

## **WOKÓŁ TEORII WYBORU ZAWODU**

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### **Resumé**

W literaturze z zakresu psychologii oraz pedagogiki wyróżnionych zostało wiele teorii dotyczących wyboru zawodu. Na szczególną uwagę zasługują teorie podkreślające wagę czynników takich jak: wydatkowana energia, ludzkie potrzeby, wybór i decyzja, stosunki rodzinne, cechy człowieka, jego osobowość czy rozwój. Wybór zawodu jest zawsze konsekwencją podejmowanych wyborów. W opracowaniu ukazano wybrane teorie wyboru zawodu oraz ich stadia w odniesieniu do rodzaju inteligencji. Zwrócono także uwagę na orientację zawodową oraz wybrane aspekty aspiracji zawodowych.

**Klíčová slova:** teoria wyboru zawodu, orientacja zawodowa, aspiracje zawodowe.

## **OVER THE THEORY OF A PROFESSION CHOICE**

### **Abstract**

The literature in psychology and pedagogy recognized many theories on the theme addressed to the choice of profession. Particularly noteworthy are the theories stressing the importance factors such as the energy spent, human needs, choice and decision, family relationships, human qualities, personal growth. The choice of profession is always the consequence of the choices made. The study shows selected theories of choosing profession, in different stages, related to the level of intelligence. It also highlights the professional orientation and selected aspects of career aspirations.

**Key words:** the theory of a profession choice, career orientation, career aspirations.

### **1. The theory of a profession choice**

The first of the mentioned theories, the personality theory of career determines profession using method of energy expenditure. The man has a pool of energy that uses for various activities. The important thing is to exploit optimally potential development opportunities and pick the correct occupation.

It is therefore necessary to make a rational decision, think about what we strive for and what we want to achieve. Then plan measures which will bring us closer to success. Making it results in energy expenditure both mental and physical action plan therefore should be the best.

The need theory clearly specifies that (...) occupations are chosen for the implementation of certain human needs, the choice of a profession affect both the needs of conscious, as well as only clearly discernible (1). Accuracy of making a choice depends on knowing oneself and, interpretation of individual expectations, ability to self-reflection and knowledge of professions. It is worth considering what are our demands on undertaken work, and what challenges and demands we can face. A rational realizing makes it easy to fit our own needs of adequate profession. In the end feeling is born of satisfaction and personal satisfaction with the undertaken work.

Designed by E. Ginzberg's theory of choice and decision is based on the assumption that the choice of professional career is a sequence of decisions taken in the course of many years of human life. It is a complex evolutionary process which includes the three key phases.

The development of career:

- I. The period of making choice on the basis of fantasy (up to 11 years)

II. The period of making a test choice (from 11 to 17 years)

- a) sub period of *interest*,
- b) sub period of *abilities*,
- c) sub period of *value*,
- d) temporary sub period.

III. Okres podejmowania realnego wyboru (from 17 years old until adult)

- a) sub period of *exploration*,
- b) sub period of *solidification*,
- c) sub period of *specifications*(2).

In the first phase based on childhood experiences some occupational preferences are formed, which over time gradually develop. Games and activities focused on playing the selected roles expanding the knowledge about a particular profession and allow to imagine oneself as a man working in a particular industry. After eleven years followed by a second phase, that the foundations is interest, abilities and values of the individual person. These elements have a significant impact on the world seeing and career choice. Final phase which includes obtaining a realistic knowledge of work in a given profession, clarify their expectations and requirements. Among the major factors having an impact on choice of a profession are: environmental influences, values and emotions of the individual and the type of education.

The author A. Roe. also refers to the experience of childhood, in another career theories maintains that the interfamily relationship and style of a parental care have a significant impact on the unit and in later decisions concerning the profession sphere. People who come from homes overflowed with kindness, empathy and protectiveness choose to work with people. Those who have not known a family warmth prefer to work with things in a solitude. The relationship Parents – children becomes the direction of attitudes, interests and needs that determine the choice of professional career.

In the theory, of feature and and factor by F. Parsons, attention is drawn to the characteristics of mental and psychomotor abilities of person who stands before choosing a profession. The most important features are: abilities, interests, motivation, temperament, knowledge of their advantages and disadvantages and limitations. Part of them are formed in the course of human growth, gaining life experiences. Each unit has its own individual personality and a set of features that must be adapted to the requirements of a particular profession.

J. Holland believes that particular occupations are predisposes for people with a certain personality. The man aware of his own "I" looks at different kinds of professions, wondering is it fitted to it, and make the final selection. Author of compliance professional preferences theories with the image of himself called it a modal style of personal orientation. This style is defined on the canvas innate predispositions and life experiences. There are six types of environments, which assigned six personality types. In the drawing number one are shown occupation types and their corresponded personality type. Hexagonal model of personality by J. Holland organizes the human personality types according to thematic modal personal orientation and shows the relationship between personality types and environments unions. According to the theory the main personality types includes:

A - *artistic*

S - *social*

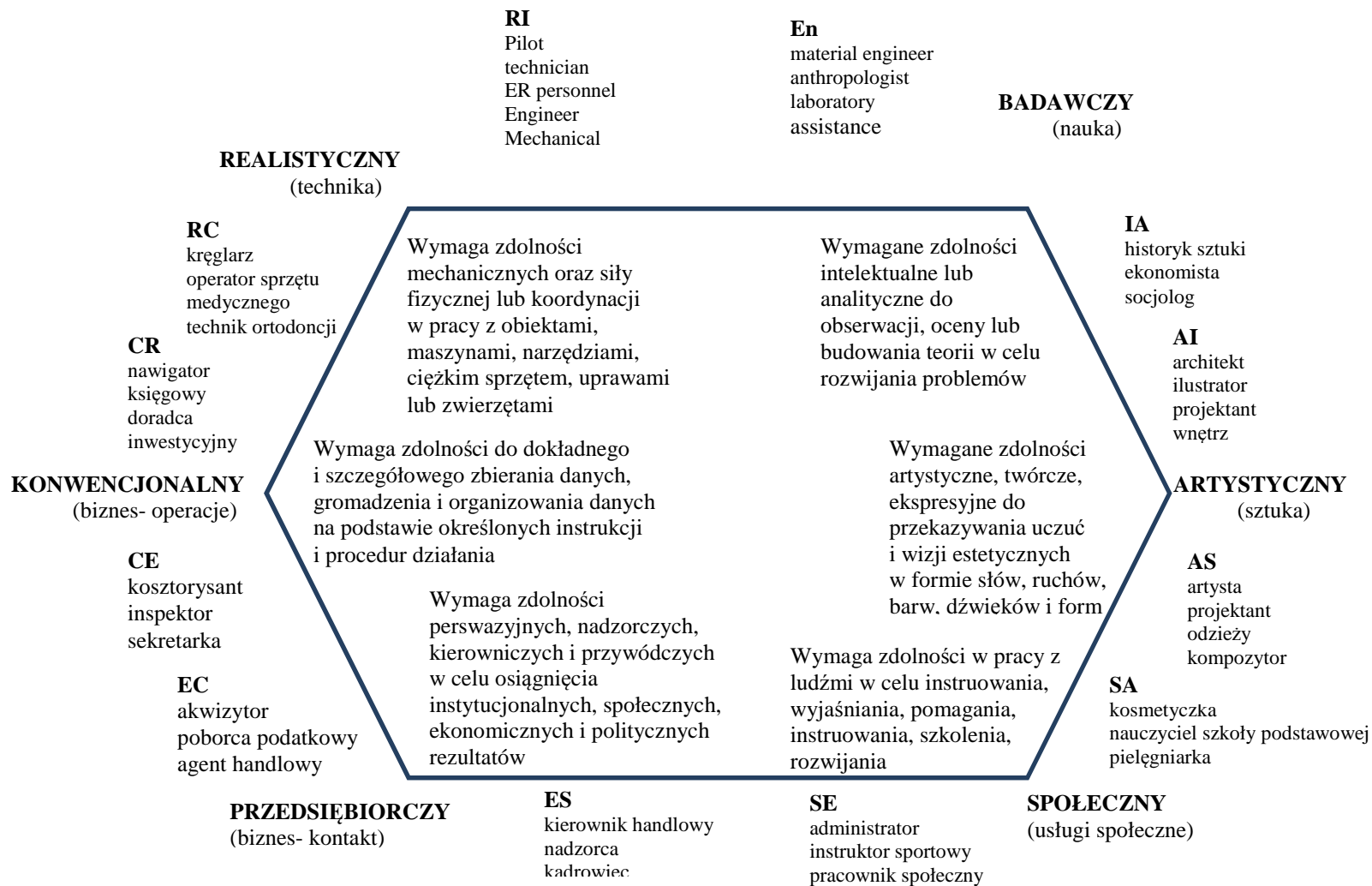
E - *resourceful*

C – *conventional*

R - *realistic*

I - *explorative*

Composite type: AS, SA, SE, ES, EC, CE ,RC ,CR ,RI ,IR ,IA ,AI estate a combination of dominant types (1).



Rys. 1 Rodzaje prac i korespondujące z nimi typy osobowości wg J. Hillanda (1)

D. Super explained his theory based on the above-discussed theory of features and factor and the psychology of individual differences. The researcher assume that the perception of oneself through the evolve of the profession with mental and physical growth, his knowledge of all kinds of professions, observations, and experiences. *As experience of the individual person is becoming richer and ever more conscious against background of the real world of work, they formulate increasingly clearly and sublime constructs of professional identity. And although professional identity is only part of the growth, individual identity is* (1).

The author of this theory has distinguished five stages of professional growth:

I. *growth stage* (Since birth to 14/15 years)

It is the development of self-awareness, their abilities, interests and individual needs

II. *Exploration stadium* (aged 15 to 24 years)

narrowing the career interest through the the experience

III. *Stabilization stadium* (aged 25 to 44 years)

increasing the range of professional experience and achieving stabilization

IV. *Sustaining stadium* (aged 45 to 64 years)

consistent implementation of the the assumptions towards an improvement of job situation

V. *Decline stadium* (after 65 years) planning life after retirement

Five stages described previously are corresponded to five types of human activity, which are kind of professional development tasks. And so we distinguish:

1. *Crystallization* - those whos age is between 14 and 18 years old based on an awareness of their abilities, circumstances, interests, start thinking about future career
2. *Specification* - up to the age of 21 pre-professional preferences tursn into specific life plans
3. *Implementation* - between 21 and 24 years old, following acquisition of the necessary skills and taking a career line
4. *Stabilization* - from 24 to 35 years old forming the foundation for obtaining a stable professional position
5. *Consolidation* - above 35 years old promotion appears with the possibility of changing material status (5).

Briefly described above theories of career choice does not directly are relate to human intelligence. In making their analysis you can, however, see some of the compounds of the Theory of Multiple Intelligences H. Gardner. The different intelligences: linguistic, mathematical , musician, a visual spatial, kinesthetic , Interpersonal, Intrapersonal and nature determines the characteristics of a human being. The intelligence profile of units have impact on how we see the world, its related to their characteristics, interests, needs, predispositions and preferences, which in turn impinge on the choice of profession.

## 2. Career orientation

The choice of profession is related to career orientation -the level of expertise of elementary school students, about their self, about their possibilities of development of directional and conditions necessary for the development (2). The term refers to several key issues: knowledge about the variety of professions, self-awareness, educational didactic, interactions with teachers and educators. A person who wants to work should be familiar with the full range of occupations and

skills that are needed. Extremely important is the ability to make a critical self-assessment, determining their capabilities, including physical and mental abilities, preferences, needs, interests. It is completed by the support of the teaching staff, whose task is to direct a comprehensive development of the student, to learn, to make optimal decisions in life and career.

*The period of professional orientation of young people is part of life and growth, where matures mentally and socially grows to choose the field of future work, particular profession, a certain level of professional qualifications and the right school* (2). This period falls on the aged from 11 to 15 years. At that time, the youth matures into a decision on choosing a profession. Focusing their attention on themselves, their needs and abilities contributes to the creation of a vision of a future, which included the aspect of career and life. Intensive development of intellectual, emotional and social enable you to select a professional area. In the consciousness image of yourself working in a particular commerce is shaped. The most important development properties of career persons include the development of professional orientation: knowledge of the activities performed at work and tools, whether professional interests, career aspirations, motivation, career path you choose, evaluating the competition and the same decision on the choice of profession(4).

### 3. Career aspirations

*Aspirations can be defined as a set of efforts designated by the hierarchy of goals that entity accepts and defines as important to them that determine about the career plans* (5). They are a kind of stimulus to act, to assist in getting involved and carrying out different tasks. Aspiration level determines the need to achieve success, which in turn enables the transformation of desire in observable aspirations. Students having regard to the future performing assigned roles in the labor market put the emphasis on continuous development. Collect additional qualifications, participate in all sorts forms of training, participating in extracurricular projects, learning foreign languages, as well as taking several other actions to acquire more knowledge, skills and gaining experience. As explained by J. Kupczyk: aspirations change its structures, grow or expire in relation to various social values, and rapidly are changing and shaping with the personality development (6).

### Summary

The choice of career is associated with an individual plan of every human, his needs and wishes. Career aspirations are formed on the foundation of socio-cultural and environmental basis. They are also closely related with educational aspirations. class profile selection, school or course of study often has an impact on the profession undertaken in the future. Nowadays, it is noticeable dynamic growth of aspirations both educational and professional.

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