Journal DOI: 10.36713/epra1013 | SJIF Impact Factor (2026): 8.748 ISSN: 2347-4378
EPRA International Journal of Economics, Business and Management Studies (EBMS)
Volume: 13 | Issue: 3 | March 2026 -Peer-Reviewed Journal

CAREER ASPIRATIONS OF ENGINEERING STUDENTS

Dr. S. A. Mohamed Ali[1], Mr. Pradeep K. Ph.D.[2]
[1]*Principal, CMS Institute of Management Studies, Chinnavedampatti, Coimbatore – 641049.*
[2]*Research Scholar, CMS Academy of Management & Technology, Chinnavedampatti, Coimbatore – 641049.*

Article DOI: https://doi.org/10.36713/epra26332
DOI No: 10.36713/epra26332

ABSTRACT
Career planning of individual is nourished right from childhood days by parent, family members, by teachers and the society at the large. Career aspiration of individual is closely associated with their feel of self-esteem (life and social recognition) of both male and female students' adolescents and it is an important motivator towards achieving career goal. This paper aims to identify the prime factors that influences the career aspiration motivation inspired among the Engineering graduating youth. Data needed for the study were collected from Private Engineering Colleges functioning in Coimbatore city. The study collected data from 220 graduating students from 11 Engineering colleges. Both empirical and statistical conclusion reveals that thee Engineering students prefer to take up a highly career progressive job and passion related job. Various extrinsic factors like: income scale, financial benefits attached with the job, job prestige/professional prestige, job accessibility (nearness to living area), job security ensured, job nature (permanent & secure) and future career prospects influences their career choice after graduations.
KEY WORDS: *Career Aspiration, Career Goal, Motivation for Career Choice*

INTRODUCTION

Every grown-up adult has an aspiration towards their career and they take numerous effects to achieve their aspirations. Career planning of individual is nourished right from childhood days by parent, family members, by teachers and the society at the large. Thus, it could be rightly stated that career aspiration leads to the career choice made by the youngster or say fresh graduate. There are number of motivation factors that influences the career aspirations among young Engineering graduating students. Many schools passed out consider selection of professional education as gate-way for achieving their career choice. Career aspiration is thus closely related to education choice, nature of financial security expected by an individual, their family situation, societal recognition, future financial status and future career progression (Jaswal et al., 2023).

Themes of the Paper

Career aspiration of individual is closely associated with their feel of self-esteem (life and social recognition) of both male and female students' adolescents and it is an important motivator towards achieving career goal (Dangwal and Mitra, 2024). Career planning of individual supports them in achieving their career goals (Gautam et al., 2016). Gaining higher education is considered as the stepping stone towards their career goal achievement (Bangari and Chaubey, 2018). Career aspiration of young graduating students is more influenced by the subject (study area) selected by them, their interested career, their personality, understanding future job opportunities vs. chance of employability, academic achievement and their parent's /family's social status (Ahmed et al., 2017). Based on the themes discussed this study aims to identify the prime factors that influences the career aspiration motivation inspired among the Engineering graduating youth.

Literature Discussion

Literatures reviews supplied in conduct of qualitative analysis that aimed to shortlist the factors that influences career aspiration among graduating engineer students.

Journal DOI: 10.36713/epra1013 | SJIF Impact Factor (2026): 8.748 ISSN: 2347-4378
EPRA International Journal of Economics, Business and Management Studies (EBMS)
Volume: 13 | Issue: 3 | March 2026 -Peer-Reviewed Journal

Gokuladas (2010) stated that male Engineering graduates select their job based on their intrinsic (based on certain personal factors), whereas, female graduates select their career influenced /reasoning the extrinsic factors (external motivation). Sathyanarayana and Sundari (2011) prerogatives that Contemporary youth prefer to take-up technical jobs, digital skills and managerial skills related jobs. According to Kovaichelvan and Nandagopal (2014) career aspiration of Engineering students are closely influenced by their academic performance and competency skilled strengthen they possess. Manoharan & Arockiam (2018) and Maheswari (2024) claim that the Engineering student's parent's occupation, their family's social status, discipline of study, career guidance and counselling received from the college are the prime factors that shapes their career aspiration. Bhattacharya and Raju (2019) identified three factors assessed, intrinsic factor, age and discipline of study of the graduates influences their career aspiration. Madheswari and Mageswari (2020) found that parents also influence their career choice i.e., course selection and career choice. Salam et al., (2022) and Joshi et al., (2023) inferred that ITI trained Diploma graduates and B.E., graduates students' family' s income status, parent's occupation, training cum career related motivation received from the colleges and peer influencers.

Through the meta-analysis authors is able to gather empirical evidences on the career aspiration of Engineering studies graduating students across India. The authors found that there prevails greater research dearth on the study concept, that provides wider scope for the conduct of this study.

Methodology and Design of the Study

This research paper adopted both explorative and descriptive research methodology by applying qualitative (literature review) and quantitative (data collection and analysis) research technique. Data needed for the study were collected from Private Engineering Colleges functioning in Coimbatore city. The study collected data from 220 graduating students from 11 Engineering colleges.

For construct of the SEM model the variables used in this study are abbreviated in the following manner. Career goal of individual students is abbreviated as CAGO it contains five prime divisions i.e., SUJO- To Select Best to Get Suited Job, SLEF- To Acquire as per Self-Efficiency, PARJ- To Acquire the Passion Related Job, HIPA- To Acquire Highly Pay Job, CAPR- To Acquire Career Progressive Job, and Factors Influencing to Select the Specific Career is abbreviated as INSC. The factors included five dimensions : EXFA-Extrinsic Factors (income scale, financial benefits attached with the job, job prestige/professional prestige, job accessibility (nearness to living area), job security ensured, job nature (permanent & secure) and future career prospects), INFA-Intrinsic Factors (personal aspiration, skill acquired and self-efficiency, educational qualification and competency skills acquired), SOFA-Social Factors (parent's education & occupation, family status, financial independence and image in the society), POFA-Political Factors (job opportunities created by government (in public & private organisation), economic growth /recession and political stability), PAEF- Psychosocial and Emotional Factors (positive career growth, passion for the job/profession, flexibility of work time, hassle free work environment and less job pressure /stress).

Results and Discussion

Demographic status of the Engineering students greatly influences their career aspiration and motives to achieving their high paying and more respected job. The sample participants are divided as 55.45 per cent male Engineering students and 44.55 per cent female graduating students. On the whole, 66.36 per cent of the samples are found to be in the age bracket of 18-20 years (under graduates) and 21.83 per cent are aged between 21-23 years. Nearly, 70.46 per cent of the samples belong to the middle-income family and 79.55 per cent of the students' family is depended on the single income source.

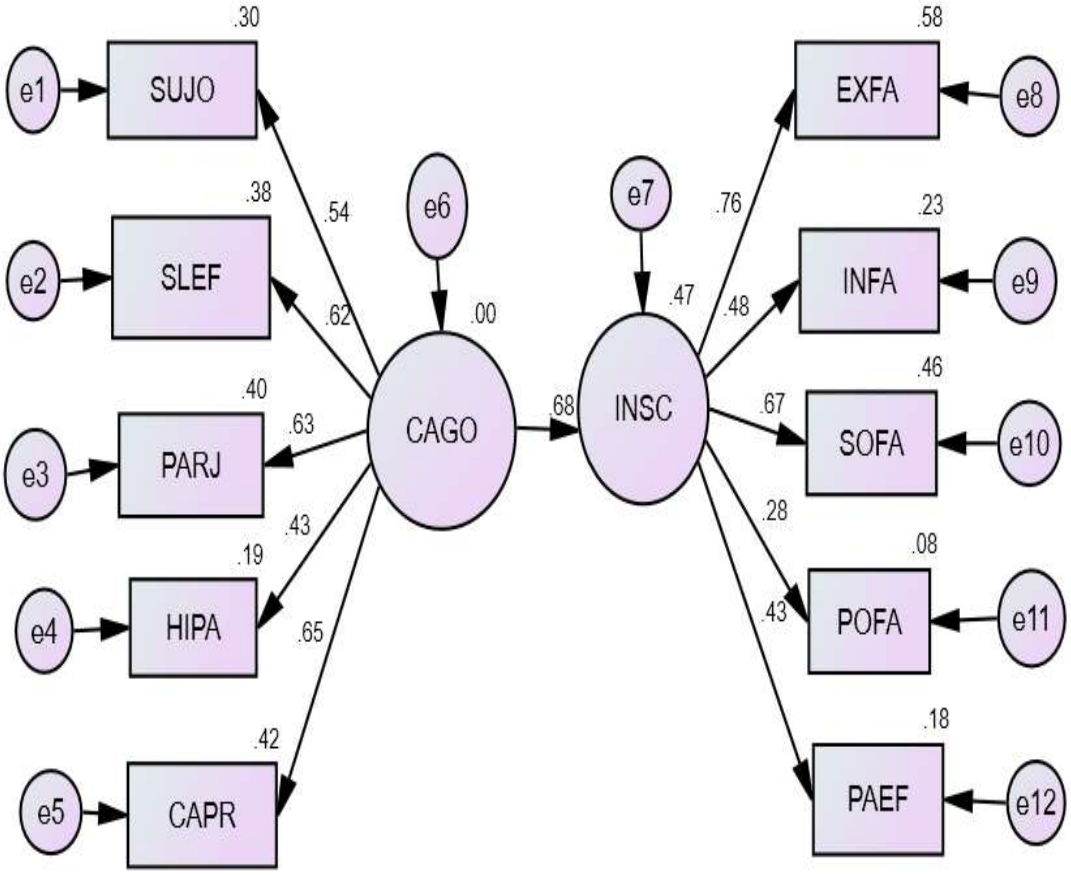
Career goal of individuals differs from one to another. It has been inferred that 80 per cent of the Engineering graduates aim to acquire high paying job that is more related to social status upliftment. On the contrary 70 per cent of the samples prefer to take-up a job that is closer to their passion, 69.55 per cent like to be recruited in those jobs that is more suitable to their personal efficacy and 65.91 per cent of the graduating students prefer to acquire more prestigious job. Career aspiration of the Engineering students are found to be self-influenced (77.57 per cent), inspired by a specific industry's performance (61.86 per cent) and relative or societal influences (60 per cent). Nearly 50 per cent of the students prefer to acquire their job through campus interview screening and 35.91 per cent expect their college

Journal DOI: 10.36713/epra1013 | SJIF Impact Factor (2026): 8.748 ISSN: 2347-4378
EPRA International Journal of Economics, Business and Management Studies (EBMS)
Volume: 13 | Issue: 3 | March 2026 -Peer-Reviewed Journal

placement cell forward them a placement opportunity. Further inferred that 67.80 per cent of the graduating Engineers prefer to avail job in their study discipline area.

SEM aimed to measure association between career goal of graduating Engineer students and factors that influence them to select the specific career. Above presented literature discussion provided needed empirical evidences and support of the construct of the SE-Model.

EXHIBIT: 1
CONFIRMATORY FACTOR ANALYSIS
ASSOCIATION BETWEEN YOUTH CAREER GOAL
AND FACTORS INFLUENCED TO SELECT THE SPECIFIC CAREER



For hypothesis testing, the proposed model with all measurement items from the CFA was estimated. The results revealed acceptable fit indices of the model; $\chi 2 = 101.508$, $p < 0.001$, degrees of freedom =34; parsimony fit ($\chi 2/df$) = 2.986; GFI = 0.913; AGFI = 0.959; CFI =0.948; IFI = 0.951; RMSEA = 0.005.

Journal DOI: 10.36713/epra1013 | SJIF Impact Factor (2026): 8.748 ISSN: 2347-4378
EPRA International Journal of Economics, Business and Management Studies (EBMS)
Volume: 13 | Issue: 3 | March 2026 -Peer-Reviewed Journal

TABLE: 1
STRUCTURAL MODEL RESULTS

Hypothesis	Path			Standardized Estimates	C.R	Relationship
Association between career goal of graduating Engineer students and factors that influence them to select the specific career	CAGO	→	INSC	.682	6.162	Significant

Association between career goal of graduating Engineer students and factors that influence them to select the specific career: vs CAGO vs INSC (β=.682, p=.000) is positively correlated and found to be significant (with 68.20 per cent association).

TABLE: 2
STRUCTURAL MODEL RESULTS

Hypothesis	Path			Standardized Estimates	C.R	Relationship
Intercorrelation correlation of youth career goal	CAPR	<---	CAGO	.652	4.631	Significant
	HIPA	<---	CAGO	.435	5.263	Significant
	PARJ	<---	CAGO	.633	6.828	Significant
	SLEF	<---	CAGO	.616	6.356	Significant
	SUJO	<---	CAGO	.543	5.832	Significant
Intercorrelation correlation of factors influenced select the specific career	EXFA	<---	INSC	.760	4.963	Significant
	INFA	<---	INSC	.482	6.078	Significant
	SOFA	<---	INSC	.675	7.495	Significant
	POFA	<---	INSC	.279	3.435	Significant
	PAEF	<---	INSC	.429	5.170	Significant

Intercorrelation correlation of youth career goal as: CAPR vs CAGO (β=.652, p=.000), HIPA vs CAGO (β=.435, p=.000), PARJ vs CAGO (β=.633, p=.000), SLEF vs CAGO (β=.616, p=.000) and SUJO vs CAGO (β=.543, p=.000) are positively correlated and found to be significant. Factors influenced select the specific career: EXFA vs INSC (β=.760, p=.000), INFA vs INSC (β=.482, p=.000), SOFA vs INSC (β=.675, p=.000), POFA vs INSC (β=.279, p=.000) and PAEF vs INSC (β=.429, p=.000) are positively correlated and found to be significant.

Findings and Conclusion

Both empirical and statistical conclusion reveals that thee Engineering students prefer to take up a highly career progressive job and passion related job. Various extrinsic factors like: income scale, financial benefits attached with the job, job prestige/professional prestige, job accessibility (nearness to living area), job security ensured, job nature (permanent & secure) and future career prospects influences their career choice after graduations. The Engineering colleges operating in Coimbatore region has to understand the expectation of their graduates and polish cum strengthen their technical and non-technical skills making them more eligible for placement and offer right placement opportunities to their graduates. It supports in sustainable development of the colleges, providing highly productive workforce to the industries and supporting the country through supply of valuable human capital.

REFERENCES

1. *Ajinkya .S.Joshi, Pramod.K. Shahabadkar, Keshav.N. Nandurkar and Dnyaneshwaree .S. Jawale (2023), Factors Influencing the Aspirations of First Year Engineering Students: A Statistical Study, Journal of Engineering Education Transformations, Volume.No.36, Special issue, ISSN2394-1707(E), PP: 352-355, January.*
2. *Gokuladas.V.K (2010), Factors that Influence First-Career Choice of Undergraduate Engineers in Software Services Companies: A South Indian Experience, Career Development International, Volume.No.15, Issue.No.2, PP: 44–165, May.*
3. *Jeebanlata Salam, Varun Sudhakaran and Jagdish Londhe (2022), Aspiration, Social Capital and Vocational Career Choice, Journal of Educational Planning and Administration, Volume.No.36, Issue.No.4, ISSN: 0971-3859, PP:305-324, October.*

4. *Kazi Afaq Ahmed, Nimra Sharif and Nawaz Ahmad (2017),Factors Influencing Students' Career Choices: Empirical Evidence from Business Students, Journal of Southeast Asian Article ID 718849, PP:1-15, http://ibimapublishing.com/articles/JSAR/2017/718849/.*
5. *Kovaichelvan. V and Nandagopal. R (2014), Improving the Performance of Engineering Students with Aspiration, Innate Ability through Competency based Education, International Journal of Engineering Education, Volume.No.30, Issue.No.1, PP:1–10.*
6. *Maheswari. R (2024), A Study of Socio-Economic Status in Relation to Employability of Engineers, International Journal of Management, Public Policy and Research, Volume.No.3, Issue.No.1, ISSN-2583-3014, PP: 14-21, January-March.*
7. *Manoharan.S and Arockiam.K (2018), Parents' Occupation: Its Impact on Career Aspirations of the Fresh Industrial Aspirants, International Journal of Management, Technology and Engineering, Volume.No.8, Issue.No.9, ISSN No: 2249-7455, PP: 565-570, September.*
8. *Monika Bangari and Dhani Shanker Chaubey (2018), Convergence of Motives for Higher Education: A Study on the Aspiring Students in India, Journal of Entrepreneurship Education, Volume.No.21, Issue.No1, PP:1–11.*
9. *Pavai Madheswari.S and Uma Mageswari.S.D (2020), Changing Paradigms of Engineering Education–An Indian Perspective, Science Direct, Procedia Computer Science, Volume.No.172, (9th World Engineering Education Forum 2019, WEEF 2019), PP: 215-274, www.sciencedirect.com.*
10. *Priya Jaiswal, Jaya Srivastava and Rohit Bansal (2023), The Essence of Youth's Career Aspirations in India: Insights from Literature, Vol.8(10), ISSN: 2455-2631, PP: 553-558, October.*
11. *Ritu Dangwal and Sushmita Mitra (2024), A Study of Self Esteem and Career Aspiration among Undergraduate University Students, The International Journal of Indian Psychology, Vol.12 (2), ISSN 2348-5396 (O), ISSN: 2349-3429(P), PP: 2205-2221, April-June.*
12. *Ruchi Gautam, Rachna Nigam and Snigdha Mishra (2016), A Study of Determinants of Career Aspirations vis a vis Career Planning among MBA Students, Global Journal of Enterprise Information System, Vol.8(3), ISSN: 0975-153X(P), ISSN: 0975-1432 (O), PP:58-64, July-September.*
13. *Sathyanarayana .P.A and Sundari .R (2011), Aspirations of the Present Generation Students-An Analytical View, International Seminar Entrepreneurship, Youth & Inclusive Development for Brand India, 24th and 25thFebruary,*
14. *Sweta Bhattacharya and Raju. V (2019), Career choice in Teaching Among Engineering Graduates: A Study of the Altruistic, Extrinsic and Intrinsic Factors, International Journal of Business and System Research, Volume.No.13, Issue.No.4, ISSN: 1751-200X (P), ISSN: 1751-2018 (E), PP: 391-403, May.*