

Contribution of Career Knowledge, Self Knowledge and Career Choices in Predicting Career Decision

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Abstract

The study was aimed to find out the contribution of career choices, career information and one's self knowledge (independent variables) in predicting career decision (dependent variable). The study was co-relational and descriptive survey was done to collect the data. Multiple regressions were carried out to measure the strength of contributions of each independent variable towards dependent variable. Self developed questionnaires were used to collect information about the independent variables and their contribution towards dependent variable (career decision). Career Decision Self-Efficacy (CDSE) was used to measure the self-belief in career decisions. The study found that career knowledge, self knowledge and career choices play a significant role in predicting career decision among higher secondary level students. It was also found that career choices, career information and one's self knowledge contribute towards career decision.

Key Words: Career Knowledge, Self Knowledge, Career Choices, Career Decision Making

Introduction

For youth, career is a combination of subject preferences at higher secondary level and work path comprises a vital aspect of life, add some role for whole lifetime (Herr, Cramer and Nile, 2004) and has a significant role in different areas of some individual's life (Kirdok & Bolukbasi, 2018). Hooley, Watts and Andrews (2015) used two terms for selection of subjects and its utilization, first one was career and second

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one was employability learning to explain the actions of youth to think about their future, to learn the skills needed and make transit successfully.

Selection of a career path for future life indicates the role of some individual that he/she will perform in the society. But career selection is not so simple to choose one from the available careers; rather it is selected keeping in view the future plan of life as well.

Hutchinson (2013) conceptualized career learning has three components, first was career education containing self-development, investigation and management (self-knowledge), second work-related learning that is to about kind of work, skills required for work (career-knowledge) and third was career information, advice and guidance. Career knowledge means having information about some paid work. For career knowledge, it is necessary that students must know the subjects that can help in understanding the work area and skills required for work. Theresa (2015) explains that career information is not limited to know how to pass examination but it must contain the knowledge for field work, benefits and everything that a student must know about some career.

Objectives of the Study

The study attempted to:

- 1- Check the unique contribution of career choices, career information and one's self knowledge in career decision.
- 2- Explore the extent to which independent variables explain the variance in dependent variable.

Literature

For higher secondary level students, it is a difficult task to choose a career. It becomes more challenging, if students have now guidance from parents and their institutions about career choices, career knowledge and self insight. Atamian and Mansouri (2013) state that at higher secondary level, learners do not have enough information of the expertise and knowledge about the fields of work they want to join in future. Moreover, students select those academic programs that do not match their personality and after completing their degrees they could not find a relevant job. Talib and Aun (2009) claim that 50 % of the university level students face career related problems as they do not know the information required for career related tasks. Some career courses enable the students to be more confident about career choice,

making right way to choose career and affect the career decision state (Miller, Osborn, Sampson, Peterson & Reardon, 2018).

McDaniel and Snell (1999) believe that career knowledge is important for selection of some suitable career and recommend that career counselling services should be provided to the individuals as these enable the individuals to look for suitable careers for future according to their personality traits and characteristics. At present, in one domain of career, a wide range is available for students to choose. This range of career needs not only the technical skills but also soft skills and social intelligence is required to make progress in the selected field. Soft skills guarantee the success at job place (Ketter, 2011).

Students' decision making concerning career choices has gained much consideration of researchers for the previous two decades (Ozlen & Arnaut, 2013). Career choice is an approach to select a line of work that matches the individual's personality to earn bread and butter for family. Presently, choosing career once is not a career for whole life as more and more changes are occurring in the same field and more advanced perspectives are appearing to excel in the field (Muneer et al., 2018). Kazi and Akhlaq (2017) state that selection of some career is not an easy task for students rather selection of career is a challenging task in any student's learning years. Many factors play important role in career choices which are intertwined. Also, it is not a straightforward to choose from the available careers, it involves a difficult process of decision making about selection of a career.

For students, it is more advantageous to have career knowledge while they are going to choose career on which their future depends. It is the knowledge of available professions in the field (Stead, 2006). Self-knowledge is the total sum of capabilities and knowing about one's self. It is the knowledge; someone has about himself/herself (Mbetse, 2002). It is a common observation that the students who have more self knowledge perform better and excel in the careers of their choice. It is the indicator for stronger and weakens parts of the some individual's personality.

Career decision is a mental activity to decide about the future role while choosing the most suitable career from the existing substitutes. Apparently, it looks easy but career decision has long term effects for individual and it can be problematic if selection is done right way. There are more chances of wrong decision when some individual has low level career information and self knowledge. Blustein, Palladino & Flum (2004)

provides that there is a career related instrument named as career counselling, that can train individuals for successful selection of career and enhance confidence in Decision-Making skills.

Wambu, Hutchison and Pietrantonio (2017) argue that for students, deciding career is an uphill assignment and probing occupational information and for understanding of self, they need help of some one. In Career decision making process, parents play a significant role for their children (Workman, 2015).

Methodology

Population and Sample

A total of 2309 higher secondary level students were taken as population from the higher secondary schools of Federal Directorate of Education, Islamabad for the current study. A total of **20** % of boys and 20 % of girl students were selected from each subject group through proportional stratified sampling technique.

Table No.1: Number of Students Taken as Sample from Each Group

Gender	Pre-Engineering	Humanities	Pre-Medical	G. Science	Total
Girls	09	275	17	65	366
Boys	18	39	10	27	94

Research Methodology

Custom made questionnaires based on five points Likert scale were used for measuring career choices, career knowledge and self-knowledge of the students. Career Decision Self-Efficacy Scale (CDSE) was administered to gauge the self-assurance in career decision.

Statistical Analysis

To search for some relationship of dependent variable and independent variables (predictors), multiple regressions were applied. It provides the contribution of each predictor towards career decision.

Results

Table 2: Variance Explained by Independent Variables

Model	R	R Square	Std. Error of the Estimate
1	.98	.970	1.20

Table 2 tells R Square that is .97; it explains the variation in the Career

Decision that based on independent variables. It means independent variables are the cause of 97 percent of the variance in Career Decision.

Table 3 : ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21211.277	3	7070.426	4910.01	.000
	Residual	654.282	452	1.448		
	Total	21865.559	455			

Table 3 gives the value of F, the significance level coupled with the value of F is .000, shows there is a significant relationship between dependent variable and the independent variables

Table 4 : Contribution of Independent Variables towards Career Decision

Model	Unstandardized Coefficients		Standardized Coefficients	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error			Zero-Order	Partial	Part	Tolerance	VIF
1	-	.90	-	.03					
Constant	1.19			2.15					
Career Knowledge	.71	.06	.69	.00	.97	.47	.09	.01	.55
Self-Knowledge	.88	.05	.68	.00	.98	.61	.13	.03	.52
Career Choices	-.50	.06	-.39	.00	.95	-.32	-.06	.02	.44

From table No. 4, the sig value (0.000) for independent variables shows that these variables have contribution in predicting dependent variable (career decision). The highest beta value is 0.694 for career knowledge; this provides that this is the variable that has greatest contribution in predicting career decision. Similarly, beta coefficients for self-knowledge and career choices are 0.686 and 0.396 respectively, it means self-knowledge is the second most influenced variable that contributes in career decision and career choices contribute least in predicting career decision.

Findings

The study provided that occupational information, one's self understanding and career choices contribute towards career decision. Career knowledge contributes maximum, career knowledge is the second contributor that influence the career decision while career choices contributes smallest amount towards career conclusion.

Conclusion

The current research study provided that career related information, one's own understanding and career choices contribute towards career decision. Career knowledge is most important for career decision as it contributes maximum, this finding match the finding of Wilson and Welsh (2012) who found that career information is the exactness about some knowledge about job skills. Subsequently, one's self knowledge contributes most towards career judgment; this finding is also supported by the findings of Miller and Hayward (2006) that proved a relationship between self understanding and career choices.

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