

Name of the author:

Dr. Purvi Kothari

{HOD,B.com.,Honours}

PAPER ON:

**“EXPLORING AND
DESIGNING HUMAN
CAPITAL FOR
GLOBAL PLATFORM”**

Email I.D.: purvi.kothari@ymail.com

FACULTY AT: Sir k.p. college of commerce ,Surat.

RESIDENTIAL ADD: 1/B, RUDRAVAN APT, ATHWALINES,SURAT.

CONTACT NO. : 09825658833.

"Exploring and designing Human Capital for Global Platform"

[a research paper on career prospects in Surat city in the last decade.]

Abstract:

As India shines and rises on global platform, one of the serious thought that needs due attention is of designing the generation that is for tomorrow. All the more, as India is enjoying the era of supremacy with booming youth population, it has acclaimed worlds envy. The youth statistics in India are mind boggling and hence the researcher chose the subject to be dug out. The research thus, focuses on career options and career management in surat city so as to draw attention of educationalists on lacunas. The study cover responses covering surat vicinity obtained through scientific questionnaire as well as authentic secondary data. The researcher has derived conclusions and prove the hypothesis. Facts and figures are envisaged and incorporated in the study.

KEY WORDS:

Career management, Career options, grass root level designing.

INTRODUCTION:

"There is no denying the fact that a man, in absence of education is nothing but a beast". It is education that helps a man to develop a balanced personality for "it is not case but effort, not facility but difficulty that makes a man". In this fast rotating global competition, importance of career options, management, development and guidance has increased tremendously. With a basket of opportunities available to a student, the major question is of opting a career at an age when the portrait appears to be bluer to a student as well as his guardians. Hence before reaching to any conclusion, it is important to be aware of the options available.

Review of Literature:-

There has been considerable enthusiasm about such tools that can be self-administered, particularly in that they can free consoulers from such mundane tasks as scoring career interest inventories, allowing time for more face-to-face interaction with the students (Gati, 1994). Some programs combine assessment and intervention, they should be evaluated in terms of the measurement scales used as well as the impact on users (Meier, 1991). One author cautions that the systems may promote a focus on career selection, rather than broader career development (Taylor, 1988). Researchers have found benefits to students from comprehensive guidance programs, career courses, academic counseling and computer-based guidance. However, there are limitations to these interventions also and to the research methods studying them. Initial career decision-making is a cultural, developmental task that adolescents are expected to have accomplished by the end of their high school year (Super, Savick and Super, 1996). Researches prove that interdependence of family, school and community culture, different social and economic contextual factors, ideal job image, migration factor, basic barriers are

some major issues influencing career selection (The impact of social and personal factors on career selection), (Shyam Prasad, Delhi University, 2009).

Education Prospects in India:

Since 1950, impressive progress has been made in every sphere of elementary education. In 1950-51 there were about 210 thousand primary and 14 thousand upper primary schools, which rose to 627 thousand and 190 thousand respectively in the year 1998-1999. 83 percent of the total 1061 thousand habitants have access to primary schooling facilities within a distance of 3 km in India today.

Is selecting a career difficult ?????

To be fair, choosing a career is difficult for several reasons.

- Students usually have to commit to career path long before they get to experience what it is like doing the work. Public opinion, word of mouth and herd instinct plays a vital role.
- People change over time. It is difficult to guess what will be important to them in the decades to come.
- Job and job profiles change. Technology can change how work is done.
- Co-workers do matter in shaping as well as designing your career.

Factors influencing a career selection:

Taking the right career decision is a result of various factors as the quality within an individual, personal bends, social and economic factors, family background and many more.

Exploring Career Options:

- Career Planning -
Career planning is a lifelong process. It includes activities as occupational growth, chances of advancement and growth, career switchers etc.,
- Career Research -
Networking to obtain information and grabbing the right choice is a vital part of research.
- Career Training-
Training is also a lifelong process and related to the place of acquiring knowledge and experience.
- Career Path-
Career path is more commonly known as the career graph which should be visualized and forecasted.
- Career Development-
Receiving feedback , rewards and advantage is a clear symptom of career development.
- Career Counseling-
Choosing the right career by balancing, the mind, soul, capabilities and skill is very important in today's era.
- Career Description-
Information about the job, nature of work, history of company, job profile is included in career description .However, the most important amidst these options is a balance between career salaries and personal skills and aspirations

Career Management:-

Career management uses similar concepts as financial management. A good rule of thumb to keep in mind is that a disciplined investment, made on a regular basis, yields a greater return. Although tactics vary, career management focuses on two key investment assets to manage throughout working years.

They are :

1. Lifelong learning
2. Network of Relationship.

Being a Savvy Career Planner:-

- Identify your top competencies strengths, demonstrations, situations and high points.
- Identify your competitive advantage
- Selling your strengths and demonstrating skills through examples.

Possible Strategies to address challenges related to career designing at grass root level :-

1. Training of teachers, especially higher secondary and graduate level(K. Sharma 1992 V. Sharma and Pillay, 1997)
2. Need for designing innovative system of training (Ramanujan, 2001)
3. Need for collaborating different ministries for integrated education as Ministry of Human Resource Development, Ministry of Social Justice and Empowerment, etc.(Alur, 2001)
4. Involving NGO's in implementing integrated education program(Alur,2001)
5. Establishing an alternate system of education (U. Sharma and Desai, 2002)
6. School-University partnership (Deppeler and Harvey, 2004)

Need for study:-

Majority of the youth today seem directionless or ignorant as far as career designs are concerned. Lack of career guidance and career planning lead to selection of monotonous and traditional lines, which is unjust to the new generation. Whereas on global platform varied detailed opportunities have emerged, the youth of India is unaware especially the generation of Gujarat which is a serious issue for consideration.

Methodology-

Primary data were obtained through a scientific questionnaire collected from four major zones of Surat city (Adajan, Athwa, Central , Citylight). 400 detailed questionnaires were collected, 100 from each zone, which included reviews of parents as well as youth. Teachers, professionals and practitioners were equally involved in the survey. Secondary data were elaborately collected from websites, educational, newspapers, brochures, UGC news, employment news, and schools as well as from focused and in-depth interviews with principals of varied schools and colleges.

Objective of the study:

1. To explore the real scenario of education and educational infrastructure in Surat city.
2. To find out the impact of financial expenses on selection of career option.
3. To rate the value of colleges and universities and faculty in the voice of the surtis.
4. To access the scope of development in career options in Surat city.

Hypothesis:-

H_i - There has been a significant development in career prospects in Surat city in the last 10 Years.

H_o - There has not been a significant development in the career prospects in Surat city in the last 10 years.

Data Analysis:-

The following data were derived from the detailed analysis of questionnaire (dead and missing data were excluded).

- Only 28.85 percent respondents felt that the educational institutes have proper infrastructure.
- 46.93 percent of the population felt that there is no awareness about career options in Surat.
- 57.13 percent expressed that non availability of career options lead to monotonous selection of careers.
- 62.87 percent population noticed that financial criteria hinder selection of career.
- 25.09 percent people felt that the standard of schools and colleges are poor, 34.81 percent rated the standard to be average, 39.05 percent felt it to be good and 3.29 percent felt the standard to be excellent.
- 41.39 percent surtis feel lack of qualified faculty responsible for the scenario.
- 79.12 percent population feel a lot of scope for development of career options in Surat.
- 72.94 percent respondents are satisfied with the career they opted for whereas 69.99 percent respondents would like to switch to other career options if given opportunity.

Conclusion and Suggestion :-

On the whole the research depicts lack of career options in Surat city. The people are aware of this lacuna and desire a strong move on this path so that the upcoming generations gets a wide umbrella of choices apart the conventional and traditional lines. Suggestions are made to teachers to start vocational and career guidance cell, to schools and colleges to provide broader platform to students apart from basic schooling, to the management to start with novel courses and to the government to give due approval and notification, grant to upcoming avenues for the youth and to encourage foreign collaboration with universities and colleges.

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