

The Effect of Parenting Attitudes and Major Satisfaction on Career Decision Making Self-Efficacy in undergraduate Students

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Abstract

Background/Objectives: The purpose of this study was to examine the effect of parental attitude and major satisfaction on the career decision making self-efficacy.

Methods/Statistical analysis: The subjects were students from N university. The instruments were used structured questionnaires for major satisfaction, parental attitude, and career decision making self-efficacy. Data were analyzed using descriptive statistics, and hierarchical regression.

Findings: The mean scores of career decision making self-efficacy, major satisfaction were 2.82 ± 0.43 , 3.03 ± 0.52 points respectively. As a results of regression analysis, age and major satisfaction were statistically significant factors. Of the variables added in Model 3, only the achievement oriented was a significant factor affecting career decision making efficacy.

Improvements/Applications: Based on the results of this study, achievement-oriented parenting attitudes are needed at home to enhance career decision-making self-efficacy of college students, and career counseling should be done considering major satisfaction.

Keywords: *Career decision making self-efficacy, Parenting attitude, Major satisfaction, undergraduate students*

Introduction

Many people are highly interested in job position which is very prospective in future society. However, it is still unclear that which occupation will be more promising job due to drastic technology development, change of industrial system, and aging phenomenon. As society become more complex and uncertainty of job career increase, adolescents are susceptible to getting high stress to decide proper occupation^[1]. Especially, majority of Korean students have little time to search their aptitudes or decide their future career path during adolescence because of education system, which is mainly focused on university entrance exam and excessive burden of educational stress. Major selection without adequate consideration makes students hard to

adapt well in the university life. Searching and selecting various careers is one of the most important tasks among the college students^[2]. Undergraduate students finally decide their own career path through considerate preparation with searching about their abilities, personal interests, characteristics, and values. Through this process, they can encounter many psychological and social difficulties; insecurity future, employment anxiety, pressure for success. College students are struggling to deal with such problems by getting useful advices from their parent, teachers, and mentors^[3]. In recent years, there have been many successful cases that college students deal with career problems by easily getting useful information using online media such as internet. In practice, college students much prefer to collect information about prospective and high-income jobs using various online networks than getting advices from their alumni or professors. Besides, they can share job information by forming relationship in social networks to manage career problems in case

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they couldn't get adequate help from online searching. Various factors; career attitude maturity, career decision making, career adaptability, career preparation skills are actively studied between researchers^[4], and these factors have close correlation with job satisfactory, life satisfactory, and subjective stability^[5].

Family is the smallest unit of society which human first encounter and form one's own lifestyle and life values. Children are strongly effected from their caregivers, and the effects are not just confined to childhood but remain until adulthood^[6]. Moreover, parenting attitudes perceived by children have strong influence on achievement goals, self-esteem, self-efficacy, self-control, materialism values^[6,7]. Additionally, active interaction with parents have effects on emotional, cognitive, and social development of children and is a factor to experience socialization and develop personal skills^[8]. As Basow & Howe claimed^[9], parents have the most powerful impacts on their children for career decision and their main responsibility is that help children to make proper career decision and regard oneself as a competent and prospective person. Adolescents who were employed in jobs that do not match their majors were reported to have lower wages^[10], have lower job satisfaction^[11] and higher turnover rates^[12].

Thus, this study has conducted to provide basic materials for program development which assist career decision and improvements of college students.

Method

The subjects were 122 students from N university. Career Decision-Making Self-Efficacy Scale-Short Form(CDMSES-SF)^[13] was used as the questionnaires. This tool was translated into Korean by Lee and Lee^[14]. The higher the score, the higher the career decision-making self-efficacy. Parenting attitude is the instrument developed by Oh & Lee^[15]. This tool is divided into four areas of affection-hostility, autonomy-control, achievement-non achievement, rationality and irrationality. Each item has a five-point Likert

scale, which means that the higher the score, the more affectionate, autonomous, accomplished, and reasonable.

For the major satisfaction, 12 items of 5 points Likert scale were used, including 5 items of curriculum satisfaction and 7 items of general satisfaction among 34 items developed by Ha^[16]. Data were analyzed using descriptive statistics, Pearson's correlation and hierarchical regression by SPSS 23. To begin the study, All students completed the informed consent form and agreed to participate prior to administering the study. Participants also received information on this study including research aims, potential risks, and benefits of this study.

Result

1. General characteristics of the subjects

The sample data consisted of 122 students, 33 males (26.8%), and 90 females (73.2%). The mean age of the subjects was 21.8 years. Of the 122 students, 28 students (22.8%) were freshmen; 59 (48.0%) were sophomores, 18 (14.6%) were juniors and 18 (14.6%) were seniors. Parents were mostly concerned about their children's employment and 74 parents (60.1%) were very interested in getting a job. Career decision making self-efficacy was significant difference between the two groups in terms of the major of the subjects

2. Descriptive statistics and correlations

Descriptive statistics for main variables are shown in Table 2. The mean scores of career decision making self-efficacy, major satisfaction were 2.82 ± 0.43 , 3.03 ± 0.52 point, respectively. The average scores of affection orientation, autonomy orientation, achievement orientation, and rational orientation in the subscale of parental attitude were 2.96 ± 0.46 , 2.73 ± 0.30 , 2.96 ± 0.39 , 2.95 ± 0.49 , respectively. Career decision making self-efficacy was significantly positively related to major satisfaction ($r = .626$, $p < .001$), affection-oriented ($r = .240$, $p = .008$), and achievement-oriented ($r = .472$, $p < .001$).

Table 1. General Characteristics and Difference by Career Decision-making Self-efficacy

Variables	Categories	N	%	Mean	SD	t/F (p)
Age(yr)	Mean(SD)/Range	21.8(1.68) /20-28				
Gender	Male	33	26.8	2.83	.53	0.142 (.888)
	Female	90	73.2	2.81	.39	
Grade	1st	28	22.8	2.71	.51	0.927 (.451)
	2nd	59	48.0	2.84	.39	
	3rd	18	14.6	2.82	.40	
	4th	18	14.6	2.94	.46	
ssReligion	Don't have	71	57.5	2.89	.39	1.981 (.050)
	Have	52	42.3	2.73	.46	
Interest of children's employment	Very little interested	13	10.6	2.82	.49	0.478 (.621)
	Commonly	36	29.3	2.76	.41	
	Very interested	74	60.1	2.85	.44	
Major	Non health related	65	52.8	2.69	.45	-3.176 (.002)
	health related	58	47.2	2.94	.39	

Table 2. Descriptive Statistics

Variables	Mean ± SD	Min	Max	Range
Career decision making self-efficacy	2.82±.43	1.6	3.84	1-4
Major satisfaction	3.03±.52	1.7	4	1-4
Parental Attitude				
Affection oriented	2.96±.46	1.9	3.7	1-4
Autonomy oriented	2.73±.30	2.0	3.5	1-4
Achievement oriented	2.96±.39	2.0	3.8	1-4
Rational oriented	2.95±.49	2.7	3.9	1-4

Table 3: Correlations

	Career decision making self-efficacy	Major satisfaction	Affection oriented	Autonomy oriented	Achievement oriented
Major satisfaction	.626 (.000)**	1			
Affection oriented	.240 (.008)*	.144 (.114)	1		

Cont ... Table 3: Correlations

Autonomy oriented	.321 (.000)**	.307 (.001)*	.327 (.000)**	1	
Achievement oriented	.472 (.000)**	.445 (.000)**	.642 (.000)**	.464 (.000)**	1
Rational oriented	.273 (.002)*	.310 (.001)*	.693 (.000)**	.448 (.000)**	.566 (.000)**

3. Factors influencing the burnout of the nurses

The hierarchical regression analysis was conducted to examine the factors affecting career decision making self-efficacy (see Table 4). The analysis was used to control the effects of personal characteristics and major satisfaction, subdomain of parental attitude. Model 1 included age and major. Model 2 added major satisfaction to Model 1, and Model 3 added 4 subdomain of parental attitude to Model 2. Multicollinearity was found to be acceptable through tolerances and VIF.

Model 1 was statistically significant in age and major. In Model 2, major satisfaction and age were found to be factors significantly associated with career decision making self-efficacy. Of the variables added in Model 3, only the achievement oriented was a significant factor affecting career decision making efficacy. Age and major satisfaction were also statistically significant factors affecting career decision making self-efficacy. The adjusted explanatory power was 79.0% and increased by 2.7% over Model 2.

Table 4: Factors affecting career decision making self-efficacy

Variables	Model 1		Model 2		Model 3	
	B	t	B	t	B	t
(constant)		.983		.300		-.141
Age	.301	3.477*	.181	2.448*	.156	2.129*
Major (non-health =0)	.365	4.218**	.135	1.703	.122	1.564
Major satisfaction			.557	7.225**	.460	5.545**
Affection oriented					-.052	-.414
Autonomy oriented					.058	.715
Achievement oriented					.264	2.233*
Rational oriented					-.039	-.394
R ² (Δ R ²)	.179(.156)		.426(.411)		.471(.438)	
F (F Sig.)	12.065(.000)		28.931(.000)		14.358(.000)	

**p<.001, *p<.05

Discussion

Recently, the occupational groups have become more complex and diversified, and undergraduate students have been worried about their career after graduation. Parenting attitudes play a decisive role in the cognitive, emotional and behavioral development of children^[17]. and parents have the greatest influence on their career decisions^[18]. Also, the university students work to develop competencies to establish their careers,

and to grow as capable professionals.

The results of this study are summarized as follows.

First, there was a significant correlation between major satisfaction and career decision-making self-efficacy, and affective, autonomous, achievement-oriented, and rational-oriented attitudes among sub-variables of parenting attitude had a significant positive correlation with career decision-making self-efficacy.

In a previous study of middle school students[19], the parental attitudes perceived by the children, the more affectionate, autonomous, achievement, and rational oriented, the higher the children's self-efficacy and also, the higher the career maturity. Therefore, parental affectionate, autonomous, achievement-oriented and rational-oriented parenting attitude is considered to have a positive result in choosing and deciding the career of the child.

Second, among general characteristics, age and major characteristics were factors of career decision-making self-efficacy in model 1, and age was also a significant factor in models 2 and 3. The effect of age is believed to have contributed to confidence in career decision-making due to a great deal of interest and effort as we grow older. Additionally, major satisfaction is considered to be more important in career decision-making than major characteristics. Satisfaction in one's major increases self-efficacy in career decision-making, which is also linked to future job adjustment.

Third, in the hierarchical regression analysis, major satisfaction was the most important factor affecting career decision self-efficacy. Career decision making self-efficacy increased with increasing major satisfaction. This was similar to the research of Lee and Kim^[20], whose major satisfaction had a significant relationship with career decision efficacy^[21].

When job matching coincides with the major, job satisfaction is high and turnover intention is lowered^[22]. Therefore, career education or counseling of university should be focused on students who are not satisfied with their major. The findings of this study suggest that universities need to provide programs to support career exploration and career decision-making for students who are not satisfied with their majors.

Fourth, only achievement-oriented parenting attitude influenced career decision-making self-efficacy. Many career education researchers have reported the effects of parenting attitudes on career decisions^[18,23]. Father's achievement-oriented parenting attitude influenced the career attitude maturity of elementary school children^[23]. The current study also suggest that parents' achievement-oriented attitudes may influence how children choose and decide on their careers. Parents' achievement-centered attitudes seems to have led them to design their career plans more systematically and concretely with confidence in their careers.

If adolescences have a career that suits their aptitude through their career plans, they will be well-adapted to work and have high job satisfaction. Parents need to have a nurturing attitude that emphasizes the preparation for self-realization and the competence of the social needs. Additionally, as the degree of autonomy of parents was related to career decision-making, the more they supported autonomy, the more positive the adolescents were in the tasks necessary for career decision-making^[24]. In this study, there was a positive correlation between career decision-making self-efficacy and autonomous orientation, but it was not an influence factor. By the way, according to Kim et al, father and mother's autonomous parenting attitude was an influencing factor undergraduate students' career calling positively^[25]. Ivengar and Lepper^[26] say that in Western cultures, the positive effects of autonomous parenting attitudes are emphasized, whereas in Asian cultures, the consequences of controlled parenting attitudes are not negative. Sovet and Metz^[27] pointed out that the influence of autonomy on parenting attitudes could vary according to culture and Korean adolescents showed a positive relationship with their parents' strict and controlled behaviors and career decision-making self-efficacy. Therefore, further studies are needed because the sub-variables of rearing attitude are limited in explaining the effect on career decision-making self-efficacy.

In conclusion, in order to enhance the career decision-making self-efficacy, it is necessary to confirm the satisfaction with the major and to provide career counseling for students with low major satisfaction. In addition, Parents need to support their children to have the competencies required by future jobs.

Conclusion

This study was attempted to identify the factors that affect the career decision making self-efficacy of undergraduate students. The main results of this study are as follows. Career decision making self-efficacy was significant difference between the two groups in terms of the major of the subjects. Hierarchical regression analysis showed that of the variables added in Model 3, only the achievement oriented was a significant factor affecting career decision making efficacy. Age and major satisfaction were also statistically significant factors affecting career decision making self-efficacy. Based on the results of this study, achievement-oriented parenting attitudes are needed at home to enhance career

decision-making self-efficacy of college students, and career counseling should be done considering major satisfaction.

Ethical Clearance: Not required

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Conflict of Interest: Nil

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