



SELF-EFFICACY AS A PREDICTOR OF CAREER DECISION MAKING: A STUDY AMONG SENIOR SECONDARY STUDENTS

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ABSTRACT

The most widely recognized compel to career progression among youth is the incompetence to make apposite career decisions. Most of the high school senior secondary students agonize from exhilaration for accomplishing university degree self-actualization rather than embracing a career that enhances development of talents and skills that are essentially job market driven. This study aimed to assess the impact of self-efficacy in career decision making among senior secondary students using Career Maturity Inventory (CMI) and Self-Efficacy Scale (SES-MGBR). The sample of 200 respondents were collected from different secondary schools of Udaipur district of Rajasthan by purposive stratified sampling. Spearman correlation coefficient and ANOVA One Tailed were used to analyse the data. The result of Spearman correlation implies that self-efficacy significantly correlated with senior secondary student's career decision making. The study suggested that variables of self-efficacy contributed significantly in making connections between self-efficacy and career decision making. Based on the findings, it was suggested that Career decision making should be upgraded in secondary schools among students utilizing professional direction and guiding methodologies.

Keywords: *Self-efficacy, Career Decision Making, Secondary School, Adolescents, Spearman correlation*

Introduction

The way toward adjusting profession dynamic with instructive prerequisites has progressively gotten perplexing with development of cutting-edge innovation on the planet today than previously (Onoyase & Onoyase, 2009). Internationally 75.8 million youngsters compared with other age groups were jobless, principally because of profession jumble (United Nations, 2012). This pattern recommends that the world is entering the time of unrivalled ability deficiency which may put a brake on monetary development and at last change the way to deal with labour force difficulties. Several studies show that auxiliary

school adolescents everywhere in the world face predicament in settling on professional choices. Every individual going through the way toward settling on profession choice is affected by such factors as the setting in which they live, their own aptitudes and instructive fulfilment (Watson & Simmons, 2010). Earlier research has shown that without professional direction, secondary school adolescents are typically unreliable about career decision making (Austin, 2010; Ikediashi, 2010; Jamali, El Dirani, & Harwood, 2015; Sidiropoulou-Dimakakou, Mylonas, Argyropoulou, & Tampouri, 2012).

At the point when such individuals are employed, they experience job dissatisfaction

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because of inadequacy in profession self-efficacy. Prior studies on self-efficacy and scholastic accomplishment among senior secondary students revealed that adolescents in secondary school need adequate self-efficacy to exhibit steadiness on errands when confronted with the Career decision making. Notwithstanding, since secondary school students get ready to enter the career path, there was a need to assess the impact of self-efficacy on career decision making among secondary school students.

Literature Review

Self-efficacy is an essential idea portraying one's fundamental ability to accomplish. (Bandura, Barbaranelli, Caprara, & Pastorelli, 2001) characterizes self-efficacy as one's belief in capacity to achieve an errand in particular perspective. Earlier studies show that adolescents who exhibit more noteworthy self-efficacy are bound to face unpleasant academic circumstances compared with people who have lower levels of self-efficacy (Tang, Pan, & Newmeyer, 2008).

Self-efficacy in career decision making addresses the uncertainty of individuals wherein they can participate in exercises related to choosing the right profession. For instance, studies have found significant correlation between Self-efficacy in career decision making and professional personality (Crişan & Turda, 2015). Conflictingly, a few studies have shown a negative connection between self-efficacy and career decision making. For example, Yunshan & Jodie analysed the relationship among self-efficacy, adapting, and job satisfaction on a sample of Taiwanese medical staff utilizing a Structural Equation Modelling (SEM) analysis. The motivation behind the study was to inspect whether there is a relationship between self-efficacy and job satisfaction on adapting interventions. The findings revealed that higher self-efficacy was related with higher occupation fulfilment. It was deduced in the investigation that higher self-adequacy prompts higher certainty that helps with taking care of issues more adequately.

In opposition to the past studies that analysed profession conduct and self-efficacy, the present study focused on impact of self-efficacy in career decision making among secondary adolescents. (Bounds, 2013) analysed the distinction in career decision self-efficacy and academic self-idea among high-and low-accomplishing African American secondary school students. The research findings reveal inconsequential relationship between career decision self-adequacy and academic accomplishment.

Kolo, Munira and Nobaya (2017) inspected the relationship between self-efficacy convictions and adolescent's academic performance among final year students. (Kolo, Jaafar, & Ahmad, 2017) Survey with a 5-level Likert scale was utilized for information assortment. The findings revealed that 80.82% of the respondents had more significant levels of academic self-efficacy in the College. The results further settled a genuinely huge connection between self-efficacy convictions and understudies' scholastic presentation ($r=0.342$, $p<0.01$).

Abesha (2012) conducted an investigation on academic self-efficacy, and accomplishment motivation on the academic achievements of college students in Ethiopia. (Abesha, 2012) Results indicated that there was an insignificant relationship between male & female students in academic self-efficacy and accomplishment motivation.

From the past explorations it is clear that self-efficacy has gotten extensive consideration in the Career literature over the years. Be that as it may, a large part of the research study has focused on school and college tests. Given that secondary school level is a stage where more accentuation is put on adolescents to start formalizing and solidifying post-secondary career plans, it was fundamental for the current study to analyse the connection between self-efficacy and career decision making with the view setting off powerful way to deal with career counselling in schools. Further quantitative research is required on more

different sampling populaces that comprise of optional school understudies from different school foundations.

Objectives:

1. To assess the impact of self-efficacy in career decision making among senior secondary students.
2. To study the relationship between self-efficacy and career decision making of senior secondary students.

Hypotheses:

1. There is a significant relationship between Self-efficacy & Career Decision making.
2. Self-Efficacy has significant impact on career decision making among senior secondary students.

Methodology

Research Design

The study adopted the quantitative research design to accomplish the objectives where correlational and comparative research design was used. Correlational research study helped in investigating plausibility of connection between the study factors without manipulation of similar variables.

Tools Used:

Self-Efficacy Scale (SES–MGBR):

Self-Efficacy Scale (SES–MGBR) developed by G. P. Mathur and R. K. Bhatnagar was used to measure the level of self-efficacy among students. The scale consists 22 items in eight areas namely Self-Regulatory Skills, Self-influence, Self Confidence, Social Achievement,

Self, Self-Evaluation, Self Esteem, Self-Cognition. This scale is standardized for Male & Female students of 14+years to assess an individual's confidence or belief in their capabilities to deal with various situations. This is highly reliable test with reliability co-efficient ranging from 0.73 to 0.86 and validity co-efficient of 0.73 to 0.83.

Career Maturity Inventory (CMI):

Career Maturity Inventory (CMI) by Nirmala Gupta developed in 1989 was used to assess the level of career maturity of students. This scale measure 5 different areas of career maturity namely Attitude towards career choice & self-appraisal, Occupational Information, Goal setting, Planning & Problem Solving. This test has reliability of 0.78 to 0.82 with high content and construct validity for Indian samples.

Sampling Procedure:

Purposive stratified sampling was used to gather the information from targeted population i.e. senior secondary school students from different schools of Udaipur district of Rajasthan. Students in final years of school studies hold key information on career decision making and were found to be more centred around what profession they planned to seek subsequent to moving on from schools. With help of questionnaires of both the tests, responses were collected from students.

Results and Discussion

Two statistical tests namely Spearman correlation and ANOVA one way were employed to test the hypothesis. The Spearman's rank correlation coefficient was zero tested at $\alpha = 0.05$.

Table 1: Spearman Correlation test

<i>Spearman Correlation</i>	<i>Self-Efficacy Career Decision making</i>	
Self-efficacy	1	
	1	1
		0
Career Decision	0.47912	.000
		1

** . Correlation is significant at the 0.01 level (2-tailed).

The outcomes showed that there was strong positive statistically significant correlation between self-efficacy and student's career decision making ($p = 0.479$, $p = 0.001$).

This examination subsequently proven hypotheses that there is a significant relationship between Self-efficacy & Career Decision making

Table 2: One way ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>F crit</i>
Between Groups	46.09	1	20.06	2.543401	0.17676
Within Groups	63.05	198	29.07		
Total	6426.32	199			

According to table 2 one-way ANOVA was tested to assess the impacts of self-efficacy on career decision making and whether the variables are good fit inside the scale. It shows the output of the ANOVA analysis whether there is a statistically significant difference between the group means, here, between Male & Female senior secondary students from the respondents. It is found that significance value is 0.176 (i.e., $p = 0.005$) which is below 0.05 and therefore it can be stated there is a statistically significant difference persists in the means which indicates that the independent variable (self-efficacy) significantly assumes the dependent variable (Career decision making) & the model adopted for the study is a good fit. Hence, it can be concluded that self-efficacy influences the student's career decision making.

The present study supports the hypothesis that there is a statistically significant relationship between the self-efficacy & level of career maturity among senior secondary students. This finding is in agreement with Adeyemo, (2007), who stated that high self-efficacy can perform better in academics hence their level of career maturity is good enough, on the contrary the author Abesha (2012) argued that there is insignificant relationship persists between the self-efficacy & level of career maturity among senior secondary students. The study also came out with a conclusion that self-efficacy has influence on the level of career maturity of senior adolescents. The results have

positive agreement with Ogutu et.al. (2017),determined the influence of self-efficacy on career decision making among secondary school students.

Conclusion

One of the primary findings of this study is that self-efficacy has impact on career decision making. This has been appeared by a statistically significant between self-efficacy and Career decision when spearman correlation was run and furthermore when ANOVA one way was utilized to know the impact and it can be concluded that self-efficacy affects Career decision making of senior secondary students either positively or negatively. Since self-efficacy itself is a bit complex, a strong measure can be taken to improve on self-efficacy strategies that may have a positive impact on career decision making among senior secondary students.

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