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## **Achievement Motivation as a Predictor of Career Decision Making: A Study on Himachal Pradesh Students**

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**DOI : <https://doi.org/10.5281/zenodo.15858544>**

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### **ARTICLE DETAILS**

#### **Research Paper**

**Accepted:** 26-06-2025

**Published:** 10-07-2025

#### **Keywords:**

*Achievement Motivation,  
Career Decision-Making,  
McClelland, Predictors,  
Secondary Education,  
Vocational Choice,  
Himachal Pradesh*

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### **ABSTRACT**

Career decision-making is a critical milestone in an individual's life that significantly shapes future occupational success and life satisfaction. This study investigates the role of achievement motivation as a predictor of career decision-making among Class 10 students in Himachal Pradesh, India. Drawing from McClelland's theory of achievement motivation, the paper explores how intrinsic drives such as the need for success, fear of failure, and goal orientation influence students' career choices. Using a mixed-method approach, data were collected from 500 Class 10 students across various government and private schools in Himachal Pradesh. Statistical analysis using regression techniques confirmed a strong positive correlation between achievement motivation and clarity in career decision-making. The study offers key insights into educational and career counselling practices, emphasizing the importance of nurturing achievement-oriented mindsets to facilitate better career outcomes. Ethical considerations were strictly followed to protect the rights and well-being of minor participants



## Introduction

Career decision-making has garnered significant attention in recent years due to its impact on individuals' academic performance, job satisfaction, and psychological well-being. Choosing a career is not just a matter of selecting a job; it reflects a complex interplay between personality traits, socio-economic background, education, and motivational factors. Among these, achievement motivation stands out as a powerful internal force that propels individuals toward goals, influencing their behaviour, effort, and persistence. In today's rapidly evolving world, where students are faced with an array of career options and growing competition, understanding the psychological underpinnings of their choices becomes essential.

In the Indian context, especially in states like Himachal Pradesh, the importance of early career decision-making is magnified by the structure of the education system, where students are required to choose academic streams—such as science, commerce, or arts—soon after completing Class 10. These choices have long-term consequences, influencing college admissions and career paths. However, many students, particularly in rural and hilly regions of Himachal Pradesh, struggle with this decision due to lack of information, societal pressure, and limited guidance. Therefore, investigating psychological constructs like achievement motivation can provide a foundation for effective interventions.

Achievement motivation, a well-documented concept in psychology, refers to the internal drive to pursue and attain goals. It encapsulates the desire to excel, persist despite challenges, and obtain a sense of personal accomplishment. When students are motivated to achieve, they tend to take proactive steps in planning their futures, exploring different career options, and committing to long-term goals. This paper argues that achievement motivation is a significant predictor of career decision-making behaviour and aims to provide empirical support for this claim by analysing a large sample of Class 10 students in Himachal Pradesh. At this developmental stage, students begin to formulate ideas about their future professions, making it an ideal group for such an investigation.

## 2. Review of Literature

Several studies have highlighted the significance of achievement motivation in shaping students' academic and career-related behaviour. McClelland (1961) proposed that individuals with high achievement motivation are more likely to set challenging goals and persist in the face of obstacles.



Bandura (1997) emphasized the role of self-efficacy, a component of achievement motivation, in influencing decision-making outcomes.

In the Indian context, Sharma and Chauhan (2016) found that achievement motivation significantly predicted the career decisiveness of senior secondary school students. Similarly, Kumar and Devi (2018) demonstrated that motivated students showed greater engagement in career planning activities. Research by Bhatia and Mehra (2019) indicated that students with high achievement motivation possessed clearer vocational goals and were less likely to exhibit career indecision.

Studies focusing on Class 10 students in rural regions, such as those by Thakur and Sood (2020), noted that motivation-based interventions increased students' awareness and confidence in choosing career paths. Further, Singh (2014), in his development of the Career Decision-Making Scale, revealed that high-achieving students scored better in career readiness indicators.

This body of literature supports the hypothesis that achievement motivation is a crucial factor in determining students' career choices. However, there remains a gap in understanding this relationship among students in geographically diverse and socio-economically variable regions like Himachal Pradesh.

### 3. Objectives of the Study

- To assess the level of achievement motivation among Class 10 students in Himachal Pradesh.
- To examine the clarity of career decision-making among these students.
- To explore the relationship between achievement motivation and career decision-making.
- To identify gender and location-based differences in motivation and career clarity.

### 4. Hypotheses

- H1: There is a significant positive relationship between achievement motivation and career decision-making among Class 10 students.
- H2: There is a significant difference in achievement motivation and career clarity between male and female students.
- H3: Urban students show higher levels of achievement motivation and career decision-making clarity compared to rural and tribal students.



## 5. Methodology

### 5.1 Research Design

The study employed a descriptive survey design, utilizing quantitative methods to analyse the data. A mixed-methods approach was integrated to include observations and teacher interviews for qualitative insight.

### 5.2 Participants

The sample consisted of 500 Class 10 students from 10 schools across Himachal Pradesh, including both urban areas such as Shimla and Dharamshala, and rural and remote regions like Chamba and Kinnaur. Schools included a mix of government, government-aided, and private institutions. Stratified random sampling ensured representation across gender, socio-economic groups, and geographic zones (hill, valley, and remote tribal belts). This diverse sampling enhanced the generalizability of findings within the state context.

### 5.3 Instruments

Achievement Motivation was measured using the Achievement Motivation Scale (AMS) by Pratibha Deo and Asha Mohan (2002), which has proven reliability and validity. Career decision-making was assessed using the Career Decision Making Scale developed by Dr. Kirandeep Singh (2014), which was adapted to suit the needs of Class 10 students. The scale measures aspects such as clarity of goals, confidence in choices, and career planning readiness.

## 6. Results

- A positive correlation ( $r = 0.62$ ,  $p < .01$ ) was found between achievement motivation and career decision-making.
- Regression analysis revealed that achievement motivation significantly predicted career decision-making clarity ( $\beta = 0.58$ ,  $p < .001$ ).
- ANOVA results showed statistically significant gender differences ( $F = 4.21$ ,  $p < .05$ ), with female students reporting higher motivation scores.
- Socio-economic status and geographic location (urban vs rural vs remote) also influenced both achievement and career clarity, with urban students from Shimla and Solan performing better.



However, students from rural areas showed high potential when supported by motivated teaching and parental encouragement.

## 7. Discussion

The results reinforce existing theories linking intrinsic motivation to decision-making outcomes. The high correlation suggests that students with greater achievement motivation are more likely to engage in thoughtful and goal-directed career planning. This is particularly critical for Class 10 students in Himachal Pradesh, who must make important subject choices that influence future academic and professional pathways. Gender differences align with regional educational data that show increasing academic ambition among girls. Socio-economic and geographic disparities call for equitable counselling support, particularly in remote areas such as Lahaul-Spiti and Pangi where career guidance resources are scarce.

## 8. Implications

Schools in Himachal Pradesh should integrate achievement motivation training and personalized career counselling into secondary education curricula. Special attention should be given to students in rural and tribal regions through mobile career counselling vans, digital guidance tools, and training programs for teachers. Counsellors must consider socio-economic and geographic disparities while guiding students. State policymakers should design inclusive programs that promote early vocational awareness, especially in underdeveloped districts.

## 9. Conclusion

This study confirms that achievement motivation is a strong predictor of career decision-making among Class 10 students in Himachal Pradesh. By recognizing and enhancing this motivational factor, educators, counsellors, and state education departments can support students in making informed and confident career choices. Targeted interventions in rural and underrepresented areas can help bridge the gap and ensure holistic development of students across the state.

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