

## Environmental Influence on Career Choice of Undergraduates at University of Ilorin: Implications for Counselling

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**Abstract.** Career choice is an important choice that is influenced by numerous factors, some of which are environmental in nature. This study, therefore, investigated environmental influence on the career choice of undergraduates at the University of Ilorin, Ilorin, Nigeria. The study also examined whether moderating variables such as gender, age, level and religion affect the respondents' opinions. Descriptive survey design was adopted for the study. The sample was made up of 415 undergraduates selected at random from the various faculties of the institution. The instrument used for data collection was a self-designed questionnaire entitled "Environmental Influence on Career Choice Questionnaire (EICCQ)". Analysis of Variance (ANOVA) and t-test were used to test the null hypotheses formulated for the study at 0.05 alpha level. The findings revealed that undergraduates at the University of Ilorin expressed that environmental factors have influence on their choice of career. Also, there was no significant difference in the influence of environmental factors on the career choice of undergraduates at the University of Ilorin based on gender. However, there were significant differences in the influence of environmental factors on the career choice of undergraduates at the University of Ilorin on the bases of age, level and religious affiliation. Based on the findings of this study, it was recommended that undergraduates should be informed on the various environmental factors that may influence

their choice of career and guided by professional counsellors so as to make accurate career choices.

**Keywords:** Environmental Influence, Career Choice, Undergraduates, University of Ilorin.

### 1. Introduction

Career choice is one of the most important choices that an individual especially a student has to make. Career choice is vital because it could determine whether or not an individual is going to be successful in life. It also determines the kind of friends and companions a person will keep, business associates, recreational activities, opportunities, salary status, where a person will live and our style of living generally. Ogueze (2008) maintained that proper choice of career leads to success and happiness and is indeed a prerequisite for self-actualization. A major turning point in adolescents' lives involves the career choice that they make while in secondary school (Natalie, 2006). Natalie further contended that career choice, frequently, is viewed by family and community as a mere start to workplace readiness; however, this decision plays a major role in establishing youth in a career path that opens as well as closes opportunities.

Career choice has become a complex science with the advent of information technology, the

emergence of post industrial revolution and job completion. At the secondary school level, a student should have knowledge of what he or she wants to do in the future. This, in turn, inform the kind of subjects to select at the senior level, and subsequent senior secondary school certificate examinations such as W.A.S.S.C.E, NECO, NABTEB, etc.

Career decision making provides students with the competences they need to advance in their careers because when professionals school counsellors provide career and educational guidance to their students, they influence the future by helping to clarify developmental decision that often last a lifetime (Omotosho & Nyarko-Sampson, 2012). The younger generation is the future of any nation. As such, their occupational choices should assist them to develop the knowledge, skills and attitude needed to successfully examine their lives, while exploring and evaluating a wide range of career options to attain goals in the future.

Career choice is an exercise that is carried out under the influence of certain factors. According to Kerka (2000), career choice is influenced by multiple factors including personality, interest-concept, cultural identity, globalization, socialization, role model, social support and available resources such as information and finance. Bandura, Barbarenelli, Capara and Pastorelli (2001) stated that each individual undertaking the process is influenced by factors including the context in they live in, their personal attitudes, social contact and educational attainment. According to Hewitt (2010), factors influencing career choice can either be intrinsic or extrinsic or both. Hewitt further stated that most people are influenced by careers that their parents favour; others follow the careers that their educational opportunities have opened for them. Some individuals' career choices are also influenced by the significant others through social support from peers. In a study by Natalie (2006), young adults, through interaction within the context of the family, school and community, learn about and explore careers which ultimately lead to their career choice. One consistent finding in research suggests that adolescents' own aspirations are influenced by

their parents' aspirations or expectations. Parental support and encouragement are important factors that have been found to influence career choice. Children may choose what their parents desire, simply to please them (Taylor, Harris & Taylor, 2004).

A career, according to the business dictionary (2016), is defined as the progress and actions taken by a person throughout a lifetime, especially those related to that person's occupations. It is often composed of the jobs held, titles earned and work accomplished over a long period of time, rather than just referring to one occupation. Dictionary.com (2016) defined career as an occupation or profession, especially one requiring special training, followed as one's lifework. It also means a person's progress or course of action through life or through a phase of life, as in some profession or undertaking.

However, various careers differ in terms of the requirements for entry into them; in terms of subjects' combination, aptitude, abilities and personality traits which should be considered and assessed before an individual can be said to be qualified to enter specific careers (Onoyase & Onoyase, 2009).

In this study, emphasis was laid on environmental influence on the choice of career among undergraduates at the University of Ilorin, Ilorin, Nigeria. Environment is a term which has many meanings- it has physical, social, economic and cultural connotations. Olatunji (2003) opined that there are three types of environment, which include; the natural environment, the biological environment, and the social environment.

Olatunji argued that the natural environment consists of man's surroundings which are the result of natural process. It comprises such natural phenomenon as air, water, land, mountains, rivers, climate and its elements. This implies that natural environment exerts some influence on man as determined by weather condition, source of income and mode of living. The biological environment consists of all living things- plants, animals including man himself and microorganisms that surround man in a

given area. These living things are interdependent on one another and they ultimately depend on the natural environment for survival. The social environment refers to all effects of man's interaction with man in the process of living in the natural environment. Social environment is made up of all the patterns of social relationships and groupings as well as the educational, recreational, religion, technological, cultural and economic opportunities created by man in the environment for the use of mankind.

From the foregoing, the research carried out by Olatunji (2003) showed that the social environment is significant, since it looks into social concepts such as the family, religion, education, peer group and even political group. Therefore, it will be more suitable to carry out this research in light of Olatunji's (2003) definition of social environment.

The study therefore investigated the influence of environment on choice of career among undergraduates at the University of Ilorin.

## 2. Problem Statement

In the light of technological advancement, economic recession, increased unemployment in the world of work as well as increase in the number of occupations, undergraduates in Nigeria Universities and other tertiary institutions are faced with the challenges of making a suitable career choice. The problem is compounded by lack of adequate information about available jobs and lack of knowledge of what career to choose. Still, some secondary school students, because of ignorance, their social and economic interest, ignore the advice of professional counsellors with respect to suitable career choice. Furthermore, many undergraduates are influenced to make career choice based on parents' wish. In addition to the foregoing, the influence of peer group, school environment, parents' residence and a host of other factors, have made career choice a complex issue requiring urgent attention.

Several researches have been conducted on the factors that influence career choice among

students. Ebochukwu and Nworah (1997) investigated the effects of factors such as personality type, prestige and economic benefits on career choice. The findings showed that these factors have either positive or negative influence on career choice of students. Onayase and Onayase (2009) examined the effects of environmental factors such as family background, school environment, religious institutions and peer group on students' choice of career. The findings revealed that a combination of these factors determine the career choice of students.

There is dearth of research on environmental influence on the career choice of undergraduates. Also, the studies that involve environmental influence on career choice did not use variables such as the type of school attended, curriculum content of the school, influence of teachers, geographical location and parents' residence, and economic reality of the country.

The study therefore investigated the environmental influence on career choice of undergraduates at the University of Ilorin, Ilorin, Nigeria.

## 3. Research Questions

The following research questions were raised based on the problem of the study:

- (i) What is the influence of environmental factor on career choice of undergraduates at the University of Ilorin, Ilorin, Nigeria?
- (ii) Is there any difference in the influence of environmental factor on career choice of undergraduates at the University of Ilorin based on gender?
- (iii) Is there any difference in the influence of environmental factor on career choice of undergraduates at the University of Ilorin based on age?
- (iv) Is there any difference in the influence of environmental factor on career choice of undergraduates at

- the University of Ilorin based on level?
- (v) Is there any difference on the influence of environmental factor on career choice of undergraduates at the University of Ilorin based on religious affiliation?

#### 4. Research Hypotheses

The following null hypotheses were formulated to guide the conduct of this study:

- (a) There is no significant difference in the influence of environmental factor on career choice of undergraduates at the University of Ilorin based on gender.
- (b) There is no significant difference in the influence of environmental factor on career choice of undergraduates at the University of Ilorin based on age.
- (c) There is no significant difference in the influence of environmental factor on career choice of undergraduates at the University of Ilorin based on level.
- (d) There is no significant difference in the influence of environmental factor on career choice of undergraduates at the University of Ilorin based on religious affiliation.

#### 5. Methodology

##### Research Design

The research design that was adopted is descriptive survey method. The survey generally involves collections of data from a defined population to describe the present condition of the population using the variable under survey (Dada, Agbana & Adetayo, 2010). Based on this, the researcher considered the method relevant and appropriate for the study at hand. The method was used to investigate the environmental influence on career choice of undergraduates at the University of Ilorin, Ilorin, Nigeria.

##### Participants

The population for this study comprised all undergraduates at the University of Ilorin which is put at 36,516 (University of Ilorin Annual Report, 2016). The researcher, making use of the Research Advisors (2006) selected a sample of

381 respondents at 95% confidence level and 5% margin of error. However, due to attrition or experimental mortalities, the researcher increased the sample size to 415 respondents from 7 faculties across 100 to 500 levels, using simple random sampling procedure.

##### Measures (Instrument)

Instrumentation, according to Owolabi (2015), is the whole process of preparing to collect data. Owolabi further noted that instrumentation involves not only the selection or design of the instrument, but also the procedures and the conditions under which the instruments will be administered.

The instrument that was used for data collection was a researcher-designed questionnaire entitled "Environmental Influence on Career Choice Questionnaire" (EICCQ). Items in the questionnaire were derived from information obtained from review of the related literature.

The instrument had two sections, A and B. Section "A" contained demographic data of the respondents such as age, gender, level and religious affiliation. Section "B" comprised items designed to find out the environmental factors influencing career choice.

**Validity:** According to Dada (2007), an instrument is valid when it measures what it purports to measure truly and accurately. Thus, validity refers to the degree to which an instrument can be relied upon to assess what it is designed to assess. The questionnaire designed to collect data for this study was subjected to content validity. Copies of the questionnaire were given to experts in the Department of Counsellor Education, University of Ilorin. Corrections were made based on their observations, comments and suggestions.

**Reliability:** According to Trochim and Donnelly (2005), reliability is the degree to which a measure is consistent or dependable, the degree to which it would give you the same result over and over again, assuming the underlying phenomenon is not changing. In the opinion of Nyarko-Sampson (2010), reliability of a measure means that the measure must be stable

and must consistently produce the same measurement over a period of time. In order to determine the reliability of the instrument, test re-test method was adopted. The instrument was administered to twenty undergraduates after which it was re-administered to the same set of individuals at an interval of 4 weeks. The two sets of scores were subjected to Pearson Product Moment Correlation formular (PPMC). The result yielded a coefficient of 0.91, which was good enough for the study.

## 6. Results

### Demographic Description of Data

The data presented in Table 1-4 included demographic characteristics of the respondents in percentages. The variables used included gender, age, level and religious affiliation.

**Table 1:** Distribution of the Respondents by Gender

Gender	Frequency	Percentage
Male	233	56.1
Female	182	43.9
<b>Total</b>	<b>415</b>	<b>100.0</b>

Table 1 reveals that out of the 415 students that participated in the study, 233 representing 56.1% were males, while 182 representing 43.9% were females. This shows that there were more male students than female students in this study.

**Table 2:** Distribution of the Respondents by Age

age	frequency	percentage
16 – 20 years	132	31.8
21 - 25 years	239	57.6
26 – 30 years	38	9.2
31 years and above	6	1.4
<b>total</b>	<b>415</b>	<b>100.0</b>

Table 2 reveals that out of the 415 students that participated in the study, 132 representing 31.8% were between ages 16 and 20 years, 239 representing 57.6% were between ages 21 and 25years, 38 representing 9.2% were between ages 26 and 30years, while 6 representing 1.4% were between ages 31 years and above. This shows that majority of the respondents in this study were between ages 21 and 30 years.

**Table 3:** Distribution of the Respondents by Level

Level	Frequency	Percentage
100 Level	105	25.3
200 Level	107	25.8
300 Level	74	17.8
400 Level	120	28.9
500 Level	9	2.2
<b>Total</b>	<b>415</b>	<b>100.0</b>

Table 3 reveals that out of the 415 students that participated in the study, 105 representing 25.3% were 100 Level students, 107 representing 25.8% were 200 Level students, 74 representing 17.8% were 300 Level students, 120 representing 28.9% were 400 Level students, while 9 representing 2.2% were 500 Level students.

**Table 4:** Distribution of the Respondents by Religion

Religion	Frequency	Percentage
African Traditional Religion	21	5.1
Christianity	191	46.0
Islam	203	48.9
<b>Total</b>	<b>415</b>	<b>100.0</b>

### Data Analysis

The data obtained from the copies of the questionnaire were analysed using the Statistical Package for Social Sciences (SPSS 22.0) software application. The analysis and interpretation of the questionnaire were done using tables and percentages. Analysis of Variance (ANOVA) and t-test statistical analyses were used to analyse the null hypotheses. Hypothesis 1 was analysed using t-test while hypotheses 2, 3 and 4 were analysed using Analysis of Variance (ANOVA). The hypotheses were tested at 0.05 alpha level.

Table 4 reveals that out of the 415 students that participated in the study, 21 representing 5.1% were worshippers of African Tradition Religion, 191 representing 46.0% were worshippers of Christianity religion, while 203 representing 48.9% were worshippers of Islam religion.

**Answering of Research Questions**

Five research questions were raised; research question 1 was answered with the use of percentage, while research questions 2 to 5 that had corresponding hypotheses were tested with the use of the independent t-test and ANOVA statistical tools.

**Research Question One:** What is the influence of environmental factor on career choice of undergraduates at the University of Ilorin, Ilorin, Nigeria?

In order to answer this research question, responses of the undergraduates to items on the influence of environmental factor on career choice questionnaire were collated. The output of the analysis reveals thus:

**Table 5:** Percentage Analysis of the Influence of Environmental Factor on Career Choice of Undergraduates at the University of Ilorin, Ilorin, Nigeria

Environmental Factor	Frequency	Percentage (%)
High	114	27.5
Average	262	63.1
Low	39	9.4
<b>Total</b>	<b>415</b>	<b>100.0</b>

Table 5 reveals that out of the 415 undergraduates that participated in the study, 114 representing 27.5% had high influence of environmental factor on career choice of undergraduates, 262 representing 63.1% had average influence of environmental factor on career choice of undergraduates, while 39 representing 9.4% had low influence of environmental factor on career choice of undergraduates. This shows that the influence of environmental factor on career choice of undergraduates at the University of Ilorin was average.

**Hypotheses Testing**

Four null hypotheses formulated for this study were tested using the independent t-test and ANOVA statistics at 0.05 level of significance.

**Hypothesis one:** There is no significant difference in the influence of environmental factors on the career choice of undergraduates at the University of Ilorin based on gender.

In order to test this null hypothesis, respondents’ responses to the influence of environmental factors on career choice questionnaire were collated. The data collected from the study was analysed as shown in Table 6.

**Table 6:** Mean, Standard Deviation and t-test Analysis of the Difference in the Influence of Environmental Factors on Career Choice of Undergraduates at the University of Ilorin based on Gender

Gender	N	Mean	SD	df	Cal.t	Sig.(2-tailed)	Decision
Male	233	53.91	14.11	413	0.61	0.55	<b>Not Rejected</b>
Female	182	53.11	12.89				

As shown on Table 6, the calculated t-value was 0.61 while its calculated significance value was 0.55 at alpha level of 0.05. On this basis, the null hypothesis one was therefore not rejected. This means that there was no significant difference in the influence of environmental factors on career choice of undergraduates at the University of Ilorin, Ilorin, Nigeria based on gender. The reason was that the calculated significance value (0.55) was greater than 0.05 alpha level, (0.55 > 0.05).

**Hypothesis Two:** There is no significant difference in the influence of environmental factors on the career choice of undergraduates at the University of Ilorin based on age.

In order to test this null hypothesis, respondents’ responses to the influence of environmental factors on career choice questionnaire were collated. The data collected from the study was analysed as shown in Table 7.

**Table 7:** ANOVA Summary of Difference in the Influence of Environmental Factors on the Career Choice of Undergraduates at the University of Ilorin based on Age

Source of Variance	Sum of Squares	df	Mean Squares	Cal.F-ratio	p-value	Decision
Between Groups	1504.213	3	501.404	2.75	0.042	<b>Rejected</b>
Within Groups	74837	411	182.088			
<b>Total</b>	<b>76342.183</b>	<b>414</b>				

\*Significant, < 0.05

Table 7 shows the cal. F-value of 2.75 with P-value of calculated 0.042 at 0.05 alpha level. Since the p-value of 0.042 is less than the 0.05 alpha level, hypothesis two is thus rejected. This implies that there was a significant difference in the influence of environmental factors on career choice of undergraduates at the University of Ilorin based on age.

Since there was a significant difference using Analysis of Variance (ANOVA) based on age, the researcher proceeded to use Scheffe’s as a post-hoc test to determine the age groups mean scores that led to the significance difference noted in the ANOVA results on Table 7.

**Table 8:** Scheffe’s post- hoc Table for Influence of Environmental Factors on Career Choice of Undergraduates based on Age

Age	N	Subset for alpha = 0.05			
		1	2	3	4
31yrsandAbove	6	48.00			
26 – 30 yrs	38		51.08		
21 – 25 yrs	239			52.66	
16 – 20 yrs	132				56.16

Table 8 shows the Scheffe’s post-hoc on influence of environmental factors on the career choice of undergraduates at the University of Ilorin based on age and it was revealed that the four age groups were significantly different from each other. Group 1 (16 – 20) years with a mean score of 56.16 differed significantly from groups 2 (21 – 25) years, 3 (26 – 30) years and 4 (31 and above) years with mean scores of 52.66, 51.08 and 48.00 respectively. Group with a mean score of 52.66 differed significantly from groups 1 and 4 with mean scores of 56.16 and 48.00 respectively, but differed slightly from group 3 with a mean score of 51.08. Group 3 with a mean score of 51.08 differed significantly from groups 1 and 4 with mean scores of 51.16 and 48.00 respectively, but differed slightly from group 2 with a mean score of 52.66. Group 4 with a mean score of 48.00 differed significantly from groups 1, 2 and 3 with mean scores of 56.16, 52.66 and 51.08 respectively.

It is worth noting that groups 1 and 4 differed significantly from other groups, i.e groups 2 and 3. Hence the significant difference noted in the ANOVA results of table 7 was as a result of the fact that groups 1 and 4 differed significantly from other groups, i.e. groups 2 and 3. Thus, hypothesis 2 was rejected.

**Hypothesis Three:** There is no significant difference in the influence of environmental factors on career choice of undergraduates at the University of Ilorin based on level

In order to test this null hypothesis, respondents’ responses to the influence of environmental factors on the career choice questionnaires were collated level. The data collected from the study was analysed as shown in Table 9.

**Table 9:** ANOVA Summary of Difference in the Influence of Environmental Factors on Career Choice of Undergraduates at the University of Ilorin based on Level

Source of Variance	Sum of Squares	df	Mean Squares	Cal. F-ratio	p-value	Decision
Between Groups	14882.489	4	3720.622			
Within Groups	61459.694	410	149.902	24.82	0.000	<b>Rejected</b>
<b>Total</b>	<b>76342.183</b>	<b>414</b>				

**\*Significant, p < 0.05**

Table 9 shows a cal. F-ratio of 24.82 and a cal. p-value of 0.000 at 0.05 alpha level. Since calculated P-value of 0.000 is less than 0.05 alpha level, hypothesis three is thus rejected. This implies that there was a significant difference in the influence of environmental factors on career choice of undergraduates at the University of Ilorin, Ilorin, Nigeria based on level.

Since there was a significant difference using Analysis of Variance (ANOVA) based on level, the researcher proceeded to use Scheffe’s as a post-hoc test to determine the level mean scores that led to the significant difference noted in the ANOVA results on Table 9.

**Table 10:** Scheffe’s post hoc Table for Influence of Environmental Factors on Career Choice of Undergraduates based on level

Level	N	Subset for alpha = 0.05				
		1	2	3	4	5
500 Level	9	46.11				
400 Level	74		47.47			
300 Level	120			47.61		
200 Level	107				58.35	
100 Level	105					60.42

Table 10 shows the Scheffe’s post-hoc on influence of environmental factors on career choice of undergraduates at the University of Ilorin based on level and it was revealed that the five levels were significantly different from each other. 100 level with a mean score of 60.42 differed significantly 200 level, 300 level, 400level and 500 level with mean scores of 58.35, 47.61, 47.47 and 46.11 respectively. 200 level with mean score of 58.35 differed significantly from 100 level, 300 level, 400 level and 500 level with mean scores of 60.42, 47.61, 47.47 and 48.00 respectively. 300 level with mean score of 47.61 differed significantly from 100 level and 200 level with mean scores of 60.42 and 58.35 respectively, but similar to 400 level with mean score of 47.47, and differed slightly from 500 level with mean score of 46.11. 400 level with mean score 47.47 was similar to 300 level with mean score of 47.61, and differed slightly from 500 level with mean score of 46.11, but differed significantly from 100 level and 200 level with mean scores of 60.42 and 58.35 respectively. 500 level with mean score of 46.11 differed slightly from 300 level and 400 level with mean scores of 47.61 and 47.47 respectively, but differed significantly from 100 level and 200 level with mean scores of 60.42 and 58.35 respectively.

It is worth noting that 100 and 200 levels differed significantly from other levels i.e. 300, 400 and 500 levels. Hence the significant difference noted in the ANOVA results of table 9 was as a result of the fact that 100 and 200 levels differed significantly from other levels i.e. 300, 400 and 500 levels. Thus, hypothesis 3 was rejected.

**Hypothesis Four:** There is no significant difference in the influence of environmental factors on career choice of undergraduates at the University of Ilorin based on religion.

In order to test this null hypothesis, respondents’ responses to the influence of environmental factors on the career choice questionnaires were collated. The data collected from the study was analysed as shown in Table 11.

**Table 11:** ANOVA Summary of Difference in the Influence of Environmental Factors on Career Choice of Undergraduates at the University of Ilorin based on religious affiliation

Source of Variance	Sum of Squares	df	Mean Squares	Cal. F-ratio	p-value	Decision
Between Groups	2155.256	2	1077.628			
Within Groups	74186.927	412	180.065	5.98	0.003	<b>Rejected</b>
<b>Total</b>	<b>76342.183</b>	<b>414</b>				

**\*Significant, p < 0.05**

Table 11 shows a cal. F-ratio of 5.98 and a calculated p-value of 0.003 at 0.05 alpha level. Since calculated p-value of 0.003 is less than 0.05 alpha level, hypothesis four is thus rejected. This implies that there was a significant difference in the influence of environmental factors on career choice of undergraduates at the University of Ilorin based on religious affiliation.

Since there was a significant difference using Analysis of Variance (ANOVA) based on religious affiliation, the researcher proceeded to use Scheffe’s as a post-hoc test to determine the religious group means scores that led to the significant difference noted in the ANOVA results on Table 11.

**Table 12:** Scheffe’s post hoc Table for Influence of Environmental Factors on Career Choice of Undergraduates based on Religious Affiliation

Religion	N	Subset for alpha = 0.05		
		1	2	3
Traditional	21	50.14		
Christianity	191		51.48	
Islam	203			55.87

Table 12 shows the Scheffe’s post-hoc on influence of environmental factors on career choice of undergraduates at the University of Ilorin based on religion and it was revealed that the three religions were significantly different from each other. Islam with mean score of 55.87 differed significantly from Christianity with mean score of 51.48 and traditional religion with mean score of 50.14. Christianity with mean score of 51.48 differed slightly from the Traditional religion with mean score of 50.14, but differed significantly from Islam with mean score of 55.87. Traditional religion with mean score of 50.14 differed slightly from Christianity with mean score of 51.48, but differed significantly from Islam with mean score of 55.87.

It is worth noting that Islam differed significantly from Christianity and Traditional religion. Hence the significant difference noted in the ANOVA results of table 11 was as a result of the fact that Islam differed significantly from other religions, i.e. Christianity and Traditional religion. Thus, hypothesis 4 was rejected.

**7. Discussion**

The findings of this study revealed that the influence of environmental factor on career choice of undergraduates at the University of Ilorin was average. This is based on the results of percentage analysis of the influence of environmental factor on career choice of undergraduates at the University of Ilorin on table 5. This finding is in line with that of Salami and Salami (2013) who reported that secondary school students agreed largely that environmental factors can influence the choice of career among secondary school students. A plausible reason for this finding is that students at both secondary and tertiary levels of education are influenced by certain environmental factors such as parental influence, peer influence, school environment, enlightenment programmes, status of occupation

among others in their choice of career. Another reason for the influence of environmental factor on career choice of undergraduates at the University of Ilorin on career choice being average is that, other factors intrinsic to the respondents such as interest, personality, aptitudes, values, training, etc. may also influence their choice of career.

Another finding revealed that there was no significant difference in the influence of environmental factors on career choice of undergraduates at the University of Ilorin based on gender. This finding is in dissonance with that of Salami and Salami (2013) who found that there was a significant difference in the perceptions of the male and female students based on the environment among secondary school students in determining their choice of career. Also, Kochung and Migunde (2011) reported significant difference in the factors influencing students career choices among secondary school students in Kisumu Municipality, Kenya based on their gender. The reason for the difference between the finding of the current study and findings of Salami and Salami (2013) and Kochung and Migunde (2011) may be due to the fact that the respondents in the current study are in the same school environment and may be affected by similar factors which resulted in no significant difference between male and female undergraduates in the influence of environmental factors on their choice of career. Another reason may be that the respondents in the current study are more mature and less influenced by gender consideration in making career choices.

Similarly, finding shows that there was a significant difference in the influence of environmental factors on career choice of undergraduates at the University of Ilorin based on age. This finding is in dissonance with that of Omotere (2010) who reported that there was no significant difference in the influence of environmental factors on choice of career among

secondary school students in Nigeria based on their age. A plausible reason for the difference between the finding of Omotere and that of the current study may be attributed to the fact that the respondents in the current study are undergraduates who are old and mature enough so, they may respond to influence of environmental factors based on their differing age and experiences, unlike secondary school students who are much younger, of similar age and easily influenced by environmental factors.

Also, finding of this study corroborates with that of Fabea (2014), who reported that there is difference in educational factors that influence the career choices of university of Cape Coast students based on age. Probable reason for the similarity in findings may be that the respondents in both studies are undergraduates with varying age groups. They tend to respond differently to environmental influence on their career choices based on their age.

Furthermore, finding revealed that there was a significant difference in the influence of environmental factors on career choice of undergraduates at the University of Ilorin based on level. This finding is in dissonance with that of Omotere (2010) who reported that there was no significant difference in the influence of environmental factors on choice of career among secondary school students in Nigeria based on their class. A plausible reason for the difference in findings between Omotere (2010) and that of the current study may be due to the fact that undergraduates who are the respondents of the current study may be exposed to different environmental factors in their respective levels which accounted for differential response based on their levels, unlike secondary school students who may not be exposed to different environmental factors in different classes.

It was discovered that there was a significant difference in the influence of environmental factors on career choice of undergraduates at the University of Ilorin based on religious affiliation. This finding is in support of that of Kochung and Migunde (2011) who reported a significant difference in the factors influencing students' career choices among secondary school students in Kisumu Municipality, Kenya based on their religion. Reason for difference in the influence of environmental factors on career

choice based on religious affiliation may be as a result of the fact that adherents of the various religions are exposed to different doctrines, beliefs, ideas and values so, they tend to respond differently to factors in their environments that may influence their choice of career.

## 8. Conclusion

Based on the findings of this study, the following conclusions were drawn:

The influence of environmental factor on career choice of undergraduates was average. There was no significant difference in the influence of environmental factors on the career choice of undergraduates at the University of Ilorin based on gender. Also, there were significant differences in the influence of environmental factors on career choice of undergraduates at the University of Ilorin based on age, level and religious affiliation.

## 9. Implications for Counselling

Counsellors should equip themselves with the knowledge of the influence which environmental factors have on the career choice of undergraduates, positive or negative so as to be able to counsel and facilitate career development of students. Counsellors should equally organize career day periodically during which they will enlighten students on such environmental variables that tend to influence their choice of career. This will help the students to minimize and enhance positive influences of those variables.

## 10. Recommendations

Based on the findings of this study, the following recommendations were made:

- (i) Students should be knowledgeable or aware about environmental factors that may influence their choice of career.
- (ii) Students should minimize the influence of the environmental factors on their career choice and based their decisions more on internal factors such as their abilities, interest and value.
- (iii) Undergraduates should strive to develop their inborn talents and abilities so as to give less room for influence of environmental factors as major determinants of their course of career.

- (iv) Parents should limit the degree of control over their undergraduate children with respect to choice of career and should equally guide them (their children) on the way to minimize the influence of peers.
- (v) School should regularly organize orientation programmes that will enlighten undergraduates on what it takes to attain higher heights in various fields of human endeavor rather than being and allow their career paths to be directed by conditions in the environment.
- (vi) Counsellors should enlighten undergraduates about influence of environmental factors that may influence their choice of career and guide them to base their decisions on the internal factors that have better chances of enhancing career success.
- (vii) The institutions of higher learning should be well equipped with facilities and resource persons that would give undergraduates better training which would make them fit to perform well in their respective careers.
- (viii) The government should create a favourable socio-political and economic environment that would give undergraduates assurance of gainful employment and prospect of success in any chosen career.

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