

The copyright © of this thesis belongs to its rightful author and/or other copyright owner. Copies can be accessed and downloaded for non-commercial or learning purposes without any charge and permission. The thesis cannot be reproduced or quoted as a whole without the permission from its rightful owner. No alteration or changes in format is allowed without permission from its rightful owner.



**EFFECT OF PARENTAL INFLUENCE, PERSONALITY  
AND PERSONAL INTEREST ON THE CHOICE OF  
CAREER AMONG UNIVERSITY STUDENTS**



**MASTER OF HUMAN RESOURCE MANAGEMENT  
UNIVERSITI UTARA MALAYSIA  
JUNE 2016**

EFFECT OF PARENTAL INFLUENCE, PERSONALITY AND PERSONAL  
INTEREST ON THE CHOICE OF CAREER AMONG UNIVERSITY STUDENTS



Thesis submitted to the School of Business Management,  
Universiti Utara Malaysia, in partial fulfilment of the requirements for the degree  
Master of Human Resource Management

## **PERMISSION TO USE**

In presenting this project paper in partial fulfilment of the requirements for a postgraduate degree from Universiti Utara Malaysia, I agree that the University Library makes a freely available for inspection. I further agree that permission for copying of this project paper in any manner, in whole or in part, for scholarly purpose may be granted by my supervisor or, in their absence by the Dean of School of Business Management. It is understood that any copying or publication or use of this project paper or parts thereof for financial gain shall not be given to me and to Universiti Utara Malaysia for any scholarly use which may be made of any material from my project paper.

Request for permission to copy or make other use of materials in this project paper, in whole or in part should be addressed to:

**Dean of School of Business Management  
Universiti Utara Malaysia  
06010 UUM Sintok  
Kedah Darul Aman**



**UUM**  

---

**Universiti Utara Malaysia**

## ABSTRACT

This study was conducted to examine the effect of parental influence, personality and personal interest in the choice of career among university students. A total of 357 students from Universiti Utara Malaysia (UUM) participated in this study. The data collected were processed using Statistical Package for Social Science (SPSS ver.20). Data was collected using questionnaires. Statistical techniques such as Descriptive, Pearson Correlation and Multiple Regression Analysis were used to find answers to the research questions. The results showed that the career choices have a significant and positive relationship with parental influence. For the dimensions of personality, namely extraversion and neuroticism have significant relationship with career choices. While the other personality dimensions such as agreeableness, conscientiousness and openness were not related to career choices. For personal interest factor, realistic, investigative and conventional have relationship with the career choice. Whereas, artistic, social, and enterprising have no relationship with the career choice. Limitations of the study, suggestion for the future study, theoretical and practical implications were also discussed in the study

**Keywords:** *career choice, parental influence, personality, personal interest.*



## ABSTARK

Kajian ini dijalankan untuk mengkaji kesan pengaruh ibu bapa, personaliti dan minat peribadi terhadap pemilihan kerjaya di kalangan pelajar universiti. Seramai 357 pelajar Universiti Utara Malaysia (UUM) menyertai kajian ini. Data yang dikumpul telah diproses dengan menggunakan *Statistical Package for Social Science (SPSS)* versi 20. Data dikumpul melalui pendedaran soal selidik. Teknik statistik seperti diskriptif, analisis korelasi dan analisis regresi digunakan bagi mencari jawapan untuk setiap persoalan kajian yang dibentuk. Hasil kajian menunjukkan bahawa pilihan kerjaya mempunyai hubungan yang signifikan dan positif dengan pengaruh ibu bapa. Dapatan kajian juga menunjukkan dimensi personaliti iaitu *extraversion* dan *neuroticism* mempunyai hubungan signifikan dengan pilihan kerjaya. Walaubagaimanapun, dimensi personaliti lain seperti *agreeableness*, *conscientiousness* dan *openness* tidak mempunyai hubungan dengan pilihan kerjaya. Bagi faktor minat peribadi, *realistic*, *investigative* dan *conventional* mempunyai hubungan dengan pilihan kerjaya. Manakala, *artistic*, *social*, dan *enterprising* tidak mempunyai hubungan signifikan dengan pilihan kerjaya. Batasan kajian, cadangan kajian dimasa hadapan, implikasi teori dan praktikal turut dibincang dalam kajian ini.

Kata kunci: *pemilihan kerjaya, pengaruh ibu bapa, personaliti, minat peribadi*



UUM  
Universiti Utara Malaysia

## ACKNOWLEDGEMENT

All praise be to Allah, for His mercy in giving me the health, patience, strength and courage to complete this study and overcome every challenge in my learning pathway. I am humbled to thank many people that have helped me to complete this study, firstly, I would like to express my special appreciation, and gratification to my project paper supervisor, Dr. Tan Fee Yean who is always there to give her advice, guidance, encouragement and sharing generous amount of time and knowledge throughout the process of completing this study.

I deeply appreciate my parents, Mr. Abdul Malik Ahmad and Mdm. Khadijah Md. Desa, my siblings and my family for their endless love, support and belief in me.

My sincere appreciation to students of Universiti Utara Malaysia who are willing to participate in the study and answering questionnaires.

A great appreciation to my friends; Izzati Firdiana Kamarol Bahrin, Noraini Mohamad, Nur Asilah Mohd Taib, Zati Iwani Zulkarnain, Nor Ajmah Mohd Yassin and Nur Farah Hanis Zainon who give support, meticulous ideas and friendship for me to complete my study in Master of Human Resource Management. Special thanks to my best friends, Mazidah Ali, who always encourage me in studies.

Finally, may Allah bless and reward all of you who had made this work a success and may it be accepted as our Act of Obedience to Him.

## TABLE OF CONTENT

|                                     |                                 |               |
|-------------------------------------|---------------------------------|---------------|
| <b>CERTIFICATION</b>                | <b>OF</b>                       | <b>THESIS</b> |
| <b>WORK.....</b>                    | <b>ii</b>                       |               |
| <b>PERMISSION TO USE.....</b>       |                                 |               |
| <b>iii</b>                          |                                 |               |
| <b>ABSTRACT.....</b>                |                                 | <b>iv</b>     |
| <b>ABSTRAK.....</b>                 |                                 | <b>v</b>      |
| <b>ACKNOWLEDGEMENT.....</b>         |                                 | <b>vi</b>     |
| <b>TABLE</b>                        |                                 | <b>OF</b>     |
| <b>CONTENT.....</b>                 | <b>vii</b>                      |               |
| <b>LIST OF TABLE.....</b>           |                                 | <b>ix</b>     |
| <b>LIST OF FIGURE.....</b>          |                                 | <b>x</b>      |
| <b>LIST OF ABBREVIATION.....</b>    |                                 | <b>xi</b>     |
| <b>CHAPTER 1: INTRODUCTION</b>      |                                 |               |
| 1.1                                 | Background                      | The           |
| Study.....                          | Of                              | 1             |
| 1.2                                 | Problem Statement.....          | 3             |
| 1.3                                 | Research                        |               |
| Question.....                       |                                 | 8             |
| 1.4                                 | Research Objectives.....        | 8             |
| 1.5                                 | Significant Of The Study.....   | 9             |
| 1.6                                 | Scope                           | Of            |
| Study.....                          |                                 | 10            |
| 1.7                                 | Definition Of Key Term .....    | 10            |
| 1.8                                 | Organization Of The Thesis..... | 13            |
| <b>CHAPTER 2: LITERATURE REVIEW</b> |                                 |               |
| 2.1                                 | Introduction.....               | 15            |
| 2.2                                 | Definition                      | and           |
| Variables.....                      |                                 | Conceptual    |
|                                     | 15                              | Of            |
| 2.2.1                               | Career                          |               |
| choice.....                         |                                 | 15            |
| 2.2.2                               | Parents influence.....          | 17            |
| 2.2.3                               | Personality.....                | 19            |
| 2.2.4                               | Personal interest.....          | 20            |
| 2.3                                 | Gaps in the Literature.....     | 23            |
| 2.4                                 | Research                        |               |
| Framework.....                      |                                 | 26            |
| 2.5                                 | Underpinning Theory.....        | 27            |



|       |  |    |
|-------|--|----|
| 2.5.1 | Traits and Factor Theory.....              | 27 |
| 2.5.2 | Anne-Reo Career Choice Theory.....         | 28 |
| 2.5.3 | Holland Career Choice Theory.....          | 29 |
| 2.6   | Hypothesis Development.....                | 31 |
| 2.6.1 | Parental influence and career choice ..... | 31 |
| 2.6.2 | Personality and career choice.....         | 33 |
| 2.6.3 | Personal interest and career choice.....   | 36 |
| 2.7   | Chapter Summary.....                       | 40 |

### CHAPTER 3: RESEARCH METHODOLOGY

|     |   |    |
|-----|---|----|
| 3.1 | Introduction.....                         | 41 |
| 3.2 | Research Design.....                      | 41 |
| 3.3 | Measurement and Questionnaire Design..... | 43 |
| 3.4 | Population and Sample.....                | 50 |
| 3.5 | Data Collection Technique.....            | 53 |
| 3.6 | Pilot Test.....                           | 54 |
| 3.7 | Data Analysis Technique.....              | 56 |
| 3.8 | Chapter Summary.....                      | 57 |

### CHAPTER 4: DATA ANALYSIS AND FINDING

|     |   |    |
|-----|---|----|
| 4.1 | Introduction.....                             | 58 |
| 4.2 | Responses Rate.....                           | 58 |
| 4.3 | Respondent's Demographic Characteristics..... | 58 |
| 4.4 | Reliability Analysis.....                     | 62 |
| 4.5 | Descriptive Analysis.....                     | 63 |
| 4.6 | Pearson Correlation Analysis.....             | 64 |
| 4.7 | Multiple Regression Analysis.....             | 67 |
| 4.8 | Chapter Summary.....                          | 69 |

### CHAPTER 5: CONCLUSION

|       |  |    |
|-------|--|----|
| 5.1   | Introduction.....  | 70 |
| 5.2   | Discussion.....  | 70 |
| 5.2.1 | To examine the relationship between parental influence and |    |

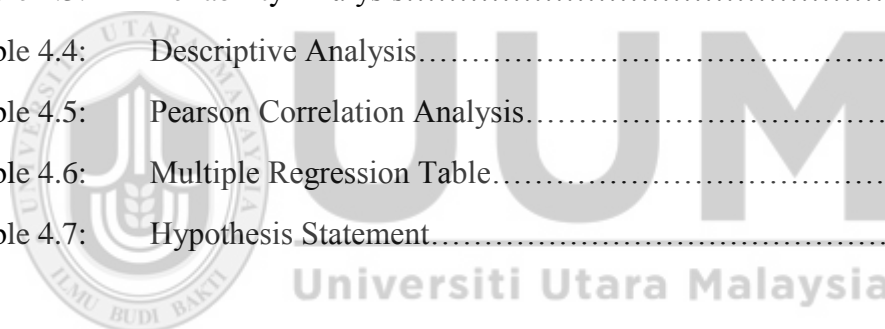
|  |           |
|--|-----------|
| career choice .....  | 70        |
| 5.2.2 To examine the relationship between personality and career choice.....       | 71        |
| 5.2.3 To examine the relationship between personal interest and career choice..... | 74        |
| 5.3 Limitation of the Study.....   | 77        |
| 5.4 Implication of Study.....  | 77        |
| 5.4.1 Theoretical implication.....   | 78        |
| 5.4.2 Practical implication.....   | 79        |
| 5.5 Recommendation and Suggestion for Future Study.....                            | 80        |
| 5.5.1 Recommendation.....  | 80        |
| 5.5.2 Suggestion for future study.....   | 81        |
| 5.6 Conclusion.....  | 82        |
| <b>REFERENCE.....</b>  | <b>84</b> |
| <b>APPENDIX.....</b>   | <b>93</b> |



**UUM**  
 Universiti Utara Malaysia

## LIST OF TABLE

|            |   |    |
|------------|---|----|
| Table 2.1: | Big Five Model Dimension.....   | 20 |
| Table 2.2: | Holland Career Choice Theory.....   | 31 |
| Table 3.1: | Items and Sources of Items for Each Variable.....   | 44 |
| Table 3.2: | The Distribution of Universiti Utara Malaysia Students according<br>to School and Gender..... | 51 |
| Table 3.3: | Population and Sampling.....  | 52 |
| Table 3.4: | Reliability Result of the Variables and Its Dimension.....                                    | 55 |
| Table 3.5: | Level of Relation Power.....  | 57 |
| Table 4.1: | Survey Responses.....   | 58 |
| Table 4.2: | Profile of Respondents.....   | 61 |
| Table 4.3: | Reliability Analysis.....   | 62 |
| Table 4.4: | Descriptive Analysis.....   | 63 |
| Table 4.5: | Pearson Correlation Analysis.....   | 66 |
| Table 4.6: | Multiple Regression Table.....  | 67 |
| Table 4.7: | Hypothesis Statement.....   | 68 |



## LIST OF FIGURE

Figure 2.1: Factors that influencing career choice among university student.....26



## LIST OF ABBREVIATION

|                |   |
|----------------|---|
| UUM            | Universiti Utara Malaysia                             |
| UKM            | Universiti Kebangsaan Malaysia                        |
| SDS            | Self-directed Search                                  |
| COB            | College of Business                                   |
| CAS            | College of Arts and Science                           |
| COLGIS         | College of Laws, Government and International Studies |
| CGPA           | Cumulative Grade Point Average                        |
| BPM            | Bachelor of Public Management                         |
| BDM            | Bachelor of Development Management                    |
| INTAFF         | Bachelor of International Studies                     |
| BBA            | Bachelor of Business Administration                   |
| B. Edu         | Bachelor of Education                                 |
| B. Acct.       | Bachelor of Accounting                                |
| BIBM           | Bachelor of International Business Management         |
| B. Ec.         | Bachelor of Economy                                   |
| B. Fin.        | Bachelor of Finance                                   |
| BHRM           | Bachelor of Human Resources Management                |
| BTM            | Bachelor of Tourism Management                        |
| B. Sc. Ec.     | Bachelor of Science Economy                           |
| B. Mrktg.      | Bachelor of Marketing                                 |
| LLB            | Bachelor of Law                                       |
| B. Ent.        | Bachelor of Entrepreneurship                          |
| BHM            | Bachelor of Hospitality Management                    |
| BSWM           | Bachelor of Social Work Management                    |
| B. POM         | Bachelor of Operation Management                      |
| BIFB           | Bachelor of Islamic Financial Banking                 |
| B. Couns.      | Bachelor of Counselling                               |
| B. Media Tech. | Bachelor of Media Technology                          |
| BIT            | Bachelor of Information Technology                    |
| B. Banking     | Bachelor of Banking                                   |
| B. Comm.       | Bachelor of Communication                             |

|                     |   |
|---------------------|---|
| B. Event Mgmt.      | Bachelor of Event Management                        |
| B. Sc. Ind.         | Bachelor of Science Industry                        |
| B. Tech. Mgmt.      | Bachelor of Technology Management                   |
| BMA                 | Bachelor of Muamalat Administration                 |
| B. Sc. AgriBus Mgt. | Bachelor of Science Agriculture Business Management |
| B. Sc. IT           | Bachelor of Science Information Technology          |
| BRMI                | Bachelor of Risk Management and Insurance           |
| B. Sc. Multimedia   | Bachelor of Science Multimedia                      |
| B. Sc. Math.        | Bachelor of Science Mathematic                      |
| B. Sc. Dec.         | Bachelor of Science Decision                        |



**UUM**  
 Universiti Utara Malaysia

# CHAPTER 1

## INTRODUCTION

### 1.1 Background of the Study

Each individual has their own preferences in choosing a right career and the career that can bring secure to them in the future. Besides, career is considered as a decisive mean in determining whether a person is successful in his or her life or vice versa. Every individual has different preferences, opinion and interest about a matter. Likewise, in career choice, the right choice of career should be made earlier so there will be no regret in the future. Having the right career can provide satisfaction to each person. On the other hand, choosing the wrong career can make a person feel bored, in fact, it can be a worse option that can ruin the person's future. Therefore, it is important for a person to have a lot of consideration about career choice.

According to Nor Qhuzaimah, Norhidayu, Siti Fasihah and Syafinaz (2013), career choice is an important aspect in the individual life. This is because, career will determine the pattern of the role that will be played by the individual in society. But, to choose a career which meets the needs, interests, talents, abilities and qualification is not easy. This is due to, the selected job will affect self-concept, values, prosperity and individual life satisfaction.

Career choice is an ongoing process which starts from the childhood up to the school level, higher education and adult as mention by Super Development Career Theory (Ishamumudin, 2007). In addition, prior researchers such as Holland (1959), and

The contents of  
the thesis is for  
internal user  
only



## REFERENCES

- Abdullah, N. H. (2001). *Kajian terhadap minat kerjaya di kalangan pelajar di sekolah menengah teknik Pengkalan Chepa* (Unpublished Master Thesis). Johor: Universiti Tun Hussein Onn Malaysia.
- Agarwala, T. (2008). Factors influencing career choice of management students in India. *Career Development International Journal*, 13(4), 362-376.
- Ahmad Che Yaacob & Abdul Halim Ramli. (2004). *Teori pemilihan kerjaya dan faktor yang mempengaruhi pemilihan kerjaya*. (Unpublished Degree Thesis). Johor: Universiti Teknologi Mara Johor.
- Akinade, E. A., Sokan, B. O., & Osarenren, N. (1996). *Introduction to guidance and counselling: A basic text for colleges and university*. Nigeria: Caltop.
- Amir Awang. (1983). Memilih pekerjaan. *Dewan Masyarakat* 21(12), 4-7.
- Basavage, R. (2007). *Gender-role stereotyping and how it relates to perceived future career choices among children in elementary school*. (Unpublished Master Thesis). United States: University Of Wisconsin-Stout.
- Bassili, J. N. (2008). Motivation and cognitive strategies in the choice to attend lectures or watch them online. *Journal of Long Distance Learning Education*, 22(3), 129-148.
- Beggs, J. M., Bantham, J. H., and Taylor, S. (2008). Distinguishing the factors influencing college students' choice of major. *College Student Journal*, 42(2), 381.
- Bojuwoye, O. & Mbanjwa, S. (2006). Factors impacting on career choices of Technicon students from previously disadvantaged high schools. *Journal of Psychology in Africa*, 1, 3-16.
- Boon, Y., & Ilias, S. Z. M. (2011). Faktor-faktor yang mempengaruhi pemilihan profesion perguruan di kalangan pelajar tahun 4 perdana, jabatan pendidikan teknikal dan kejuruteraan, fakulti pendidikan UTM. *Journal of Technical, Vocational and Engineering Education*, 1, 22-40
- Borchert, M. (2002). *Career choice factors of high school students* (Unpublished Master's Thesis). United States: University Of Wisconsin - Stout, Menomonie.
- Bratko, D., Chamorro, P. T. & Saks, Z. (2006). Personality and school performance: incremental validity of self-and peer-ratings over intelligence. *Personality and Individual Differences*, 41(1), 131-142.
- Buabeng, I., Ampiah, J. G., & Nelson, Q. R. (2012). *Gender and behaviour*, 10(1), 4574 -4584.

- Burch, G. S. T. & Neil, A. (2008). *Personality as predictor of work related behaviour and performance: recent advances and directions for future. International review of industrial and organization*. New Jersey: John Wiley & Sons Ltd.
- Cattel, H. E. P, & Mead, A. D. (2008). *The sage handbook of personality theory assessment*. Los Angeles: Sage Publications Ltd.
- Cavana, R. Y., Delahaye, B. L., & Sekaran, U. (2001). *Applied business research: qualitative and quantitative methods*. Australia: John Wiley & Sons Australia Ltd.
- Charlton, J. (2012). *How your personality type influences your career choice and success*. Retrieved on September 12, 2015 from <http://www.workopolis.com/content/advice/article/how-your-personality-type-influences-your-career-choices-and-success/>
- Chartrand, J. M., Rose, M., L., Elliott, T. R., Marmarosh, C., & Caldwell, S. (1993). Peeling back the onion: personality, problem solving, and career decision-making style correlates of career indecision. *Journal of Career Assessment*, 1(1), 66-82.
- Chiaburu, D. S., Van Dam, K., & Hutchins, H., M. (2010). Social support in the workplace and training transfer: A longitudinal analysis. *International Journal of Selection and Assessment*, 18(2), 187-200.
- Chemeli, S. P. (2013). An assessment of the relationship between students' personality types and career aspiration in Eldora West District, Kenya. *Journal of Emerging Trends in Educational Research and Policy Studies* 4(2), 383-391.
- Christine, M. D. (2003). *Factors influencing career choice of Native American and Caucasian American high school students: A replication study*. (Unpublished Master Thesis). United States: University Of Wisconsin Stout.
- Chua, Y. P. (2006). *Research methods*. Shah Alam: McGraw-Hill Education.
- Coakes, S.J. and Steed, L.G. (2003). *SPSS: Analysis without Anguish*. Australia: John Wiley & Sons, Ltd.
- Costa, P. T. Jr., & McCrae, R. R. (1992). *Revised neo personality inventory (Neo-Pi-R) and Neo five-factor inventory (Neo-FFI)*. Professional Manual. Odessa, FL: Psychological Assessment Resources.
- Desimone, R. L., Werner, J. M. & Harris, D. M. (2002). *Human resource development*. United States of America: Harcourt College Publishers.
- Dharsee, N. (2010). *Parental influence on career choices*. Retrieve on February 20, 2016 from <http://www.peoplepower.co.tz/aspire/article/?id=33>

- Edwards, K., and Quinter, M. (2011). Factors influencing students career choices among secondary school students in Kisumu Municipality, Kenya. *Journal of Emerging Trends in Educational Research and Policy Studies* 2(2), 81-87
- Eremi, M. D. (2014). Comparative analysis of factors influencing career choices among senior secondary school students in Rivers State, Nigeria. *Arabian Journal of Business and Management Review*, Vol. 4, No.4.
- Ezeani, N. S. (2013). Career Choice: A basic issue in primary and secondary school level. *Arabian Journal of Business and Management Review* (Nigerian Chapter) Vol. 2. 18-28.
- Faizah Abd Ghani & Siti Noorazzura. (2010). *Hubungan trait personaliti dengan pemilihan kursus di kalangan pelajar sarjana muda teknologi serta Pendidikan elektrik* (Unpublished Thesis). Skudai: Universiti Teknologi Malaysia.
- Feldman, D. C. (2003). The antecedents and consequences of early career indecision among young Adults. *Human Resource Management Review*, 13, 499-531.
- Feldt, R. C., & Woelfel, C. (2009). Five-factor personality domains, self-efficacy, career-outcome expectations. *College Student Journal*, 43(2).
- Fizer, D., (2013). *Factor affecting career choice Of college students enrolled in agriculture* (Unpublished Thesis). Martin: University Of Tennessee.
- Fong, W. H. (2012). *The role of personality in the career choice commitment of university students in Hong Kong*. Australia: University Of Newcastle.
- Gates, R. (2002). *Sociological methods*. New York: McGraw-Hill.
- Gostein, T. (2003). *Attitudes to flexible working and family life*. New York: Joseph Rowntree Foundation Policy Press.
- Gushue, G. V., & Whitson, M. L. (2006). The relationship among support, ethnic identity, career decision self-efficacy, and outcome expectations in African American high school students: Applying social cognitive career theory. *Journal of Career Development*, 33, 112-124.
- Green, S. B., Salkind, N., & Akey, T. (1997). *Using SPSS for windows: Analyzing and Understanding data*. New Jersey: Prentice Hall.
- Hairunnaja Najmuddin (2005). *Membimbing remaja memilih pendidikan & kerjaya*. Pahang: PTS Professional Publishing.
- Herbert, D. (2005). Heredity and environment development in human. *Educational Psychology Journal*, Pg. 20.
- Hewitt, J. (2010). *Factors influencing career choice*. Retrieved from [www.ehow.com](http://www.ehow.com) on September 9, 2015.

- Hin, H. K., Tim, K. L., Leung, Y., Fleming, B., Vikis, E., & Yoshida, E., M. (2007). Factors influencing career choices made by residents, medical students, and practising physicians. *British Columbia Medical Journal*, Vol. 49, No. 9, 482-489.
- Hirschi, A., Niles, S. G., & Akos, P. (2010). Engagement an adolescent career preparation: social support, personality and the development of choice decidedness and congruence. *Journal of Adolescence*, 34, 173-182.
- Holland, J. L. (1971). *A counselor's guide for use with the self-directed search for educational and vocational planning*. California: Counselling Psychologists Press.
- Holland, J. L. (1985). *Making vocational choices: A theory of vocational personalities and work environment* (2<sup>nd</sup> Edition). Englewood Cliffs, New Jersey: Prentice-Hall.
- Hooley, T. (2012). How the internet changed career: Framing the relationship between career development and online expertise. *Journal of the General Institute for Career Education and Counselling* (Nicec), 29.
- Hussain, S., Abbas, M., Shahzad, K., & Asiya, S. B. (2011). Personality and career choice. *African Journal of Business Management* Vol. 6(6), 2255-2260.
- Ibrahim, U. (2014). Factor influencing students career choice in accounting: The case of Jobe State University. *Journal of Finance and Accounting*, Vol. 5 No. 17.
- International Personality Item Pool. (2001). *A scientific collaborator for the development of advanced measures of personality traits and other individual differences*. Retrieve on February 5, 2016 from <http://ipip.ori.org>.
- Ishak Yussof, Rahmah Ismail & Robiah Sidin. (2008). *Graduan dan alam pekerjaan: kes siswazah UKM* (Unpublished Thesis). Bangi: Universiti Kebangsaan Malaysia.
- Ishammudin Ismail (1997). *Tinjauan terhadap faktor-faktor yang berkaitan dengan pemilihan kerjaya pelajar-pelajar di pusat matrikulasi Universiti Islam Antarabangsa Malaysia*. (Unpublished Thesis). Bangi: Universiti Kebangsaan Malaysia.
- Jemima, K., Michael, B. & Rebecca, O. (2011). *Factor determining career choice among Daystar University undergraduate students* (Unpublished Thesis). Kenya: Kenya University.
- John, C. S., Kenneth, A. F., & Corinna, A. E. (2006). *Holland's Theory and pattern of college student succes*. Retrieve on June 18, 2016 from [nces.edu.gov/npec/pdf/smart\\_team\\_report.pdf](http://nces.edu.gov/npec/pdf/smart_team_report.pdf)

- Kemboi, R. J. K., Kindiki, N., & Misigo, B. (2016). Relationship between personality types and career choice of undergraduates students: A Case of Moi University, Kenya. *Journal of Education and Practice, Vol. 7* No. 3.
- Kerr, I. (2007). *Understanding careers. The metaphors of working live*. United Kingdom: Sage Publication, Inc.
- Khaidzir Ismail, Khairil Anwar, Shaharuddin Ahmad & Jumali Selamat. (2010). Profil personaliti bakal calon majlis perwakilan pelajar UKM: Suatu perbandingan antara lelaki dan wanita. *Jurnal Personalita Pelajar, Bil. 13*.
- Khairul Anwar Mastor. (2006). Personaliti malu dan psikologi membuat keputusan di kalangan pelajar Melayu. *Jurnal Pengajian Umum, 7*.
- Kniveton, B. H. (2004). The influences and motivations on which students base their choice of career. *Journal of Research in Education, 72*, 47–59.
- Krejcie, R. V., & Morgan, D. W. (1970). Determining sample size for research activities. *Educational and Psychological Measurement, 30*, 607-610
- La T. T. (2009). *Factors influencing the educational and career choices of senior high school students: A case study in Vietnam*. (Doctoral Dissertation). Retrieved on February 20, 2016 from ProQuest Dissertations And Theses.
- Larsen, R. J., & Buss, D. M. (2005). *Personality psychology: Domains of knowledge about human nature* (2<sup>nd</sup> ed.). New York: McGraw Hill.
- Leong, F.T. L. & Brown, M. T. (1995). *Theoretical issues on cross cultural career development; cultural validity and cultural specificity*. New Jersey: Lawrence Erlbaum Associates, Inc.
- Lounsbury, J. W., Hutchens, T. & Loveland, J. M. (2005). An investigation of Big Five Personality Traits and career decidedness among early and middle adolescents'. *Journal of Career Assessment, 13*(1), 25-39.
- Lowman, R. L. (2003). *Handbook of psychology*. United Stated: John Wiley And Sons.
- Lugumila, U. (2010). *The influence of gender stereotyping on career choice among secondary school students*. (Unpublished Dissertation). Tanzania: University Of Dar Es Salaam.
- Maina, B. N. (2013). *Factors influencing career choice among undergraduate students in public university in Kenya – A case of compassion international sponsored students* (Unpublished Master Thesis). Kenya: University Of Nairobi.
- Mao, C. H. (2013). *The role of personality and parental support in Taiwanese college students' career self-efficiency* (Unpublished Thesis). Taiwan: Chihlee Institute of Technology.

- Mat Jusoh (2012). *Keperluan perkhidmatan bimbingan kaunseling kerjaya pelajar tingkatan empat SMV dalam pemilihan kerjaya* (unpublished thesis). Johor: Universiti Tun Hussein Onn Malaysia.
- Mayer, J.D. (2007). *Personality: A system approach*. Boston: Allyn & Bacon.
- Miller, M. J., & Miller, T. A. (2005). Theoretical application of Holland's theory to individual decision-making styles: Implications for career counsellors. *Journal of Employment Counselling*, 42, 20-28.
- Mohamad, M. K. (2012). *Pengaruh minat terhadap prestasi pelajar program diploma kemahiran mara* (unpublished thesis). Johor: Universiti Tun Hussein Onn Malaysia.
- Mohd. Huzaeme Mat Radzi. (2013). *Faktor-faktor yang mempengaruhi pemilihan kerjaya di sektor awam: Kajian kes pelajar semester akhir program pengurusan awam Universiti Utara Malaysia sesi 2012/2013* (unpublished thesis). Sintok: Universiti Utara Malaysia
- Mohd Sharif & Roslee. (2006). *Bimbingan dan kerjaya. konsep dan amalan kerjaya kontemporari*. Skudai: Penerbit UTM
- Mohd. Mokhtar Din. (1995). *Hubungan aspirasi dan pemilihan kerjaya berdasarkan minat dan personaliti dengan ciri-ciri demografi: Kajian di kalangan pelajar SMKA di Pulau Pinang* (unpublished thesis). Sintok: Universiti Utara Malaysia.
- Mount, M. K., Murray, R. B., & Steve, M. S. (2005). Higher-order dimension of the Big Five Personality traits and the Big Six Vocational interest type. *Journal of Personality Psychology*, 58, 447-165.
- Mukesh, K., Salim, A. T. & Ramayah, T. (2013). *Business research method*. Selangor: Oxford Fajar Sdn. Bhd.
- Muraguri, J. M. (2011). *Factors influencing degree choices among female undergraduate students at the University Of Nairobi – A case study of the 2010/2011 cohort* (unpublished Research Project). Kenya: University Of Nairobi.
- Muthukrishna. N. & Sokoya G. O. (2008). Gender differences in pretend play amongst school children in Durban, Kwazulu-Natal, South Africa. *Gender and Behaviour Journal*, 6(1), 1577–1590.
- Mwai, A. M. T. (2011). *A study of gender differences in career choice in the Kenyan State corporations* (Unpublished Research Project). Kenya: University Of Nairobi.
- Noor Azlan Ahmad Zanzali & Noridah Rahmat. (2010). *Faktor-faktor yang mempengaruhi pemilihan kerjaya perguruan di kalangan pelajar - pelajar*

*fakulti pendidikan, Universiti Teknologi Malaysia* (unpublished thesis).  
Skudai: Universiti Teknologi Malaysia

- Noor Qhuzaimah Arisan, Norhidayu Samsury, Siti Fasiah Yusoff & Syafinaz Zolkifli. (2013). *Faktor-faktor yang mempengaruhi pemilihan kerjaya dalam kalangan pelajar tempatan Universiti Kebangsaan Malaysia (UKM) kampus Bangi*. (Unpublished Thesis). Bangi: Universiti Kebangsaan Malaysia.
- Ogunlade, J. O & Akeredolu, S. A. (2012). Influence of counselling on career preference among secondary school students in Ekiti State, Nigeria. *Journal of Sociology, Psychology and Anthropology in Practice*, Vol.4, (3), 26-30.
- Okeke, S. (2000). *Occupational choice: An approach to general theory*. New York: Columbia University Press.
- Olando, C. (2010). *Counselling needs of adults*. Lagos: Joy Press Ltd
- Omari, S. G. (2014). *Strategic factors that influence student's career choice in Kenyan Universities: A study of United States International University* (Unpublished Master of Business Administration Thesis). Kenya: United States International University.
- Onoyase, D. & Onoyase, A. (2009). The relationship between personality types and career choice of secondary school students in federal government college in Nigeria. *Anthropologist Journal*, 11(2), 109-115.
- Otto, L. B. (2000). Youth perspectives on parental career influence. *Journal of Career Development*, 27(2), 111-118.
- Oyamo, T., & Amoth, M. (2008). *Seasons of a man's life*. New York: Knopf.
- Pervin, L. A., Cervone, D. & John, O. P. (2005). *Personality: Theory and research* (9<sup>th</sup> Ed.). Hoboken: John Wiley & Sons.
- Piaw, C.Y. (2012). *Mastering research method*. Selangor, Malaysia: McGraw Hill.
- Porter, S. R., & Umbach, P. D. (2006). College major choice: An analysis of person environment. *Research in Higher Education*. 47(4), 429-449.
- Robbins, S. P. & Judge, T. A. (2013). *Organization behavior* (15th Ed.). England: Pearson Education.
- Roslina Mohd Alias. (2011). *Faktor pendorong pelajar bukan bumiputera memilih sektor awam* (Unpublished Thesis). Sintok: Universiti Utara Malaysia.
- Sabitha Marican (2009). *Penyelidikan sains sosial - pendekatan pragmatik*. Batu Caves: Edusystem Sdn. Bhd.
- Salkind, N. J. (2009). *Exploring research* (7<sup>th</sup> ed.). United States: Pearson Education.

- Salni Selamat. (2000). *Pengaruh ibubapa dalam pemilihan kerjaya di kalangan remaja: Kajian kes di sekitar Jitra dan Changlun*. (Unpublished Thesis). Sintok: Universiti Utara Malaysia.
- Sarah, B., John, S., & Karl, T. (2004). *What will I be when I grow up? An analysis of childhood expectations and career outcomes*. England: University of Leicester.
- Sekaran, U. (2003). *Research methods for business: A Skill building approach* (4th ed.). New York: John Wiley & Sons Inc.
- Sekaran, U. & Bougie, R. (2009). 2009). *Research methods for business: A skill building approach* (5<sup>th</sup> ed.). New York: John Wiley & Sons Inc.
- Sekaran, U., & Bougie, R. (2010). *Research methods for business*. United Kingdom: John Wiley.
- Sharf, R. S. (2002). *Applying career development theory to counselling* (3<sup>rd</sup> ed.). Belmont: Brooks/Cole Publishing.
- Shumba, A. & Naong, M. (2012). Factors influencing students' career choice and aspirations in South Africa. *Journal of Social Science*, 33(2), 169-178.
- Sidek Mohd Noh. (2002). *Perkembangan kerjaya: Teori dan praktis*. Selangor: Universiti Putra Malaysia
- Siti Khairani Mat Aris. (2012). *Alihan kerjaya pekerja bidang teknikal kepada bidang pendidikan dalam kalangan pengajar MTUN* (unpublished Thesis). Johor: Universiti Tun Hussien Onn.
- Small J. & McClean, M. (2002). Factors impacting on the choice of entrepreneurship as career by barbadian youth: A preliminary assessment. *Journal of Eastern Caribbean Studies*, 27(4), 30–54.
- Smith, F. (2000). *Adaptation to life*. Cambridge: Harvard University Press.
- Smith, R. M. (2011). *Personality traits and career decidedness: An empirical study of university students*. (Unpublished PhD. Dissertation). University Of Tennessee. Retrieve from [http://trace.tennessee.edu/utk\\_graddiss/1027](http://trace.tennessee.edu/utk_graddiss/1027) on April 15, 2016.
- Splaver, S. (2000). *Your Personality and Your Career*. New York: Julian Messner.
- Swinhoe, K. (2007). Factors affecting career choice among full-time students in a college of commerce. *Journal of the Vocational Aspect* 19(43), 139-154.
- Taylor, S. (2004). *The psychology of career*. San Francisco: Jossey-Bass Thomson Learning.



- Trauth, H. (2002). *Aging well: Surprising guideposts to a happier life from the landmark Harvard study of adult development*. Boston: Little, Brown.
- Tom, S. (2015). *John Holland's Theory of career choice – Theories every career adviser should know*. Retrieve from <https://runninginaforest.wordpress.com/2015/01/14/john-hollands-theory-of-career-choice-theories-every-careers-adviser-should-know/> on June 18, 2016
- Vianen, A. E. M., De Peter, I. E., & Preenen, P. T. Y. (2009). Adaptable careers: maximizing less and exploring more. *The Career Development Quarterly*, Vol. 57.
- Wildman, M. L., & Torres, R. M. (2002). Factors influencing choice of major in agriculture. *North American College and Teachers in Agriculture Journal*, 46(3), 4.
- Wong, S. C. K., & Jing, L., G. (2010). Will parental influence affect career choice? Evidence from hospitality and tourism management students in China. *International Journal of Contemporary Hospitality Management*, 22(1), 82-102.
- Youssef, M. A. M. (1984). *Factors affecting career choice and labour market success for Egyptian university graduates*. (Unpublished Thesis). Columbus: The Ohio State University.
- Yusof, Y. (2013). *Faktor pemilihan kerjaya kejuruteraan dalam kalangan pelajar wanita pelbagai jenis personaliti di politeknik negeri Kedah* (Unpublished Thesis). Johor: Universiti Tun Hussein Onn Malaysia.
- Zainuddin Zakaria. (1998). *Hubungan antara pemilihan kerjaya di bidang artistik dengan personaliti artistik*. Kertas Projek Ijazah Sarjana Muda Pendidikan Bimbingan Kaunseling. Serdang: Universiti Pertanian Malaysia.
- Zhang, L. (2003). *Does the big five predict learning approaches? Personality and individual differences*, 34, 1431–1446.
- Zhao, H. & Scott, E. S. (2006). The big five personality dimensions and entrepreneurial status: A meta-analytical review. *Journal Application Psychology* 31(2), 259-271.
- Zikmund, W., G. (2003). *Business research methods*. United States: Thomson/South-Western.