

CHAPTER - II
REVIEW OF LITERATURE

Chapter - II

REVIEW OF LITERATURE

2.1 CAREER DECISION SELF-EFFICACY

Career decision self-efficacy can be defined as the beliefs or the confidence in one's capabilities to successfully engage in the activities of selection and planning of occupational goals, gathering of information regarding professional courses and occupations, solving various problems regarding choice of majors/occupations, planning for future and self-evaluation of the abilities and the values.

Bandura (1997) formulated self-efficacy concept and referred it as one's faith in the capabilities of own to arrange and carry out necessary tasks for producing given attainments. Efficacy-belief was considered as the main factor in the production system of human competence. Thus, the same person under different situations and different peoples with identical skills may perform poorly, average or extraordinarily, rely upon fluctuations in their faiths about personal efficacy.

A person's life is directed by one's own believes of personal efficacy. Thus, a fundamental factor that may affect one's ability in making a career decision is his or her career decision making self-efficacy that is, one's beliefs regarding his or her ability to successfully achieve certain tasks connected with career choice (Betz, Kelvin & Taylor, 1996; Betz & Taylor, 2006; Amir & Gati, 2006).

Jiang (2014) described career decision self-efficacy as the intensity of person. It shows the belief in oneself to accurately make decision about career chores that are related to self-appraisal, job information, problem solving, setting of goals and future plans. Therefore, Career decision self-efficacy is the person's faith regarding their capacity to carry out the fixed tasks and the behaviours needed in deciding a career. An individual who has high career decision self-efficacy is much more able to determine their abilities to perform certain tasks.

2.2 PARENTAL ENCOURAGEMENT:

Sharma (1988) underlined that parental encouragement means the treatment provided by the mother and the father towards their wards in order to increase the future possibility of good behaviour can be achieved by care, affection, appreciation and direction. Parental encouragement influences the personality of an individual in every field of life. Parental behaviour should be supportive and positive. They would be motivated towards their success.

Brown (2003) mentioned that parents play an important role in contributing towards the most congenial atmosphere. The children create the life-style for themselves and opt basic patterns for their behaviour from that congenial atmosphere. This enables the child to establish fundamental relationship with their parent. Parent's style can be characterized by three variables: support, reciprocity and control. Parents love and care towards the child provide a healthy medium to grow their energies into proper channels and exercise their potentialities to the maximum, so that the child becomes a productive member of the society in which he is to live and becomes a mentally healthy personality.

Kumar, (2014) described the parental encouragement as the treatment originating from parents towards the child with a view to enhance the possibility of future occurrences of good behaviour by the care, concern, approval and guidance. It means making adolescents confident by their parents.

2.3 REFLECTION ON CAREER DECISION SELF-EFFICACY AND PARENTAL ENCOURAGEMENT

Downey (1995) studied parent's education, size of a family and parent's occupation affected adolescents career goals. The study was conducted on 600 students of 8th grade. Parents with large families were not able to spend much money on their wards to attend college education. Due to this, children were not able to select professional careers. As the occupation of the father followed by his son in a family, limited choices left for their wards.

Tan (1998) conducted a research on vocational behaviour: the Singapore perspective and studied the influence of home and schools on the career development of Singapore adolescents. The study found that the home as well as the school both influenced an adolescent's development of career behaviour. Adolescents who got conducive family atmosphere make appropriate career choices and lead to a successful life later on.

Hairston (2000) aimed to check in what way parents affect decisions of African American students for preparing career related to vocational teaching. A sample consisted of 51 participants and the data gathered through the interview method. Findings showed that the students felt motivated when their parents showed interest and involvement in their organization of vocational activities. The participants explored that their parents helped them in gaining an understanding of the different profession by providing them direct or indirect experience related to a different types of work. Besides this, parents also provided

opportunities along with an environment which inculcated the interest of students for vocational content.

Young et al. (2001) worked on an adolescent's career development as a family project. This study investigated the parent's thoughts regarding the career development of adolescents. Data gathered through the conversation of 20 families with adolescents and the conversation recorded through videotape. This study highlighted that an individual career development considered as a positive side when adolescents got more support from parents, more participated in career exploration activities. It considered as a negative side when adolescents participated less in activities as got lower parental support. Therefore, parental support directly affected an adolescent's career choices.

Kanchana (2002) underlined the comparison of Indian college student's career decision making and self-efficacy with American. A study was done on 196 undergraduate college students. Results concluded that American students have high decision making power related to a career as compared to Indian counterparts. This probably due to an excessive role of the family in making decision related to adolescent's career and less exposure in different areas of study or occupation.

Brown (2003) analysed the parental support role in the development of a career of young students. A sample consisted of 385 students from 11th and 12th grades. The study explored that parental support positively related to an adolescent career decision. It means that parents who provide a congenial environment at home and have a good relationship with their children enhance the possibility of more career exposure for students.

Guay et al. (2003) investigated the influence of interference of parents and less engagement on the college student's decision making ability of career selection. Parental control autonomy support scale, Osipow career decision making and career decision self-efficacy scale by Taylor & Betz were used to gather the data from 834 French Canadian college students. Results indicated that more parental interference, in turn, student's show passivity in career preparation that means students are choosing a career based upon the family without considering their personal goals or unable to dedicate to a career goal. Sometimes, when parents see their wards are unable to take the right decision, starts to interfere. As a result, students show passive behaviour and accept their parent's decisions and in turn, they show lower decision-making self-efficacy.

Whiston & Keller (2004) underlined the effect of the family on the development of a career among teenagers and results showed that both family framework elements such as parent's job and academic level and process of family variables like enthusiasm, inspiration, affection

and autonomy from parents were figured out to affect numerous career constructions over the whole life period. Moreover, other members of the family like brother and sister also affected teenager decisions related to a career.

Hagrove (2005) examined the relationship between patterns of family interactions, attitudes towards planning about career and vocational identity of high school adolescents. The study administrated on 123 high school students and results showed that the quality of family relationship (i.e. to what extent members of the family are motivated the students to demonstrate emotions and difficulties) participated a small, still the influential predictor of career planning attitude of adolescents.

Ma & Yeh (2005) studied the influence of cross-generational conflict of family and relational-interdependent self-construal on making a decision about the career of Chinese American adolescents. 129 Chinese American youths whose ages lie between 14 and 21 years selected for a sample. Findings revealed that youths faced more career indecision due to high cross-generational conflict of the family. However, the certainty of career increased with high relational- interdependent self-construal.

Sumari (2006) attempted a study to observe the relation of family functioning with college student's career decision self-efficacy. The study administrated on 1100 Malaysian collegian. Findings revealed that functioning of the family and career decision self-efficacy positively correlated to each other. Family functioning like the family ability to solve problems, exchange of content information between family members etc. enhanced students ability to making decisions related to the career. However, gender did not play any role in the student's career decision self-efficacy.

Simmons (2008) attempted a study to observe the role of parental involvement in the student's decision making of career selection and academic goals. The data was collected from 17 semi-structured interviews and kept in a tape-recorded form. Findings showed that students relied on parents for support (emotional and resources) that helped adolescents to make choices better and accomplished their career goals as well as educational goals. Moreover, the students demonstrated that parents not only played an important role in career selection and accomplishment of academic goals but also assisted them in a complete decision making process.

Dietrich & Kracke (2009) conducted a study to validate a 3-dimensional tool to observe the career-related behaviours of parents and to analyse their correlation with an adolescent's

exploration of career and difficulties face during decision making. A sample of 359 German adolescents selected for a study and concluded that support got from parents positively associative with career exploration and parental interfere and non-participation lead to difficulties arose in the selection of a career.

Lease & Dahlbeck (2009) evaluated the influences of parents, decision-making attributions about career, and self-efficacy on college students. This study considered 257 college students for the investigation. The data was gathered with the help of Keeny parental attachment questionnaire, Buri parental authority questionnaire and Taylor & Betz career decision self-efficacy scale. Results showed that gender played a significant role in the self-efficacy of career. Furthermore, the study also explored that maternal and parental attachment acted as an influential factor for women's self-efficacy of career but not for men. An authoritarian pattern of parenting significantly affected women's self-efficacy of a career than their counterparts. Locus of control related to career acted as an influential factor for male students than females.

Louis (2009) investigated patterns of family interaction with beliefs about career and career maturity of college students. The data was gathered from 274 college students. The study found that patterns of family association showed a little influence on career development. The study figured out that patterns of family association contribute less than 10 % of the total variance in making decisions of career. No gender differences were found out.

Germeijs & Verschueren (2009) attempted a study to analyse how adolescent's discernment of attachment security with parents related to their career choices. 281 adolescents studied in grade 12 considered for this study. Results revealed that adolescents who felt strong bonding with mother, not father able to cope with decision making tasks related to career and self-exploration in the future.

Lee & Yi (2010) considered 634 high school students' to figure out the connection among systems of family and development of a career. The findings explored that family adaptability and family cohesion were both assumed as influential factors of tenth grade student's career attitude maturity. This study also revealed that parents' educational backgrounds did not show any effect on career attitude maturity. Despite, the relationships were inconsistent across gender. Family togetherness was a more effective predictor of career attitude maturity than capacity to adapt a family in girl students, although the boy's students showed opposite behaviour.

Mathur et al (2010) observed the adolescent students to see the effect of single parent families and intact families on vocational maturity. The results showed that adolescents belong to single parent families and intact families showed significant differences on the vocational maturity variable. Adolescents who were belonging to intact families showed better vocational maturity than their counterparts. Furthermore, it concluded that the type of family acted as an important determinant of vocational maturity of adolescents.

Onder et al (2010) studied high school student's career behaviour belongs to their styles of parenting (authoritative, authoritarian, indulgent and neglectful) and bonding with parents. Results demonstrated that, students who experienced more authoritative and authoritarian styles of parenting made better decisions than students belongs to later categories. Students came from the average level of bonding with parents were figured out made better decisions than those coming from a low or high degree of attachment.

Palos & Drobot (2010) made a study to check the family influence on choice of a career of adolescents. Parental career-related checklist and EMBU questionnaire were administrated on 60 adolescents of 12th grade. Findings explored that the students who get psychological support from their mother and father, make more appropriate choices than their counterparts. Moreover, the parent's training level helpful in creating an enrichment environment at home and their financial support motivates the teenager to grab more opportunities related to career.

Sharma & Gaur (2012) aimed to observe the effect of the parental model on the variable of vocational maturity in high school students. 60 adolescents (30 boys and 30 girls) from various streams selected for a sample. Results demonstrated that parental model was not played any significant role in vocational maturity of adolescents. It might be due to the industrialization of education and as young children attained most of the knowledge from the different reliable resources other than their families.

Jordan et al (2013) carried out a study to see the association between parental support related to career and self-efficacy of career decision of 325 college students. Career related parent support scale and career decision self-efficacy scale were employed to gather the data. The study explored that parental support and self-efficacy of career are decisively correlated to each other. It means strong parental support increased an adolescent's self-efficacy of career. Career related parental support dimensions such as emotional care, Instrumental help, Modeling related to career and encouragement through words were influentially contribute 29.3%, 16.1%, 15%, and 8.3% respectively towards self-efficacy of career.

Dhillon (2014) worked on the study to observe the comparative influence of parents and peers on the decision-making ability of adolescents. A sample of 200 adolescents selected to collect data by self-developed decision-making scale. The study concluded that the students discussed all matters with their parents, but their decisions regarding some areas like money, career and education were affected by parent's consultancy. Moreover, they gave preference to parents while making decisions concerning career selection and education goals.

Kumar (2014) analysed the relationship between the career maturity of ninth grade students and perceptions of their family functioning. Findings indicated that decision-making considered as a significant element of adolescents career maturity. Student's socio-economic background and the parental sub-system both affected decision making power. Family encouragement and nurturing atmosphere enable adolescents to make the right choices of career.

Sharma (2014) examined the influence of family environment on adolescent's decision making ability related to career choices: an empirical study. A study was done on 1334 adolescents. Singh career decision making inventory and Taylor & Betz career decision self-efficacy scale were employed to collect the data. Results explored that career decidedness of adolescents positively associated with togetherness, expressivity, self-sufficient and recreational orientation components of the family environment. Indecision of career negatively connected with togetherness, expressivity, self-sufficient and recreational orientation dimensions of the family environment. The study further explored that gender did not play any role in adolescent's decision making of a career. It also concluded that the family environment dimensions like cohesion and expressiveness allowed adolescents to make decisions concerning a career independently as well as conjointly.

Singh (2015) examined the effect of internet savviness, family environment, socio-economic status and career indecision on adolescent's career beliefs. 900 students have participated in this study. Results demonstrated that when adolescents received family support and have a feeling of togetherness, they express their feelings more openly and having a discussion with parents regarding career choices. It leads to a decrease in the possibility of the occurrence of negative thoughts among adolescents related to their career preparation and development. It further explored that 4.1% and 5.6 % of the total variance of career beliefs was predicted by family environment and socio-economic status respectively. Therefore, student's family environment and socio economic status played a significant role in their career beliefs.

Palit & Neogi (2015) analysed the relationship among parent-child relationship and career maturity. A sample consisted of 200 adolescents from Kolkata. Results indicated that positive components of parent-child relationship affect an adolescent's career maturity. It means that parents play a vital role in shaping the adolescents career maturity. As they have strong bonding with parents, make better choices in their future.

Guest (2015) conducted a comparative study on international and domestic students about their family and cultural effect on career decision making self-efficacy in Calgary University. 77 undergraduate students had participated in this study. Career decision self-efficacy scale, Auckland individualism-collectivism scale and family influence scale were administrated on the respondents. Findings revealed that values of family and culture played a significant role in student's self-efficacy of career decisions. Both groups showed a similar kind of family as well as a cultural influence in career decisions.

Alphonse (2016) examined how different parental factors affect the choices of a career of high school students in Nairobi County. The data was collected from 400 students. Parental factors about career questionnaire were used as a data collection tool. This study documented that parental level of education, occupation, relationship with the child, parental values and hopes influenced choice of a career of the students. It further explored that the parent guide their children throughout the process of career selection and also when students got support and love from parent's side, they searched and selected the choices with more confidence.

Kumar (2016) investigated the effect of parents on selecting a career of college students of Bahirdar city in Ethiopia. The data gathered from 175 respondents by using Holland's personality inventory and Hensely career choice traditionalism scale. Results indicated that parents have a great influence on student's career selection. Moreover, the father's played an influential role in career choices than mothers. Besides of this, father expectations from subjects and father occupation together played significant role in making decisions about student's career.

Magallane & Eva (2016) aimed to observe how parental involvement facets and exposure in activities concerning career connected to career indecision of adolescents. A sample consisted of 112 students. The data was gathered with the help of Perceived parental career-related behaviours scale, vocational situation scale and career-related behavioural checklist. Results showed that aspects related to parental involvement like support and lack of engagement did not show any connection with career indecision. However, the interference of parents was negatively connected with career decidedness. It implies that more the interference facet more

will be career indecisiveness among students. At the same time, exposure concerning career activities did not show a direct impact on career indecisiveness among students.

Mbagwu et al. (2016) made a study to observe the influence of parental education background on senior secondary school student's career choices in Owerri. The study conducted on 400(200 boys and 200 girls) adolescents. Findings explored that adolescents who came from highly educated parents did not face many difficulties during career selection as compared to those who came from less educated parents families. In addition to this, the majority of adolescents with highly educated parents had chosen professional career choices than an adolescent with less educated parents and vice versa.

Kazi & Akhlaq (2017) analysed the elements that affect most to students' career choices. This study had done on 432 students from two different universities of Lahore city. This research considered parental education, profession, peers, and print media etc. factors to see the effect on career choices. Results showed that parents education and profession the most influential factors than other elements like peers, print media and others.

Viola & Daniel (2017) investigated the role of parental involvement in the career development of intellectually disable youths of Zambia. A case study, interview and group discussion methods were used to collect the data from 60 subjects. Results predicted that parental income, education, expectations and style of parenting affected the career development of youths by motivating and encouraging. In turn of this, they developed more thinking skills about a career as well as the world of work. It further documented that lack of parental knowledge and low expectations contributed towards arson of negative thoughts, passivity and lack of interest in career activities.

Buhl et al (2018) worked on the role of parents in an adolescent's development of a career. A sample consisted of 859 German adolescents for the investigation. Findings concluded that girls underlined more parental support, whereas boys reported more parental interference. Findings showed that girls received more parental support related to a career than boys. It may be due to more continual and the insight exchange of ideas among girls and parents, especially with mothers. However, the gender difference effect was not seen there.

Etiubon et al. (2018) examined the career choice determinants and academic achievement of first-year science education students of University of Uyo, Akwa Ibom State, Nigeria. This research had done on 634 undergraduate students. Results concluded that parent's involvement played a decisive role in career choices and goals accomplished. Parental support

helped students in making the right decision related to a career, however parental over interference lose the interest of students in decision-making ability of career selection.

Wachira (2018) aimed at analysing the correlation between parental variables and the choice of career among adolescents of Kenya. The study conducted on 530 secondary school students. The study revealed that parents support, parent-child relationship and financial supports all significantly contributed towards adolescents choices of career. It further explored that as parents motivated and guided their wards; they more actively participated in their career choice process. This study recommended that parents should create a motivated and more challenging environment at home so that their children explore their interests related to different career fields.

Xing & Rojewski (2018) attempted a study to see the influence of family on Chinese vocational secondary school student's career decision making self-efficacy. This study considered parental psychological support and parental career-related behaviour as family structural variables of 587 students. Career decision self-efficacy scale by Taylor, Betz and Klein and parental career-related behaviour checklist by Whiston and Keller were administrated for the collection of the data. Findings showed that parental verbal encouragement and emotional support played a significant role in students self-efficacy related to career decisions. 41% of the total variance was explained by parental psychological support and parent's career-specific behaviour in student's self-efficacy of career decisions. Although, age and gender did not play a vital role in adolescent's self-efficacy of career decisions.

2.4 CONCLUSION

On the basis of studies presented above, it may be concluded that Parental support, parental education, parent's income and family functioning has a significant relationship with career development. Family environment, Parental cohesion and adaptability, parents' career related behaviour etc. have also played a fundamental role in career choice as well as career exploration because these effect adolescent's growth, establishment, maintenance and decline stages etc. which means that more family conflicts, more will be career indecision among adolescents. It concluded that parents play a decisive role in the adolescent's career decision. However, most of the studies mentioned above did not explore how parents' encouragement enhance adolescent's self-efficacy towards career decision and how parental career specific behaviour affects adolescents to make decisions about career. Thus, it was reasonably felt that there was a definite need of research for exploring the association between adolescent's career decision self-efficacy and Parental encouragement.