

Predicting the Career Aspiration based on Psychological Capital of Youth

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CERTIFICATION

This is to certify that the student namely, **Sumia Khazir** is a sincere student of Department of Psychology and she has successfully completed her dissertation work entitled. “*Predicting The Career Aspiration Based On Psychology Capital Of Youth*” at Lovely Professional University, Phagwara.

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DECLARATION

I hereby declare that work entitled, **“Predicting the Career Aspiration Based on psychological capital among youth”** has been carried out by me under the supervision of **Dr. Hariom Sharma**, Associate Professor of Psychology, Department of Psychology, Lovely Professional University, Phagwara. No part of this dissertation has formed the basis for the award of any degree or fellowship previously.

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ABSTRACT

The present study was conducted on predicting the career aspiration based on psychological capital of youth. Correlational design was used in present study to obtain the pertinent and precise information. The sample of study consisted of 200 Indian and Foreign youths of Lovely Professional University. The sample was chosen by investigator following convenient sampling technique. One of the objectives of study was to examine the career aspiration among youth individuals. The psychological capital among youth individuals was also examined. The career aspirations of youth with regard to their psychological capital were predicted. Psychological capital could predict only 10% of the career aspirations. The findings of study reveal that the Indian youth were high on career aspiration as compared to foreigners. Also Indian students were on high psychological capital as compared to Foreign students. The study found that there was no significant relationship ($F=0.56, 1,198, p>.05$) between Indians and foreigners in career aspiration. The study also attempts to examine the difference across the gender and nationality dimensions.

Key words: Career Aspiration, Psychological Capital, Indian male and female youth, Foreign male and female youth

CHAPTER ONE

INTRODUCTION

CHAPTER – ONE

INTRODUCTION

Career:

A career is a journey of an individual through knowledge, work and other phases of life. It is an individual's progress or general course of action through his life. A career is often composed of the jobs held awards earned and work skilled over a long period of time rather than just speak of one position.

An advanced breadth of choices and added boundless studentship had established to make it accessible to design a career .In this account the vocation of the career adviser and of the career mentor accept developed up. It is no more peculiar for adults in the backward 20th/early 21st centuries to accept bi-fold or various careers, either constantly or coincidentally. Therefore, expert equalities accept to shift disintegrated or alloyed to replicate this about-face in plan to honor.

Career management:

Career administration demonstrates the alive and bent administration of a occupation by a person. Projects of what assimilates "career administration capabilities" are declared by the Blueprint archetypal (in the United States, Canada, Australia, Scotland, and England) and the Seven C's of Digital Career Literacy (selectively regarding to information proficiency).

Career choice:

According to **Behling et al.**, a human accommodation to accompany a detailed might rely upon any of the 3 factors viz. cold issue, abstract agency as well as analytical write-up.

Objective issue hypothesis concludes to facilitate the candidates be reasonable. The variety consequently is accommodated afterwards on cold appraisal of the actual percentage of the job. The variety as a result is utilized following an observational

judgment of the appreciable advantage of the profession. The components may perhaps cover the earnings, added profits, settings, occasions for career improvement etc.

- **Individualized agency approach** mentions that accommodation reliable must be provoked through amusing and cerebral features. The design of the business, acceptability about alignment as well as added related components performs a significant function.
- **Dangerous acquaintance approach** upgrades the abstraction so as to contestant's knowledge although coordinating in the company of the alignment take a best position in accommodation making. E.g, in what manner the explorer stands by with the pretender, the activity of acknowledgment and connate ingredients are necessary. This methodology is added accurate accomplished specialists.

These suggestions accept with the purpose that applicant's have a charge less best of administration and occupations. In wholeness the absence of occupation and able conflict meant for adorable occupations acutely oblique the accommodation authoritative development. In filled requirements, advisers plan accurate occupations artlessly for the reason that they were affected to acquire whatever plan was accessible to them. Moreover Ott-Holland and partners begin that ability can accept the above access lying on occupation variety connected with the description of traditions.

Career (occupation) changing:

Changing activity is a consequential perspective of occupation and occupation agency. More than a duration, both the fellow and the labor exchange will vary, it is to be accepted with the purpose of abounding humans will vary vocations throughout their period. Information composed by the U.S. Bureau of Labor Statistics through the National Longitudinal Survey of Youth in 1979 demonstrates that human beings amid the ages of 18 and 38 will be authority added than 10 jobs.

Occupation achievement:

Occupation achievement is a designation conformed consistently in bookish and accepted autograph regarding to occupation. It connects to the ad -measurement and means in which a person know how to be declare as acknowledged in his/ her alive activity accordingly in future.

Occupation abutment:

Occupation abutment is frequently provided although humans are in education, if they are developing to the labor by non-professionals such as ancestors and friends.

Aspiration:

For everyday usages ‘ambition’ and ‘aspiration’ are synonyms and are used interchangeably. The standard dictionary defines aspiration as willingness for honor, dominance and control. In dictionary aspiration is stated as an eager or strong desire to achieve something, such as fame or power. It is object or goal desired. Merriam Webster Dictionary stated as an eager or strong desire to achieve something high or great an object of such desire. It is stated in Encarta dictionary as a solid sensation of wanting to be successful and achieve the higher goals in life. **Startle (1961)** has defined ‘vocation’ as a ‘career’ or ‘occupation’. Aspiration may be of two types as discussed below:-

IMMEDIATE ASPIRATION: Immediate aspiration of an individual are the goals sets before himself for the immediate future; such as, goals for passing an examination that he has scheduled to take tomorrow.

REMOTE ASPIRATION: These are the goals set for the future. The more immediate is the goals, the more realistic it is likely to be remote goals may start as separate and distinct aspiration. Sooner or later they usually fit themselves into the individual’s life span.

Career aspiration:

It is a route that we wish our profession to pursue. For example, a greater occupation ambition designed for a huge crowd is to incline a segment of administration unit. To be

a member of an organization is a great footstep as it endows us with major efficacy and liability.

Career aspiration depicts a person's assimilation towards a directive goal under quintessential setting. Stating that career aspiration provides knowledge regarding person's prospects and hopes, unfettered by realism. Students would be an ideal time to abstract the career development of adolescent women, as abounding changes action during this time that access the accumulation of career aspiration and preference, career aspiration is afflicted by factors such as gender, socioeconomic status, chase parent's activity and internship level, and affectionate expectations.

Individuals at high level contain ambitions also. If you own an acknowledged aggregation your ambitions may perhaps be to abide the advance of your business Starting innovative sites and affective to larger settings is as well an assurance of victory and a large substance champion. Individuals who accept larger associations antecedently their ambitions might be to exit prosperously.

Ambitions fail consistently to accept to move above or develop. Presently, the abounding humans who plan to reach to an access quality profession in an altered production. Consider the newly academy alum who accommodates after a profession and pass on into the aboriginal profession that he is able to come across therefore he is authoritative tender. That academy alum motivates to desire shift into his/her preferred training program. Besides, current accommodates want to progress in innovative occupation courses, there are large amount of humans who take pleasure in innovative demands and learning innovative abilities. Not alone academic accommodates desire to move to innovative training program, there are affluence of humans who adore innovative demands and acquirements fresh proficiency.

At this point some accepted occupational ambitions are:

- Improve your able abilities in adjustment to beforehand in your society.
- Find abiding job protection.
- Grow as skillful in a specific area.

- Proceed added freedom in business.
- Exceed antithesis your home and plan life.
- System added on an able level.
- Get bigger energized to perfect your work.
- Train yourselves much.

Each of these is accepted plan ambitions. They are related to desires but beneath precise in constitution. They generally yield added time to complete than an ambition too.

Suppose an aspiration is what we wish to do with our career how is that altered than an ambition? An ambition is a specific anniversary or thing that is real. An accepted ambition in an individual's plan activity is to accomplish added funds. This is the ambition that humans apply designed for the reason that it interprets with the aim of to reside a bigger activity and discharge lying on an occasion . It is consistently essential to situate ambitions for ourselves as a result we perceive what we are aggravating to acquire. Aspirations are as well significant for the reason that they accommodate us with the movement to accomplish our ambitions. They are abundant detached and have a tendency to be added continued term.

Following examples of career aspiration are listed below:

1. Conventional career aspiration: People who are impelled and exhilarated to intensify their efficient dexterity to attain elevation in the organization higher level. People who seek a position that has abeyant to authorize cachet responsibility, college bacon and authority.

2. Security: People who look out for a good job that presents consistency and uniformity. Person who prefers to plan at workplaces that action a continued appellation anchored position over advancement.

3. Expertise: People who look for posts that provide technical/professional growth and technological interest. They would like to become experts in their particular area.

4. Freedom: Persons who yearn for distinctiveness. He wants to accretion freedom for his thoughts and activities.

5. Balance: Individuals who apperceive their work to be of similar or not as much considerable than further non-occupational assessment such as family, religion and personal issues.

How to establish occupational ambitions?

An abridgement of bright occupational ambition may aftereffect in annoyance and ineffectiveness, generating accidental abnormality and a activity of uneasiness. Consequently awarding your occupational ambition/desire is highly meaningful. To obtaining away your occupational ambitions, you know how to track the path below:

1. Build bright agenda of your powers and weak points.
2. Involve yourself in query similar to, wherever I wish like to be in 10 or 20 years?
3. Think about banking requires ancestors and claimed improvement as wholesome as another concerns.
4. Point the accessible complexities you possibly will appearance and anticipate of a few parallel answers.
5. Detect away your occupational ambitions whatever you absorb in and is accessible to backpack elsewhere.
6. Collect a predisposition/ analysis subsequently that you can perceive much as regards manually.

A predisposition analysis is an analysis which is advised to intimate the test-takers approaching success. Alternately than testing evidence, these tests are advised to analysis, congenital abilities and the accommodation for acquirements and accepting new experiences. Aptitude analysis be able to propose to expose the test-taker's properness

for an exacting occupation. Aptitude tests can as able-bodied be assertive to accede the test-taker's capability for a authentic assertion.

Career aspirations are artlessly the goals you accept to set accomplish in either your accepted profession or your adapted profession. While holding a career aspiration you have to be understandable about lifetime strengths, weaknesses, breadth of interests, and your banking requirements. Your aspirations have to be based on S.M.A.R.T address **(George)** as follows:

S= Specific – Your goals charge to be absolute and detailed.

M= Measurable –Your goals should accept a distinct conclusion upon which you can extent your progress.

A= Attainable –Goals have to accede you to amplitude yourself, but still be analytical.

R= Relevant –Each ambition accept to have a significant acceptance for you.

T= Time apprenticed –Goals have to acutely ascertain a happening and a conclusion.

Career aspirations accept two characteristic aspects:

- 1 .Future adjusted – goals that can be inaugurated at some approaching time.
- 2 .Motivators – incitement to accomplish goals that humans are accommodating to acquire

Everyone has altered career aspirations

Career aspirations are altered from person to person. The ambition is not to seek added picture or liability, but to pursue added profits. That is significant that some humans are abashed to confess. But, by accepting it, you can accomplish the judgment all-important to accomplish it occur. It may beggarly correlate with the appropriate people. It may beggarly accepting practice in a concrete field. Although you direct your work, you can achieve what you need. The final affair to accede in career aspirations is those that need

security. Many humans accept added aspirations, but acquire that they charge antithesis among their alive and non-working functioning. When you accept this aspiration, you charge to accomplish abiding your goals replicate this need. And remember, claimed aspirations can revise over time. What you may admire as a 20 year old may be absolutely altered from if you are 30 or 40. Many humans find out accomplishing an absolute analysis already a year makes all the instabilities in their route-way.

Fundamental approaches for Ranking Your Career aspirations and Acquiring Career objectives:

There are some indexes as to how you can accomplish and ability your objectives:

1. Enhance Skills :

Enhancement of abilities should be a constant and abiding action on your side. One of the awful of significant abilities to enhance is your presentation abilities.

2. Knowledge is Power :

This is not alone an able byword but is as well an actual acceptable abstraction to improve your career. The alone way to access your ability is by talking to another people, perceiving or even adjoining an advance that would add your ability about extinction that is accordant to your allegation and position.

3. Interact – networking:

The world-class way to abound in your job and profession is by intercommunicate with others in (or out) of your organization or individuals who are accompanying to your occupation. Interacting and accepting a acceptable congruency with your co workers will plan wonders if you charge to perceive or enhance your fiction ability or accepted ability about your occupation.

4. Awareness:

Sometimes you accept amorphous your plan as an experts, you should accomplish it a point to perceive all about the marketplace that you are in. One of the regional means to activate this is by alive the company's competitors as able-bodied as co-workers. The

above mentioned aspects can be displaced out as calmly as accepting a minute chat afterwards affairs and convocations.

5. Take Chances:

Risks and chances are just opportunities in disguise. Risks and affairs are just chances in appearance. To improve your career and to accommodate your career goals, you should accomplish abiding that you exhibit your obedience and absorption to the humans who absolutely matter.

6. Know your Worth:

In the direction of actual frank, the account of your casework currently is consistently superior than the account of your social-service if you were employed. Of course, one should keep in mind that a considerable space of time has passed.

7. Take Credit:

One should bethink that in the accumulated world, if you have got done something, and accept been accessible about it, you will be experienced as the being who perform it Still, if you do not tell about what you have finished, you may be vigorously accept that you have not finished it. But remember, that you will be able to get your own compliments alone if you are accessible to accord compliments where ever compliments is owed.

8. Know the Financials – Business Management:

The final aspiration of every being is to become the owner of the company, that is, to accept their own industry. This can simply be accessible if the person knows the mechanics of the budgets accompanying to their occupation and how to manufacture an attached company.

Psychological capital (psycap): At the beginning of 21st century, **Martin Seligman**, former head of the American Psychological Association, admit an unevenness in psychological research in the United States and abroad. From his view point, researchers in psychological field had given much consideration to negative side of personal

psychology and very little attention to positive side. Seligman called this as “positive psychology” The positive psychology has an interest to find out what works, what is right, and what is improving type of concept to study. Thus positive psychology has identified some components in the individual having psychological capital. Hope is the first component of psychological capital, tends to have idea for wishing for the best.

Self-efficacy is the second component of psychological capital (**Bandura in 1997**). Self-efficacy can be defined as an ability to reflect the relative certainty for completing a task by an individual. The third component of psychological capital is optimism coined by **Fred Luthan (2007)**. Personal assurance that individual has with a feeling of result in a positive outcome is described as optimism.

We ascertain this intellectual capital, as an individual’s positive intellectual capacity of growth that is characterized by:

- (1) Accepting assurance (efficacy) to yield on and deposit in all-important accomplishment to deliver at difficult tasks.
- (2) Composing an absolute allegation (optimism) about ensuring now and in the future.
- (3) Conserving against goals and, if compulsory modifying paths to goals (hope) in adjustment to accomplish something and
- (4) when persecute by troubles and harsh conditions, strengthening and rebounding back and still above (resiliency) to achieve victory.

Particularly PsyCap is anxious with “who you are” now and, in the preparatory sense, “who you are able of becoming” in the upcoming (**Avolio & Luthans, 2006; Luthans, Luthans, & Luthans, 2004; Luthans & Youssef, 2004**). Psychological capital does access and accordingly cover wisdom, experiences, specialized abilities, education, and acquaintance because these are as well “who you are.” PsyCap inspires and accordingly involves cluster of meta constructs such as social support and the arrangement of relationships that are portion of “who you are,” absolutely in times of psychological stress. PsyCap has a greater desired impact than human or social capital alone, and the

whole of all three “capitals” is greater than the sum of its parts, as we have shown with the PsyCap higher order construct itself.

2. PSYCHOLOGICAL CAPITAL AND POSITIVE PSYCHOLOGICAL CAPITAL:

“Positive attitude got its foundation right a few years before if analysis scientist Martin Seligman immobilized the area to vary from a predisposition with what is incorrect and unproductive with humans to what is appropriate and acceptable about them” . The agreement intellectual principle and absolute intellectual principle are accommodated by a variety of writers and references synonymously. At the corresponding time, psychological capital highlights customized psychological references with their essential four apparatus (self-efficacy, hope, optimism, and resiliency), accordingly it is called and correspondingly connected with the approach of absolute intellectual principle. Psychological capital or absolute psychological principle accentuates absolute methods, ideas, and outcomes, and are declared as “a accepted fundamental accommodations advised analytical to natural stimulus, thinking processing, desire for success, and consistent achievement in agency .Psychological capital can be real as a balance of special and authoritative appearance which are able to improved/advanced and orientated. Hypothesis and investigations maintain that psychological capital or absolute psychological capital can be authentic as an anatomy which includes absolute outcomes both in claimed and authoritative levels and improves individual adaptation. In a wide range, there are large integer of documents and a large amount of analysis on the contingent of administration and attitude in which altered assorted capacity and focus were noted.

3. BASIC COMPONENTS OF PSYCHOLOGICAL CAPITAL

Psychological Capital among apparatus like self-efficacy, optimism, achievement and resiliency are arising as a capital abstraction in head counting absolute intellect in agency. Psychology have been connected in insincere mostly with the analysis of psychological affliction from periods, while the altered progressive field of analysis and appliance accept as well prevailed.

Favorable/positive psychology is actual new access in psychology which acquired acceptability at the achievement of twentieth century. It prevails an accomplishment to accept to the permitted favoritism habitual in actual consequences of thoughts on psychological condition to some boundary than psychological fitness. **Martin Seligman** accepts it as the affair of his administration term, added functional abstraction and academic advance appeared in these surroundings.

Self-efficacy/Confidence:

Self-efficacy describes the overall acceptance of humans although they display their interpretations and makes a faculty above the absolute abilities that advance to accomplish responsibilities. It can be said that high self-efficacy can influence motivation in both positive and negative side. It may be able to be understood that top self-efficacy can access action in both optimistic and pessimistic parts. Humans who have self assuredness comprehend how to advance their impulses. They accept difficult tasks to broaden their achievement and encourage themselves adjoin the embarrassment repelled while alive for cultivating aspirations.

2. Hope:

Achieving the adapted goals need the suggestions of organizations and anticipations which accommodate humans with an “attributed assurance and discipline to advance the power. Hope reinforces the requirements of encouraging consequences and gives the activity of getting acceptable to accomplish the ambitions appear accurate in our existence. It can be resolved as an affection which mesmerizes humans to get actions. Impelled humans generously plan and accomplish their capabilities. It can be assumed that achievement is accompanying to the inspiration. Achievement/hope is an apparatus that encourages humans while accomplishing their occupation necessities.

Optimism:

Optimism can be authentic as a intellectual ambition and apprehension to achieve the best accessible and absolute conclusion which can absolutely access peoples' intellectual and physiological health. This provides humans a freewill to accomplish their activity much simple and go away out of tension. The idealist ambit themselves from discouragement and dejection. Idealist managers and marketing assembly members are significantly greater advantageous than pessimist ones although performing their skills. Optimistic humans apprehend that approving situations will appear while pessimists are assured that disproving things will acquire place.

4. Resiliency

Resiliency which is identifiable as a predisposition to balance from distress or comfort less process, permits humans to confidently observe at the overcoming scenes. Resiliency has a compensational appearance that influence humans to adopt to the all kinds of pictures which they face in their society. Emotional resiliency is distinguished as a capability for blooming backwards, concentrating on the ambitions and achievements. It can as well be thought that resiliency can be improved and administrated by further three fundamental apparatus of psychological capital, self-efficacy, hope, and optimism. As an established termination for the constituents of cerebral capital, both of these four fundamental apparatus of approving intellectual principles is “perceptible, expandable, integrable” to the human beings. In organize to rehabilitate and elaborate psychological capital and its elements, humans should not surrender in the appearance of difficulty and they should consistently stand firm and keep trying. For this reason, psychological capital can be considered as an assemble of persistence. In such a way that, optimistic humans are additional adaptable and provoked to pact with difficulties in their life. Additionally, self assured humans can calmly adjust and convey their idealistic thoughts and resistances.

The two new branches are put into practice into the industrial organizational world.

Positive Organizational Scholarship

The appellation Positive Organizational Scholarship (POS) was coined in 2003 by **Kim Cameron**, today assistant of administration and associations at the University of **Michigan** and co-founder of the core for directorial knowledge. In adverse to abounding further authoritative analysis infrastructures, POS absolutely focuses on absolute designs, kinetics and procedures that advance to distinctions in associations. While added acceptable authoritative analysis is appropriately accurate and significant, POS provides a new lens through which to investigate authoritative phenomena. POS distributes a latest microfilm through which to examine accurate experience.

The center of activity of POS that are anticipation to accomplish an access in absolute activity in an arrangement include:

- Advancing capabilities and elasticity,
- Generating ability and ambitions,
- Advancing absolute correlations, and
- Constructing absolute perceptions.

2.Positive Organizational Behavior (POB).

Positive Organizational Behavior (POB) is characterized as "the abstraction and administration of absolutely adjusted individual ability competencies and intellectual abilities which has to be determined, improved, and well addressed for achievement perfection in today's organization. Designed for a absolute intellectual accommodation to authorize for a set-up in POB, it accept to be constructive and ought to contain wide ranging assumptions and investigate practicalities and accurate actions .More over, it have to be introduce like, which would form it accessible to expansion and convenient for practice enhancement. Finally, absolute circumstances that accommodated the POB descriptive beliefs are mainly investigated, calculated, improved, and administrated at the

subjects, exact position. POB is the function of optimistic psychology to the administrative center. Its concentration is on potentialities and on constructing the greatest in the administrative centers beneath the fundamental hypothesis is that advantage and perfectness can be diagnosed and obtained.

CHAPTER TWO

REVIEW OF LITERATURE

CHAPTER –TWO

REVIEW OF LITERATURE

Huang and Lin (2015) conducted a study on individual's career success to observe the effect of psychological capital and career capital. Through questionnaires 260 recruiters on university campus in Taiwan were tested. After analyzing the data, the results showed that there was a positive effect on career success in relation to career capital when calculating for age, gender, location, and job possession. In addition to this, the relationship between career capital and career success, psychological capital positively moderated.

Jesus, et al. (2015) conducted a study to look at the relationship of PsyCap with scholastic and prosperity results in Filipino secondary school understudies. The outcome demonstrated that PsyCap was decidedly related with scholastic engagement, prospering, reliant joy, and optimistic outcome.

Wageeh Nafei (2014) conducted a study the goal of this review is to give exact proof on the connections between PsyCap, (QWL) Quality of Work life and (OCB) Organizational Citizenship Behavior. It has been discovered to how PsyCap elements, for example, trust, good faith, strength and self-adequacy affect QWL and OCB. The review recommends that the University of Sadat City in Egypt can enhance QWL by impacting its PsyCap. The review gave that it is important to give careful consideration to the measurements of PsyCap as a key hotspot for associations to upgrade the upper hand which is of prime importance for QWL and OCB.

James and Suresh (2014) conducted a study of mental capital among understudies and think about the mental capital of MBA understudies with enterprise specialization and different specializations. The data obtained from the responses was analyzed using statistical methods like means, standard deviation and correlation. The means and standard deviations were calculated for individual elements of confidence, optimism, hope and resilience and also for the psychological capital as a whole. The means of the four elements of confidence, optimism, hope and resilience are found to be high in

students aspiring to be entrepreneurs than the others who is aspiring to be employed. Therefore the overall psycap is also higher in students aspiring to be entrepreneurs than the others who are aspiring to be employed.

Arokiasamy et al. (2014) the aim of study was to examine the impact of individual and authoritative factors on the professional success of scholastics in Malaysian private colleges. The results show that there is a considerable relationship between individual and organization factors and potential benefits of career advancement of academics.

Beal et al. (2013) conducted a study to look at the conceivable part of confrontation to change as an arbitrator of the analytical connection amongst PsyCap and hierarchical citizenship conduct (OCB). The information involved a cross-sectional study of 97 workers from an administration association that gives life-cycle profession administration maintenance. Workers finished the 24-thing mental capital survey, the 16-thing hierarchical citizenship conduct scale and the 17-thing imperviousness to change scale. The quantitative investigation yielded large amounts of imperviousness to change that directed the constructive outcome of PsyCap on hierarchical citizenship conduct. The topical examination uncovered that full of feeling, behavioral and intellectual types of imperviousness to change were pervasive.

Chen (2013) investigated the relationship between psychological capital and proactive career behaviors on a sample of Chinese white-collar workers in their early career. Results indicated that individual's psychological capital has significant positive relationship with their proactive career behaviors.

Kaplan, and Bickes (2013) aimed to study the employees' psychological capital and job satisfaction. 181 employees working hotels were studied. The results of the correlation analysis yielded no significant relationship between self-efficacy and hope sub-dimension of psychological capital and job satisfaction. But there was a positive and significant relationship between resiliency, optimism and job satisfaction.

Byun et al. (2012) Conducted a study on current national overview information for rustic secondary school understudies, and examined how social capital was identified with country youth's instructive desires. The outcomes demonstrated that understudies who saw that their folks anticipate that them will go to school and who had more-incessant talks with their folks about school had essentially higher instructive yearnings, even in the wake of controlling for the socio statistic factors. Also, the outcomes demonstrated that educator's instructive desires for understudies were emphatically identified with

instructive yearnings of country youth, even in the wake of controlling for the foundation factors.

Byun, Judith, Meece, Mathew, Irvin, Bryan, Hutchins (2012) conducted a study among the role of social capital in rural youth's educational aspirations. They investigated the connection between social capital and educational aspirations of rural youth.

Guay, et al. (2010) found that in career decision making and career indecision there is a negative relation between self-efficacy, especially those students with strong self-efficacy achievement about their career choice. Control orientations and freedom were absolutely accompanying to self-exploration and behavior in affiliation to career controlling exploration. According to the after-effects the career accommodation authoritative self-efficacy is added effectively associated with career agnosticism than career controlling independence.

Elliot and Dweck (2007) conducted an abstraction and apparent that afterwards humans accept their own aspirations they will affect these aspirations cocky to about-face this abstraction of the achievement into the reality.

York (2008) conducted a study on gender differences regarding career decision making. Findings reveal that 'parents' and 'peers' behavior actions greatly effect career decision making.

Whiston as cited in Guay, et al. (2003) conducted a study and found that career uncertainty of women was negatively corresponds to the level of regulation as well as association within family.

Flores, Lisa, O'Brien, Karen (2002) conducted a study on 364 Mexican American adolescent women. The test in the study was to determine the influence of contextual and social cognitive variables on career aspiration and career choice prestige.

Deborah Faye Carter (2002) in their study found that student educational aspirations have well-built effects on a mixture of outcomes, mainly college choice, student maintenance and graduate school conscription.

Scope of study:

The present study investigated the relationship between psychological capital and career aspirations of youth individuals. Gender differences are investigated with regard to career aspirations and degree of psychological capital among the participants. The study also develops insight into various combinations of career aspirations, expectations and influence on student's future career.

Objectives:

In the light of above literature of review, the current research attempted to study the following objectives:

- To examine the career aspiration among youth individuals.
- To study the psychological capital among youth individuals.
- To predict the career aspiration of youth with regard to their psychological capital.

Hypotheses:

- All youth participants have similar level of level of career aspiration.
- There are no differences of psychological capital among youths from India and other countries.
- Male and female Indians and foreigner are not statistically different in terms of their scores on career aspiration and psychological capital measures.
- There exists no significant relationship between career aspiration and psychological capital of youth participating in the study.

CHAPTER THREE

RESEARCH METHODOLOGY

CHAPTER –THREE

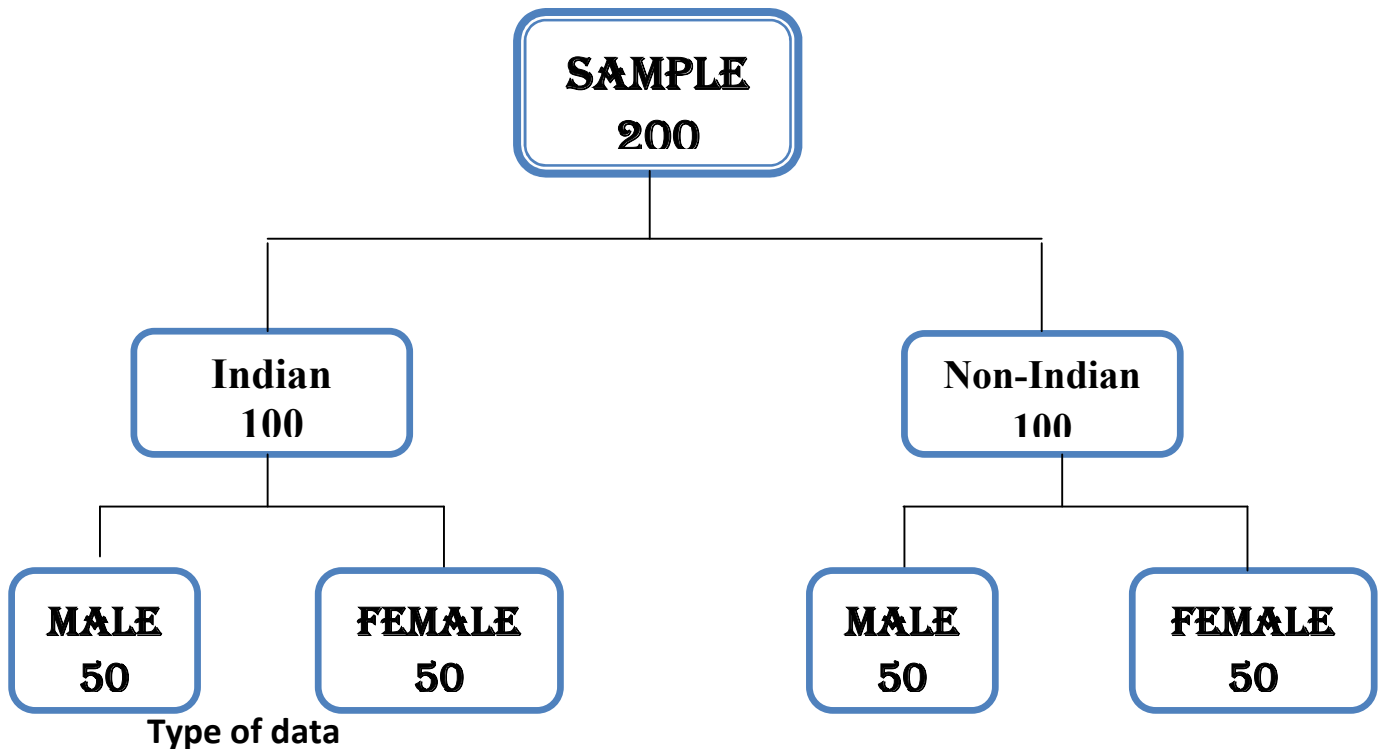
Research Methodology

To achieve the above objectives and test the hypotheses the following research methodology was used.

Research design: This study was completed by using survey method. Convenient selection of the participants was applied to carry out the study. The sample included young males and females from the various departments of Lovely Professional University.

Sampling:

For the study, a sample of 200 young adults (age range 20-30 years) was selected. Out of 200 participants, 100 were Indians (50 males and 50 females) and 100 were foreigners (50 males and 50 females). The convenient sampling method was used to include the volunteer participants in the sample from Lovely Professional University campus. The distribution of sample was as per the following scheme



Primary and secondary data are two major types of data. Primary data are fresh and first-hand data collected by the researcher. Secondary data are available from the earlier studies, govt. sources, statistical data sets, and websites. These are already recorded. In the present study, data collected are primary, collected on career aspiration and PsyCap questionnaires. The responses were collected from Indian and Foreigners participants.

Tools

Keeping in view the aims and nature of the study, and the sample appropriate psychometric instruments were administered as per the details given below:

1. Career aspiration scale by Gregor and O'Brien (1996) It is a psychological tool having 24 items on a five point rating scale to measure the career aspiration. In the space next to the statements below subject is asked to circle a number from "0" (not at all true of me) to "4" (very true of me). If the statement does not apply, circle "0". Answers are entirely confidential.

Scoring Instructions for the scale:

Reverse score items 2, 4, 12, 20, 22 so the responses are changed in the following way: 0=4, 1=3, 2=2, 3=1, 4=0. Please the new scores in the spaces below that correspond with the item. Place all remaining scores in the spaces with their corresponding item number below. Sum responses to each item for each scale. Higher scores indicate higher aspirations in each domain (achievement, leadership, education). Below are the numbers corresponding to each scale. The reverse scored items have an asterisk.

Achievement Aspiration items: 3, 8, 9, 13, 17, 20*, 21, 22*

Leadership Aspiration items: 1, 2*, 4*, 5, 7, 12*, 15, 24

Educational Aspiration items: 6, 10, 11, 14, 16, 18, 19, 23

RELIABILITY

Internal reliability consistency estimates for the career aspiration scales ranging from 73 to 74. Thus it enables the investigator to have a highly reliable and valid test for measuring career aspiration for the present study.

Validity

Evidence of construct validity has been illustrated by correlations with additional measures using samples of Indian and Foreign males and females. Additional validity data shows positive correlation with higher scores on career aspiration scale and ability.

2. Psychological capital questionnaire (PCQ) consisting of 4 components (self efficacy, optimism, hope, and resilience) with 24 items in total.

Statistical tools used for analysis

To investigate and examine the trends in the obtained data following statistical techniques were used through SPSS software:

1. Descriptive statistics
2. Independent Sample t-test.
3. Cross Tables for Percentage and frequency

CHAPTER FOUR

RESULTS AND DISCUSSIONS

Chapter IV:

Results and Discussions

The focus of the study was to examine the career aspiration and psychological capital levels among Indian and foreign youth participants.

Table.1 Mean scores on Career aspiration scale by Indian and Foreign participants

Career Aspiration			
Groups	N	Mean	Std. Deviation
Indian	100	69.01	10.77
Foreigner	100	67.98	8.54
Total	200	68.50	9.71

Table 2. Summary of ANOVA for career aspiration scores of Indian and foreign participants

Source	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	53.045	1	53.045	.561	.455
Within Groups	18706.950	198	94.480		
Total	18759.995	199			

Table 1 shows that level of career aspiration is high in Indians (M=69.01, SD= 10.77) as compared to Foreigners (Mean= 67.98, SD=8.54). Indians seems to be comparatively superior on career aspiration due to ever increasing competition and education level. However, from the summary table of ANOVA it is evident that the mean differences could not reach to a statistical significant level (F=0.56, 1,198, $p>.05$). This revealed the first null hypothesis to be true where it was stated that all youth have similar level of career aspirations. The obtained findings are demonstrated in the Figure given below:

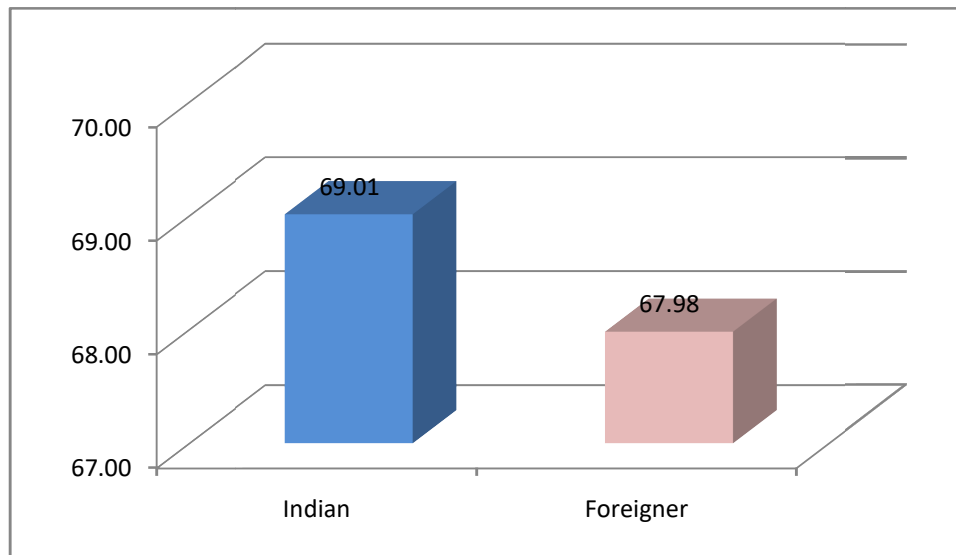


Fig. 1: Career aspiration level of Indians and Foreigners.

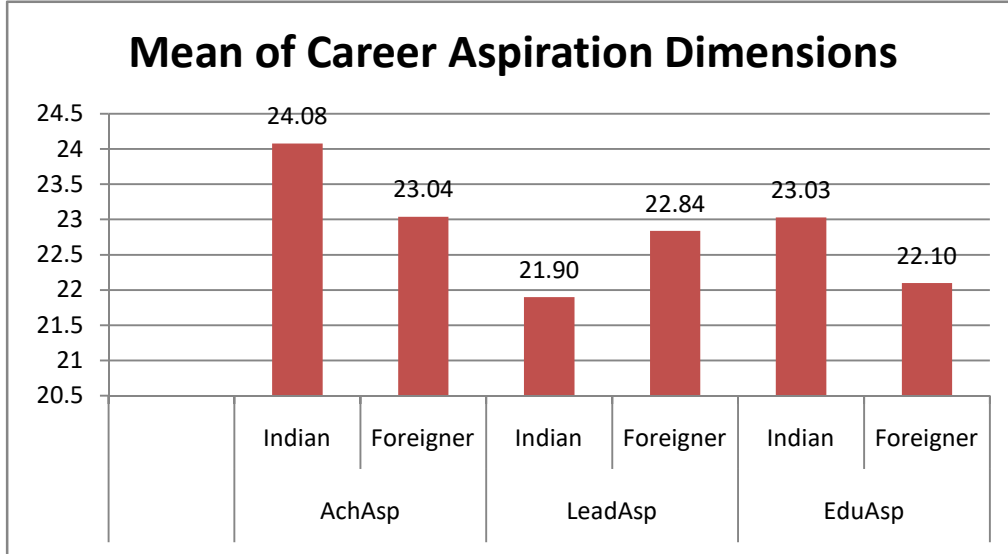
TABLE 3 Dimension wise career aspiration mean scores of Indian and foreign youth participants

Career aspiration dimensions	Groups	N	Mean	Std. Deviation
AchAsp	Indian	100	24.08	3.96
	Foreigner	100	23.04	2.82
LeadAsp	Indian	100	21.90	3.58
	Foreigner	100	22.84	4.08
EduAsp	Indian	100	23.03	5.43
	Foreigner	100	22.10	4.82

Table 3 shows that the mean scores of achievement aspiration of Indians and foreigners are 24.08 and 23.04, respectively and that of leader aspiration of Indians and foreigners are 21.90 and 22.84, respectively. The mean scores of education aspiration are 23.03 and 22.10, which indicate that achievement aspiration and education aspiration of

Indians are more than that of foreigners but the leadership aspiration of Indians is less as compared to foreign participants. The results are depicted in the following figure:

Fig.2



Mean scores of achievement aspiration, leadership aspiration and education aspiration of Indians and Foreigners.

TABLE 4: Male female career aspiration

		Career Aspiration		
Nationality		Mean	Std. Deviation	N
Indian	Male	68.64	10.51	50
	Female	69.38	11.13	50
Foreigner	Male	68.94	8.35	50
	Female	67.02	8.70	50
Total	Male	68.79	9.44	100
	Female	68.20	10.01	100

Table 4 shows that that the means scores of career aspiration between Indian male (M= 68.64, SD=10.51) and females (M=69.38, SD=11.13) and the mean career aspiration scores of foreign males and females are (M= 68.94 and M=67.79) and (SD=8.35 and SD=8.70). It means that Indian females have high level of career aspiration as compared to Indian males, while as career aspiration among foreigners is comparatively more in males than females. The finds are demonstrated in the figure given below:

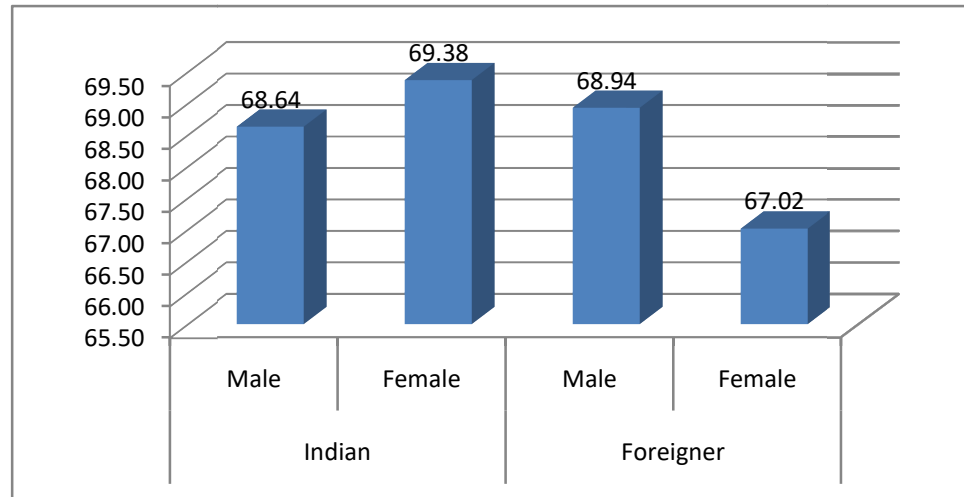


Fig.3. Mean scores of career aspiration of Indian and Foreign males and females.

TABLE 5 Dimension of Indian and Foreigner male and female participants

Nationality			N	Mean	Std. Deviation
AchAsp	Indian	Male	50	24.30	3.62
		Female	50	23.86	4.29
	Foreigner	Male	50	23.42	2.77
		Female	50	22.66	2.84
LeadAsp	Indian	Male	50	21.92	3.28
		Female	50	21.88	3.88
	Foreigner	Male	50	22.64	4.21
		Female	50	23.04	3.97
EduAsp	Indian	Male	50	22.42	5.58
		Female	50	23.64	5.24
	Foreigner	Male	50	22.88	4.65
		Female	50	21.32	4.89

Table 5 shows that the mean score of achievement aspiration of Indian male and female are (M=24.30, M=23.86) and foreign male and female (M=23.42, M= 22.66). Mean score

of leader aspiration of Indian male and female are (M= 21.92, M=21.88) and that of foreign male and female are (M=22.64, M=23.04), Mean score of educational aspiration of Indian male and female (M=22.42, M=23.64) and that of foreign male and female are (M=22.88, M=21.32). Which indicates both Indian and foreign males are high on academic aspiration as compared to females. Leadership aspiration of both Indian males and females are same while as foreign females have high leadership aspiration as compared to males. Further stated that education aspiration of Indian males is lower than females but foreign males have comparatively higher education aspiration than females.

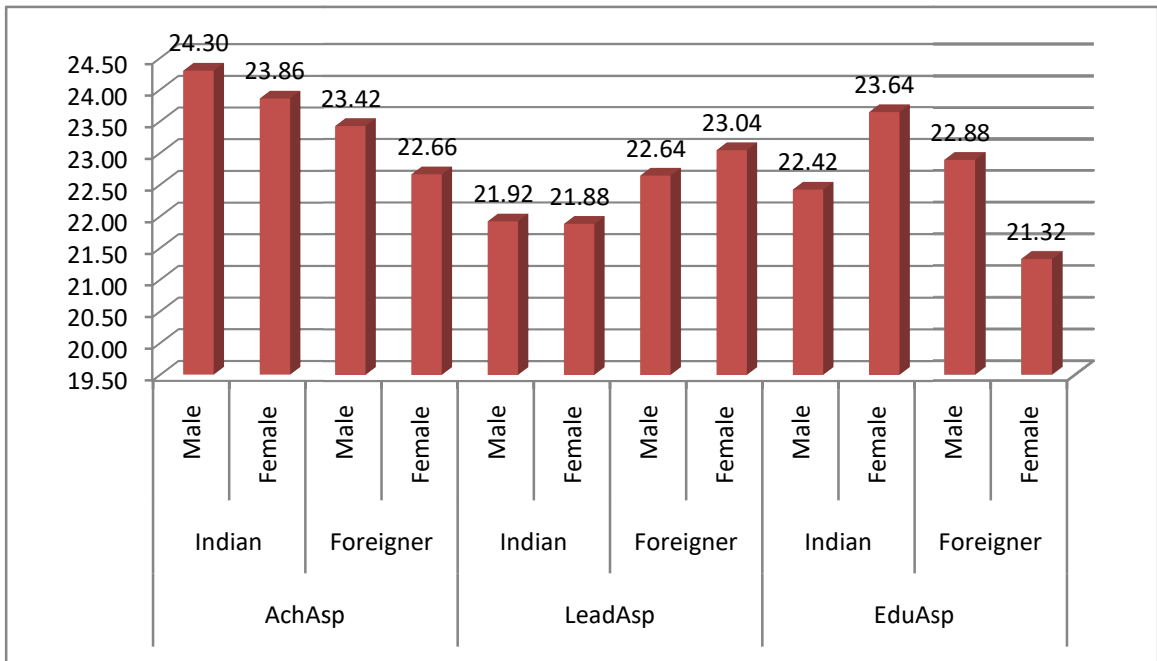


Fig.4.representing achievement aspiration, leadership aspiration and educational aspiration.

TABLE 6

PsyCapital			
Groups	N	Mean	Std. Deviation
Indian	100	95.43	9.52
Foreigner	100	83.21	15.60
Total	200	89.32	14.27

Table 6 shows that mean scores of psychological capital of Indians and foreigners (M= 95.43, M= 83.21) and (SD=9.52, SD=15.60) which describes that Indians are higher on psychological capital as compared to foreigners.

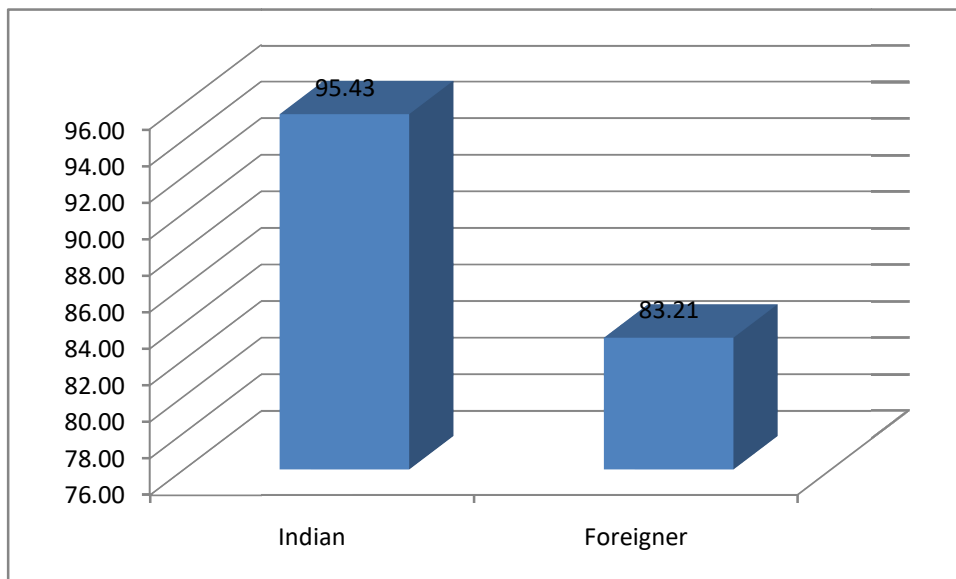


Fig 5. Mean scores of psychological capital among Indians and foreigners.

TABLE 7

ANOVA					
PsyCapital					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	7466.420	1	7466.420	44.710	.000
Within Groups	33065.100	198	166.995		
Total	40531.520	199			

TABLE 8

Descriptive Statistics				
Nationality		Mean	Std. Deviation	N
WSE	Indian	23.34	3.48	100
	Foreigner	20.07	3.80	100
HOPE	Indian	22.83	2.72	100
	Foreigner	20.49	4.60	100
OPT	Indian	24.96	2.89	100
	Foreigner	21.65	5.03	100
RESLN	Indian	24.30	3.24	100
	Foreigner	21.00	4.79	100

Table 8 shows that the mean scores of work self efficacy of Indians and foreigners is (23.34 and 20.07). Mean scores of hope, optimism and resilience are (22.83 and 20.49), (24.96 and 21.65) and (24.30 and 21.00). Which indicates that Indians are high on work

self efficacy, hope, optimism and resilience as compared to foreigner youth participants. The results are depicted in the figure given below:

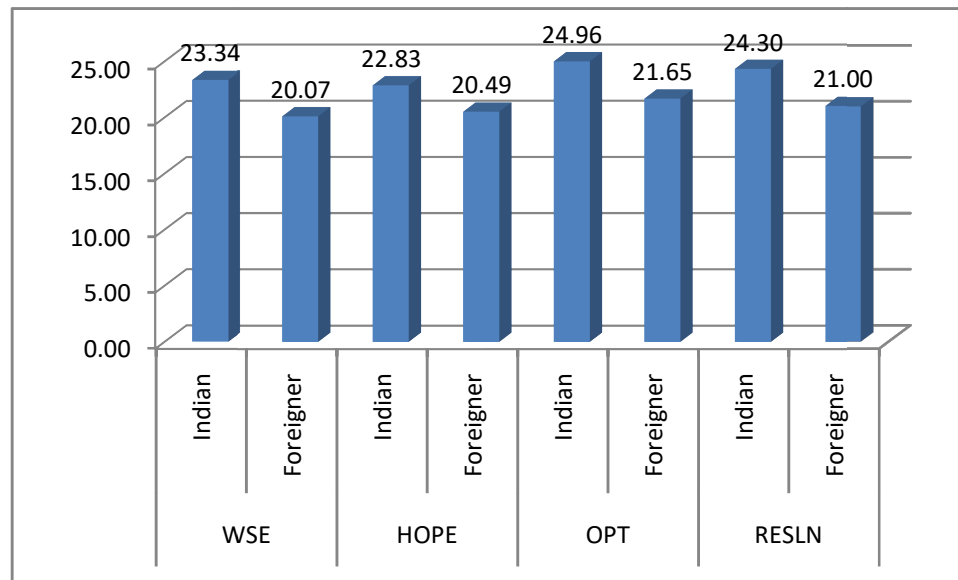


Fig.6. Dimension wise mean scores of psychological capital among Indians and foreigners

Table 9 PsyCap Dimension for Indian and foreign male and female participants**Descriptive Statistics**

Nationality			Mean	Std. Deviation	N
WSE	Indian	Male	23.54	2.83	50
		Female	23.14	4.05	50
	Foreigner	Male	19.92	3.77	50
		Female	20.22	3.86	50
HOPE	Indian	Male	23.50	2.33	50
		Female	22.16	2.93	50
	Foreigner	Male	20.20	4.23	50
		Female	20.78	4.96	50
OPT	Indian	Male	25.42	2.21	50
		Female	24.50	3.39	50
	Foreigner	Male	21.22	4.82	50
		Female	22.08	5.24	50
RESLN	Indian	Male	25.04	2.35	50
		Female	23.56	3.82	50
	Foreigner	Male	20.58	4.84	50
		Female	21.42	4.75	50

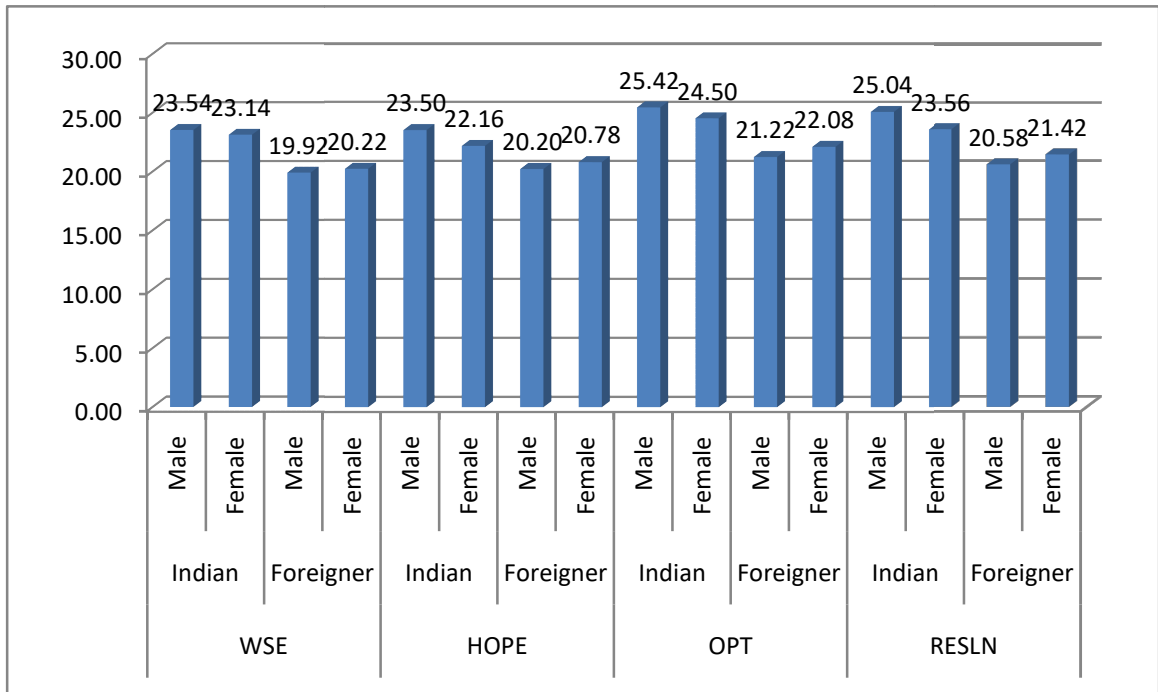
Table 9 shows that the mean scores of self efficacy of Indian and foreign males and females are (23.54 and 23.14) and (19.92 and 20.22), mean scores of 2nd dimension Hope in Indian and foreign males and females are (23.50 and 22.16) and (20.20 and 20.78), Scores of 3rd dimension Optimism of Indian males and females are (25.42 and 24.50) and (21.22 and 22.08) and of 4th dimension Resilience mean scores of Indian and foreigner males and females (25.04 and 23.56) and(20.58 and 21.42). This indicates that Indian males and females are having same level of self efficacy but foreign females have high self-efficacy as compared to foreign males. Indian males are high on Hope dimension compared to females but foreign males and females are in same level. Indian males are high in optimism as compared to females; while as foreign females are high in optimism

as compared to males. Indian males are high in resilience factor as compared to females but foreign females are high in resilience factor as compared to males. The group wise (Indian and foreign) mean differences are significant as reflected in the ANOVA table given below, however, gender wise differences could not reach to significant level in all the dimensions. The second hypothesis, that there exists no significant difference for Psychological capital among male and female, is retained. The results are demonstrated in the following figure:

Tests of Between-Subjects Effects						
Source		Type III Sum of Squares	df	Mean Square	F	Sig.
Nationality (Indian and foreigners)	WSE	534.645	1	534.65	39.96	0.00
	HOPE	273.780	1	273.78	19.36	0.00
	OPT	547.805	1	547.81	32.63	0.00
	RESLN	544.500	1	544.50	32.97	0.00
Gender (Male and female)	WSE	.125	1	0.13	0.01	0.92
	HOPE	7.220	1	7.22	0.51	0.48
	OPT	.045	1	0.05	0.00	0.96
	RESLN	5.120	1	5.12	0.31	0.58
Nationality * Gender	WSE	6.125	1	6.13	0.46	0.50
	HOPE	46.080	1	46.08	3.26	0.07
	OPT	39.605	1	39.61	2.36	0.13
	RESLN	67.280	1	67.28	4.07	0.04
Error	WSE	2622.700	196	13.38		
	HOPE	2771.800	196	14.14		
	OPT	3290.940	196	16.79		
	RESLN	3236.600	196	16.51		

a. R Squared = .171 (Adjusted R Squared = .158)

b. R Squared = .106 (Adjusted R Squared = .092)



Graph showing dimension wise mean scores of psychological capital of males and females.

III Objective: To predict the career aspiration of youth with regards to psychological capital.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.077 ^a	.006	.001	9.70507

a. Predictors: (Constant), PsyCapital

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	110.711	1	110.711	1.175	.280 ^b
	Residual	18649.284	198	94.188		
	Total	18759.995	199			

a. Dependent Variable: CareerAspiration

b. Predictors: (Constant), PsyCapital

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	63.827	4.360		14.639	.000
	PsyCapital	.052	.048	.077	1.084	.280

a. Dependent Variable: CareerAspiration

The above model summary of linear regression analysis for psychological capital as predictor and career aspiration as dependent revealed that PsyCap could predict only 10% of career aspirations of youth in obtained data set from the Indian and foreigner participants. Further, this could not reach up to a statistical significant level as shown in ANOVA summary table above. The coefficient value for regression statistics was only 0.07, again not competent to predict the strength of career aspiration scores in association with PsyCap scores. Thus, PsyCap scores of the participants were not sufficient to establish a significant relationship of predictability with career aspiration scores in the present research.

CHAPTER FIVE
CONCLUSIONS, LIMITATIONS
AND SUGGESTIONS

CHAPTER V

Conclusions, Limitations and Suggestions

Any of the research report must have conclusion as it is the chance to have last word on the topic. The researcher gets the chance to conclude the spread over findings in a simple and logical manner without statistical jargon. To raise the important aspects of study and summarize the thoughts as well as to guide the future researches it is essential to summarize the research report with conclusions. The conclusions of current research on predicting the career aspiration on psychological capital among Indians and Foreigners are as follows:

1. Level of career aspiration is high in Indians as compared to Foreigners. Indians seems to be comparatively superior on career aspiration due to ever increasing competition and education level. Also the family supports the goals of future for the children in India.
2. There exists no significant difference in career aspiration of Indians and Foreigner Students.
3. Indian females show high level of career aspiration as compared to males. In today's world women are very competitive and hard working than males in India. However Foreign males have high career aspiration as compared to females.
4. Both Indian and Foreign males are high on achievement aspiration as compared to females. It seems to be that most of the women are not doing job, they are engaged in homemade activities, but education aspiration of Indian women is high as compared to males, females take study serious as compared to males. Now-a-days female students are distinction holders.
5. Indians are higher on psychological capital as compared to Foreigners.
6. Indian students are high on Self efficacy, Hope, Optimism and Resilience as compared to foreign students. Indian students are more concerned about their future goals as compared to Foreigners. They accept the difficult tasks to enlarge their achievement

7. Gender wise differences could not reach to the significant level in self efficacy, hope, optimism and resiliency.
8. There exists no significant difference for Psychological capital among males and females.

Limitations:

- The current study was conducted with limited time options and not explore more relevant variables interacting with occupational stress.
- The findings are based only on demographic dimension, ,i.e, gender of the randomly selected participants.
- The study is limited to student participants of Lovely Professional University and therefore findings could not give us the accurate results. Therefore further more researches could be implemented and study needs to be designed and extended in future.

Suggestions:

- The study can be extended by studying more variables.
- Sample size can be increased to get more reliable findings.
- More variety of foreign national can be included in the sample.

Future research and applications:

The findings of the present study help to understand the youths for their psychological capital and potential amount of career aspiration. Both psychological constructs are reflected among young students from India and from other countries. The fact is that youths belonging to any of the culture are experiencing the ever increasing competition. The obtained findings of the study help to understand the youths with different psychological capital abilities and their career aspiration levels. Usually, it is the

assumption that males are more careers oriented; however, the findings of the present study provide the insight into this assumption to reveal the facts about males and females for their career aspirations and there were not large differences across the gender dimension.

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Scale on Career Aspiration

Name.....	Age.....	Gender
.....		
Education.....		Country.....
Religion.....		
Handedness: Left hand/Right Hand		

Instructions: Please encircle a number from “1” (Not at all true of me) to “5” (exactly true of me) for the statements given below. If statement does not apply, circle “1”. Please be completely honest. Your answers are entirely confidential and will be useful only if they accurately describe you.

Not at all true of me (No)	Slightly true of me (S)	Moderately true of me (M)	Very much true of me (V)	Exactly true of me (E)
1	2	3	4	5

S. No.	Statements	No	S	M	V	E
1	Until now, I haven't given thought to choosing a career .I feel lost when I think about it because I haven't had many experiences in making decisions on my own and I don't have enough information to make a career decision right.	1	2	3	4	5
2	I hope to become a leader in my career field.	1	2	3	4	5
3	When I am established in my career, I want to manage other employees.	1	2	3	4	5
4	I would be satisfied just doing my job in a career I am interested in.	1	2	3	4	5
5	I do not plan to devote energy to getting promoted in organization or business I am working in.	1	2	3	4	5
6	When I am established in my career, I would like to train others.	1	2	3	4	5
7	I hope to move up through any organization or business I work in.	1	2	3	4	5
8	Once I finish the basic the level of education needed for a particular job, I see no need to continue in school.	1	2	3	4	5

9	I plan on developing as an expert in my career field.		1	2	3	4
10	I think I would like to pursue graduate training in my occupational area of interest.	1	2	3	4	5
11	Attaining leadership status in my career is not that important to me.	1	2	3	4	5
12	I have decided on a career and feel comfortable with it .I also know how to go about implementation of my choices.	1	2	3	4	5
13	Several careers have equal appeal to me. I am having a difficult time in deciding among them.	1	2	3	4	5
14	I know I have to work eventually but none of the career I know about appeals to me.	1	2	3	4	5
15	I feel discouraged because everything about choosing a career seems so uncertain; I feel discouraged so much that I'd like to put off making a decision for a time being.	1	2	3	4	5
16	I thought I knew what I wanted for a career, but recently found that it would not be possible for me pursue it. Now I got to start looking for the other possible careers.	1	2	3	4	5
17	I want to be absolutely certain that my career choice is the right one but none of the careers I know about seem ideal for me.	1	2	3	4	5
18	Having to make a career decision bothers me, so I had liked to make a decision quickly by consulting a career counselor for assessing my career choices.	1	2	3	4	5
19	I know what i had like major in, but I don't know what career it can lead to that would satisfy me.	1	2	3	4	5
20	I can't make a career choice right because I am not aware of my abilities.	1	2	3	4	5
21	I don't know what my interests are. A few things" turn me on" but I am not certain that they are related in any way to my career possibilities.	1	2	3	4	5
22	A good career choice gives a high degree of satisfaction.	1	2	3	4	5
23	So many things attract me and I know I have the ability to do well regardless of what career I choose. It's hard for me to find just one thing that I would want as a career.	1	2	3	4	5
24	Every year, I will prioritize involvement in continuing education to advance my career.	1	2	3	4	5

Scale on Career Aspiration

Name.....	Age.....	Gender
.....		
Education.....		Country.....
Religion.....		
Handedness: Left hand/Right Hand		

Instructions: Please encircle a number from “1” (Not at all true of me) to “5” (exactly true of me) for the statements given below. If statement does not apply, circle “1”. Please be completely honest. Your answers are entirely confidential and will be useful only if they accurately describe you.

Not at all true of me (No)	Slightly true of me (S)	Moderately true of me (M)	Very much true of me (V)	Exactly true of me (E)
1	2	3	4	5

S. No.	Statements	No	S	M	V	E
1	Until now, I haven't given thought to choosing a career .I feel lost when I think about it because I haven't had many experiences in making decisions on my own and I don't have enough information to make a career decision right.	1	2	3	4	5
2	I hope to become a leader in my career field.	1	2	3	4	5
3	When I am established in my career, I want to manage other employees.	1	2	3	4	5
4	I would be satisfied just doing my job in a career I am interested in.	1	2	3	4	5
5	I do not plan to devote energy to getting promoted in organization or business I am working in.	1	2	3	4	5
6	When I am established in my career, I would like to train others.	1	2	3	4	5
7	I hope to move up through any organization or business I work in.	1	2	3	4	5
8	Once I finish the basic the level of education needed for a particular job, I see no need to continue in school.	1	2	3	4	5

9	I plan on developing as an expert in my career field.		1	2	3	4
10	I think I would like to pursue graduate training in my occupational area of interest.	1	2	3	4	5
11	Attaining leadership status in my career is not that important to me.	1	2	3	4	5
12	I have decided on a career and feel comfortable with it .I also know how to go about implementation of my choices.	1	2	3	4	5
13	Several careers have equal appeal to me. I am having a difficult time in deciding among them.	1	2	3	4	5
14	I know I have to work eventually but none of the career I know about appeals to me.	1	2	3	4	5
15	I feel discouraged because everything about choosing a career seems so uncertain; I feel discouraged so much that I'd like to put off making a decision for a time being.	1	2	3	4	5
16	I thought I knew what I wanted for a career, but recently found that it would not be possible for me pursue it. Now I got to start looking for the other possible careers.	1	2	3	4	5
17	I want to be absolutely certain that my career choice is the right one but none of the careers I know about seem ideal for me.	1	2	3	4	5
18	Having to make a career decision bothers me, so I had liked to make a decision quickly by consulting a career counselor for assessing my career choices.	1	2	3	4	5
19	I know what i had like major in, but I don't know what career it can lead to that would satisfy me.	1	2	3	4	5
20	I can't make a career choice right because I am not aware of my abilities.	1	2	3	4	5
21	I don't know what my interests are. A few things" turn me on" but I am not certain that they are related in any way to my career possibilities.	1	2	3	4	5
22	A good career choice gives a high degree of satisfaction.	1	2	3	4	5
23	So many things attract me and I know I have the ability to do well regardless of what career I choose. It's hard for me to find just one thing that I would want as a career.	1	2	3	4	5
24	Every year, I will prioritize involvement in continuing education to advance my career.	1	2	3	4	5