

## **EXPLORING THE FACTORS INFLUENCE TEACHING PROFESSION AS A CAREER AMONG UNIVERSITY STUDENTS**

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### **ABSTRACT**

*The study explores the factors influencing teaching profession as a career among university graduates. There are a number of influencing factors in Pakistani society that effect the choice of teaching profession as a career for university graduates. The objectives of the study focus on the influencing factors and the perception of university graduates in the choice of teaching profession as a career. The researchers selected a sample of 200 graduate students in Education Department from The University of Lahore, Pakpattan Campus and University of Education, Okara Campus. The research was a survey descriptive research. A self developed questionnaire was used for the collection of data. The researchers used SPSS 17 for the description of collected data and simple statistical techniques of mean score and standard deviation was used. The study concluded that graduate students are keen toward teaching. They thought that teaching is much suitable to their interest and abilities. They have great passion to serve the society through education. There is one of the important factors for the graduate students are that there is low work load and lengthy holidays in teaching profession.*

**Key words:** *Teaching profession, career, university students*

## **INTRODUCTION**

Selection of a career is a crucial issue for university students in such a country of Pakistan. The unemployment rate is very high in Pakistan and the youth is perturbed for their future. There are various social evils in our society and definitely selection of a career is matter for a young one who has good education. According to Watt et al. (2012) it is not easy to understand how initial motivations impact teacher recruitment, retention and effectiveness to a larger settings. No doubt about the fact that students' last choice and selection regarding profession is the teaching profession. But they have passionate feeling toward this profession. After joining the teaching profession, they are no more committed toward their job.

There are number of factors that influence the university graduates to join teaching profession. But when they come in the field, they feel embarrassed and confused about their future. The desire of job security enhanced their attention toward this profession but later they are confronted with the disappointment in the form of low pay package. In Pakistan, the elementary school teachers have low pays. In this way, they do not concentrate on their abilities to do something creative but to find the new ways of earning. In teaching profession, they have a lot of time to spend with their family and also they find leisure. In FIT scale model, the measured influential motivation factors include masses' social influences, learning experiences, positive prior teaching experiences, intrinsic values, personal utility values (i.e. job security, time for family, job transferability), social utility value (shape future of their coming generations, their social contribution, work with children) and also the negative motivation of having chosen teaching as a 'fallback' career (Watt & Richardson, 2012)

## **OBJECTIVES OF THE STUDY**

1. To explore factors influence teaching profession as a career.
2. To find out perceptions of the University students regarding teaching profession as a career.

## **REVIEW OF RELATED LITERATURE**

In the field of education, factors influencing teaching (FIT) are such a scale that indicates the motivational factors that helps the students in chasing the profession for their future. This topic deals with relative literature to the descriptive study aimed to explore that how FIT scale helps a person to choose a career. Banking, engineering, mass media and teaching are very

preferred professions by students. There is need to know that why a person choose his career, what factors stimulate his attraction towards a career path (Richardson & Watt, 2006). This research study highlights the factors students get influenced of. Actually before entering in any profession, student's main focus stays in salary, job holiday, values, and other job securities. Meanwhile these professions are highly paid all over the world. But the teaching is not as paid as the other professions are. According to the literature teacher finds themselves de-motivated if children misbehave or do not achieve as much as expected. Actually high morale of any individual regarding his career is the plus point in his career promotion. Career choice is indeed a big deal. Career choice and the interest of individual in that field really do matter for the future progress and betterment. If a person came to a profession all accidently, there is a very low chance of his good services regarding that career.

So many factors indicates that the most common reason for choosing teaching reflect a positive self-evaluation of students' attributes and capabilities to be teachers. They have the keen desire to work with children and for the potential intellectual stimulation of the students through teaching. Related literature indicates that there are a few factors, people choose teaching as career and start this as their profession by choice. Mostly the students give reasons to become a teacher frequently, come under the three main categories; wanting to work with child\adolescents, wanting to contribute to societies, communities and want to get the enjoyment during the process of teaching.

The teaching profession is also considered as a secure job for female gender. Mostly, students have built career plans on the myths of what we think should be rather on the reality of what is(Watt &Richardson, 2007). Young people need assistance in order to explore career possibilities and make important career decisions, but the world of work is more complex today than ever. They need far more guidance, counseling and information than did past generations. Primarily, it is the truth of this advanced and technological era, it is because the high-tech, global market economy and education is growing and changing so rapidly.

There is a difference between the career selection of men and women because of their socialization. Students choose teaching career as their last career option, because this profession is not treated as the graduate profession. In the 1960's teaching unions led a campaign for teaching to become a graduate profession, but it was not until the early 1980s that it became necessary for new teachers to have a degree (Yan, 2009), in order to teach in maintained school in England. It

was also after gaining its own specialists degree i.e. the Bachelors of Arts in Education. Then the teaching was recognized as a profession degree (Roeser, 2006). These degrees become highly occupied with the passage of time. Officially the degrees of education become professional degree.

Teacher career decision can be highly influenced by intrinsic and extrinsic motivation. Motivation plays a key factor in the selection of teaching profession. Individual's motivation can be influenced by interpersonal, social, and environmental factors of self-concepts, self-efficacy, life experiences, interest or abilities and have longitudinal consequences on their professional life, well-being and their social status in the society (Wayne and Youngs, 2003).

Students choose this teaching career as per their own interest in an era of teacher shortage, a number of studies have been reported which have explored the reason of teacher short supply in Educational system (Wayne & Youngs, 2003). The past studies have reveal that not enough people are making teaching as their career choice, resulting in a shortage of high quality applicants to teacher training courses (Watt & Richardson, 2007).

The difficulties in recruiting teachers are suggested to be largely related to policies regarding recruitments target. But the individuals are very keen towards the selection of their profession. In this way they can perform better. And such type of interests varies from location to location. Actually urban and rural difference taken place in a career selection on the basis of any individuals' interests (Adams, 2004).

## **METHODOLOGY**

In the present study the researchers explore the factors that influence in the choice of teaching. The present study was a survey research. The population of the study comprised all the students in the Department of Education at graduate level in the universities: The University of Lahore, Pakpattan Campus and University of Education, Okara Campus. A sample of 100 graduate students chosen from each university. A questionnaire was developed with the mutual discussion of researchers after a thorough review of literature related to objective of study. Thirteen items were finalized for the final questionnaire that distributed to the sample of study. The researchers visited personally to respondent sample of the study and data was collected from 200 graduate students of both universities. After collecting data, the researchers put the raw data

in the software of statistics SPSS 17 version. The researchers used the statistical techniques of mean score and standard deviation for the analysis of collected data.

## DATA ANALYSIS

**Table: 1**  
**Factors influence teaching as a career**

S. No.	Statement	Mean	SD
1	I am interested in teaching.	4.17	1.256
2	My friends think I should become a teacher.	4.37	1.060
3	Teaching is a career suited to my abilities.	4.21	1.047
4	As a teacher I will have lengthy holidays.	4.35	.989
5	Teaching allows me to work for the well-being of society.	4.40	.853
6	Teaching hours will fit with the responsibilities of having a family	4.52	.674
7	Teachers make a worthwhile social contribution toward all relations.	4.52	.772
8	I like working with children/teenagers.	4.39	1.034
9	Teaching will be a secure job.	4.38	.874
10	Teacher has a sufficient workload.	4.55	.821
11	In teaching profession teachers earn a handsome salary.	4.56	.671
12	I think that teachers have high morale.	4.64	.612
13	Teaching is a well-respected career in our society.	4.60	.765

The above mentioned table obtained the perception of university graduate students about the factors influence the selection of teaching as a career. The mean score increases from 4.17 to 4.64 whereas the standard deviation increases from .612 to 1.034 indicate that university graduate students are interested in the selection of teaching as a career because they think that their friends have perception, he can become a good teacher. It is also noted that the respondents have acuity, their abilities suited for teaching profession. The means score (4.64) mentioned that university students have the perception that teachers have high morale so for this reason they

want to join teaching as their future career. The statement, “I like working with children/teenagers” having standard deviation 1.034 shows that university students want to work with children/teenagers, so that they want to go to the teaching profession as their future career. Majority of the university students wants to become teacher because their friends think that they could become good teachers. University students have perception that they have abilities suited to teaching profession as well as they could enjoy lengthy holidays. The students want to join teaching profession because they want to work for the well-being of society and the masses. In teaching profession, teachers have enough time to spend with their families. The university students have the perception that they can get the opportunity of social interaction in teaching profession. Majority of the university students show disagreement to the statement, “In teaching profession teachers earn a handsome salary”, they have the opinion that teaching is a low paid profession. In education department, a teacher has a sufficient work load and teaching is a well-respected career in the society.

## **FINDINGS AND DISCUSSION**

Current research was all about the factors influence the selection of teaching profession as a career. The study found that university students have keen interest toward the selection of teaching profession as a career and they thought teachers have high morale. Regarding teaching profession, they have self-perception that it is most suitable to their abilities. Teacher enthusiasm and interest in the sciences may be critical if Turkey is to effectively educate a new generation of scientifically literate and competitive young people (Kilinc, Watt, Richardson, 2012). There are so many factors like salary, holidays, family timings that influence on the teaching profession as a career. There is also another interesting factor in choosing teaching as a profession is because teachers enjoy weekend as well as lengthy holidays. Graduate students think that teachers have a lot of time to spend with their families. The graduate students having passion for working for the well-being of society and humanity. Students of universities prefer to be in this profession because here in this profession, they will get the opportunity of job security. The university students have reservations about the salary package of teacher in government as well as in private sector institutions.

## **CONCLUSION**

The study concluded that the main objective was to find out the factors that influence the perception of university graduates regarding the profession of teaching as their future career. The university graduates are very clear about the selection of their future profession, they opined that teaching is their keen desire and it is also suggested by their friends that teaching is more suited to their interest and abilities. They have a passion to serve the society at large. They want to work with the children. Teachers are the low paid but have high morale for the service of society and their coming generations. Above all, it's a well-respected profession in the previous societies as well as in the contemporary societies. There is an important factor for the selection of teaching profession, is job security with lengthy holidays and low work load.

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