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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. Riddhi Shah is a student in the M.Sc. programme in Human Development at the Nirmala Niketan College of Home Science, University of Mumbai which for her represents a major achievement in her own career-planning. She has completed a B.Sc. in Human Development from Nirmala Niketan this year and is in fact the gold medallist. As of now, she has diverse professional interests such as teaching children with special needs, conducting workshops for teacher training, and school counselling.

Ms. Paranosh Behruz Mazkoory is currently studying in the master's programme in Human Development at the Nirmala Niketan College of Home Science, University of Mumbai. She has graduated with a distinction and a merit rank from the B.Sc. programme in Human Development at Nirmala Niketan. Her longer-term goal is to complete her PhD in Human Development. She is interested in learning about different cultures and traveling. She has been a keenly active member of the cultural committee in the college for three consecutive years.

Title of Paper: **Personality and Early Career Development: Perceptions and Experiences of Youth**

Abstract:

One of the most salient ways in which individuals can differ from one another is the extent to which they are outgoing, organised, dominating, nervous etc. and their particular unique combinations of personality qualities. At the same time, competence in different occupations or careers is contingent on specific requisite personality qualities: for example, occupations or careers differ in the degree of required originality and independence. We share Holland's basic premise that individuals who select work environments that match their personality have a higher likelihood of being successful and satisfied. However, we depart from Holland's hexagonal model because we do not claim that there are only six personality types with six matching modal work environments.

Young adults aged 25-35 years from Mumbai who have completed working for 5-8 years in their selected careers were included in this study. These 40 adults represent both sexes, and varied relatively privileged occupations (e.g., teacher, engineer, fashion designer, and journalist).

How does the personality of an individual interface with the career choice that the person makes and the degree of satisfaction and success that the person experiences in that career? We have sought self-perceptions of personality using trait-descriptors for each of the factors of the Big Five model of personality (namely, openness, conscientiousness, extraversion, agreeableness, and neuroticism). These self-perceptions of personality were sought for two contexts: "the world of work", and "amongst family and friends". Individuals were asked to rate the extent to which a personality quality (e.g., imaginative, practical, competitive, kind) described them in each of the two contexts. In a separate session, individuals identified the top five personality qualities most needed for success in their career using the same list as in the first step; they also rated the perceived fit between their personality and these five qualities, and shared illustrative experiences. Lastly, they were asked questions in order to ascertain the relationship of the self-perceived fit (between personality and their career) to intentions to change their career or their qualities.

Preliminary analyses indicate that individuals, who perceived their own personality to be congruent with the personality requirements for success in their job, stated that they were committed to their careers and did not wish to switch careers. Findings of the study are important for addressing the following concerns in practice: career suitability, stability, achievement and satisfaction.