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Sayan Mukherjee

From Engineering aspirants paralysed by a maze of specialisations to Humanities students overwhelmed by an ever-expanding list of interdisciplinary programmes, today’s undergraduates face a bewildering array of “right” choices. Although having more choices feels liberating, studies show that an overload of options drains the mental energy needed for clear thinking: an effect researchers call decision fatigue.

Decision fatigue, coined by social psychologist Dr. Roy F. Baumeister and grounded in the Freudian idea of ego depletion, happens when our limited willpower, much like a muscle, wears out after a series of choices, causing us to postpone decisions, avoid options, or settle for less-than-ideal paths. In campus life, this can be seen in situations where students delay course enrollment, abandon application steps, or default to familiar but poorly suited career tracks to escape decision-related stress.

When confronted with too many comparable options, decision-makers experience heightened anxiety and regret, which can ultimately paralysed the ability to choose at all. Research confirms that while a few alternatives can increase satisfaction, an excess leads to confusion and inaction. A meta-analysis by Chernev, Böckenholt, and Goodman (2015)



found that excessive options reduce satisfaction and action, supporting the paradox of choice overload.

Indian context
In India, the explosion of programmes: joint degrees in data science, virtual internships, micro-credentials, and more has outpaced the capacity of traditional career counselling. Students frequently face this complexity with little support,

prompting snap choices that undermine their academic engagement and create skill mismatches, with far-reaching impacts on individuals and the economy. Some of the factors compounding this are: **High-stakes selection processes:** Competitive entrance exams and cut-offs force students to prioritise rapidly under pressure, draining the mental bandwidth needed for thoughtful career planning.

Proliferation of micro-credentials: While intended to personalise learning, micro-credentials and stackable certificates can blur pathways, leaving students uncertain about which combinations best align with industry needs. **Insufficient guidance infrastructure:** With India averaging one counsellor per several thousand students, opportunities for tailored advice are limited. Many students resort to

heuristics, such as following parental prestige or peer trends, rather than making informed choices. **Digital distractions and “always-on” decision environments:** From social media polls to algorithm-driven university recommendations, students are bombarded with daily decisions, depleting their reserves before they even reach formal career choices. When “making sense” demands too much energy, students gravitate toward familiar majors, budget-friendly options, or the easiest application routes. This self-limitation robs individuals of true satisfaction and stifles society’s need for varied skills. In turn, prolonged uncertainty can delay graduation, boost dropout rates, and chip away at self-esteem, taking a toll on mental well-being.

What to do
Tackling decision fatigue requires a multi-pronged approach. **Curated choice architectures:** Educational institutions should present a manageable subset of programmes, using guided filters and interest inventories rather than overwhelming catalogues. **Early, scaffolded counselling:** From the first year onward, deliver structured career workshops that guide students through step-by-step decision-making. Pair this with a “Know Your Student” initiative harnessing data on each learner’s grades, interests,

learning styles, and engagement to produce a curated shortlist of majors, electives, and career paths, thereby easing choice overload and strengthening decision confidence. **Peer/alumni mentorship:** Alumni/student ambassadors who share real-world experiences can demystify pathways, reducing the burden of individual research. **Policy support for counselling ratios:** Systemic investment in trained career counsellors through public funding or private partnerships will ensure students can navigate complex landscapes alone. Career selection ought to energise rather than drain students as higher education grows to meet a wide range of goals. Viewing decision fatigue as an outcome of cognitive constraints and institutional structures paves the way for a more supportive experience. By offering tailored options, early-stage guidance, and well-timed prompts, we can help learners confidently navigate their choices. Integrating a “Know Your Student” system using academic analytics and interest assessments to drive personalised advising prevents overload by presenting each student with a focused set of pathways aligned to their talents and ambitions.

The writer is Assistant Professor, Production Operations and Decision Sciences, XLRI Delhi-NCR.

A ‘NEET’ switch

The proposal to hold the NEET exam in online mode has multiple benefits

P.V. Navaneethakrishnan

According to a reply from the Ministry of Health and Family Welfare to a query in the Lok Sabha on August 1, there are 115,900 MBBS seats across 780 medical colleges in the country. An update from the National Medical Commission on September 26, 2025 puts the number of seats at 124,825 across 809 medical colleges). This is expected to grow further in the coming years.

Conducting the National Eligibility-cum-Entrance Test in paper and pencil mode with such numbers is a Herculean task and several things can go wrong. Apart from the need for a huge number of centres, some chronic issues are tackling impersonation, dress code violations, paper leaks and so on. Conversations on the desirability of switching to a computer-based online test have been ongoing and the Ministry of Education is considering this option.

Given the increasing number of candidates, the online tests can be held across different days and even sessions within a day, which will allow a commotion-free exam. Given that the number of centres will also be fewer, the need for personnel to supervise



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and maintain the integrity of the process will be less. Leaks of question papers will also not happen, as candidates will not answer the same question paper. The computer will generate alternate papers based on the same level of difficulty. Another big advantage is that the exam can be held at least twice a year, making it easier for those who miss the first test or want to improve their scores. With the offline exam, this was not possible. But, if the exam moves online, the NEET can be held twice a year.

The writer is former Professor and Director, Entrance Exams and Admission, Anna University, Chennai.



OFF THE EDGE
Nandini Raman

I completed my History (Hons.) degree from DU and am considering taking the CLAT. Should I choose a five-year LLB or a three-year one? I’m interested in international law. Rashmi

Hi Rashmi,
The Five-Year Integrated LLB is primarily for students who have completed Class 12. Applying for this would mean starting a new UG degree, which is not the most efficient path since you have a Bachelor’s degree. The three-Year LLB programme is designed for graduates like you. Admission is through entrance exams such as CUET-PG (for DU) or NLSAT-LLB (for NLSIU Bangalore). Some colleges with good placements are Faculty of Law, University of Delhi (DU); National Law School of India University (NLSIU), Bengaluru; ILS Law College, Pune; Symbiosis Law School, Pune; Government Law College, Mumbai; and Jindal Global Law School (JGLS), Sonapat. Many top universities in India and abroad offer LLM programmes in International Law, Public International Law, International Trade Law, and so on. A specialisation can open job prospects in the Government, international organisations, human rights organisations and law firms that deal with cross border transactions and international arbitration, and in research and academia.

I am a B.Sc. Agriculture graduate. I was preparing for the UPSC exams, but have shifted my focus to banking. I keep changing my goals, leaving me confused about my career path. How can I stay

Network strategically
Uncertain about your career options? Low on self-confidence? This column may help

committed to a single direction? Aditya

Dear Aditya,
Why did you choose banking against the UPSC? Make a pros and cons list for both and be honest about why you dropped the UPSC. Speak to people in banking about their work, challenges and career progression. This will help you get a realistic view of the sector. Acknowledge past matters without judgment and understand why you shifted goals. Is it fear of failure, or external pressure, or just boredom? Identify the triggers so that you can counter them. If you are still confused, meet a career counsellor for an external perspective and to help you structure your thoughts. Whichever exam you choose to take, understand the syllabus, question pattern, and marking scheme. Set realistic timelines for study and break it down into achievable goals: daily, weekly and monthly. Create a study environment that minimises distractions. Record your mock tests and track your progress. Find partners to study with. Give yourself enough breaks. Don’t beat yourself up for past mistakes. Acknowledge them and move on.

I finished Civil Engineering in 2023 and didn’t clear the UPSC Prelims. Other exams require different strategies and time. I feel saturated with studying. Should I try government exams or MBA? Tushar

Dear Tushar,
You are feeling burnt-out and jumping into another exam preparation, without addressing this fatigue, will not help. Take a short break and do things you enjoy and

rest your mind. Meet a therapist to reflect on your journey. Spend time talking to people who have pursued the paths that excite you now and get real-world insights. Based on your renewed energy and these conversations, make a decision for the next few months and commit to one path. Reflect on your UPSC prep: your discipline, time management, subject strengths/weaknesses. Why did you take this exam? Have those motivators shifted? What about the Civil Engineering degree? What aspects genuinely interested you during your B.Tech.? Understand why you want to do a new course now and then prepare to excel in it. If your primary motivation for UPSC was career stability and public impact, other government exams offer easier syllabi. UPSC Engineering Services Examination (ESE / IES) or the GATE will aid in PSU Recruitments. An M.Tech/MS admissions could help specialise in a particular area within Civil Engineering. Consider roles in state and union government departments and other specific organisations. Focus and pick exams where your Civil Engineering knowledge is paramount. An MBA is a strong option if you want to move into management, consulting, finance, marketing, operations, or even project management within the construction/infrastructure sector. Prepare for CAT/GMAT, identify B-Schools based on their placements and relevant specialisations. I am an MBA (Finance and HR) student and also work as a freelance graphic

designer. Are there any career paths that can combine my MBA background with graphic design with good income potential? Arun

Dear Arun,
Companies are increasingly realising the importance of strategic design and human-centric approaches. There are several career options combining your two paths such as Design Strategist or Design Thinking Consultant that use design thinking methodologies to solve business challenges; a Service Designer to design end-to-end service experiences for a physical product, a digital platform, or a customer service interaction; Product Management and User Experience (UX) roles, Brand and Marketing Roles, Creative or Art Director, Digital Marketing Manager, Design Management and so on. You might need to reposition yourself. Refine your portfolio by showcasing not only your design work but also curated projects that demonstrate problem-solving, strategic thinking, and an understanding of business objectives. Develop a “Design Business” mindset by talking about design contributes to business goals. Network strategically and upskill if needed. Target companies known for being design-led or customer-centric such as tech companies, consumer goods brands, design agencies, consulting firms with design practices) and highlight the HR and finance knowledge that sets you apart from the rest. Disclaimer: This column is merely a guiding voice and provides advice and suggestions on education and careers. The writer is a practising counsellor and a trainer. Send your questions to eduplus.thehindu@gmail.com with the subject line Off the Edge

Swathi Priya D.

“Feeling torn between disparate disciplines is the best possible thing. It is a mark of genuine liveliness and curiosity.” This quote, embodying assurance, affection, and comfort, found me at a time when I was lost and bereft, resisting the education system that precipitated a vacant experience. Yet, I endured it with the lessons on resilience and grit from my training in social work and psychology. I seized control of my higher education trajectory, initially shaped by parental expectations. From a Bachelor’s in Commerce to pursuing a Ph.D. in higher education, this journey has been steered by a compelling personal need to voice the silent, isolated mental health experiences of students, which often remain hidden within the complexity and crisis of education. This defines the character of my research in liberal arts. Academic research in higher education, I have come to realise, is a meta-discipline capturing knowledge specialised across disciplines.

Multiple perspectives
The nature of disciplines is to reflect the interconnectedness of the real world. The multiplicity of perspectives that emerge from this confluence finds its resonance in Howard Gardner’s theory of multiple intelligences, which Saikat Majumdar explores in *College: Pathways of Possibility*, from which the opening quote is taken. Majumdar argues that these intelligences (e.g., bodily-kinaesthetic, personal, spatial) both outline the entire spectrum of human potential and provide a scaffolding of the academic disciplines. My decision to pursue a Ph.D. in Higher Education stems from my yearning to experience the gliding and commingling promiscuity of disciplines, seeking knowledge in unusual and un-



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Make those connections

We need the kind of college education that allows a student to develop depth with range and be more aware of both the world around and their inner self

noticed intersections. This allows me to explore multiple truths. When a psychology student engages with Amrita Pritam’s novel *Pinjar*, exploring the erasure of the protagonist Puro’s identity during the Indo-Pak partition, they uncover deep psychosocial perspectives and geopolitical tensions that are beyond the scope of pure psychology. Neither is this belief in interdisciplinarity purely theoretical. My 10 years as a counsellor and experience as a psychology educator allowed me to observe undergraduate students’ struggles to relate to knowledge. Their cry to move beyond the canon of information prompted me to re-

flect upon the systems and structures that drive the Indian education system. Driven by an aversion to solely memory-based learning and an aspiration to foster a better learning experience, I attempted to incorporate the liberal arts framework of ‘teaching questions’ and ‘research questions’ outlined by Majumdar into my social psychology lessons. For instance, a student investigated the research question ‘How does intergenerational trauma contribute to cognitive dissonance?’, as part of her social psychology assignment. She observed, “Studying a subject in isolation leads to incomplete understanding. Depth emerged

only when we made interdisciplinary connections” **Metacognition**
Undergraduates today live in what Byung-Chul Han calls “the achievement society”, characterised by excessive positivity and coercive optimism of ‘You can, you must’. Social compulsion coupled with self-imposed drive leads to pathological outcomes such as burnout, disconnect, void, and other similar psychological phenomena. Yet, through these practices, students demonstrated increased self-efficacy, confidence, and most pertinently, metacognition as evidenced in their reflection. Metacognition helps learners, as Flavell (1979) argues, transcend the cognitive goal of merely improving knowledge to achieving the metacognitive experience of asking oneself about it and laying the foundations for critical inquiry. Counselling students over the years has revealed that their problems – stemming from interconnected sources such as their educational experiences, familial bonding, economic conditions, and relationship building – ask two deep yet overarching questions: What is my purpose in life? What is the meaning of my life? Mental health struggles are multidimensional. So are real-world scenarios. Shouldn’t knowledge that the education system drives them towards be seamlessly multidimensional? What we need is the kind of college education where the I-shaped student of vertical depth produced by an older system can emerge as a T-shaped student who combines depth with range and is more aware, through their enhanced metacognitive ability, not only of the world at large, but their own personal wellness as they seek out adventurous places within that place. The writer is a Ph.D. scholar at the International Institute of Higher Education Research and Capacity Building, O.P. Jindal Global University.

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