

A STUDY ON CAREER PLANNING ASPECT OF WORKING STUDENTS ENROLLED IN MASTER OF COMMERCE COURSE OF DISTANCE EDUCATION OF UNIVERSITY OF MUMBAI

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Abstract

Career planning refers to deciding career goals and taking steps to reach to those goals. The present study is based on career planning aspect of working students enrolled in M.Com. course of IDOL of University of Mumbai. Its aim is to know whether these students make their career planning or not. So that researcher can accordingly suggest measures that will help these students to plan and climb up in their career. 165 working students who are currently pursuing M.Com from IDOL, Mumbai University were taken as sample. Findings of the study state that students have done their career planning but not happy with current job and position. So IDOL needs to organized some workshops / seminars related to career planning for their students and also organize campus recruitment for them.

Keywords: Distance Education, Career Planning, Working students.

I. INTRODUCTION

The University of Mumbai is one of the oldest and premier Universities in India established in the year 1857. It is one amongst the first three universities in India, other being Calcutta and Madras universities. Recently The University of Mumbai (MU) has been accorded A++ grade by NAAC (Aug-2021) with score of total marks of 3.65 CGPA in the NAAC grading.

The Mumbai University started its correspondence education on 24th March 1971. In the academic year 2008-09 it has been again upgraded as “Institute of Distance and Open Learning” (IDOL). Since its inception IDOL is giving high priority to human resource development by introducing various traditional Degree Programmes as well as Technical and Professional Programmes through distance mode. Initially it was started with the registration of 845 students which has been grown up to a staggering figure of 67, 138 in the AY 2018-2019. Students are also doing well by

topping the merit list of the university examination and a good number of students securing First Class in B.Com. and M.Com. Many students of IDOL have gone abroad for seeking higher education.

Career planning refers to process of planning career choices, establishing career objectives and deciding on educational and developmental programs to improve the skills required to achieve career goals. An employee identifies his career goals i.e. where he/she wants to reach in his career. Further he/she performs self-evaluation to find out his/her suitability to these goals. Finally he/she decides course of action to achieve those goals. The benefits of career planning are as follows:

- An employee can choose to get specific educational qualifications and training that will benefit his/her chosen career.

- An employee can focus on his/her career goals and work to achieve his/her desired short-term and long-term results.
- An employee may be more confident about career choice he/she has made.

2. REVIEW OF LITERATURE

A study titled “Empirical study on understanding impact of career planning on career development” aims to understand the relationship between Career planning on achievement of career development. Study result shows that career planning will have positive effect on achievement of career development. (Shukla, 2021)

The purpose of study titled “The effect of career paths and career planning toward Career development of employees: A case study Penetentiary office in Pekanbaru” aims to determine the effect of career paths and career planning to the career development of employees. Data was collected using questionnaires and analyzed using multiple linier regression. Sample size was 54 employees. The result show that career path and career planning both simultaneously and partially significantly effect the career development. Partially the most dominant factor is career planning. Based on the research result, it is recommended to institution to give attention to the career planning and career path as a proven factors influencing of career development. (Triandani & Anggrianib, 2015)

The study titled “Career planning and career management as antecedents of career development: A study” was conducted to examine empirically the antecedents of career development in the Indian firms. A self administered questionnaire in a five point Likert scale was used for the study. It involved three parts, namely, career planning, career management and career development collected from 57 respondents. Random sampling was used for collecting the data from 3 Indian service sectors, namely, Wipro, State Bank of India and Axis Bank. The analysis reveals the antecedent, namely, career planning and career management, have a positive and significant influence on career development. The incorporation of individual career planning and organizational career management was found to

be the major antecedent of career development programs. (Nameirakpam & Das, 2017)

A study titled “Career planning and career management as correlates for career development and job satisfaction - A case study of Nigerian bank employees” explores the link between career planning and career management as antecedents of career development and job satisfaction, and career commitment as its outcome. Findings of study were career planning is relatively more important than career management in achieving career development. Further the result of study show that career development had a stronger linkage with job satisfaction than career commitmen. (Adekola, 2011)

The study titled “Awareness of Career planning among College Going Graduates” aims to study the awareness level of career planning among college students. Study findings reveals that career planning awareness of college studetns is relatively weak. Further study states that majority of college students are still not very serious about career planning and they do simple planning but there is no effective detailed plan of career planning. (Priyadarshini, 2018)

3. RESEARCH GAP

Researcher came across many researches related to career planning of employees and students. But none of the research found on the career planning of working students enrolled in M.Com course of distance education. So this research is an attempt to fill up this gap.

4. OBJECTIVES OF THE STUDY

- 1) To study career planning efforts made by the working students enrolled in Master of Commerce course of distance education of University of Mumbai.
- 2) To study career planning efforts made by the company for working students enrolled in Master of Commerce course of distance education of University of Mumbai.
- 3) To suggest measures for career planning to working students enrolled in Master of Commerce course of distance education of University of Mumbai.

5. HYPOTHESIS STATEMENTS

1) H₀ = There is no significant difference between gender and deciding about career goals by working students enrolled in Master of Commerce course of distance education of University of Mumbai.

H₁ = There is significant difference between gender and deciding about career goals by working students enrolled in Master of Commerce course of distance education of University of Mumbai.

2) H₀ = There is no significant difference between those who have planned where he/she want to reach in their career in near future and their feelings about current job.

H₁ = There is significant difference between those who have planned where he/she want to reach in their career in near future and their feelings about current job

6. RESEARCH METHODOLOGY

6.1 Type of Research:

Present study is a qualitative research design to understand about career planning aspect working students enrolled in Master of Commerce course of distance education of University of Mumbai.

6.2 Area of study:

The research is conducted in Mumbai City among the working students enrolled in Master of Commerce course of distance education of University of Mumbai.

6.3 Sampling method

The sampling technique followed was judgemental / purposive sampling method which is formed by the discretion of the researcher.

6.4 Target Population and Sample size:

165 working students enrolled in Master of Commerce course of distance education of University of Mumbai were taken as a sample for research.

6.5 Type and Source of Data:

The present study is based on primary data which is collected through structured

questionnaire prepared on Google Form. Open and close ended questions were asked in the questionnaire to get the answers of those questions, which were related to the objectives of the study. Working students enrolled in M.Com. course of distance education of University of Mumbai were shared Google Form questionnaire link on Whatsapp and requested to fill the same.

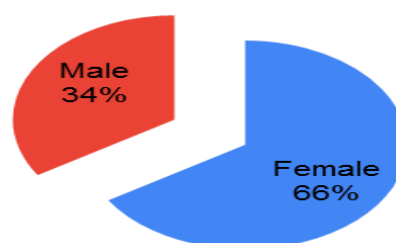
6.6 Statistical Tools Use:

Graph is used to organize data and are intended to display the data in a way that is easy to understand and remember. Chi-square test is used for hypothesis testing.

7. DATA ANALYSIS AND FINDINGS OF THE STUDY

Students are core stakeholder in the field of education. Without career education is baseless. The success of education is depending upon on career of students.satisfaction. Total 165 respondents have been selected belonging to M.Com (IDOL) with a structured questionnaire to get their career related information.

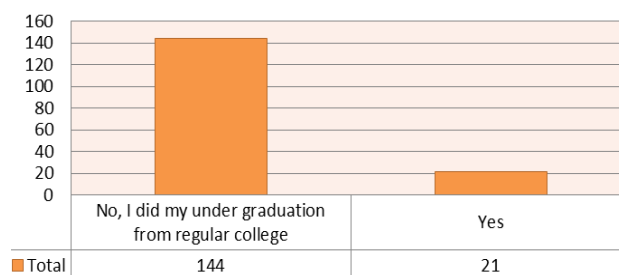
Fig. 7.1 Gender of Respondents



Source: Primary Data

The above graph shows that 34% respondents were male and 66% respondents were female.

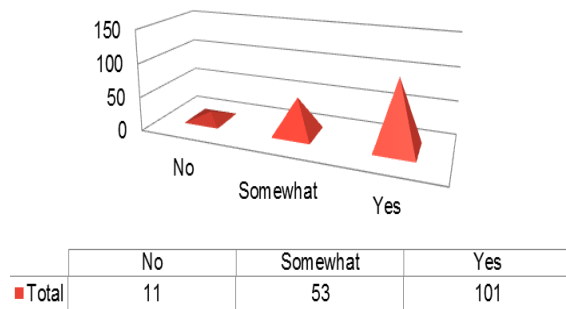
Fig. 7.2 Was your under graduation also from IDOL?



Source: Primary Data

The above graphs represents that out of 165 respondents 21 distance education working student said they have done their Under-Graduation from IDOL itself. 144 said that they have done their Under-Graduation from regular college.

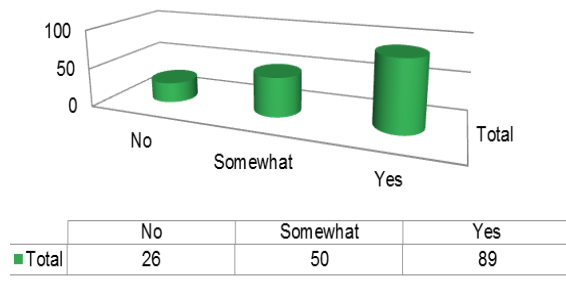
Fig. 7.3 Do you know what is career planning?



Source: Primary Data

The above graph represents that out of 165 respondents 101 distance education working student said that they know about career planning, 53 said they know somewhat and 11 said they do not know about career planning. Significant number of distance education working student have knowledge about career planning.

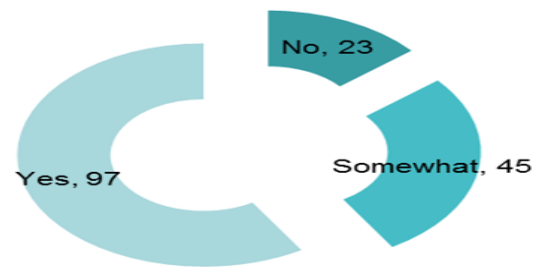
Fig. 7.4 Have you decided your career goals?



Source: Primary Data

The above graph states that out of 165 distance education working student 89 said that they have decided their career goals. 50 said they have somewhat decided their career goal. 26 said that they have not decided their career goals.

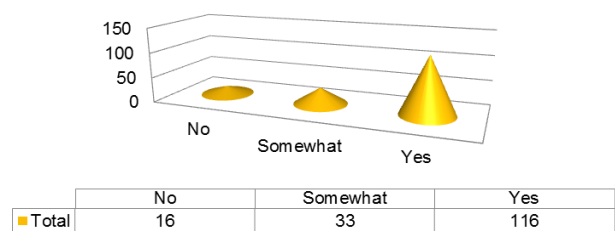
Fig. 7.5 Have you planned where you want to reach in your career in near future?



Source: Primary Data

The above graphs shows that 97 distance education working student said that they have planned where they want to reach in their career in near future, 45 respondents said they have planned somewhat and 23 respondent said NO i.e. they have not planned where they want to reach in their career in near future.

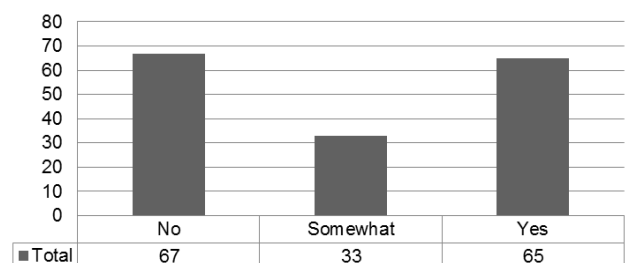
Fig. 7.6 Are you taking steps to reach your career goals?



Source: Primary Data

Above graph makes it clear that 58 distance education working student said they have mentor for career guidance and 107 said that they do not have any mentor for career guidance.

Fig. 7.8 Have you done your SWOT (Strength, Weakness, Opportunities, Threat) analysis?

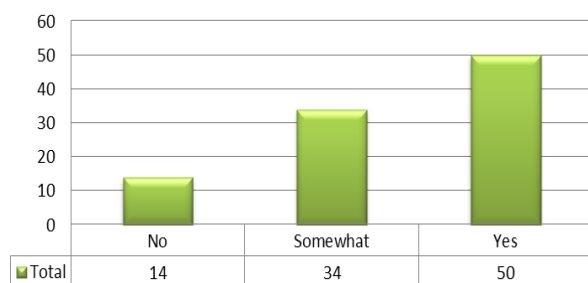


Source: Primary Data

Above graph makes it clear that, 65 distance education working student said they have done

their SWOT analysis, 67 said they have not done and 33 said they have somewhat done.

Fig. 7.9 If YES, then have you taken action to overcome your weakness & minimize your threat?



Source: Primary Data

The above graphs shows that 50 distance education working student said they have taken action to overcome their weakness & minimize their threat, 34 said somewhat and 14 said they have not taken action to overcome their weakness & minimize their threat.

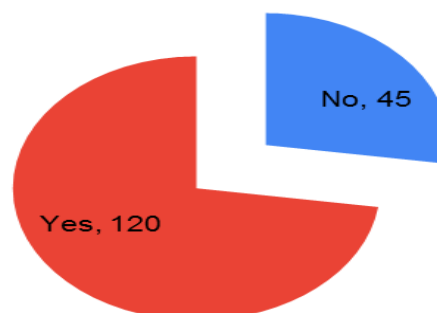
Fig. 7.10 What are your feelings about your current job?



Source: Primary Data

The graphs shows that 56 distance education working students said that they are satisfied with their current job, 21 said they are dissatisfied, 74 said neutral and 14 said they have not decided / not sure about their current job.

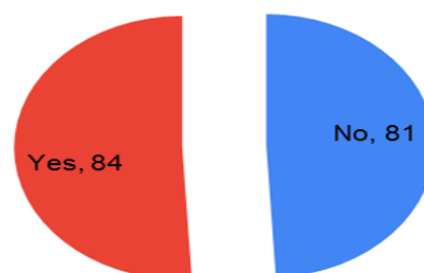
Fig. 7.11 Did you at any time feel that you could do better for other designation after joining this company?



Source: Primary Data

The graph states that 120 distance education working students said they feel they could do better for other designation after joining this company whereas 45 said they are at right designation.

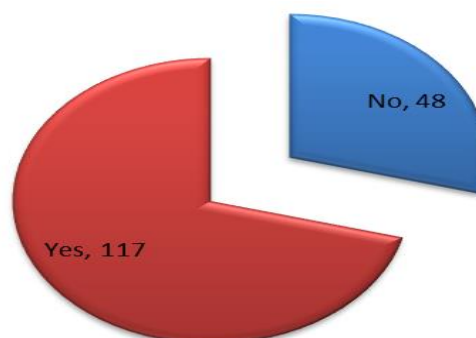
Fig. 7.12 Do you have any plan of changing this job?



Source : Primary Data

The graph makes it clear that 84 distance education working students said they have made plan of changing their current job where as 81 said they have no such plan.

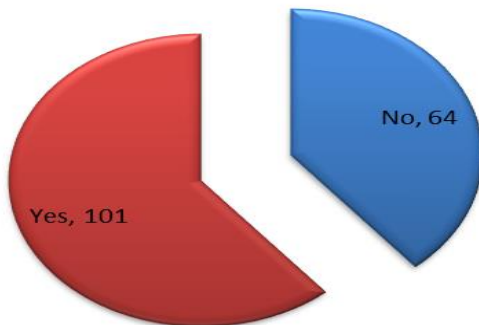
Fig. 7.13 Have you got any training after accepting this job in the company?



Source: Primary Data

The graph makes it clear that 117 distance education working students said they are provided training after accepting their current job where as 48 said they are not provided with any kind of training.

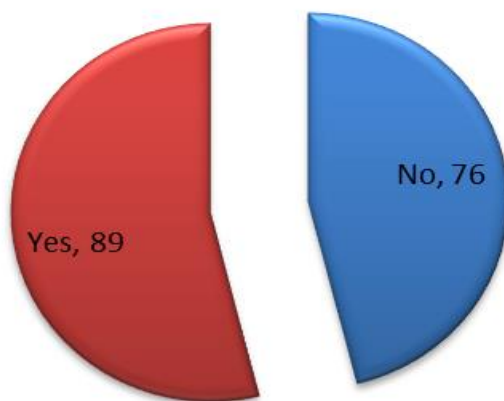
Fig. 7.13 *Did the higher authorities discuss with you after and before the training?*



Source: Primary Data

The graph makes it clear that 101 distance education working students said their higher authority discussed with them after and before the training whereas 64 said there was no such discussion done.

Fig. 7.13 *Do you get information about the future opportunities and the required qualification in the company?*



Source: Primary Data

The graph makes it clear 89 distance education working students said they get information about the future opportunities and the required qualification in their company where as 76 said they do not get such information.

8. HYPOTHESIS TESTING

H₀ = There is no significant difference between gender and deciding about career goals by working students enrolled in Master of Commerce course of distance education of University of Mumbai

Chi-Square Test

		No	Somewhat	Yes	Total
Female	Observed	18	35	56	109
	Expected	17.18	33.03	58.79	109.00
Male	Observed	8	15	33	56
	Expected	8.82	16.97	30.21	56.00
Total	Observed	26	50	89	165
	Expected	26.00	50.00	89.00	165.00

.85	chi-square
2	df
.6525	p-value

The chi- square test was applied and the results showed that the chi- square value is 0.85 and p value = 0.6525, which is more than 0.05 therefore H₀ is accepted which states that there is no significant difference between gender and deciding about career goals by working students enrolled in Master of Commerce course of distance education of University of Mumbai. Male and Female students both decide their career goals in the same manner.

H₀ = There is no significant difference between those who have planned where he/she want to reach in your career in near future and their feelings about current job

Chi-Square Test

		Dissatisfied	Neutral	Not decided / Not sure	Satisfied	Total
No	Observed	7	12	1	3	23
	Expected	2.93	10.32	1.95	7.81	23.00
Somewhat	Observed	7	25	5	8	45
	Expected	5.73	20.18	3.82	15.27	45.00
Yes	Observed	7	37	8	45	97
	Expected	12.35	43.50	8.23	32.92	97.00
Total	Observed	21	74	14	56	165
	Expected	21.00	74.00	14.00	56.00	165.00

22.35	chi-square
6	df
.0010	p-value

The chi- square test was applied and the results showed that the chi- square value is 22.35 and p value = 0.0010, which is less than 0.05 therefore H₀ is rejected which states that there is

significant difference between those who have planned where he/she want to reach in your career in near future and their feelings about current job. Those who have planned where he/she wants to reach in their career in near future are satisfied with their current job as compared to those who have not planned.

9. LIMITATIONS

- 1) Sample size of 165 is a limitation; the findings may differ with higher sample size.
- 2) The study is limited to working students enrolled with M.Com course of IDOL of University of Mumbai. Other courses and other Universities are not considered.
- 3) Responses given by respondents may be biased.

10. CONCLUSION AND RECOMMENDATIONS

The study data states that working students enrolled with M.Com course of IDOL of University of Mumbai have knowledge about career planning and they have done their career planning.

But these working students feel they are not placed in right job and around 50% of them said they are planning to change their job if they get better opportunity. Most of the working students are having neutral feelings for their current job.

So study concludes that students are able to do their career planning and they know where they want to reach in their career in near future. Further it can be concluded that organizational efforts in the career planning of these working students are lacking. These students need proper guidance / mentoring for taking up jobs after graduation.

Researcher would like to recommend that IDOL should organize career planning workshops / seminars for these students. There should be campus recruitment orgnaized for such students.

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