

The Relative Efficacy of Donald Super's Theory on Adolescents' Career Choice in Lagos Metropolis

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Abstract

This paper examined the relative efficacy of Donald Super's theory on Adolescence career choice in Lagos metropolis. To determine the influence of self concept on career choice and how applicable Donald Super's stand point on vocational choice is in Nigerian. One hundred and twenty Senior Secondary Two Students (SS11) were used as sample for the study. A vocational self concepts questionnaire was administered to measure students' vocational self concepts based on the two research hypothesis formulated. Analysis of data was done using one-way ANOVA to analyse the variation in vocational self-esteem of people in some type of career and those in another and between ideal and real occupational choice influences by vocational self esteem. The result of the analysis were as follows: (1) There is no significant difference in vocational self-esteem of people in one type of career and those in another. (2) There is no significant difference between real and ideal occupational self esteem. Based on the findings, the study concluded that Super's (1953) theory that vocational choice is an implementation of one's self concept is not applicable within Nigerian cultural setting. Hence it was recommended that avenues through which the individuals could be realistically helped to make vocational choice should be scout for. Suggestions were made to future research.

Keywords: adolescents', career, self-concept, donald super's theory.

INTRODUCTION

Vocational education has been viewed as the necessary aspect of total education in society (Bertz and Hackett, 2006). Vocational education is also known as vocational training in an education that prepares trainees for jobs or careers at various levels. The literature on career choice and development particularly for adolescents is voluminous (Savickken, 200; Savickken, 2001; Savickens, 2002). However, many studies are concerned with proving, disproving, refining or extending aspects of several major theories. Because of the prominence and influence of Donald Super's Theory on Adolescent's career choice, I chose to review its relative efficacy on some adolescents career choice in Lagos. According to Super, when an individual is making vocational choices, they act in relation to their understanding of themselves. Psychologically career choice is "driven" by self-concepts. What would follow is that making satisfying vocational choices requires a good understanding of self. The broad aim of secondary education with our overalls mentioned objectives is to prepare the individual for useful living within the society (National Policy on Education, 1989; Imam, 2012).

The implication of this assertion is that practically every citizen must choose a career that is meaningful

and realistic. Career guidance is no doubt relative to the society; hence most youths in Lagos make their choice of career with the aim of pleasing their parents and elders, notwithstanding if the vocational choice made was not satisfactory to the individual involved. The concept of the formal school guidance, which has the origin in America through a social worker Frank Parson in 1909, results from its realization that the changing career structure grants an individual the opportunity to make a number of vocational choices throughout his life. Based on this assertion, relevant studies were made to determine those factors which contribute to the making of this choice in order to determine them. Hence many theories have been propounded and these have been tools used by the counselors in everyday working life (Super, 1984; Super, 1990).

One of these theories propounded by Donald Super (1953) states that vocational preference involves putting into occupational terminology own self concept. This postulation is as a result of his study within the America society. In this paper the credibility of Super's statement that vocational choice preference is an implementation of self concept is investigated to see how valid its applicability in Nigerian cultural setting will be, using some SSTI students in Lagos.

STATEMENT OF THE PROBLEM

Most Nigerian adolescents find it difficult to make a realistic vocational decision. However, since some cultural values and norms like community based and parentally determined choice making is progressively giving way to individually determined choice option, it is observed that in spite of the vast array of vocational options available within the economy, the current economic depression, notwithstanding, most vocational choices are made on the basis of trial and errors, resulting in growing dissatisfaction among workers, and at times instability in career results. This situation could be attributed to ignorance of the work environment as well as other forces, intrinsic and extrinsic, in vocational decision process, which make most people in Nigeria to find occupational decision making very hard. To remedy this situation, great importance was accorded to formal guidance in school to correct the progression in unemployment market. The counsellor, on whose shoulder is the duty of helping the youth make realistic vocational choice, falls back on vocational development theories in order to be effective (Edet, 2008, Bulus, 2001). One of those theories is Super’s (1953) self concept theory on vocational development.

Actually, the theory was validated in the American culture, which is highly individualistic in nature with moderately available vocational opportunities for her citizens (Super, 1990).. Also career opportunities available to the Americans cannot be said to be as limited as in Nigeria. Hence, it follows therefore, that some of the unquantifiable factors which may influence the decision making process of the two people (Americans and Nigerians) may be different (Igbinedion, 2011). Thus, the investigation of its relevance and practicability within Nigeria becomes important, so that the counselors while applying them, will at least believe in its workability in the country to help make the clients vocational decision making more realistic

PURPOSE OF STUDY

The primary purpose of this study is to:

1. Determine how applicable Donald Super’s stand point on vocational choice is within Nigerian society.
2. Examine the influence of self concept on career choice.
3. Suggest avenues open for consideration while deliberating on most appropriate career to choose.

RESEARCH HYPOTHESIS

To guide this study, these two hypothesis were formulated.

1. There is no significant difference in the vocational self-esteem of people in some type of career and those in another.

2. There will be no significant difference between ideal and real occupational choice influences by vocational self esteem.

METHODOLOGY

Design

The design of this study is casual comparative research design.

Procedures

The target populated for this study consisted of all senior secondary II students in Lagos metropolis. The total sample used for this study comprised of 120 SS II adolescents students drawn from four secondary schools in Lagos state, each from one of the four local government used. Thirty students were randomly selected from each school, fifteen (15) boys and fifteen (15) girls. The procedure used to obtain the sample was both sample and stratified random sampling techniques. Further classification of data indicated that the ages of the respondents range between 14 to 18 years with a mean (X) age of 16.28 and standard deviation (sd) of 4.06. A questionnaire designed by the researcher was administered to the respondents. This instrument was high content validity and face validity. This was ensured by experts in both measurement and evaluation, and educational psychology in the department of educational foundations, University of Lagos.

The administration and collection of data was done by the researcher with the cooperation of the principals, counselors and the year tutors of SS II of the selected schools. The subjects were given useful hints on how to fill the questionnaire, and appeal was made for objectivity on the confidentiality of the responses was assured. The questionnaire was collected and the 120 was found usable for the study.

RESULTS

Hypothesis one was tested using one-way analysis of variance statistical method while the second hypothesis was also analysed with one-way analysis of variance (ANOVA). The results of the analysis are presented below. Hypothesis one states that there is no significant difference in vocational self esteem of people in one type of career and those in another. In testing this hypothesis, one-way Anova of the variability in vocational self esteem was used, and the result is as presented in table 1 below.

Table 1: One-way Anova on different vocational self-esteem due to career type

Vocations	n	X	SD
Medicine	30	23.70	3.30
Law	30	24.17	3.12
Teaching	30	24.93	3.18
Engineering	30	24.17	2.79

Sources of variance	Sum of square	Degree of freedom	Means of square	Evaluation
Self-esteem	23.49	3	7.83	0.79
Within group (error)	11141.99	116	9.85	
Total	1165.48	119		

*Not significant at 0.05; df=3a116, critical f. 2.69

From the analysis, an f-value of 0.79 was observed resulting from the vocational self esteem. This was lower when compared to a critical value of 2.69 for 3 and 116, degree of freedom at 0.05.

Hence, the null hypothesis that there is no significant difference in the vocational self-esteem of people in one type of career and those in another was retained. This implies that those in one vocation and those in another were not significantly different in their exhibition of distinct vocational self esteem characteristics.

Hypothesis two states that there will be no significant difference between ideal and real occupational self-esteem. The variables identified here were level of relationship between preferred and actual career, vocational self-esteem. To test the hypothesis, the mean and standard deviation were calculated before the usage of one-way Anova analysis of the variability in vocational self-esteem.

Table II: One way Anova on difference in real and ideal self-esteem due to preference for occupation

Vocations	n	X	SD
Medicine	30	6.37	1.83
Law	30	6.83	2.38
Teaching	30	6.40	2.25
Engineering	30	5.97	2.01

Sources of variance	Sum of square	Degree of freedom	Means of square	Evaluation
Real/ideal self	11.29	3	3.76	0.81
Within group (error)	536.59	116	4.63	
Total	547.88	119		

*Not significant at 0.05; df = 3a116, critical f. 2.67

This table shows that a calculated f-value of 0.81 resulted as the difference in real/ideal self esteem of youths who preferred different occupations. This calculated f-value is not significant, since it is less than the critical f-value of 2.67 given 3 and 116 degrees of freedom at 0.05 level of significant. This led to the retention of the null hypothesis which stated that there is no significant relationships between ideal and real occupational self-esteem of youths who chose different occupation.

DISCUSSION

The result of hypothesis is one that showed that there was no significant difference between the vocational self-esteem of people in one type of career and those in another. This finding implies that consideration for a vocation to choose may depend on the rating the vocation has from the society (Petters, 2009). This rating is often evaluated on the basis of how a society sees a particular career. The individual will normally discriminate against professions which he feels are unattainable. This implies that there is no significant difference between those in one vocation and those in another in their exhibition of distinct vocational self esteem characteristics. The result of hypothesis two revealed that there is no significant difference between ideal and real occupational self esteem of youths who chose different occupation. This finding implies that both those people who preferred an actual vocational choice agreed tend to have the same self esteem. Although, those with unmatched actual and preferred vocational choice might be experiencing unsatisfying nature of what the individual is doing and non actualization of one's self. But that does not influence his ideal and real occupational self-esteem.

RECOMMENDATION

Based on the findings of this study, the following recommendations are made.

1. That the adolescents should be encouraged to scout for avenues through which he could be realistically helped to make vocational choice.
2. The educational policy planners in Nigeria should take note of this factors in the educational preparation for adolescents.
3. That all agencies interested in the balanced development of the adolescents in developing countries like Nigeria where the traditional guidance practice still prevails, should help.

LIMITATIONS OF THE STUDY

The study was originally to cover all Senior Secondary Students (SSS) of Lagos metropolis but due to limited time fund and manageability of data, the researcher narrowed the scope of the study to only SSII students of Lagos metropolis.

CONCLUSION

In conclusion, Donald Super's theory is not efficacious in Nigerian society. In the sense that the study found that there is no significant influence of exhibition of vocational self esteem across the professions studied. Consequently, it follows that, Donald Supers career theory is not applicable on Nigeria adolescence career choice within Lagos metropolis.

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