



Appropriate Professional Education Helps In Making Better Human Capital In An Aspirant Of A good Career

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ABSTRACT

Professional education has twin focus: On one hand it aims at creating a good basis of earning livelihood to the level of happiness of the person and on the other hand, it attempts to contribute directly or indirectly to the economic well-being of the nations. Whereas, there are plethora of professional courses of study, only a few are there which can fulfil the short term objective of the person and finally contributes to the effective making of an enduring and ever growing worth of the human capital in the person. Management education in the right forum thus enables the person to develop that effective and enduring career. It is in the backdrop study of management from right place creates a sustainable and valued career. This study is aiming to explore that how professional courses help an individual to attain a successful career. Every individual has their own economical and social responsibilities towards their society and country. Proper selection of career is one of the most important decisions in individual's life. Now-a-days professional courses are playing an important role to make corporate employees. Many professional courses are now available in education world. So the selection of a professional course is very important. An individual must select the professional course on the basis of the area of interest, scope in the particular sector, eligibility of the individual. Through a professional course an individual gets professional orientation and professional orientation of career enables a young aspirant develop a better footing in life and activities. It also enhances the speed and volume of growth of corporate in terms of socio economic context. In this study we are going to explore from every aspect that how professionalism in career and work effectively induces the spirit of internationalism in given context.

Introduction

Professional education has twin focus: On one hand it aims at creating a good basis of earning livelihood to the level of happiness of the person and on the other hand, it attempts to contribute directly or indirectly to the economic well-beings of the nations. Whereas, there are plethora of professional courses of study, only a few are there which can fulfil the short term objective of the person and finally contributes to the effective making of an enduring and ever growing worth of the human capital in the person. Management education in the right forum thus enables the person to develop that effective and enduring career. It is in the backdrop, study of management from right place creates a sustainable and valued career. This study is aiming to explore that how professional courses help an individual to attain a successful career. Every individual has their own economical and social responsibilities towards their society and country. Proper selection of career is one of the most important decisions in individual's life.

Now-a-days professional courses are playing an important role to make corporate employees. Many professional courses are now available in education world. So the selection of a professional course is very important. An individual must select the professional course on the basis of the area of interest, scope in the particular sector, eligibility of the individual. Through a professional course an individual gets professional orientation and professional orientation of career enables a young aspirant develop a better footing in life and activities. It is also enhance the speed and volume of growth of corporate in terms of socio economic context. In this study we are going to explore from every aspect that how professionalism in career and work effectively induces the spirit of internationalism in given context. There are lots of professional courses are available in education program. But in all courses one of the most popular professional programs is Master in Business Administration (MBA). We are going to discuss this paper on this particular program.

Since Globalization has started management courses have become very popular course of study among the students in all over the world. But before choosing the management courses as a career, a student should do their career planning very well. Now doing management course is becoming like a trend. Most of the students come to do management course without any career planning. Generally the reasons for doing management course is either to get a job or they are doing management course because friends are doing so, or parents have background in management practice, or teacher has proposed to do so. Most of the students do not have any clear idea about management course and its future prospects. In most of the case they do not know why they should do MBA; the skill they need to develop to do management course, which value they should develop to become a successful management student. A successful management student can become a successful manager in future. Only for having lack of proper career planning many students get failure even after doing most expensive management

courses. Having proper knowledge about the career path and an excellent career planning is the only key to a brilliant career.

A management student after her/his education desires a career - a career as an entrepreneur, a career in service in an organization. It is not that all management students are destined for identical type job opportunities like other curriculum of studies. Management students are acceptable to different types of entrepreneurship and also may make them available to different job opportunities in different types of organizations.

It is a long standing controversial aspect related to the scopes, prospects, criteria those influence a management qualified job aspirant to take up an assignment in a particular slot that turns exactly suitable to her/ him instead of being it misfit for her/him.

Conceptual or theoretical framework of the study:

- **Consideration in career decision and planning**

Career selection decisions an important stage in life of a student of management. Career decisions influences all those decisions which students take throughout her/his career span.

Nowadays it is quite certain to find students confused or unaware of their career path, even after having completed their post graduation in management. They seem unsure of the degrees they hold as it doesn't given them a clear vision of what they want to do.

- **Choosing right career is important for students**

Career Planning is no more a one-time occurrence that would end with the decision of the right university or college. It extends until students get the right job and get a satisfying work profile. A management student after completion of his studies with specialization in an area of her/his interest expects and tries for a job in the desired area.

However, desired career progress does not end over there. The growth path requires moving in accordance with expectation and effort of the student. The movement of the student in the career path should be in accordance with career plan.

- **To make career choice wisely**

A wrong career decision can also increase the investment cost of a student in his/her education. Every time when a student's career vision oscillates it calls for unnecessary expenditure. Most of the students invest huge amount of money as well as time in getting clarity over their career choice. They keep changing their subjects, even after having done majors in a particular subject they end up choosing a totally different profession.

- **Find the best career for student**

The most important thing is to have a good and clear career choice at an early stage so that it allows an individual to excel and achieve better in the chosen profession.

A student after coming out of management institute looks forward for an opportunity to start her/his career in an organization which may satisfy career need and profession expectation of the student.

- **Human Capital**

The term “Human Capital” refers the economic value of an individual’s experience and skill. The assets of human capital are education, training, intelligence, skill, health, and other things employers value such as integrity, time management. Human capital is having relationship with economic growth, productivity and profitability. A proper choice of professional course helps an individual to increase the level of human capital within her/him. Professional education attempts to enrich the person with expertise appropriate to the company or industry concerned. Professionalism brings in Universality making the person competent to get career in many countries in the world.

Literature Review

There are several numbers of studies that have been conducted on our selected topic of research :

- 1) **Ngozika, N. Helen, U. Taiwo, and Christopher, O. (2020):** The authors have find out the influence of internal factors like Personal interest, self belief, outcome expectations, extrinsic factors like Financial security, job availability, social acceptance and interpersonal factors like influence of family members, teacher, friends. This study proved through its analysis that intrinsic factors have significant influence on career choice rather than extrinsic and interpersonal factors. But this study also revealed that extrinsic factor such as financial security, handsome salary amount attract the students to some extents. Even sometimes interpersonal factors also influence the career choice of students like many times students choose those sectors as their career where parents are having experience or sometimes they accept parents’ suggestion regarding career choice cause they want to make them happy. Sometimes students follow that career path which their friends are selecting. So according to authors each and every factors influence the career decisions of student but level of influence differ.
- 2) **Abe, N, E. Chikoko, V (2020):** The authors have explored that this study family plays an important role in career choice of STEM students, though not for all the

students but few students accept that family influence was there behind their career decision.

- 3) **Argyropoulou, K. Kaliris, A. (2018):** The authors have discussed “the process of career decision making, skills and process towards career choice management issues”. They have discussed in this study the role of a career counsellor in individual’s career decisions. Most of the students are there, who faces problem in choosing career path in the early stage of career decisions. Lot of factors are there which influence the career choice by the students. This study focuses that how career counsellor help the students to overcome the career decision making difficulties and authors have elaborately discussed that why the guidance of a professional career counsellor is needed in the early stage of career making process of an individual.
- 4) **Kazi, A. Sharif, N. Ahmed, N. (2017):** The authors have done this research to analysis the influence of factors on career choice of management students of few universities of Karachi. Authors have conducted this study to focus specially 4 factors 1. Interest in the subject 2. Future job opportunities 3. Financial Outcomes 4. Ease of subject. From the analytical point of view this study claim that Interest in the subject is the most effective and important factor which influence the career choice of management students of Karachi.
- 5) **Abbasi, N. M. Sarwat, N. (2014):** The authors have identified few factors which influence the career decision of students of five professional courses i.e. Management, Medical, Agriculture, Engineering, and Pharmacy. This study also analysis where the career choice factor varies across gender. This study has explored few factors like “Growth opportunities, occupational charm, Self esteem, societal inspiration and work related factors”. According to the study societal inspiration is the highest rating factor which has significant influence on career choice by students of Pakistan. This study suggests that Pakistan students are very much influenced by their parents, teacher, siblings, friends etc. The inter personal and social relationship is more important than any other factors to the students in the selection of career decision. Especially female students seemed more socially inspired as compare to male students. Now India is one of the fastest growing countries in the world. In this country in case of career choice students are more concern about their interested area, popularity of the course, job availability, career growth opportunities, salary structure, yes inter personal relationship has a role on career choice but to some extent.
- 6) **Waseem, N. Zarif, T. (2012):** The authors have aimed to identify the factors which influence the Pakistani students to choose management degree as their career. Authors have identified only 3 factors which are influential to career

decision of students. The factors are: presence of large number of management institute, market trend, employment opportunities available in the future. The analysis has shown that presence of large number of management institute and future employment opportunities have more influence on students whereas market trend is not much important.

- 7) **Ozbilgin, M., Kusku, F., & Erdogmus, N. (2005):** The authors have explored “the micro-individual, meso- institutional and relational and macro-structural level of influences on career choice of MBA students from three countries: 1. Britain 2. Turkey 3. Israel. It is a cross national study which presents diversity of national culture, educational system, labour market and orientation of social, political and economic history”. Authors have identified 20 factors through their literature review which influence the career choice. Through this study they collected the demographic data of three countries like the nationality of participants, their gender, age, work experience, their occupation, career goal, marital status and source of funding for the MBA study. Through this study they have tried to show the influence of those 20 factors on career choice by country in ranking order and also they have identified the country wise top five and bottom five influencing factors on career choice.
- 8) **Murali. S, Saravana Kumar S, Dhanalakshmi. (2019):** Authors have identified the 25 factors which influence the choice of specialization of MBA students. Through their analysis they had find out the most important and less important factors. This study has focused on only major specializations

Objective of the study:

1. Professional orientation of career enables young aspirants develop a better footing in life and activities.
2. Choice of appropriate professional program can enable the person develop a proper aspiration position in personal context.
3. Professional orientation enhances the speed and volume of growth of corporate in given socio-economic context.
4. Professionalism in career and work effectively induces the spirit internationalism in a given context

Research methodology:

The present research work aims to Study of appropriate professional education helps in making better human capitalin aspirants of a good career.

This work has undertaken on the basis of secondary data i.e journal, books, existing research work since it has been established in Research Gap analysis that no previous research has been available which has analyzed the research work.

Accordingly no previously used Secondary data has been taken for consideration in this present research work. The present research work will be done using Primary data generated from feedback of respondents only.

Discussion & Findings:

1. This study shows that professional education plays an important role in developing the human capital .
2. Through proper selection of career (at first educational career then professional career) an individual can enhance the human capital within.
3. Human capital of young people is special kind of human capital which is borne by young people and determine certain features like high learning, flexibility, adaptability
4. The youth acquires knowledge and skills that are necessary for a self realization andself development of country. Because educational process changes overall outlook on life.

Conclusion:

The study of data analysis will generate different observations or outcomes over different areas of the research work and out of this outcome may be developed which will be useful in generating conclusion leading to the research work.

The conclusion will be drawn over the responses drawn from the responding management students towards choice of their career in the process of their academic pursue leading to the career.

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