



Career Counselor's Self-Efficacy and Job Satisfaction across the Gender in Professionals and Internees

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ABSTRACT

Career counselor's self-efficacy indicates counselor's belief about his/her ability to demonstrate specific counseling skills (Lent, 2006) and job satisfaction is a pleasurable or positive emotional state from the appraisal of one's job or experience. The present study was purposed to investigate career counselor's self-efficacy and job satisfaction in mental health counselors and educational counselors at professional and internee's level. A sample of 80 counselors was taken males n=24, females n=55 out of which 24 were educational counselors and 55 were mental health counselors. Data was collected from psychology/Psychiatric departments of different hospitals and universities of Islamabad and Rawalpindi. The result indicates that there is no gender difference on self-efficacy and job satisfaction in career counselors and experience is related with job satisfaction and self-efficacy.



Introduction

Career and ability to earn an income are major elements of modern living. Career identifies people and how they present themselves in the world. But it's not only about earning a good amount of money, it's also about having a purpose, aims, ambitions and feeling that we are using our unique skills, abilities and talents in the area of our interest and it also contributes to the feeling of fulfillment and contentment. Education is the backbone of any nation in achieving excellence and progress. Academics, educational institutions, scholars, researchers and students are the people who have the responsibility of putting any nation on the track of development. It is very important for them to provide their services in every field because they are the professional who may know which are to work on, and what is the current scenario and modern needs of a progressed and developed nation. It is education which discriminates between the needs and demands of the

human and a society at large. So here if carrier counselors play their role to their fullest can bring a positive change in any nation fate. In Pakistan there is no as such concept of carrier counseling and people go for carriers that is having a boom at time without keep in mind the demand and supply of these professionals and as it results, in surplus number of professional's in a single profession causing unemployment. A carrier counselor is the one who on the basis of aptitude, demands of the modern living, professional requirement and also future related services, provide people/ students to join or choose a carrier in which they can flourish and in terms of a good and productive citizen make his contribution for his country. It is the utmost need of the hour to acknowledge the role of a carrier counselor in a student's carrier selection because it is not only a student's life being affected by the choice he makes but also the nation in general.

Self-efficacy is a person's attempt to reach his/her target in the light of his/her belief in his/her skills (Bandura, 1993) counselors self -efficacy is counselors belief about his/her ability to demonstrate specific counseling skills (Lent, 2006). In past there have not been very much research concerning self-efficacy of counselors but the trend is getting increased day by day. In any profession job satisfaction plays a vital role on the performance of the employee, so it is true for career counselors. A Locke defines it as "job satisfaction is a pleasurable or positive emotional state from the appraisal of one's job or experience". Counselor's job satisfaction has a great significance upon the affectivity of the services they provide. Gender is also an important factor when it comes to consulting a counselor. The role of carrier counselors cannot be underestimated; they do have significance in a society and in progress of a nation in general. The services carrier counselors being provide are vital but their peace of mind, satisfaction and contentment is also very much important because it directly influence the affectivity of services they provide to the people who are stuck in their lives and looking for guidance and counseling related to carrier. In general it is considered that males are good carrier counselors than females but it is not supported through any literature. A skilled and expert person should be consulted for career counseling by students irrespective of gender because both male and female are supposed to provide guidance and counseling and both have high potentials in doing so.

Psychological counselors' self -efficacy and job satisfaction in terms of gender and age are important elements which indicate the affectivity of their services being provided. There is a meaningful differentiation between men and women on self-efficacy and job satisfaction women have scored higher on self-efficacy as well as job satisfaction (Ramin, Erhan, november 2014).

Counseling and profession guidance facilities are underdeveloped in Pakistan and there is no trend of as such career counseling at institutional level. Very few high school graduates turn to specialized career counseling on their own initiative, outside the educational institutions (Cristina, Feb 2015).

Self-efficacy and job satisfaction are dynamics of any profession. There is a significant relationship of self-efficacy of teachers to their job satisfaction and also self-efficacy, job satisfaction produce a significant mutual effect on job commitment for efficacious in-service teachers (Hannah, Sanni, 2012).

Because of the promotion opportunities and incentives being provided by the organization in which mental health counselor and education counselors work for, may affect their job satisfaction. Not only these opportunities but also their skills, competence related to work may have a significant impact on their job satisfaction. Education level and specialization do not effect job satisfaction of counselors but it was observed that highly educated counselors were more satisfied when they were provided with promotion opportunities then the counselors who were slightly lower than them in educational level. (Gambrell, Elisabeth, April 2011).

Numerous studies have been conducted on self-efficacy but if we focus solely on career counselors' self-efficacy they are few in number. Self-efficacy in general is extensively studied while the need was felt to study and explore it in terms of career counselors' and related job satisfaction. Pakistan is developing country and there is no as such established framework for career counseling at any level when it comes to choosing a profession based on the aptitude. It is aimed to explore the counselors' self-efficacy and their job satisfaction as it directly affects the affectivity of their services. It is intended to study it in mental health professionals as well as educational counselors' across the gender, that how the self-efficacy of counselors' is related to their job satisfaction which on the other hand influences the services they provide to the society. Government has had paid very less attention to carrier counselors in institutional level and there is a need of legislation for proper counseling programs for students at secondary and intermediate level. Not only government but educational institutes as well as non-government organizations (NGO) should serve the students at main stream regarding carrier counseling and guidance. In Pakistani society parents play the role of carrier counselors like many other roles being played by them, but it is vital to give awareness to them through community based programs that not every child could be a doctor or engineer. Consulting a carrier counselor can get popular only if students, parents, academics and institutes let them play their role and make the good and productive citizen out of every student.

This study may pave a way for future research with different other unexplored variables which could explore it in different perspectives. It may contribute to many fields if psychology like counseling psychology, educational psychology, organizational psychology and social psychology.

Method

Objectives

- To investigate career counselor's self –efficacy and their job related satisfaction.
- To investigate career counselor's self-efficacy and job satisfaction across the gender.
- To investigate the counselor's self –efficacy at professional and internee level.

Hypotheses

- Female career counselors have higher level of self-efficacy and job satisfaction then males.
- There is a significant difference of self-efficacy and job satisfaction in mental health professionals and educational counselors.
- There is a significant difference between mental health counselors and educational counsels in counselor's job satisfaction at professional and internee level.

Operational definitions

“Job satisfaction is the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs” (Spector, 1997). It is conceptualized as a degree of having pleasure or no pleasure in the job of career counselor proving counseling services.

Career counselors self-efficacy is to promote confidence and happiness at work by identifying areas in which adults lack confidence (O'Brien, K.M., Heppner, 1997). It is conceptualized as that career counselor's belief on his/her abilities and expertise demonstrates in his counseling services related to his job satisfaction.

Sample

Purposive sampling is carried out and the design used is correlational research design. Sample size was 80, 25 male and 55 female mental health professionals and educational counselors providing services at professional and internee level. The Data was collected from psychology departments of different universities of Islamabad and Rawalpindi namely international Islamic university (IIUI), national university of science and technology (NUST) and Foundation University.

Instrument

Standardized questionnaires were administered on participants; namely career counselor's self-efficacy scale (CCSES) developed by O'Brien, Heppner in 1997 and job satisfaction survey (JSS) developed by Paul E. Spector in 1997.

Career counselors self-efficacy scale: Career counselors self-efficacy scale (CCSEC) contains 25 items and a 7-point Likert scale was used for each item; participants would rate their confidence and happiness at work with the statements from 1 (no confidence at all) to 5 (complete confidence). The level of self-efficacy is based on whole sum of the items, the larger the number the more is the self efficacy level of the counselor.

Job satisfaction survey: Job satisfaction survey (JSS) contains 36 items and a 6-point Likert scale is used for each item; participants had to rate their job satisfaction with statements from 1 (disagree very much) to 6 (agree very much). It measures the scores with the means score. For the item total where possible scores range from 36 to 216, the ranges are 36 to 108 for dissatisfaction, 144 to 216 for satisfaction and between 108 and 144 for ambivalent.

Procedure

Informed consent of the respondents was taken and in which they were assured that the information collected from them would be kept confidential. They were given instructions that they had to fill the two questionnaires namely; career counselors self efficacy scale and job satisfaction survey which contain 25 and 36 items respectively with 5 and 6 response categories and demographic details had to be filled first. On the completion of scale respondent's cooperation was appreciated by saying thanks to them.

Results

Table 1: Frequency and percentage of demographic variables of study (N=80).

		<i>f</i>	%
Gender	Male	25	30
	Female	55	68
Year of Experience			
	3-6 months	46	57.5
	1 year	13	16.3
	above	21	26.3
Level of practice			
	professional	33	41.3
	Internee	47	58
Specialization			
	Educational	25	30
	Clinical	55	68.8

Table 2: Psychometric prosperities of variables (N= 80).

Variable	N	M	SD	Alpha reliability	Range		Skeweness	kurtosis
					Potential	Actual		
Job satisfaction	80	137.16	16.94	.80	85-172	36-216	-.132	0.030

Table 2 indicates psychometric properties of study variables. The reliability analysis indicates that the reliability coefficient of the scale is good and that scales are reliable.

Table 3: Reliability analysis of job satisfaction scale, self efficacy scale N= (80).

Scale	No of items	Cronbach alpha
Job satisfaction	36	0.80
Self-efficacy	25	0.89

Table 3 shows that job satisfaction scale has cronbach alpha reliability of 0.80 and self-efficacy scale has cronbach alpha reliability of 0.89 Results indicate that the scales are suitable for the study sample.

Table 4: Pearson product moment correlation among study variables N= (80).

Variables		1	2
Self efficacy	Pearson Correlation	1	.330**
	Sig. (2-tailed)		0.003
	N		80
Job satisfaction	Pearson Correlation		1
	Sig. (2-tailed)		
	N		80

**p<.01

The result showed that there is a strong correlation between self-efficacy and job satisfaction of counselors at 0.01 levels (r= 0.01).

Table 5: Mean Standard Deviation and t-values of professionals and interneers on and self efficacy (N=80)

Scale	N	Df	M	SD	T	P	95% confidence interval	
							LL	UL
SE	Professional 80	78	93.9	3.4	1.93			
	Internee 80	67	87.2	3.5	1.93	.89	-.20	13.6

Table 5 indicates no significant difference between professional and internee on self efficacy scale providing career counseling services.

Table 6: Mean Standard Deviation and t-values of mental health professionals and educational counselors on job satisfaction (N=80)

Scale	N	Df	M	SD	T	P	95% confidence interval	
							LL	UL
JS	Professional 80	77	139.0	4.1	0.60	.80	-5.80	10.86
	Internee 80	48	136.4	4.0				

Table 6 indicates no significant difference between mental health professionals and educational counselors on job satisfaction on providing career counseling services.

Discussion

The study was intended to explore the self efficacy and job satisfaction of career counselors at professional and internee level in mental health professionals and educational counselors across the gender , that how the self-efficacy of counselors is related to their job satisfaction which on the other hand influences the services they provide to the society. Numerous studies have been conducted on self-efficacy but if we focus solely on career counselors’ self efficacy they are few in number. Self-efficacy in general is extensively studied while the need was felt to study and explore it in terms of career counselors’ and related job satisfaction. Pakistan is developing country and there is no as such established framework for career counseling at any level when it comes to choosing a profession based on the aptitude. It is aimed to explore the counselors’ self-efficacy and their job satisfaction as it directly affects the affectivity of their services. Therefore, in order to explore the area and to pave a way for future researches on this subject the study was planned. Outcomes of the research reveal inconsistency with literature review in few aspects. Findings reveal that there is no significant difference among male and female on self efficacy in providing career related counseling. Further findings revealed that there is no significant difference between internee and professionals on job satisfaction in mental health counselors and educational counselors. The literature opposing the hypothesis is basically conducted freshly but with the change in education, occupation and globalization, gender differences has become least on self efficacy of counselors based on their specialization and level of practice. There is no noteworthy difference of counseling competency and self efficacy of career counselors across the gender (M. Jose, 2008). Job satisfaction among secondary school counselors revealed that they are satisfied with their job (Friday, Aluede, Austine, 2014).). The recent literature is limited on these variables, so this research may support the future researches on these variables. It is the need of hour to conduct research all over the country to get career counseling services because until or unless one don’t know what he is having aptitude for in profession specially, he can’t play his role in the stability of the country.

Suggestions and limitations

- A small data sample was collected only from Islamabad/ Rawalpindi due to which the generalize ability of the study is low.
- There was a limited access to maximum career counselors; the representation of the groups in the sample was not equal.

- On equal bases of gender and specialization if data was collected, it could have produced much more significant results.
- Self efficacy of career counselors in crises or emergency situation can best provide services, hence providing their true emotional responses.
- Pakistani literature is very limited on mental health professionals and well as on internees so it could be explored in future researches.
- Due to shortage of time during data collection, rich and in depth information was not gathered.
- It can be modified with other multiple variables in future research.

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