Impact of Career Self Efficacy on Career Exploration Behavior: Special Reference to Final Year Bachelor of Business Administration Students at Faculty of Management Studies and Commerce, University of Jaffna

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Abstract

In the present study the impact of career self efficacy on career exploration behaviour of final year bachelor of business administration students who are in Faculty of Management Studies and Commerce were analysed. Totally there are 240 students .Convenience random sampling technique was used to collect the data. Hundred and sixty questions were issued and only hundred and one questionnaires were returned. Present study used Career Decision Self efficacy Scale –Short Form to measure the Career Decision Self efficacy. To measure career self efficacy, Career self-Efficacy Sources Scale was used. Career Exploration Survey-Revised Scale was used to measure Career Exploration behavior. This was developed by Nasta (2007). According to the analysis it is clear that Career decision Self Efficacy has significantly explained by the Career Self Efficacy (R2 Square) is=.326) and Career exploration behavior has significantly explained by the Career Self Efficacy (R2 Square) is=.434). There is a positive relationship between Career Self Efficacy and career decision self efficacy(r-.571). Correlation between Career Self Efficacy and Career Exploration Behavior is .659**.

Introduction

In Sri Lanka There are a number of graduates are unemployed in each year and they formed unemployed graduates union for the purpose of finding government employment opportunities. This activity of unemployed graduates show that their lack of career self efficacy and career exploration behaviour. Individuals' perceptions of their competencies are powerful motivators that affect the choices they make, the effort and persistence they put forth, and the resilience they show in overcoming obstacles. Self-efficacy beliefs also play a meditational role in that they serve as filters between prior achievements or abilities and subsequent behaviour. For example, students who interpret the results of their test scores favourably may use that interpretation to fuel their effort to study hard so as to perform well on subsequent exams.

Graduates career self efficacy and career exploration behaviour are the central construct to make then to find new jobs. In this manner it is necessary to analyse these two variables in case of students in the faculty of management studies and commerce, University of Jaffna University of Jaffna is one of the University performing under University Grants Commission. University of Jaffna has several faculties.   Faculty of Management Studies & Commerce is the fast growing faculty, which has five departments. Such as Department of Financial

Management, Human Resource management, Commerce, Marketing and Accounting. For more than six years with five departments, Faculty of Management Studies & Commerce is producing more than two hundreds graduates in each year. The employability rate of this is remarkably high as compared with other faculties other than Medical Faculty.

According to the vision and mission, The Graduates of Faculty of Management Studies & Commerce are able to compete not only in local but in the international labour market. The Graduates of this faculty are excellent not only in subject matter but more experts in applying the theoretical concept in their working places also. The lecturers of this Faculty are priding to producing such kind of graduates. Even though, a certain percentage of graduates of this Faculty graduates are registered in unemployed graduates union each year. As a lecturer it is my obligation to know the students' career self efficacy, career exploration behaviour and relationship between these variables.

Statement of Problem
To find out a good job and to make unique career decision, it is necessary to possess higher level of career self efficacy. Making decisions regarding a career is an important task for young people. Consistent with developmentally focused career theories, this process begins to occur in primary school, when children develop their interests and begin to understand how their abilities relate to the world of work. It continues throughout the life span, although much more is known about career decisions made by middle and late adolescents and adults, than younger adolescents and pre-adolescents. Not all young people make career decisions easily, and many experience episodes of indecision before settling on a career path. Some authors estimate as many as 50% of students experience career indecision, which is not surprising given the number of career and educational options available, and the need to understand how one's needs, values and goals intersect with these options. Career decisions can also have long term repercussions, as they can commit a student to a particular career path that can involve long periods of education and training before actually resulting in employment. Thus, career indecision is an important topic in career psychology.

Career exploration is now viewed as an essential part of career development, and an important element in career decision-making. It is perceived however, that only through systematic and thorough career exploration can people adequately gather information that will help them make clear and successful career choices. (Nasta, 2007)

Based on the above literature it is obvious career self efficacy impact on career decision making and which has an impact on career exploration behavior. None of the studies had not been careered out to find out such relationship of these variables of final year business administration students, who are in Faculty of Management Studies & Commerce. Therefore the present study aims to answer the following questions.

- To what extent career self efficacy has an impact on career decision self efficacy.
- To what extent career self efficacy has an impact on career exploration behavior.
- Is there any relationship between source of career self efficacy and career decision self efficacy.
- Is there any relationship between career self efficacy and career exploration behavior.

Objectives of the Study

Based on the research questions, the present study aims to achieve the following objectives.

* To examine the impact of career self efficacy on career decision self efficacy.
* To find out the impact of career self efficacy on career exploration behavior.
* To analyze the relationship between source of career self efficacy and career Exploration behavior

Hypothesis of the Study

The following hypotheses have been developed for the present study for the purpose of achieving the research objectives.

* H_i: - Career self efficacy has an impact on career decision self efficacy.
* H_{ii}:- Career self efficacy has an impact on career exploration behavior.
* H_{iii}: - There is relationship between sources of career self efficacy and career decision self efficacy.
* H_{iv}: - There is relationship between career self efficacy and career exploration behavior

Review of Literature

Career self-efficacy beliefs can lead to avoidance of or motivation toward career behaviors (Betz & Taylor, 2001). Low career self-efficacy can cause people to procrastinate making career decisions, and may delay them from following through with a decision once it has been made (Betz, 1992). Even if a low career self-efficacy belief is based on a realistic and accurate assessment of an individual's capabilities or past experiences, it often leads to a lack of full awareness of his or her potential to successfully pursue different careers (Betz & Hackett, 1981). On the other hand, those who have high career self-efficacy tend to visualize success for themselves and seek positive support and outcomes for their career ambitions (Bandura, 1993).

Career exploration can be defined as a complex process individuals' engage in to obtain and enhance self and environmental knowledge, and to ultimately attain career goals (Atkinson & Murrell, 1988; Blustein, 1992; Jordaan, 1963; Taveira & Moreno,2003). It involves career-related behaviors such as talking to people about opportunities, learning about necessary abilities and skills, and acquiring education for advancement (Betz & Voyten, 1997). Career exploration therefore is composed of many diverse activities used to promote career growth.

Research has shown a significant relationship exists between career self-efficacy beliefs and career exploration activities (Betz and Voyten, 1997; Blustein, 1989; Dawes et al, 2000; Foltz & Luzzo, 1998; Van Ryn & Vinokur, 1992). Similarly, Van Ryn and Vinokur (1992) found that the higher an individual's level of career self-efficacy, the more job search behaviors and positive employment outcomes will occur. In more recent research, Dawes et al., (2000) found that low career self-efficacy on the other hand can limit career exploration and development.

Research Methodology

Source of data and Sample Design

For the purpose of the present study data was collected from the final year students in the Faculty of Management Studies and Commerce in each specialization, such as Accounting, Marketing, Human Resource management, and Financial Management during their

dissertation presentation time. In final year totally there are 240 students. Questionnaires were issued to all the students. Unfortunately only 101 questionnaires were returned.

Materials and Variables Studied
Variable Studied
For the present study demographic variable, Source of Career Self Efficacy, career exploration behavior and Career Decision Self efficacy are used to achieve the objectives of the research. Here Source of Career Self Efficacy is the independent variable. Career Decision Self efficacy is the mediating variable. Career exploration behavior is the independent variable.

Materials
For this purpose the present study used Career Decision Self efficacy Scale –Short Form-(CDMSE-SF; Betz, Klein, and Taylor, 1996) used. This scale will be referred to in this study as measuring career self-efficacy. It consists of a total of 25 questions. The responses were scored on an interval Likert-type scale. For collecting data related with Career Self-Efficacy, Career Self-Efficacy Sources Scale was used. It was developed by Nasta (2007) The Career Self-Efficacy Sources Scale is based on Bandura's (1977) four sources of self-efficacy information. It consists of 20 questions total. The responses were scored on an interval Likert Scale (1-5). To measure career exploration behavior, Career Exploration Survey-Revised Scale was used developed by Nasta (2007). The Career Exploration Survey-Revised consists of a total of 28 questions. Responses were scored on an interval Likert-type scale.

Data Analysis

Sample Profile

Sample profile will be clearly shown in the table-1.

Statistical Analysis of this study
For the present study SPSS 20 version was used. In this study regression and correlation analysis is carried out to find out the impact of dependent and independent variables.

First of all Cronbach's alpha was carried out to verify the internal consistency. As shown in table 2 reliability of each construct is over 0 .7, which means the data are reliable.

Regression Analysis
In order to achieve the objective of the study, it is necessary to find out the impact of Career Self Efficacy on career decision self efficacy and Career Exploration behavior.

Table 1: Distribution of Sample

Item	Contents	No.of Samples	%
Gender	Male	18	17.8
	Female	83	82.2
Specialization Area	Financial Management	17	16.8
	Marketing Management	4	4
	Human Resource Management	22	57.4
	Accounting	58	21.8

Table 2: Cronbach's alpha of Construct

construct	No.of Items	Cronbach's alpha
Career Self Efficacy	20	.882
career decision self efficacy	25	.909
Career Exploration behavior	28	.879

Table 3: Model Summary of Career Self Efficacy on career decision self-efficacy

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.571[a]	.326	.319	8.05012

a. Predictors: (Constant), career decision self efficacy

According to the table 3 R2 is=.326, which indicates 32.6% of the variability in career decision self efficacy (dependent variable) is explained its linear relationship with the Career Self Efficacy (dependent variable). The b value of the equation, the gradient of the regression, 27.627, which is significant at 1 %(0.001). As indicated by R square only 32.6 % of the Career decision Self Efficacy is explained by the Career Self Efficacy with the Standardized beta of .571. The F value is 47.940, which is significant at 1% (p=000), which suggests that Career decision Self Efficacy has significantly explained by the Career Self Efficacy.

Table 3.1:ANOVA[a] Career Self Efficacy on career decision self efficacy

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3106.721	1	3106.721	47.940	.000[b]
	Residual	6415.636	99	64.804		
	Total	9522.356	100			

a. Dependent Variable: Career Self Efficacy
b. Predictors: (Constant), career decision self efficacy

Table3.2:Coefficients[a] of Career Self Efficacy on career decision self efficacy

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.627	6.257		4.415	.000
	career decision self efficacy	.473	.068	.571	6.924	.000

a. Dependent Variable: Career Self Efficacy
Based on the above analysis it is clear that the hypothesis H_i is accepted.

Table 4:Model Summary of Career Self Efficacy on career Exploration behavior

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.659[a]	.434	.428	7.37764

a. Predictors: career exploration Behaviour

Table 4.1 ANOVAa Career Self Efficacy on career Exploration Behaviour

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4133.830	1	4133.830	75.948	.000[b]
	Residual	5388.526	99	54.430		
	Total	9522.356	100			

a. Dependent Variable: Career Self Efficacy
b. Predictors: (Constant), career exploration Behaviour career exploration Behaviour
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	29.650	4.755		6.235	.000
	Career exploration Behaviour	.412	.047	.659	8.715	.000

a. Dependent Variable: Career Self Efficacy

According to the table 4 R2(R Square) is=.434, which indicates 43.4% of the variability in career exploration Behaviour (dependent variable) is explained its linear relationship with the Career Self Efficacy (dependent variable). The b value of the equation, the gradient of the regression, 29.650, which is significant at 1 %(0.001). As indicated by R square only 43.4 % of the Career exploration Behaviour is explained by the Career Self Efficacy with the Standardized beta of .659. The F value is75.948, which is significant at 1% (p=000), which suggests that Career exploration behavior has significantly explained by the Career Self Efficacy. According to the above analysis it is clear that hypothesis Hii is accepted.

Correlation Analysis
To find out the relationship between the studied variable correlation analyses was carried out. According to the table 5 there is a positive relationship between Correlation between Career Self Efficacy and career decision self efficacy. Hence the hypothesis Hiii is accepted. According to the correlation table 6 Pearson Correlation between Career Self Efficacy and Career Exploration Behavior is .659** .Which indicates there is a positive relationship between Career Self Efficacy and Career Exploration Behavior at the significant level of 0.000 .Therefore the hypothesis Hiv is accepted.

Table 5 Correlation of Career Self Efficacy and career decision self efficacy

		Career Self Efficacy	career decision self efficacy
Career Self Efficacy	Pearson Correlation	1	.571**
	Sig. (2-tailed)		.000
	N	101	101
career decision self efficacy	Pearson Correlation	.571**	1
	Sig. (2-tailed)	.000	
	N	101	101

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

Table 6: Correlation of Career Self Efficacy and Career Exploration Behaviour

		Career Self Efficacy	Career Exploration Behavior
Career Self Efficacy	Pearson Correlation	1	.659**
	Sig. (2-tailed)		.000
	N	101	101
Career Exploration	Pearson Correlation	.659**	1
	Sig. (2-tailed)	.000	
	N	101	101

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

Conclusion and Recommendations.

The present studies was carried out with the intention to find out the impact of career self efficacy on career decision making and career exploration behaviour. Correlation and regression analysis was carried out to find out the relationship. According to the analysis it is clear that Career decision Self Efficacy has significantly explained by the Career Self Efficacy (R^2 is=.326) and Career exploration behavior has significantly explained by the Career Self Efficacy (R^2 is=.434). There is a positive relationship between Correlation between Career Self Efficacy and career decision self efficacy(r-.571). Correlation between Career Self Efficacy and Career Exploration Behavior is .659**. Therefore based on the above findings it is clear that the all hypothesis are accepted.

All of the students after graduation expecting to enter into the job market, and find out a new job. Therefore it is necessary to posses higher level of career self efficacy and career decision self efficacy. Hence it is important that the university curriculum should include the techniques and methods to improve and develop these kinds of skills. In order to improve and develop career self efficacy and career decision self efficacy skills workshops, seminars and training programmes should be implemented during the degree program. Graduates should exhibit sound career exploration behaviour. Totally is the responsibility of the university to make the students to behave uniquely during the process of searching the job.

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