

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.



**CAREER CHOICE AMONG UNDERGRADUATE  
STUDENTS OF UNIVERSITI UTARA MALAYSIA**

**ADILLA BINTI ABD RAHMAN**



**MASTER OF SCIENCE MANAGEMENT  
UNIVERSITI UTARA MALAYSIA**

**December 2019**

**CAREER CHOICE AMONG UNDERGRADUATE STUDENTS OF UNIVERSITI  
UTARA MALAYSIA**



**By**

**ADILLA BINTI ABD RAHMAN**

**Thesis Submitted to  
Othman Yeop Abdullah Graduate School of Business,  
Universiti Utara Malaysia,  
In Partial Fulfillment of the Requirement of Master of Science (Management)**

## CERTIFICATION OF THESIS WORK



**Pusat Pengajian Pengurusan  
Perniagaan**  
SCHOOL OF BUSINESS MANAGEMENT  
**Universiti Utara Malaysia**

### **PERAKUAN KERJA KERTAS PENYELIDIKAN** (Certification of Research Paper)

Saya, mengaku bertandatangan, memperakukan bahawa  
(I, the undersigned, certified that)

**ADILLA BINTI ABD RAHMAN (823129)**

Calon untuk Ijazah Sarjana  
(Candidate for the degree of)

**MASTER OF SCIENCE (MANAGEMENT)**

telah mengemukakan kertas penyelidikan yang bertajuk  
(has presented his/her research paper of the following title)

#### **CAREER CHOICE AMONG UNDERGRADUATE STUDENTS OF UNIVERSITI UTARA MALAYSIA**

Seperti yang tercatat di muka surat tajuk dan kulit kertas penyelidikan  
(as it appears on the title page and front cover of the research paper)

Bahawa kertas penyelidikan tersebut boleh diterima dari segi bentuk serta kandungan dan meliputi bidang ilmu  
dengan memuaskan.

(that the research paper acceptable in the form and content and that a satisfactory knowledge of the field is covered  
by the research paper).

Nama Penyelia : **DR. AZELIN BT. AZIZ**  
(Name of Supervisor)


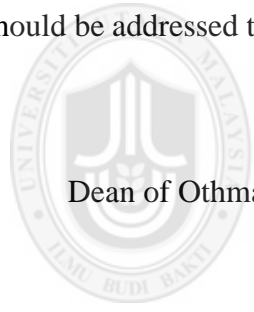
Tandatangan  
(Signature)

Tarikh : **12 DISEMBER 2019**  
(Date)

## **PERMISSION TO USE**

In presenting this thesis in fulfillment of the requirements for a Post Graduate degree from the Universiti Utara Malaysia (UUM), I agree that the Library of this university may make it freely available for inspection. I further agree that permission for copying this thesis in manner, in whole or in part, for scholarly purposes may be granted by my supervisor(s) or in their absence, by the Dean of Othman Yeop Abdullah Graduate School of Business where I did my thesis. It is understood that any copying or publication or use of this thesis or parts of it for financial gain shall not be allowed without my written permission. It is also understood that due recognition shall be given to me and to the UUM in any scholarly use which may be made of any material in my thesis.

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

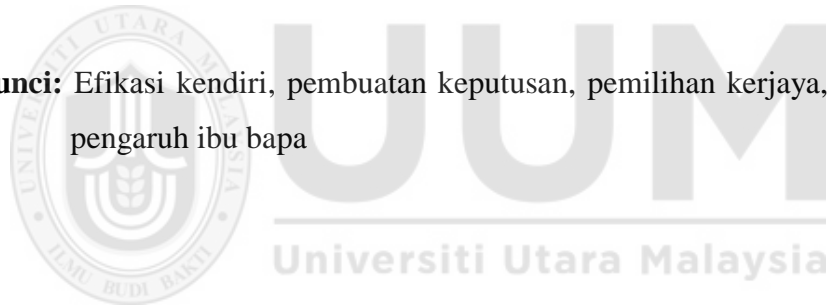


Dean of Othman Yeop Abdullah Graduate School of Business  
Universiti Utara Malaysia  
06010 UUM Sintok  
Kedah Darul Aman

## ABSTRAK

Individu yang salah memilih kerjaya cenderung untuk menjadi kurang produktif, kurang cekap, dan gagal mencapai matlamat. Dalam pasaran kerja, pelajar mengalami kesukaran mencari alternatif kerjaya yang bersesuaian dengan minat mereka dan hal ini menyumbang kepada proses pemilihan kerjaya yang lebih sukar. Objektif kajian ini adalah menentukan hubungan antara keberkesanan diri dan pengaruh ibu bapa terhadap pilihan kerjaya. Kajian ini memberi tumpuan kepada pelajar sarjana muda Universiti Utara Malaysia. Sejumlah 320 pelajar telah mengambil bahagian dalam kajian ini. Penemuan kajian mendapati terdapat hubungan yang signifikan antara keberkesanan diri dan pengaruh ibu bapa terhadap membuat keputusan kerjaya pelajar. Walau bagaimanapun, antara kedua-dua pembolehubah bebas dalam kajian ini, keberkesanan diri lebih berpengaruh dalam mempengaruhi pilihan kerjaya.

**Kata Kunci:** Efikasi sendiri, pembuatan keputusan, pemilihan kerjaya, pilihan kerjaya, pengaruh ibu bapa



## ABSTRACT

Person that misfits in the workplace have tendency to become less productive, less efficient, and fail to achieve goals. Students have difficulty to fully explore career alternatives that available in job market that suit to their interest which make the career choice become harder. The objectives of this study is determine the relationship between self-efficacy and parental influence towards career choice. This study is focus on undergraduate students of Universiti Utara Malaysia. A total number of 320 students were participated in this study. The findings of the study discovered that there are significant relationship between self-efficacy and parental influence on the student's career decision making. However, between these two independent variables, self-efficacy is more influential in influencing career choice.

**Keywords:** Career choice, career selection, decision-making, parental influence, self-efficacy



## **ACKNOWLEDGEMENT**

Praise to Allah SWT, the Most Gracious, Most Merciful, and the Most Beneficent for His blessings so that this dissertation had finally completed.

My foremost gratitude goes to my supervisor Dr. Azelin binti Aziz, for her professional guidance and devoting her expertise and precious time in order to continuously guide me towards completion of this dissertation. Without her support and ideas, this study will be far from complete. Thanks so much and may Allah blessed you always.

I would like to thanks the examiner and chairperson for my viva session for their constructive comments, advice, and motivation that help me to make improvement in this writing. Special thanks to the undergraduate students of Universiti Utara Malaysia for being greatly cooperated to me during the data collection of this study.

Next, I would like to show my gratitude to my precious parents and siblings for their endless love, trust, and support. Special thanks also to my course mates of Master of Science (Management) as well as my friends from this postgraduate study. They are kind hearted and warmly giving motivation and encouragement to me. Thank you very much.



## TABLE OF CONTENT

CERTIFICATION OF THESIS WORK .....	iii
PERMISSION TO USE .....	iv
ABSTRAK .....	v
ABSTRACT .....	vi
ACKNOWLEDGEMENT .....	vii
TABLE OF CONTENT .....	viii
LIST OF TABLES .....	xiii
LIST OF FIGURES .....	xiv
CHAPTER ONE .....	1
INTRODUCTION .....	1
1.0 Introduction .....	1
1.1 Background of the Study .....	1
1.2 Problem Statement .....	3
1.3 Research Questions .....	8
1.4 Research Objectives .....	8
1.5 Scope of Study .....	8
1.6 Significant of Study .....	9
1.7 Definition of Terms .....	10

1.7.1 Career .....	10
1.7.2 Career Choice .....	10
1.7.3 Self-efficacy .....	10
1.7.4 Parental Influence.....	10
CHAPTER TWO .....	11
LITERATURE REVIEW .....	11
2.0 Introduction.....	11
2.2 Definition of Concepts.....	11
2.2.1 Career Choice.....	11
2.2.2 Self-efficacy .....	13
2.2.3 Parental Influence.....	15
2.2 Hypotheses Development .....	17
2.2.1 Relationship between Self-efficacy and Career Choice.....	17
2.2.2 Relationship between Parental Influence and Career Choice .....	20
2.3 Literature Gaps.....	23
2.4 Underpinning Theory: Social Cognitive Career Theory .....	25
CHAPTER THREE .....	27
RESEARCH METHODOLOGY .....	27
3.0 Introduction.....	27
3.1 Research Framework .....	27

3.2 Hypotheses Development .....	28
3.3 Research Design.....	28
3.3.1 Unit of Analysis .....	28
3.3.2 Source of Data.....	29
3.3.3 Population Frame .....	30
3.3.4 Sample and Sampling Technique.....	30
3.4 Measurement.....	32
3.5 Instruments.....	32
3.5.1 Dependent Variable.....	33
3.5.1.1 Career Choice .....	33
3.5.2 Independent Variables.....	34
3.5.2.1 Self-efficacy.....	34
3.5.2.2 Parental Influence .....	35
3.5.3 Pilot Study .....	36
3.5.4 Reverse-scored Item.....	37
3.6 Data Collection Procedure .....	39
3.7 Data Analysis Techniques.....	41
3.7.1 Descriptive Statistics .....	41
3.7.2 Reliability Analysis .....	41
3.7.3 Normality Test.....	41

3.7.4 Inferential Statistic for Hypotheses Testing .....	42
3.7.4.1 Multiple Regression.....	43
CHAPTER FOUR.....	44
ANALYSES AND FINDINGS .....	44
4.0 Introduction.....	44
4.1 Descriptive Analysis .....	44
4.1.1 Frequency Analysis .....	44
4.1.1.1 Gender .....	44
4.1.1.2 Age.....	46
4.1.1.3 Ethnicity.....	46
4.1.1.4 Semester.....	46
4.1.1.5 Grade Point Average (GPA).....	47
4.1.1.6 College.....	47
4.1.1.7 Parents' Working Status .....	47
4.1.2 Mean and Standard Deviation .....	48
4.2 Reliability Test (Cronbach's Alpha).....	49
4.3 Normality Test .....	50
4.4 Inferential Statistic for Hypotheses Testing.....	51
4.4.1 Multiple Regression Analysis .....	51
4.5 Summary Hypothesis .....	52

CHAPTER FIVE .....	53
DISCUSSION, IMPLICATION, LIMITATION, AND RECOMMENDATION .....	53
5.0 Introduction.....	53
5.1 Discussion .....	53
5.1.1 Research objective 1: To determine the relationship between self-efficacy and career choice.....	53
5.1.2 Research objective 2: To determine the relationship between parental influence and career choice.....	55
5.2 Implication of Study .....	57
5.2.1 Practical Implication .....	57
5.2.2 Theoretical Implication .....	58
5.3 Limitations of Study .....	59
5.4 Recommendation for Future Study .....	59
5.5 Conclusion .....	60
REFERENCES .....	61
APPENDIX A: RESEARCH QUESTIONNAIRE.....	77
APPENDIX B: FIGURES OF RESPONDENT DEMOGRAPHIC INFORMATION ....	83
APPENDIX C: NORMALITY TEST RESULTS .....	87

## LIST OF TABLES

Table 3.0. Enrolment Statistics of UUM Undergraduate Students as of July 2019.....	30
Table 3.1. Undergraduate Final Examinations and Semester Break for Academic Session A182.....	31
Table 3.2. Demographic section of the questionnaire.....	32
Table 3.3. Career choice measures.....	33
Table 3.4. Self-efficacy measures.....	34
Table 3.5. Parental influence measures.....	35
Table 3.6. Cronbach's Alpha Coefficeint of pilot test.....	37
Table 3.7. Negatively worded items of parental influence measures.....	38
Table 3.8. Reverse-scored items.....	38
Table 4.0. Frequency analysis.....	45
Table 4.1. Mean and standard deviation.....	48
Table 4.2. Reliability analysis for actual survey.....	49
Table 4.3. Coefficients table of career self-efficacy and parental influence towards career choice.....	52
Table 4.4. Hypotheses summary.....	52

## LIST OF FIGURES

Figure 2.0. Simplified view of how career-related interests and choices develop over time based on SCCT.....	26
Figure 3.0. Research framework.....	27



# **CHAPTER ONE**

## **INTRODUCTION**

### **1.0 Introduction**

This chapter discusses about the research background, problem statement, and purpose of the study. The research questions, research objectives, and scope of study are also presented.

### **1.1 Background of the Study**

Career choice is a complex decision that determine the type of desired profession students intend to pursue (Koech et al., 2016). During the process of career choice, students generally have issue about matching their career preferences with academic performance. Brown (2002) described career choice as the process of individual estimating their ability and the required skills in a particular occupation, and this process will also estimate work values that satisfy their career options.

Job is the activity people do to earn money while career is the broader aspect of a person's life that provide employment opportunities, experience, and long life learning (Samuel & Hellen, 2018). Sauermann (2005) mentioned that career choice is a complex and long-term process in which individual develop their self-efficacy and maturity to achieve job satisfaction. Zool Hilmi et al. (2018) noted, career choice is a process that requires several decision makings either big or small that create a set of individualized trajectory.



## REFERENCES

- Adya, M., & Kaiser, K. M. (2005). Early determinants of women in the IT workforce: A model of girls' career choices. *Information Technology & People*, 18(3), 230-259.
- Afidatul Asma, H. (2015). *Factors affecting career choice among undergraduate students in Universiti Utara Malaysia, Sintok, Kedah*. (Unpublished master's thesis). Universiti Utara Malaysia, Sintok, Kedah.
- Agarwala, T. (2008). Factors influencing career choice of management students in India. *Career Development International*, 13(4), 362-376.
- Ahmed, K. A., Sharif, N., & Ahmad, N. (2017). Factors influencing students' career choices: Empirical evidence from business students. *Journal of Southeast Asian Research*, 2017 (2017), 1-15. doi: 10.5171/2017.718849
- Alexander, P. M., Holmner, M., Lotriet, H.H., Matthee, M.C., Pieterse, H.V., Naidoo, S., Twinomurinzi, H., & Jordaan, D. (2011). Factors affecting career choice: Comparison between students from computer and other disciplines. *Journal of Science Education and Technology*, 20(2011), 300–315.
- Almon, S., & Matsidiso, N. (2012). Factors influencing students' career choice and aspirations in South Africa. *Journal of Social Sciences*, 33(2), 169-178.
- Amany, S. & Krishna, B. (2017). Examining factors impacting online survey response rate in educational research: Perceptions of graduate students. *Journal of Multidisciplinary Evaluation*, 13(29), 63-74.
- Anderson, S. & Betz, N. (2001). Sources of social self-efficacy expectations: Their measurement and relation to career development. *Journal of Vocational Behavior*, 58, 98-117.

- Anwar Ali, M. A. (2016). *Factors affecting career choice among undergraduate students in Universitas Indonesia*. (Unpublished master's thesis). Universiti Utara Malaysia, Sintok, Kedah.
- Aycan, Z., & Fikret-Pasa, S. (2003). Career Choices, Job Selection Criteria, and Leadership Preferences in a Transitional Nation: The Case of Turkey. *Journal of Career Development*, 30(2), 129–144. doi:10.1177/089484530303000203
- Bandura, A. (1993). Perceived self-efficacy in cognitive development and functioning. *Educational Psychologist*, 28, 117-148.
- Bandura, A. (1994). Self-efficacy. In V. S. Ramachaudran (Ed.), *Encyclopedia of human behavior*. (Vol. 4, pp. 71-81). New York: Academic Press. (Reprinted in H. Friedman [Ed.], *Encyclopedia of mental health*. San Diego: Academic Press, 1998).
- Bandura, A. (1997). *Self-efficacy: The exercise of control*. New York: Freeman.
- Bandura, A. (1977). Self-efficacy: Toward a unifying theory of behavioral change. *Psychological Review*, 84(2), 191-215.
- Bandura, A., Barbaranelli, C., Caprara, G. V., & Pastorelli, C. (2001). Self-efficacy beliefs as shapers of children's aspirations and career trajectories. *Child development*, 72(1), 187-206.
- Basak, B. & Huseyin, U. (2017). The relationship between career decision-making self-efficacy and vocational outcome expectations of pre-service special education teachers. *South African Journal of Education*, 37(4), 1-11.
- Betz, N. E. (1992). Counseling uses of career self-efficacy theory. *Career Development Quarterly*, 41, 22-27.

- Betz, N. E., & Hackett, G. (1981). The relationship of career-related self-efficacy expectations to perceived career options in college women and men. *Journal of Counseling Psychology*, 28, 399-410.
- Betz, N. E., & Hackett, G. (1986). Applications of self-efficacy theory to understanding career choice behavior. *Journal of Social & Clinical Psychology*, 4, 279-289.
- Betz, N. E., & Taylor, K.M. (2001). Manual for the career decision self-efficacy scale and CDMSE- Short Form. Retrieved from <https://www.mindgarden.com/career-decision-self-efficacy-scale/440-cdse-manual.html>
- Bilal, I. M., Sobia, B., & Muhammad, U. J. (2016). Level of work readiness skills, career self-efficacy and career exploration of engineering students. *NFC-IEFR Journal of Engineering & Scientific Research*, 4, 91-96.
- Brown, D. (2002). The role of work and cultural values in occupational choice, satisfaction, and success: A theoretical statement. *Journal of Counseling & Development*, 80, 48-56.
- Bullock-Yowell, E., McConnell, A. E., & Schedin, E. A. (2014). Decided and undecided students: Career self-efficacy, negative thinking, and decision-making difficulties. *NACADA Journal Volume 34*(1), 22-34.
- Carr, A., Rossier, J., Rosselet, J. G., Massoudi, K., Bernaud, J-L., Ferrari, L., & Roche, M. (2014). The career indecision profile: Measurement equivalence in two international samples. *Journal of Career Assessment*, 22, 123–137. doi:10.1177/1069072713492930
- Cavana, R.Y., Delahaye, B.L., & Sekaran, U. (2001). *Applied research: Qualitative and Quantitative methods*. Sydney: John Wiley & Son Inc.

- Chak-keung, S. W. & Jing, G. L. (2010). Will parental influences affect career choice? Evidence from hospitality and tourism management students in China. *International Journal of Contemporary Hospitality Management*, 22(1), 82-102. doi: <https://doi.org/10.1108/09596111011013499>
- Clutter, C. (2010). *The effects of parental influence of their children's career choices*. (Unpublished master's thesis) Kansas State University, Manhattan, Kansas.
- Coakes, S. J. & Steed, L. (2007). *SPSS version 14.0 for Windows: Analysis without anguish*. Singapore: John Wiley & Sons Australia, Ltd.
- Constantine, M. G., Wallace, B. C., & Kindaichi, M. K. (2005). Examining contextual factors in the career decision status of African American adolescents. *Journal of Career Assessment*, 13, 307–319. doi:10.1177/1069072705274960
- Crisan, C. & Turda, S. (2015). *The connection between the level of career indecision and the perceived self-efficacy on the career decision-making among teenagers*. Paper presented in the International conference “Education, Reflection, Development”, ERD 2015, 3-4 July 2015, Cluj-Napoca, Romania.
- Dandy, J., & Nettelbeck, T. (2002). Research note: A cross-cultural study of parents' academic standards and educational aspirations for their children. *Educational Psychology*, 22, 621–627. doi:10.1080/0144341022000023662
- Das, K. R. & Imon, A. H. M. R. (2017). A brief review of tests of normality. *American Journal of Theoretical and Applied Statistic*, 5(1), 5-12.
- Dastjerdi, M., Mahdian, M., Dastjerdi, E., & Namdari, M. (2012). Study motives and career choices of Iranian medical and dental students. *Acta Medica Iranica*, 50(6), 417-424.
- Dietrich, J., & Kracke, B. (2009). Career-specific parental behaviors in adolescents' development. *Journal of Vocational Behavior*, 75, 109–119.

- Dominguez, J., & Perez, M. (2012). Professional doctorates and careers: The Spanish case. *European Journal of Education*, 47(1), 153-171.
- Eshbaugh, E., Gross, P.E., Hillebrand, K., Davie, J., & Henninger, W.R. (2013). Promoting careers in Gerontology to students: What are undergraduates seeking in a career? *Gerontology & Geriatrics Education*, 43(2), 150-160.
- Farahman, F. & Asgar, M. (2012). Rethinking convenient sampling: Defining quality criteria. *Theory and Practice in Language Study*, 2(4), 784-792.
- Fatima, S. I., Asghar, F., Khatoon, S. S., & Fatima, A. (2017). Relationship between self-efficacy with career development among university students. *The International Journal of Indian Psychology*, 4(3), 27-33. doi:10.25215/0403.104
- Ferry, T. R., Fouad, N. A., & Smith, P. L. (2000). The role of family context in a social cognitive model for career-related choice behavior: A math and science perspective. *Journal of Vocational Behavior*, 57(3), 348-364.
- Field, A. (2009). *Discovering statistics using SPSS*. Los Angeles, CA: Sage.
- Fizer, D. (2013). *Factors affecting career choices of college students enrolled in agriculture*. (Unpublished master's thesis). The University of Tennessee, Martin.
- Flammer, A. (2001). Self-efficacy. International Encyclopedia of the Social & Behavioral Sciences. *International Encyclopedia of the Social & Behavioral Sciences*, 13812-13815. doi: 10.1016/B0-08-043076-7/01726-5
- Flum, H. & Blustein, D.L. (2000). Reinvigorating the study of vocational exploration: A research framework. *Journal of Vocational Behavior*, 56(3), 380-404.
- Fouad, N., Cotter, E. W., & Kantamneni, N. (2009). The effectiveness of a career decision-making course. *Journal of Career Assessment*, 17(3), 338-347.

- Frenette, M. (2010). Career goals in high school: Do students know what it takes to reach them and does it matter? *Canadian Journal Higher Education*, 40(3), 43-58.
- Frost, R. O., & Shows, D. L. (1993). The nature and measurement of compulsive indecisiveness. *Behaviour Research and Therapy*, 31(7), 683-IN2.
- Garcia, P. R. J. M., Sharma, P., Massis, A. D., Wright, M., & Scholes, L. (2018). Perceived parental behaviors and next-generation engagement in family firms: A social cognitive perspective. *Entrepreneurship Theory and Practice*, 1-20. doi: 10.1177/1042258718796087
- Gati, I., Krausz, M., & Osipow, S. (1996). A taxonomy of difficulties in career decision making. *Journal of Counseling Psychology*, 43, 510-526. doi:10.1037/0022-0167.43.4.510
- Gravetter, F., & Wallnau, L. (2007). *Statistics for the Behavioral Sciences* (7th ed.). Balmont, CA: Thomson Wadsworth.
- Guan, P., Capezio, A., Restubog, S. L. D., Read, S., Lajom, J. A. L., & Li, M. (2016). The role of traditionality in the relationships among parental support, career decision-making self-efficacy and career adaptability. *Journal of Vocational Behavior*, 94, 114–123. doi: 10.1016/j.jvb.2016.02.018
- Guay, F., Senécal, C., Gauthier, L., & Fernet, C. (2003). Predicting career indecision: A self-determination theory perspective. *Journal of Counseling Psychology*, 50(2), 165–177. doi: 10.1037/0022-0167.50.2.165
- Gushue, G. V., Scanlan, K. R. L., Pantzer, K. M., & Clarke, C. P. (2006). The relationship of career decision-making self-efficacy, vocational identity, and career exploration behavior in African American high school students. *Journal of Career Development*, 33(1), 19–28.

- Hair, J. F., Black, W. C. Babin, B. J. Anderson, R. E. & Tatham, R. L. (2006). *Multivariate Data Analysis*. Delhi: Pearson Education.
- Hair, J. F., Money, A. H., Samouel, P., & Page, M. (2007a). *Research Methods for Business* (2nd ed.). West Sussex: John Wiley & Sons.
- Hardin, E.E., Leong, F.T.L. & Osipow, S.H. (2001). Cultural relativity in the conceptualization of career maturity. *Journal of Vocational Behavior*, 58, 36-52.
- Harper, S., Brown, C., & Irvine, W. (2005). Qualifications: a fast-track to hotel general manager? *International Journal of Contemporary-Hospitality Management*, 17(1), 51-64.
- Hayes, B.W., & Shakya, R. (2013). Career choices and what influences Nepali medical students and young doctors: A cross-sectional study. *Human Resources for Health*, 11(1), 1-12.
- Humayon, A. A., Raza, S., Khan, A., & Ansari, N. U. A. (2018). Effect of family influence, personal interest and economic considerations on career choice amongst undergraduate students in higher educational institutions of Vehari, Pakistan. *International Journal of Organizational Leadership* 7(2018) 129-142. doi: 10.33844/ijol.2018.60333
- Janus, K., Amelung, V.E., Baker, L. C., Gaitanides, M., Schwartz, F.W., & Rundall, T.G. (2008). Job satisfaction and motivation among physicians in Academic Medical Centers: Insights form a cross-national Study. *Journal of Health Politics, Policy and Law*, 33(6), 1133-1167.
- Jariangprasert, N., & Kantabutra, S. (2012). The exploratory of student's job selection factors and job candidate attributes in Luang Prabang, Laos. *World Journal of Social Sciences*, 2(2), 84-95.

- Joseph, L. L. (2012). *The impact of family influence and involvement on career development*. (Doctoral dissertation, University of Central Florida). Retrieved from <https://stars.library.ucf.edu/cgi/viewcontent.cgi?article=3209&context=etd>
- Josza, K. & Morgan, G. A. (2017). Reversed items in Likert scale: Filtering out invalid responders. *Journal of Psychological and Educational Research*, 25(1), 7-25.
- Jungen, K. A. (2008). *Parental influence and career choice: How parents affect the career aspirations of their children*. (Unpublished master's thesis). University of Wisconsin-Stout.
- Juntunen, C.L., Barraclough, D.J., & Broneck, C.C. (2001). American-Indian perspectives on the career journey. *Journal of Counselling Psychology*, 48(3), 274-285.
- Kanten, S., Kanten, P., & Yesiltas, M. (2016). The role of career self-efficacy on the effect of parental career behaviors on career exploration: A study on school of tourism and hotel management's students. *European Journal of Multidisciplinary Studies Articles*, 3, 144–155.
- Kazi, A. S., & Akhlaq, A. (2017). Factors affecting students' career choice. *Journal of Research and Reflections in Education December 2017*, 11(2), 187-196.
- Kenny, M., & Medvide, M. B. (2013). *Relational influences on career development*. In S. D. Brown & R. W. Lent (Eds.), *Career development and counseling: Putting theory and research to work* (pp. 329–356). New York, NY: Wiley.
- Kleiman, T., Gati, I., Peterson, G., Sampson, J., Reardon, R., & Lenz, J. (2004). Dysfunctional thinking and difficulties in career decision making. *Journal of Career Assessment*, 12, 312–331.



- Kniveton, B. (2004). The influences and motivations on which students base their choice of career. *Research in Education*, 72(1), 47-59.
- Koech, J., Bitok, J., Rutto, D., Koech, S., Okoth, J. O., Korir, B., & Ngala, H. (2016). Factors influencing career choices among undergraduate students in public universities in Kenya: A case study of University of Eldoret. *International Journal of Contemporary Applied Sciences*, 3(2), 50-63.
- Ladd, M. W. (2000). *Parental Influence on Career Development Among College Students*. (Unpublished master's thesis). Eastern Illinois University, United States.
- Lent, R. W., Brown, S. D., Brenner, B., Chopra, S., Davis, T., Talleyrand, R., & Suthakaran, V. (2001). The role of contextual supports and barriers in the choice of math/science educational options: A test of social cognitive hypotheses. *Journal of Counseling Psychology*, 48, 474-483.
- Lent, R. W., Brown, S. D., & Hackett, G. (1994). Toward a unifying social cognitive theory of career and academic interest, choice, and performance. *Journal of Vocational Behavior*, 45(1), 79-122.
- Lent, R. W., Brown, S. D., & Larkin, K. C. (1986). Self-efficacy in the prediction of academic performance and perceived career options. *Journal of Counseling Psychology*, 33, 265-269.
- Lent, R. W., Ireland, G. W., Penn, L. T., Morris, T. R., & Sappington, R. (2017). Sources of self-efficacy and outcome expectations for career exploration and decision-making: A test of the social cognitive model of career self-management. *Journal of Vocational Behavior*, 99(April 2017), 107-117. doi: 10.1016/j.jvb.2017.01.002

- Leong, F. T. L. & Chou, E. L. (1994). The role of ethnic identity and acculturation in the vocational behavior of Asian Americans: An integrative review. *Journal of Vocational Behavior*, 44, 155-72.
- Marcionetti, J. (2013). Factors affecting teenagers' career indecision in southern Switzerland. *Procedia - Social and Behavioral Sciences* 112 (2014), 158 – 166.
- McPeake, J., Bateson, M., & O'Neill, A. (2014). Electronic surveys: How to maximise success. *Nurse Researcher*, 21(3), 24-26.
- Meng, Q. D. (2016). *The factors affecting students' career choice*. (Unpublished master thesis). Universiti Utara Malaysia, Sintok, Kedah.
- Merriam-Webster's Dictionary. (1828). *Career choice*. Retrieved from <https://www.merriam-webster.com/dictionary/career%20choice>
- Mohd Sani, S., Siti Salina, A., & Syed Mohamad, S. A. (2018). *Gender factor: Students career self-efficacy*. Paper presented at the International Seminar on al-Quran in Contemporary Society 2018.
- 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 MA research project). University of Nairobi Kenya.
- Narkhede, S. (2018). *Understanding descriptive statistics*. Retrieved from <https://towardsdatascience.com/understanding-descriptive-statistics-c9c2b0641291>
- Navarro, R. L., Flores, L. Y., & Worthington, R. L. (2007). Mexican American middle school students' goal intentions in mathematics and science: A test of social cognitive career theory. *Journal of Counseling Psychology*, 54, 320–335. doi:10.1037/0022-0167.54.3.320

- Navin, D. S. (2009). *Effects of dating and parental attachment on career exploration*. USA: University of New Hampshire.
- Neda, T. & Jamaliah, A. H. (2015). Is employability orientation more enhanced by career self-efficacy or leadership attribute? *Modern Applied Science*, 9(8), 57-63.
- Niles, S. G., & Sowa, C. J. (1992). Mapping the nomological network of career self-efficacy. *Career Development Quarterly*, 41, 13-22.
- Noor Izzaty, I., Muhammad Ariff, I., & Siti Fardaniah, A. A. (2017). Relationship between parenting style and career selection among university students. *Journal of Social Sciences and Humanities*, 3(2017), 1-11.
- Noshina, S., Mian, A. H., Irfan, S. & Rao, M. S. (2014). Career selection: Role of parent's profession, mass media and personal choice. *Bulletin of Education and Research*, 36(2), 25-37.
- Nota, L., Ferrari, L., Solberg, V. S. H., & Soresi, S. (2007). Career search self-efficacy, family support, and career indecision with Italian youth. *Journal of Career Assessment*, 15, 181-193. doi:10.1177/1069072706298019
- Nota, L., Ginevra, M. C., Ferrari, L., & Soresi, S. (2012). The children's future: A questionnaire to evaluate parents' support to their children's school-career choices and future planning. *GIPO—Giornale Italiano di Psicologia dell'Orientamento*, 12, 3–17.
- Nurul Fidtriyah, A. M. (2016). *Effect of parental influence, personality and personal interests on the choice of career among university students*. (Unpublished master's thesis). Universiti Utara Malaysia, Sintok, Kedah.

- Nurul Hidayu, M. (2017). *The influence of self-efficacy beliefs on the career exploration among a secondary school*. (Unpublished master's thesis). Universiti Pendidikan Sultan Idris, Tanjung Malim, Malaysia.
- Nurul Syuhada, M. N. (2016). *Factors affecting career choice among undergraduate in schools of Business Management in Universiti Utara Malaysia, Sintok, Kedah*. (Unpublished master's thesis). Universiti Utara Malaysia, Sintok, Kedah.
- Nykänen M. J., Raudaskoski M., Nevalainen H., Mikkonen, A. (2010). School to the world of work: effective preparation, successful transition and sustainable policy for Youth in Europe. *International Journal of Contemporary Applied Sciences*, 3(2), 156-168.
- O'Brien, K. M., Friedman, S. M., Tipton, L. C., & Linn, S. G. (2000). Attachment, separation, and women's vocational development: A longitudinal analysis. *Journal of Counseling Psychology*, 47(3), 301–315. doi:10.1037/0022-0167.47.3.301
- Otto, L. B. (2000). Youth perspectives on parental career influence. *Journal of Career Development*, 27(2), 111–118.
- Owusu, G. M. Y., Essel-Anderson, A., Kwakye, T. O., Bekoe, R. A., & Ofori, C. G. (2018). Factors influencing career choice of tertiary students in Ghana: A comparison of science and business majors. *Educational + Training*. doi: <https://doi.org/10.1108/ET-04-2017-0050>
- Özbilgin, M., Küskü, F. & Erdoğan, N. (2005). Explaining influences on career 'choice': the case of MBA students in comparative perspective. *The International Journal of Human Resource Management*, 16(11), 2000-2028.

- Ozlen, M. K., & Arnaut, D. (2013). Career decisions of university students. *Journal of Community Positive Practices, XIII*(2), 92-107.
- Pallant, J. (2011). *SPSS Survival Manual: A Step by Step Guide to Data Analysis Using SPSS 15* (4th ed.). Crows Nest, Australia: McGraw-Hill.
- Pavlina, S. (2007). *The challenge of choosing the right career*. Retrieved from <https://www.stevpavlina.com/blog/2007/11/the-challenge-of-choosing-the-right-career/>
- Peterson, G. W., Sampson, J. P., Jr., Reardon, R. C., & Lenz, J. G. (1996). *Becoming career problem solvers and decision makers: A cognitive information processing approach*. In D. Brown & L. Brooks (Eds.), *Career choice and development* (3rd ed.) (pp. 423– 475). San Francisco, CA: Jossey-Bass.
- Piaw, C. Y. (2012). *Mastering research method*. Selangor, Malaysia: McGraw Hill.
- Pinquart, M., Juang, L. P., & Silbereisen, R. K. (2004). The role of self-efficacy, academic abilities, and parental education in the change in career decisions of adolescents facing German unification. *Journal of Career Development, 31*(2), 125-142.
- Restubog, S. L. D., Florentino, A. R., & Garcia, P. R. J. M. (2010). The mediating roles of career self-efficacy and career decidedness in the relationship between contextual support and persistence. *Journal of Vocational Behavior, 77*(2010), 186-195. doi:10.1016/j.jvb.2010.06.005
- Risco, C. M., & Duffy, R.D. (2011). A career decision-making profile of Latina/incoming college students. *Journal of Career Development, 38*(3), 237-255.
- Rohana, A. R. (2010). *Career interest, decision making self-efficacy, employability skills, and career choice among agricultural vocational students in Peninsular*

- Malaysia*. (Unpublished doctoral dissertation). Universiti Putra Malaysia, Serdang, Selangor.
- Rush, L.C. (2002). *Family relationship dynamics and the career decision-making self-efficacy of African-American college students*. (Unpublished doctoral dissertation). Ohio State University, Columbus, OH.
- Sampson, J. P., Jr., Reardon, R. C., Peterson, G. W., & Lenz, J. G. (2004). *Career counseling and services: A cognitive information processing approach*. Pacific Grove, CA: Brooks/ Cole.
- Samuel, G., & Hellen, K. G. (2018). Career development in organizations: Placing the organization and the employee on the same pedestal to enhance maximum productivity. *European Journal of Business and Management*, 10(14), 40-45.
- Sauermann, H. (2005). Vocational choice: A decision making perspective. *Journal of Vocational Behavior*, 66(2), 273–303.
- Schermerhorn, J. R., Hunt, J. M. & Osborn, R.N. (2000). *Managing Organizational Behavior* (6th ed.). New York, NY: John Wiley & Sons.
- Schwarzer, R., Babler, J., Kwiatek, P., Schroder, K. & Zhang, J. X. (1997). The assessment of optimistic self-beliefs: Comparison of the German, Spanish, and Chinese versions of the general self-efficacy scale. *Applied psychology: An international review*, 46(I), 69-88.
- Sekaran, U. (2000). *Research method for business: A skill-building approach* (3rd ed.). New York: John Wiley & Sons.
- Sekaran, U. (2003). *Research methods for business: A skills building approach* (4th ed.). New York: John Wiley & Sons Inc.

- Selvanathan, M., Perumal, G., & Mariadas, P.A. (2016). Factors influencing career choice amongst undergraduate students in Malaysia. *EJBR*, 16(1), 1-20. doi: 10.18374/EJBR-16-1.1
- Shertzer, B., & Stone, B. (2004). *Fundamentals of guidance and counselling*. Boston: Houghton Mifflin Company.
- Sinkombo, C. L. (2016). *Influence of parents on career choice of their children at the University of Zambia*. (Unpublished master's thesis). The University of Zambia, Lusaka.
- Stambler, B.J. (1998). *An examination of the effects of parental influence on secondary school completion*. (Unpublished doctoral dissertation). State University of New York at Albany, Albany, NY.
- Tabachnick, B. G., & Fidell, L. S. (2007). *Using Multivariate Statistics*. (5th ed.). New Jersey: Prentice Hall.
- Terjesen, S., Vinnicombe, S., & Freeman, C. (2007). Attracting generation Y graduates organizational attributes likelihood to apply and sex differences. *Career Development International*, 12(6), 504-522.
- Tillman, K. (2015). *Parental influence on college students' career aspirations*. (University honors program theses, Georgia Southern University). Retrieved from <https://digitalcommons.georgiasouthern.edu/honors-theses/86>
- Townsend, L. & Wallace, C. (n.d.). *Social media research: A guide to ethics*. Retrieved from [https://www.gla.ac.uk/media/Media\\_487729\\_smxx.pdf](https://www.gla.ac.uk/media/Media_487729_smxx.pdf)
- Turner, S.V., Brent, P. & Pecora, N.O. (2002, April). *Why women choose information technology careers: Educational, social, and familial influences*. Paper presented at the Annual Educational Research Association, New Orleans, Louisiana.

- Ulrich, A., Frey, A., & Ruppert, J.-J. (2018). The role of parents in young people's career choices in Germany. *Psychology*, 9, 2194-2206. doi: <https://doi.org/10.4236/psych.2018.98125>
- Wagdi Abdullah, F. (2017). *Factors affecting career choice among undergraduate students in University of Aden*. (Unpublished master's thesis). Universiti Utara Malaysia, Sintok, Kedah.
- Wagner, J. & Hollenbeck, J., (2009). *Organizational Behavior: Securing competitive advantage*. New York: Routledge, Taylor & Francis Group.
- Yi-Jiun, L. (2008). *Job search self-efficacy of East Asian international graduate students*. (Unpublished doctoral dissertation). University of Missouri-Columbia, United States.
- Zikmund, W., G. (2003). *Business research methods*. United States: Thomson/South-Western.
- Zhao, X., Lim, V. K. G., & Teo, T. S. H. (2012). The long arm of job insecurity: Its impact on career-specific parenting behaviors and youths' career self-efficacy. *Journal of Vocational Behavior*, 80, 619–628. doi:10.1016/j.jvb.2012.01.018
- Zhou, N., Nie, Y., Yu, S., Deng, L., Zang, N., Sun, R., Fang, X., Cao, H., Li, X., Liang, Y., & Buehler, C. (2019). *Journal Research on Adolescence*, 1-15. doi: 10.1111/jora.12520
- Zool Hilmi, M. A., Norzaini, A., & Mohamad Sattar, R. (2018). Factors predicting career choice among Malaysian students in skill-based training institutions. *International Journal for Education & Vocational Guidance*, 1(2019). doi: <https://doi.org/10.1007/s10775-018-9366-5>



## **APPENDIX A: RESEARCH QUESTIONNAIRE**



### **CAREER CHOICE AMONG UNDERGRADUATE STUDENTS OF UNIVERSITI UTARA MALAYSIA.**

**Dear respondents,**

I am a final year student of Masters of Science (Management) at the Universiti Utara Malaysia, and am currently conducting a research as a partial fulfillment in completing my master's degree. The research is entitled 'career choice among undergraduate students of Universiti Utara Malaysia'. I seek your cooperation to answer the questionnaire attached.

To ensure confidentiality, the identity of the respondents will not be disclosed. Respondents' answers will be strictly used for this research purposes only. Finally, I would like to thank you for your willingness to participate in this study.

Sincerely,

Adilla binti Abd Rahman,

Postgraduate student of UUM.

## QUESTIONNAIRE

### SECTION A: DEMOGRAPHIC INFORMATION

#### DIRECTION:

Please mark a tick (✓) in front of the appropriate phrase and answer all questions.

**1. Gender**

☐ Female      ☐ Male

**2. Age**

☐ Below 20      ☐ 21 - 24      ☐ 25 - 28      ☐ 29 and above

**3. Ethnicity**

☐ Malay      ☐ Chinese      ☐ Indian      ☐ Others

**4. Semester**

☐ 1 - 2      ☐ 3 - 4      ☐ 5 - 6      ☐ 7 and above

**5. Grade Point Average (GPA)**

NOTE: To first semester student, please mark a tick to your expected GPA result.

☐ Below 2.50      ☐ 2.50 - 2.99      ☐ 3.00 - 3.49      ☐ 3.50 - 4.00

**6. College**

☐ College of Arts and Sciences (CAS)  
☐ College of Business (COB)  
☐ College of Law, Government, and International Studies (COLGIS)

**7. Parents' Working Status**

☐ Both parents are working

☐ Only father is working

☐ Only mother is working



## SECTION B: CAREER CHOICE SCALE

### DIRECTION:

In the “Career Choice Scale”, please indicate **to what extent the particular items are important** to you in making a career choice related decision - by circling the appropriate number. Please answer all the questions.

1	2	3	4	5	6	7
Not at all important						Extremely important

Career Choice Item	Scale						
	(Circle your answer)						
<i>In choosing a career, I consider the following:</i>							
1. Good long-term earning potential	1	2	3	4	5	6	7
2. Job availability	1	2	3	4	5	6	7
3. Good initial salary	1	2	3	4	5	6	7
4. Security of employment	1	2	3	4	5	6	7
5. Nature of the job	1	2	3	4	5	6	7
6. Sufficient time for personal life	1	2	3	4	5	6	7
7. Good physical working conditions	1	2	3	4	5	6	7
8. Job satisfaction	1	2	3	4	5	6	7
9. Interaction with others	1	2	3	4	5	6	7
10. Length of work hours	1	2	3	4	5	6	7
11. Social prestige	1	2	3	4	5	6	7
12. A structured career path	1	2	3	4	5	6	7
13. Advancement opportunities	1	2	3	4	5	6	7
14. Flexibility in career options	1	2	3	4	5	6	7
15. Element of variety and adventure	1	2	3	4	5	6	7
16. Chance to make a contribution	1	2	3	4	5	6	7

## SECTION B: SELF-EFFICACY SCALE

### DIRECTION:

In the “Self-efficacy Scale”, please indicate **to what extent the particular items are true to you** - by circling the appropriate number. Please answer all the questions.

1	2	3	4
Not at all true	Hardly true	Moderately true	Exactly true

Self-efficacy Item	Scale (Circle your answer)			
1. I can always manage to solve difficult problems if I try hard enough.	1	2	3	4
2. If someone opposes me, I can find means and ways to get what I want.	1	2	3	4
3. It is easy for me to stick to my aims and achieve my goals.	1	2	3	4
4. I am confident that I could deal efficiently with the unexpected events.	1	2	3	4
5. Thanks to my resourcefulness, I know how to handle unforeseen situations.	1	2	3	4
6. I can solve most problems if I invest the necessary effort.	1	2	3	4
7. I can remain calm when facing difficulties because I can rely on my coping abilities.	1	2	3	4
8. When I am confronted with a problem, I can usually find several solutions.	1	2	3	4
9. If I am in a bind, I can usually think of something to do.	1	2	3	4
10. No matter what comes my way, I am usually able to handle it.	1	2	3	4

## SECTION B: PARENTAL INFLUENCE SCALE

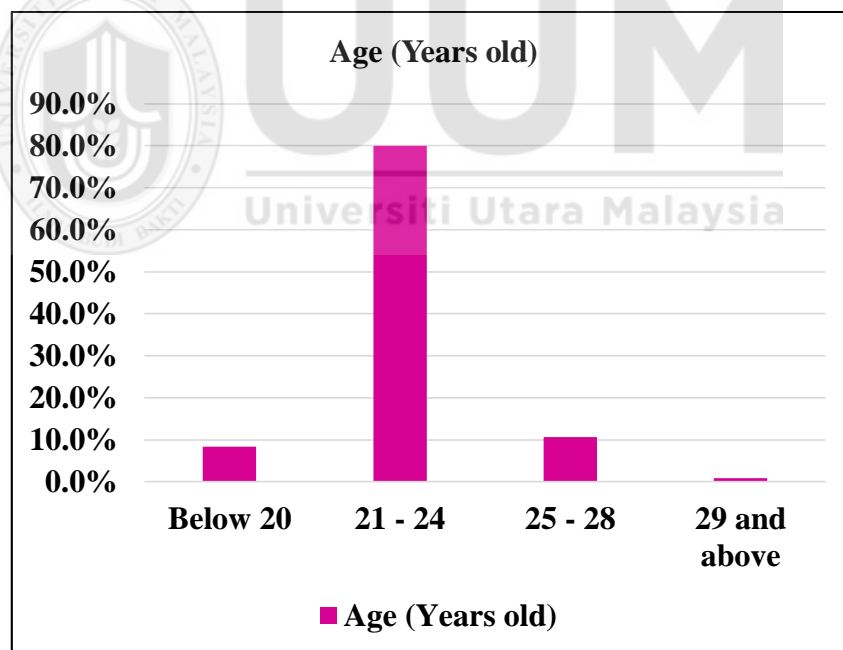
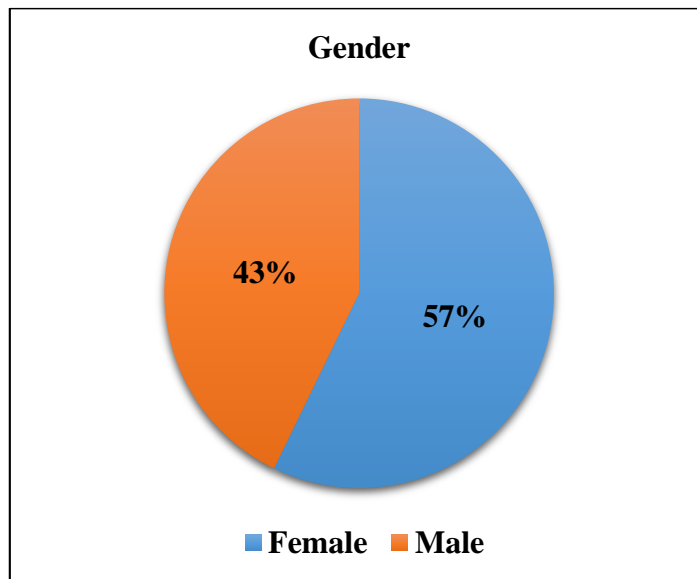
### DIRECTION:

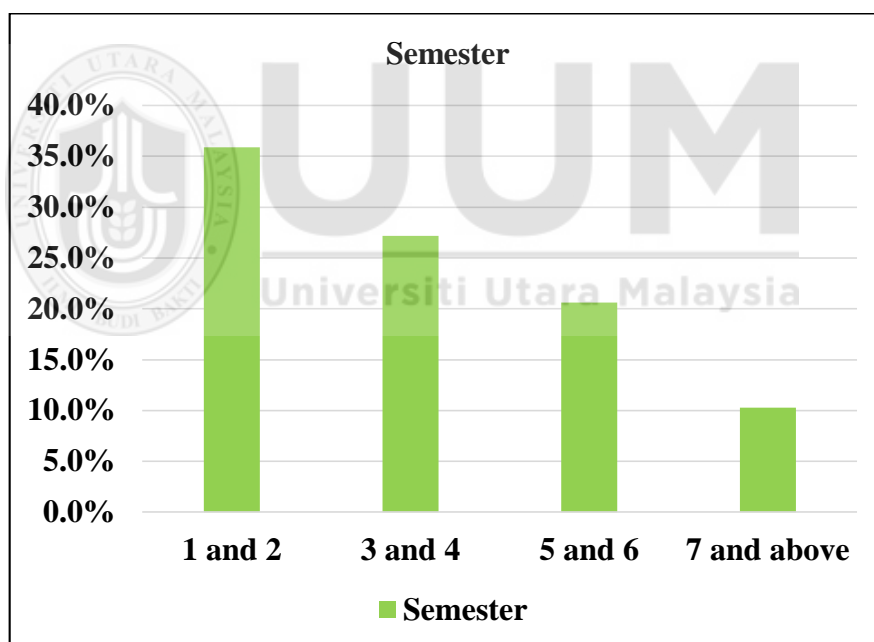
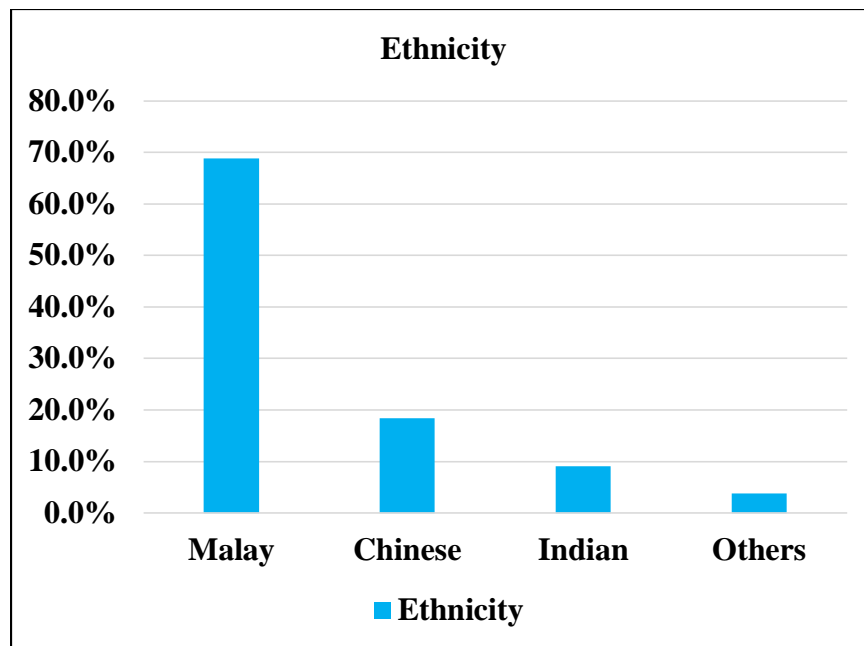
In the "Parental Influence Scale", please indicate **to what extent the particular items apply to you** when making a career choice related decision - by circling the appropriate number. Please answer all the questions.

1	2	3	4
Does not apply		Fully apply	

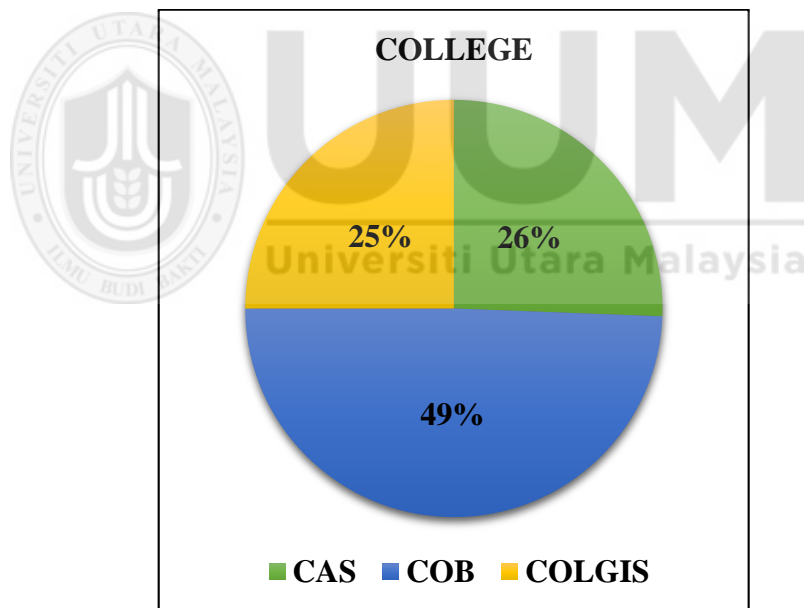
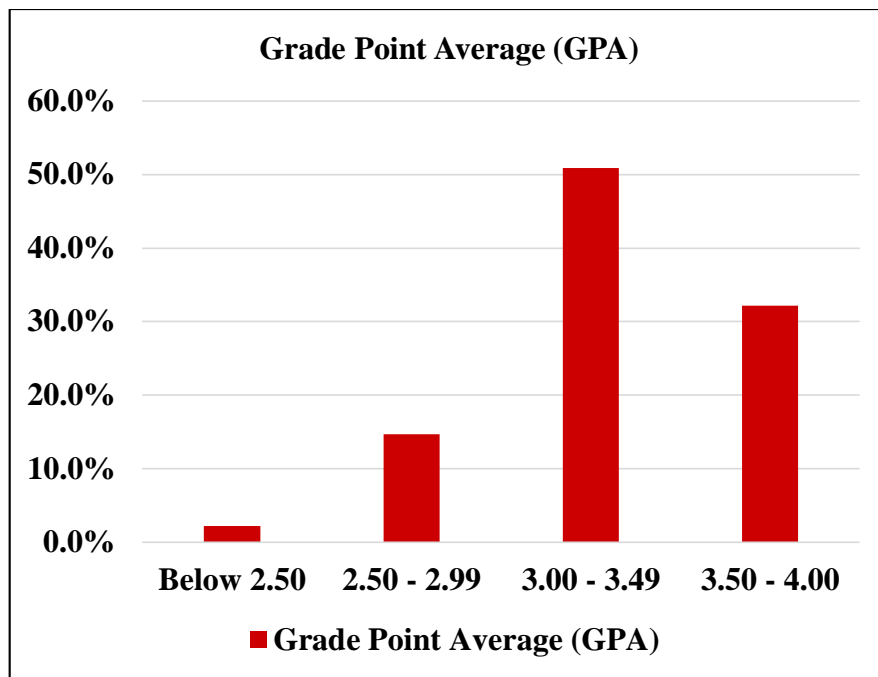
Parental Influence Item	Scale (Circle your answer)			
1. My parents talk to me about my career interests and abilities.	1	2	3	4
2. My parents encourage me to seek information about career I am interested in.	1	2	3	4
3. My parents support me in getting an apprenticeship.	1	2	3	4
4. My parents give me advice on the choice of careers available.	1	2	3	4
5. My parents talk to me about training opportunities in various careers.	1	2	3	4
6. My parents have their own ideas about my future career and try to influence me accordingly.	1	2	3	4
7. My parents interfere too much with my career preparation.	1	2	3	4
8. My parents try to put through their ideas of my future career.	1	2	3	4
9. My parents would talk me out of a career they do not like.	1	2	3	4
10. My parents try to push me in a certain direction regarding my future career.	1	2	3	4
11. My parents are not really interested in my future career.	1	2	3	4
12. My parents do not care about my career preparation.	1	2	3	4
13. My parents cannot support my career preparation, because they know too little about different careers.	1	2	3	4
14. My parents cannot support my career preparation, because they are too busy.	1	2	3	4
15. My parents cannot support my career preparation, as they face difficulties at work themselves.	1	2	3	4

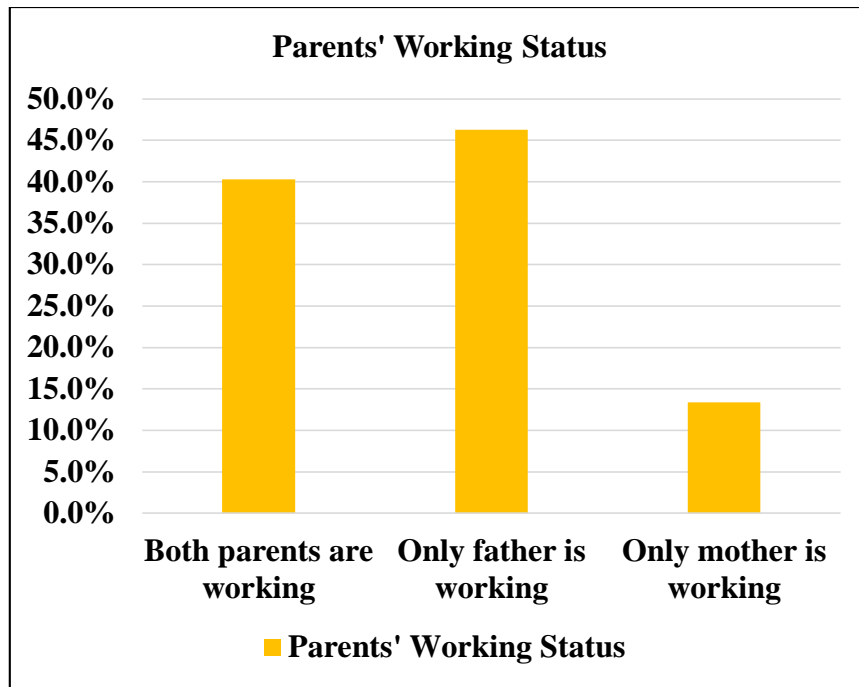
## APPENDIX B: FIGURES OF RESPONDENT DEMOGRAPHIC INFORMATION



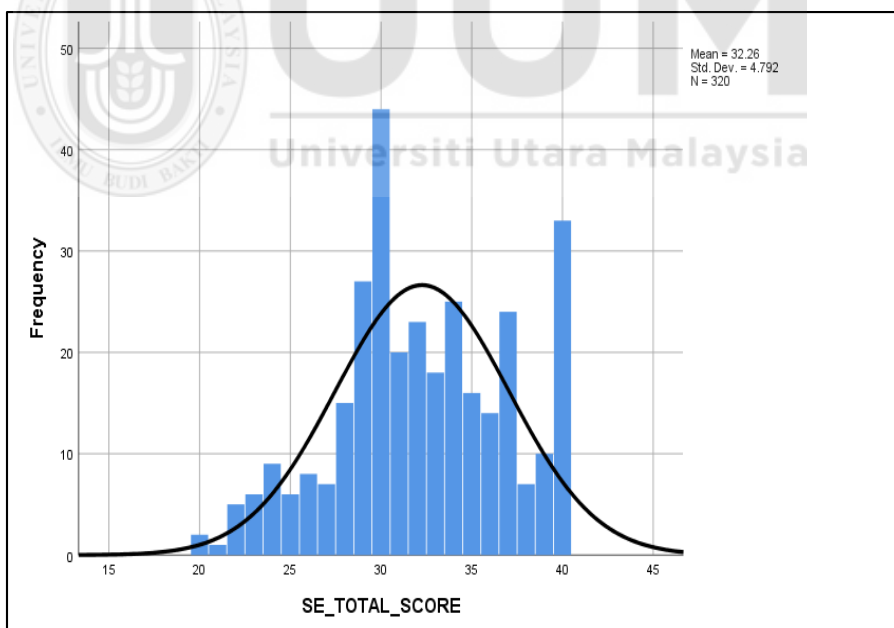
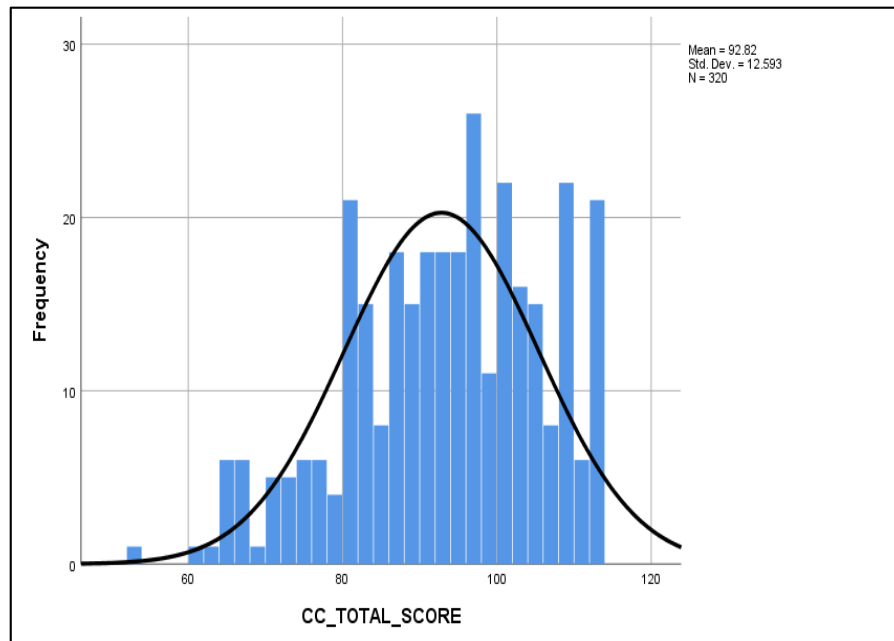


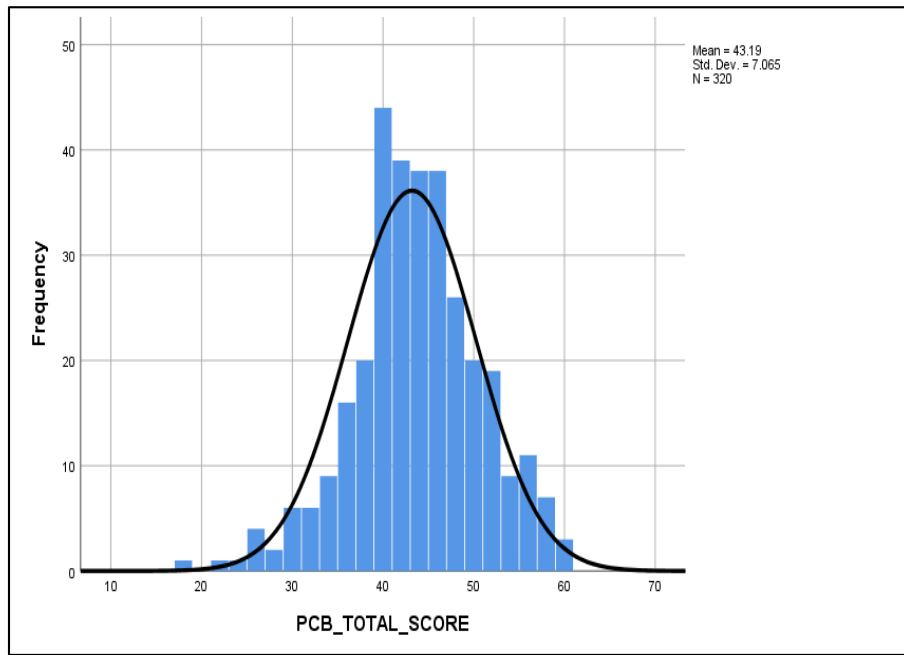






## APPENDIX C: NORMALITY TEST RESULTS





**UUM**  
Universiti Utara Malaysia