



Presenters: Bakshi, Anuradha
Reader Designate, College of Home Science, Nirmala Niketan, University of Mumbai.

Chitre, Akshada
Lecturer, New Zealand Tertiary College

Lakhwara, Shweta
Assistant Manager, Edvance Learning Preschool Private Limited

Contact Information: 49 New Marine Lines, Mumbai 400020, India.

email: anustra@gmail.com

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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.

As a university teacher, she has invested substantial time in career guidance and counseling of students, especially advanced students. In fact, her interest in the welfare of "her protégées" led her to research the life paths and goals of the alumnae of the Department of Human Development, Nirmala Niketan College of Home Science.

Ms. Akshada Chitre has completed a B.Sc. and M.Sc. in Human Development from the Nirmala Niketan College of Home Science, University of Mumbai. She is working as a lecturer at New Zealand Tertiary College (NZTC), India (specializing in early childhood teacher education). The NZTC offers certificate and bachelor's programs through an online mode of study. As a newly appointed lecturer, she is looking forward to facilitating students in being efficient and effective teachers as well as future researchers. Her research interests include multiculturalism, spirituality and early childhood education.



Ms. Shweta Lakhwara has completed a B.Sc. and M.Sc. in Human Development from the Nirmala Niketan College of Home Science, University of Mumbai. She is currently working with Edvance Learning Preschool Private Limited as the Assistant Manager--Pedagogy and Franchisee Development. Her main role is to design curriculum for Edvance preschools. Some of her other responsibilities include providing training to teachers, conducting workshops for parents, placing orders for toys and equipment for Edvance schools, and conducting market surveys. She is interested in research in the following areas: neuroscience, spirituality, and social networking sites.

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.