

Analysis of Career Aspiration and Teaching Profession among Women Choices at Graduate Level in Azad Jammu & Kashmir

Syeda Zulul Ane Fatima
Lecturer, Women university of AJ&K Bagh.
Email: syedaanie123@gmail.com

Dr. Muhammad Mushtaq
Assistant Professor Department of Education Women University of Azad Jammu and
Kasmir Bagh.
Email: dr.muhammad.mushtaq@wuajk.edu.pk

Dr. Saadia Khan
Lecturer, women University of AJ&K Bagh.
Email: saadiacs@gmail.com

Received on: 25-04-2022

Accepted on: 28-05-2022

Abstract

This study intends to make analysis of career aspirations and teaching profession among women choices at graduate level in Azad Jammu & Kashmir. The objectives of this research was to assess the choice of female in selecting teaching as a profession and to find out association between family type and teaching profession of graduate students. Population consisted of females' graduate students of three universities of Azad Jammu & Kashmir. A sample of 450 female students were surveyed from 3 universities of Azad Jammu & Kashmir through questionnaire, 418 completed questionnaires were returned. The questionnaire was pilot tested producing the reliability value as ($\alpha = .726$). Data was analyzed by applying regression, chi square. The study found that from total population 203 respondents prefer to choose teaching as a profession. Type of family is significant however family members are insignificant variable. It is also found that majority of female like to work in government department. It is recommended that the female need to be motivated for other professions as well. They should be provided opportunities in other professions with same security and other.

Keywords: Career Aspirations, teaching profession, choices, educated female

Introduction

The study identified factors that shape career aspirations due to their importance for later

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career achievement. On the basis of several significant career development theories highlighted some demographic social and personal variables (Lee, 2016). Hinojosa (2016) also investigate if and to what extent motivational factors influence job goal across gender, a problem that has gotten a lot of attention due to the underrepresentation of women and certain cultural and ethnic minorities. Studies explore logics behind people's decision to become teachers in the first place and also reason for teachers leaving the profession (Edwards Groves & Ronnerman, 2013).

The study of women's professional aspirations has been prompted by their increased engagement in the workforce. Gender, financial class, race, parent's occupation and education level, and parental expectations all influence career goals. Those who enter teaching share much perception of teachers and teaching. They consider teaching as "really useful activity," a way of passing on societal ideals and instilling moral and intellectual foundations for responsible citizenship in youth. Teachers are seen as agents of social change by those who come with concerns about the status of the world, and teaching as a job falls into this category. Our goal was to analyse teacher motivation as well as teachers in various types of schools. The research divides teaching motivation into three categories: intrinsic (passion for teaching and interest in the subjects taught), extrinsic (work stability, money, vacations, and flexibility), and altruistic drive (serving children and society). The desire to work with children and teenagers is the primary motivation for pursuing a "career" in teaching. (Fokkens- Bruinsma & Canrinus, 2014).

Many people, including teachers, do not believe in a single job or devotion to a single organisation in the present period since they have so many appealing possibilities. In public discourse, the image of someone who is loyal to one company has shifted to someone who is entrepreneurial, autonomous, and independent. Teachers are also affected by this development. (Peske, Liu , Johnson, Kauffman & Kardos, 2001). Teachers are thought to be one of the most important components of the educational process. The contribution of other parts of the educational process will fail unless the qualities and behavioral patterns of teachers are not worth imitating. In Pakistan, teaching is a vocation that is not chosen voluntarily. Although the teaching foundations are judged to be legitimate from a religious standpoint. There are numerous motivations for choosing teaching as a vocation, including personal, psychological, social, administrative, and economic considerations. Among these factors, attitudes are guiding forces that not only aid in the development of professional options, but also help teachers stay committed to their job by demonstrating their full inspiration. (Parvez & Shakir, 2013).

Attraction and retention are important for successful people management and successful organizations, it is very important to understand the nature of the teacher's motivation and how this is different from other profession (Mello, 2006). However, a teacher may decide to pursue teaching as a profession for a variety of reasons, both idealistic and practical. This is due to the fact that instruction has a distinguishing feature. Teachers are admired for their passion and commitment to education, but they can also be mocked by statements that teaching is a simple task. Furthermore, despite the fact that teaching is considered a profession, instructors are paid less than many other professionals with less education. Individuals are drawn to teaching because of their own educational perspective (Ornstein & Levine, 2006).

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OBJECTIVES OF THE STUDY

1. To assess the choice of female in selecting teaching as a profession ,
2. To find out association between family type and teaching profession of graduate students.

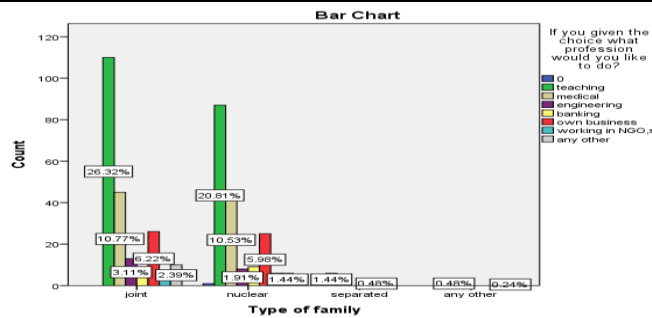
METHODOLOGY

Population of current study was consisted of female graduate students of 3 universities of Azad Jammu & Kashmir. And almost 3000 students yearly graduated from these universities. The sample of present study was consisted of the female graduate students of Azad Jammu & Kashmir. 1. University of Azad Jammu & Kashmir Muzaffarabad. 2. Poonch university rawalakot. 3. Women University of Azad Jammu & Kashmir Bagh. A non- probability sampling techniques was used to select the sample. The researcher distributed 450 sets of questionnaires to the students. From the total distribution of 450 questionnaires, 418 completed questionnaires were returned, which contributed to a return rate of 92.8%. As per model by Krejcie & Morgan (1970) sample was selected. After studying relevant literature and with the help of expert, researcher formatted a detailed questionnaire in the light of objectives of the study. The item of the question ere was open ended and close ended. Responses were made on a five-point scale i.e. Strongly Agree, Agree, Undecided than Disagree and Strongly Disagree. The researcher used questionnaire as the main instrument to collect data from the respondents. The validity of the research instruments was ensured through taking experts’ opinion. After expert opinion two statements are excluded from the questionnaire. The researcher distributed the questionnaire among the respondent. Data was collected by observing research ethics. After the collection of data it was analyzed by applying regression, chi square.

RESULTS

Table No 1 Type of family & the choice of profession

Type of family	If you given the choice what profession would you like to do?							Total	
	0	Teaching	Medical	Engineering	Banking	Own business	Working in NGO,s		Any other
Joint	0	110	45	13	7	26	6	10	217
Nuclear	1	87	44	8	9	25	6	6	186
Separated	0	6	3	0	1	2	0	0	12
Any other	0	0	2	0	0	0	0	1	3
Total	1	203	94	21	17	53	12	17	418



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Table No 01 displays crosstabs statistics where type of family is shown on X Axis while frequency is shown on Y axis, large majority of the respondents from Joint family had opinion that if they have given the choice to choose a profession then they choose teaching as a profession 110 number of respondent respond that they wanted to become a teacher , after teaching large number of the respondent chose medical as a profession 45 respondent respond that they wanted to choose medical profession and also reasonable number of respondents choose own business as a profession Second a large number of the respondents from nuclear family had opinion that if they have given the choice to choose a profession then they choose teaching as a profession , after teaching large number of the respondent chose medical as a profession. And also reasonable number of respondents choose own business as a profession as shown in the bar against joint and nuclear type of family. so the trend in both type of family is almost similar. Amongst 418 respondents 203 respondents respond that if they have given the choice they choose teaching as a profession, 94 respondent choose medical as a profession and 53 respondents choose own business as a profession.

Table NO 02 Relationship of career aspiration and family type and size

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.151 ^a	.023	.018	2.71233

a. Predictors: (Constant), Family members, Type of family

ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	71.343	2	35.672	4.849	.008 ^b
Residual	3053.049	415	7.357		
Total	3124.392	417			

a. Dependent Variable: career aspiration entrepreneurship

b. Predictors: (Constant), Family members, Type of family

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	T	
(Constant)	2.893	.315		9.187	.000
Type of family	.722	.239	.156	3.025	.003
Family members	.090	.269	.017	.336	.737

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a. Dependent Variable: career aspiration entrepreneurship

Table No 2 displayed the relationships between career aspirations and some demographic variables like family type and family size. R-square shows that the model is a poor fit but there is a significant relationship between career aspirations and family type as shown in $X^2 35.672$, $F 4.849$ with p-value is less than 5%. Type of family is significant however a Family member is insignificant variable.

Table No 03 I prefer to work in government department

Chi-Square Tests	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	38.543 ^a	9	.000
Likelihood Ratio	15.447	9	.079
Linear-by-Linear Association	.387	1	.534
N of Valid Cases	418		

a. 9 cells (56.3%) have expected count less than 5. The minimum expected count is .01.

The chisquare table shows that mostly female prefer to work in government department hence Chi square value is $38.543(3) = .000$. Which proves that majority of female want to work in government department and that is why they prefer teaching as a profession.

Table No 04 Teaching allows me to experience the love and respect of children

Chi-Square Tests	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	38.063 ^a	6	.000
Likelihood Ratio	21.410	6	.002
Linear-by-Linear Association	13.107	1	.000
N of Valid Cases	418		

a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .08.

The chisquare table shows that teaching earns respect and love from students hence Chi square value is $38.063(3) = .000$. This proves that majority believes that they get respect and love from children and that is why they prefer teaching as a profession.

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Table No 05 Teaching is a fulfilling and challenging occupation

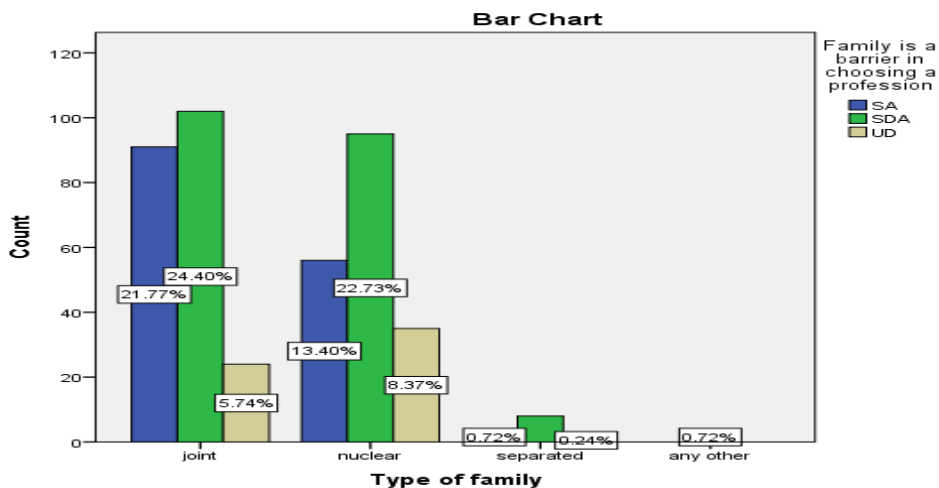
Chi-Square Tests	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	13.753 ^a	6	.033
Likelihood Ratio	14.887	6	.021
Linear-by-Linear Association	4.131	1	.042
N of Valid Cases	418		

a. 5 cells (41.7%) have expected count less than 5. The minimum expected count is .23.

The chisquare table shows that teaching is a fulfilling and challenging occupation hence Chi square value is 13.753 = .033. Which proves that majority believes teaching is a fulfilling and challenging occupation.

Table No6 Family is a barrier in choosing a profession

Family is a barrier in choosing a profession		SA	SDA	UD	Total
Type of family	Joint	91	102	24	217
	nuclear	56	95	35	186
	separated	3	8	1	12
	any other	0	3	0	3
Total		150	208	60	418



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Table No 6 displays crosstabs statistics where type of family is shown on X Axis while frequency is shown on Y axis, large majority of the respondents from Joint family had opinion that family is a barrier in choosing a profession second a large number of the respondents from nuclear family had opinion. Family is a barrier in choosing a profession as shown in the bar against joint and nuclear type of family.

Table No 07 Social setup is a barrier for female own choice of profession

Social setup is a barrier for female own choice of profession		SA	SDA	UD	Total
Type of family	Joint	132	60	25	217
	nuclear	99	62	25	186
	separated	7	2	3	12
	any other	0	3	0	3
Total		238	127	53	418

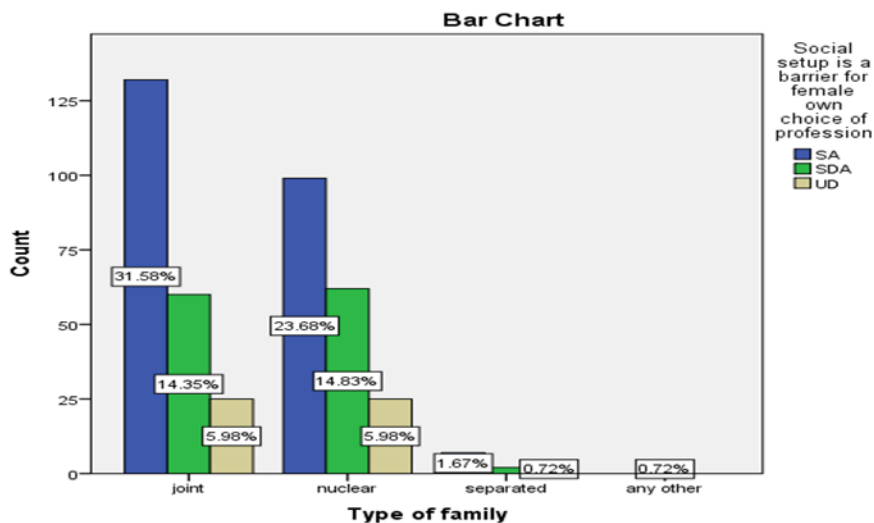


Table No 7 displays crosstabs statistics where type of family is shown on X Axis while frequency is shown on Y axis, large majority of the respondents from Joint family had opinion that social setup is a barrier for female own choice of profession second a large number of the respondents from nuclear family had opinion social setup is a barrier for female own choice of profession as shown in the bar against joint and nuclear type of family.

SUMMARY

The aim of this research is to investigate aspirations of women of this region. Understanding the ways how these “women within a traditional Muslim society are able to overcome cultural, gender and government constrains is important and may help to motivate women. The objectives of the study were, to find out association between family type and teaching

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profession of graduate students. to assess the choice of female in selecting teaching as a profession. Total of 450 female students were surveyed from 3 universities of Azad Jammu & Kashmir through questionnaire, 418 completed questionnaires were returned. Some of the items of the questioner were open ended and some were close ended. Responses were made on a five-point scale. The questionnaire was pilot tested producing the reliability value as ($\alpha = .726$). Data was analyzed by applying regression, chi square, with the help of SPSS 23. The study found that majority of the respondents prefer to choose teaching as a profession, Career aspirations are positively and significantly correlated. Personal choice and barriers have least relationship with career aspirations while family choice and entrepreneurship attitude is significantly associated. The relationships between career aspirations and some demographic variables like family type and family size. There is a significant relationship between career aspirations and family type $X^2 35.672$, $df 4.849$ with p-value is less than 5%. Type of family is significant however family members are insignificant variable. It is recommended that Awareness programs need to be conducted for awareness among women about the career aspiration. Government needs to conduct awareness seminar. Government and universities need to give direction other than teaching profession. Social awareness program may be conducted, so females diverted toward other profession. Successful women stories need to be included at bachelor and master level. Government is unable to accommodate all jobs seeker hence it is important for government to offer different entrepreneurship opportunities. Need to be the Removal of gender inequality.

FINDING

1. The study found that majority of the respondents prefer to choose teaching as a profession, from the total 418 respondents 203 respondents respond that if they have given the choice they prefer to choose teaching as a profession. After teaching profession 94 respondents respond that they prefer to choose medical profession and 53 respondents choose to run their own business. (Table No 01)
2. The study found that the relationships between career aspirations and some demographic variables like family type and family size. There is a significant relationship between career aspirations and family type as shown in $X^2 35.672$, $F 4.849$ with p-value is less than 5%. Type of family is significant however Family members are insignificant variable. (Table No 02))
3. The study found that mostly female prefers to work in government department and that is why they prefer teaching as a profession. Chi square value is $38.543(3) = .000$. That prove that women want to work in government department. (Table No 03)
4. The study found that a majority of the respondents had opinion that teaching give them a sense of achievement and self-worth. (Table No 04)
5. The study found that majority believes that they get respect and love from children hence chi square value is $38.063 = .000$ this proves that majority believes that they get love and respect from children, and that is why they prefer teaching as a profession. (Table No 5)
6. The Study found that majority believes teaching is a fulfilling and challenging occupation hence chi square value is $13.753 = .033$. Which proves that majority believes teaching is a fulfilling and challenging occupation. (Table No 06)
7. The study found that that majority of the respondents had opinion that Teaching is a prestigious occupation. That is why they choose teaching as their profession. (Table No 7)

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8. The study found that majority of the respondents had opinion that Teaching give them a chance to make an impact on society.(Table No 08).
9. The study found that majority of the respondents had opinion that teaching is the tradition in their family. (Table No 9)
10. The study found that majority of the respondents had opinion that family is a barrier in choosing a profession. (Table No 10)
11. The study found that majority of the respondents had opinion that social setup is a barrier for female own choice of profession. (Table No 11)
12. The study found that majority of the respondents had opinion that their parents felt that career related to teaching is good for them. (Table No 12)
13. The study found that majority of the respondents had opinion preparing a teacher is less expensive than other fields. (Table No 13)

Conclusion

Women's career objectives have continuously developed during the twentieth century, resulting in higher rates of female workforce involvement. Over the years, a variety of variables have influenced and hampered women's job aspirations and advancement. Women's job choices and the factors that influence them are important topics to investigate, This study proves that majority of the respondents had opinion that if they have given the choice to choose a profession then they will choose teaching as a profession , Teachers are hired for a variety of reasons. Some people expect it to be their life's work, while others see it as merely one among several options. In Pakistan, teaching is a vocation that is not chosen voluntarily. Although the teaching foundations are judged to be legitimate from a religious standpoint. There are numerous reasons for choosing teaching as a profession, including cultural constraints, family influence, social setting, early marriages, and so on. Among those reasons, attitudes are guiding factors that not only aid in the development of professional choices, but also assist teachers stay committed to their work by demonstrating their full inspiration.

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