

Self-Assessment and Goal Setting- A Boost for Student's Career Development

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Abstract: *The present study aims to know the effectiveness of students' self-assessment and goal setting on their career development. The researcher carried out a descriptive study to analyse the effectiveness of students' self-assessment and goal setting on the career development. The study is based on primary data. The data were collected from the students of HRM department at St. Joseph's college, Trichy-2. The population of the study is 80 and the sample is 50. The data was collected through questionnaire method. Through the present study the level of awareness of self- assessment and goal setting among the students was ascertained. The researcher was able to understand on the whole that the student has a good knowledge on the self and is goal oriented. The study on the effectiveness of self-assessment and goal setting on the career development of the students was successful, as the researcher was able to understand the level of awareness of the students. The students were able to identify their own strengths and weakness and the research will be useful for them to improve.*

Keywords: Self-assessment, goal-setting, growth and development plan.

Introduction:

With regard to industry and the job market in the changing world scenario, there is now an overpowering need for skilled workers. After passing the Higher Secondary Examination (the Standard 12 examination), students may enrol in general degree programmes such as bachelor's degree in arts, commerce, science, or professional degree such as engineering, law or medicine. The students strive hard to get through the entrance exams to enter a well reputed college. The parents wish would be that their children get a best education and a well settled job. Most of the students turn into a Yes-man to get a job after college.

That is why many of the employees go through their careers hating their job or jumping off from one company to another. Students go to college to get a degree and to pursue their passion and interest. Unfortunately, once they step outside the university/college they make choices different from their passion. A College doesn't only prepare them for a job but it's a preparation for life. A college diploma/degree will open doors of opportunities. It will show how to get there. But the destination and its future success it's upon a student to choose. Even though students still are clueless with their destination, it is important to know what they want to become. The goal of most college students probably is to have a good career. The reality would be quite different. There are many factors affecting the career of the students. The factors include personal goals, their growth and developmental plans.

Reviews of Self-assessment, Goal setting and Career Development:

A Definition from **Wikipedia** states that, in social psychology, self-assessment is the process of looking at oneself in order to assess aspects that are important to one's identity. It is one of the motives that drive self-evaluation, along with self-verification and self-enhancement.

Sedikides (1993) suggests that, the self-assessment motive will prompt people to seek information to confirm their uncertain self-concept rather than their certain self-concept and at the same time people use self-assessment to enhance their certainty of their own self-knowledge. However, the self-assessment motive could be seen as quite different from the other two self-evaluation motives.



These are the five factors that influence career development.

Wikipedia.org (18 November 2016) explains Career development as the series of activities or the on-going/lifelong process of developing one's career. Career development is directly linked to the goals and objectives set by an individual. It starts with self-actualization and self-assessment of one's interests and capabilities. The individual needs to train him/her to acquire the skills needed for the option or career path chosen by him.

Objective of the study:

- To study the effectiveness of student's self-evaluation and goal setting on their career development.
- To identify the level of understanding on self-assessment and goal setting among the students.
- To identify their personal competencies, growth and development plans and goal setting.

Scope of the study:

It is good to have a clear vision of our future when we are young. The destination and its future success it's upon a student to choose. The present study deals with self-assessment and goal setting of the student's career development. There is a need for the students to know about their self and to guide their own career towards their passion. The study was done to know the level of self-awareness of the students and to know that their goals are directed towards their career and its development.

Hypothesis of the study:

- There is significant difference between the personal competences, growth and development plan for the students' career development.
- There is no significant between the gender and overall factors.

Methodology:

The researcher carried out a descriptive study to analyse the effectiveness of students' self-assessment and goal setting on the career development. The study is based on primary data and secondary data. The data were collected from the students of HRM department at St. Joseph's college, Trichy-2. The population of the study is 80 and the sample taken is 50. The sampling method followed in the study is simple random sampling. The overall dimensions of the study are personal competency, growth, development plans and goal setting.

The researcher collected the data through questionnaire method. The researcher was able to understand the level of awareness of self- assessment and goal setting among the students. The researcher was able to understand on the whole that the student has a good knowledge on the self and is goal oriented.

Analyses and Interpretation:

Table 1: Significant difference between the personal competences, growth and developmental plan for the student’s career development using Correlation analysis:

		PERSONAL COMPETENCIES	GROWTH AND DEVELOPEMENTAL PLAN
PERSONAL COMPETENCIES	Pearson Correlation	1	.763**
	Sig. (2-tailed)		.000
	Sum of Squares and Cross- products	1268.020	401.000
	Covariance	25.878	8.184
	N	50	50
GROWTH AND DEVELOPEMENT PLAN	Pearson Correlation	.763**	1
	Sig. (2-tailed)	.000	
	Sum of Squares and Cross- products	401.000	218.000
	Covariance	8.184	4.449
	N	50	50
GOAL SETTING	Pearson Correlation	.684**	.726**
	Sig. (2-tailed)	.000	.000
	Sum of Squares and Cross- products	2956.740	1302.000
	Covariance	60.342	26.571
	N	50	50

Interpretation for Table 1:

H₁: There is a significant difference between the personal competences and growth and development plan for the students’ career development.

H₀: There is no significant difference between the personal competences and growth and development plan for the students’ career development.

Correlation value between personal competences, growth and development is 0.763. P value (0.000) is greater than 0.05. It is highly significant. Thus H₁ is accepted.

Table 2: Showing T-test analyses and results on the overall dimensions:

Group Statistics

	SEX	N	Mean	Std. Deviation	Std. Error Mean
OVERALL DIMENSIONS	MALE	24	93.5833	19.32315	3.94432
	FEMALE	26	83.4615	25.05551	4.91379

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means
		F	Sig.	t
OVERALL DIMENSIONS	Equal variances assumed	1.502	.226	1.590
	Equal variances not assumed			1.606

Interpretation for Table 2:

H₂: There is a significant between the gender and overall factors.

H₀: There is no significant between the gender and overall factors.

Equal variances not assumed calculated value of T is 1.606. Equal variances not assumed calculated value of T is 0.226 > 0.05. Thus H₀ is accepted.

Findings:

There is a correlation between personal competencies, growth and development plans. There is a correlation between growth and development plans and goal setting. The goal setting ability of 70% of the respondents is good. The respondents are well aware of their personal competencies. The students can take effort to develop their communication skills. They can form peer groups and can have activities that would help them to develop their personal competencies. There can be an effective forum to discuss the growth and development opportunities available for the students. The students should start working their strength in order to boost up their confidence.

Conclusion:

The study on the effectiveness of self-assessment and goal setting on the career development of the students was successful, as the researcher was able to understand the level of awareness of the students. The students were able to identify their own strengths and weakness and the research will be useful for them to improve. The level of awareness of self- assessment and goal setting among the

students was known by the study conducted. On the whole the students have a good knowledge on the self and are goal oriented.

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