

Relationship between Self-Efficacy with Career Development among University Students

Syeda Ishrat Fatima^{1*}, Firdous Asghar², Syeda Shireen Khatoon³, Areej Fatima⁴

ABSTRACT

Background: Now days, there is a lot of confusion in university students regarding career development and its effect on their self efficacy. **Aim:** This research was conducted to study the relationship of self-efficacy with career development among university students. **Methodology:** It was based on hypotheses that a) there is a positive relationship between self-efficacy and career development, b) females will report high self-efficacy than male, and c) male will score high on career development than female. Data based on purposive sample was taken from Islamabad and Rawalpindi. Sample consisted of 100 participants with age ranged from 18-30 years from Preston University and Arid Agricultural University, Islamabad. Each participant was presented with two questionnaires General Self-Efficacy Scale (Schwarzer, 1995) & Career Decision Scale (Osipow et al, 1976) for data collection. **Results:** To investigate the main hypothesis of the study, the result of Pearson correlation coefficient was applied on the data. The results indicated that there is significant relationship between self-efficacy and career development. In order to compare gender differences on self-efficacy and career development of university students, independent samples t-test was applied and its result is not significant. **Conclusion:** University students need counseling to come out from stress. For this purpose counseling center needed in every university.

Keywords: *Self Efficacy, Career Development & Male & Female University Students*

An individual's self-efficacy can likewise be expanded when energized by others they are equipped for effectively finishing an assignment, particularly with respect to authority in troublesome circumstances (Bandura, 1977).

¹ Preston University, H-8/4, street 3, Islamabad, Pakistan

² Comsats Institute of Information Technology Chak Shahzad, Islamabad, Pakistan

³ University of Azad Jammu & Kashmir Mazfrabad, Pakistan

⁴ Fatima Jinnah women University, Rawalpindi, Pakistan

*Responding Author

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An individual's self-efficacy can likewise be expanded when energized by others they are equipped for effectively finishing an assignment, particularly with respect to authority in troublesome circumstances (Bandura, 1977). Direction and positive proposals from others can help in remedying execution in territories requiring change, which are creating unsuccessful results (Bandura, 1977). This support be that as it may, can be less compelling than an individual's own achievement encounters, since it is not taking into account legitimate individual encounters (Bandura, 1977). Thus, an individual may not really accept what they are being told (Bandura, 1977).

Betz (1992) has studied that; low profession self-efficacy can bring about individuals to develop their interest according to their career decision making choices. It often prompts an absence of full attention to his or her capability to effectively seek after distinctive professions.

At the individual level, an essential thing impacting career development is self-efficacy (Bandura, 1977; Betz & Hackett, 1983; Betz & Luzon, 1996; Lapan, Gysbers, Multon, & Pike, 1997). University understudies thought regarding their own capacities may control their inspiration to concentrate usefully on their profession and ability development (Lent, Brown, & Hackett, 1994). For this rationale, understudies self-efficacy into an essential make in guiding, and in the writing on career development (Bandura, 1977; Betz & Luzzo, 1996).

In addition to these discoveries on gender differences in self-efficacy, there is huge confirmation to propose that females are more likely than men to bound their profession desires and hobbies on the grounds that they accept that they do not have the essential capacities (Bandura, 1992).

Career improvement speculations, for example, "social subjective career theory" (Lent et al., 1996) give helpful ideas to thoughtful young people groups career development. For best impact, it is key for understudies to have trust in their self-efficacy frightened with exacting work related schedules (Yuen, Gysbers, Chan, Lau, & Shea, 2010).

Among the numerous theories of career decision and development, the theory by Super has gotten much consideration in the USA and in addition in different parts of the world. Super (1969, 1980) recommended that career decision and development is basically a procedure of creating and actualizing a man's self-idea. As indicated by Super (1990), self-idea is a result of complex associations among various variables, including physical and mental development individual encounters, and environ mental qualities and motivation.

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In citing recent confirmation that females are moving toward educational association in subjects, for example, math and science, yet avoiding professions in these fields, Bandura proposes that these apparent inefficacies, and additionally other socio structural encumbrances, evaluate more intensely with females than does basis arrangement when considering careers (Bandura et al., 2001).

METHOD

Objectives of study

The aim of the present study was:

- 1) To find out gender differences on self-efficacy and career development among university students.
- 2) To explore the relationship of self-efficacy with career development among university students.

Hypotheses

Following hypotheses was proposed to achieve the objective of the study.

- 1) There is a positive relationship between self-efficacy and career development.
- 2) Females' score will high on self-efficacy scale than males.
- 3) Males show high score on career development than female.

Participants

The sample of the present study was 100, 50 male and 50 female. Sample was selected from Preston University and Arid Agricultural University, Islamabad. Their age range was 18 to 30.

Instrument

The survey questionnaire is used as the data gathering tool for the research. There are three questionnaires used for this study.

1. Demographic Information Sheet

Demographic characteristics of participants included general questions regarding gender, age, socioeconomic status and father occupation.

2. General Self-Efficacy Scale

The General Self-Efficacy Scale is ten item psychometric scale, that is planned to survey hopeful self-convictions to adapt to a assorted bag of worrying requests in life. The scale has been initially developed in German by Matthias Jerusalem and Ralf Schwarzer in 1995. It takes to just take 5 minutes to finish the survey. Its reliability is .82.

3. Career Decision Scale

The Career Decision Scale was presented by Osipow et al. in 1976 and was revised in 1987. The scale comprises of eighteen things which the respondent checks on a four-point Likert scale going from "exactly like me" to "not at all like me." Test-retest reliabilities are 0.82.

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Procedure

At first the members were eye to eye contacted. Their data is kept secret. The members finished the surveys given to them. Standard directions were composed on top of every survey. On the off chance that they had any trouble, they were make inquiries. In the wake of completing the whole arrangement of inquiries, they were requested that arrival the surveys. The test organization took around 30 minutes. Pearson correlation and independent example t-test will be utilized as a part of this examination to dissect speculations of the present study.

RESULTS

In order to analyze the data, SPSS was used. Results of data analysis are presented in table given below.

Table 1, Descriptive Statistics and Reliability Analysis of Self-Efficacy Scale and Career Decision Scale

	Number of items	Cronbach's α	M	S.D
Self-efficacy Scale	10	.82	31.89	5.10
Career Decision Scale	18	.54	45.87	5.91

Results presented in Table1 show reliability of Self-Efficacy Scale and Career Decision Scale and its proportions and results indicated that scale is reliable.

Table 2, Pearson Correlation between Self-Efficacy and Career Development (N=100)

		Career Decision Scale
Self-Efficacy Scale		-.176

$p = .437$

Result present in Table 2 show that there is negative relationship between self-efficacy and career development.

Table 3, Mean, Standard deviation, and t-value for gender differences on Self-Efficacy (N=100)

	Gender	Mean	S.D	t	df	LM	UL	Cohen's d
Self-efficacy	Male	32.4	4.92	.96	98	-1.04	3.00	0.19395
	Female	31.0	5.28					

$p = .339$

Table 3 show that males show high level of self-efficacy then females in self-efficacy scale.

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Table 4 Mean, Standard deviation, and t-value for gender differences on Career Development (N=100)

	Gender	Mean	S.D	t	df	LM	UL	Cohen's d
Career Decision scale	Male	45.04	4.48	-1.41	98	-3.99	.67	0.28486
	Female	46.7	7.01					

$p=.161$

Result in Table 4 show that female have higher in career decision making than males in career decision scale.

DISCUSSION

Present study has been conducted to assess the relationship of self-efficacy with career development among university students. This is very important to find out the relationship of self-efficacy with career development. There are many scales that measure the level of self-efficacy in variety of situation. In present study Generalized Self-Efficacy Scale is used. It was developed by German by Matthias Jerusalem and Ralf Schwarzer in 1995. The scale was 4 point likert scale and this scale has psychometric properties. In the present research the alpha reliability self-efficacy scale is .82 which indicates that scale is internally consistent and is highly reliable.

There are many scales to measure the career development among university students such as Career Assessment Questionnaire and others, but in the present study Career Decision Scale developed by Osipow et al. in 1976. The scale was 4 point likert scale and this scale has psychometric properties. In the present research the alpha reliability Career Decision Scale is .54 which indicates that scale is internally consistent and reliable.

Result of present study includes that correlation between self-efficacy and career development is negative. Betz (1992) has studied that; low profession self-efficacy can bring about individuals to develop their interest according to their career decision making choices. It often prompts an absence of full attention to his or her capability to effectively seek after distinctive professions.

Result of present study includes that males show high level of self-efficacy then females. In addition to these discoveries on gender differences in self-efficacy, there is huge confirmation to propose that females are more likely than men to bound their profession desires and hobbies on the grounds that they accept that they do not have the essential capacities (Bandura, 1992).

Result of present study show that female have higher in career decision making than males. In citing recent confirmation that females are moving toward educational association in subjects,

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for example, math and science, yet avoiding professions in these fields, Bandura proposes that these apparent inefficacies, and additionally other socio structural encumbrances, evaluate more intensely with females than does basis arrangement when considering careers (Bandura et al., 2001).

CONCLUSION

The purpose of study to find out the relationship of self-efficacy with career development among university students. The process of investigation considered the qualitative method of analysis. Overall in this research gives an insight that people have high self-efficacy. University students face too much stress because of different problems. They need counseling to come out from stress. For this purpose counseling center needed in every university.

Limitation

Although the research was conducted by maximum effort and attention the study has following limitation.

1. The important thing which is noted that selected participants do not show any specific interest while giving the response so it is possible that it leading towards the rejection of research hypothesis.
2. There can be many errors like participants who were selected were not able to answer the correct option.
3. Sample size should be greater to increase the generalization of the result.

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