

A study on career decision-self efficacy and locus of control among young adults

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ABSTRACT

Career decision making is one of the major decisions a person has to face. The career a person chooses decides the kind of life he/she is going to have. The age of young adults is very crucial as that is when people decide how they want to lead their lives by selecting a career. Self-efficacy and Locus of Control are important factors in career decision making. Self-efficacy is where an individual believes in himself and his capacities to execute certain behaviours. Locus of control sets to see how external factors play a role in an individual's decision making in terms of career. The current research studied career decision making and locus of control. 70 participants were sampled for the study. The participants were college students, aged between 18-25 years. The results of the study showed that there is no relationship between career decision self-efficacy and locus of control in young adults. The results also showed that there is no gender significance in relation to career decision self-efficacy and locus of control. However, career counselling can improve the career decision making skills of young adults today.

Keywords: Career decision self-efficacy, locus of control, young adults, COVID-19

As quoted by Albert "It does not take much strength to do things, but it requires great strength to decide on what to do." High school and secondary school stages are an important stage for young adults for deciding their careers. The first step in solving a problem with a career is to bridge the gap between where a person is and where they want to be. Young Adults need to have proper knowledge, ability, and interest in the field they want to pursue their careers. The career decision also involves educational qualifications, series of job experiences. In times of Coronavirus COVID-19, the uncertainty of everything has raised many questions. People have never been more uncertain about anything let alone make decisions about their career. COVID-19 has been a major factor in creating career indecision among young adults. The current paper seeks to identify the career decision making ability of young adults in comparison with their internal/external locus of control which aims to find how strongly or weakly, people think that they have control over the situations and how it affects their life. Internal locus of control explains the belief that people have control over the results of events in their lives. Like, the career decision/indecision making behaviour of young adults is the result of their efforts and

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research. External locus of control explains the belief that people do not have control over situations, like external forces which seems to be beyond their influence. Like, some young adults might perceive decision/indecision making about their career as something which is beyond their control, and that it is not something they can do according to their will. Hence, Wattles (2009) opined that in recent times, an individual does not only have to make necessary vocational organization but also comprehensive career research before making a choice that will align with the changing socio and economic circumstances. Kirdok (2018) observed that Career decision-making difficulties may be affected by the problem solving and decision-making skills of individuals. Adolescents lacking problem-solving and decision-making skills tend to experience more difficulty in decision-making.

Career decision-self efficacy

According to Taylor & Betz (1983) career decision self-efficacy has been defined as, “the individual’s belief that he or she can successfully complete tasks necessary in making career decisions.” Betz & Luzzo (1996) defined Career Decision Self-Efficacy as, “Career-decision self-efficacy is an individual's belief in their ability to make career decisions”. Kirdok (2018) observed that some adolescents also need the support of others in the decision-making process and self-confidence problem. In this sense, the importance of individual factors in the career decision-making process occurs. Baglama & Uzunbolyu (2017) observe that Career decision-making self-efficacy and vocational outcome expectations are two of these factors. Self-efficacy beliefs involve psychological processes, which play an important role in acquiring or changing behaviour.

Locus of control

Locus of Control as given by Rotter in 1954, defined it as, “the degree to which people believe that they, as opposed to external forces (beyond their influence), have control over the outcome of events in their lives.” Moorhead and Griffin (2004) see the locus of control as “the degree to which persons think that their set of conditions in life are a product of actions within their control or from outside not under their control.” Stebleton (2007) discovered that adolescents possessed an external locus of control and think that different outside elements are capable of influencing their career decision. Chan and Silver Thorne (2008) asserts that individuals with an internal locus of control are more resistant and have better capabilities in coping with vocational pressures and stress compared with those who have an external locus of control.

Hypothesis

1. There will be no relationship between career decision self-efficacy and locus of control.
2. There will be no gender significance in terms of career decision self-efficacy and locus of control.

Purpose

The purpose of the research is to study the correlation between Career Decision-Self Efficacy and Locus of Control on young adults.

METHODOLOGY

Sample

The sample consisted of 70 participants (young adults) from Mumbai between the age of 18years to 23years.

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Measures

The following standardized tests were used:

1. **Career Decision-Self Efficacy Scale (Short Form) (CDSES-SF):** CDSES-SF is a 25 -item scale, which was given by Taylor, Betz, and Klein, 1996. The respondents were asked to rate each item on a 5-point scale ranging from 1 (No confidence at all) to 5 (Complete confidence). The items were summed to obtain total scores ranging from
2. **Rotter's Locus of Control (RLOC):** RLOC is a 29- item scale given by Rotter, 1966. Respondents were asked to select statements which they agreed with the most." It consisted of 29 items statements of which 23 are keyed and six fillers. Each item had two statements which the respondents read and chose the one with which they agreed more. In each item, one statement expressed an external locus of control while the other expressed an internal locus of control.

Procedure

The participants were informed about the purpose of the research. The questionnaires were filled through Google Forms. The participants were assured of the confidentiality of their responses. Standardized psychological tests were administered to participants.

RESULTS

Table 1 given below shows the data collected and tested in the form of group statistics. Table 2 shows the correlation of Career decision self-efficacy (CDSES-SF) and locus of control (LOC). N=70

Table 1: Group Statistics

	GENDER	MEAN	t- Score	STD. DEVIATION	SIG.(2-TAILED)
CDSES-SF TOTAL	Male	91.03	.936	17.018	.353
	Female	87.11		17.975	
LOC TOTAL	Male	14.89	.651	3.704	.518
	female	14.37		2.981	

Table 2: Correlations

	CDSES-SF TOTAL	LOC TOTAL
CDSES-SF TOTAL	1	-0.99 .416
LOC TOTAL	-0.99 .416	1

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

*p < .05. **p < .01

DISCUSSION OF RESULTS

The results of this study support the hypothesis that there is no correlation between career decision self-efficacy ($t=.936$) and locus of control ($t=.651$). The results also show that there is no significant relationship among males and females in terms of both career decision self-efficacy and locus of control. In a study by Albion (2000), it has been found that young men and women do not differ in the difficulties they face when making career decisions. No gender differences were found. However, boys reported less difficulty with CDM (Career Decision Making) due to a lack of information about careers than girls did. However, in a

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study by Akpochafo (2017), a correlation was found between locus of control and decision making. In this study, gender was also significant in the sense that, locus of control has more relationship with female students with career decision making.

CONCLUSION

The present study aimed at finding a correlation between Career Decision Self Efficacy and Locus of Control among young adults. The results did not show any correlation between career decision self-efficacy and locus of control. The results also did not show any correlation in terms of gender, in the sense that there are no gender differences when it comes to career decision making and locus of control. The research contradicts previous researches which states that gender is significant in relation to locus of control and career decision making. In recent times, Career Counselling as a field has emerged and it plays a very huge role in helping young adults decide on their career in terms of their own interests and likings. It is a crucial part of anybody's life to be able to make a career-related decision, as that is just the first step of all the important steps a young adult is going to take in the future.

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Conflict of Interest

The author declared no conflict of interest.

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