Review of Literature

1. Hughes, Katherine & Karp, Melinda Mechur (2004), the aim of this research is to provide directions and planning skills to the students, also promotes students' knowledge and skills to develop students career. The outcomes of this research revealed that the effect of guidance activities are largest at junior high school students rather than high school or college students. The research also found that career interventions is impactful on the development of career decision making skills.

2. Ohiwerei, F.O. & Nwosu, B.O. (2009), the aim of this research is to study the problems of secondary school students regarding vocational choices. The outcomes of the research revealed that secondary school students are faced with choosing a vocation in our education system. The research also found the factor responsible for this are parents, teachers, peer groups and subject study. A student must choose the vocation according to his intellectual, ability, interest and aptitude.

3. Zysberg, Leehu (2010), the aim of this study was to look at factors associated with users' satisfaction in career counseling. In the process of career counseling, Practitioner often left to the real outcomes of the intervention. The current literature attempts to discuss the issue and give directions for the solution. The study aims at the 'blind spot', looking at client satisfaction of various aspects of career counseling. The two main factors of career counseling: expectations and process – variable on the nature of the counseling process as an interpersonal interaction.

4. Patel, Dhaval R (2010), the aim of this study was to measure scientific principle's aptitude in students of class 8 to 10 of Gujrat states' secondary schools. The test was constructed. The research norms were established for scientific principle aptitude test (SPAT). Random sampling method was used and 68 schools were selected. The study found that the scientific principle that aptitude of boys is more superior than girls and the students of urban area are more superior to students of semi urban area.
5. Seyoum, Yilfashewa (2011), the aim of this study was to see the impact of implementation of guidance and counseling to enhance the quality of higher education institutions. The outcomes of this research revealed that this research could serve to identify opportunities and challenges; development of strategies for future guidance counseling effort in the Haramaya University in particular and Ethiopian University in general. This research also found the fact that students do not have sufficient knowledge of guidance counseling services of the University.

6. Lugulu, Joyce M.A & Kipkoech, Lydia C (2011), the aim of this study was to look at the level of provision of career guidance information and career counselling provided in secondary school education. The author found that the level of career guidance and counselling provided in the secondary schools to ease informed degree program decision-making by students was low, therefore proper degree decision-making by students should go with by comprehensive career information to enable them to exercise the freedom of decision-making.

7. Dogar, Ashiq Hussain et.al. (2011), the aim of this study was to find the counseling needs of the students at secondary level and to find need of Educational, Social, Vocational, Emotional, and Behavioral guidance and to find out the most problematic area of students need where they need counselling. This study found that the students of the secondary level should get Vocational Guidance and Counseling at the right time.

8. Edwards, Kochung & Quinter, Migunde (2011), the aim of this research was to find out the factors influencing career choice among secondary school students. Descriptive survey design method was used with a population of 332 students. The data collection was done using questionnaire and interview schedules. The outcomes of this research revealed that the most influential factors affecting career choices among students are the advancement opportunities and the learning experiences.

9. Obiunu, Rev. Fr Jude J. & Ebunu, Oghenebrorhie Ruth (2011), the purpose of this study was to find out the factors influencing career development of senior secondary students of delta state. The outcomes of the research revealed that for career developments of students, career counseling is required Few factors i.e psychological,
sociological, educational, hereditary, and economic factor were observed that affect the career development and career decision making process of secondary school students.

10. SokroEvans et.al.(2011), the aim of this study was to find out the relationship between career choice and job satisfaction. The investigation was done among employees in Ghana. The outcomes of the study revealed that the employee with the right career choice were more likely to perform well on the job. It was also found that in making career decision personality and interest factor should be considered.

11. C, Obi M.et.al.(2012), this study recommends that career counsellors should integrate the use of ICT. To integrate ICT in the service industry would be very effective for young people. ICTs are revolutionizing Career Education and Guidance. The delivery of career services would increase the services flexibility and enhance their quality due to ICT.

12. Mabula,N. Kuba (2012), the aim of this study was to check the status of the career service provision and its role in career decision-making among high school students in Tanzania. This study found inadequate career services provision by comparing government schools with international school with many career programs.

13. Khan, Halima et.al.(2012), designed and conducted the study to understand teachers’ role in educational and career counseling of the secondary school students as not much attention given to the students educational and career counseling in the past. They found that teachers voluntarily act as informal counselors.

14. Zaidi, Farheen Batul&Iqbal, Saba (2012), the purpose of this study was to find out the impact of career selection on job satisfaction and to identify the factors important for career selection by service industry employees of Pakistan. The outcomes of the study revealed that there is a relationship exists between career selection and job satisfaction. The study also found that personality traits and value consideration in the career selection provides maximum satisfaction, also work content values and career content highly contributed in job satisfaction.
15. Karim, Rabia Abdul & Karim, Muhammad Usman (2012), The purpose of this study was to find out the details about need of guidance at secondary school level for the betterment, progress, personality development, adjustment of the students. Descriptive research was done on 300 teachers and students. The outcomes of the research revealed that for better development of the students there is a need of the guidance in schools. The area of achievement under the importance of guidance was highlighted.

16. Nasir, Rohany & Lin Lee, Shiang (2013), the aim of the study was to find out the relationship between self-concept and career awareness amongst secondary school students. The outcomes of the research revealed that self-concept and career awareness among students are positively related, also study found that the higher level of career awareness was seen in the students with higher self-concept and with a positive outlook.

17. Kalvaitiene, Genute & Sencila, Viktoras (2013), The aim of this research is to show that the maritime students quite seldom address their lecturers on the issues of professional career planning. The qualitative research showed that the success of students' professional career is determined by the professional competence; general and career planning skills.

18. Mapfumo, John & Nkoma, Elliott (2013), The aim of this study is to determine the guidance and counselling services which Social Science students in one Government-owned university in Zimbabwe had received in high school and the guidance and counselling services that they desired upon entry into university. The results revealed that existence of guidance and counselling in all former school types with mission, government and private schools having in-class lessons and services well known to their students.

19. Olamide, Alami et.al. (2013), The aim of this study was to find out the factors determining the choice of career among secondary school students. The factor environment, influence, personality and opportunity was administered with a Likert-type scale was used to design a questionnaire on the factors determining the choice of the career. The
outcomes of the study revealed that the environment factor, the personality factor, and opportunity affect the students in determining their career.

20. **Uko, Esther et.al.(2013)**, the purpose of this study was to determine the choices of course selection in Nigeria University. The responsible issues for career choice selection were ignorance, peer groups influence, prestige attachment, role models, few other factors i.e situational factor, parental influence, gender, interview and school attended were considered. The outcomes of the research revealed that teachers, religious leaders should impose a career choice on the students.

21. **Mabula, Nkuba (2013)**, the purpose of this study was to find out the student’s attitude, knowledge, awareness and participation towards career services at school. Teachers perception was also examined towards career services delivery by comparing international schools and government schools. The outcomes of the research revealed that awareness seminars and workshops are recommended in govt. schools for effective career service provision.

22. **Mtsweni, Steven K.& Dehinbo, Johnson O. (2013)**, this research focus was on the development and use of web application that could assist students in their career choice based on their capabilities. Participatory design research method was used. As the software is used by students to guide them about career, usability is the key quality of the system. The research findings also present users experience on usability of the web applications.

23. **Baruah, Hemanta Kr. (2013)**, the purpose of this study was to find out vocational interests of boys and girls. A random sampling method was used. The outcomes of the study revealed that students choose vocational area based on their interest. The study also found that the vocational interests of boys and girls was similar. The study recommends that vocational course choice should be made available to cater the interests of the students.

24. **Anojan, Vickneswaran & Nimalathasan, Balasundaram (2013)**, The aim of this study was to examine factors influencing career choice among the second year undergraduate students, Faculty of Management Studies & Commerce, University of
Jaffna, Sri Lanka. The results revealed that personal factors have the most influential role with career choices among the second year undergraduate students.

25. Najafi, Tayebeh & Lea-Baranovich, Diana (2013), the aim of this research was to study the need for Iranian counselors for Iranian undergraduate students in Malaysia. The participants had a strong need for having Iranian counselors in Malaysia. Some suggestions were offered to the schools.

26. Modo, Felicia et al. (2013), the focus of this study was on Guidance and Counselling services among secondary school adolescents as coping strategy for improved academic performance. The outcomes show that students who utilized the counselling services performed better than those who did not. It was recommended that all schools should be provided with professional counsellors to help the students.

27. Mahakud, Gopal Chandra (2013), the aim of this study was to find out the relationship of Aptitude and Intelligence Quotient for better career guidance. The result reveals that Intelligence Quotient (IQ) is significantly related to the Abstract Reasoning and Educational Aptitude. Therefore, Aptitude test with intelligence may be suggested a better assessment for career guidance especially in educational set up.

28. Ibrahim, Fr Racho et al. (2014), the aim of this study was to find out the role of guidance and counselling programme for career decision making on Kenyan secondary school students. The outcomes of the research revealed that for Form 1 to Form 4 there was a significant relationship between the role of guidance and counseling, the roles of academic, social and personal competence played by guidance and counseling in schools and also helped students to attain spiritual growth, health, vocational and marital awareness. Therefore, career counseling should be practiced in the world of work.

29. Nloga, Johannes Njagi (2014), show the sound knowledge of theories and approaches in effective counseling of students in technical education that drive effective support of students and practitioners to understand the tools of understanding human behavior.

30. Nweze, T., Okolie, Ugochukwu Chinonso (2014), the aim of this study was to find guidance and counseling program in secondary schools and determined issues and roles of the program in students’ career decision-making. Descriptive survey design was
adopted. The research found that in students' decision making, there is no form of counselling services in their respective schools. It also found that there is insufficient counselling resources for teacher counsellors. This study identifies the need of attention towards the guidance and counseling.

31. Oluremi, Fareo Dorcas (2014), The aim of the study to find factors of functional school guidance and counseling Centre that could offer opportunities for school students to get their full potentials in educational, social, vocational, and emotional developments.

32. Malik, R. K. (2014), the aim of this study was to find and understand the availability, importance and practical implementation of career counseling at various educational levels of Pakistan. The result showed that in secondary schools there is no availability of proper Career Counseling System at any level of education. The study also aims to highlight the information of career counseling to help the education policy maker.

33. Ombaba, Samson et al. (2014), investigated the sufficiency of career guidance services in secondary schools in Kenya. Career guidance is needed to form career choices which will share to the skilled manpower relationship between students and teacher. Counsellors perceptions on the effectiveness of guidance services was positive and statistically significant. It was found that equipment and reading materials had not be enough. It was recommended that there should be more equipment of the school resource Centre to support the guidance program.

34. Olaosebikan et al. (2014), the aim of this study was to find out the effects of this parental influence on adolescents’ career choice. This study was done on secondary school students of Lagos state. The questionnaire was used as an instrument. The outcomes of the research revealed that adolescents in secondary schools in Lagos state have some form of independence in making career choices.

35. Pebble, Furo Tamunosisi (2014), the aim of this study was to investigate parents’ role on the course of study, institutions attended by their children and career choice. For
the study, Science Education Career Choice Questionnaire (SECCQ) was used and face, and content validity was done. The outcomes of the research show that parents plays an important role in career choice, choice of institution and, in the course of study of their children.

36. Baloch, Rashid Ali Shar & Shah, Naimatullah (2014), this study focused on the significance of awareness about selection process in student’s career choices. The outcomes of the research revealed that there is a significant relationship between awareness of selection and recruitment process, and students’ career decision making and career choice, also significant impact on the social and familiar influences on the students’ career decision making, selection of colleges and choices persistence on was observed.

37. Bossman, Fabia & Ineke (2014), the aim of this research was to find out the factors influence the career choices of students of cape coast university. A description study design was adopted and random sampling techniques were used. The outcomes of the study revealed that the educational factor is going back to school to upgrade himself and it was recommended that career choice should be inculcated into the curriculum for the help of the students regarding their career choice.

38. Pascuala, Nancy T. (2014), the aim of this study was to find out the factors affecting the career performance of high school students Laboratory school in Morong Rizal of University of Rizal System. The outcome of the research revealed that in choosing course in college, the students considered the availability of work after college. The findings also revealed that the students’ career success can be best attained if students choose their career that suits to their personality, ability and intellect. The school administrator, parent, guidance counsellor can collaborate and come-up with the better career plan for students.

39. Bujdoso, Gyongyi (2014), the aim of this research is to examine the ways of harmonization of skills that electronic materials require and the students’ knowledge on the field of using electronic learning materials in higher education.

40. Owino, Joshua & Odera, Florence (2014), the aim of this research was to: identify Guidance & Counseling practices and to find out how learners respond to Guidance
&Counseling practices in primary schools in Kisumu West Sub County. The practices by teachers was independent variable while Guidance &Counseling dependent variable. The behavioral theory of B.F. Skinner was adopted. Ex post facto research design was used for this study.