

Influence of Parents on the Decision of Career Aspirations of Children of Police Employees

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Abstract

In the current era of globalization, employment has become more competitive. Even in India, where there is a substantial youth population, the rivalry for employment is intensifying. Under these circumstances, a significant proportion of educated children in the workforce are experiencing depression, particularly among the offspring of employees, where the prevalence of this condition has risen. The present study aims to study the influence of parents on the decision of career aspirations of children of police employees. Both primary and secondary sources of data were utilized to obtain the information. To collect primary data 40 respondents were selected. Respondents residing in police quarters of Adugudi, Bengaluru were by using simple random sampling method. Present study reveals that there is an increase in psychological stress for the academic performance of the children of police employees.

Keywords: Police employees, Career, Aspirations

Introduction

The function of parental supervision is crucial in the lives of children and significantly impacts them, particularly in two important aspects of their lives: marriage and their choice of career. The significance of parental influence on their children's profession choice is widely recognized, regardless of gender or race. The literature demonstrates that parents, while not intentionally trying to influence their children's specific profession choices, play an active role in influencing their children in various aspects of the career development process. The self-identity and job choices of youngsters are influenced by schools, classmates, and their community. However, research has shown that parental expectations and perceptions have a significant effect in influencing these choices (1).

Theories of Career Development

The present study is grounded in the theoretical framework of the comprehensive system of career theories, which originated with Frank Parson's trait-factor approach and has since evolved into an established discipline. This framework is supported by five key theories of career development, which provide both abstract and factual foundations.

- i. Holland's Theory of Vocational Personalities in the Work Environment
- ii. The Theory of Work-Adjustment (TWA)
- iii. The Self-concept Theory of Career Development by Super and Savickas.
- iv. Gottfredson's Theory of Circumscription and Compromise and
- v. Social Cognitive Career Theory.

No singular theory of career growth was deemed all-encompassing. The fundamental tenet of all theories revolved around career coaching, encompassing a multitude of varied topics. *Frank Parsons* is recognized as the pioneer of the vocational guidance movement. He initially suggested the ***talent-matching approach***, which later developed into the ***Trait and Factor Theory of Occupational Choice***. He explained that vocational choice-making occurs when individuals have attained a comprehensive and distinct comprehension of their qualities, the nature of employment, and the correlation between their particular features and the job's scope.

Holland's theory of career choice is a highly researched idea that emphasizes the need to align one's basic personality type with one's chosen career in order to achieve success in one's professional life. Professionals extensively utilized his theory as a fundamental framework for conducting career counselling sessions. According to this theory, the majority of individuals can be classified into one of six fundamental personality types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. These are commonly known as Holland Codes or RIASEC. Research has determined that individuals who work in an environment that aligns with their personality traits tend to be more successful and satisfied.

The *Theory of Work Adjustment*, which was grounded in the concept of person-environment correspondence, was another significant theory. According to this hypothesis, the greater the alignment between a person's strengths and the requirements of their work in a certain organization, the higher the likelihood of their performing the job well. In the same vein, the greater the alignment between the benefits offered by the business and the values that an individual deems satisfactory, the higher the likelihood that the person will perceive the job as gratifying. The notion proposed by Super has garnered significant attention within the realm of job choice and development theories. Super suggested that the development of an individual's self-concept is a crucial process that influences their professional choice and progress.

Additionally, he proposed a developmental paradigm that encompasses several stages corresponding to specific age groups. At each stage, individuals must effectively handle the occupational developmental demands specific to that age group.

Gottfredson's idea of career development is a recent addition to the existing framework of career development frameworks. Gottfredson claimed that career choice is a cognitive process that requires a significant amount of intellectual capacity. She further expounded on the intricate interplay between genetic factors and the surrounding environment. All the career development theories mentioned above focus on career choice by examining various aspects of alignment between personality type, individual characteristics, job nature, and vocational setting. The big-five career theories provided a set of frameworks that served as a foundation for the concepts of career advising and job choice.

Nevertheless, *Nancy Arthur and Mary McMahon* finished their research by underlining the necessity for theories of career development to elucidate the ramifications of cultural influence and offer guidance for the advancement of multicultural careers. Due to the little research on career development in the Asian context, it was challenging to investigate the unique characteristics that influence job choices among the Asian population compared to other diverse populations. The majority of Asian individuals tend to pursue one of the five primary professions, namely medicine, engineering, management, pharmacy, and agriculture(2).

Influence of Parents on the Decision of Career Aspirations of Children

In Indian culture, people depend heavily on their parents' support throughout their lives because societal norms place a high importance on attachment, reliance, and respect for elders. Youngsters tend to prioritize family expectations and obligations when selecting a career, particularly one that improves their family's social standing and reputation (Hannum et al., 2011; Liu et al., 2015)(3). Parents play a significant role in motivating adolescents to explore their vocational interests and aspirations. Parents pass on their career-related values to their children, often without explicitly stating them, and guide their children's future towards what they perceive as the correct trajectory (Liu et al., 2015).

While parents may not intentionally map out a particular job path for their children, they do cultivate their children's work-related personal qualities (such as interests and abilities), values, and beliefs. Additionally, parents play a role in shaping their children's perception of themselves as future adults.

The notion of career decision-making self-concept plays a crucial role in guiding individuals through the process of choosing career decisions and has a significant impact on their future career development, goals, and job satisfaction (Betz, 2007; Klassen & Chiu, 2010)(4). Career decision-making self-concept pertains to an individual's level of assurance in their capacity to participate in and achieve activities related to deciding and committing to a career selection (Taylor & Betz, 1983)(5). Elevated levels of career decision-making self-concept typically correlate with favourable career views, elevated self-esteem, and a distinct vocational identity (Choi et al., 2012)(6). Individuals possessing a strong professional decision-making self-concept are more inclined to participate in activities related to career exploration and planning, ascertain their career interests, consistently strive towards career objectives, and achieve more success (Hou et al., 2014; Rogers & Creed, 2011)(7).

Insufficient levels of self-concept in career decision-making are typically linked to susceptibility to stress and depression (Bandura, Family Influence on Career Decision-Making Self-concept (Barbaranelli, Caprara, & Pastorelli, 2001)(8), as well as specific challenges in making career decisions, which frequently result in indecisiveness about one's career (Gati et al., 2011).

Comprehending the impact of parental support on the ability of secondary school pupils to make professional decisions is crucial. Adolescents are faced with essential duties at a young age, such as discovering the world of work, creating a career plan, and making professional decisions. They must acquire skills that can help them progress in their career development.

Data Analysis & Interpretation

In this section the researcher analyze the demographic profile of the respondents and their opinions about career aspiration of the respondents related to their children.

Socio-Economic Profile of the Respondents

The life-style of People is influenced by their socioeconomic status; whether an individual achieves enormous success or fails with a broken spirit is not always a function of his or her particular talents and aspirations but rather a result of the social milieu. Sociologists frequently employ the phrase socioeconomic status to refer to a composite rating based on multiple characteristics of social inequality. Social inclusion refers to a person's standing within the community. Economic inclusion refers to either affluence or poverty. Consequently, socioeconomic status encompasses information regarding religion, caste, class, race, education, marital status, age, age at marriage, occupation, income, family size, and family, but these factors are intricately related. High-class people control money, have the best education and health, and consume the most products and services. Such luxuries contrast with the poverty of millions of women and men who fight to eat and stay warm. Plenty of money buys items that prolong life. Those who can afford it benefit from nutritious meals, a safe environment, and frequent medical treatment. Lower-class women live and work in unsafe conditions, so they have more physical and mental health problems and cannot afford care. Social category, class, education, occupation, family size, and family type indicate a person's standing. The socioeconomic position reflects a woman's cognitive, economic, political, and total inclusion(9).

Table: 1- Socio-Economic Profile of the Respondents

Variable		Frequency	Percentage
Age (in years)	18-25	5	12.5
	26-40	11	27.5
	41-60	24	60
Category	GM	3	8.57
	SCs	11	31.42
	STs	5	14.28
	OBCs	16	45.72
Religion	Hindu	35	87.5
	Muslim	4	10
	Others	1	2.5
Educational Status	High School	12	30
	PUC	18	45
	Graduation	7	17.5
	Post-Graduation	2	5.5
	Others	1	2.5
Grand Total		40	100

Source- Field Visit

Table-1 reveals the socio-economic of the respondents . 12.5 percent of the respondents comes under the age group of 18 to 25 years, 27.5 percent were belongs to age group of 26 to 40 years and the majority 60 percent of them were in their age group of 41 to 60 years. Information related to category of the respondents, the study found that 8.57 percent of the respondents were General Merit (GM), 31.42 percent were Scheduled Castes (SCs), 14.28 percent were Scheduled Tribes (STs) whereas the majority 45.72 percent of the respondents were belongs to Other Backward Classes (OBCs). Information has been collected with regards to religion background of the respondents in which the majority 87.5 percent of the respondents was followers of Hinduism which the majority religion of India as well as per 2011 census, 10 percent of the respondents were Muslim and the least 2.5 percent were following other religion. Data with respect to educational background of the respondents, the present study found that 30 percent of the respondents were completed their high school education, the majority 45 percent were having the educational qualification up to the level of PUC, 17.5 percent (Graduation), 5.5 percent (Post-Graduation) and the 1 percent were have educational qualification other than above mentioned.

Table: 2- Education Details of Children of Police Employees

Education	Frequency	Percentage
Primary	4	10
Secondary	7	17.5
PUC	13	32.5
Graduation	8	20
Post-Graduation	4	10
B.Ed.	2	5
Other	2	5
Total	40	100

Source- Field Visit

Education is a crucial factor in shaping our lives and enabling us to achieve our utmost capabilities(10). The following table depicts the education details of children of police employees.

With respect to educational level of the children of the police employees, the study shows that 10 percent of the respondents' children are getting primary education, 17.5 percent (secondary), the majority 32.5 percent (PUC), 20 percent (graduation), 10 percent (post-graduation), 5 percent B.Ed. and other education respectively.

Challenges faced by respondents for the educational achievement of their children

India boasts the largest education system in the world, encompassing a wide array of educational institutions that serve millions of students around the country. Nevertheless, despite notable advancements in recent times, the Indian education system encounters numerous obstacles that necessitate attention in order to guarantee equitable access to top-notch education for all students(11).

Table: 3- Challenges faced by respondents for the educational achievement of their children

Challenges	Frequency	Percentage
Lack of information about scope of various kinds of education like professional and non-professional	14	35
Lack of knowledge about career life after pursuing education	19	47.5
Lack of support from other family members	6	15
Poverty	2	6
Any other	3	7.5
Total	40	100

Source- Field Visit

The above table deals with challenges faced by the respondents for educational achievement of their children. 35 percent of the respondents having lack of information about scope of various kinds of education like professional and non-professional. The majority 47.5 percent of the respondents having inadequate understanding of post-educational career prospects. 15 percent of the respondents face the problem of insufficient support from other family members. 6 percent of them having problem of proper financial assistance and the rest 7.5 percent of the respondents reported facing additional issues, such as insufficient time to monitor their children's academic performance.

Factors Influencing Career Choice of Children of Respondents

Although common perception holds that an individual's career choice is a personal one, research indicates that a multitude of factors are likely to play a role in this regard. The influence of parents on their children's career selection process has been found to be substantial. Many parents need to be made aware of the myriad ways in which they can affect the career choices of their children. Family values, work ethic, and gender stereotyping may have a greater influence than previously believed(12).

Table: 4-Factors Influencing Career Choice of Children of Respondents

Factors	Frequency	Percentage
Parental Expectation	26	65
Dignity and reputation in society	19	47
Educational factors	29	72.5
Media	5	12.5
Suggestions from career counsellor	4	10
Career experience	2	5
Other	1	2.5

Source- Field Visit

The above table reveals the information related to factors influencing career choice of children of respondents. 65 percent of the respondents opine that parental expectation influences the career choice of children, 47 percent of them opine that dignity and reputation in society plays a significant role in children's career choice, the majority 72.5 percent

choose educational factors, 12.5 percent select media plays major role in career choice, 10 percent took suggestions form career counselors, 5 percent prefer the career experience and the rest 2.5 percent of the respondents choose other factors for the career choice of their children.

Table: 5-Factors inhibit the educational quality of children's aspiration

Factors	Frequency	Percentage
Lack of good performance in class	23	57.5
Lack of parental support	9	22.5
Inadequate learning resources	6	15
Lack of career environment	7	17.5
Lack of proper educational information	8	20.5
Other	3	7.5

Source- Field Visit

The above table analyse about the factors inhibit the educational quality of the respondents' children. The majority 57.5 percent of the respondents replied that Lack of good performance in class, 22.5 percent opine that lack of parental support, 15 percent provide inadequate learning resources as reason for low quality, and 20.5 percent of the respondents found lack of proper educational information.

Conclusion

This paper primarily examined the pivotal role that parents play in shaping the career choices and aspirations of their children. This section provides a concise overview of existing career counselling methodologies, which initially involved personality assessments to ascertain the respondents' suitability for a particular occupation. It has now evolved into the postmodernist perspective, which holds that aspirations and vocational interests are contingent on ever-evolving life responsibilities. The paper incorporated prior investigations that explored the impact of socioeconomic status, gender, and race, in addition to parental influence on adolescents' career decisions. The study concluded by highlighting the potential for parents to use the significant impact they have on young adults in order to enhance career development strategies and foster stronger collaborations with the major stakeholders of young adults.

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