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About Presenters:

Dr. Anuradha Bakshi is a Reader Designate at the Nirmala Niketan College of Home Science, University of Mumbai. She has completed her PhD from the University of Tennessee at Knoxville, USA, and her master's degree from the Maharaja Sayajirao University of Baroda. She has also taught at both her alma mater universities and at the Nirmala Niketan College of Social Work, University of Mumbai. Her research career began as an undergraduate student and has spanned over two decades in varied areas such as resiliency, education, and spirituality.

As one of the senior-most faculty in Nirmala Niketan, she has served as a Department Head (2004-2007). She is teaching students in the B.Sc., M.Sc., and PhD Home Science programs. She has presented papers at international conferences; last year she chaired a session on research in Human Development at an international conference. She is a consultant in multiple areas such as Research Methods and Statistics, and Human Development.

Student support and welfare is one of her priorities. As a university teacher, she has invested substantial time in career guidance and counseling of students, especially advanced students and alumnae. In fact, her interest in the welfare of "her protégées" has led her to track their life paths both formally (i.e., through research) and informally.

Ms. Ishrat Shaikh is a student in the M.Sc. programme in Human Development at the Nirmala Niketan College of Home Science, University of Mumbai. She has graduated with a B.Sc. in Human Development from Nirmala Niketan. She has especially enjoyed her placements in a preschool and in an old age home. She was the head of the Student Executive Council in her senior year. She is interested in working in the field of counselling and education.

Title of Paper: **Theories of Career Choice and Development: Critical Analysis in Light of Diverse Contexts in India**

Abstract:

Career counselors use certain career choice and career development theories for making their practice more effective. Each of these theories has made a contribution; simultaneously, the relevance of these theories for different cultures and sub-cultures needs closer examination. In this poster, selected theories formulated by non-Indian theorists have been examined for relevance in the Indian context. Examples of theories evaluated include Holland's Theory, Hoppock's Theory, Super's theory, Ginzberg's Theory, and Roe's Theory. Moreover, the Indian context is conceptualised as plural rather than singular such that there are differences by community, socio-economic privilege, and urban-rural residence etc.

Therefore, first this poster includes a critical evaluation of each of the selected theories in light of the diverse contexts in India. A sincere attempt has been made to view the suitability of a theory from multiple perspectives: for example, the perspective of a young man from a privileged family versus that of an older woman from an underprivileged family. Whose occupation or career choice and development does the theory help explain and why? Career choices are not universal; career development is not guaranteed. Career or rather occupational choices in the culture of poverty differ from those in the culture of advantage. Age at entry, reasons for entry into an occupation, the number of available options or opportunities, the quality of these opportunities, and the accelerated progression or restricted/dead-end work in that occupation, all are substantially subject to differences in age, sex, privilege, historical time, community and socio-geographic location. Second, the poster includes short case descriptions of real-life persons from Mumbai who do not fit the stereotype of each of the theories. Third, the poster includes reflection over new developments in career theories, especially the induction of a systems perspective. Lastly, there is illustration of how contemporary Human Development theories can infuse new life into career theoretical perspectives.