

Career Decision Making as a Function of Personality Dimension and Gender

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The present study is an attempt to explore the psychological explanation for career decision making by incorporating the personality dimensions of Eysenck's model, namely, extraversion and neuroticism in a paradigmatic manner. Sex is also incorporated in the study as an independent variable. Employing 2x2x2 factorial design with fixed effect model, the stratified random sampling technique is used to select an unbiased representative sample of 320 adolescent students (160 male and 160 females) of class Xth within the age range of 14 to 16 years in each cell 40 subjects were randomly placed. Finally selected subjects were put to score on career decision making scale. After the 2x2x 2 ANOVA treatment, extraversion, neuroticism and sex have emerged as potential factors in generating significant variance upon career decision making.

Career decision making, despite being one of the most crucial variables in the area of vocational psychology, has not yet been exhaustively studied by the researchers working in this area. The term career decision making has been defined as the process by which a person chooses his/her career.

Eysenck (1967) has indicated that the personality differences are the product of the interaction of physiological differences and environmental factors. His studies indicate that extraverts and introverts differ in their characteristic level of arousal (Eysenck, 1970) which can also account for the differences in career decision making. Probably because of this physiological background, Sinha (1966) has reported a marked differences in vocational choice of extravert and introvert subjects drawn from undergraduate and postgraduate classes. Researchers have

found that both male and female students of shy nature (introverts) were more likely to be undecided and less interested in occupational areas requiring interpersonal skills (Phillips and Bruch, 1988) and the variable of career decision making is positively related to extraversion (Haraburda, 1998; Newman, Gray and Fuqua, 1999).

Eysenck (1952) has opined the physiological basis of Normal-Neurotic dimension through autonomic nervous system reactivity. He suggested that the person whose autonomic nervous system is highly reactive, is likely to develop a neurotic disorder. Such persons are emotionally unstable, worrisome and showing dependency, whereas normal persons are emotionally stable, calm and have low autonomic nervous system reactivity. Researchers have reported that people scored high on neuroticism preferred

sedentary type of occupations like teaching, writing, etc. (Gupta, 1971) and positively related with indecisiveness (Stead, Watson and Foxcroft, 1993).

Haraburda (1998) found that the subject who scored high in decisiveness were less neurotic and had fewer psychological symptoms that did those who were indecisive.

Although the personality characteristics of career-wise decisive and indecisive subjects have been studied by a number of researchers, such as Sabourin and Coallier (1991), Reynolds and Gerstein (1991), it has been pointed out by Tiedman (1992) that no systematic effort has yet been made to employ a paradigmatic approach to find out the relationship between personality dimensions and career decision making. Newman, Gray & Fuqua (1999) have also expressed that very few attempts have been made to examine the relationship of career indecision to comprehensive measures of personality. Therefore in the present study, personality dimensions of Eysenck's model namely, extraversion and neuroticism have been used as independent variables to examine the effect of personality dimensions on career decision making and to explore the physiological basis of career decision making also.

Kelly and Cobb (1991) have reported that girls had more career decision making knowledge than the boys but boys planned to enter better paying occupations than girls. Cook (1993) asserted that men and women differ in their career decision making and in the ways they work. She suggests that they view occupational achievement interpersonal relationship differently. Therefore, it is thought that sex, as a variable of biogenic and sociogenic relevance may also generate a greater variance upon career decision making.

In the light of above mentioned discussion, the following problems have been set forth to seek scientific operations:

1. Can personality dimensions (extraversion and neuroticism) generate differential variance in career decision making?

2. Is sex capable of creating differential variance in career decision making?

3. Are personality dimensions and sex in a position to influence jointly or in interaction with each other, the variance of career decision making?

Hypotheses

To seek the scientific solution of the problems, following differential and interactional hypotheses were formulated:

Differential Hypotheses

1. The male Ss would be significantly better in career decision making than the female subjects.
2. The extraverts would be significantly better in career decision making than the introverts.
3. the neurotic Ss would be significantly poor in career decision making than the normal subjects.

Interactional Hypotheses

1. The male, extraverted Ss would be significantly better in career decision making than the female, introverted subjects.
2. The normal, male Ss would be significantly better in career in career decision making than the neurotic, female subjects.
3. The extraverted, normal Ss would be significantly better in career decision making than the introverted, neurotic subjects.
4. The extraverted, normal, male Ss would be significantly better in career decision making than the introverted, neurotic, female subjects.

Method

Design

A 2×2×2 Factorial design with fixed effect model was employed to investigate this problem. Here the dependent variable is career decision making and sex, extraversion as well as neuroticism are acted as independent variables in this study. Thus, there are two levels of sex variable, i.e. male and female; two levels of extraversion, i.e. extraversion and introversion and two levels of neuroticism i.e. neurotic and normal.

Sample

In order to meet the requirement of 2×2×2 Factorial design, stratified random sampling technique was employed to select an unbiased representative sample from the universe. For this purpose an initial population of 720 male and 715 female adolescent students of class Xth within the age range of 14 to 16 years have been taken from the different schools of Rajnandgaon town of Chhattisgarh State. These subjects are divided into eight homogeneous strata according to three specific characteristics of population, i.e. sex, extroversion and neuroticism which were varied to two levels. In each cell or stratum 40 Ss were put randomly, thus a total of 320 Ss (160 males and 160 females) were selected as final sample. For the placement of Ss in different strata, subjects were classified into extraverted Vs. introverted and neurotic Vs normal group according to their scores on the Hindi version of Junior Eysenck Personality Inventory (Helode, 1985) through two opposite extreme group technique with the help of Q_1 and Q_3 as cutting points. In case of extraversion Q_1 and Q_3 was found (rounded off score) 10 and 15 respectively. The Ss scored same or below than (Q_1) 10 were identified as introverted Ss and the subjects having same or above than (Q_3) 15 were identified as extraverted subjects. The Ss having above mean lie score ($M=7.11$) were eliminated in this study.

In the same way, in case of neuroticism, the Ss scored same or below than (Q_1 -rounded off score) 5 were identified as normal subjects and the Ss having same or above than (Q_3 -rounded off score) 13 were identified as neurotic subjects.

Tools

Career Decision Making Scale (CDMS): Based on Horan's (1979) definition, CDMS is constructed and standardized by Tiwari and Hasan (1990) to assess the decision making ability of adolescent students about their career. It consists of 29 items based on the four steps related to ability of career decision making. Viz (i) identification of problems, i.e. conceptualization (ii) identification and enlargement of career alternatives. (iii) weighing and analyzing the alternatives (iv) commitment to the finally selected career. If a subject has acquired these four abilities, he /she will said to be otherwise decisive. the test-retest reliability of the scale is reported to be 0.76 and the content validity worked out with the help of subject experts was found to be 0.71.

Junior Eysenck Personality Inventory (JEPI): To measure extraversion and neuroticism dimensions of personality, a Hindi version of Eysenck's Junior Eysenck Personality Inventory (JEPI) prepared by Helode (1985) was used. It has 50 items in all, of which 20 are for tapping extraversion (E), 20 for neuroticism (N) and 10 for measuring the tendency to tell a lie (L) sub scales for 13 to 16 years age group. The test-retest reliabilities for E, N and L sub-scales are 0.638, 0.703 and 0.511 respectively and concurrent and construct validities against original JEPI for E, N and L subscales are 0.456, 0.465 and 0.565 respectively.

Procedure

After selecting the final sample of 320 subjects (160 males and 160 females), CDMS was administered to measure the career decision making ability of the Ss. At a time 10 to 20 subjects in a group are asked to give their

responses on any one option by putting a tick mark ("") before every statement. After completing the test, responses were scored as prescribed by the authors of the scale.

Results and Discussion

In the present investigation, the factor of personality dimensions, namely extraversion has been found as a potential variable in generating significant variance upon career decision making. It is evident from the observation of the table that the extraverted Ss having mean CDM score of 78.32 are significantly better in career decision making than the introverted adolescent Ss having mean CDM score of 73.38. The F-ratio (1, 312) for extraversion is 234.16, which is significant beyond 0.01 level. The present finding is consonant with the findings of Haraburda (1998) and Newman; et al. (1999) reported that higher indecision group was found to be significantly lower on extraversion. As Eysenck (1982) has indicated that extraverts have lower level of cortical arousal, they tend to seek out stimulation, more inclined to focus

on details when faced with novel situations and willing to take greater risks, therefore, they seek maximum information's about the possible careers generating more and more alternatives and display better career decision making. But introverts are over aroused and highly sensitive to the incoming stimulations, therefore, they are much excited in making decisions about their careers and display poor level of career decision making.

Table1: Mean Career Decision Making Scale Scores for different levels (N=160)

Levels	Mean score	On CDMS
Extraversion	Extravert	78.32
	Introvert	73.38
Neuroticism	Neurotic	71.64
	Normal	80.06
Sex	Male	77.69
	Female	74.00

Table 2: Mean and SDs of Career Decision Making Scale Scores for different groups. (n = 40)

Groups	Extrovert		Introvert	
	Neurotic	Normal	Neurotic	Normal
Male	M = 75.97	M = 84.90	M = 70.83	M = 79.08
	SD = 2.98	SD = 2.83	SD = 3.33	SD = 2.53
	n = 40	n = 40	n = 40	n = 40
Female	M = 72.55	M = 79.85	M = 67.20	M = 76.40
	SD = 2.96	SD = 2.68	SD = 3.34	SD = 2.28
	n = 40	n = 40	n = 40	n = 40

Table 3: Analysis of variance of Career Decision Making Scale Scores with regard to Extraversion, Neuroticism and Sex.

Source of Variation	Sum of Squares	df	Mean Squares	F-ratio
Main Effect				
Sex A	1091.5	1	1091.5	130.72
Extraversion B	1955.25	1	1955.25	234.16
Neuroticism C	5670.03	1	5670.03	679.05
Two way Interaction				
Sex Extroversion AB	23.65	1	23.65	2.83
Sex-Neuroticism AC	2.28	1	2.28	0.27
Extraversion-Neuroticism BC	7.5	1	7.5	0.9
Three way Interaction				
Sex-Extraversion Neuroticism ABC	33.15	1	33.15	3.97
Explained	8783.36	7	1254.77	150.27
Residual	2605.95	312	8.35	
Total	11389.31	319		

$p < 0.001$ $p < 0.05$

It is evident from the observation of the table (F 679, 0.5, $p < 0.01$) that the neurotic Ss having mean CDM score of 71.64 are significantly poor in career decision making than the normal Ss having mean CDM score of 80.06. It proves that neuroticism is a most powerful personality variable in generating significant variance upon career decision making. Since, neurotic subjects are over-aroused, more sensitive, more quickly react to a novel situation and have higher level of autonomic nervous system reactivity (Eysenck & Rachman, 1965) than the normal subjects, therefore, they failed to take better decisions about their careers and showed significantly poor career decision making than the normal subjects. Similar findings have also been reported by Haraburda (1998) in which he reported that the subjects who scored high on decisiveness scale were less neurotic.

Sex has also been emerged as an important predictor of career decision making in this study. A perusal of the table shows that the male subjects having mean CDM score of 77.69 are significantly better in career decision

making than the female subjects having mean CDM score of 74.00 (F=130.72, $p < 0.01$) Due to o socio cultural impact boys are expected to choose a suitable career set to assume earner's role in the family, whereas girls are expected to be house-wives and marriage as their primary concern.

All the two factor interactions could not turn out to be significant at any acceptable level of confidence. Since all factors are potentially enough to generate significant variance upon career decision making independently, therefore, what is added by one factor at the one level of other factor is different from what is added at the second level. Thus, the two factor interactional effect could not generate significant variance upon career decision making .

A perusal of the table (F=3.97, $p < 0.01$) made it clear that extraverted normal male subjects (M=84.90) are significantly better in career decision making than the introverted neurotic female subjects (M=67.20). It shows that when the two independent variables were put to interact with each other, because of their

own potentiality, they nullified their interactional effects of each other, but as and when, the third variable was put to test the interactional effect, because of the potentiality of this third variable, the three factor interactional effect was turned out to be significant in generating variance upon career decision making. The findings of the present research work may help school teachers, parents and counselors to understand the career related problems faced by the adolescent students.

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