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About Presenters:

Title of Paper: Career Goals of B.Sc. and M.Sc. Human Development Alumnae of the Nirmala Niketan College of Home Science, Mumbai: Importance, Achievement and Satisfaction

Abstract:

Home Science education has kept pace with changing women's roles, moving from an exclusive focus on the home to careers outside the home. Students specialise for entry into specific careers; Human Development, one of the specialisations, helps students prepare for careers in varied human service settings. In this study, the career goals of 30 B.Sc. and 30 M.Sc. Human Development alumnae of the Nirmala Niketan College of Home Science (Mumbai) are examined. The 60 women who graduated from the college during 1997-2009, completed an open-ended question and a 39-item, internally-consistent rating scale. Each item on the rating scale represented a career goal (e.g., starting something of my own/entrepreneurship, having a professionally competitive salary) and was rated for importance, achievement, and satisfaction on a 5-point scale, with 5 referring to "extraordinarily important", "achieved to a very large extent" and "extremely satisfied" respectively. Most important career goals of the Ex-B.Sc.s identified through open-ended inquiry included gaining recognition in their careers, pursuing further education, and starting their career again after marriage; whereas those of the ex-M.Sc.s included starting their own venture, getting a PhD, maintaining a balance between work and family, and making a name as a researcher. Mean importance rating per career goal was high, ranging from 3.80 to 4.70 for ex-B.Sc.s; and 3.70 to 4.77 for ex-M.Sc.s. Achievement ratings for career goals were lower for both groups but more so for ex-B.Sc.s, ranging from 1.73 to 2.93 for ex-B.Sc.s, and 2.20 to 4.10 for ex-M.Sc.s. Satisfaction ratings were similar to achievement ratings and ranged from 2.17 to 3.23 for ex-B.Sc.s, and 2.63 to 4.17 for ex-M.Sc.s. The total scores for importance, achievement and satisfaction with regard to career goals theoretically ranged from 39 to 195, with a



theoretical midpoint of 117. Ex-B.Sc.s and ex-M.Sc.s did not differ in the extent to which they found career goals important ($z=-0.6$, nonsignificant); both group means were significantly higher than the theoretical midpoint. However, the extent of achievement of career goals was significantly higher in the ex-M.Sc.s (mean 138.17) than the ex-B.Sc.s (mean 96.40) ($z=4.55$, $p=.00$). Likewise, the extent of satisfaction with career goals was significantly higher in the ex-M.Sc.s (mean 140.23) than the ex-B.Sc.s (mean 105.13) ($z=3.87$, $p=.00$). Implications for career development are discussed.