



## SCHOOL TEACHERS REQUIRE TO DEVELOP COUNSELING SKILLS

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### ABSTRACT

The present study is based on doctoral research and it focuses on develop counseling skills among teachers for career guidance. The present descriptive study used the 'Survey Method' of research. The researcher selected 945 students and 26 Principals from 11 courses and 31 Colleges from Maharashtra and Telangana States by Purposive Sampling Method. The researcher has chosen standardized Questionnaire for students and Checklist for Principals. The study explores that, the students' career choices depend on others, they did not gain adequate information about the courses, students felt that they are chosen wrong course. Students never benefited from career guidance programs. Students join colleges without proper career planning. The researcher is convinced that the Students complete their courses without proper career planning and they need career guidance. Since it may not be immediately possible to avail the services of a vast number of trained psychologists, it is recommended to develop counseling skills among teachers for career guidance.

**Keywords:** School students, School teachers, Counseling, Counseling Skills.

There is a huge requirement of human resources in every field like administration, arts, bureaucracy, politics, science and technology, industrial, business, media, sports, skilled employee and so on. Now specialized education in different fields is available to all. The Union and State Governments of India are giving priority to spend adequate funds for education. The other side, in every year, a large number of students is passing out from higher education. Among these, most of the students didn't have an effective relationship between their education and their aptitude, attitude, skills, abilities and interests. In this regard, teachers have a vital role in guiding and counsel the students towards goal setting and goal directing. Thus, developing the skill of counseling is an essence of a teacher.

### 2. Need of the study:

In the present study, the researcher makes an attempt to explore the present status of career guidance. Lack of career guidance will lead to the wrong decisions in student life and hamper the development of the individual and thereby the progress of our nation. So there is a need for guiding the students properly by recognizing their abilities, interests, attitude and aptitude, etc. and developing skills. The findings will be helpful to teachers, experts and program developers in the planning, organization and execution of curricular, co-curricular and extra-curricular activities in their

institutes.

### **3. Significance of the study:**

The expected findings of this study will have implication value in designing the curriculum for School and College education. It has potential to provide the guidelines to the both the Union and State governments of India for researchers and projects in this area. The findings will be helpful to the Principals, Teachers, Students, Experts and curriculum developers in the planning, organization and execution of the curricular, co-curricular and extra-curricular activities in their institutes.

### **4. Objective of the study:**

1. To study the need of career guidance.

### **5. Research paradigm in brief:**

The present research work is 'Applied Research' because, it is concerned with certain sample and the results is applicable to the field of Education. The present descriptive study used the '**Survey Method**' of research. The **Students** and **Principals** of from Government, aided and non-aided Degree Colleges which offering Traditional and Professional courses Graduation level and Post Graduation taken as the population of the study. The researcher selected **945 students** and **26 Principals** from 11 courses and 31 Colleges by **Purposive Sampling Method**. Care was taken by the researcher towards selecting students from all years of each course. The researcher had chosen Questionnaire for students and Checklist for Principals. The tools for the present study were constructed and validated by the investigator along with five subject experts. The researcher standardized the questionnaire consisting 44 questions and checklist consisting 10 items. The true reliability of whole test of the tool is 0.96 and the true Validity of whole test is  $(V) = \sqrt{(r11)} = 0.98$

### **6. Findings of the study:**

By analyzing the questions of the questionnaire, and also of checklist, it is observed that,

1. 74.70% of the Students selected their courses irrespective of abilities they have.
2. 70.79% of the Students didn't gain adequate information about the course, before joining.
3. 98.20% of the Students didn't participate in any aptitude test or ability test.
4. 86.88% of the Students didn't think that, the present course/specialization exactly suits their aptitude.
5. 75.24% Students think that, it is very helpful to them if colleges have a specific person to provide career guidance, considering their abilities and interests.
6. 13.54% of the Students are unsatisfied and 68.89% of the Students are partially satisfied with the course/ specialization which they are studying now.
7. 78.62% of the Students said that; it is very useful if conducted at the school level.
8. 86.67% of the Students are in a strong need for career guidance when selecting a new course/ specialization.
9. While selecting a course/ specialization, 08.89% of the Students depending on their parents, 36.08% of the Students depending on their friends, 02.43% of the Students

getting guidance from their previous institution teachers and 25.29% of Students didn't have any idea while selecting their courses.

10. Students join colleges without proper career planning.
11. 54.39% of the Students think that, they might have selected better than the present course/ specialization if previously they had gotten proper guidance.
12. 97.46% of the Students think that, every school and colleges should have a career guidance cell.
13. Students join colleges without any planned career. There is a need for specific authority to give counseling to Students. Career planning through Psychological methods helps the Students to choose proper career. A counselor in college will only guide the Students in the Psychological process.
14. There is a need of a counselor at the college.

By analyzing the data collected by the researcher, findings can be summarized as follows.

Students' choices are not related to their abilities, aptitude, attitude, interests or skills. Students select their courses irrespective of abilities they have. 13.54% of the Students are unsatisfied and 68.89% of the Students are partially satisfied with the course/ specialization which they are studying now. 54.39% of the Students felt that, they might have selected a better than the present course/ specialization if previously they had gotten proper guidance. 86.88% of the Students didn't think that, the present course/specialization exactly suits their aptitude. 75.45% of the Students depend on senior Students regarding helps in academic and career enhancement. 86.67% of the Students are in a strong need for career guidance when selecting a new course/ specialization. Career planning through Psychological methods helps the Students to choose proper career. A counselor will only guide the Students in the Psychological process. There is a need of developing counseling skills in teachers.

#### **7. Recommendations:**

The findings of the present study are giving high priority to appoint a counselor from high school level. Since it may not be immediately possible to avail the services of a vast number of trained psychologists, it is recommended to the government and teacher training institutions that,

1. Prepare Teacher training institutions for training the existing teachers and Non Government Organizations in regards of career counseling. A short term certificate courses in career counseling and conflict management is desirable to train existing teachers and volunteers of Non Government Organizations. The Teacher training programs should mandate to provide for career guidance. So that the every trainee teacher and in-service teacher is equipped to provide at least the rudiments of the counseling approach. The researcher recommends the utilization of the service of PMMMNMTT in this regard.
2. Utilize the service of trainee teachers, Under Graduate, Post Graduate Psychology Students, Department of Psychology and Department of Education of the various Universities in Career Guidance and Counseling to Secondary School Students by

conducting periodical counseling sessions in the project works in partial fulfillment of their course.

3. Introduce a certificate course in Educational Guidance & Counseling to train the existing teachers, periodically. The UGC may also consider encouraging universities to start specialized part-time courses and programs of study in Career Guidance and Counseling. A certified teacher or a committee of teachers in each educational institution is desirable to identify the Students' needs. 'Mentor' System is preferable here. The total number of Students of an institution divided by the number of teachers of the institute is to be taken as a Unit for providing a mentor. Every Unit consists of the Students from each class of the institution. The mentor should conduct, evaluate, interpret the Psychological tests, maintain the data of the Unit, identify the maladjustment, suitability of the Students' personality with the employability according to individual differences and provide availability of opportunities with the co-ordination of the Circle level. The mentor should maintain a cumulative record of all the Students, individually, from their joining until leaving the institution.

### **8. Conclusions:**

Based on the interactions of the findings of the present research and the elaborate methodology followed by the researcher, the researcher is convinced that the Students complete their courses without proper career planning and they need career guidance.

The results concluded that, Students lack proper career guidance when they are going to select courses and specialization. Since it may not be immediately possible to avail the services of a vast number of trained psychologists, it is recommended to develop counseling skills among teachers for career guidance.

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