

Career Self-Efficacy and Parent Career Behavior in the Career Choice of Community College Students

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ABSTRACT

The concept of a career self-efficacy is a person ability to identify potential and systematic career planning. Meanwhile, parental career behavior involves social support and parental action in educating and helping their children to make the best career choices that will guarantee their future. It also involves the parenting style of the children. This study aimed to identify the correlation between career self-efficacy and parental career behavior in the career choice of Community College students. This study using a survey involving a total of 132 students who took certificates in various fields of specialization from several Community Colleges. The findings show that there is a relationship between the two variables. There was a significant positive relationship for career self-efficacy and career behaviour of students' parents ($r = .597, p < 0.05$). The resulting level of correlation between self-efficacy and the career behaviours of students' parents was high. The implications of the study explain that good student career planning should be aligned with the support and actions provided by parents and institutions that are sustained so that students are always confident in making decisions that involve their careers and futures. The proposal for further study is to focus on the influence the field of study among Community College students and expand the study location.

Key Words: career self -efficacy; parent career behavior; parenting style; career choice; community college students

INTRODUCTION

The concept of self-efficacy is a personal achievement, self-motivation, and well-being and for an individual to gain self-motivation in his or her life. Self-efficacy helps individuals build confidence, especially in planning their education and future career. The individual's ability needed to identify the strength and weakness in the process of systematic career planning (Mahmud, et al., 2018). Bandura (2003) defines that self-efficacy is as the individual's ability to make decisions, make judgments and organize to perform the actions required to achieve the goals that the individual wishes for based on his or her skills.

And also, self-efficacy is a positive attitudes of the individual that can be built through learning and past experiences from the past and the environment (Mahmud, et al., 2019; Mohamad & Othman, 2018). The emphasis on self-regulation developed by Albert Bandura (1986) in Socio-Cognitive theory is in line with the main attributes that an individual wants to highlight, especially involving the expectations of self-efficacy (Peter, et al., 2017; Komaraju, et al., 2013). Career self-efficacy is dynamic in nature, which is a self-perception that can change from time to time depending on the individual's ability to perform a task. According to Neo (2008), the selection of individual careers affirms that individuals learn through observation of other, more expert and knowledgeable people based on Social Cognitive Career Theory (Sidiropoulou-Dimakakou, et al., 2012). This theory also recognizes behaviors that are influenced by a single reward or repeated insistence.

If we look at the phenomena that are happening in Malaysia today, the dumping of unemployed graduates is now increasing especially during the Covid-19 pandemic. Graduates find it difficult to get a job after graduation at this time. Although this situation is associated with the pandemic issue that has hit the world, there is no doubt that among the other factors contributing to this happening is due to the fact that the graduates themselves do not have sufficient knowledge and information to find a job and do not have a clear exposure to fill the space in various sectors of employment (Mahmud, et al., 2022). The unemployment rate from the beginning of 2018 to the end of 2019 is between 3.2% to 3.4% and now, the Department of Statistics Malaysia (2020) has stated that the unemployment rate in Malaysia will start to rise from the beginning of March 2020 onwards.

In determining the future direction of success of the student, it should be started at an early stage. Among them, the selection of the corresponding field of study is especially important in determining the direction of the student's future career. AbdManaf (2004) stated in his study that the process of choosing this

field of study is a very important process as the selection of the right field can provide a variety of positive developments in the field of education and the personality of the students themselves (Abu Bakar, et al., 2020).

Career selection factors should help students to make good career choices if they are done wisely and in an orderly manner (Mahmud, et al., 2019; Mahmud, et al., 2016). This is because it can help students to determine the direction of a more important career field and a significant impact will be seen through the right selection done in the future. Therefore, apart from the self-efficacy of students that need to be emphasized, parents are also important individuals to play a role in the determination of their children's lives and careers (Jelas, et al., 2014). The children's lifestyle will be able to be patterned and shape the personality in the future through the results of parental care (Nadya, et al., 2016). The influence of the parenting style on an individual will reflect the individual's interest and inclination towards things, especially those that involve their future (Mahmud, et al., 2020). For example, the parents' career behaviour in helping the child to choose a programme of study that will involve determining the student's career field (Hashim, 2005).

The parenting style received by each individual will reflect the ability and courage in displaying self-brilliance if the individual is in a good and conducive environment (Mahmud, et al., 2020; Saleh, et al., 2006). In a nutshell, students can be helped if they are able to choose a suitable programme of study or career field to set their career direction. Guided by Anne Roe's theory (1957), the relationship between the three elements involved, namely the upbringing style, the formation of orientation and career selection, was presented by her hypothesis in the theory of career selection that she had done.

Among the hypotheses is that children who are inclined towards human identity and choose the same related careers have parents who are protective, demanding and loving. Meanwhile, parents who reject, ignore and are unpretentious will produce children who are inclined towards not being human-oriented and so will the field of work that they will be involved in in the future. Next, children who are in a state of martial tricks due to the overly demanded and overprotected parenting style of upbringing will be likely to be them towards not being human-oriented. However, there are also individuals who tend to choose a human-beneficial career if the individual has a parent who rejects, i.e., neglect and avoids seeking life satisfaction.

In this regard, this study was conducted to examine the differences and correlation career self-efficacy and parental career behaviour in career selection among community college students who are affiliated from various fields of study.

LITERATURE REVIEW

The basis for self-efficacy is through environmental factors with the individual's own self-regulating system. Based on the statement, according to Bandura (1986) it is believed that self-control over thoughts, motivations, feelings as well as behaviors, thought patterns and emotional reactions of each individual is categorized as a system of thoughts that greatly influence the self-efficacy of the person. According to a study conducted by Ayodele&Olanrewaju (2013) states that career self-efficacy and environmental factors are closely intertwined with each other. Individuals with high career self-efficacy significant correlate with strong social support from family, friends and social (Mahmud, et al., 2021; Gaddassi, et al., 2013).

Next, the career behavior of the parents involves the upbringing style, social support and actions performed by the parents in the formation of the child's life (Mahmud, et al., 2021). The dangers of an authoritarian parenting style will result in teenagers with high self-efficacy and morals. This was also compared to adolescents who had low self-efficacy when the teens had parents who adopted an authoritarian-oriented style (Aminuddin, 2016). In addition, a study conducted, found that the form of parental upbringing style is not fixed which needs to be applied specifically by parents (Ibrahim, et al., 2017). The role of educating children who feel appropriate and best depends on the wisdom of the parents. However, children should be given full social support and motivation by parents in nurturing feelings of being loved and entrusted with decision-making (Mahmud, et al., 2021)

METHODOLOGY

Research Design

The study used a survey study that aimed to examine the correlation between self-efficacy and parental influence in the career selection of Community College students. This study used a sampling method that is a subset of the population, and the sample is representative of the population. Respondents selected to answer this questionnaire must follow a number of criteria that have been set and have the same issue directly or indirectly related.

Research Sample/Participants

The study sample consisted of 132 students in Community College from various state. The study participants were students from various fields of specialization.

Data Collection Method/Instrumentation

This study was carried out using a combination of descriptive type study design, and inference. Three sections of the study questions have been provided for the study participants. The first part is the demographics section, the second part is the Career Decision Self-Efficacy- Short Form (CDSE-SF) exam and the third part is the Parent Career Behavior Checklist.

Data Analysis Method

Descriptive statistical analysis and inference statistical analysis were used in this study. The descriptive statistics used are, the skilled side of units and frequency. While inference statistics are t-tests and ANOVA and Pearson Correlation.

CDSE-SF is used to measure career self-efficacy including five sub-scales namely accurate self-assessment, obtaining job information, goal selection, decision making and problem solving. A study by Taylor and Betz (1983), found that the Cronbach's Alpha coefficient for the CDSE-SF was .96, and each subscale ranged from .86 to .89. While the Bahasa version of the CDSE that has been adapted by Mahmud (2017) found the reliability of the instrument to be .91 to .94 for the higher education student population.

The Parent Career Behavior Checklist test tool is a test tool introduced by Keller and published by Whiston and Keller (2004). The test contains 23 items that measure parents' actions related to identifiable career behaviors. The internal structure of this test contains two subscales of parental career behavior in terms of social support representing 13 items and 10 more items representing action. This test using a likert scale starting from (1) is never until (5) is very frequent. Whiston and keller (2004) found that the alpha coefficient for the overall scale is 0, 93, 0, 90 for the support subscale and 0.89 for the action subscale. This suggests that this test tool is reliable.

FINDINGS AND DISCUSSION

The results of the study in Table 1 found the demographic distribution of the respondents, which is a total of 132 people. Of that number, there are 52 (39.7%) male respondents and 80 (60.6%) female respondents. Meanwhile, based on category of study programmes, there are 10 programmes of study, namely Food Quality Processing and Control Certificate of 33 (25.0%) students, Building Construction Technology Certificate of 7 (5.3%) students, Certificate in Architecture Technology with 34 (25.8%) students, Computer and Network Certificate of 6 (4.5%) students, Culinary Certificate of 13 (9.8%) students, Certificate of Operation of Business 8 (6.1%) students, An Electrical Skills Certificate of 14 (10.6%) students, Information Technology Certificate of 5 (3.8%) students, Certificate of Travel Adventure, a total of 5 (3.8.0%) students and finally a Certificate of Design and Furniture of 7 (5.3%) students. Next, For Maternal Education Level, there are 6 categories i.e. Primary School represents 7 (5.3%) people, Secondary School represents 100 (75.8%) people, Diploma represents 10 (7.6%) people, Bachelor's Degree represents 8 (6.1%) people, Degree represents 1 (.8%) people, others represent 6 (4.5%) people and for Paternity Education level, Primary School represents 9 (6.8%) people, Secondary School represents 94 (71.2%) people, Diploma represents 15 (11.4 %) people, Bachelor's Degree represents 6 (4.5%) people, Degree represents 2 (1.5%) people and Others represent 6 (4.5%) people.

Table 1: Demography

Demography	Frequency	Frequency (%)
Frequency		
Men	52	39.4
Women	80	60.6
Total	132	100
Recitation Program		
Food Quality Processing and Control Certificate	33	25.0
Certificate in Building	7	5.3

Construction Technology Certificate in Architecture Technology	34	25.8
Computer And Network Certificates	6	4.5
Culinary Certificate	13	9.8
Certificate of Business Operation	8	6.1
Electrical Skills Certificate	14	10.6
Information Technology Certificate	5	3.8
Adventure Certificate Tourism	5	3.8
Certificate in Design and Furniture	7	5.3
Level of Maternal Education		
Primary School	7	5.3
Secondary School	100	75.8
Diploma	10	7.6
Bachelor's Degree	8	6.1
Bachelor	1	.8
Others	6	4.5
Level of Education		
Primary School	9	6.8
Secondary School	94	71.2
Diploma	15	11.4
Bachelor's Degree	6	4.5
Bachelor	2	1.5
Others	6	4.5

Differences in Career Self-Efficacy and Parental Career Behavior Based on the Gender

The results of the t-test in table 2 found that there was no significant difference for career self-efficacy and parents' career behavior based on gender, $t(132) = .096$, $p > .05$. Further analysis found that the level of self-efficacy among men is higher than that of women. This shows that both sexes between men and women are the same. The null hypothesis fails to be rejected

Table 2: Differences in Career Self-Efficacy and Parental Career Behavior Based on Community College Student Gender

Gender	Number (N)	Min	Standard Deviation	T-value	Significant value
Man	52	3.6600	.92554	-.397	.096
Women	80	3.7200	.79467	-.384	

Differences in Career Self-Efficacy and Parental Career Behavior Based on Maternal and Parental Education Levels

Based on the table below, the two-way nova analysis found that there were significant differences in career self-efficacy and career behavior of parents based on the level of maternal education ($F(1,112) = .566$, $p = .923$). Whereas, there was no significant difference in students' self-efficacy based on the level of paternal education ($F(5,112) = 473.730$, $p < .001$). However, the effect of size is large ($\eta^2 = .088$).

Table 3: Measuring differences in career self-efficacy and parental career behavior based on maternal and paternal education level

Major Effect	The amount of power is two	df	Min Squared	F	Significant level* (p)

Mother's Education	3.322	1	.664	8.71	.000
Father's Education	2.296	5	.459	.602	.503
Mother's Education	2.452	9	.459		
*Father's Education					
Error	85.486	112	.763		
Total	1897.217	132			

Relationship between Career Self-Efficacy and Parents Career Behavior

The results of the correlation test in Table 5 found that there is a significant positive relationship between career self-efficacy and the career behavior of students' parents ($r=.597$, $p < 0.05$). The level of correlation between self-efficacy and career behavior of students' parents is high. So the null hypothesis was successfully rejected.

Table 5: The relationship between career self-efficacy and career behavior of parents of Community College students

Variables	N	Min	Standard Deviation	Self-efficacy	Parental career behavior
Self-efficacy	132	2.5227	.64755	-	
Parental career behavior	132	2.5072	.67106	.597*	-

*. Correlation is significant at the 0.05 level (2-tailed).

DISCUSSION AND IMPLICATIONS

The results of the study found that there is a relationship between the two variables that can explain if the career behavior of parents who always give encouragement and support to children, then their career self-efficacy will increase. This situation gives the impression that the individual's ability to make educational and career plans will occur in a planned and systematic situation. This finding is supported by a study by Ripin, et al. (2010) which stated that the impact on children's career selection can be seen through the encouragement given by parents in their children's lives when they found that the findings showed that the encouragement and upbringing of parents showed the highest score. This clearly shows that the results of parental upbringing from an early age have a significant impact on the child's career as an adult (Jelas, et al., 2014).

Some past studies have also found that parental support affects their children's educational and career success (Rizuan, 2013; Mahmud, et al, 2017). While a study by Ologun (2001) supports Anne Roe's theory that explains the choice of a human-oriented career influenced by the friendly treatment style of parents. Therefore, parents who guide and support children will have a positive effect on their career self-efficacy.

In the context of Community College students, this finding is important as an effort to raise awareness for parents to be involved in the education and career process of their children, especially in the selection of fields of study at the primary school level. With the findings obtained through this study, parents can prepare to increase their educational knowledge in educating their children better (Mahmud, et al, 2020). For example, parents can attend classes or seminars that involve knowledge of kinship. Such an approach is able to help parents in building good relationships with their children. In addition, parents can assist their children in making better career choices in the future without coerce their desired career choices towards their children. In fact, this will also make a family more harmonious and tolerant.

These findings can also help Community Colleges to help students to build students' self-confidence through future career programmes to identify their potential and capabilities in making systematic career planning (Mahmud, et al., 2019; Sidiropoulou-Dimakakou, et al., 2012) . Good student career planning should be in line with the support and actions given by parents and the institution so that students can always be confident in making decisions that involve their career and future.

Among the suggestions that other studies in the future can be done is to examine more other factors that influence career selection among Community College students in addition to the factors that have been studied by the researchers. In addition, the next recommendation that can be done is a study that focuses on the factors that influence the field of study among Community College students. We know that Community Colleges offer a wide range of fields of study involving skills, such studies can help students to gain awareness on the importance of choosing a suitable field of study as it is closely related to their career selection in the

future. In turn, it would be better if future researchers could increase the number of respondents and expand the scope of the study location so that the data obtained is larger and thus make the results more accurate.

CONCLUSION

Each individual is unique and has its own advantages. Parents play an important role in the family to shape their children's lives. Prolonged love and trust in their children can make them strong to face life's challenges in the future. The influence of the parenting style on their children can reflect their interest and inclination towards things, especially the career path they will pursue in the future. This is because, a good environment can make the individual excel and able to make a suitable career plan in line with the lifestyle that the individual receives. In short, the selection of a good career is closely intertwined with the conducive environment that an individual goes through, especially when the individual has the full support of the parents.

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