

# Investigating the Factors influencing the career decision: A study of Higher Education Institutes in Delhi NCR

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## Abstract

*The process of making career decisions is intricate and requires students to gain an understanding of their own capabilities. This study aims to determine the factors affecting the career choices among higher education students in Delhi NCR. A survey questionnaire using google form collected 136 data points from students of different qualification i.e graduation and post-graduation. Methodology named exploratory factor analysis, descriptive analysis was employed using SPSS and MS Excel to check the correlation between factors and draw conclusions about factors affecting career choices among higher education students.. The findings showed that important factors influencing students' judgements on their careers included influencers, interests, financial resources, and self- capacity. These results will provide students with a better assessment of how to carefully choose their career.*

## INTRODUCTION

The process of choosing a career has become increasingly complex in today's rapidly changing world, especially with the advancement of science and technology. Many individuals, including students, find themselves faced with a variety of

choices when choosing their profession. Choosing a career is not just about choosing a job or a profession; it requires consideration of various factors such as personal interests, skills, values and aspirations, taking into account the evolving landscape of industry and technologies. As the world progresses, some professions become obsolete

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while others are fading. This dynamic environment requires people to adapt and stay abreast of the latest trends and developments in their chosen fields.

The post-industrial revolution, information technology, and heightened job competition are making it hard to make career choices. New occupations have emerged with information technology, while traditional roles have evolved or disappeared. The waste industry revolution shaped industries and created new demands for specialized skills and knowledge. In addition, increasing job competition means that people must strive to excel and stay ahead in their chosen fields.

Students career decisions are influenced by a multitude of factors, reflecting the complexity of their choices. Family dynamics, personal passions, salary prospects, and past experiences undoubtedly shape their aspirations. However, the impact of race and gender on career choices cannot be overlooked, as certain professions may exhibit disparities in representation. Moreover, the presence of role models, whether familial, educational, or professional, can significantly sway a student's career trajectory.

Beyond these factors, students often contemplate the lifestyle they envision for their future selves.

Considerations such as interest in the field, academic proficiency, familiarity with the industry, economic stability, and the guidance of influential figures all contribute to the decision-making process. This amalgamation of influences underscores the need for comprehensive support systems and resources to assist students in navigating their career paths effectively.

## LITERATURE REVIEW

To study the factors influencing students' career choices in Gilgit's higher secondary schools, employing Krumboltz's social learning theory of career decision making. Using a quantitative

approach, the research aimed to identify the impact of predetermined factors, including Gender, media, academic reasons, Family influence, Peer influence, Teacher influence, and Personal interest (Hussain, 2024) highlighted in their research. (Pandey & Pandey, 2023) also found in their studies the elements that impact students' career goals, such as the importance of higher education, gender, and parental education. The findings indicated a substantial impact of parental education, a considerable difference in the attitudes of students at government and private colleges, and no significant effect of gender. The salary was the most preferred factor for girls while 'glamour' was mostly preferred by boys. Additional benefits (Perks) was the non-preferred choice factor among both the genders. There were also differences between the boys and girls in preference of job choice factors as highlighted by (Sharma & Pujar, 2022). The outcome of the study of (A & Dhayanand, 2022) was that knowledge development is having high influence on the career preference of the students followed by professional interest, competence, job satisfaction, career growth, travel opportunities, Contribution for societal empowerment, job security, Existence of holistic working environment, economic status, societal recognition through values and fulfilling family aspirations are having low influence on the career preference of the students. The guidance of parents, teachers, relatives, friends, senior students and most of all self-interest are the major decisive factors of stream selection. Among those factors, self-interest is the most predominant one, as its meant to be. Parents' and teachers' guidance also have fair percentage of influence regarding career choice. as opined in the study of (Dubey, 2021). According to a sample study conducted among college and high school students in Delhi and Kolkata, most of the participants did not choose teaching as the "first-best" profession or 'most preferred' career option. Furthermore, they believe that in order to make teaching a more appealing profession, modifications to the job description are more crucial than salary increases. career option as highlighted by (Dastidar & Sikdar, 2020). There was enormous influence of

father in the decision making regarding the choice of private college. Promotional tools like print advertisements, press release and digital advertisements were rated higher than other counterparts thus inflicting the importance of promotional tools in influencing the decision of selection of private college. This implies that promotional tools are dominant medium that can be used by private colleges to attract potential students (Singh & Singh, 2019) highlighted in this research.

## RESEARCH METHODOLOGY

### 1. Objective of the study

The objective of the research is to study the factors influencing career choices among higher education students.

### 2. Research Design

A descriptive approach has been adopted in the research design. This has led to get the desired result by using cross-sectional study. The cross-sectional study among the university/college students has been based upon the methodologies adopted in previous empirical studies highlighted in their research that convenient of the conducted in various parts of the world. It has been helpful on fulfillment of the objective of the research.

### 3. Research Method

The research method is 'Quantitative' in nature and has the survey method through a structured questionnaire to identify the factors affecting career choices.

### 4. Sample and source of Data

The scope of the study is restricted to the college students and a purposive sampling has been

undertaken. The college students have been selected as per their gender, educational qualification, age decision in Indian context.

### 5. Sampling Design

It has been observed from the literature review that studies across the world have taken the sample of undergraduate and post graduate students. So, the sampling design consists of a sampling frame which defines the list of students of Universities and colleges from Delhi NCR. The age group of the students fall from 18-30 . Both boys and girls students are included in the sampling process. The questionnaire was administered to 136 students in total.

### 6. Format Of Data

As the study is empirical in nature, the primary data has been collected from the respondents by using survey method through administering the structured questionnaire to the respondents.

### 7. Tools for Data Analysis

The data analysis has been carried out with descriptive statistics as well as techniques like Factor Analysis is used to find out the factors. Software SPSS has been used for data analysis.

## DATA ANALYSIS

1. Analysis of KMO and Bartlett's Test: The KMO and the Bartlett's insights utilized to degree the ampleness of test information. The KMO esteem must be between to 1. KMO esteem must be more noteworthy than .7 to consider for encourage ponder. For this consider the KMO esteem is .732. Bartlett's Test of Sphericity is additionally noteworthy since its esteem is .000.

**Table 1 : KMO and Bartlett’s Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.732
Approx. Chi-Square		318.486
Bartlett's Test of Sphericity	df	105
	Sig.	.000

**Table 2 : Communalities**

	Initial	Extraction
My parents influence my decision to choose a career	1.000	.665
I have considered those career option that my friends have already	1.000	.707
I have attended career counselling sessions at several university	1.000	.489
The interest factor is one of the important factors for me	1.000	.561
If I have to choose again I will choose the same career option	1.000	.719
Having financial resources to support my studies makes me feel	1.000	.577
Financial resources is one of the important factors affecting my	1.000	.483
The career that I have chosen based on my ability	1.000	.524
I am Confident that my skills will be relevant career	1.000	.694
I usually take the initiative at work.	1.000	.417
The demand for my career path is quite high	1.000	.596
The career that I have chosen will have a good starting salary.	1.000	.710
With the career that I have chosen I can take on many positions	1.000	.454
My career decisions are influenced by the cultural environment	1.000	.473
I chose to study my profession because it is related to my family culture.	1.000	.462

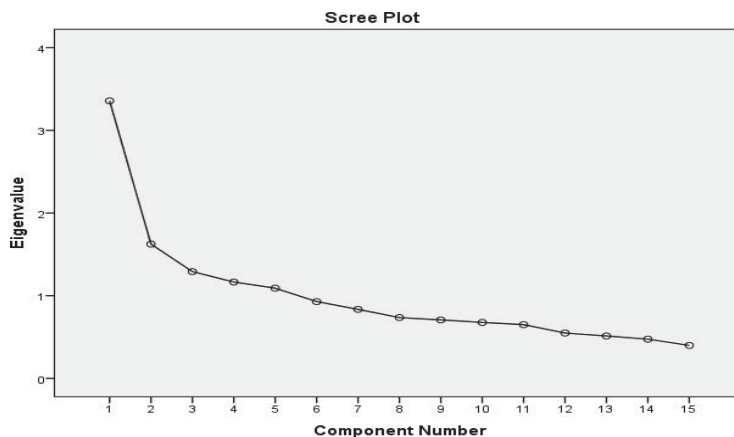
Table of communalities which appears how much of the fluctuation within the factors has been accounted for by the extricated components. For occurrence over 71.9% of the fluctuation that they will select the same career alternative is accounted for whereas 41.7% of the change in they as a rule take the activity at work.

**Table 3 : Total Variance Explained**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.357	22.378	22.378	3.357	22.378	22.378	2.052	13.682	13.682
2	1.624	10.828	33.206	1.624	10.828	33.206	1.880	12.530	26.212
3	1.292	8.611	41.817	1.292	8.611	41.817	1.806	12.039	38.251
4	1.166	7.771	49.588	1.166	7.771	49.588	1.452	9.680	47.931
5	1.092	7.277	56.865	1.092	7.277	56.865	1.340	8.934	56.865
6	.929	6.197	63.062						
7	.835	5.565	68.627						
8	.736	4.906	73.532						
9	.708	4.718	78.250						
10	.677	4.511	82.761						
11	.650	4.333	87.095						
12	.549	3.658	90.752						
13	.514	3.425	94.178						
14	.474	3.163	97.341						
15	.399	2.659	100.000						

The another thing shows all the components extractable from the examination at the side their eigenvalues, the percent of variance attributable to each figure, and the aggregate fluctuation of the calculate and the past variables. Take note that the primary calculate accounts for 22.378% of the fluctuation, the moment 10.828% and the third 8.611%. and the rest for 7.771% and 7.277% separately. All the remaining components are not noteworthy.

**Table 4 : Scree Plot**



The scree plot could be a chart of the eigenvalues against all the components. The chart is valuable for deciding how numerous components to hold. The point of intrigued is where the bend begins to smooth. It can be seen that the bend starts to smooth between components 3 and 4. From factor 6 the calculate has an eigenvalue of less than 1, so as it were five components have been held.

**Table 5 : Rotated Component Matrix**

	Component				
	1	2	3	4	5
My parents influence my decision to choose a career	-.004	.105	.017	.808	-.032
I have considered those career option that my friend shave ahead	.358	-.261	-.030	.561	.441
I have attended career counselling sessions at several universit	.677	-.026	-.015	-.011	.170
The interest factor is one of the important factors formet	.239	.261	.636	-.110	-.136
If I have to choose again I will choose the same career option	.112	-.144	.731	-.252	.296
Having financial resources to support my studies makes me feelc	.133	.716	.142	.007	.163
Financial resources is one of the important factors affecting my	.112	.663	.099	.115	-.091
The career that I have chosen based on my ability	.222	.250	.574	.266	-.109
I am confident that my skills will be relevant to career	-.186	.212	.663	.402	.120
I usually take thei n initiative at work	.594	.182	.124	-.123	-.036
The demand for my career path is quite high	.115	.645	.100	-.086	.385
The career that I have chosen will have a good starting salaryi	.056	.278	.029	.005	.793
With the career that I have chosen I can take on many positions	.517	.314	.146	.220	-.133
My caree rdecisions are influenced by the cultural environmenti	.656	.151	.096	.080	.069
I chose to study my profession because it is related to myt ra	.464	-.062	.097	.294	.384

The thought of revolution is to decrease the number components on which the factors beneath investigation have tall loadings. Turn does not really alter anything but makes the elucidation of the investigation simpler. Looking at the table underneath, ready to see that understudy have gone to career guiding sessions significantly stacked on Component 1 whereas having money related assets is substatntially stacked on Component 2. These components can be utilized as factors for advance examination.



**Table 6 : Descriptive Statistics**

<i>Influence</i>		<i>Intrest</i>		<i>Financial Resources</i>		<i>Skills</i>		<i>Career Opportunity</i>		<i>Culture</i>	
Mean	3.345588235	Mean	3.485294118	Mean	3.819852941	Mean	3.7622549	Mean	3.887254902	Mean	3.430147059
Standard Error	0.080875751	Standard Error	0.093343425	Standard Error	0.086488126	Standard Error	0.07428413	Standard Error	0.067838341	Standard Error	0.089960775
Median	3.333333333	Median	3.5	Median	4	Median	3.66666667	Median	4	Median	3
Mode	4	Mode	3	Mode	3	Mode	3.33333333	Mode	3.33333333	Mode	3
Standard Deviation	0.943165224	Standard Deviation	1.088562042	Standard Deviation	1.008616203	Standard Deviation	0.8662944	Standard Deviation	0.791124207	Standard Deviation	1.049113901
Sample Variance	0.889560639	Sample Variance	1.18496732	Sample Variance	1.017306645	Sample Variance	0.75046599	Sample Variance	0.625877511	Sample Variance	1.100639978
Kurtosis	-0.557468774	Kurtosis	-0.689991788	Kurtosis	-0.298638197	Kurtosis	-0.1612888	Kurtosis	-1.046254678	Kurtosis	-0.657271547
Skewness	-0.139458245	Skewness	-0.31147545	Skewness	-0.632737213	Skewness	-0.4054372	Skewness	-0.223314546	Skewness	-0.002871607
Range	4	Range	4	Range	4	Range	4	Range	2.66666667	Range	4
Minimum	1	Minimum	1	Minimum	1	Minimum	1	Minimum	2.33333333	Minimum	1
Maximum	5	Maximum	5	Maximum	5	Maximum	5	Maximum	5	Maximum	5
Sum	455	Sum	474	Sum	519.5	Sum	511.666667	Sum	528.666667	Sum	466.5
Count	136	Count	136	Count	136	Count	136	Count	136	Count	136
Largest(1)	5	Largest(1)	5	Largest(1)	5	Largest(1)	5	Largest(1)	5	Largest(1)	5
Smallest(1)	1	Smallest(1)	1	Smallest(1)	1	Smallest(1)	1	Smallest(1)	2.33333333	Smallest(1)	1

From the over table it can be seen that impact has cruel of 3.34, mode of 4 and standard deviation of 0.94 intrest figure has cruel of 3.48 mode of 3 and standard deviation of 1.088,resources calculate features a cruel of 3.81,mode of 3 and standard deviation of 1.088. Aptitudes have a cruel of 3.7 mode of 3.33 and standard deviation of 0.866. Career Opportunity incorporates a cruel of 3.88 mode of 3.33 and standard deviation of 0.79.Culture includes a cruel of 3.43 middle of 3 and standard deviation of 1.04.

**CONCLUSION**

This think about pointed to look at the most variables influencing students' career choices among higher instruction understudies. Overview information were collected from understudies of graduation and post-graduation. The comes about of this think about appeared that impact, intrigued, money related assets, individual aptitudes and capacity affect students' career-choices.This implies that understudies ought to superior get it the over components and carefully consider

them some time recently choosing to select a appropriate career and dodge making transitory choices that antagonistically influence their future.

These comes about will provide understudies with distant better; a much better; a higher; a stronger; an improved">a stronger evaluation of how to carefully select their career.

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