

Evaluating Influence of Socio Demographic Variables & Personality on Career Exploration

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Abstract

The main aim of this study to analyze the impact of Career Exploration on Socio Demographic Variables and Personality. The study has been carried out on students of different areas in Gwalior region. The result of this research shows that there is no significant relationship existing between Socio Demographic Variables and Career Exploration and also no significant relationship was found between Personality and Career Exploration. First we applied reliability test to the reliability of the variables of the study and it was found significant/ reliable. With the help of factor analysis test we were able to identify various factors affecting career exploration. The results of Ancova test showed insignificant effect of personality and socio demographic on career exploration.

Key words: Career Exploration, Personality, Socio Demographic Variables.

Introduction

Career exploration is the process in which individual chooses a path or training or a job which fits their interests, skills and abilities to get the

opportunities. Career exploration was associated with individual career in development and self management in inside and outside the organizations. Exploration help the people in exploring their goals , to get better opportunities to cope with challenges which are coming in organizations or in daily life. The individuals personality is also improve because they have different thinking capability, attitudes changes, way of behaving in the organizations. Career exploration gives the job satisfaction and motivates the employees for doing their work in the organizations. Personality is something how one carried themselves; it is something which makes different one person to another. Gender and parental income these are two socio demographic variables. They fluctuate among various social orders and societies, classes, ages and amid various periods ever. Sexual orientation particular parts and obligations are regularly molded by family structure, access to assets, particular effects of the worldwide economy, and other locally pertinent variables. Personality is differing according to gender as well. Parental income which is one of our socio-demographic variables strongly affects personality of ones. If we talk about career exploration there is also found a significant effect of these variables and personality of ones.

Personality

Every individual is unique, having their own characteristics, skills, abilities which make him unique from others. Personality is something that each individual having bundle of qualities inherently. Why everyone is having different values, because they all have different personalities. Personality consists to individual differences in characteristic patterns of thinking, feeling and behaviour

It focuses on two broad areas: One understands individual differences in particular personality characteristics, such as sociability or irritability. It is the set of emotional qualities, ways of behaving, etc., that makes a person different from other people attractive qualities (such as energy, friendliness, and humor) that make a person interesting or pleasant to be with. It is the complex of characteristics that distinguishes an individual or

a nation or group; especially: the totality of an individual's behavioral and emotional characteristics.

Socio-Demographic Variables

"Socio-demographic" refers to a group defined by its sociological and demographic characteristics. These groups are used for analyses in the social sciences as well as for marketing and medical studies. Demographic characteristics refer to age, sex, and place of residence, religion, educational level and marital status. Sociological characteristics are more objective traits, such as membership in organizations, household status, interests, values and social groups. Socio-demographic variables include: gender, age, level of education, employment status, profession, marital status, total number of persons living in the house and their living arrangements.

Literature Review

Legrand, Cora A (1992) concluded that the significance of career exploration on subsequent job result. The exploration of investigation is degree to which people know the kind of occupation, job or associations they need to seek after for work purposes. The career exploration help people to get distinctly engaged or coordinated in their exploration procedure should be a major consideration.

Catherine Kirchmeyer (1995) concluded that young female and males in organizations might be experiencing work conditions that are basic to making progress later in profession.

David A. Jespen and Ginger L. Dickson (2003) concluded that the career exploration adapting behavior particularly decision clarity, appeared to be connected with self reported ability of occupational establishment coping behavior. Among the numerous advancement ideas that life expectancy career theory offers, it was found that there are reasonable for arranging secondary school advising program investigation action and decision clarity.

MarjaanaGunkel and Christopher Schlaegelat.el (2010)shows that personality quality have immediate and directing consequences on career decisiveness. Different measurements of identity were found to have an effect on students' career adaptability, optimism and knowledge. The field of personality and vocational are not just connected through basic approach and reasonable suggestions, additionally through the application of most professional models, which suggest that career development can be respected as an extension of personality.

Beate Cesinger (2011) concluded that individuals are relied upon to take part in career management behavior and settling on profession opportunities. In addition, changing occupations is progressively observed as a desire for personal and expert development, as opposed to a personal instability. Profession accomplishment as a result of one's career at a particular temporal point may take different structures, accomplishing a specific career goal such as finding superior or potentially challenging occupation, higher pay, more obligation, moving to an alternate kind of association or finding an alternative that prompts to better work-life adjust.

Liliana Fari and Maria do CéuTaveira (2012) concluded that members in the review connect high significance to the accomplishment of profession objectives and ascribe incredible instrumental esteem to career exploration. The gathering of members has shown low levels of fulfillment while encountering larger amounts of tension in connection to future career decision.

Jérôme Rossier (2013) concluded that personality can no longer be imagined as the declaration of professional interests, and must be considered as a particular element. Personality measurements are attitudes, for example, general mental capacities. These personality attitudes are connected with a few professional and career related results, for example, work engagement, work fulfillment, work execution, work push, and so on.

Hui-Hsien Hsieh and Jie-Tsuen Huang (2014) concluded that students who have tendency to have a profoundly proactive identity, are more ready to show activity to go up against and tackle issues and exploit chances to enhance their current circumstance, seem to feel more adequate regarding making career decisions

PJonck and EH Swanepoel (2015) found that information of career paths individual certainty were overwhelming components that that influenced a positive evaluation, while administrations gave a personality inventories mirror that hindered perceived satisfaction significantly. As career development aims to empower learners emotionally, physically, and mentally is found inside the space of increasing individual certainty to identified career guidance.

Objective of the Study

1. To design, develop and standardized the measure of evaluating influence of socio-demographic variables and personality on career exploration.
2. To measure the effect of socio-demographic variables on career exploration.
3. To measure the effect of personality on career exploration.
4. To open new vista for further research.

Research Methodology

The study was causal in nature with survey method being used to complete the study. The population included students of different area in Gwalior region. Individual student was the sampling element. Non-probability purposive sampling technique was used to select the sample. The Sample size was 300 respondents. Standardized questionnaires were used for measuring the personality and socio demographic variables on career exploration of students. Data was collected on a likert type scale, where 1 stands for minimum agreement and 5 stands for maximum agreement. Item to total correlation was applied to check the internal consistency of the questionnaires. The measures were standardized

through computation of reliability and validity. Regression was applied to know the relationship between the personality and socio demographic variables on career exploration. T-test was used to compare the respondents' response on the personality and socio demographic variables.

Result and Discussion

Reliability Measure

The reliability of all two measure viz., personality and career exploration was computed by using SPSS software. Cronbach's alpha reliability coefficients were computed to calculate reliability of all items in the questionnaire. Reliability test using SPSS software and the reliability test measures are given below:

Table 1 alpha Reliability statistics for total data

Measures	Cronbach alpha value
Personality	.831
Career Exploration	.735

It is visible that all reliability values are greater than the standard value that is 0.7. It is considered that reliability of all measure is adequate. So the statement in the questionnaire was treated as reliable statements.

Table 2. KMO and Bartlett's Test of Sphericity

S.No	Variable Name	KMO	Bartlett's Test of Sphericity	Sig
1	Career Exploration	.796	801.443	.000

Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy:

The Kaiser-Meyer Olkin (KMO) measure of sampling adequacy is an index used to examine the appropriateness of factor analysis. High values (between 0.5 and 1.0) indicate factor analysis is appropriate. Values below 0.5 imply that factor analysis may not be appropriate. The Kaiser - Meyer -

Olkin Measure of Sampling Adequacy value for the all the measures above was higher than 0.5 indicating that the sample was adequate to consider the data suitable for factor analysis. Bartlett's Test of Sphericity: Bartlett's test of sphericity is a test statistic used to examine the hypothesis that the variables are uncorrelated in the population. In other words, the population correlation matrix is an identity matrix; each variable correlates perfectly with itself ($r = 1$) but has no correlation with the other variables ($r = 0$). The Bartlett's Test of Sphericity was tested through Chi-Square value having a value which was significant at 0% level of significance. Therefore, the above hypothesis is rejected, indicating that the data was suitable for factor analysis.

Principle component factor analysis with varimax rotation was applied to find out the underlying factors of the questionnaire. Factor analysis converged on 4 factors after 8 iterations.

Factor analysis of Career Exploration-

Principle component factor analysis with varimax rotation was applied to find out the underlying factors of the Career exploration. Factor analysis converged on 3 factors after iterations.

Table 3. Factor analysis of Career Exploration

Factor Name	Eigen Value		Variable Convergence	Loading Value
	Total	% of variance		
Career focused	3.454	34.54	I have attended or participated in a career day or Career fair.	.829
			I understand how my interests, skills, personality, and values relate to career choice	.823
			I have participated in a program that focused on a particular career field.	.777
			I took a test that told me about myself, interests, and personality	.729

			and /or how I make decisions.	
			The motivational speakers/lectures/presentation and Scientific materials presented are really exciting	.633
Curious	1.474	14.743	I understand how to match my selection of classes to fit my career goal	.821
			The career exploration activities helped me to understand the best career options for me.	.801
			To learn more about careers, I have used a computer or completed some research on-line	.593
Self dependent	1.323	13.22	I have learnt how to explore career options through field trips, information session and motivational speakers in various career fields.	.848
			I have visited a professional school, such as a college of veterinarian that is associated with my career goal	.847

The Results of Ancova test

Tests of Between-Subjects Effects

Dependent Variable: career exploration

Source	Type III Sum of Squares	Df	Mean Square	F	Sig.
Corrected Model	4223.552 ^a	25	168.942	10.373	.000
Intercept	3186.322	1	3186.322	195.632	.000
p1	23.426	1	23.426	1.438	.231

p2	59.889	1	59.889	3.677	.056
p3	.544	1	.544	.033	.855
p4	92.268	1	92.268	5.665	.018
p5	2806.689	1	2806.689	172.323	.000
Gender	1.040	1	1.040	.064	.801
PI	132.585	2	66.293	4.070	.018
Com	5.057	3	1.686	.103	.958
gender * PI	68.291	2	34.146	2.096	.125
gender * com	10.605	3	3.535	.217	.885
PI * com	58.281	6	9.713	.596	.733
gender * PI * com	63.931	3	21.310	1.308	.272
Error	4462.728	274	16.287		
Total	493016.000	300			
Corrected Total	8686.280	299			

a. R Squared = .486 (Adjusted R Squared = .439)

We have applied the ancova test to find out the effect of personality on career exploration. From this test we have understood that F value which is 10.373 is significant at .000 % level of significance. Therefore the model was found suitable to conduct ancova.

We have also combined different elements of personality which are **Neuroticism, Extroversion, Agreeableness**, are not significant as their Significant value is more than .05 where the personality types naming **Conscientiousness and Openness to experience** are found to be significant as their values are .018 and .000 which is less than .05.

The results of ancova test further defines that the effect of Gender on Career Exploration is found to be insignificant with the value of .801 which proves that both the gender that is male and female are equally exposed to the fields of career and gender does not have any impact on career.

Also it has been observed that Community does not play any role on career exploration as the significant value which is .958 is more than .05.

So we can conclude that that people from all communities are equally explored to career opportunities in the market place.

The other effect which we understood from ancova test is that Parental Income which has a significant effect on career exploration with the value .018 which is less than .05 which proves that parental income has a significant effect on career exploration which is why individuals with high income groups are more explored to career exploration over the people with low income groups.

We have also combined the variables of our study in groups of naming gender and parental income, gender and community, parental income and community and gender plus parental income plus community and found that their overall impact on career exploration was found to be insignificant.

The adjusted r square value was found 43.9%. It means the independent variables caused 43.9% variance into the dependent variable.

This whole ancova test here by defines that only parental income has an impact on career exploration.

Conclusion

The study was conducted on students of different region in Gwalior. The focus of study was to identify the effect of socio demographic variables and personality on career exploration. Different personalities have their own different effects on career exploration but study identified that there is no effect of personality of students on their career exploration as same as socio demographic variables are also not having so much effect on career exploration of different students

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