

## FACTORS EFFECTING CAREER DECISION MAKING AMONG UNDERGRADUATE STUDENTS

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### ABSTRACT

Making a career decision is one of the most significant life decisions. One of the most crucial components of a person's life is that their job decision will ultimately define the type of function they will play in society, making it one of the most significant life processes. Examining the elements that influence students' career decisions is the aim of this research. There were four hundred students who completed the survey. A software for Social Sciences (SPSS) version 22.0 was used to analyze the data of Multiple regression results were used to demonstrate the effects of parental influence, self-efficacy, positive relationships, and individual interests on employment decisions. Furthermore, the regression analysis's findings demonstrated the significant influence that family, self-efficacy, and personal interests had on profession choice. Studies are highly encouraged with the aim of examining how other important variables impact students' profession choices.

**Keywords:** career, career choice, self-efficacy, family, Personal Interest, personality, opportunity.

### INTRODUCTION

#### Introduction

Making decisions is an inevitable activity that has become essential in everyday life. The decision-making process that is essential to all individuals is that of choosing a career. To assist people in making informed decisions and transitions regarding their professional, educational, and personal progress, a range of methods are incorporated into career choices. According to earlier studies such an orientation can drive employees to engage in adaptive behaviors, boost their confidence in making career decisions, and encourage them to engage in adaptive behaviors (Herrmann et al., 2015; Li et al., 2019; Volmer & Spruk, 2011). Researchers and professionals have looked at how this kind of orientation affects people's employment outcomes (Hall et al., 2018). The Bureau of Labor Statistics projects that by 2026, there will be a major increase in work requirements as the number of jobs in this sector will grow by over 1.3 million (Doyle, 2018). A rise in admissions to business management schools can be attributed to better professional possibilities (Lee, Huh, & Jones, 2016). The reason for this is that only 50% of graduates in business management

move on to work in the industry (Chang 2015). In most Western countries, advice and counseling in higher education institutions, together with curricula and faculty, are crucial elements of a high-quality education. Reaching their full academic potential and conquering personal challenges associated with adapting to developmental shifts (Carey 2012; Nkechi 2016; Salgong; Owen Ngumi et al. 2016). Studies by Erikson and Abel (2013), Eliamani, Richard et al. (2015), Carrey and Dimmitt (2012), Lapan, Gysbers et al. (2012), Eliamani, Richard et al. (2015), and Theresa (2016) show that it reduces emotional and common mental health issues and enhances students' preparedness for future career decisions. It also improves academic achievement. Counselors' abilities and personal and professional attributes are critical to the effectiveness of a guidance and counseling service (Carrey and Dimmitt 2012; Lapan, Gysbers et al. 2012). According to the Institute of Guidance and Counseling (2001), a master's degree in counseling is the minimum educational requirement for counselors' professional competency. According to observational research (Carrey and Dimmitt 2012,

Lapan, Gysbers et al. 2012), low student-counselor ratios and the time management abilities of counselors helped kids with attendance and discipline.

### **The Concept of Career Choice**

The University of Business Management Undergraduate Students' Career Decisions are the dependent variable (DV), and they are influenced by three independent variables (IV): self-efficacy, family, and personal interest.

The broader public has a big impact on families as well. Some may offer greater assistance. If a child is raised by a single guardian, they may grow up to be less antisocial because they become immune to society's changes since the population forces them to think that way (Franke, 2010).

The literature supports family impact, environmental factors, and individual traits to a significant extent. When talking about career exploration, the connections between family, education, and organization are there. The sociological and monetary perspectives of the larger group influence character judgements (Sarwar & Azmat, 2013). The initial profession option is influenced by each person's choices regarding their upbringing, personality qualities, environment, and a variety of other characteristics that make them distinctive. According to Shaffer (2002). Many social factors have the power to shape development. Even if characteristics and experiences can be similar, every individual will interpret, evaluate, and assimilate messages and events according to their own unique perspective. There is significance in both common and uncommon developments. In order to better understand how schoolchildren, teenagers, and young people make their initial professional choices, experts are seeking further data.

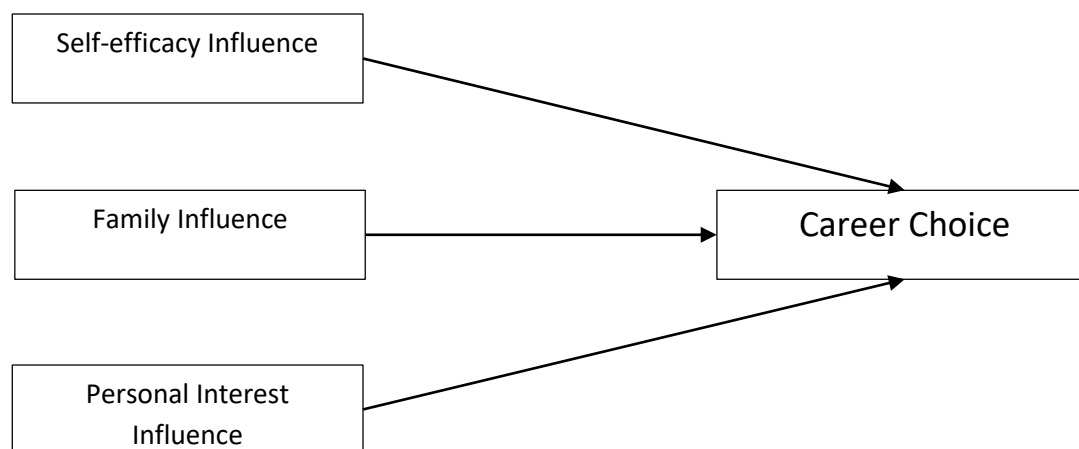
Career choice is actually the result of significant influencing factors rather than just a coordinating concept between a person and his own desires.

Many people want to move, depending on what is best for them. Group and family interests lead to personal interests (Ferry, 2006).

However, because of its complexity, "career choice" is a topic that few academics and professionals give any thought to. Research on career choices is typical for occupational groups, such as those of bookkeepers and experts in the provision of medical services (Heiligers, 2012; Tabassum & Rahman, 2014). The definition of choice according to the dictionary is "the purposeful manifestation of picking or isolating two or more things that are favored; and the decision of the intellect in favoring one item over another" (Morgen, 2000).

A number of important factors that may affect career options include efficient planning, consistent attitude selection, crystallization of the qualities, the individual's personality, deficient trust, self-knowledge, self-efficacy, freedom of choice, reputation in the field, interests, and personality type (Buriro et al., 2023). One way to look at career growth is as a collection of problem-solving activities and learned abilities (2015). According to Hewitt (2010), environmental, internal, or both factors may have an impact on a person's choice of career. Hewitt claims that while some people follow the job routes that their educational choices have opened for them, the bulk of people are affected by the careers that their families support (Buriro et al., 2023). To explain the interactions between various components, researchers have created a dynamic model. The choice-making model, the career performance and persistence model, and the career interest development model were the three interrelated models that comprised the initial version of the social cognitive career theory (Lent et al., 1994). Two other models were then added to the theory: the career self-management model, which stresses the career self-management process, and the satisfaction and well-being model, which concentrates on educational and vocational contexts (Lent & Brown, 2008).

Figure 1 shows an example of those variables.  
Independent variables



Bez and Luzzo's (1996) and Lent et al.'s (1994) conceptions of self-efficacy and professional decision-making are strongly related to Bandura's Social Cognitive Theory (1977, 1986). Self-efficacy, which Betz and Luzzo define as "a person's beliefs concerning his or her ability to successfully perform a given task or behavior," is a mediator between behavior (1996, p. 414). Other distinguished scholars have confirmed that an individual's ability to accomplish tasks is correlated with their own sense of value, worth, and decision-making ability. As recently as 2020, a number of studies have combined career development and career self-efficacy with SCCT. Using components of the CDSE scale, Wendling and Sagas's study looked at the self-efficacy and self-management of collegiate athletes. Dos Santos (2018) asserts that negative and discouraging environments and situations can affect a student's sense of self-efficacy and self-knowledge. Goal-setting and self-regulation, expanding the range of possibilities, overcoming barriers, building support, improving work performance, and encouraging work happiness are the main techniques and methods utilized in career interventions, according to the researcher's explanation of the SCCT framework. (Lenten, 2013).

### Relationship of Self-Efficacy and Career Choices

However, when presented with obstacles, people with low self-efficacy are more likely to avoid situations that they see as being beyond their

Dependent Variable

capabilities, perform worse, and give up more quickly (Bandura, 2003; Bandura & Adams, 1977; Goh, 2008). Bergeron and Romano (2000) found that self-efficacy beliefs and college students' decisions about their studies and jobs were related.

Shujaat, Akhter, Shujja, and Atta (2013) cited the results of Ghuangpeng's (2011) study to validate the ideas of self-efficacy. The quantitative data showed that students' self-efficacy level greatly improved their chances of finding employment.

H1: There is a considerable connection between occupational choice and self-efficacy.

### Influence of Family on Career Choice

In order to ensure that their children will enter a prestigious career, families are pushed to encourage their kids to enroll in a good school before completing college (Napompech, 2011). Ferry (2006), he looks into the elements that affect young people's future career decisions. Using twelve groups, Ferry (2006) looks into their perceptions of family as a significant influence on profession choice. Ferry (2006) asserts that because parents provide essential learning through experience when they explore their students' job interests, their families may follow them.

H2: A person's family plays a major role in shaping their professional choice.

### Relationship between Personal Interest and Career Choice

Successful professionals are those who are deeply passionate about a given subject (Ilgen et al., 2003). A large body of research papers supports the idea that a person's hobbies and career choice are strongly correlated (Suutari, 2003). Academically bright people may also be more self-aware, claim Arthur and Rousseau (2001). The interests most likely to influence academic achievement are topic preference. The technology and courses that are vital to business management students often pique their attention. Students may choose a job because of the importance of this field.

H3: Interests outside of work have a big influence on career decisions.

### Dependent Variable Career Choice

The eight components that make up the career choice measurement were taken from Brown (2002), Din, Khan, & Murtaza (2011), and Venable (2007). A five-point Likert scale, ranging from (1) strongly disagree to (5) strongly agree, was employed. Table 3.3 displays the items related to career choice.

### Methodology

Quantitative research is the main focus of this methodology of study. The reason this design was chosen was because it made it possible for researchers to rapidly and economically collect all of

the respondents' responses. (Sekaran & Bougie, 2016), contend that research is more reliable. The primary research design was a survey since it provides a clearer picture of respondents' attitudes. The research used a descriptive survey approach. Weiss (2006) explains that with this design, the researcher not only set out to collect data but also developed crucial knowledge-based concepts and solutions to critical issues pertaining to the phenomenon under study.

Therefore, quantitative methodologies were 6th, 7th, and 8th semester in this study to elicit comments from the participants and identify solutions to the challenges.

### Population and Sample

The accessible population refers to the population from which the researcher is able to collect data. In this study, the accessible population includes 400 male and female Business management private universities, Karachi.

In statistics, sample size is defined as the actual number of individuals from which data is gathered. The sample size of this study includes the 400 samples were collected by business management private universities, Karachi while 200 were collected from one university and another 200 from another university from Business Management Private University. The target population of the study include two business management private universities from Karachi. 400 populations are selected for the survey.

**Table1:**

Representing the target population

Demographic Profile:		
Variables	Students Deviation	Percentage
Gender	Male	50 %
	Female	50 %
Age	20-22	30 %
	22-24	47.75 %
	24-Above	22.25 %
Previous Field	Pre-Medical	13.25 %
	Pre-Engineering	35.75 %
	Commerce	35.75 %
	Others	15.25 %
Semester	6 <sup>th</sup>	24.5 %
	7 <sup>th</sup>	43.75 %
	8 <sup>th</sup>	31.75 %

### Instrumentation

The study employed questionnaires as its instruments, which are separated into two sections: demographics and variables with five-point Likert scale responses. The respondents' gender, age, semester, and previous field were all questioned individually in the first section of the survey. Twenty-six items make up the second section, which measures the dependent and independent variables. There are 22 items in the dependent variable "career choices." There are eight components that comprise the independent variables. There are eight items in the "self-efficacy" component. Six things make up the "family." Three elements make up the "personal interest" dimension. A thesis on the factors influencing university undergraduate students' job choices has utilized this questionnaire. It pertains to the problem statement of the researcher. References may be used to discuss this thesis.

### Results

Firstly, to test the hypothesis and forecast the outcomes, descriptive analysis techniques are employed to analyze the background data of the research participants. Simple linear regression is then employed to make predictions. A preliminary study of the data is crucial, according to Creswell (2012).

Data analysis is one of the important portions of the study without which the gathered data cannot be useful and the researcher cannot get the accurate results. Data analysis is that process in which the researcher will convert the all raw data into meaningful data (Bryman, 2012). In this study, (SPSS: Statistical Software for Social Sciences) is used to perform data analysis. Firstly, the background information, age, gender, previous field, semester. The research participants is analyzed by using multiple regression analysis. The present study aimed at finding the impact of the independent variable on the dependent variable, hence the utilized test to get the results was Multiple Linear Regression. First assumption, Self-efficacy is the only independent variable, while career choice is the only dependent variable. It is postulated that it has a major impact on self-efficacy and career choice. 0.258.

Second Assumption the study found that although family influence and career choice are significantly correlated, there is also a significant negative effect (-0.096). Third assumption, According to the study, there is a substantial correlation between one's career choice and personal interests. However, account for the effect's negative significance (-0.006).

**Table: 6**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.296 <sup>a</sup>	.088	.081	.43770

a. Predictors: FI, PII, SEI, and (Constant).

b. Dependence Variable: CC

"R" stands for the numerous correlations coefficient, and its value is shown in the "R" column. One way to gauge the precision of the dependent variable's forecast—in this case, CC—is by looking at R. A value of zero denotes excellent prediction accuracy. 296. In technical terms, R2 value, commonly known as the coefficient of determination, is thus indicated in the "R Square" column. The amount that the independent variables can account for in explaining the variation of the dependent variable is known as Our number of 0.088 shows that 8. Our independent factors account for 8% of our dependent variable's variability. To properly report your data, you must,

however, also be able to understand "Adjusted R Square" (R2-Adj.). We explain the reason behind the outcome as well as the cause in our updated multiple regression guide.

### Value in statistics

To determine whether the overall regression model fits the data well, look at the F-ratio in the ANOVA table (see below). The table indicates that  $F(3, 396) = 12.704$ ,  $p < .0005$ , the dependent variable, is predicted statistically significantly by the independent variables (i.e., the regression model fits the data well).



**Table 7**  
ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	7.301	3	2.434	12.704	.000 <sup>b</sup>
	Residual	75.865	396	0.192		
	Total	83.167	399			

a. CC b is the dependent variable.

b. Forecasters: (Invariant), PII, SEI, and FI

#### Estimated model coefficients

The general form of the equation to predict CC from SEI, FI, and PII is:

Predicted CC = 2.05 – (0.258 x SEI) – (-0.96 x FI) – (-0.06 x PII)

This is obtained from the Coefficients table, as shown below:

**Table 8**  
Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	2.05	0.178		11.549	0	1.701	2.399
	SEI	0.258	0.043	0.291	5.955	0	0.173	0.344
	FI	-0.096	0.037	-0.129	-2.584	0.01	-0.169	-0.023
	PII	-0.006	0.043	-0.007	-0.135	0.893	-0.091	0.079

a. Dependent Variable: CC

With every other independent variable maintained constant, unstandardized coefficients show the amount of variation between the dependent and independent variables. Take into account SEI's impact. According to the table of coefficients, the unstandardized coefficient for SEI is 2.05, or B1. CC decreases by 2.05 ml/min/kg for every year that an individual's age increases.

#### The independent variables' statistical significance

All the independent variables can have their statistical significance tested. The purpose of this test

is to determine if both the standardized and unstandardized coefficients for the population are equal to zero. A significance level of  $p < .05$  indicates that there is a statistically significant difference between the values and 0.05. According to the following highlights, the "t" and "Sig." columns include the t-value and related p-value, respectively: The "Sig." column indicates that every independent variable coefficient deviates statistically substantially from 0 (zero). Statistical significance is evaluated for the intercept, B0, but this is rarely a noteworthy or intriguing result.

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a. Dependent Variable: CC

In order to tests the Hypothesis 1, simple linear regression analysis was run and the results were

reported. In this hypothesis there is one independent variable which is one dependent variable is career

choice, while the other is self-efficacy. It is hypothesized that is a significantly effects career choice and self-efficacy.

The second hypothesis of the study asserts that is a strong relationship between career choice and family influence that is a significant factor that effect unfortunately -0.096. In order to test the hypothesis, linear regression analysis was applied. Firstly, assumed between and among the main variables and their components and then the effect is predicted. The third hypothesis of the study asserts that is a strong correlation between career choice and personal interests. But factor that effect unfortunately -0.006.

The results shown in table 13 demonstrate a significant relation between the independent variable and the all the subcomponents of dependent variable as the p value is less than 0.05. Hence, we conclude that school working conditions are significantly related Students career decisions can be effect directly on their career choices but to expand the results they are more related to creating and introduces new fields.

### **Discussion**

Examining distributed leadership methods and related difficulties at a Pakistani university in Lahore was the goal of the current study. A study questionnaire with seven dimensions— data collection techniques included the organization's framework, a vision that included values and beliefs, cooperation and teamwork, decision-making, accountability and responsibility, and initiative. Using SPSS (21.0), the mean and standard deviation were determined for every questionnaire item. The results are listed in the paragraph that follows.

The duties and responsibilities of faculty members are typically decided by seniors, and these choices are made within predetermined parameters of accountability and duty. Universities host regular consultation sessions. Everyone values one another and accepts accountability for duties and obligations in a common vision of leadership. One of the main objectives of the universities is strategic development. Teachers respect one another and work together to correct errors and deficiencies. Faculty members collaborate and work together to accomplish shared objectives. The faculty makes decisions regarding the organization, planning, management, and content of instruction. Faculty members accept personal responsibility and believe

in self-accountability. Although faculty members are free to offer suggestions on how to improve their jobs, senior leadership makes the final decisions and takes the initiative.

### **Findings**

Since figuring out how an independent variable affects a dependent variable was the main objective of the current investigation, multiple linear regression was the test employed to get the results. According to Hypothesis 1, self-efficacy is the only independent variable and career choice is the only dependent variable. It is postulated that has a major impact on self-efficacy and career choice. 0.258. The study's second hypothesis states that there is a notable correlation between family influence and career choice, but that effect is adversely significant (-0.096). According to study hypothesis 3, there is a substantial correlation between a person's career choice and their personal interests. However, account for the effect's negative significance (-0.006). R is one metric this can be utilized to evaluate the degree to which the dependent variable—in this case, CC—was anticipated. A result of 0.296 indicates a good degree of prediction. Our score of 0.088 indicates that 8.8% the portion that our independent factors can account for in explaining the variability of our dependent variable, CC. That being said, you also need to comprehend "Adjusted R Square" (Adj-R2) in order to properly report your results. We explain the reason behind this as well as its effect in our enhanced multiple regression instruction.

### **Conclusions and recommendations**

This study also implies that, even after students have made an early career decision, career advisors can still help them create a prosperous profession through the classification of psychological support sources. Individuals giving pupils career advice should make sure they are well-versed in the subject so they can give accurate guidance that will help them make the right career decision. However, students also need to accept their own abilities, personalities, and areas of interest. As mentors, facilitators, or helpers to students, institutions, businesses, and families must create an atmosphere that encourages students to discover who they really are.

The study advises using mentorship and role models as beneficial forces. In order to ensure that children acquire the abilities and Enterprises ought to support

primary school pupils as well as pre-university initiatives, as these foster the work habits necessary for success in the real working world later on. At the end of this research conclusion is about, In order to ensure that children acquire the abilities as well as work practices required to thrive in the actual workplace world later, businesses should sponsor students in elementary school as well as pre-university programs. Based on the correlation study presented in chapter four, it the profession that undergraduate students choose appears to be positively correlated with self-efficacy, family influence, and personal interest.. The results of the multiple regression analysis models indicated that the IVs (self-efficacy, familial influence, and personal interests) accounted for 31.4% of the variance in job choice. Based on the correlation study presented in Chapter 4, Undergraduate students' choice of profession appears to be positively correlated with their personal interests, family influence, and self-efficacy. The self-efficacy, parental influence, and personal interests IVs explained 31.4% of the variance in job choice, according to the results of the multiple regression analysis models. Based on the correlation study presented in Chapter 4, it seems that self-efficacy, family influence, and personal interest all positively correlate with undergraduate students' choice of vocation. The results of the multiple Analyzing regression models indicated that the IVs (personal interests, familial influence, and self-efficacy) explained 31.4% of the variation in job choice.

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