

Running head: CAREER SELECTION AND JOBSATISFACTION



Impact of Career Selection on Job Satisfaction

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Abstract

Choosing the right career is the biggest decision of an individual, upon completing their college education. A wrong selection tends to lead to numerous problems later-on in life. Drawing from John Holland theory of career choice which states that job satisfaction and achievement at highest when personality type of individuals matches the career chosen.

This research was conducted to know the impact of career selection on job satisfaction. This research also identifies the factors which are important in the selection of career of individuals. A survey method was used in conducting this research by using a questionnaire as a tool.

The sample size consisted of 109 participants recruited through social media, using convenience sampling technique and by completing an online survey containing demographic information, The Career Involvement, and Influence Questionnaire (CIIQ) and Job Satisfaction Questionnaire (JSQ).

Different statistical test including correlation and regression were applied to check the relationship between the two variable career selection and job satisfaction. Also, will look at how the factors which influences career selection predicts for job satisfaction. The findings of the study showed that there is a significant relationship between career selection and job satisfaction. There is a significant relationship among the factors which influences career selection finally 1 influence and 1 involvement factor (making societal change and tutor) where the identified predictor for job satisfaction,

Keywords: career selection, career choice, career decision, job satisfaction

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Introduction

It appears that a lot of people are not satisfied with your career/job because of making a wrong career decision. A career is the most important aspects of an individual's life; one wrong decision may lead to lifelong program in their future career. While for some career selection is a straightforward decision due to an individual's awareness while for others, they have a long way to go to achieve the right career.

The navigation of career is a very tough and stressful one. Most individuals look forward to building career of success and growth which would later help in satisfying certain goals which they hope to achieve such as earning a living, developing an interest in helping society gaining certain social status and respect.

Through the right career selections individuals can seek self-fulfilment and get adequate satisfaction in their daily life, but without a fulfilling career most people become riddled with misery, anxiety, confusion, and lack of self-esteem.

In the last decade career selection/ choice has gained sub sequential attention from academics and researchers. As numerous researchers have explored various internal/ intrinsic factors such as (attitude, personal interest, education, and family background) as well as external/extrinsic factors such as (job market, job opportunities, salary, structure, and career progression) by examining the influence these factors have on career selection.

Job satisfaction is a positive state resulting from the appraisal of one's job. Job satisfaction is a result of employee's perception of how well their job provide what they view as important (Tella et al., 2007). In recent years there has been a lot of studies looking at job satisfaction of individuals.

Numerous studies have been conducted aiming to explore career selection/choices and to gain more insight into career. Research have investigated factors influencing career choice of students, roll higher educational institutes in career development, role and influence of family, parents and teachers in career choice, impact of culture and values on career choice, career success.

The focus of this study remains to explore the factors influencing career selection and how this impact on job satisfaction as according to (Zingesser, 2004) who stated that individuals may feel very certain of having made the right career choice but at same time may be experiencing unsatisfactory feeling.

So, the big question becomes why do so many people feel dissatisfied with your job? Or what are the reasons why people make bad choices. this study attempts to explore the role the mother, father ,tutor, future income, future status and making a societal difference has of job satisfaction and look if any relationship exist exists between career selection and job satisfaction.

Literature review

Several theorists have tried to explain individual career experiences, by identifying what factors influence choice and how these choices impact job satisfaction. Hollands's theory of career typology proposed of career typology proposed that career choice and job satisfaction resulted as an interplay between personality and environment.

While a person's vocational interest could be conceptualizing into six typologies (Realistic, Investigative, Artistic, Social, Enterprising and Conventional (RIASEC)). Holland theory suggested that individuals can function and develop best if they find job satisfaction in work environment that are in line with their personality type.

Hollands's theory is based on several assumptions (a) people tend to choose career that is reflective of their personality, skills, and ability (b) people tend to be attracted to certain jobs, the environment reflects their personality (c) people who choose to work in an environment like their personality are likely to be successful and satisfied (d) for any personality type the career chosen must aligned with that type as it is most likely to be enjoyable and satisfying.

Similarly, Krumboltz social learning theory suggest that people's personalities and behavioural repertoire can be explained most useful on basis of the unique learning experience i.e. that an individual's growth take place because of learning and imitating the behaviour of others. Hence people choose their career based on what they have experienced and learnt in this society Krumboltz, (2002).

Meanwhile, Herzberg (1959) two factorial theory, proposed that job satisfaction is influenced by two distinct sets of needs and that different work element can meet these needs. Herzberg referred to the first set of needs as extrinsic hygiene factors which are basic conditions surrounding work, and these factors include (salary, security, policy, relationship with peers). These factors do not lead to higher levels of motivation or led to satisfaction with work but if this condition and not met with, this would result in dissatisfaction.

While the second set of need are referred to as growth needs or motivators which includes (responsibility, achievement, recognition, advancement, and interest in the job itself). If these intrinsic factors are present or me, it will enhance motivation and enhance the level of satisfaction.

Factors Influencing Career Selection

Studies have examined both intrinsic and extrinsic factor on career selection. There is plethora of factors that come into play when individual chooses their career path. Typically, individuals would consider quality of life they want when they are older. Factors such as family relationship by looking at the role of the mother and father, the role of an educator(tutor) plays and examining the factor in which future income, future status making a societal difference plays when individuals are considering a particular career selection will be discussed below.

Family relationship on career choice

Research into family influence have increased in the last couple of years but an understanding into family influences career choice is still sparse. Numerous research that have looked at the family influence on career selection have looked at how the involvement of the mother or father have influenced individuals in their career decision making.

Mothers Influence on career selection

While research has shown that mothers and fathers may influence their children career aspiration in different ways. Otto (2000) suggest that young individuals most often look unto their mothers for career guidance. While Jacobs, Chhin &Bleeker (2000) in their study found that children respond differently to maternal and paternal expectation depending on the gender of the child, where gender stereotyping influences a child career decision making. This is important as more women are entering the workforce and working mothers tend to influence their children career aspiration.

Simpson (2003) suggested in his study suggested that maternal influence is diametrical opposed to paternal influence. this is due to the results of mother's own gender socialization during education and work experience mothers who have high status job were not inclined to encourage people oriented field compared to mothers who had experience more gender socialisation i.e., mothers experience is impacted the type of career which she encourages her children to pursue.

Mothers tend to have a higher influence with regarding the employment female child. For instance, in a study by Chope (2006) it was reported that daughters who were raised by homemakers

where more likely to expect that they would also stay at home if they had children likewise sons of homemakers expected their partners would stay home if they had children's.

Father influence on career choice

The father figure also influences career selection of an individual Poulter (2006) fathers have a more significant impact on their children's career choice. Agarwala (2008) in his study which looked at the numerous factors influencing career selection of management students in India found that the father was the most significant influence in most of the students.

Tutors influence on career choice

Tutors have been found to be influential in the career choice of student. Water(2011) in his study was able to identify characters of teachers that Australian individuals found to be helpful in their career path journey, this included connecting pedagogical practice with student interest, being passionate about a subject matter, having good content knowledge, making learning experience relevant, setting high expectations for students is crucial in motivating students towards their career.

Mentorship is another way teacher can influence student's goals through encouragement. Fred and McClair (2009) found that school mentors/teachers where influential in career decision making.

Future income influence on career choice

In a study by Edward and Quinter (2011) they found that when it comes to choosing a career path while some individuals prioritise career chosen by their parents or career chosen due to their personal interests. There are others who would give high importance to career which would provide them with high income in the future.

Similarly, Abbasi and Sarwat (2014) study which tried to identify major factors that influence graduates career choice found that salary structure was a significant factor that influenced career choice of graduate likewise Wilson and Donnelly (2011) found that the most important factors for student into choosing to enter industrial or have an interest in private sector was due to the income.

Ryan and Deci (2000) in their study found that extrinsic motivator such as that of prestigious, occupation, availability of jobs and professional with good remunerations motivated youth career choice.

Future status influence on career choice

Status is another factor that may influence choice of choosing a particular career Beynon et al., (1998) study on Chinese Canadians suggested that students tend to focus on getting carry out that bring honour to the family.

Job satisfaction is defined as an extent which employee like or dislike their jobs Khalid et al., (2015) where job satisfaction is influenced by motivational and hygiene factors. Job satisfaction study of restaurant staff showed that job security, salary, efficacy in work and co-worker relationship where most important and contributing factor to job satisfaction Hancer and George (2003).

In a survey designed to assess overall satisfaction of graduate in an early career employee in a printing and publishing firm study showed that overall job satisfaction is impacted by job level, work culture, person culture or personal organisation fit and satisfaction with intrinsic satisfiers on motivated. Similarly, Greene (2005) study revealed that job dissatisfaction among nurses included work life balance, an organisation not focusing on patient, use outdated medical equipment and insufficient development opportunities.

From the studies above we can view that job satisfactions play a vital role in defining an employee's efficiency and productivity level. Ayushveda (2009) stated that when an employee is satisfied and happy with their job then there will be higher productivity compared to an employee who only cares about monetary value. A satisfied employee would help by creating a positive environment and help boost morale and improve moral of co-workers.

Factors influencing Job Satisfaction.

There are a variety of factors that make people feel positive and negative about their job. studies investigating jobs satisfaction and theory such a a Herzberg 2 factor theory have indicated that some of

the factors which may impact job satisfaction include income, recognition, job itself, supervision, work environment and relationship with co-workers as the factors which may impact job satisfaction.

Pay/ Wages

With regards to income there is no doubt that monetary rewards make player an influential role in determining job satisfaction as individuals view remuneration as an indication of the value to an organisation. Findings of Kim and Cha (2000) revealed that employee satisfaction is subject to expected reward which resultantly has greater impact on their career selection and progression.

The Work Itself

Individuals may be happy with their job condition and the people they work with but may dread to work it is off to work itself face it critical role in determining how satisfying it work at is with he is or her job.

Working Condition

Individuals would rather work in condition in which results in greater physical comfort and convenience. The absence of such working condition can impact on the workers mental and physical wellbeing Barron and Greenberg (2000). While Robbins (2001) stated that just that working condition would influence job satisfaction as individuals concerned with a comfortable physical work environment this in turn would improve level of job satisfaction.

Having identified the various possible factors that influence career selection and job satisfaction, it is necessary to examine how these factors affect one another. As this is a crucial factor in improving how people make career selection in future to get maximum level of job satisfaction. Therefore, in the next section we will be discussing how career selection impact job satisfaction.

The present study

the general concern is to improve level of job satisfaction for individuals. There is sufficient evidence on the factors that influences career selection and the varied factors that influence job satisfaction, but study on how one's career selection impacts their job satisfaction is sparse.

Job satisfaction and career selection

Sokro et al.,(2011) study which examined the relationship between job satisfaction and career selection by investigating the impact off carer choice on job satisfaction among employee in Ghana using chi square test found that employees who make the right career choice bare more likely to be satisfied with their job. Results from this study provided evidence that employee who are satisfied with their job are more likely to perform well at their job satisfaction.

The Study found that internal and external factors including personality type should be considered when making career selection and that individuals should ensure that fundamental factors that would guarantee a better job satisfaction a should be considered.

Similarly, a study by Iqbal and Zaidi (2011) which also looked at the impact of career selection on job satisfaction found that there is a significant relationship between career selection and job satisfaction and that individual who choose career based on personality traits and value achieve maximum job satisfaction, as with their research personality traits have a high impact on job satisfaction.

Zaman (2008) study on the impact of career choice, career satisfaction and job performance showed that people tend to be dissatisfied with their jobs most especially those who select a career based on unrealistic goals or under the influence of someone else they found that those who base their career choice on personal choice achieve better job satisfaction and perform better at their job.

The review above has highlighted the number of career theories that can be used to explain for people's career choice and how important these choices are and how those choices impact the job satisfaction of an individual.it also looked at the numerous factors which influence an individual career choice/ selection and the numerous factors that influences job satisfaction.

To understand the impact career selection has on job satisfaction it is important that a clear understanding of the factors that influence the variable and the theory are also understood as it's important to understand and identify what aspect of our career selection process can be seen to have an impact in job satisfaction early during career decisions making process to avoid any form of dissatisfaction. due to this reason the impact of career selection process on job satisfaction should be acknowledge early by schools to avoid any negative consequences that may arise later in life.

Rationale of study

The rationale behind this study is to provide some insight about career selection choices available to the individual and how this choice impacts their overall job satisfaction. The ability to select your career is the base to which a person can get satisfaction from the job they wish to pursue. This study intends to find how these factors which would relate to the job and increase job satisfaction level. This study will also identify the influential factor and whether these factors lead to a positive or negative outcome in an individual career selection.

The uniqueness of this study is that little to no study has been carried out to understand to what extent to which e on career selection profoundly affects job satisfaction.

Hypothesis

There is a relationship between career selection and job satisfaction.

To examine the relationship between the following factors (mother, Father, Tutor) on their level of involvement in career selection and how it effects job satisfaction.

To examine the relationship between following factors (future income, future status and making a societal difference) which influences career selection affects job satisfaction level.

Methods

This chapter would describe the method and the process used in conducting this study includes the research design, population, data collection, and instrumental measures and data analysis.

Participant

The research sample within the current study consisted of N=109 participants. Where 2 of the participants were excluded from the study as they did not answer any of the questions in this survey which means the final sample for this study comprised of 107 individuals (Males: n = 21 and Females = 86).

The researcher recruited participants through convenient sampling using the researcher's social media account (Facebook) and participants were also encouraged to circulate questionnaire to those eligible to participate and therefore could provide better response to questionnaire.

In line with ethical consideration participants were required to be at least 18 years of age to participate. They were required to provide informed consent before completing the questionnaire. As regression analysis were conducted in this study G*power statistical power analysis (Faul, Erdfelder, Buchner & Lang, 2009) was used to determine the sample size required for statistical analysis as such there was a 95% chance that the R squared value would significantly differ from zero with the sample size of 111 or over reducing the likelihood of Type 1 error.

The sample size was also calculated using Tabachnick and Fidell (2013) formula for calculating sample size ($N > 50 + 8m$) n = number of participants and m number of PV (predictive variables) Therefore the minimum sample size for this study had to be N=98. As the study was voluntary no incentive was used for this study

Measures

The study questionnaire was comprised of demographic question, and two distinct scales and this was compiled using Google Forms a survey builder. The demographic questions were administered to gain general profile on the participants in this study questions regarding their gender, age, and educational level.

The Career Involvement and Influence Questionnaire (CIIQ)

The career involvement and influence questionnaire (CIIQ) used for this research is a reverse version of Andrew Daire questionnaire utilizes in a research study used in career development quarterly (Daire, LaMothe & Fuller, 2007) .This tool consist of two section. The first section asked individual to rate their parents and tutors' level of involvement or influence on a Likert scale 1- 6.

The respondent then rated the level of influence or the level of involvement their mother, father and tutor had in them choosing their career. They also rated the influence of future income, future status and making societal difference on choosing a career. The variables reflected the sum- total of area of influence (career choice) for all areas for involvement and influence.

The second section covered the qualitative element to the questionnaire which provide respondents the opportunity to identify who was more involved /influenced their career choice and they are asked to describe this influence. In the current sample the Cronbach Alpha coefficient for CIIQ was 0.61.

Though this figure indicate lower internal consistency reliability than is typically deemed acceptable the major will still be included in the study as it is measuring a potential confounding variable and not the variable of interest however caution will be applied when interpreting the results.

Andrew and Whitley job satisfaction questionnaire (JSQ)

Andrew and Whitley job satisfaction scale are a 5 items scale that measures the job satisfaction of individuals on a 7-point Likert scale ranging from delighted (7) to terrible (1). The validity and reliability of this scale has been confirmed with multiple studies across different sectors.

A study by Van Saane et al., (2003), reviewed available job satisfaction measure to evaluate the validity (0.7) and reliability (0.8) of the scale. The review showed that Andrew and Whitley job satisfaction questionnaire had a high reliability and construct validity. In this study the Cronbach Alpha coefficient for job satisfaction 0.8 higher scores indicate higher levels of job satisfaction

Research Design

This research would use a mixed method design by combining qualitative and quantitative design. In conducting a mixed method design data analysis would consist of both qualitative and quantitative design. The use of mixed research approach provides a better understanding of topic being research to be formulated Creswell and Clark (2011) than if a single approach is used and also to compensate for any inherent method weakness on inherent methods strand and offset inevitable method bias

Design provides an opportunity to directly compare quantitative statistic result with qualitative finding or to validate or expand quantitative result with qualitative data. A cross-sectional method would be utilized for this study as it allows researcher to compare many different variables at one specific time. The cross-sectional aspect of the mixed method design allows for understanding the relationship between the factors that influence career selection and job satisfaction.

Participants selected for this research were collected through convenient sampling. For data collection the following were used the career involvement and influence questionnaire (CIIQ) and Andrew and Whitley job satisfaction (JSQ) were used. The CIIQ allowed researcher to collect both qualitative and quantitative data, and the JSQ allowed researcher to collect quantitative data. The researcher used SPSS to examine the quantitative research question.

Data Analysis

Pearson correlation and regression analysis would be used to examine the first hypothesis which would examine if there were a relationship between the Predictive variable (career selection) and the criterion variable (job satisfaction). For the second Hypothesis a multiple regression analyses will be used to test this .This contains 6 predictor variables (PV) namely father, mother, tutor, future income, future status, making societal difference, The Criterion variable (CV) was job satisfaction.

Procedure

Before data collection the researcher obtained from the institutional review board approval from the National College of Ireland, Data collection began in January 2021. Participant involved in the study were recruited through convenient and snowballing sampling method. An online survey was created using Google Forms. This questionnaire will be distributed online through various outlets such as Facebook, Twitter, and Instagram.

To reduce any form of bias study will not be distributed among friends and family as the aim of the sample method is to include a broad range of population to my study. To address anonymity and confidentiality the online questionnaire will not require any form of identification from participant which would allow the researcher to easily identify participants.

Since the questionnaire was administered online, Participants would be provided a link which they could click on electronically. The information section (see Appendix A) will provide an overview of what the study is all about. This would be followed by a consent form (see Appendix B) where participant will be able to answer a few questions regarding their age, and length of their work as to be able to participate.

For this study participant must be at least 18 years of age and have some experience working. This section of the consent also ensure that respondents are aware that they could withdraw from the study at any time without any penalty and also ensuring that participants are aware any information collected will not be included or used in the survey write up.

After consent has being obtained participant would be presented with the demographic part of the questionnaire (see Appendix C) which would collect data regarding participants age, gender, and level of education. After this participant will then be presented with the career involvement and influence questionnaire (CIIQ) (see Appendix D) which consist of a 6-item question on a Likert scale of 1-6.

To examine the involvement the following factors (mother, Father, tutor) has on career selection and its impacts job satisfaction. This questionnaire also looks at how future income, future status and making a societal difference influences career selection and its impact on job satisfaction.

This questionnaire also has a qualitative aspect to this questionnaire which requires participants to respond on who was more involved in their career selection.

On completion of this questionnaire participants would then be presented with the Andrew and Whitley job satisfaction questionnaire(JSQ) (see Appendix E) which consist of a 5 item question on a 7 Likert scale of 7(delighted)-1(terrible).Once they have completed all of the questionnaire, participants can then asked to submit.

On clicking the submit button, participants would be provided with a debriefing (see Appendix F). This would provide a short overview on the study once again and provide information on help for any participant in the study who feels they might require help after being affected by this study. Data collected will then be transferred from Google Form to Excel which would then be imported into o IBM SPSS Statistics for computation

Ethical consideration

All data was collected within accordance with the ethical guidelines of NCI. Though no obvious harm was expected to be encountered from the study the debriefing form included helpline numbers in the event participants felt psychologically triggered by the material presented

Results

Quantitative Findings

The main objective of this study is to find if there is a relationship between career selection and job satisfaction of individuals. The study shows that there is a relationship between these two variables and also identifies the factors which influences career selection and impacts on job satisfaction. After conducting the survey, data were analysed in two ways: Descriptive statistical analysis and inferential analysis.

Pearson correlation and regression analyses will be used to analyse the relationship between career selection and job satisfaction. Further analyses would also be performed for the different factors which influence career satisfaction.

As the researcher had undertaken a mixed method research design. The quantitative component would examine the relationship between career selection and job satisfaction and examine how the factors that influences career selection impacts on job satisfaction. While the qualitative study would explore the nature which of the factors behind how career selection affects individual.

Demographic Data

Of the 107 participant who complete this study, were 19.3% males (N=21) and 78.1% were females (N=86) from the online survey. The age ranges where as follows: 35.8 % were aged 18-29 (N=39), 30.3% were aged 30-39(N=33), 25.7% were aged 40-55(N=28), while about 8.3% where aged over 55 (N=9). Majority of the participants where in the age bracket of 18-29. For majority of the respondent in this study 65.4% stated that they were either undertaking an undergraduate degree or have completed one (N=70), while about 32.7 stated they had a graduate degree or pursuing a graduate degree (N=35) while the remaining 1.9% of my participants stated they have intermediate level degree (N= 2).

Descriptive statistics

Analysis was conducted on all continuous variable, to ascertain the Mean (M), Median (MD), Standard Deviation (SD) and the Range scores were obtained along with tests for normality. Preliminary analysis was performed on dataset and this indicated that all continuous variables followed the assumption of normality, the result for all continuous variable will be presented below in Table

1.Histograms were also obtained and indicated that data was normally distributed histogram for all continuous variable can be found in (Appendix 1)

Table 1

Descriptive statistic for all continuous variables

Variable	<i>M</i> [95% CI]	<i>SD</i>	Range
Mother	3.66(3.27- 4.04)	1.90	5
Father	3.06(2.69- 3.39)	1.83	5
Tutor	3.00(2.66- 3.35)	1.86	5
Future Income	4.39(4.12- 4.68)	1.51	5
Future Status	4.15(3.86 - 4.42)	1.46	5
Making societal difference	4.35(4.03 - 4.63)	1.57	5
Career Selection	22.58(21.41-23-69)	5.93	27
Overall Job Satisfaction	26.36(25.30-27.37)	5.34	26

Inferential Statistics

Preliminary analyses were performed to ensure no violation of assumption of normality, linearity, and homoscedasticity. A Pearson correlation was computed to assess the relationship between career selection and job satisfaction. There was a significant weak positive correlation between the two variable career selection and job satisfaction($r= 0.25$ [95%CI= .55, .41], $n= 107$, $p < 008$).This indicates that the two variable share approximately 6% of variance in common. Result indicates that thought there is a weak positive relationship it still indicates that the better the career selection process there is a little effect on job satisfaction and since the relationship is significant the null hypothesis is rejected.

Further analysis was conducted using regression analysis. A linear regression analysis was performed to determine how well job satisfaction could be explained for by the variable career selection preliminary analysis showed no violation assumption of normality, linearity, and homoscedasticity. The correlation between the predictor variable and the criterion variable included in the model was examined. The predictor variable was significantly correlated to the criterion variable. The

correlation between predictive variable was also significant. Test for multicollinearity indicated that Tolerance and VIF values were within acceptable range and indicated that there was no violation of the assumption of multicollinearity and that the data was suitable for examination. Predictor variable entered in the model explained for % of variance of job satisfaction. ($F(1, 105) = 7.204, p < .008$). Variable entered in the model was found to uniquely predict Job satisfaction levels to a statistically significant level (Appendix1).

Table 2

Pearson's correlation between continuous variables

Variable	1.	2.	3.	4.	5.	6.	7.
1. Mother							
2. Father	.457**						
3. Tutor	.201*	.311**					
4. Future Income	.208**	.268*	.145				
5. Societal difference	.205*	.172	.377**	.225*			
6. Future Status	-.108	-.123	.208*	-.053	.515**		
7. Career Selection	.603**	.658**	.653**	.495**	.684**	.391**	
8. Overall Jobsatisfaction	.144	.056	.317*	.046	.201*	.113	.254**

Note: * $p < .05$; ** $p < .01$

A Pearson correlation coefficient was computed to examine the relationship that exists with the following factors (mother, Father, Tutor) of level of involvement and the factors (future income, future status and making a societal difference) that influences career selection. Preliminary analysis was conducted to ensure no violation of the assumptions of normality, linearity, and homoscedasticity. Report showed the factors of both level of involvement and influence significant predictor of career selection and the increase level of influence or involvement will increase level of career selection. (See Table 2)

A Pearson correlation coefficient was computed to examine the relationship that exists with the following factors (mother, Father, Tutor) of level of involvement on career selection and job satisfaction. Preliminary analysis was conducted to ensure no violation of the assumptions of normality, linearity, and homoscedasticity. There was a significant, moderate, positive correlation between Tutor and Job satisfaction (tutor is a significant predictor for job satisfaction ($r = .32$ [95%CI= .13, .48], $n = 107, p <$

.01). This indicated that the two variables share approximately 19% variance. Results indicate that higher levels of tutor involvement on career selection are associated with higher level of job satisfaction (See Table 2).

A Pearson correlation coefficient was computed to examine the relationship that exists with the factors (future income, future status and making a societal difference) that influences career selection and job satisfaction. Preliminary analysis was conducted to ensure no violation of the assumptions of normality, linearity, and homoscedasticity. There was a significant, moderate, positive correlation between Making societal difference and Job satisfaction (making societal difference is a significant predictor for job satisfaction ($r = .20$ [95%CI= $-.005, .39$], $n = 107$, $p < .01$). This indicated that the two variables share approximately 19% variance. Results indicate that higher levels of future income influence on career selection are associated with higher level of job satisfaction (See Table 2).

Table 3
Multiple regression models predicting Job Satisfaction.

Variable	R ²	B	SE	β	<i>t</i>	<i>p</i>	95%CI
Model	.108***						
Tutor		.830	.296	.281	2.81	.006	.244, 1.42
Societal Difference		.323	.338	.095	.955	.345	-.348,.994

Note β = standardized beta value; B = unstandardized beta value; SE = Standard errors of B; CI 95% (B) = 95% confidence intervals for B; N = 107; Statistical significance: *** $p < .001$

A multiple regression analysis was performed to determine how well job satisfaction could be explained for by the factors that influence and involvement (tutor and societal difference) career selection. Preliminary analysis showed no violation of assumption of normality linearity and homoscedasticity. The correlation between the predictor variable and the criterion variable included in the model was examined.

The predictor variables were significantly correlated to the criterion variable the correlation was significant (see Table2). Test for multicollinearity indicated that tolerance and values were within acceptable range and indicated that there was no violation of the assumption of multicollinearity and that the data was suitable for examination through linear regression analysis no prior hypothesis has been made

to determine the order of entry of predictor variable therefore a direct method was used for data analysis. Predictor variable entered in the model explained for 10 % of variance of job satisfaction ($F(2, 104) = 6.308, p < .003$). Variable entered in the model was found to uniquely predict Job satisfaction levels to a statistically significantly level (See Table 3).

Qualitative finding

The goal of qualitative aspect of this research was to develop a greater understanding of how the Factors (father, mother, and tutor) are involved or influences an individual's career selection. Data analysis was conducted using Braun and Clarke's (2006) six phase of thematic analysis as this method of inductive (data-drive) analysis was used whereby the researcher allowed for themes to emerge from the data itself and themes were not selected based on pre-existing framework or theory.

Data Analysis

The first step in the Braun and Clarke's (2006) analysis is through Familiarization of data. This occurred where the researcher transcribed the data collected from online questionnaire into excel then word document, this allowed for more understanding of the respondent, the researcher further familiarised herself with the data by re-reading the data and beginning the stage of systematically generating initial codes. The codes were collected into initial themes and subthemes.

The researcher then further analysed the coded themes to ascertain if the themes were reliable representation of the coded data. Data saturation occurred when there was repeated information from participant and no new theme were emerging. For the thematic analysis to be good quality and for there to be enough information to replicate the study one needs content validity through data saturation (Sim et al, 2018). Analysis of the data was then further refined to each theme and code that were reflective of the theme were extracted and included in the final analysis of results.

Result

Table 4

Qualitative Themes and code

Themes	Codes
Support and encouragement	Role modelling Encouraged specific direction/understanding of different aspect of work Financial help Offered information needed
No involvement	Negative support Mandatory participation

This section describes the themes that emerged from the analysis of qualitative responses from all participants' analysis. Utilizing Braun and Clarke's (2006) methods – using thematic analysis 2 main themes were identified. The theme of support and encouragement and no-involvement.

Theme of Support and Encouragement

The participant who participated in the study demonstrated that the reason behind why they made the career selection/ choice they did where due to the support and encouragement which was provided by either their mother or tutors. One of the participant suggested that their tutor was who was more involved in there career selection process, as they were motivated to reach their goals “I thought were unachievable at time” this corresponds to research finding that suggest that tutors motivates their student to pursue their dream through providing knowledgeable support. Majority of the participants on the other hand mentioned that the level of support and encouragement provided by the mother figure allowed then to be successful today, this allows us to acknowledge the importance of support and encouragement when needed.

No Involvement

Some participant made it very clear that there was nobody involved or evident in their career decision making process. Though a few suggested that they succumbed to mandatory participation or negative support provided by their fathers involvement becomes overbearing for them, but had no choice but to accept the choices given to them “ my father suggested the course I did and said it’s what was trending at that time”.

Few participants gave no reply to the qualitative part of the questionnaire researcher wasn’t able to identify why it was left blank but this could be due to lack involvement from either of the party above in their career choice or another possible reason could be they didn’t want to provide such details.

Discussion

In the current study the association between career selection and job satisfaction among participants from different working sector was explored. The current study sought to provide a greater understanding of how to improve job satisfaction among students by looking at how effectively we can improve factors that influences career selection. As making the right choice at an earlier stage in life would guarantee better job satisfaction and standard of living which is stress free.

From study we see that those individuals who make career choices based on their skills and ability have better satisfaction from their jobs and it's very important to consider both external and internal factors when making any career decision. In order to succeed well individuals needs intrinsic motivation in their career selection, they should not allow their families and friends play major significant role in their career decision though confiding in them for support and encouragement during the process of it all would allow for better career choice as they know you best.

In support of the first hypothesis results showed that career selection has a weak positive significant association with the level of job satisfaction. Indicating that individuals who make better career selection have little increases in their level of job satisfaction. Finding are consistent with and provide support to previous research which suggest that better career selection is associated with better level of job satisfaction. Iqbal and Zaidi (2007), but unlike other studies the correlation was a weak one which I found surprising as other studies have found stronger correlation relationship between career selection and job satisfaction.

This weakness in correlation could be due to other factors. For instance this research have being looked in Asian country Pakistani and in an African country (Ghana) but not in European country this could be one of the factors due to cultural difference or possibly there is a better policy put in place in high school which give student exposure to different career option that maybe the reason we see a weaker correlation in the Irish context.

An understanding into the impact of career selection on job satisfaction is important information as job satisfaction tends to lean towards the negative making it. Since findings within the

current study are correlational a causal relationship between career selection and job satisfaction cannot be inferred.

Though it can be viewed that right career choice involves both internal and external factors Clarks (2002) suggested that listening to internal signals like personality, many individuals make their career choice based on external factors. Finding from this study show that majority of individual while taking career decision were more influenced by their family and additionally are highly motivated to do well at work due to their income.

Many studies suggest that young individuals leaving the educational system and entering a work organisation tend to experience reality shock regarding the day to day activity and problems of work of environment, it's important to make a right career choice/ selection to ensure job satisfaction the results from the tested hypothesis affirm that there is a relationship between career selection and job satisfaction. Researchers found that employee who are satisfied with their jobs because they are well paid.

From the qualitative part of this study, with regards with the involvement of either the father, mother or tutor majority of my participated identified their mother was more involved in their guidance their career choice mostly in a positive way through encouragement while the tutor is also identified by respondent as also being involved by providing the necessary career related information which benefited them, finally researcher noted that some participant identified their father as who was more involved in their career selection but unlike how participant viewed the mothers involvement as being encouraging and supportive, these participants who picked their father started that though their father was influenced their career choice it had negative involvement in their life although it ended in providing a the career in which they are today and are thankful.

Implication

Findings obtained within the current study has important theoretical and practical implication the current study further demonstrates the importance of making the right career choice by examine the various factors that influence career choice as an understanding of this would provide adequate support for student and making them more informed regarding the decision in selecting their preferred profession

this will enable students to have practical knowledge about the various career options this will also provide parents, teachers and guidance counsellors and even perhaps colleges of what motivates students' career choice.

Limitations

The study identifies several limitations, and this should be considered when interpreting results. First the study used convenient sampling procedure to collect data. Second the scale utilized did not measure the variables accurately as possible most especially as due to the CIIQ which had a Cronbach Alpha of 0.61.

Resources available on the study on the impact of career selection on job satisfaction was extremely limited as this has not done looking at the direct relationship between the study variables. Though the study did acquire the minimum number of participants from the suggested sample formed by Tabachnick and Fidell (2013) this limited sample may affect results and findings thus future studies should consider expanding on data collection.

This study consisted of many females and few males so generalisation of findings into population may be limited. The entirety of the scale relied on self-report measures which was a limitation of the current study although this was anonymous, some individuals may have felt a sense of denial or have a vague memory of how the process of their career selection took place.

As much as the study has a lot of limitations it also has its own strength, one of the strengths of the study to the researcher's knowledge is that the present study attempts to expand upon previous research in a novelty as there hasn't been a lot of study looking at the two variables combined in this study.

Conclusion

Overall there is consistent evidence that career selection is associated with job satisfaction and our study further substantiates the existing finding that the factor of mother, father and tutor proved to be strongest influence on career selection for individuals while tutor and making societal seems to be a huge predictor for job satisfactions.

It's important that parents should be supportive with current and relevant information chosen by students and policies should aim at promoting more positive involvement in exposure to quest speakers from different work of life and individuals to experience more work experience where possible in high school as to be more exposed to wide range of career options as career discussions should begin earlier with the help of parents and tutors to avoid any rushed decision as from the present study student should be steered from high paying jobs to more compatible jobs as when this occurs the level job satisfaction improved and thus improves standard of living for individual and also it is a stress.

While this study was a novel attempt to understand and expand on previous research, future studies may benefit from using more implicit and longitudinal data to determine whether career selection basically provide a better ground to be satisfied with a particular job or there are other factors which needs to be looked at in order to get a better understanding of what to be done.

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Appendix A

Information Sheet

You are invited to participate in a web-based online survey for a research project. Please carefully read the document below before deciding whether to take part in this study. The information below gives a general overview of why the research is being conducted, and what it would involve for you. If you have any questions regarding the information, please do not hesitate to contact me and my supervisor. The contact details are provided below.

I am a final year student in the BA(Hons) Psychology program at National College of Ireland. As part of my degree, an independent research project must be carried out. The aim of this research is to investigate the relationship between career choice and job satisfaction.

If you decide to take part in this study you will be asked to complete 2 separate questionnaires, one on career choice and one on job satisfaction. Each questionnaire should take at least 5 minutes to complete. The study should take 10-15 minutes to complete. To be able to participate in this study, you need to be over the age of 18 and have experienced the world of work for at least one year.

Your participation in this study is voluntary. You may refuse to take part in the research or exit at any time without penalty. You are free to decline to answer any question you deem to not answer for any reason. However, once you submit your questionnaire, it will not be possible to remove such information as all participants are anonymous and no personal information is taken.

You will receive no direct benefit from participating in this research. However, your response to the survey would be of significant use to understanding the impact of career choice on job satisfaction. There is no foreseeable risk involved in participating in this study. Your response to these questionnaires will be sent to a link on Google forms and will be stored in a password protected electronic form in full compliance with the current GDPR regulations for five years. Data collected will be used for the final year research project and possible further presentations, publications or as the basis for further research. Should you have any questions or concerns relating to this research project please do not hesitate to contact me.

at: x17117062@student.ncirl.ie

Supervisor's details: Andrew.Allen@ncirl.ie

Appendix B

Consent Form

By ticking the boxes below, you are agreeing that: (1) you have read and understood the participant information sheet. (2) You are aware of your right to withdraw at any stage. (3) You are taking part in this research study voluntarily (without coercion).

I have read and understood the information sheet.

Yes

No

I am aware of my right to withdraw.

Yes

No

I am over the age of 18.

Yes

No

I have been working for over 1 year.

Yes

No

I agree to participate in the study voluntarily.

Yes

No

Appendix C

Demographics

Age

Gender

- Female
- Male
- Other
- Prefer not to say

College Education

- Some primary school
- Finished primary school
- Some secondary/high school
- Finished secondary/high school
- Some undergraduate
- Finished undergraduate
- Some postgraduate
- Finished postgraduate
- Other:

Appendix D

Career Involvement and Influence Questionnaire (CIIQ)

Using the table, please rate the level of involvement or influence the following had on your career choice. Please use the following 1- 6 scale with "1" representing the lowest amount of involvement or influence and "6" representing the highest amount of involvement or influence

Mother *

Low Involvement or Influence

- 1
- 2
- 3
- 4
- 5
- 6

High Involvement or Influence

Father *

Low Involvement or Influence

- 1
- 2
- 3
- 4
- 5
- 6

High Involvement or Influence

Tutor/Teacher *

Low Involvement or Influence

- 1
- 2
- 3
- 4
- 5
- 6

High Involvement or Influence

Future Income *

Low Involvement or Influence

- 1
- 2
- 3
- 4
- 5
- 6

High Involvement or Influence

Making a difference in a society *

Low Involvement or Influence

- 1
- 2
- 3
- 4
- 5
- 6

High Involvement or Influence

Future Status *

Low Involvement or Influence

- 1
- 2
- 3
- 4
- 5
- 6

High Involvement or Influence

Who was most involved in your career choice? *

Mother

Father

Tutor/Teacher

Please describe how they were involved in your career choice?

Appendix E

Job Satisfaction Questionnaire (JSQ)

Using the scales below please rate how the following influences your level of job satisfaction.

Please answer questions on a scale of 1-7

1 = Terrible

2 = Unhappy

3 = Mostly Dissatisfied

4 = Mixed

5 = Mostly Satisfied

6 = Pleased

7 = Delighted How do you feel about your job? *

Terrible

1

2

3

4

5

6

7

Delighted

How do you feel about your work with- your co-worker(s)? *

Terrible

1

2

3

4

5

6

7

Delighted

How do you feel about the work you do on your job - the work itself? *

Terrible

1

2

3

4

5

6
7

Delighted

How is it like where you work, namely the physical surrounding(s)? *

Terrible

1
2
3
4
5
6
7

Delighted

What is like where you work, namely the hours of work? *

Terrible

1
2
3
4
5
6
7

Delighted

What is it like where you work, namely the amount of work you are asked to do? *

Terrible

1
2
3
4
5
6
7

Delighted

How do you feel about the equipment you have for doing your job? *

Terrible

1
2
3
4
5
6
7

Delighted

How do you feel about the information you have for doing your job?

Terrible

- 1
- 2
- 3
- 4
- 5
- 6
- 7

Delighted

Appendix F

Debrief Form

Thank you for taking part in this research. The purpose of this study is to get a better understanding of career choice impact on job satisfaction. Due to the anonymity of data, you will not be able to retract your data as you have submitted your response. If by any chance you were ever affected by this study. Please do not hesitate to contact the following support services: Samaritan Freephone 116 123 every day 24 hours a day jo@samaritans.ie, or your local GP. If you need advice regarding your career, contact the following career service Email: queries@careerservices.ie, Lo-Call Tel: 1890 812 337 Republic of Ireland Tel: 028 22977

Should you have any questions or concerns relating to this research project please do not hesitate to contact me at x17117062@student.ncirl.ie
Supervisors details: Andrew.Allen@ncirl.ie

Thank you, your participation is greatly appreciated.

Appendix 1

a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics		
		B	Std. Error				Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	21.211	1.984		10.689	.000	17.276	25.146						
	CareerSelection	.228	.085	.253	2.684	.008	.060	.397	.253	.253	.253	1.000	1.000	

a. Dependent Variable: OverallJobSatisfaction





