. For the detailed questionnaire please see the Appendix.

### **Descriptive Questionnaire**

The descriptive questionnaire has been used in the study of which the components and constructs has been justified below.

### **Data Collection**

**Interviews:** The interviews have been conducted to get the questionnaire filled by the students. The questionnaire was administered to the student individually and necessary assistance has also been provided to him in the filling the particulars of the questioners. All the questionnaire has been administered to the individual students individually and then the same has been collected after the due evolution so to make sure that it is appropriately filed and is there anything missing etc.

**Participants Profile:** The sample consists of the university students who are usually senior at the campus. All the respondents are college graduates and are currently on the roll of the various universities. They have been asked to fill the questionnaire with due diligence and their responses then have been complied in the form of the drafts.

**Data Analysis Techniques:** The data once collected will be analyzed through the use of the qualitative data analysis software MaxQDA. Both of the packages give a range of operations or tools to be applied on the data which can help in the analysis of the data and then the derivation of the themes. The data was assessed through the word cloud and the word tree which link the repeated words in the data and give us clue about the themes. Similarly, the coding was also be applied to data so to sort it out and then develop the prevalent themes by linking them in a whole.

### **Data Interpretation and Results**

#### **Interviews with Counselors**

For the purpose of qualitative analysis, the interviews were conducted in first session with counselors and open ended questions were chosen to explore real feedback from experienced experts regarding the prevailed indecisiveness among students. Convenience and snowball sampling techniques were chosen in order to select 6 counselors from different demographics so that any biasness can be removed from the data.

#### **Demographics of Counselors**

All the counselors were contacted to get the time at their convenience and a 30 min interview was conducted. It took almost 20 days from 18<sup>th</sup> September to 4<sup>th</sup> October, 2017 to conclude all interview sessions with counselors. Questions regarding demographical aspects were closed in nature and these are summarized as under:

- There were 2 counselors who had the age between 20 to 25 years, one counselor was in age bracket of 25 to 30 years whereas remaining 3 counselors were quite seniors and had age 30 years and above. The senior counselors comprise 50% of the sample and the relatively younger counselors also contribute to 50% of the sample.
- There were 5 female counselors and 1 male counselor among the respondents of the sample, thereby leveraging female dominance in the sample by 83.33% as compared to 16.67% for male.
- 4 counselors were residing in Punjab area and 2 counselors mentioned Islamabad.

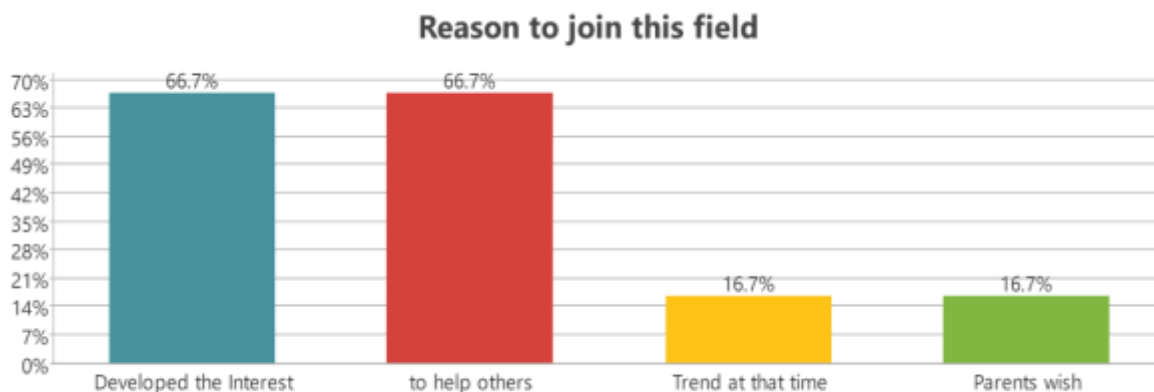


- With regards to the educational background, there were 4 counselors who had Master's degree qualification and this represents 66.67% of the sample whereas the other 2 counselors had M.Phil. qualification representing the remaining 33.33% sample.
- Concerning the professional experiences among respondents, there were 2 counselors who had less than a year experience, whereas 1 counselor had experience in the bracket of 1 to 5 years. The other 2 and one counselor had the professional experience of 5 to 10 years and 10 years above respectively.
- The table 1. Below shows the summary of all demographical variables along with their frequencies and percentages. No responses were missed in these variables.

### Counselors' Reasons to Join This Field

The counselors were asked an open ended question to express the major reasons that lead to joining this field. Among the 6 counselors, there were 4 who believed that it was their interest from the start that inspired them. Secondly, helping the students at the initial level was also the major influencer that carved the choice of being a counselor and 4 out of 6 respondents mentioned it in their answer. There was only one counselor who said that it was the parents wish and because of that, counselor field was opted. Another counselor believed that the trend at that time was more of the influence and counselor field was unique and that is the major reason of choosing counselor as a career. In Graph No.1 the popularity of different opinions among counselors are rated in terms of percentages.

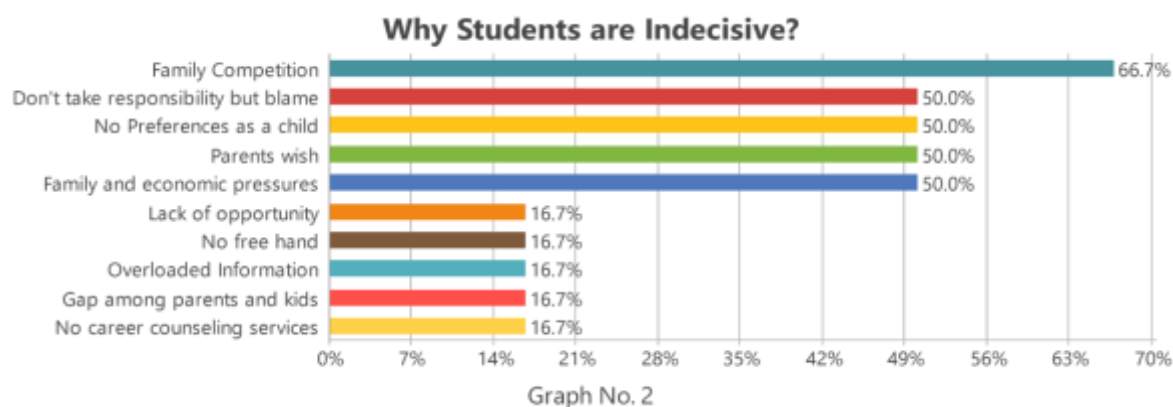
**Graph 1: popularity of different opinions among counselors**



### Why the Students are Indecisive

There were as many as 10 different opinions that prevailed among counselors as the reason that influence the students in career decision making and the popularity of each opinion is given in the Graph 2. According to four counselors, students feel indecisiveness due family competition among cousins, brothers and sisters. This opinion has the contribution of 66.7% of the sample size and it is the most frequent. There were three counselors who revealed that students don't take the responsibility themselves and put the outcome of it to the consequences of decisions made by others. Also, three counselors stated that while being a child, students don't have any preferences to follow for their career. Parents wish is again a major opinion stated by three counselors as most of the decisions are ruled by the parents and same is seen in career's choices. Family and economic pressures are those factors that a student feels as being a member of join family on whom most of the spending would go if he or she chooses a private institution. Three counselors highlighted the fact that family and economic pressure makes students indecisive while choosing a career. There were five other opinions among counselors that were; lack of opportunity at the time of intermediate level to choose between different subjects, no free hand is given to students to choose the career himself or herself, overloaded information at immaturity stage that can mislead the students, gap among parents and kids at initial stage because of high involvement of parents in business and lastly, no career counseling services with child. All these five opinions had a frequency of one, meaning that only one counselor mentioned these options each.

**Graph 2 popularity of opinions for students' indecisiveness**

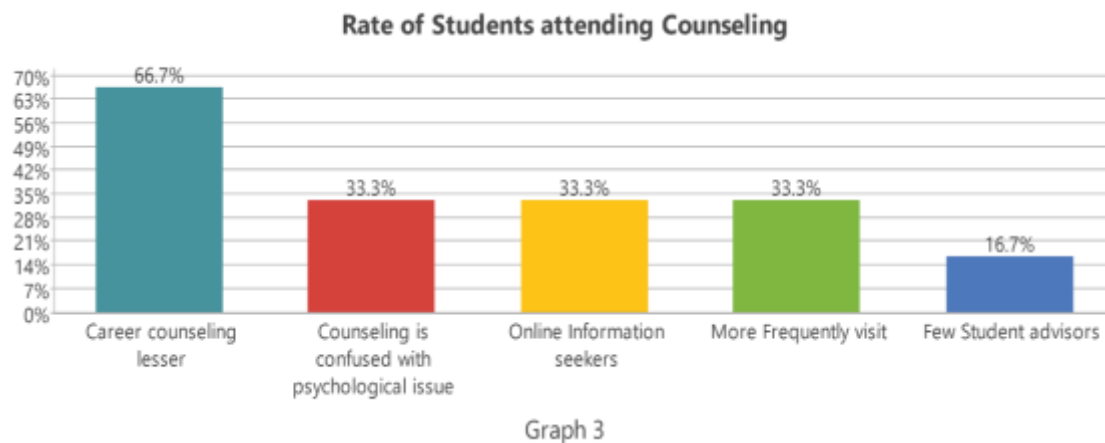


The last option in graph “No career counseling services” here was mentioned by counselor in a context that students are not given the facility of career counseling in education system at early stages and it leads to students’ indecisiveness.

### **Rate of Students Attending the Counseling**

The counselors are the members of university and they are responsible for conducting the sessions with students who visit them. The question was asked to the counselor to grade in their opinion that how often the students with career problems visit them and if not, what could be the probable cause for that. In the study it was observed that 4 counselors had the same opinion that career counseling is lesser at the start and few students visit them. 2 counselors revealed that the term career counseling is confused with psychological problem in our society and due to this reason, students neither attend the sessions nor explain their career problems. There were two counselors who said that students attend the sessions regularly. In the interview with one counselor, it was also stated there were few student advisors in the university and may be due to that, the students are not visiting the sessions as they don’t see proper attention given. The summary for the rate of students attending the counseling sessions along with other opinions are given in graph 3 in percentages.

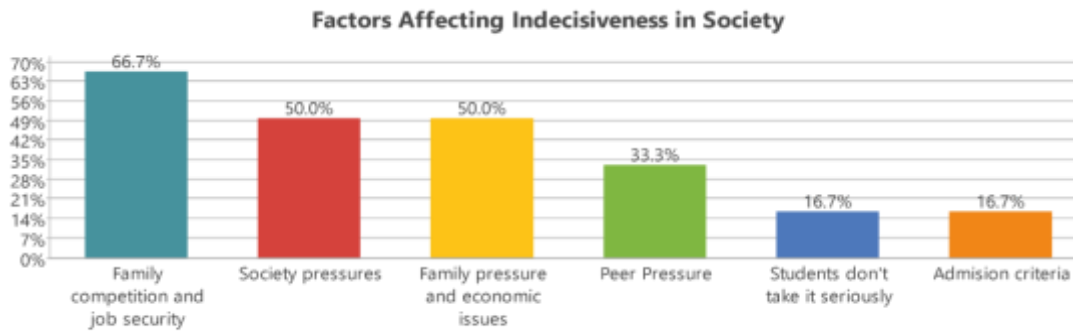
**Graph 3: Popularity of opinions with respect to rate of students.**



### **Factors Playing Vital Role for Indecisiveness in the Society**

The counselors are continuously interviewing different students with versatile background and they have better understanding and experience to capture the society overview. For that reason, the counselors are asked to elucidate the factors that are playing vital role for prevailing indecisiveness in the society. There were four respondents who objectively stated that family competition is the major factor for indecisiveness in the society. This opinion comprises 66.7% of the sample size. Three respondents said that students take the society pressure and doesn’t choose the careers openly because of this reason. This opinion has 50% contributions among counselors and same contribution is for the Family pressure and

economic pressures. Here family pressure and economic pressures are those which a student absorbs due to the fact that the income sources are less whereas career choices lead to higher expenses. Three counselors had this opinion that such economic and family pressure influence students' career decisions. **Graph 4: popularity of opinions for factors effecting indecisiveness.**



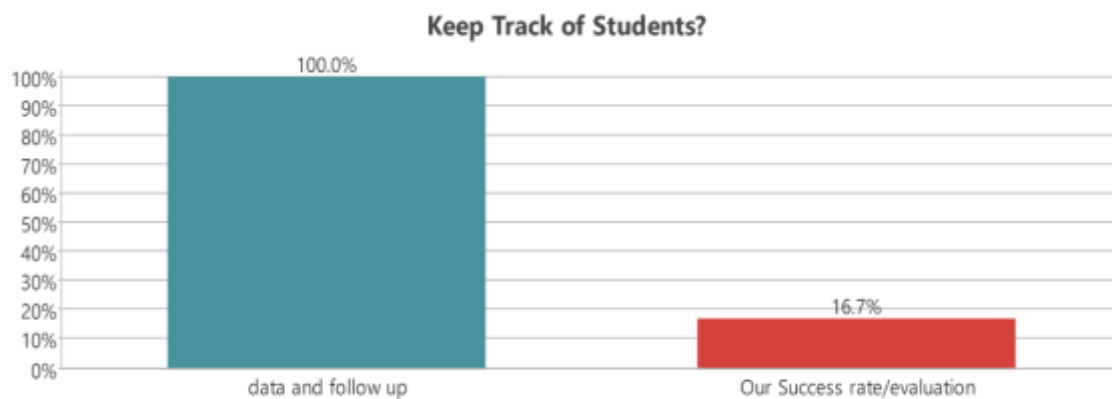
Graph 4

Peer pressure is the social circle that a student connects with and it includes friends, teachers, college fellows etc. This factor was also mentioned in two of the interviews with counselors. This represents 33.3% of the sample size. Students don't give much importance to the choosing of particular career and they take things for granted. One respondent revealed this opinion and it weighs 16.7% according to sample size. There are many universities in government and private sector and every university sets the standards to be achieved in order to take admission. Such admission criteria are the cause for students' indecisiveness as mentioned by one of the respondent representing 16.7% of the sample size. The summary of these opinions are the respective percentages are given in Graph No. 4.

### Keeping Track of Students

All the interviewees were the counselors and they had the position at university level to take sessions with students. To dig deep the effectiveness of these sessions with students, a question was addressed to know if these universities are keeping any record of such students who frequently visit them. All of the six counselors highlighted that they do keep record of the students and it represents 100% of the sample size.

**Graph 5: Percentage of prevailing opinions regarding the record of students.**



Graph 5

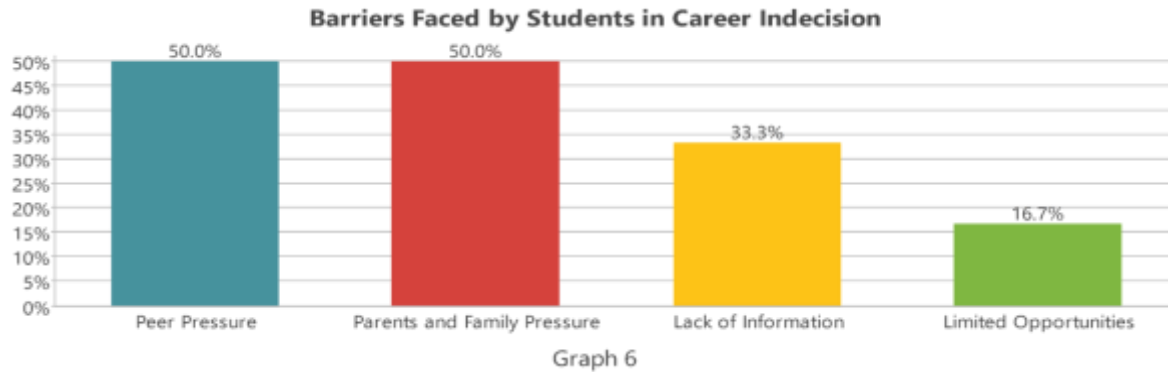
The Graph No. 5 represents the answers given by the counselors along with their respective percentages. One of the counselor said that the data helps them to evaluate the success rate of the students who choose the track according to career counseling.

### Barriers Faced by Students While Choosing a Career

As already told in the study, counselors get to know many students with diversified demographics and while doing the sessions, they come across many barriers that students highlight. In order to understand the counselors' perspective on the barriers, they were inquired with a question to give opinions. Three

counselors stated that it was a peer pressure that develops the barrier among students. This judgement is perceived by 50% of the sample size.

**Graph 6: Popularity of different opinions w.r.t Barriers**

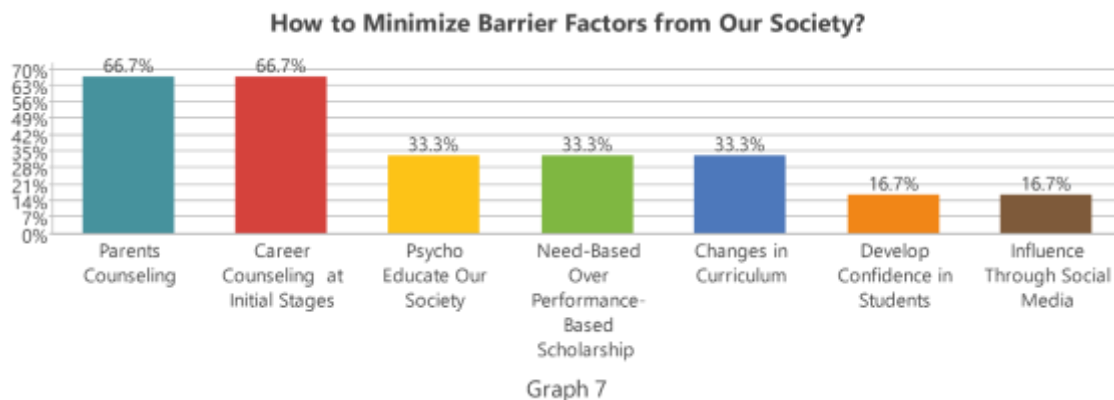


Parents wish to follow the family norms or taking over family business also builds a barrier. In addition to that, family trends sometimes influence the students and that lead to career indecisiveness. These opinions were mentioned by three of the counselors that represent 50% of the sample size. Lack of information refers to the unawareness to students and parents regarding different career opportunities available in the market. At the intermediate level, unawareness to such diversified fields grows a barrier among students. This point of view was given by two of the counselors and it represents 33.3% of the sample size. Limited opportunities refer to the narrow choice of subjects available at colleges like pre-engineering, pre-medical and arts as the only option for the students. Also at university level, there are limited subjects offered at government and private level. One of the respondents said that students had the barrier while choosing the career at initial level because of limited opportunities available to choose from and this leads to barrier among students.

### How to Minimize Barriers from the Society?

The counselors were asked to underline different ways that can cater to minimize indecisiveness in our society. There were 4 counselors who quantified the need of parents counseling and this represents 66.7% of the sample. In addition to that, 4 respondents said that career counseling should be introduced at initial level and this represents 66.7% of the respondents. Two respondents gave the opinion that there is a need to psycho educate the society as the term career counseling is confused with psychological treatments in our society. Two counselors said that the economic barriers can be minimized in students if government grants need-based scholarships as compared to performance based scholarships. There were two respondents who claimed that if changes in the curriculum are taken such that students are educated on this aspect in their books, it will help to minimize the barriers.

**Graph 7: How to minimize Barriers from Society**

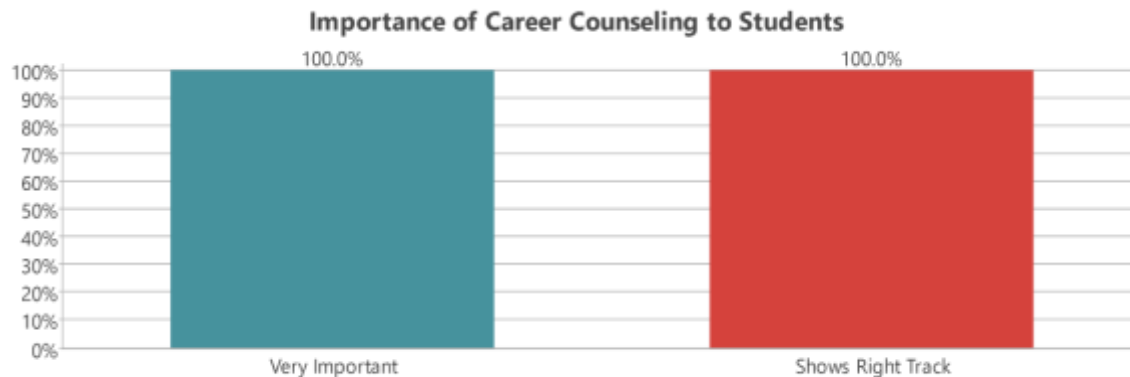


Developing self-confidence in students and influencing the society through social media would aid the process of curtailing indecisiveness among students. one of each respondent quantified these point of views and hence representing 16.7% each to the total number of respondents.

### Importance of Career Counseling to Students

In the interviews with counselors, all of the interviewee counselors pointed out that career counseling is highly important to the students specially at initial stages. The graph no. 8 below summarizes the percentage of responses to career counseling.

**Graph 8: Importance of Career Counseling**



Graph 8

The six counselors had the opinion that career counseling helps students to take the right decision and assists in finding the right career path.

### Satisfaction with University Services

The counselors who interviewed under this study are appointed at different universities they were asked a question to tell if they are satisfied with the university services with regards to career counseling or not. In the answers, 5 of the counselors said that they are very much satisfied as university is providing necessary facilities for career counseling. only one respondent had a claim that university doesn't facilitate in providing more time with students at the time of catharsis.

**Graph 9: Satisfaction with University Counseling service in percentage**

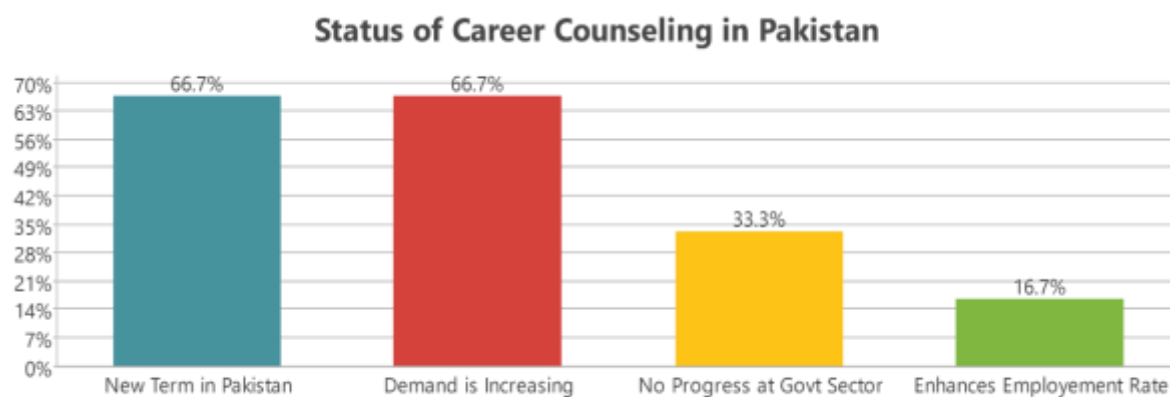


Graph 9

### Status of Career Counseling in Pakistan

As many as four counselors out of six had the opinions that career counseling is new term in Pakistan and its demand is increasing. Both these opinions cover 66.7% of the sample size each.

**Graph 10: status of career counseling in Pakistan**



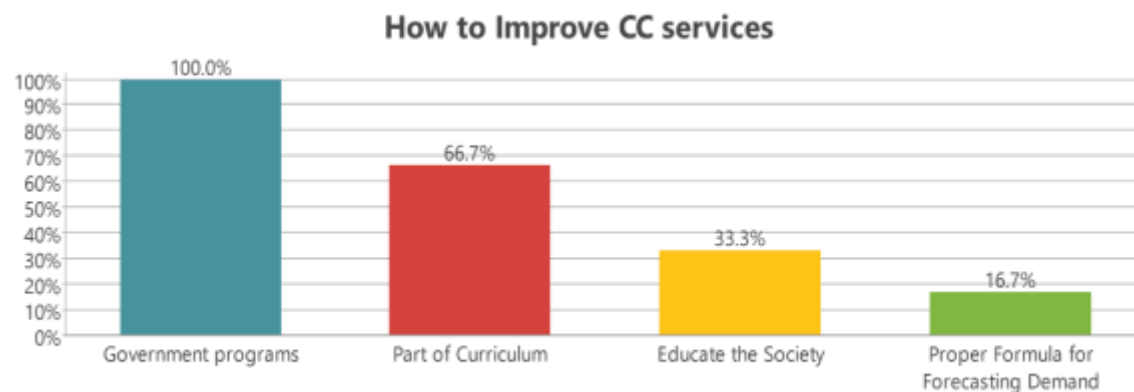
Graph 10

However, two counselors revealed that in their opinion, there is no progress at government level to nourish career counseling at multiple forums. Only one of the Counselors stated by looking at the progress among counseled students that it helped to enhance employment rate.

#### **Ways to Improve Career Counseling Services**

With the concluding remarks at the end of each interview, the counselors were asked if they can recommend ways that can be implemented to improve CC services. All of the interviewees, 100% of sample size, mentioned that government programs should be initiated to support career counseling. Out of six, 4 counselors, 66.7% of sample size, believed that career counseling should be made a part of curriculum so that its importance to each student is conveyed. Two counselors highlighted the need to educate the society before improving CC services in Pakistan. Only one counselor revealed there is a need of proper formula to forecast the demand. All these options are given along with the percentages in graph 10.

**Graph 11: Ways to improve career counseling services**



Graph 11

#### **Interviews with Students**

Under this study, interviews were conducted among students after completing the sessions with counselors. The counselors threw light on many aspects of students' indecisiveness and the reasons behind such indecisiveness are discussed in detail. The next phase in the study was to conduct one to one interviews with students to see what variables are seen in their perspective. There were no moderating activities involved that might lead students for similar outcomes and that are why a separate questionnaire was developed to address indecisiveness. Findings from students' interviews are interpreted separately using MAXQDA software. To get the qualitative data from students, open ended questionnaire method was adopted to extract most of the opinions to research objectives. Convenience and snowball sampling approach was chosen to select the students as it might eliminate any biasness among opinions. There were total 14 students that participated in the interview sessions and had different demographics.



## Demographics of Students

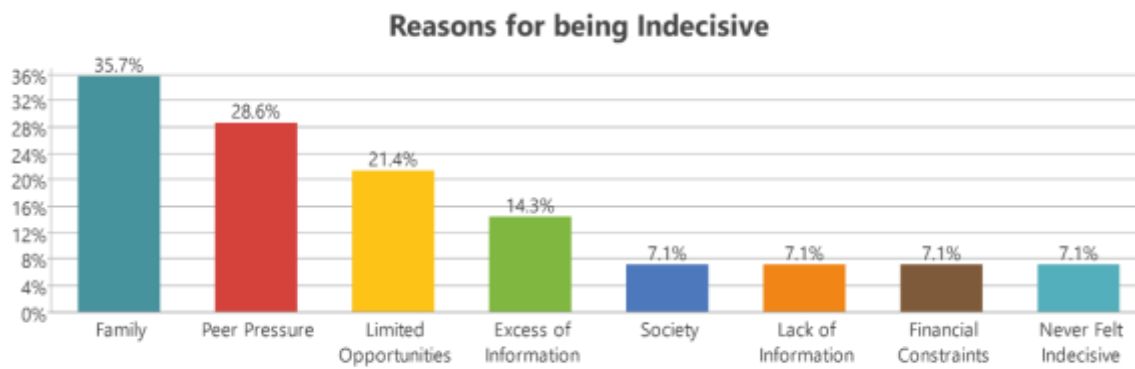
The students were initially questioned with demographical aspects and a 20-minute session with each respondent was reserved upon willingness of the participant. The summary of demographics is given as under:

- There was only 1 student who had the age below 20 years (7.14% of the sample size), 9 students were lying between 20 to 25 years that make up 64.29% of the sample size, 4 students had the between 25 to 30 years (28.57%) and there no students above 30 years.
- The sample was equally distributed in terms of gender i.e. 7 students were male and 7 female students were taken for the interview. This makes 50% of sample size each for male and female participants.
- There were 7 respondents whose level of education was bachelors/masters whereby making up to 50% of the sample. The other 7 students had M.Phil. level of education and comprise the remaining 50% of the sample size.
- All of the students had the Science Subjects in Matric/O levels and represent 100% of the sample. There were no students who adopted humanities subjects.
- There were 7 respondents who opted pre-engineering subjects in their intermediate education and it represents 50% of the sample. 5 students opted pre-medical subjects and that is equal to 35.7% of the sample size and there were only two students who adopted computer sciences or commerce in the intermediate level.
- The students who had engineering fields in their Bachelors/Masters programs were 4 and it accounts for 28.6% of the sample. Also there were 4 students in medical field and it is 28.6% portion of the total sample. In Journalism, there were 3 students accumulating 21.4% of the sample and one student each was in Business studies, Economics and Law respectively representing 7.1% each of the discipline.
- When asked about the employment status whether they were working somewhere or not, there were 9 out of 14 students who said that they are not employed and this account to 64.3% of the sample size. The remaining 5 students were employed and doing the jobs part time (35.7% of the total sample).
- All of the students were asked the question if they planned any lifetime career goals, and in the responses it was observed that 11 out of 14 students had planned a lifetime career goal and it represents 78.6% of the total sample size. The remaining 3 students never had lifetime career goals planned (21.4%).
- The students were inquired if the career, you are studying in, is of your interest. In response to this question there were 6 respondents who mentioned that this is the career of their interest and it represents 42.9% of the sample. 5 students (35.7%) said no and 3 students (21.4%) didn't know if this was the career of their interest.
- The students were asked if they ever opted for career counseling and like to meet the counselors. In response to this question, there were 10 students out of 14 who said that they never opted for career counseling and it represents 71.4% of the total students. Only 4 students had visited career counseling before and this number symbolizes 28.6% of the sample. Out of 14 students 12 said they would like to meet the counselor if given a chance and it denotes 85.7% of total sample. All these demographics are summarized in the Table no. 2 given below along with the percentages. This table is extracted from MAXQDA.

## Students' Reasons for Being Indecisive

After the demographical questions, the students were asked to label the reasons that made them in decisive at any point in career selections. Among all the respondents, 5 said they were indecisive because of the family influences and this accounts for 35.7% of the sample size. Family influences means what family feels right is right and almost all the decisions are governed by family Peer pressure means friends and colleagues and age fellows with whom a student connects more often. 4 students said that their reason for being indecisive was the peer pressure and it accumulates to 28.6% of the total sample size. Limited opportunities refer to the no availability of variety of subjects to choose from at intermediate level or high quotas for specific fields. There were 3 students who accused limited opportunities as a reason that made them indecisive at the time of choosing a career. This reason populates 21.4% of the sample size.

**Graph 12 Reasons and their popularity among students' responses**



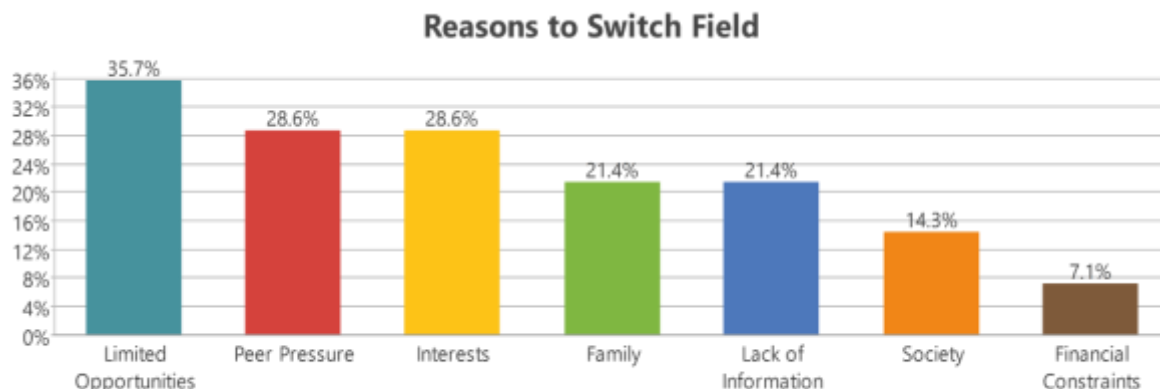
Graph 12

Excess of information refers to availability of material or opinions from multiple sources regarding the subjects. These various opinions distort the thinking patterns among students and ultimately affect the decisions. Two students proclaimed that their cause of indecisiveness was excess of information and it populates 14.3% of the sample. Society influence refers to that image what a society thinks about a profession, just like our society respects the pilots and doctors over retail store owners and in the same way, society encourages having government jobs rather than private jobs. Such a thing or logic is linked to society influence. This accumulates to 7.1% of the total sample size. Lack of information refers to the limited guidance from parents or relatives or other peer groups with whom a student or parents interact. Moreover, less overview of diversified fields also lies under this concept. Only one student, making up to 7.1% of sample, labeled lack of information as a reason to indecisiveness. Financial Constraints speak of limited monetary support from family or parents for expensive career subjects like medical fields or engineer subjects in private institutions. There was only one student who considered this reason for being indecisive (represents 7/1% of sample). Among all the students, there was only one student who said he never felt indecisive throughout the life. For details, see Graph no. 12.

### **Reasons to Switch the Field**

All the students at some stage has changed the field, be it a matric level to intermediate level or the university level and respondents were questioned to elaborate the reason for switching the field. There were 5 students, denoting a total of 35.7% of sample size, who put limited opportunities as a cause to switch the field. Limited opportunities mean, unavailability of variety of subjects at intermediate level and/or quota systems and high merits at university level that lead to choosing different career field as a second option. As per the definition narrated earlier about the peer pressure, there were 4 students who said that peer pressure was the root to changing fields as many friends were opting the same. This proportionate to 28.6% of total sample size.

**Graph 13: Reasons to Switch field at any stage of educational career and popularity of that opinion among students.**



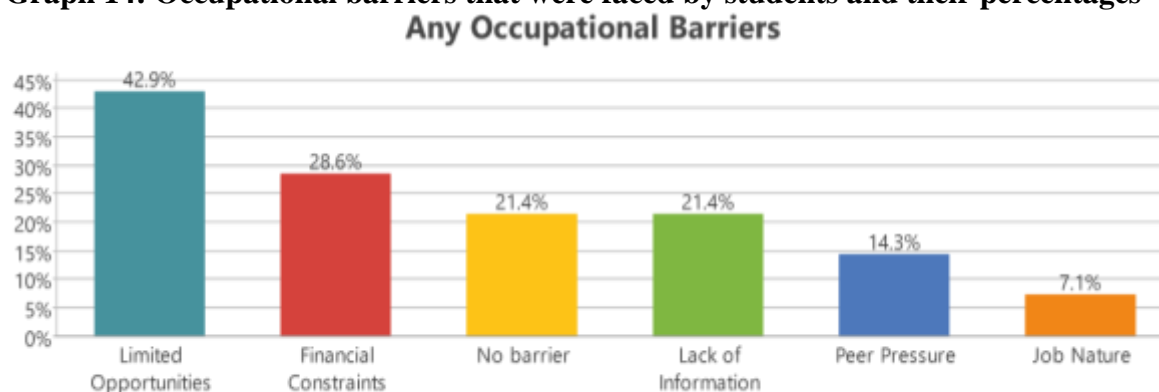
Graph 13

Interests refer to developing a taste for particular subject while getting to know it at some stage and ultimately opting the same as a career choice. There were 4 respondents, comprising 28.6% of sample, who opted to change the field because they developed the taste for it with the passage of time. As described earlier about definition of family, there were 3 students who claimed to have switched fields on the influence of family. This indicates 21.4% of the sample size. 3 students mentioned the reason due to lack of information and it is again 21.4% of sample population. Two students had society influence to switch the field and only one student had financial constraints as a reason to change the field.

### Occupational Barriers Faced by Students

When inquired about any occupational barriers that hindered them in life, there were 6 respondents who said that limited opportunities were the main barrier that was faced by them and it accumulates to 42.9% of total sample. Financial barrier was faced by 4 students and they labeled it while asked this question. This refers to 28.6% of the total sample.

**Graph 14: Occupational barriers that were faced by students and their percentages**



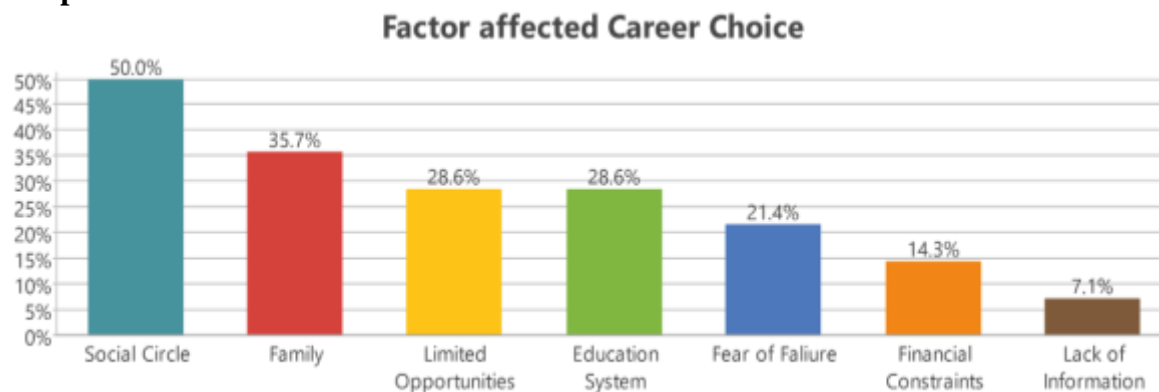
Graph 14

There were 3 students who pointed out that they didn't face any kind of occupational barriers in life and it is representing 21.4% of the sample. Lacks of information, as defined earlier, was the main occupational barrier to 21.4% of the students and are 4 in number. Only two students mentioned peer pressure as the occupational barrier and 1 student said that job nature was the main occupational barrier that was faced by the respondent. Job nature refers to the essence of career work that may put some barriers in life balance such as engineering and medical fields, these occupy most of the time and effort of the pursuer. All these options are given with percentages in Graph 14.

### Factors that affected Career Choice

Students were inquired about the major factor that played a negative role in choosing a career. 50% of the students, that is, 7 respondents maintained this point of view that social circle was the main influencer in career choice. Social Circle includes friends, neighbors, teachers and other relatives who can somehow influence the priorities of the respondents.

**Graph 15: Factors that affected career choice of students**



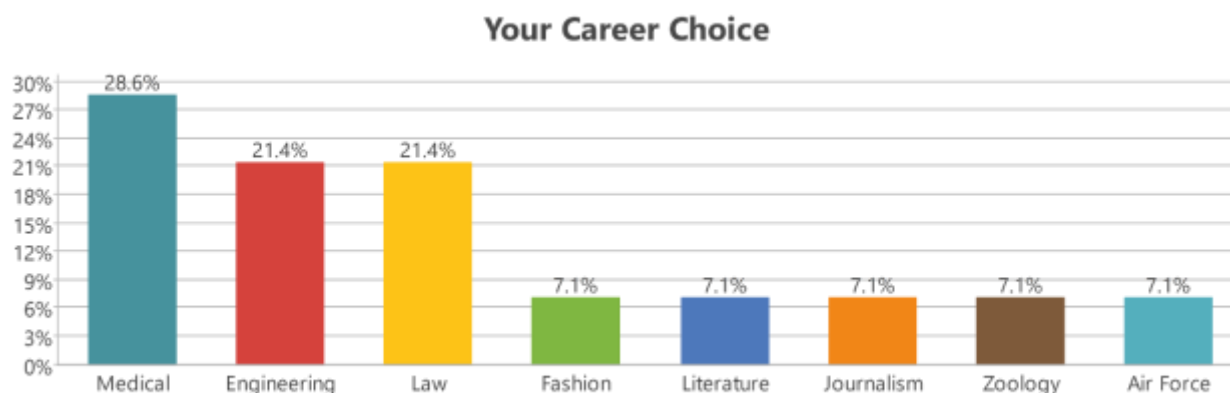
Graph 15

There were 5 students who put forth family as the major influencer affecting the career choice and this represents 35.7% of the sample. 4 students reported limited opportunities as the main factor and it accounts for 28.6% of the sample. Education system refers to different quotas and high merits that can influence the choice of a respondent. 4 students indicated education system as the vital parameter that affected career choice. Again, this represents 28.6% of total sample. Fear of Failure refers to the low self confidence that influence the career decisions. There were 3 students who said that fear of failure was the utmost cause affected the career choice. 2 students mentioned financial constraints and only one student had the lack of information as the emerging cause for career choice.

### Career Choices of Students

In this study, the diversity of choices is identified by asking a question to all students to mention their preferred career if they were to opt with the assumption that there is no variable impelling the decision. It was observed that 14 students opted 8 different careers disciplines. The percentages of each discipline are given below in Graph No. 16.

**Graph 16: Different career choices opted by students under no influences**



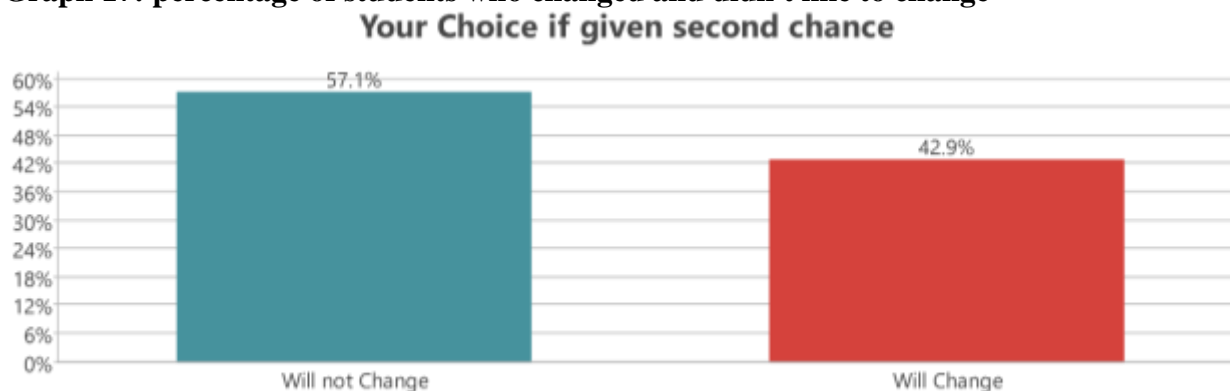
Graph 16

According to this graph, 28.6% i.e. 4 students picked Medical field, 21.4% or 3 students selected Engineering field as their career choice, 21.4% or 3 students decided to go with the Law discipline, and one student each designated Fashion discipline, Literature, Journalism, Zoology and Air force representing 7.1% each respectively.

### Choice of Students if given Second Chance

All the student respondents were asked to tell what they will go for if life gives them a second chance, letting all the barriers play their role. The responses were noted and its details are given in graph no. 17. Among 14 interviewed respondents, 8 of them said that they will not change the field as they are performing well now in the opted field and started to like it. This represents 57.1% of the total sample size. There were 6 such students who did not like the current field and chose to switch to the other discipline and it accumulates 42.9% of the respondents.

**Graph 17: percentage of students who changed and didn't like to change**

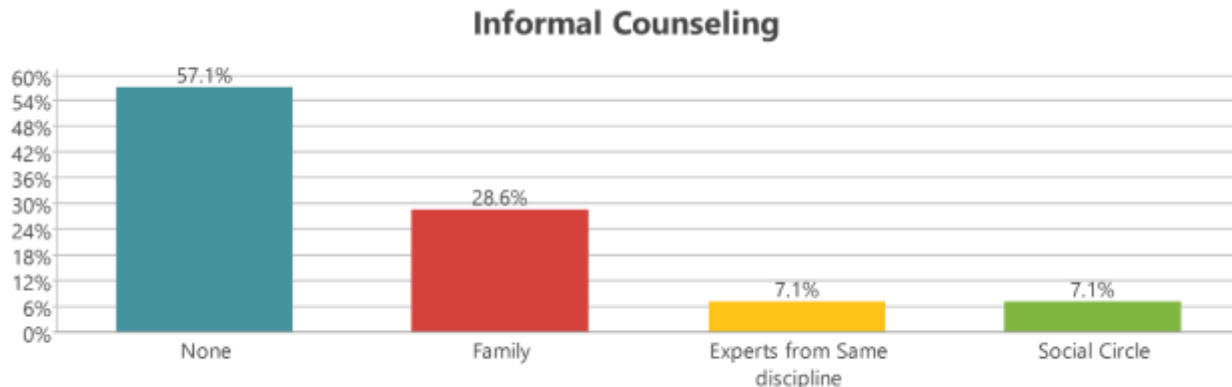


Graph 17

### Ever had Informal Counseling

The students were queried whether they had any career counseling at informal level and in response to this, it was observed that 8 students (57.1% of the total number of respondents) never had career counseling even at informal level. Informal counseling specifies the career advices that were discussed at parents or any social circle group level. 4 students among 14 said they had informal counseling with family members at some point in life and this number represents 28.6% of sample size. Only one student had the career counseling with experts of the same career and one student had the career counseling at social circle group level. All these choices are well explained graphically in graph no. 18 and percentages of each option are highlighted at the top of each bar.

**Graph 18: Students counseling with different social groups.**

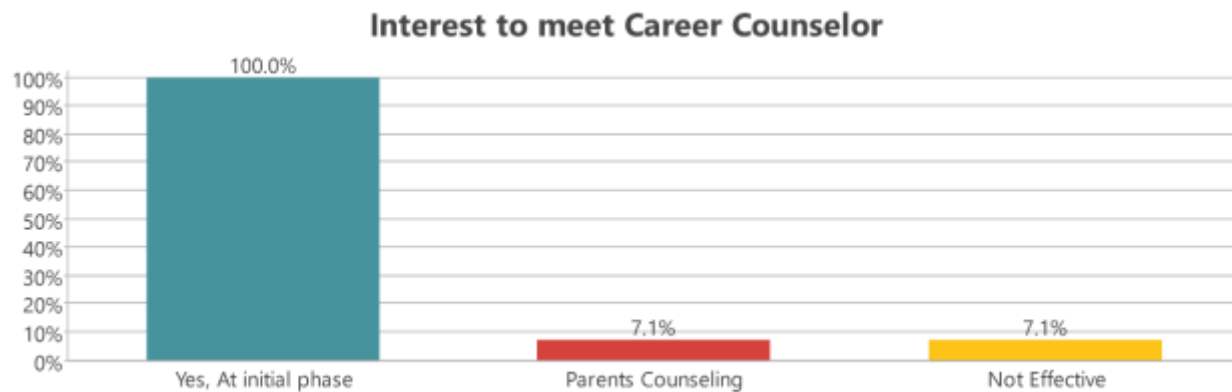


Graph 18

### Interest to meet Career Counselor

The students' interest to visit a career counselor was questioned if they like to attend a session. All of the students, i.e. 100% of the respondents desired to meet the counselor but at initial phase. Initial phase means matric and intermediate level as students at this level are not so mature and needed more guidance and right track. One student said that their parents counseling with career counselor is also required as most of the decisions are controlled by the parents and their counseling would impact higher. One student among total respondents believed that career counseling will not be affective. These all results are displayed in graph no. 19

**Graph 19: Students' interest and other options with percentages**



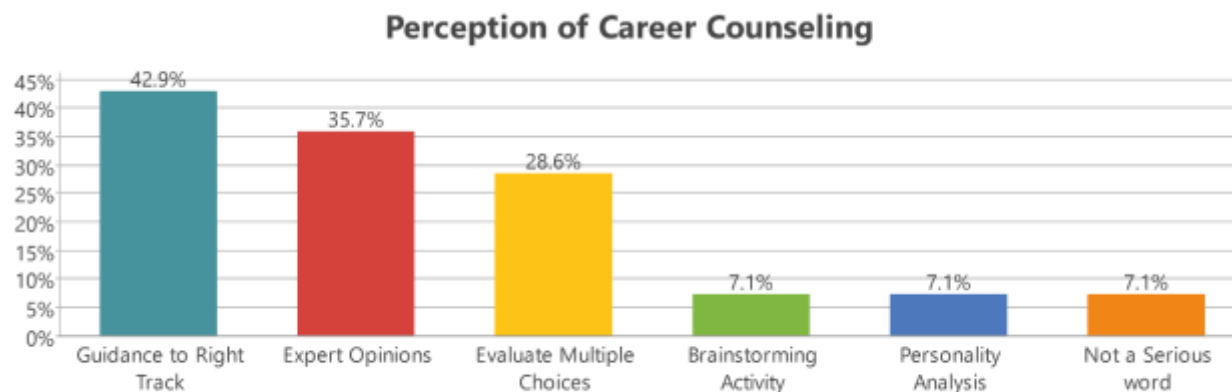
Graph 19

### Perception of Career Counseling

It is important to see how students think of career counseling when they hear about it. For that purpose, interviewed students were told to express how they perceive this word. There were 6 students representing 42.9% of total who said that career counseling word gives them a feel that it is a guidance to right track 35.7% (5 respondents) of students mentioned that they perceive career counseling as expert opinions about different disciplines. Yet another concept in students' mind was that career counseling is

an evaluation session of multiple discipline choices a student had and 4 students believed this perception. Among the students, there was only one student support to each other perceptions of career counseling such as it is a brain storming activity, it's a personality analysis and even one student said it is not a serious word. All these perceptions and their popularity in percentages are given in graph no. 20

**Graph 20: Different perceptions of career counseling**

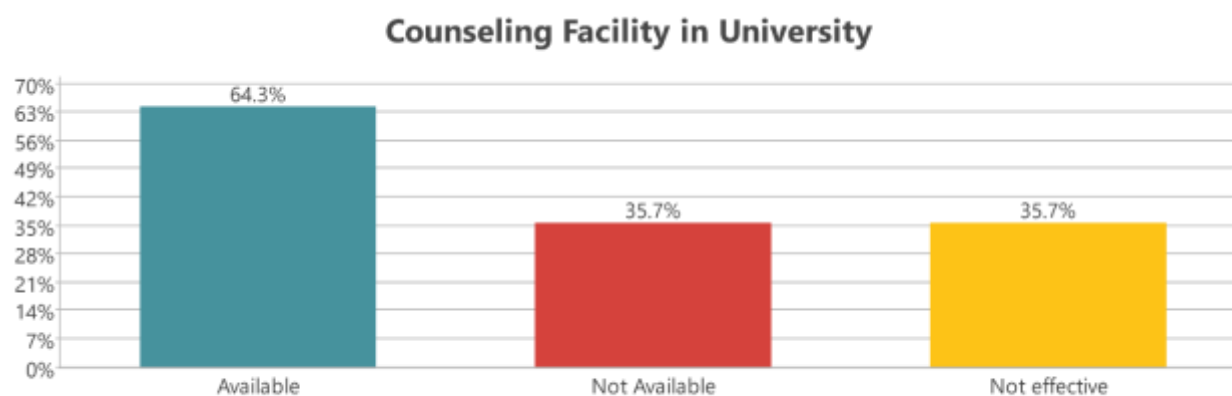


Graph 20

### **Availability of Counseling Facility in University**

The respondents were asked to tell if counseling facility was available in the universities. There were 9 students who said that counseling facility was available and it represents 64.3% of the sample. 5 students denoted that counseling was not available in the university and 5 students had the opinion that these counseling facilities were not effective because they were either partially available or these were just the discussions sessions without providing any guidance.

**Graph 21: Availability of counseling facility to student in University**



Graph 21

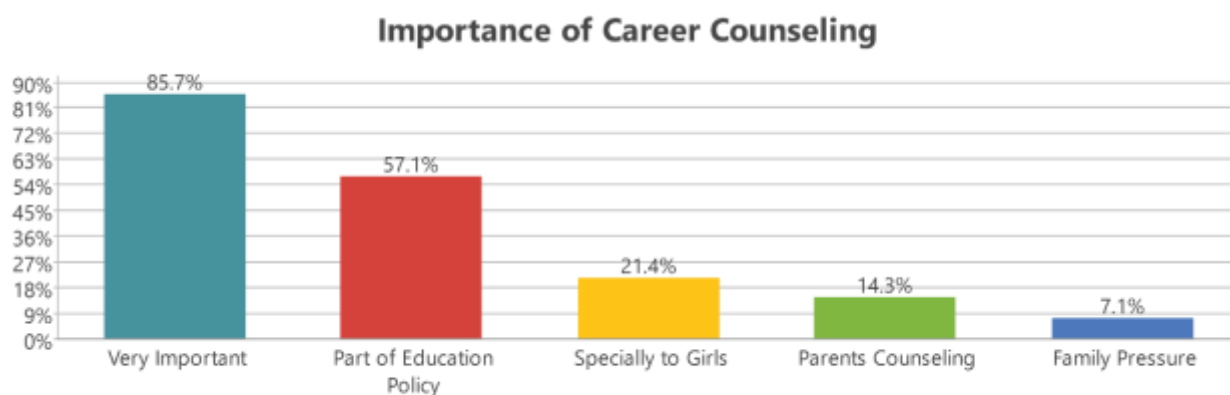
These options along with popularity in percentages are given in the graph no. 21

### **Importance of Career Counseling**

This paragraph presents the opinion of students regarding importance of career counseling. 12 respondents among 14 said that counseling is very important for the youth as it helps to guide them better and it represents a total of 85.7%.



**Graph 22: Importance of career counseling among students**



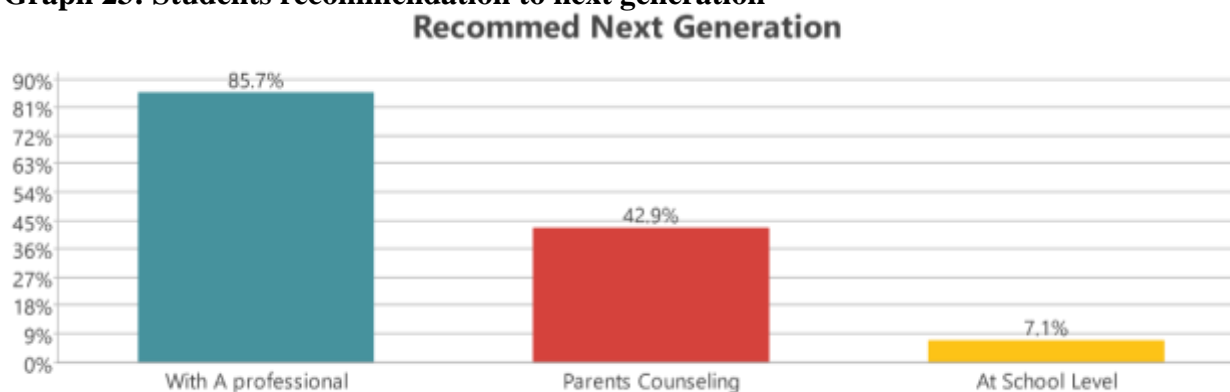
Graph 22

Among these respondents, 8 of the students representing 57.1% students believed that career counseling should be the part of education policy and it should be made mandatory. Making a part of education policy refers to including this facility at schools, colleges and university level and also imparting texts in the curriculum. 3 students representing 21/4% of sample size, viewed the importance of career counseling specially to girls and they felt that girls don't plan their career well and occupy the medical seats and once they get married, they leave the field etc. There were 2 students who gauged the importance of counseling specially to parents as they are the major influencers and decide the careers of their children. This will help to educate parents concerning different fields available and the scope in future. One student beheld the opinion that career counseling is important in a way that it reduces family pressure and imparts confidence in students' decisions.

### **Recommend Next Generation**

At the ending notes of interviews, the students were inquired whether they would recommend career counseling to next generation or not. In response to it, 12 students symbolizing 85.7% of the students said that yes, they recommend it but with a professional. Recommend with professional means that career counseling should be specifically taken from an experienced professional of counseling field rather than consulting the parents for opinions.

**Graph 23: Students recommendation to next generation**



Graph 23

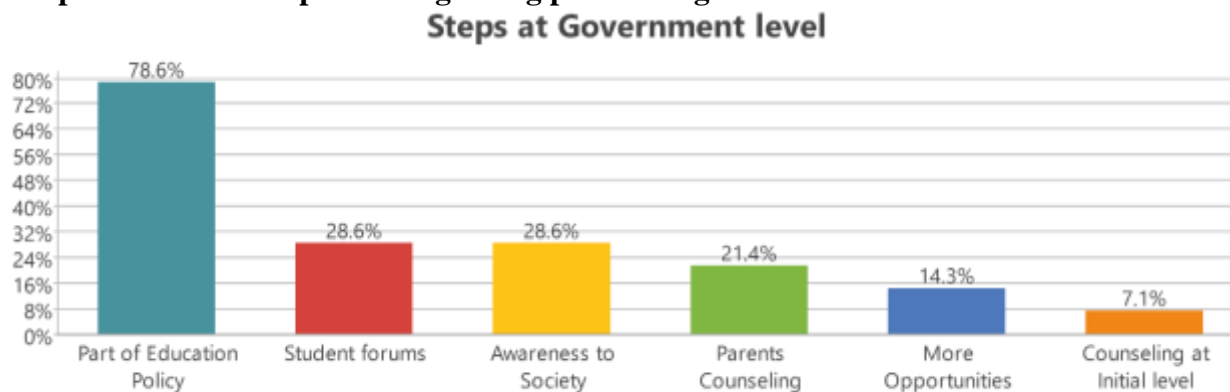
Six students suggested that these career counseling services should not only be recommended to students but also their parents (represents 42.9% of sample). Only one student mentioned that it should be given only at school level.

### **Steps that should be taken at Government Level**

At the ending note with students, formulating policies at government level was discussed to get their opinion. There were 11 respondents, representing 78.6% of total sample, who proposed that the

government should make this a part of education policy and the curriculum. Please see the graph no. 24 for population of different opinions.

**Graph 24: students' opinions regarding policies at government level**



Graph 24

Student forums refer to establishing the multiple mediums specifically for students to educate, support and facilitate the career counseling facilities. In addition to this, establishing job portals for students also lie under this opinion. There were 4 students that represent 28.6% of total respondents who emphasized the need of creating student forums at government level. Awareness to society refers to imparting the concept of career counseling at society level and there were 4 students who stressed the need to educate society at government level. 3 students said that parents counseling is very necessary to eliminate students' indecisiveness in the society. More opportunities refer to creating more options in subjects for the students to select at initial phase. Also, increasing the no. of universities and lowering quotas come under this opinion. Among the respondents, there were 2 students who highlighted the need to create more opportunities. Only one student said that career counseling should be initiated at earlier stages of education system.

## Results

In this study, it was observed that the opinions given by the counselors and the students had few aspects very common related to barriers faced by students. The counselors and students were on a mutual agreement that students have indecisiveness while choosing a particular career for themselves and this indecisiveness is influenced by societal reasons as well as education system in Pakistan. There is a need to change society values and educate them for career counseling at all levels and focus on those family characteristics that make a child indecisive.

## Educate Society and Parents

Students are heavily influenced by their parents and family. Parents get more possessive about their child and don't let them do what a child wants for himself/herself. (66.7% of counselors and 35% of students agreed on this opinion). In an interview with counselor, she quoted her experience in similar words:

*"Parents pressure and society pressure. Parents pressure didn't let kids do the stuff they wanted to do and by following 9-5 pm routine these kids are just demotivated and they have this thing in mind we are studying just to make money in future"* (Counselors\Nosheen: 24 - 24)

There is a dire need to educate the parents as their possessiveness is influencing the kids negatively. Parents force the child to the fields of their desire, so that one day that child can be of more value and solve their personal problems parents face in business. Also there is a norm that parents like few fields too much because of the nature of the job, like being an SP in Police or an Income tax officer who has the right to seal properties etc. such fields probe a desire in parents and they start forcing child to opt that field. One of the counselor ornamented this concept in following reverberating words:

*"I have seen cases where the whole family is of landlords so they want someone from their family to be in police or income tax person so that their work is easier if they face any problem that can easily be solved so these are the pressures being faced by students"* (Counselors\Ubric Cornelius: 23 - 23)

On the other hand, the students also mentioned that parents are the decision makers in the family and if a desire is popped out in a student, parents easily persuade them and change the mindset, thus mold their own desire on a child. Students then start to curtail their preferences and eventually put themselves in those disciplines they don't like at later stage.

*"I was very creative from my childhood so I wanted to go for fashion designing but my parents said to me that's not the career field on which we should be spending money that you can do at any stage of life so I had changed my mindset. Also, I think I was a kid at that time so it's a very immature age for making a career decision. (Students\Albab: 40 - 41)"*

Our society is also the culprit behind the indecisiveness of students. There are social norms and cultures that prevail so much in the society that it gets difficult to go against them. Girls are to be teachers or doctors; this is what society has mindset. Lawyers are only the boys, girls can't be seen in courts advocating the clients and defending them. There is a dire need to educate the society and only then the students can continue to move along with their wishes. One of the student quoted that:

*"Well if I look back at my life initially I wanted to be a lawyer because when I was growing up people around me used to say you defend things in such a good way you should go for law and that was set in my mind so I started thinking on those lines but later when I saw things practically I got to know female lawyers weren't in good book of our community as they weren't respected as they should be like in other countries so it wasn't a right career choice considering the social taboos we have regarding this career." (Students\Humaira: 41 - 42)"*

### **Career counseling at Initial Stages**

All the students were in 100% agreement that career counseling needs to be implemented at initial stages of educational career. This is so because the school or college going student is illiterate about any field and its scope in the future. In addition to that, students are in their teen ages and they are not mature enough to take such tough decisions. Introducing career counseling at early stage will definitely ensure the maturity and it will prepare the students to stand up and stick to their fields of interest. The counselors had 66.7% agreement that such activities are very helpful at the first few stairs of education system. One counselor specifically pointed out that introducing such services at university level really doesn't help as the students of that age are mature enough and know what is right for them, also they already had taken the decisions and chosen the field, so influencing the university students will only increase the confusion and eventually he or she will be offended. But if the career counseling is introduced at schools and a mandatory seat is created for counselor, students can take guidance time to time. The counselor said:

*"but recently I have seen few universities starting career counseling services but I think there isn't any point of it as it should be in schools when students are making their major career decisions and in universities they need it for job perspective so I believe it is more important at school level." (Counselors\Simra: 35 - 35)"*

### **Steps that should be taken at Government Level**

The government should support the students at all levels and make career counseling a part of education policy. 78.6% students agreed that government should make it a mandatory part in curriculum and 100% agreement was observed from counselors that government should introduce programs to support CC services. This term is quite new in Pakistan and the demand would increase in future. One counselor stated it in these words:

*"and it should be in our curriculum and We have this subject 'Careers education' it basically tells students, teachers and leaders of tomorrow about which careers are available in world and how to achieve them so this book should be in every institute" (Counselors\Salieha: 43 - 43)"*

Launching student forums, introducing job portals and arranging seminars will certainly promote the career counseling concept and will help students learn what the country is demanding from its youth in coming years. To cater the financial constraints of students, government should grant need based scholarships more and support the students in getting the desired educational field.

## Conclusion

Our studies suggest that the education sector needs to be aware of the benefits of career counseling in the institutions of Pakistan. There is no career counseling practice being followed up to provide instruction to the students to make their choice of career easier. Numbers of individuals choose a career path without understanding their interests towards professional life. A person gets aware about his true skills and abilities according the suggestions received from a career counselor. Only people who have major knowledge or degree in Psychology must provide guidance to the students about their career. We find out through our research findings that mostly people do not receive any guidance or counseling for choosing a career path. Mostly guidance is received from the parents or family members or in some cases teachers can also act as counselors. All of this process is unsystematic and informal due to which it cannot bring any useful results. As no formal training or guidance is provided in schools or colleges or even universities so the awareness is quite less in mostly cases. The offices that are built in mostly universities as a result of awareness about career counseling are not up to the mark and hence are of no-good use. We must understand that placement is quite different from the career counseling of students. The research findings or the results of the study also stated that career counseling is not an accepted field for the people of Pakistan and proper counselors are underrated. Basically, a counselor is a person who has knowledge of Psychology and is aware of the nature and personality of the individual to suggest him or her about the career according to their preferences. Currently, students are bound to choose selective subjects from the curriculum as there is not much choice for them. There is peer pressure following the social pressure due to which an individual chooses a subject or majors of his or her parent's choice. However, it can be stated as observed in our findings that career counseling can play an important role in defining the future of an individual. It is now an essential requirement of creating a career counseling office so that students can choose subjects of their choice. If an individual chooses a right career path then obviously, he or she can contribute a lot towards the society.

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