

Awareness of Perceived Career-Related Barriers: A Perspective of University Students

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Abstract: The current research aims to examine the awareness of perceived career barriers through difference in demographic profile that hinders their career development process. The data was collected from 350 students through convenience sampling methodology by self-administered questionnaire. The results indicated that to a significant degree, the perception diverse depending on the respondent's variation in the demographic profile. Therefore, the results proposed that both external and internal contributors can be developing strategies and long term Human resource planning that eliminate discrimination and assist to provide personal career development.

Key words: Awareness • Perceived • Career related barriers • Demographic profile • Discrimination • Career development

INTRODUCTION

In this contemporary world, opportunity comes with additional ingredients of competition and scarcity which in return requires rational, cognition, competence and most imperatively self interests, support and choices therefore leads to highlights importance of individual's career perception which becomes altitudes and finally transformed into behaviors through a social learning process irrespective of rewards and consequences however, it is observational learning which mediates identification behaviors of human as they experience and adopt via socialization and their role models whereas the learning and its replication formulate their behaviors as a mixture of personal identity and culture they live. In lucid way, it is society where individual behavior and perception evolves without being sacrificing or paying any significance cost [1]. Over last decade numerous investigations have been conducted across globe prominently, USA [2] related to career obstruction and results revealed subsequent hindrance in career development of individuals in contrary, little is known about Pakistani citizens' perception. Moreover, socio political and economic condition of Pakistan are substantially different than USA which have significant

influence on young person's perception of career barriers [3]. In and socio-economic crises is booming as depicted in educational spending, only 2.9% of Gross Domestic Product [4](Bertelsmann Stiftung's Transformation Index (BSTI), 2012, p.17) as well as astonishingly high, school dropout rate of 45% [5] has lead us to gauge perceived career barriers between adolescent Pakistani nationals. . The term career barrier could be referred as, personal and environmental event which impedes one's career development [6]. Through experimentation of career development theory presence of multiple career factors was proposed namely, personality, socialization, resource, experience of sexism, racism and classism which hindered individual's career [7]. Being more specific and explicit based on afro- mentioned literature career barriers for current research would focus on impediments such as sex, ethnicity, age group and education.

Literature Review: In perspective of Social Career Cognitive Theory, it is not only the person cognitive variables i.e. self efficacy, outcome expectations and goals that hinders or propels career development instead contextual variables i.e. opportunity structure, resource and discrimination along with varying environment distal, background (role model and exposure to education) and

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proximal, category contextual factors (career network and decimating hiring practices) affects learning experience and career choice process towards contraction or expansion of personal agency (self-control) in presence of numerous career barriers literature in order to build a linkage between these inquires [8].

High employer (Information Technology) expectation along with the hidebound job market (Economic Environment) to some extent has ignited likelihood and intensity of perceived career barrier for IT undergraduates in shape of selecting a career, decreeing an employment, doing a work and harmonizing profession and family. Overall females perceived the probability of facing obstructions to career preference, for searching a career, performing a job and harmonizing a career with supplementary characteristics of their survival then man as they are not acquainted with latest preferences in the career, anticipate career choice impediment and are not encouraged for pursuing IT career where as ethnic minorities perceived higher obstructions for searching, harmonizing and performing a job than non-minorities [9].

Gender, ethnicity, socioeconomic and parental education among high school students has given birth to many obstacles for postsecondary educational plans particularly, females dealing with greater barricades associated with financing education where as Mexican American students are facing barriers in contrast to their white counterparts as hard to mitigate [10].

Women at different rank (initial and middle level) anticipated various barrier during their career after being mentored formally and informally which did not substantially affect their opinion regarding career obstructions except, 'lack of mentoring' for informally protégés which was considered to impact significant in women career development [11].

Perceived barriers to career development are indirectly related to the sale person's commitment and job satisfaction towards its enterprise when they are treated indifferently for training and considered misfit in organizational culture. Further, as time will pass by the level of commitment and satisfaction will dwindle and ultimately their performance will be hampered significantly [12].

The anticipated career obstruction between genders (delinquent adolescent) for future occupation is somewhat similar where as it is level of academic achievement across the sex which draw a line: as for male perceived obstruction in their career was due to poor academic performance, where as for female gender obstacle did not predict academic accomplishments [13].

Under Social Cognitive Career Theory (SCCT) framework male career goals are based on higher earning and intrinsic interests where as for female in addition of intrinsic interest, occupational prestige was also vital. Further barriers to accomplish those career goals were significantly different among gender: male considered time management and women highlighted personal finance as consequence of their lower salaries then man where as substantial ethnicity difference were found for career choice, barriers and facilitators by focusing on financial consideration as obstruction in their career choice and goal attainment [14].

Race and ethnicity did not indicate to restrain the career aspirations that people have instead it is awareness of the prospect to grasp wishes vary by cultural or ethnic group as secondary sections are not appropriately signified transversely in career fields in the work force [15].

The material status of women effect perceived career hurdles i.e. work life balance and family support in term of its importance but their status and number of offspring did not necessary increase career barriers [16].

The researchers discerned that all efforts to increase the participation of mature aged workers in Australia were gone futile. So an attempt was made to investigate the barriers to mature aged workers to their reemployment and it was concluded that age incongruence was a major hindrance behind mature aged unemployment [17].

Most of the Japanese subsidiaries operating in Malaysia have Japanese's at their top management only few of these organizations have Malaysian locals at their top management which shows that barriers do exist in form of culture and discrimination later on it was confirmed through research. Significant relationship was found between Characteristics of the organization, demographic factors, Stereotype and discrimination and obstructions to professional advancement of home country managers [18].

[19] Discrimination in recruitment, selection and promotion are basis of barriers in the way through career progress. The reason behind these impediments is the nonexistence policies and mentoring programs. Implementation of equal opportunity and creation sound legal frame work can eradicate these obstacles. [19] From childhood to adultery post secondary level of education is likely to promote class differences which act as barriers for oneself to move at next level of education and the level of education decide career for one self and this obstacle causes inequality [20].

Career self-efficacy, outcome expectation and career barriers play an important role in shaping up the career choice and career expectation. Gender perception regarding career self efficacy and career barriers (gender discrimination, inadequate experiences and discouragement to pursue Nontraditional fields) is significantly different. Male were interesting in choosing more Realistic and investigative career choice where as female were Artistic in their choice and on perceiving career barrier woman were always on higher side [21].

Attempt to examine gender career profiles of graduates in Canada and England. No difference was found in Canada while in England female face more barriers than males in form of downbeat attitude and discrimination. It was concluded that MBA play its role in reducing barriers but does not eradicate barriers completely. Its major impact is on micro level which is person centered barrier [22].

Women are having all necessary attributes to reach at the top management positions but some thing's which create hurdles in their way is the family pressure, cultural expectation and organizational factors. Suggestions like Leadership Training and development, male involvement in home front care, mentoring of women were considered to remove the barriers. It was concluded that gender based decisions should not be exercised [23].

Attempted to explore perception several barriers as like Admission Test scores, money problems, pressure to perform academically, unconstructive stereotype and racial inequity in their future jobs were explored and it was suggested that Effort In term of providing financial assistance, designing career counseling programs and increasing representation of minority students in medical colleges are needed to be made to remove these barriers [24].

A study was conducted to high light perceived impediments by minority nursing students during their nursing programs. several barriers such as lack of financial services, inadequate moral and emotional support, program mentoring program, technical support, were identified which were directly effecting success full program completion of minority nursing students. Diversity in US population is increasing but with the same proportion representation of minority nurses is decreasing. It was concluded that proper attention is required towards this ignored area to heal grievances of minority nursing students [25].

Purpose of the Study: In this study, we try to ascertain the difference of perception of career related barriers in the workplace regarding demographics categorization.

MATERIALS AND MEHTODS

Participants: This study involved-university students from randomly selected private and public universities in Lahore. The data was collected through questionnaire at convenience basis.

Instrument: A questionnaire comprising 15 items was prepared. The demographic section of the questionnaire consisted of ethnicity, educational qualification, gender and age. The second section was focused at collecting data about perception of career barriers in the workplace. The Perceptions of Barriers Scale-Revised used by Luzzo and McWhirter [27] with a modification of the scale constructed by McWhirter [26] to evaluate perceive obstructions to accomplishing their occupational goals. Five points Likert scale ranging from “*Strongly Disagree=1*” to “*Strongly Agree=5*” was used to measure the response.

Procedure: The mean score of career -related barriers was calculated. One way ANOVA was used to test whether mean scores of career -related barriers was significantly different on the basis of demographic variables i.e. gender, age, education level and ethnicity of the respondents. Significance value less than 0.05 stipulate that there is a significant differentiation among the diverse groups of a variable in the view of particular statement.

RESULTS AND DISCUSSION

The out of twelve statements four were found to be significantly different on the basis of independent variable gender. To be more explicit, it can be articulated that gender based responses are significantly varied: Experience pessimistic clarification about gender, experienced pessimistic annotations about ethnic and racial background, Experienced inequity because of gender, Had facing complicatedness in finding quality daycare of children. From the point of view of education qualification, experienced inequity because of gender and treated differently due to difference in gender showed variation. On the other hand, considering ethic and racial differences in the perception, there was no significant

Table 1: One way ANOVA to determine Differences depending on participant's Gender, Education and Ethnicity

	Gender		Education		Ethnicity	
	F. Value	Sign	F. Value	Sign	F. Value	Sign
Treated differently due to sex difference in gender.	.280	.597	.84	.43	2.0	.36
Treated differently due to my ethnic/ racial background.	8.96	.003	.90	.40	2.0	2.83
Experience pessimistic clarification about gender.	19.62	.000	.35	.70	2.0	.59
Experienced negative comments about ethnic and racial background.	.58	.447	1.74	.17	2.0	.60
Had a difficult time to be get hired in contrast of the opposite gender.	3.06	.081	.22	.80	3.0	.83
Had a difficult moment getting recruited of being other racial / ethnic locale.	16.05	.000	4.24	.01	3.0	.47
Experienced inequity because of gender.	2.45	.119	1.59	.20	3.0	.79
Experienced prejudice because of racial / ethnic background.	6.66	.011	2.24	.10	3.0	1.4
Had difficulty finding quality daycare of children.	.58	.444	2.08	.12	3.0	.69
Had complexity in receiving off time when children are unwell.	.36	.545	1.54	.21	3.0	.84
Had complicatedness finding employment that allows to spend time with relatives, family etc.	.56	.454	.24	.78	3.0	.69
Generally, numerous barriers faced to attain career goals.	.28	.597	5.60	.004	3.0	2.4

variation was found. Regardless of the fact, it was analyzed from the outcomes of the study that the perception varies due to variation in the demographic profile. Gender found to be a more influential demographic factor that influence the perception of the respondents i.e. male and female varies in their opinion about the available career development opportunities and the barrier they might face during the career advancement.

CONCLUSION

The study points out that perceived career barriers play a significant role in career advancement. It is important for the practitioner to understand the value of career path and the obstacles from the perception of the students to overcome the social injustice during the career development and employment. As, the results asserts that there is a demographic wise variation in the perceived career barriers i.e. age, gender, educational qualification and ethnicity have influence on their perception about careers. It is a certain thing that career barriers as an outcome anticipation at some stage in career making decision and career related tasks. (Lent *et al.* 2004). The outcome of the results through demographic silhouette helps to identify the financial and personal i.e. age, sex related barrier that influences the career selection and perception of the individual belongs to under developing country where the lack of resources and information regarding career selection and career option from their counterparts, elders, educational practitioners and institutions creates hindrance in their career and individual progression.

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