

**ENHANCING OCCUPATIONAL ASPIRATION OF TRIBAL STUDENTS
THROUGH A PERSONAL EFFECTIVENESS
INTERVENTION PROGRAMME**

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Abstract

The present paper attempts to ascertain the effect of the effectiveness of a personal effectiveness programme on the occupational aspiration of tribal students of ashram schools in Dahanu taluka which is a tribal area of Thane district in Maharashtra. The personal effectiveness programme is an activity-based comprehensive programme rooted in the local tribal and culture language was developed and implemented on tribal students of two ashram schools using the pre-test-post-test non-equivalent groups design. The study found that the personal effectiveness programme has a significant effect on the occupational aspiration of tribal students. The effect size of this programme is found to be high.

Introduction

Dahanu is one of the last green belts left in the state of Maharashtra. The area is also known as land of indigenous people because tribes like Warli, Malharkoli, Konkana, Katkari, Dubla are found in a large scale. Tribal people remain quite unassimilated from the rest of the India; they maintain their own dress style, customs, religion, ceremonies as well as language. It makes impact on their life style. They live their own lifestyle which is totally different than the modern society.

According to 2001 Census, percentage of literate persons (those who can read and write with understanding) aged 7 years and above, among ST population of Maharashtra is 55.2 per cent, which is lower than 76.9 per cent reported for the state population as a whole. The literacy rate, which was 36.8 per cent in 1991, has increased by 18.4 percentage points in 2001. Though the literacy rate has improved substantially among ST population; it is still much below the literacy rate of the state population. The female literacy rate of 43.1 per cent among ST population is lower as compared to 67.0 per cent among total female population of the state. The highest and lowest female literacy rate of 52.9 per cent and 29.3 per cent are recorded among Koli Mahadev and Varli respectively. Out of the total literates, 45 per cent are literates without any educational level or have attained below Primary level. The literates, who have attained education up to Primary and Middle levels constitute 25.7 per cent and 13.6 per cent respectively. 13.4 per

cent are having educational level up to Matric/Higher Secondary etc. levels, implying that about every 7th ST literate is a Matriculate. Literates with educational level of Graduation and above are 2.1 per cent. The educational level table shows that the drop out is conspicuous after the Primary level and again after Matric/Secondary levels among major STs.

Government has started Ashram schools since 1972-73 for the rapid development in economic, educational and social status of the tribal's of remote and mountainous region. The students learning in the Ashram schools, their parents are rarely educated up to SSC. Most of the parents have taken only primary education. Percentage of illiteracy in female parents is very high. Main job of all parents is farming in a rainy season. In addition to farming, parents do the jobs like driving, work on brick making, construction work, cook, peon, shop keeping, carpeting, worker in a company, tadi selling, grass filling, domestic work, anganwadi worker, sand removing, work in farmyard, making farmyard. Because of low educational level and nature of job socio- economic status is low. Some of the parents send their pupil in the Ashram school because it provides free residential facility, food as well as clothes. Because to fulfil these basic needs are like challenges for the parents. From the observation, it is found that there is a huge effect of superstition on the parents as well as students. Alcoholism is the major factor found in the majority of people. The place where students stay and the place where school is situated are mountainous and remote area. Technology, facilities of transportation are far away from the parents as well as students.

Since parents do not have knowledge about education system, different courses, and opportunities for carrier so they do not play role of guide in their pupil's life. May this situation is causing the low occupational aspiration of Tribal students of Ashram schools. Since it is necessary to study the occupational aspiration of the tribal students and to develop an activity based intervention programme and see its effectiveness. If these children would have high occupational aspiration it will helpful for them to move forward and make them more educated and put them in a higher profession in the era of globalization.

Reviews of Related Literature:

The research findings suggest that stable career preferences may emerge as early as kindergarten (Trice and King, 1991). Ginzberg (1952) found that these career preferences primarily centred around interests. Recent research has shown that interests continue to play a primary role in the selection and rejection of occupations throughout childhood (Trice, Hughes, Odom, Woods, and McClellan, 1995). Although children's initial career preferences may have consisted of "fantasy"

choices (Ginzberg, 1952), adolescents may begin to narrow their occupational choices as they gain a sense of what is “realistic” as a future occupation (Gottfredson, 1996; Watson, Quatman and Edler, 2002). A number of external factors have been found to influence adolescents' career aspirations, including gender, parental influence, socioeconomic status, and early school experiences. The role of gender in adolescent occupations has been given much attention (Wahl and Blackhurst, 2000). Danziger (1983) found that socioeconomic background and parental expectations tended to influence adolescent girls' career expectations, while ability, academic achievement, and opportunity tended to influence adolescent boys' career expectations. Children tend to relate to parental occupations, especially the mother's (Trice and Knapp, 1992). Mullis, Mullis, and Gerwhels (1998) found that students' career aspirations tended to match their parents' occupation. These findings highlight the influence of parental role modeling on children's occupational interests. Family socioeconomic status may also affect parents' perceived efficacy and academic aspirations, which then may affect their children's engagement in occupational activities (Bandura, Barbaranelli, Caprara and Pastorelli, 2001). Adolescents from lower socioeconomic backgrounds may not have access to career resources and may not efficiently utilize available resources as those from a higher socioeconomic background (Valadez, 1998). As a result, students may have the ability to achieve their career aspirations, but may not aspire to high expectations because they may not have the perceived efficacy nor may they have the adequate resources to achieve them.

Need of the Study:

From the reviews of related literature it has been seen that occupational aspiration is important factor in deciding future career. It also seen that there are factors like parents level of education, socio economic status, gender, school environment, motivation which influence on occupational aspiration of the students. Tribal students of the ashram school possess low level of occupational aspiration. It may because of the low level of education of parents and the profession in which their parents are working. Also the location of school and the environment of the school may affect to the occupational aspiration of the students. It may possible that because of low level of occupational aspiration the percentage of tribal people working in the in higher profession is low. From the review of related literature, it also seen there are number of researched done on occupational aspiration of students. It also seen that there are researches conducted on Ashram schools as well as tribal students such as achievement motivation and

school climate in tribal schools, educational problems of students in tribal ashram schools, problem of education among the tribal communities, role of ashram school in tribal education, facilities provided by ashram school, educational aspirations of tribal students has been studied. Very few studies were conducted for enhancement of occupational aspiration of tribal students of government ashram schools, where intervention programme is based on local tribal culture and language has been used. Since researcher felt, it is necessary to develop and implement an interactive programme rooted in tribal culture and tribal language so it can enhance the self esteem of tribal students.

Variable of the Study: The Occupational Aspirations of the tribal students is the dependent variable and the personal effectiveness programme especially developed for this study is the treatment (independent) variable in the present research.

Operational Definitions of terms

Tribal Students: Students belonging to the Warli, Malharkoli, Kokana and Katkari tribes from Dahanu taluka of Thane district in Maharashtra are tribal students for the purpose of the present study.

Ashram Schools: Schools established specifically for tribal students having residential facilities are known as ashram schools.

Occupational Aspiration: Tribal Students' plan for their future career arising out of their awareness of the occupations.

Personal Effectiveness Programme: Personal effectiveness programme is activity based comprehensive intervention programme based on tribal culture and language which includes projects, guest lectures, expert guidance, inspirational movies, motivational storytelling, meditation, group activities, street play, tribal folk dance, tribal music, tribal dictionary, paper pencil tests, carrier guidance with power point presentation, inspirational books orientation and workshops. Duration of personal effectiveness programme was 70 hrs.

Statement of the Problem

Enhancing occupational aspiration of tribal students through a personal effectiveness intervention programme

Aim of the study:

To develop a personal effectiveness programme for seventh standard tribal students of Government ashram schools and ascertain its effectiveness in enhancing occupational aspiration.

Objectives of the study:

1. To develop personal effectiveness programme rooted in the tribal culture using locally available material and using suitable language for 7th standard tribal students of Government Ashram School.

2. To compare pre- test score of experimental group and control group with reference to occupational aspiration.
3. To compare post-test score of experimental group and control group with reference to occupational aspiration.
4. To compute effect size of Personal Effectiveness programme on the occupational aspiration of the tribal students.

Null hypothesis of the study

1. There is no significant difference between Pre-test scores of Experimental group and control group with reference to occupational aspiration
2. There is no significant difference between Post-test scores of Experimental group and control group with reference to occupational aspiration

Methodology: Experimental method is selected for the present study. In the present study, the Pre-test Post- test, Non-equivalent Groups design has been selected which is described as follows:

Pre-test Post- test, Non-equivalent Groups Design is described symbolically as follows:

$$O_1 X O_2 \quad O_3 C O_4$$

Where,

O_1 and O_3 : Pre-test Scores

O_2 and O_4 : Post- test scores

X: Experimental Group

C: Control Group

Sample of the study: In the present study, the sample has been selected consisting one intact class each of tribal students-both boys and girls from standard VII of two different Government ashram schools situated in the Dahanu Taluka of Thane district in Maharashtra.

Tool of the Study: In the present research, Occupational Aspiration Scale by Grewal (1984) is used. The full O.A.S. consists of 10 items. Its test-retest reliabilities obtained was 0.84. Tool was translated in Marathi by researcher.

Techniques of Data Analysis: The present research used statistical techniques such as t-test, analysis of covariance (ANCOVA) and Wolf's formula. To compare pre test scores of control group and experimental group for the dependent variable occupational aspiration t- test was used. ANCOVA was used to remove the effect of initial differences in the pre test scores of control group and experimental group. Wolf's formula was used to measure the extent of effectiveness of the Personal Effectiveness Programme on occupational aspiration of tribal students.

Testing Hypothesis

Hypothesis 1: There is no significant difference between pre-test scores of occupational aspiration of the experimental and control groups.

The following table shows the relevant statistics of comparison of occupational aspiration of students from the experimental group (EG) and control group (CG).

Table 1: Comparison of pre-test scores of occupational aspiration of tribal students

Groups	Mean	N	Mean _a -Mean _b	t-ratio	df	P
EG	31.8627	51	-4.8965	3.13	103	0.0002275
CG	36.7593	54				

It can be seen that the t-ratio is significant at 0.0002275. Hence the null hypothesis is rejected. It may be concluded that there is a significant difference in the pre-test scores of occupational aspiration of students from the experimental and control groups. The mean pre-test scores of occupational aspiration of students from the control group is significantly greater than that of the experimental group.

Since the t-ratio is significant, the technique of ANCOVA is used to compare the post-test scores of occupational aspiration of students from the experimental and control groups after partialling out the effects of pre-test scores of occupational aspiration of students.

Hypothesis 2: There is no significant difference between post-test scores of occupational aspiration of students from the experimental and control groups after partialling out the effects of pre-test scores of occupational aspiration of students.

Following table shows the comparison of post test scores of occupational aspiration of students from the experimental and control groups after partialling out the effects of pre-test scores of occupational aspiration of students.

Table 2: ANCOVA summary

Source	SS	df	MS	F	P
Adjusted Means	2389.42	1	2389.42	29.73	<.0001
Adjusted Error	8197.95	102	80.37		
Adjusted Total	10587.38	103	10587.38		

Since the F-ratio in this hypothesis is significant, the Mean scores of occupational aspiration on the post-test are compared after partialling out the effects of pre-test scores of occupational aspiration of students.

Table 3: Comparison of post-test scores of Occupational Aspiration of tribal students

Groups	Scores	Mean	N	t-ratio	Df	P
EG	Observed	45.549	51	3.7109	102	<0.0001
CG	Means	39.0556	54			
EG	Adjusted	47.3467	51	5.7086	102	<0.0001
CG	Means	37.3577	54			

Conclusion : There is a significant difference in the post-test scores of occupational aspiration of the experimental and control groups after partialling out the effects of pre-test scores occupational aspiration of students. The mean occupational aspiration of students from the experimental group is found to be greater than that of the control group.

This implies that the personal effectiveness programme for tribal students is found to be effective in enhancing the occupational aspiration of students.

This was followed by computing the effect size of the personal effectiveness programme using the Wolf's formula.

Effect Size of Personal Effectiveness programme

Dependent Variable	Effect Size
Occupational Aspiration	1.11

Scope and limitation of the study:

In the present study, Government Ashram schools from the Dahanu Taluka have been included. The study excludes Private-aided Ashram Schools and other regular schools affiliated to the SSC Board from Dahanu Taluka. In the present study, seventh standard tribal students from the Government Ashram School have included students from other primary or secondary classes have been excluded. In the present study, the effect of the Personal Effectiveness Programme on occupational aspiration of seventh standard tribal students of Government Ashram schools in Dahanu Taluka has included. The study excludes other psycho-social variables from its purview.

Rationale of the Study:

Personal Effectiveness programme is based on tribal culture and tribal language. So it is very easy to understand for tribal students. Activities in Personal Effectiveness programme like movies,

stories, PowerPoint presentations on inspirational books and career guidance, paper pencil tests can be used for enhancing occupational aspiration of the students. It can be also useful for the supretedendts of the both the hostels of boy and girls for conducting activities for enhancing occupational aspiration of the tribal students.

Findings of the Study:

1. There is significant difference in pre- test score of occupational aspiration of the seventh standard tribal students of government Ashram schools.
2. There is significant difference in post- test score of occupational aspiration of the seventh standard tribal students of government Ashram schools.

Conclusions of the Study:

1. There is a significant effect of the Personal Effectiveness Programme on the occupational aspiration of the tribal students of Government Ashram School.
2. The effect of the Personal Effectiveness Programme on the occupational aspiration of the tribal students is high.

Discussion:

The finding states that there is a significant difference in post test scores occupational aspiration of experimental group and control group. This may be because of intervention of personal effectiveness programme. The activities like, motivational movies, career guidance, motivational stories, success stories included in PEP are newly introduced to tribal students. Effect of PEP is high on occupational aspiration of students.

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