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About Presenters:

Ms. Rhonda Divecha is an Assistant Professor at the Nirmala Niketan College of Home Science, Mumbai, India where she teaches in the Senior College and guides Post- Graduate Students' Research Dissertations. She specializes in the fields of Psychology and Human Development. The subjects she has been teaching include among others, Social Psychology; Development in Adulthood; Issues in Early Childhood, School and Special Education; Psychological Assessment: Theory and Practicals; Practicals in Counselling (where career guidance and career counseling feature in the latter two), for which she constantly develops innovative teaching methodology using Learning Theories and Multiple Intelligences. Besides teaching, she conducts workshops/ seminars for Degree and Polytechnic students of several colleges, as well as for parents and other adult groups. Her research interest areas include Media Influence on Children, Learning Disabilities, Self-Perceptions and Innovations in Teaching Methodology, in which she has presented and published several papers.

Ms. Nitika Aggarwal is currently doing her Masters in Human Development (2nd year) from College of Home Science, Nirmala Niketan (Mumbai). This course gives her an opportunity to explore her interests and her skills. Her interest area of research is on Adolescents. As a part of this course, she is required to do a research in an area of her interest. She is currently doing her research on "Sibling Relationships during Adolescence: Benefits, Challenges and Gender Stereotypes as Perceived by the Eldest Adolescent Sibling".



Ms. Sandhya Nair is an M.Sc. (Human Development) student from 'The College Of Home Science, Nirmala Niketan' and has graduated from the University of Mumbai. She has been an active member of the Social Service committee for the past three years and has conducted workshops on 'Anger Management' for the Junior College Students as a part of the Committee activities. She had been elected as the Secretary for the Social Service Committee of the college for the past academic year. Her interest areas in research include Spirituality, Mental Health, and Social work.

Title of Paper: **Perception of Work among Adults**

Abstract:

This paper focuses on the perception of work among adults, both from the theoretical perspective as well as from available research. The career development process is unique to every person. Factors like gender, ethnicity, ability, personality, socioeconomic status, family, geography and opportunity, all to varying degrees, play a part in the development of one's career path. The life-span perspective recognizes that career development does not end in young adulthood but continues throughout life, even post-retirement, resulting in an increased sense of career maturity. Many retirees, globally as well as in India, are opting to continue working after retirement, either out of financial necessity, a need to stay active or simply to pursue an old hobby. The paper therefore highlights various theoretical viewpoints that explain this adult career progression. It looks at how Donald Super and other theorists of career development recognize the changes that people go through as they mature. Career patterns are determined by socioeconomic factors, mental and physical abilities, personal characteristics and the opportunities to which persons are exposed. People seek career satisfaction through work roles in which they can express themselves and implement and develop their self-concepts. Career maturity, a main concept in Super's theory, is manifested in the successful accomplishment of age and stage developmental tasks across the life span. Consideration is given to the different roles adults play during their lifetime and the relative importance they give to those roles at different times in their lives. Theories of learning, decision-making, social-cognition, psycho-social development and personality, have been reflected upon to elucidate their role in career development of the adult. In addition, new perspectives on career counseling for adults in the period of middle to late adulthood have been emphasized. Finally, guidelines have been suggested with regard to enhancing the awareness of work options for retirees.