



# Knowledge of Job Value and Vocational Choice of Secondary School Students: Implications for Guidance and Counselling

Dr. A. U. Okoye

Faculty of Education  
Nnamdi Azikiwe University, Awka.

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## Abstract

*This paper tried to examine how knowledge of job values and guidance and counselling will help a child to discover his or her area of career interest. The importance of guidance and counselling in our educational system was highlighted. Furthermore, the concept of job value was discussed, while vocational analysis that will make the youngsters, to have deeper insight into job value and make right careers choice was made. Some erroneous ideas that make youngsters to choose careers wrongly were examined. Finally, the implications of the study for guidance and counselling were also addressed.*

**Key words:** Job Values, Guidance, Counselling, Career

## Introduction

Human beings are inquisitive creatures and are eager to learn more and more, and education provides more fertile ground for acquisition of knowledge. Okoye (1984) defined education as a process of self-discovery, while he defined learning as a permanent change in behaviour arising from experience. So acquisition of knowledge will help an individual to have deeper insight into an issue at hand, and will also help the individual to select the best, out of many alternatives. As Tyler (1969), put it, a person provided with adequate information will be in better position to choose more wisely than a person without adequate information. Youngsters make mistake in their vocational choices, because they are not adequately "guided, as regards various job-values. Adolescents in secondary schools need career guidance and information in the selection of their careers in life, so that they would be useful to "themselves and to the society and avoid 'possible frustration later in life. Career guidance aims at helping, assisting, directing, guiding, stimulating and piloting the youngsters to see meaning and values in vocations or career which they want to select. Makinde, Adeyoju and Adamalokun (1984) were of the view that after exposure of youngsters to vital and wide information, they will find value in what they are going in for. Youngsters make mistakes in their career, choice if they are not adequately briefed on the advantages and disadvantages of each career. So, adolescents in secondary schools need career

guidance on various careers available in their environment and what it takes to engage in each career. It is only through acquisition of knowledge about various careers that they will get proper values for engaging in each vocation, and unless the adolescents have an idea of hazards and disadvantages of each vocation, they may not cherish the value of the occupation which they are going into.

### **Definition of Guidance**

Guidance has many definitions, but it depends on the angle through which one looks at it. One should look at a guidance counsellor as trying to assist, direct and channel, youngsters according to their areas of occupational interest, values, attitudes, " aptitudes, potentialities (Okoye, Adejumo and Achebe 2000), Isaksen and Mink (1 963) defined career guidance as away of helping each student to adjust ins his or her environment, develop the ability to set realistic goal for himself or herself and improve his or her total educational programme. While Zeran and Riccio (1962) perceived guidance as a process that is developmental in nature, by which an individual's vocational aspirations are assessed. Furthermore, Olayinka (1972) defined career guidance as an assistance given by a guidance counsellor or career master or mistress to another person, to highlight his or her own resources and environmental opportunities in the processes of self-understanding, plan, decision-making and coping with problems in relation to his or her developmental need and his or her educational and vocational activities. Career guidance also could be seen as a way individuals are provided with adequate and current information that will help them to make realistic career choices and reach their optimum development.

### **The concept of value and job values**

The word values has more than one definition. The word values could be seen" as that which one cherishes most or holds in high esteem, while on the other hand, it can be seen as something that is very important or desirable. Dewey (1937) Frankel (1973) Kretch, Crutchfield and Bathachey (1962) perceived it as good, nice, beautiful, but the over-all definition of value shows, it as something worth having.

Nzewi (1986) viewed value as a process, based on three variables namely: choosing, prizing and acting. This has to do with allowing someone to exercise one's free will in choosing one's vocation out of many options. So, the aim of this study is to look into how adolescents will be helped to have deeper insight into job analysis that will help them to acquire adequate job value of each vocation. This will help them to make realistic career choices.

### **Occupational Value and Choice**

In the life of an adolescent, there is need for a. choice of a particular career to be made. It is like marriage, at a point in the life of an adolescent, there is need for critical thinking on what type of life or calling the individual will follow, so with choice of career.

However, in order to make this decision wisely, there is need for critical thinking and guidance. Ability to make firm career decisions depends on the acquisition of basic information about the career in question. The adolescent has these series of questions to answer before taking this decision:

1. What type of vocation do I want of take up?
2. What type of vocation will match my personality make-up?
3. Will this vocation make me an achiever and to be respected in my community?
4. Do I want to be a hooligan, which others will see as a laughing stock.

In, the process of answering these questions, the adolescent needs the services of a guidance counsellor who will assist him or her with various counselling techniques which will discover the adolescents' talents through guidance and counselling services which will- include oral interviews, psychological tests, continuous assessment and other appraisal techniques that will help the client to choose out of a varieties of options.

A guidance counsellor is a person who undergoes a study of the world of works, and has already had adequate information about each job demand, and what it takes to engage in a particular vocation. We have many theories of occupational choice but the most suitable for adolescents will be that of Parsons (1990) which stated that the counsellor must be well-grounded in the information concerning the world of works. In the other hand, the counsellor will have comprehensive information about the personality make-up of the client.

The counsellor will then match the client with the world of works that is in line with his or her personality make-up. It is there that the' adolescent will derive maximum job satisfaction. There is need that adolescents must always make use of guidance services available to them under the school setting for their own benefit. It has been observed that the greatest problem facing Nigerian adolescents is lack of adequate and current information. It has also been observed that when students go on industrial visits to many private companies, the management usually hoard information thereby making it very difficult for the youngsters to gather necessary information that will help them to take wise career decisions.

So, there is need for adolescents to see guidance counsellors attached to their schools as being helpful in their job selection. It has been observed that lack of adequate information about career values leads to poor value attachment in the process of career selection,

### **Career Analysis**

The strategies for assisting the adolescent to develop right value clarification about careers should be through career education. The sole aim of organizing career convention or career day activities and excursions, is to enable the adolescents have deeper insight into various occupations in their environment. It is a sort of career awareness creation in adolescents about the world or works.

Tyler (1969) argued that a person provided with adequate information will be in better position to choose more wisely than a person without information. So, in order to help the adolescents to make realistic career choice and make assessment values of each occupation, the folio wing guidelines will be useful to them:

1. **Requisite qualification;** There is need that the educational qualification which will help the adolescent to apply for that job should be made known to the adolescent for proper self-evaluation, and motivation to achieve their career goals.
2. **Rules and Regulations:** Guidance counsellors or resource people in that area will make it abundantly clear to the adolescents about the rules and regulations guiding the conduct of

the workers in that vocation in question. This will help the adolescents to know whether their personality makeup will be in line with the requirements of a particular occupation.

3. **Job Condition:** The counsellor or resource people will highlight on the type of work the worker will do, whether it involves shift duties or overtime. The time of work and duration should be discussed. For example; does the work start from 8 am till 4pm? All these items of information should be made known to the adolescents.
4. **Job Incentives:** The adolescent should be provided with adequate information about all the occupational characteristics that will make the work attractive to employees such

as:

- \* Children's allowances
- \* Maternity leave for women
- \* Car loan and house loan
- \* Regular payment of salary
- \* Scholarship allowance for worker's children
- \* Mid-day meal allowance
- \* Transport allowance
- \* Systematic promotion
- \* Prompt payment of salaries
- \* On-the-job-training facilities
- \* Over-time allowance and
- \* Retirement benefits

5. **Job Security:** it is worthy to note that adolescents should be provided with adequate information about job security, because it is not wise to be employed today and be, expelled tomorrow. Any job that does not provide adequate job security for the worker should be avoided. It is supposed that when a worker misbehaves he or she should be warned and be given adequate warnings before he/she is dismissed from his work and should be made to know why he or she is being dismissed.

6. **The Salary of the workers:** it has been observed that many industries and companies do not like to disclose what they pay their workers. They see this area as intruding into their privacy, therefore many industries find it difficult to state what they pay their workers. However, the adolescents should know that they have to bargain seriously before they pick any employment because when one's salary does not help one to meet up with one's life challenges, there is problem. So all these things should be the criteria for measuring the values of career.

7. **Retirement Benefits:** This aspect of work information is very vital, because as an Igbo proverb has it, "It is the fire wood gathered, by a younger person that he or she would use at old age. Retirement benefit is one of the determinant values attached to a given career.

8. **Job Hazard:** It is of paramount importance that the adolescent should know something about the job hazard because every vocation has its own advantages and disadvantages. So much emphasis should be laid on the job hazard to enable the young ones to know whether they

are capable of coping with the vocation or not. All these guidelines will help the adolescents to know which of the career presents more values to them,

- 9. Some Erroneous Ideas About Vocational Choice:** Many adolescents select occupation solely because of the prestigious nature and name attached to that vocation by the society. Prestige or fame should not be considered last before getting attracted to a particular job. Again it is wrong to choose a job because others are choosing it. One has to choose a job for which one has aptitude, interest, value and ability.

Many professionals want their children to replace them in their own chosen careers without considering whether, their sons or daughter have different personality types. Any youngster who rushes into "some vocations only due to monetary values attached to these occupations will be disappointed. It must be made abundantly clear that all careers are important, but what makes the difference will be the ability of each individual, as a unique personality, to discover his or her hidden talents through the services of a school guidance counsellor, and apply these talents to appropriate careers or jobs of choice.

### **Implications for Guidance and Counselling:**

Guidance and counselling, as an indispensable programme in our educational system, has a lot to contribute in job analysis and the examination of attributes of youngsters. Adolescents need guidance from time to time.

Adolescent assessment of value of a job is based on mere emotions and is therefore not realistic. The adolescents therefore need the services of guidance counsellors in their choices of careers.

An adolescent period should be seen as a turbulent period in which adolescents query the existing order of things, and would like to make radical changes and may jump into vocations without adequate job analysis and thereby run into problem. The adolescents should do a type of trial-and-error vocational test during their long vocation periods to find the vocation that will match their values.

Furthermore, adolescents should be monitored in the school play grounds while they are on break and this close observation will help to identify the hidden talents' of these adolescents, such as skills in footballing, dancing, dramatizing, singing and" cracking of jokes. All these attributes will help to place the children 'accordingly in appropriate careers. In the process of assessing the value of a particular vocation, both in the short and long run effects will be considered. The role of information and job analysis will help the youngsters to have deeper insight into the vocations of their interests. Proper job and career analysis will help the counsellor to match a client with a job that is in line with the client's personality make-up.

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