

Master's Thesis On

**IMPACT OF COUNSELING FOR ADMISSION IN
GRADUATION: WITH SPECIAL REFERENCE TO
DELHI**

**FOR THE PARTIAL FULFILLMENT OF THE REQUIREMENT
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CERTIFICATE

This is to certify that the Master's Thesis "IMPACT OF COUNSELING FOR ADMISSION IN GRADUATION: WITH SPECIAL REFERENCE TO DELHI" has been prepared by Mr. Lalit kumar Singh under my supervision and guidance. The project report is submitted towards the partial fulfillment of 2 year, Full time Master of Business Administration.

Name & Signature of Faculty

Date

DECLARATION

I, Lalit Kumar Singh Roll No 20GSOB2010020 student of School of Business, Galgotias University, Greater Noida, hereby declare that the Master's Thesis on "IMPACT OF COUNSELING FOR ADMISSION IN GRADUATION: WITH SPECIAL REFERENCE TO DELHI" is an original and authenticated work done by me.

I further declare that it has not been submitted elsewhere by any other person in any of the institutes for the award of any degree or diploma.

Name and Signature of the Student

Date

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ABSTRACT

College time for every individual is such a time which is very crucial, and which is filled up with lot of excitement, various challenges, and study pressure.

Who does not want to do the best in their life? Graduation from the best university or institute helps a lot. The right stream at the graduate level gives propulsion towards your career objectives. But where you'll get the trusted information. Few have elders to guide us, but who don't have anyone, then what they do? After passing intermediate/10+2, students face lots of difficulties in selecting the right courses, colleges, and universities where they can shape a better future and good career. Therefore, it is important to have a counsellor who can guide the students where they should be and what they can do for themselves in the future academics. This thesis goes in brief of the same issue, also includes examination of the problem, how this can be resolved, and certain samples has been taken from the college counsellors, graduates, 12th and graduate pass outs focussing Delhi as the focus point.

CONTENT

S. No	Particulars	No of pages
I	Certificate	2
II	Declaration	3
III	Acknowledgement	4
IV	Abstract	5
V	Introduction	7-10
VI	Review of Literature	11-21
VII	Research Methodology	22-23
VIII	Data Analysis & Interpretation	24-31
IX	Conclusion	32
X	References	33-34
XII	Appendix	35
XII	Plagiarism	37

INTRODUCTION

Counselling means reaching to students in advance.

New study stresses importance of talking about higher education well before it's time to start applying.

College-going rates could go up significantly if students in high school received counselling as freshmen, and not just when they are juniors and seniors, a new study from the National Association for College Admission Counselling says.

The impact may be greatest on those in groups less likely than others to go to college. Among high school freshmen whose parents did not hold a bachelor's degree, the study found positive correlations between:

The time counsellors expended on readiness-related activities and the students' belief that their families could afford to send them to college.

A family member discussing college with a counsellor and a student's plans to enroll in college.

A student discussing college with a counsellor and a student's plans to enroll in college and take an admissions exam, such as the SAT or ACT.

According to the report, about 50 percent of high school counsellors reported that they spent at least 21 percent of their time helping students with college readiness, selection and applications. Only 18 percent of ninth-grade students -- regardless of type of school or their school's four-year college-going rate -- had discussed college with a counsellor.

"Early counselling is important for students and families in that it addresses a deficiency in the college access continuum for many students, particularly low-income students and students who would be the first in their family to attend college," David Hawkins, NACAC's director of public policy and research, said via e-mail. "Specifically, students and families who are new to the college process are less likely to believe that college is within their reach, either academically or financially."

Choosing the right college is one of the most important decisions students and families will make. A student's college experience significantly impacts his or her personal growth and future plans. Finding the right fit, however, is not always easy and can be a stressful process. There are many factors to consider when searching for the right college. That is where a private college counsellor plays a vital role.

Private college counsellors supplement the work of high school guidance counsellors by providing students with personalized, individual attention outside of normal school hours.

Nationally, on average, high school students receive A TOTAL of 38 minutes of personal college admissions guidance from their high school counsellors.

More things most parents don't know about college counselling:

American high school students, on average, receive fewer than 40 minutes of personal college admissions guidance

Only 29% of public secondary schools have a dedicated college counsellor.

NEED FOR THE STUDY

For most of the parents and students, sometimes it looks like trouble to manage information about the availability of forms, brochures, and important dates, etc. for several institutes and universities. Students don't want to break continuity and have a plan for instant admission to colleges after the intermediate examination. For this reason, they appear in more than one entrance exam, and they get shortlisted in the various general and professional courses as per their preparation and performance. In this case, it becomes difficult to opt for the right course to give a new dimension to your career to achieve your long-term goals. In such a case, a counsellor may play a vital role in boosting students' morale. Counselling helps students to identify the right career opportunity. The counsellor should explore their aptitude, areas of interest, and abilities first and then give a pathway to success. Most of the Indian universities are open to free online counselling to take admission in various professional courses, viz. B.Tech, B.Arch., B.Des, B.Pharm, MBA, MFM, MCA, MBBS, BDS, and B.Ed., etc. Students find themselves confident about the choice of career option. The selection of the right course for graduation is most important because it's the first brick career foundation.

OBJECTIVE

- To know the objective of the students after 12th and graduation.
- To find the preference of the students about the courses.
- To analyse why they are interested in a particular course.
- To know about future plans of the student after completion of the course.
- To guide them best opportunity after the courses which we offered.

REVIEW OF LITERATURE

Counselling is a process that is designed to help an individual solve some of his/her problems or assist the individual in planning the future (Zindi & Makotore, 2000). Basically, it follows that counselling is an interpersonal communication which has an objective of assisting students to understand their problems individually and to restore them according to their ability without external advice. Murgatroyd (1992) equates counselling to helping, suggesting that prospective counsellors can be drawn from professional, semi-professional and layman populations; hence counselling is a specialized and professional activity. However, some experts disagree that helping and counselling are the same process. For example, Cormier and Hackney (1993) argue that professional counselling involves an interpersonal relationship between someone actively seeking help and someone willing to give help to be given and received. They further add that the process of counselling is directed towards people who experience difficulties as they live through the normal stages of life-span development. Nelson-Jones (1997) suggests that the term counselling includes work with individuals and with relationships which may be developmental, crisis support, psychotherapeutic, guiding or problem solving with the aim of giving the client 'an opportunity to explore, discover and clarify.

In our country, the **Central Counselling Board** conducts counselling after looking at AIEEE/JEE scores. The Ministry of Human Resources Development supports this board. The CCB counselling is conducted in association with the Central Board of Secondary Education (CBSE), National Informatics Centre (NIC), and Institutes like Indian Institute of Technology (IIT, New Delhi), National Institute of Technology (NIT), etc. which are among top B. Tech colleges in India. If we talk about the State level number of state organizations is also taking online counselling for state colleges. Private universities and institutes are similarly engaged in counselling to guide students for the right stream to curve students' careers. Admission into a particular course isn't a guarantee in any institute in India. Admission rules and criteria may differ in different institutes or universities. Some institutes are taking admission through common entrance exams while others are relying on admission through merit. All Indian colleges, institutes, and universities follow admission norms decided by the Central Government or State Government to give benefits to society and different communities. If we take about engineering discipline, students who want to become an engineer wish to join the best B. Tech colleges in India, after getting proper counselling, students find it easier to select institutes and courses as per their interests, skills, and availability of seats, etc. Finding and

meeting a counsellor in a nearby location may be difficult for most of the aspiring students. It consumes money, time, and effort of students. In such a case, online counselling proves its importance.

Students dream of taking admission to good college through which they can fulfil all the dreams of their life. But students and the parents both are unaware of the options which are available. Experts such as college counsellor are able to easily recognise and quantify the individual's strength, interests, and talents. These counsellors help the student in finding the appropriate college, keeping various factors in view.

College counselling by these experts reduce the cumbersome process of deciding between various colleges etc. And so now-a-days it has become must for students to take college counselling before they apply for any college and course.

If we summarize career counselling helps a lot on the following points –

- Find outs aptitude, ability and potential
- Clear all doubts and dilemmas of candidate
- Gives confidence and motivate to the candidate.
- Helps in finding the colleges
- Helping a student rise

Benefits of College Counselling:

Choosing the right college is one of the most important decisions students and families will make. A student's college experience significantly impacts his or her personal growth and future plans. Finding the right fit, however, is not always easy and can be a stressful process. There are many factors to consider when searching for the right college. That is where a private college counsellor plays a vital role.

Private college counsellors supplement the work of high school guidance counsellors by providing students with personalized, individual attention outside of normal school hours. Nationally, on average, high school students receive a total of 38 minutes of personal college admissions guidance from their high school counsellors.

College counsellors have the knowledge, expertise, and passion that it takes to assist families in navigating the complicated world of higher education. Unlike high school counsellors, private college counsellors are able to research and visit colleges extensively, work closely with students and families to ensure a great match, and help students stay organized and on

schedule. Private college counsellors also strive to match students to colleges and universities where they can thrive and succeed. Evidence suggests students who work with a private college counsellor are more likely to remain at a college through graduation.

Types of counselling:

Implementing the right techniques in the right way is crucial when it comes to taking your counselling one step ahead.

Below are the counselling techniques which can be taken in order to give a good counselling which can enhance the career and personal growth of the students:

- 1. Pre-Counselling:** Pre-counselling is conducive to get a basic understanding of your candidate. It helps in getting a clear idea of the concerns of the candidate. For instance, consider an example when a doctor is approached by a patient. Instead of straightaway beginning treatment, he talks with the patient as to what ails him. Similarly, a face-to-face talk with your candidate will help you in identifying the gap between their current state and the desired goal. This will assist in making an informed decision about the further course of counselling based on the person problem statement and the expected outcome. A counselling session works best when you have a clear picture of the candidate's needs.
- 2. Rapport Building:** For communication to flow freely and clearly during counselling, it is essential to remove any potential blockages. You establish a rapport when you show empathy, create mutual trust and affinity with that person. The better the understanding, the more comfortable and effective the counselling will be for both the counsellor and the candidate. Creating a bond with them will establish trust and help them to open up to you. This will make the task of guiding them much easier. Establishing a strong healthy alliance can be invaluable in influencing candidates. They will trust you to give the right options for them and you can trust them to listen to your advice. By building a good rapport with your prospects, they are much more likely to recommend you as a counsellor to others and support your ideas. This will also immensely help you establish many interpersonal relationships which can open many doors in the future.
- 3. Career Assessment:** This is a tool designed to analyse the various skills, talents, and aptitudes of your candidate. It is a way of learning about how variation in personal attributes can impact success and satisfaction with different career options. Different

types of assessments focus on specific areas including interests, emotional quotient, aptitude, personality traits, and knowledge. The career assessment is done based on the analysis of these areas. It is recommended to follow a multidimensional assessment that provides a comprehensive and accurate analysis. As opposed to one-dimensional, the multidimensional assessment takes into account multiple sources to obtain information. For example, the most commonly used form of assessment includes a psychometric assessment. The right forms of career assessment will help you in guiding your candidate to the perfect career fit.

4. **360° Profile Analysis:** Getting into a career you are skilled in but dislike provides little to no benefit in the long-term. To resolve this, it is essential to find a career in line with life purposes and values. And to achieve this, career counsellors must take a holistic approach in providing the right guidance. It means regarding each candidate as a whole instead of just a few specific areas. This approach focuses on the candidate's thoughts, culture, beliefs, and frame of mind together with his or her skills, personality, and knowledge among other assessment factors. Combining these details along with the inputs from the pre-counselling, assessments, and discussion with the decision-makers will help in setting up suitable career goals. Best career counsellors don't just find the list of suitable career options. But they help their students and prospects in discovering previously unrealized passions and interests.
5. **Setting Career Goals:** The whole point of career counselling in itself is to set the optimal career goal. Setting specific goals is imperative to achieving them. By setting career goals, you are determining a roadmap for the career to move forward and devising strategies on how to reach there. Breaking the goal-setting into short-term, mid-term and long-term can aid in creating a well laid out ultimate plan.

Here are a few tips to consider when setting career goals for your candidate;

- be specific and clear
- it must be measurable
- be realistic and achievable
- tie actions to each step
- be adaptable relevant to life-purpose
- be positive

It is essential to include alternatives to be implemented if the need arises because sometimes even the most well-thought plans do not work out as planned.

- 6. Develop an Action Plan:** An action plan can be considered a tool to allow counsellors to develop a course of action for the candidate. This involves creating a well-defined checklist consisting of actions and steps to aid them in meeting the laid-out goals and objectives. It will include the entire steps necessary to implement the short-term, mid-term, and long-term goals. For example, helping a student who has finished high with their next action step will include providing and setting up with the appropriate courses and colleges. You also need to motivate your prospect into working at accomplishing the goal.
- 7. Using Technology Platforms:** Living in a digitalized world it is extremely exhausting to recall being efficient without various digital technology at our disposal. Can you imagine a scenario with no use of any technology where all the assessments and analyses have to be manually done? What if the counselling is to be done for a multitude of candidates dispersed over an entire country? Close to impossible let alone inconceivable. These instances as such indicate the significance of technology and its platform in the aid of career counselling. Without technology platforms, the process of counselling in its entirety becomes tedious and delayed. The technology interface offers end-to-end solutions, from psychometric tests to highlighting course options to educational guidance to delivering assessments and analysis reports. This helps counsellors to pick the reports at ease and work on them.
- 8. Understanding the job market:** An efficient career counsellor should consistently be aware of how various factors affect and shape job opportunities and different careers. A job market can grow or shrink depending on the demand and supply for labour. Understanding these variations will help in providing the right guidance and career options to the students based on an informed decision. For example, it will not be beneficial to suggest a career option that may be undergoing depreciation even if the candidate has the right skills for that job. Moreover, a counsellor should comprehend a candidate's skill and attitude towards ever-evolving work environments.
- 9. Updated Knowledge of Career Options:** In this fast-paced world, we can find a constant increase and rapidly evolving career possibilities. An extensive range of professions and career opportunities are springing up all around. Many of the students and their parents are unaware of the diverse career options available and usually end up choosing any conventional career path. Having the right information about upcoming and growing careers will help a counsellor to provide apt options to the candidate. Your

resources need to be constantly updated to expand your practice. In doing so, you can be ready for different kinds of clients with varying needs and issues.

10. Post Counselling Support: The best career counsellors are dedicated to conducting a thorough follow-up post counselling session. They check up on the performances of their candidates at periodic levels. This will ensure that the candidate is following recommendations and working towards achieving the goals.

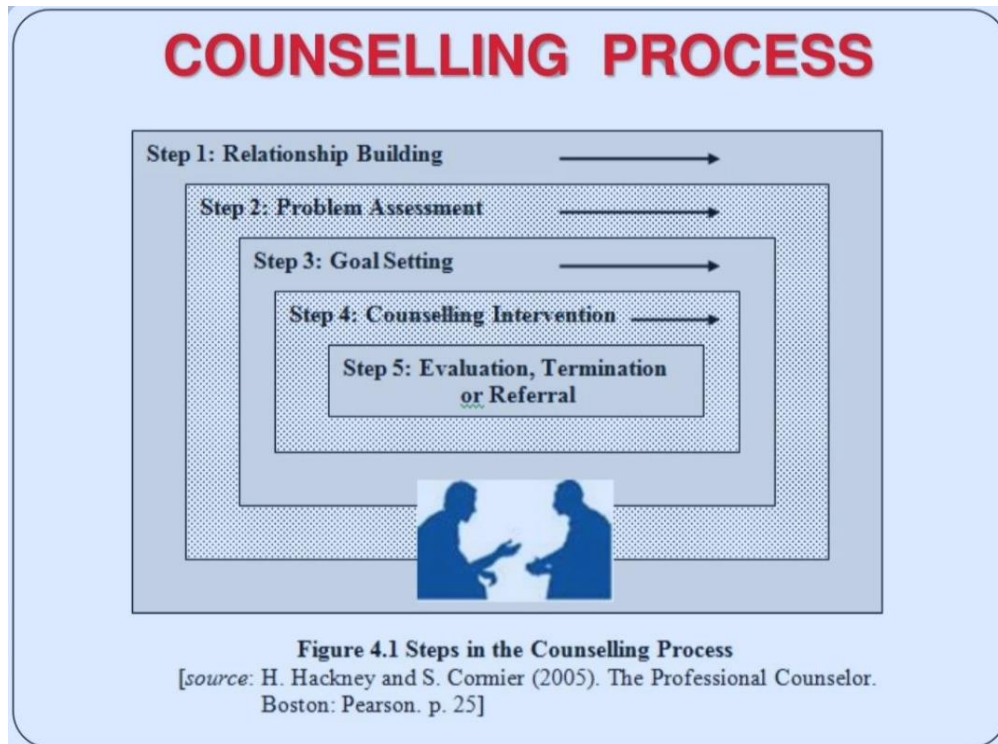


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WAYS TO BECOME A BETTER COUNSELLOR

Both direct and indirect ways that counsellors can boost their practical skills and expertise are mentioned below:

Work on Your Micro skills: Counselling Micro skills include Focusing, Encouragers, Paraphrasing and Summarising, Questioning, Attending Behaviour, Negotiation Skills, Reflection of Meaning, Confrontation, Self-Disclosure, Noting and Reflection, Client Observation, and others. Some of these micro skills are also referred to as “influencing skills”. These skills are constantly applied throughout the counselling process to build rapport with clients and to work through presenting issues with them.

Learn Continuously: Counsellors that do not have a commitment to professional development will find it increasingly difficult to practice and this lack of commitment often will affect their level of service. PD options include workshops, conferences, courses, articles

and many other learning pathways including online learning (e.g. Mental Health Academy) and group supervision.

Increase Your Professional Effectiveness: Effectiveness strategies can assist counsellors to become more organised and efficient in their daily tasks. Ultimately, the application of effectiveness strategies will assist a counsellor to improve in a range of personal and professional areas. Effectiveness strategies can include time management skills, emotional resilience, goal-setting, planning, and many other areas. [Click here](#) to access a post that explores eight effectiveness areas.

Get a supervisor: There are different theories and models in supervision. There are also different types of supervision (e.g., structured/unstructured, individual/group), each with a range of delivery methods (e.g., live, self-report, audio tape, etc).

Care for Yourself: Counselling-orientated problems, with other factors previously mentioned, have the potential to place counsellors at a high risk of burnout. Understanding how stress and burnout can affect individuals is the starting point to developing strategies that promote self-care and reduce the incidence of burnout. The quest to find balance in life/work situations can be as important as the quest for knowledge.

Understand Your Clients: When communicating with clients, flexibility and responsiveness are two important skills a counsellor can have. Different mindsets and emotional states require a particular approach; and the counsellor's ability to adjust to a client's needs normally dictates the outcome of that relationship. Also, within a counselling environment, the need may arise for a counsellor to work with clients who appear resistant to change or unhappy with external assistance. Some clients, who may be attending counselling due to a mandated requirement, can resent the fact that they feel coerced into attending. Such clients may cite benefits such as meeting parole conditions or court orders as their only motivation for attendance. Consequently, many individuals can view a counsellor's involvement in this process as an imposition of their rights and take the view that what is happening to them is in some way the counsellor's fault.

Be Flexible: Flexibility here refers to the ability to work with different types of clients under unique circumstances. Whilst a counsellor may specialise in a specific area (e.g., family therapy), there is also value in gaining knowledge and experience in other areas throughout their careers. Such areas would include relationship counselling, family therapy, working with difference, multicultural counselling, addictions, loss and grief, group work, and more. Looking at the bigger picture and having an understanding of different circumstances – and emotions and behaviours associated with it – can be a great tool for counsellors when helping others.

Be Knowledgeable: “Knowing is not enough; we must apply. Willing is not enough; we must do.” (Johann Wolfgang von Goethe). There are many approaches and theoretical models in counselling which can be used either individually or combined when helping clients. Knowing the theory behind these approaches along with applications, techniques, benefits and disadvantages will assist the counsellor in developing suitable interventions for clients with very unique issues/situations. For example, research shows that clients with addiction problems derive great benefit from Motivational Interviewing. Other theoretical models and approaches

include: Cognitive Behavioural Therapy, Solution Focused Approach, Gestalt Therapy, Behavioural Therapy, Narrative Therapy, Motivational Enhancement Therapy, Transactional Analysis, etc. Knowing different approaches and techniques equips the counsellor to deal with a variety of client situations.

Network: Networking is not only a great way to develop professionally through learning, but also to gain industry contacts that can assist with issues such as supervision, professional collaboration (within the appropriate ethical and confidential guidelines), and referral (e.g., collaboration in case management, or referral when dealing with mental health issues). Colleagues can include counsellors and other mental health/health practitioners such as GPs and nurses. In addition, networking also includes affiliation with industry associations, such as the Australian Counselling Association in Australia. Being a member of an association provides the counsellor with the opportunity to interact with experienced professionals, access industry-standard codes of ethics and practice guidelines, access ongoing professional development information, and more.

Run a Successful Practice: This is probably the most overlooked of the 11 strategies and it is directed primarily to self-employed counsellors – or counsellors who manage an area of a counselling business. Running an effective practice with well-established systems is a primary factor which affects the level of services that a counsellor provides. And that's for obvious reasons – whether the counsellor owns or works for a business; if it is disorganised, lacking appropriate policies and procedures, and it doesn't provide a suitable environment for the client to experience the counselling process, it will affect the overall level of service. In addition, counsellors who run practices that are ill promoted, lacking appropriate referral and marketing systems will find increasingly hard to get clients. And despite how good the counsellor is, if they don't find clients, they won't be able to provide much help. Different ways counsellors can promote themselves and find new clients include: networking, focusing on a niche, utilising effective communication mediums, etc.

Volunteer: Volunteering in the not-for-profit or community sector is an effective way to learn more about working in a counselling or similar support role. Not only do counsellors have the opportunity to apply skills and knowledge, but they also to gain the experience of actually working in a community organisation. Volunteering is also a confidence-booster with the added bonus of feeling positive about contributing to the community; an excellent practice to build the counsellor's resume/profile; and it provides an abundant source of contacts for networking.

Challenges faced by the career counsellor:

The problems we face today are rapidly evolving from the ones we had only just learned to resolve. Earlier, people would struggle with the limited awareness of numbered possibilities. Now, we struggle with the abundance thereof. We are constantly aware of everything that is happening, growing and changing, not only around us but across the world. We are also very familiar with the multitudes of options available to us today – which is a problem of current times. With so many options at our disposal, we turn to career counsellors for guidance.

Challenges Faced by Career Counsellors

While the evolution of technology brings with it hope for more, it also creates modern issues. Listed below are challenges that have persistently haunted counsellors, and some that are new to their area of expertise.

Broken Education System: While our country progresses in so many aspects on paper, the reality remains far from these claims. We may be living in the 21st century, but our education systems are rather old school. Institutions are slowly opening up to the importance of career counsellors, yet always with a hint of caution. India is perceived as a counselling-deficit sector wherein an estimate of 93% schools do not have a professional counsellor on board! In a system responsible for catering to a child's every need, it becomes difficult when they themselves don't advocate the importance of career guidance.

Imbalance in Demand/Supply: The 2018 Annual International Career and College Counselling Conference recorded an estimate of 1.4 million career counsellors required to meet the acceptable ratio maintained globally, and this was just the number over two years ago. With the burden of service resting heavily on counsellors practicing career guidance, it becomes rather difficult for them to deliver the quality of attention every individual deserves. This could lead to inefficiency which in turn makes people lose faith in the profession itself. Do you now see the vicious cycle? The only positive outlook that one can have in this scenario is that the scope of career counselling in India is high, and it needs motivated professionals to step in and fill in this gap.

Access to Substantial Resources and Reach: As mentioned above, it is tough for career counsellors to establish trust with clients when the institutions themselves don't regard guidance as important, let alone necessary. This also implies that there are fewer bodies working towards filling the large gap created by the lack of investment in this sector. This leaves us with fewer coaches, able to reach only a sparse audience, with a limited set of resources.

Challenging Stigmas, and Prejudices: Making clients unlearn the ingrained, or asking them to see from a perspective completely foreign to them can be tough. Disturbing foundational beliefs is never easy, let alone destabilizing them. More often than not, the idea of self-concept or career identity for individuals is formed on the basis of their surroundings, and not always their personal preferences. Challenging these notions and encouraging clients to make their own decisions can take a lot longer than anticipated, and sometimes even end in harsh disagreements.

Fighting the "Quick-Fix" Psyche: We live in a world that is losing its ability to be patient faster than humans depleting nature and its resources. Firstly, it could be a task to explain to people how it is a process – and not something that can be determined in two sessions. Psychometric tests, while reliable, are never completely accurate. There are always possibilities of discrepancies due to an individual's changing thoughts, how they're feeling while taking the test, answering dishonestly to match certain expectations, or even test anxiety. These tests do not completely analyse the student to give accurate results. Instead, they are a guiding tool that helps in the actual work done by the coach – and this requires time. The role of a career coach is not to pick the right career for the child. It is to hand the tools needed by

them to make such decisions for themselves, not just after 12th grade but whenever needed in their lifetime.

The Consequence of Career Guidance and Student Counselling

Career counselling has transformed considerably since its beginning while preserving most of its essential constituents. This was at first instigated to assist the youth in the process of identifying the work and the kinds of jobs for which they were suited. As the value of this undertaking became widely recognized, vocational guidance units were added to school curriculum and became an essential part of the educational institutions. Vocational guidance served both those who are work bound and those who are college bound, in other words, both the people benefit from this undertaking, those who are working as well as those who are pursuing their higher education. Although, in fact the two groups often received extremely different types of training, and differences between the two groups have yet to be addressed adequately in the field of career guidance and student counselling (Capuzzi & Stauffer, 2022). The main consequence of the guidance of students in the field of education is that, adequate and professional counselling and guidance of students not just involves communicating to them about the jobs and work opportunities available in accordance to their skills and abilities but it also involves communicating to the students regarding the labour market factors, main aspects of appropriate decision making and even different kinds of unpaid work available, because, people normally do get involved in volunteer jobs which are without pay in order to acquire work experience, because normally all kinds of jobs require either short term or long term work experience. Adequate counselling and guidance of students takes place in all kinds of educational institutions, even in kindergarten schools, counselling and guidance of young students is considered to be a crucial aspect.

RESEARCH METHODOLOGY

The research methodology which I would be using in this paper would be Descriptive Research. This research would mainly focus on collecting the data through surveys, questionnaires as well as including comparative analysis and correlation analysis.

Sampling:

Sample can be defined as the selection of a specific component or sum on the basis on which judgment or assumptions are made about the amount or total. In other words, the process of obtaining information about the total population by examining only part of it. So here the sample taken were both counsellors and students and their experiences were taken into consideration for the study.

Sampling Size:

The straightforward questionnaire method was used to identify the sample of this study 50 people in which 10 were counsellors and 40 were students so that exact idea can be driven from their thoughts and experiences.

This sample size is been decided through the output which I got during my working and it is been given by the students who have be counselled by me while taking admission in our connected universities. It is been taken from the counsellors as well as from the students after giving counselling to them regarding UG or PG Program.

Straight forward questionnaire is a research instrument that consists of a set of questions or other types of prompts that aims to collect information from a respondent. A research questionnaire is typically a mix of close-ended questions and open-ended questions.

Simple random sampling:

Simple random selection is a sample selection method. which provides a combination of each possible sample equal opportunities for being chosen and each item in the whole crowd has an equal chance of being included in the sample.

I have picked the samples collected on random basis nothing specific was taken into consideration while doing this thesis.

This Methods chapter is divided into four sections.

The first section describes the sampling technique and the

Salient characteristics of the participants

The second section describes how the instrument was constructed and the criteria for developing the items. The third section describes the procedures used to pre-test the instrument and collect data. Finally, the rationale for conducting both confirmatory and exploratory factor analysis and further analysis using univariate and multivariate analysis of variance is discussed.

Participants

The total sample for this study consisted of secondary school students. The provincial schools were chosen because they admit students from all regions of the province hence, they have students representing diverse cultural backgrounds, social economic status, religious beliefs, and geographical locations. The provinces are representative of Delhi since they are the country's major geographic regions.

RESEARCH HYPOTHESIS

Counselling can be a difficult process and there many factors that can contribute towards the success of the engagement or otherwise lead to zero or negative gains.

Client Factors

The client is not a passive object who sits there and is treated in the manner of a traditional doctor-patient situation. A critical question is about what is going on in their heads and they hence need to be an active part of the process.

If they have positive expectation and faith in the counselling process and counsellor, then their chances of success will increase. Likewise, if they have willingly sought out the counsellor and are truly seeking resolution then this will help too.

On the other hand, being depressed or otherwise negative may act to hinder the treatment, for example where they do not engage well or work to change their thoughts and actions. In such cases, the skill of the counsellor becomes more critical.

Counsellor Factors

The counsellor has a significant effect on the outcomes of the sessions. They first should encourage and support the client in taking a positive viewpoint about the treatment and the outcomes. A counsellor who is warm and has an empathetic and positive regard for their clients,

with a non-judgemental and accepting approach will be more likely to create the right conditions for success. And of course, the counsellor should be expert in the methods that they practice, with a continuing concern for improving their ability in a discipline that is both science and art.

Contextual Factors

The environment in which the counselling takes place can have a significant effect. If it takes place where the client feels uncomfortable, for example where a school counsellor speaks with a child in a feared classroom, then this may negatively affect the session. Ideally the counselling takes place in a quiet, warm and comfortable place away from any distraction (including distant sounds) where the counsellor and client can talk in comfort and safety.

Process Factors

There are many factors within the counselling process that may contribute towards success and those a summed up to be hypothesis also which are majorly summed up below:

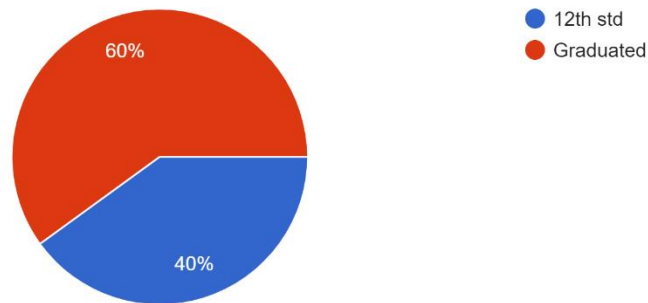
- **There should be an Understanding of student and counsellor roles by both of them.**
- **There should be a Bonding between client and counsellor**
- **There should be Open listening from both the parties involved in the conversation.**
- **Unconditional acceptance will be there among the listener and the counsellor.**
- **There was supposed to be Exploration of problems faced by the students.**
- **Insights and awareness of issues faced while appearing and applying for colleges.**
- **There will be a time of reflection and inner thought where the Opportunity for emotional release exist.**
- **There will be a chance of Learning new models and ways of thinking desensitization of sensitive issues among counsellors and students.**
- **There will be an existence of Trial and adoption of new ways of thinking and acting**
- **There will be Feedback on success of trials, Ongoing practice and improvement.**

Data Analysis & Interpretation

Self-made through responses from customers

In which belt you fall?

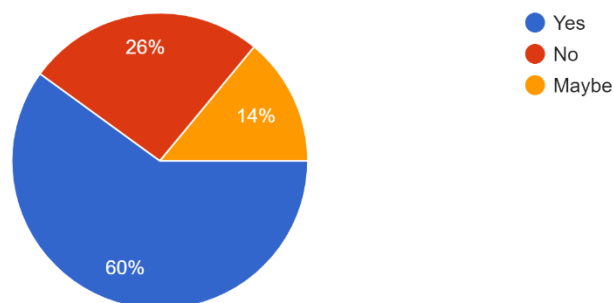
50 responses



Interpretation: According to the surveys taken 60% of the population is graduated and the rest i.e., 40%. Are 12th pass outs

Have you ever applied for any of the entrance exam as per your selected stream?

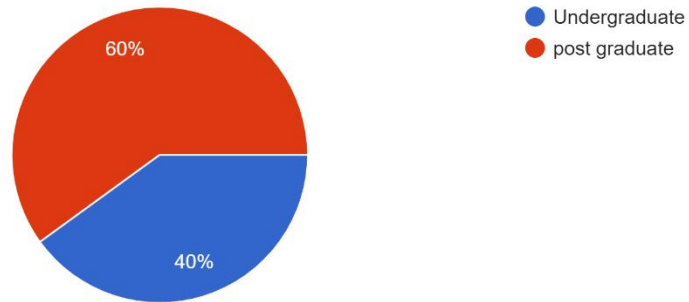
50 responses



Interpretation: Majority of the population declared that they have appeared for the entrance exams, 26% denied while the rest said they are not sure about it.

Which course you are looking for?

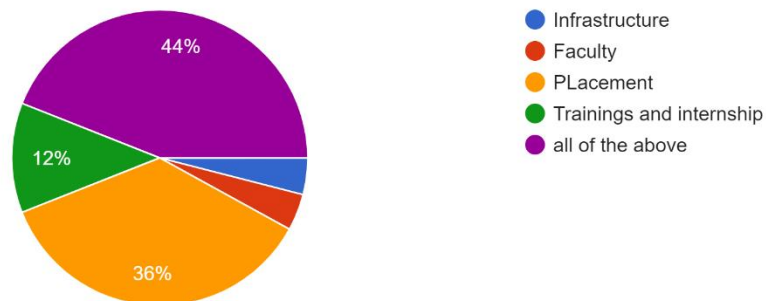
50 responses



Interpretation: According to the survey 60% of the population are looking for PG Program while the rest are looking for UG.

What all you look in a good college?

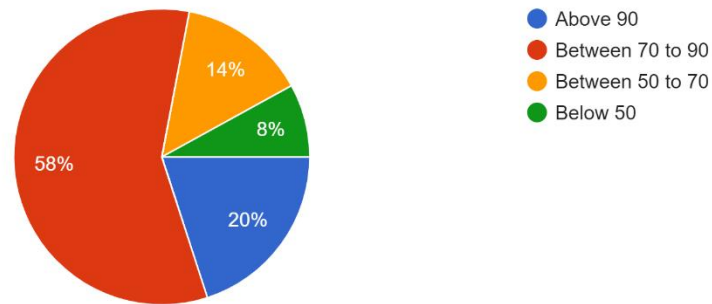
50 responses



Interpretation: According to the survey taken majority of the population looks all the given options while joining to a particular college which includes infrastructure, faculty, placement, training and internship opportunity.

What was your score in your last course of studies?

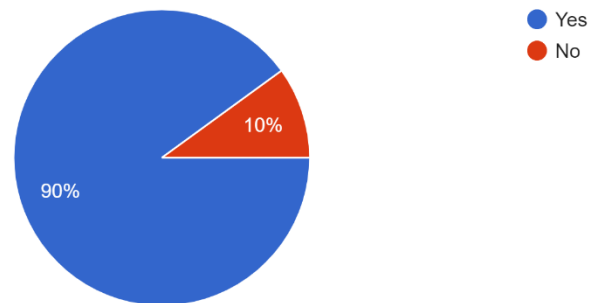
50 responses



Interpretation: According to the survey majority of the students scored between 70 to 90 % while the lowest was below 50%

What do you think counselling given at the right time guiding the students about their career is good or not?

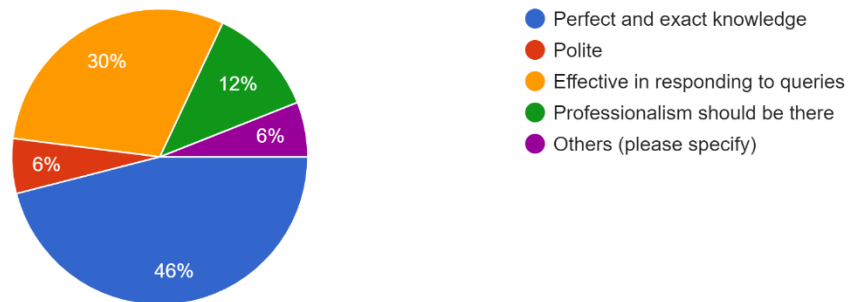
50 responses



Interpretation: Majority which is 90% of the population feels counselling is helpful in choosing a right career for the students.

What all should be a personality traits which are required in the counsellor's personality

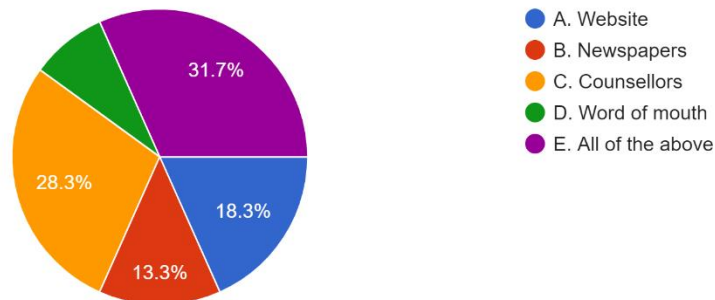
50 responses



Interpretation: This analysis interprets that majority of people preferred perfect and exact knowledge as a personality trait of counsellor, 30% believes that the counsellor should be effective in responding to queries, 12% believes that a counsellor should be professional and remaining 12% believes that a counsellor should be polite.

To select your career what you will take help off?

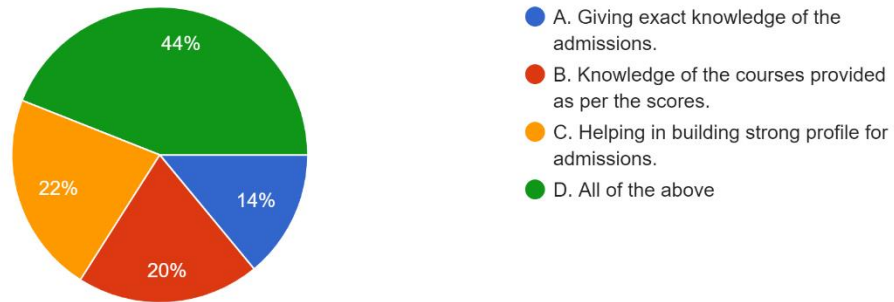
50 responses



Interpretation: This analysis interprets that most people prefer all the available option to choose their career but 28.3% people prefer counsellors and rest take the help of websites, newspaper and word of mouth.

What do you think counsellor should help you with?

50 responses



Interpretation: This analysis interprets that 44% of the people thinks that a counsellor helps them in giving exact knowledge of the admission, course provided, building strong profile but 22% people thinks that counsellor helps only in building strong profile, 20% are interested in giving knowledge about the course provided as per their score and rest 14% thinks that counsellor only give knowledge of admission.

RESULT

Through this thesis the conclusion which comes in number is:

Market for study: Delhi

Sample size: 50

Method of choosing sample: Random Sampling.

78% of the selected population including the students, parents and the counsellors who are the knowledge provider to the students thinks that counselling is necessary for the career enhancement and helps the students to choose the right path in their story of the career.

While the rest of the population which come to 22% thinks it is not necessary it's just a waste of time and energy.

So, for conclusion we can say that majority of the population of the selective area in Delhi thinks there is a positive impact of counselling on student's life which directly helps them to choose wisely and excel in their academics.

LIMITATIONS

There are some limitations a counsellor may face in being able to provide the highest quality of care to their students assigned. Let's take a look at a few of these counselling limitations:

The problem there, however, is that in general, the schools most likely to have a robust college counselling program are those schools we already consider 'advantaged' — private schools and public schools in wealthy communities," Hawkins said. "However, as college readiness becomes more of a focus for school reform efforts, we are seeing a greater emphasis on college counselling in schools serving underrepresented populations."

-NACAC's report makes several recommendations, particularly with regard to first-generation college students, including that counsellor spend more time addressing college applications and preparedness, initiating discussions about college with ninth graders and initiating similar discussions with parents. "Holding these conversations with parents may in turn shape parents' educational expectations for their children," the report says, "which are also significantly related to ninth graders' perceptions of college affordability and their bachelor's degree plans."

-Absence of verbal and nonverbal cues. You may find that working without verbal and visual interaction feels strange.

-Technological difficulties: as it is virtual environment which we are following so there exist certain technical glitch which may affect the counselling.

-Confidentiality and security. You will need to take more responsibility for your online confidentiality.

CONCLUSION

According to a report from the National Association for College Admission Counselling, the average high school counsellor spends 38 minutes a year on each student search for the right college.

As the Public Agenda article points out, the school counsellor association recommends a ratio of 100 students to 1 counsellor but the national counsellor to student ratio averages 265 students per counsellor. In some states, the ratio is much higher. In California, the ratio is almost 1,000 students per counsellor and even in states like Arizona, Minnesota Utah and the District of Columbia the ratio is 700 to 1.

As a private college admissions counsellor, I can't imagine how I could help 100 students a year with anything more than basic college counselling. The search for the right college is not something that takes 38 minutes. And if you are hoping to get financial aid to help pay for college, you need to spend much more time.

It is an unfortunate truth that the vast majority of students cannot rely on their high school counsellors for real help in finding the best college for their needs. That means you have two options: spend the time to try to find colleges or hire someone like me to help you with the college admissions process:

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APPENDICES

1. In which belt u fall?

A. 12th std. B. Graduated

2. Have u ever applied for any of the entrance exam as per your selected stream?

A. Yes B. No

3. Which course you are looking for?

A. Undergraduate B. Post graduate C. None

4. What all you look in a good college?

A. Infrastructure

B. Faculty

C. Placements

D. Trainings or internships

E. All of the above

5. What was your score in your last course of studies?

A. Above 90

B. Between 70 to 90

C. Between 50 to 70

D. Below 50

6. What do you think counselling given at the right time guiding the students about their career is good or not?

A. Yes B. No

7. What all should be a personality trait which are required in the counsellor's personality

A. Perfect and exact knowledge

B. Polite

C. Effective in responding to queries

D. Professionalism should be there

E. Others (please specify)

8. To select your career what you will take help off?

- A. Website
- B. Newspapers
- C. Counsellors
- D. Word of mouth
- E. All of the above

8. What do you think counsellor should help you with?

- A. Giving exact knowledge of the admissions.
- B. Knowledge of the courses provided as per the scores.
- C. Helping in building strong profile for admissions.
- D. All of the above

9. When will you call a counselling to be a effective one?

- A. When exact knowledge about course and colleges is being transferred.
- B. When admission is being done successfully.
- C. When student feel free to opt for a particular course.
- D. When both parents and student is satisfied with the counselling.
- E. All of the above

10. What all things leads to non- effective counselling.

- A. Counsellor is not productive.
- B. Counsellor doesn't have accurate knowledge.
- C. Lead conversion pressure leads to misguidance and misleading among students.
- D. All of the above

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INTRODUCTION

Counseling means getting to students early.

New research emphasizes the importance of talking about higher education well before the time comes Claim.

Attendance rates may increase dramatically if high school students receive counseling as young people, not just when young and old, a new study from National

The Association for College Admission Counseling says.

The impact can be huge on those in groups who are less likely to go to college than others. In between recent high school graduates whose parents do not have a bachelor's degree, the study found good relationship between:

Part-time counselors use activities related to readiness and student belief their families were able to take them to college.

A family member discusses college with a counselor and student enrollment plans college.

Student discusses college with advisor and student plans to enroll in college take admission tests, such as SAT or ACT.

According to the report, about 50 percent of high school counselors reported being disfellowshipped at least 21 percent of their time helping students prepare for college, choosing once applications. Only 18 percent of ninth-grade students - no matter what type of school or their own four-year school attendance - he had discussed college with a counselor.

“Early counseling is important for students and families as it addresses shortages a college access program for many students, especially low-paid students

students who can be the first in their family to go to college, "said David Hawkins, of NACAC director of public policy and research, said in an email. "Specifically, students and families newcomers to the college system are less likely to believe the college can reach them, academically or financially. "

Choosing the right college is one of the most important decisions students and families will make. A student's college experience has a huge impact on his personal growth as well future plans. Finding the right one, however, is not always easy and can be a daunting task. There are many factors to consider when searching for the right college. Where a private college counselor plays an important role.

Private college counselors supplement the work of high school counselors by to provide students with personal attention, one beyond normal school hours.

Nationally, on average, high school students receive a 38-minute TOTAL personal guidance on college admission from their high school counselors.

Many things most parents do not know about college counseling: American high school students, on average, get less than 40 personal minutes college admission guide

Only 29% of public high schools have a dedicated college counselor.

THE NEED TO LEARN

For many parents and students, sometimes it seems like a problem to manage information about the availability of forms, brochures, and important dates, etc. several institutions as well universities. Students do not want to interrupt the process and have an immediate admission process in colleges after intermediate examination. For this reason, they appear more than one

to provide a new dimension to your work to achieve your long-term goals. In such a case, a the counselor may play a significant role in promoting student behavior.

Counseling helps students to identify the appropriate job opportunity. The consultant should check their suitability, areas for this passion, and skills first and then pave the way to success. Most Indian universities they are open to free online counseling to be admitted to various professional courses, namely. B.Tech, B.Arch., B.Des, B.Pharm, MBA, MFM, MCA, MBBS, BDS, and B.Ed., Etc.

Students find themselves confident in choosing a career option. Selection of The proper course of graduation is very important because it is the very foundation of the brick work.

Sources	Similarity
<p>The Opportunity and Counseling Corps: Helping K-12 ...</p> <p>https://www.americanprogress.org/article/opportunity-counseling-corps-helping-k-12-students-young-adults-recover-coronavirus-crisis/</p>	7%
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