Online Career Counselling

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ABSTRACT

It has been said that organisational career development is a difficult and uncertain process that must take both organisational development and individual career expectations into account. With competent student career planning and organisational career management, effective career development processes can be realised. In order to investigate the antecedents of career growth in Indian enterprises experimentally, the current study was undertaken in this context. The study made use of a self-administered questionnaire using a five point Likert scale. It was divided into three sections: career planning, career management, and career growth, and data from 57 respondents was used in each.

Data from three Indian service industries—Wipro, State Bank of India, and Axis Bank—were gathered using random sampling. The data were analysed using descriptive statistics, Spearman's rank correlation, and linear regression. The SPSS 20 programme was used to analyse the data. The analysis shows that the antecedent, namely career management and planning, has a positive and significant impact on career advancement. The main precursor of career development programmes was discovered to be the inclusion of organisational career management and individual career planning. professional management accounted 89% of the variation in professional advancement, and career planning explained 87% of the variation.

Keywords

Career planning, career management, career development, data, advancement

Introduction

Organisations face a variety of difficulties in the globalised and dynamic environment in order to compete on the international market and retain students. When formulating a strategic organisational policy, a number of interconnected issues such as economic instability, technology innovation, a diversified workforce, governmental policies, and organisational work culture should be taken into account. In these situations, human resources are crucial to building a competitive advantage. An organisation that prioritises student competitiveness and long-term career stability fosters personal career advancement and meets organisational needs. According to Arthur (2008) and Gunz and Peiperl (2007), a person's career is defined as the changing order of their work experiences through time.

According to Inkson (2007), each person only has one career, and job reinforcement moves them down the same career path. A career is obviously more than just a job; it centres on a person's work-life process, attitude, behaviour, and environment in order to accomplish certain career goals. The evolving career landscape has become tumultuous, unexpected, and difficult. Such unrest altered public perception of professional advancement.

Student development is the focus of career development, which must be a dynamic process that is reenacted and modified in response to the new period of professional expectations that are advantageous to both the

individual and the organisation. People specify their professional objectives with the cooperation of the organisation. An organization's difficulty with career development is this. Every firm should put an emphasis on the numerous initiatives that foster both individual and organisational growth. Effective career development practises are essential to gaining a competitive edge through student retention, attraction, and development.

The process of career planning entails identifying one's own abilities, knowledge, and skills as well as taking action to advance one's career goals. The career planning process consists of the following five fundamental steps: Self-evaluation, job opportunities research, goal setting, action planning, and evaluation are the first five steps.

The preparation, development, implementation, and monitoring of career plans and strategies is a continuous activity that can be done by an individual alone or in conjunction with the organization's career system.

Research Objectives

The study has been undertaken to help students or employees who are aware about their career and their growth. The study has been also undertaken to identify the goal of an individual. In this study developed a system where anyone can take help and can succeed in their career.

Research Framework

The current study's objective is to investigate the interactions between career planning and management, which are its antecedents, and career growth. Career planning and organisational career management are two components of career development. The antecedents of career growth, which include career planning and career management, were the independent variables used in the study. Career advancement is regarded as the study's dependent variable.

Career Counselling

A slower economy and more applicants meant that the responsibility for learning and educational results was placed on the student in the 1970s and 1980s, when higher education transitioned to a development model. This changed the scene for career services once more (Kretovicks et al., 1999). Students were compelled to take charge of their own career development and job search, while recruiters were obliged to run their own "matching process" as a result of this paradigm change. This made it possible for career centres to reenter the guidance market with a focus on counselling, career planning, and job search assistance (Casella, 1990).

Making decisions about your major and future employment are just the beginning of career growth. It truly is a lifelong process, which means that as you go through life, you will change, things will change, and you will always need to make decisions about your profession and your personal life. Career counseling's objective is to provide you with the knowledge and skills you need to make decisions about your future profession and quality of life in addition to assisting you in making the prompt decisions that you must make.
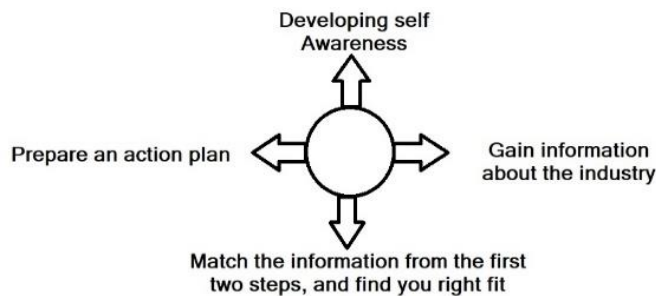
Purpose of the study

In this project anyone take a various type of help related to their career services . For example - assist you in determining your identity and the goals you have for your life, work, and education, Be a confidant who you can talk to about your thoughts, emotions, and concerns regarding your career and educational alternatives. This person should be able to assist you sift through your emotions and put them in order and make sense of them, help you examine your interests, skills, and values as well as the elements that influence your

professional progress, assist you in finding resources and sources of information about careers and help you decide on your next steps and create a strategy to reach your objectives.

One of the most important decisions in our lives is choosing a career. On the basis of incomplete information and sometimes cultural pressure, students occasionally end up making this choice. They may frequently end themselves in occupations that are not a good fit for them as a result of such decisions, which can cause stress and discontent. Consequently, it's crucial to choose a career after doing a lot of research. Setting long-term career objectives and figuring out how to get there can both be aided by getting the right advice from qualified career counsellors.

All age groups recognise the value of career counselling. Career counselling can aid in determining one's future job path as well as managing a number of other associated problems, such as low motivation and lack of confidence. Vocational counsellors provide objective guidance and may assist resolve the conflict between parents and children about the best profession choice. Moreover, career counselling aids in easing the transition from one selected career field to another and reducing stress.By below given image you can understand the roadmap of career service management :-

By using this image I am trying to tell you the roadmap of career service management. At first at the top of image you can see **Developing self Awareness** , This is the first step in the process where you learn more about yourself and gain an understanding of who you are by reflecting on your talents, interests, personality, and skills. Then coming to the next process that is **Gain information about the industry** , in this step is to look into several employment options. You can start removing career possibilities that don't appeal to you by gathering pertinent information about the work and job positions, personal qualities needed, eligibility requirements, and selection procedure, now coming to the third process that is **Link the data from the previous two steps,** in this step It's time to align your knowledge of your personality with knowledge of your alternatives for a career. Consider a key and lock as an example. Your potential has the key, and the demands of the position have the key to the lock. Every profession has its own set of qualifications, and each of you has your own potential. The door to success will open in front of you if you put the correct key in the lock and in the last Its time to **Prepare an action plan,** in this You have to create a plan of action after deciding which job path would be ideal for you. Your ultimate career goals can be attained by using the step-by-step career action plan as a guide.

Providing career service

It is obvious that offering career services to students is necessary and important. The best or most efficient manner to deliver those services is less obvious. Which departments think of themselves as providing career services to students, and how might these departments cooperate? What should be done to ensure that services are created to fulfil the needs of students? A brief overview of the foundations for offering career services is followed by a review of various delivery methods.

Methods for rendering services: There are several methods for offering career assistance because there isn't an one model that works for everyone. Centralized services, academically focused career services, campus partnerships, and developmental strategies are a few of them. Services Provided Centrally. Students can take advantage of already created services thanks to a centralised career services office. To meet the needs of students, resources including as career counselling, job fairs, self-assessment tools, and on-campus recruiting can all be modified. Employers with various hiring needs may find it convenient to contact students from a variety of academic backgrounds at a single location, which frequently falls under the purview of student affairs. Even though they have different worries from workers, students face many of the same fundamental problems with their academic and professional development:

❖ What are my values, interests, and skills, and how do these influence the way I choose a career?
❖ What possibilities do I have for a career, and how can I start to investigate and understand them?
❖ How do I go about looking for a job? What steps comprise that process?

When considering career alternatives that are beyond the norm for an academic unit, students may view the career services office as a safe or at least impartial place to reach. When choosing a job, some students may feel under pressure to conform and uncomfortable discussing different options with advisors or other students in their field.

Role of Career Services

Students can get assistance from the essential career services listed below with career planning, decision-making, and implementation :-

Career guidance and advice. For students, personalized service is quite helpful. Due to the complicated problems that many of these students have, counselling and advising give each student individualized attention to make sure that their needs are satisfied. Counseling must be kept private, especially for students pursuing careers outside of academia since they might fear severe repercussions if advisers learn about their career aspirations.

Programming. For many students, working with career services can be started in a safe environment through workshops and seminars. Students learn through group work that they are not alone in navigating career challenges; past experience demonstrates that graduate students are incredibly supportive and may serve as one another's resources and sounding boards.

placement assistance. For students, the efficiency of traditional placement services like job fairs and on-campus recruiting varies. Companies who make use of these services frequently prioritise employing candidates with bachelor's degrees. Students should be ready to explain their academic qualifications and experiences to potential employers and dispel any misconceptions or preconceived notions that recruiters may have about people with doctorates.

Literature Review

According to Watts and Fretwell , career counselling and orientation services are meant to help people of any age and at any stage of their lives make decisions about their education, training, and occupations as well as manage their careers. They primarily consist of three things: (1) Career guidance; (2) Career education; and (3) Career information. Career information, which contains data about courses, jobs, and career routes, as well as labour market data, is typically the subject of career counselling in schools. The purpose of career counselling in schools is to conduct one-on-one or small-group interviews with students on specific career issues they may be facing, such a career in education, Groups of people are given attention to build their competence to manage their career development as part of the educational curriculum.

Career counselling has an impact on the nation's social and economic growth in addition to the educational process. According to Watts, formal career advice services are a result of economic and social progress, which is vital in assisting labour markets and education systems to collaborate effectively in order to achieve their objectives.

In general, career guidance aims to assist students in making selections based on their passions, interests, and skills while taking into account present and future employment chances. In order to take the appropriate actions to realise their objectives and goals/aspires, students are urged to learn more about the working world across various industries. According to another viewpoint, career advice can be defined as programmes and initiatives designed to help people—of any age and at any stage of life—make decisions about their careers and manage their education, training, and employment. The term "career guidance" refers to organised programmes that aid in managing and developing one's own career. According to research, education and career counselling have a favourable impact on students' academic success and wellbeing because they enable them to make wise decisions about their educational careers. The following objectives for education and career guidance are set : To encourage students' self-awareness, self-directedness, as well as skills to determine workable goals, and To help students explore and make decisions based on reliable information towards their education and career oriented directions.

benefits of online career counselling

There are many benefits of online career counseling, some of which are:

1. Accessibility: Accessibility: One of the main advantages of online career counseling is that it is easily accessible to everyone, regardless of their location. This means that individuals who live in remote areas or cannot travel due to physical disabilities can still access career counseling services.

2. Convenience: By doing online career counselling from the convenience of one's home or workplace, one can avoid making a trip to a counselling facility. For those with hectic schedules or who are unable to take time off from work, this can save time and lessen stress..

3. Customization: Online career counselling can be customised to a person's needs and preferences. Counsellors can provide personalised advise and direction via a range of communication tools, including video conferencing, email, and chat.

4. Privacy: For some people, the anonymity and degree of privacy offered by online job counselling may be more comfortable. This is crucial for folks who might be reluctant to ask for assistance in person due to feelings of embarrassment or humiliation.

5. Flexibility: Online career counselling appointments can be made whenever it is most convenient for the client, even on the weekends and after work. Those who reside in several time zones or have busy schedules may find this flexibility to be very useful.

6. Cost-effective: Since there is no need for office space and there are fewer travel expenses for both the counsellor and the client, online career counselling may be less expensive than traditional face-to-face counselling.

7Increased availability of resources: Online career counselling can give people access to a wealth of tools and data that might not be available nearby. Counsellors can offer details on employment opportunities, training courses, and other resources for the individual's career.

Online career counselling vs Offline career counselling

ONLINE CAREER COUNSELLING	OFFLINE CAREER COUNSELLING
Accessibility: Online career counseling can be easily accessible to individuals from any location or background	Limited Accessibility: In-person counseling may not be accessible to individuals in remote locations or those who are unable to travel to the counselor's office.
Convenience: Clients can receive counseling services from their home or office without traveling to the counselor's office.	Convenience: Offline career counseling can offer a level of convenience in terms of location.
Cost-effective: Online career counseling can be less expensive than in-person counseling.	Cost-effective: Offline career counselling can be more expensive in compare to online.

Goal set person vs Without goal set person in terms of career counselling

Career counseling can be helpful for individuals with and without a clear set of career goals. However, the specific benefits of counseling may vary depending on whether the individual has set career goals.

Goal set person	Without goal set person
Clarification: Career counseling can help individuals with set career goals clarify their objectives and develop a plan to achieve them. **Direction**: Counseling can help individuals with set goals to stay on track and focused on their career objectives, providing them with direction and guidance. **Decision-making**: Counseling can help individuals with set career goals make informed decisions about their career path and identify potential obstacles.	**Exploration**: Counseling can help individuals without set career goals to explore their interests, values, and strengths to identify potential career paths. **Guidance**: Counseling can provide guidance and support as individuals without set career goals navigate the process of selecting a career path. **Motivation**: Counseling can provide motivation and encouragement as individuals without set career goals work towards identifying and pursuing their career goals

Features of this project

There are various features of this project for any students related to their career . Now a days we can see that a lot of companies conducting their selection round in online mode and student are being ready for offline mode of selection round , so in this project main objective is to give all the benefit of career service to students

who is serious about their career. So, there are many things in this project to enhance their career , there are various sections all are given below:-

- ❖ Career roadmap
- ❖ Online test
- ❖ Progress report
- ❖ Online CV builder
- ❖ Mirror interview
- ❖ Apply jobs
- ❖ Contact for counselling, etc.

Career roadmap:

Anyone can select their career plan in this part by deciding what they wish to become in their career. Following the selection of one of the many alternatives in this section based on the chosen stream, the user can view all the details necessary to accomplish that objective. The purpose of this section is to provide a selection and a roadmap so that anyone who is unsure of the possibilities accessible in their specific stream can proceed accordingly.

Online Test:

Any student who has registered with the site may take the test in this part according to their preferred stream. Additionally, they can view their progress reports, which will all be saved for their future use. There are numerous tests in this part that students are free to take as many times as they like in order to further their careers. Because these days every company that conducts a selection round online will benefit from taking this test because they have been practising on an internet platform frequently.

Progress Report:

Any user of this platform can access this part to view their test report from anywhere, which includes information such as how many questions they attempted, how many of those questions were incorrect, and what they need to work on to advance.

Online CV Builder:

This section is specifically designed for students who want to apply to any organization. For them, a CV is crucial, so we created an easy-to-use platform where users must enter certain information about themselves before viewing a resume that the platform has generated. Users can also update their details on the platform whenever they like.

Mirror Interview:

Making a platform where anyone may practice interview questions in front of a camera is what makes the project special. The primary motivation for creating this was due to the fact that many businesses now conduct their hiring processes online and have interviews using platforms like Zoom or Google Meet. As a result, if a student is new to this, they may hesitate or feel embarrassed in front of the camera because they haven't had much practice doing so. However, I created a platform where they may now practice in front of a camera; this function undoubtedly aids any learner in achieving their objective.

Apply Jobs:

Students can apply for jobs that are listed on their dashboard in this section. Any organisation or admin may post these jobs through the backend using a variety of sources, including references, Telegram channels, Naukri.com, LinkedIn, Indeed, etc. Users can register with this company and view job descriptions that detail the qualifications needed for each position by visiting this section. If a recruiter likes a candidate's profile after they apply, they can get in touch with them through their interface (provided to the employer on the same platform).

Contact for counselling:

In this section, users can ask for career counselling if they are not receiving any career-related information or assistance and our platform is unable to meet their needs. In order to request our counsellor's assistance, a user must fill out a form. Once the form is submitted, the user must enter certain information. Our counsellor will then contact that user and provide them with any necessary information.

Conclusion

As a result of the benefits, it offers for both people and organisations, we can say that both need career development strategies. It is difficult to achieve that effectively, but it is possible if all career management factors are taken into account when creating and putting the career development plan into action.

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