

## **A Study on Career Self-Efficacy Beliefs on Career Exploration among Students**

**(With Special Reference to MBA Students in Tiruchirappalli District – Tamilnadu)**

***Dr. K. Punitha,***

Assistant Professor  
Department of Management Studies  
J.J. College of Arts and Science  
(Autonomous) - Pudukkottai, India.

### **ABSTRACT**

*Today's scenario it is essential to study, level of the students' Career Self Efficacy and its impact on Career Exploration. The present study was to comprehensively analyze Career self efficacy and Career Exploration of the MBA students in Tiruchirappalli District and also to find the relationship between Career self efficacy and Career Exploration. For about 198 students were selected from different years of the samples were done.*

*According to the results concluded that the Students are thinking that, academic performance would help them to go for a job and they thinking that, this is sufficient and necessary condition to decide their career. But, Negative Arousal is more than Positive Arousal, it shows that they are not having positive attitude. The Occupational Information was significant relation with Career Exploration. To increase the Career Exploration should have to improve the Self Appraisal, Goal Selection, Planning and Problem Solving capacity among students. Sources of Career Self efficacy factor like Past Performance Accomplishments and Verbal persuasion were significant with Career Exploration. Other than that, Vicarious Learning, Emotional Positive Arousal was also important so the students would increase their Career Exploration. because it impact on motivation and beliefs towards being successful at that task again in the future career. Managerial and research implication are discussed.*

**Keywords:** Career, self efficacy, Career preference, Career self efficacy and Career Exploration.

### **INTRODUCTION:**

Career search is one of the most important tasks for the graduating college students. For many of the college students, this is the first time that they will look for a full-time job or a career path that will become a part of their identity. Choosing a career path can help students to set their professional goals and develop a strategy for getting where they want to be. Part of choosing an appropriate career path involves making an honest self-evaluation of individuals' own talents, abilities and interests. While elements of career path may change over time due to choice or circumstance, having an overall professional objective with which to guide themselves will help them make critical decisions with greater clarity.

In MBA profession, resources availability especially land and access to credit facilities as well as opportunities may influence the choice of entrepreneurs as a career. The influence of peer groups was also considered as an important factor in choosing a professional career.

### **PROBLEM STATEMENT:**

For college students, searching for a job (or) exploring career is one of the important life tasks. During this

period most of college students explore their interests and attitudes to decide their future and to find a satisfying job. After this stage, making time to consider life-changing career activities becomes more difficult. Now days most students are choosing his/her career randomly, unintelligently, without analyzing the future orientation, psycho-physical potentialities and at the will of parents which in turn produce unemployed graduates (**Kim et.al.,2013**). The main problem is unemployment. Main root cause is that they are not finding out the career according to their capabilities. So they need to know their self efficacy and explore the right career.

#### **OBJECTIVES:**

- To assess the relationship between Career Self-Efficacy and Career Exploration.
- To Identify the Influential factor in Career Exploration.
- To provide suggestions for improving the same.

#### **SCOPE OF STUDY:**

The present global economic scenario demands one to be very serious in his/ her career planning. In this age of science and technology, one should choose right career in accordance with his/her physical as well as mental abilities, potentialities, interests, aptitudes, cognitive structuring, personality make-up and availability of resources to which he belong. Students of higher education should be competent enough to choose their right career. But unfortunately, it is observed that in spite of the existence of individual differences in diversified, most students are choosing his/her career without analyzing the future orientation, psycho-physical potentialities and at the will of the parents which in turn produce unemployed graduates. This study is important because it is beneficial to understand what motivates individuals to explore career opportunities.

#### **Outcome of the study:**

This research is important because it is beneficial to understand what motivates individuals to explore career opportunities. Furthermore, this research is based on the belief that possessing a high level of self-efficacy towards one's career and job search ability increases the likelihood an individual would be more motivated to actively explore and achieve successful career outcomes.

#### **CONCEPTS AND REVIEW:**

Review of previous literature and research on the related problems would pave way for better conceptualization of the problem and understanding the empirical analysis of the same to find meaningful solutions.

Career as an accumulation of information and knowledge embodied in skills, expertise and relationship networks acquired through an evolving sequence of work experience Bird (1994) while Esters (2004) said career is a regular occupation or profession in which one is making a living and (Beukes, 2009) refer as sequence of interaction of individuals with society, education and organizations throughout their lifespan..

Thus, career is an occupation undertaken for a significant period of a person's life and with opportunities for progress. The progress and actions taken by a person throughout a lifetime, especially those related to that person's occupation. So every individual have an own career goal, it is essential for their life. It shows the identity of the individual person in a life time.

Self efficacy beliefs determine how people feel, think, motivate themselves and behave Baggett, (2002) said that self-efficacy one's belief in the likelihood of goal completion can be motivating in itself.

Career preference is an interest continues to play a primary role in the selection and rejection of occupations throughout childhood (Trice *et.al.*, 1995).Career Preference refers to choice of occupation or profession of a graduating Students.

#### **Sources of Career Self Efficacy:**

The Source of Career Self Efficacy are four sources. The four sources are used to ensure the confidence of the individual. Four sources are discussed below:

First source is Past Performance Accomplishments influence Career Exploration because past successes in searching for and obtaining a job can impact motivation and beliefs towards being successful at that task again in the future. Secondly, Verbal Persuasion from others can impact an individual's confidence in their ability to explore careers, as well as their knowledge that they should explore and how to do it effectively. Coming to the third source named as Vicarious Learning through interactions with others can also increase the likelihood people

will explore careers because people often compare themselves to those similar to them. Finally, Emotional Arousal can be a factor because if anxiety is too high towards finding a job, an individual will usually procrastinate by putting off exploring and doing something less anxiety provoking instead (Bandura, 1982)

### **Career Self Efficacy:**

Career Self Efficacy otherwise known as Career Decision Making Self Efficacy. It had five sub scales namely, Self Appraisal, Occupational Information, Goal Selection, Planning, Problem Solving. The concepts of five sub scales are following below:

**Self Appraisal:** To know our own talents/ capabilities. It measures respondents perception of their ability to pursue a career of their choice.

**Occupational Information:** Able to gather accurate occupational information. measures a student's ability to utilize information and resources to learn about specific careers.

**Goal Selection:** Being able to select goals/ aims. It assesses the extent to which a student has a selected a major and career based on his or her interests.

**Planning:** Making plans for the future. It measures a students plan to pursue a particular career.

**Problem Solving:** To solve problems related to career decisions. It measures students perceptions of their ability to correct any problems that may impede career development outcomes. (Betz, Klein, and Taylor, 1996). Rosenthal and Pilot (1988) explain that career decisions need to be made throughout the lifespan because a career has a major bearing on individuals' lifestyle. It determines earnings, job security, friends, and acquaintances, the amount of leisure time and residence.

### **Career Exploration:**

Career Exploration consists of following sub scales namely., Environment Exploration, Self Exploration, Indented Systematic Exploration , Focus , Satisfaction with Occupational Information , Exploration Stress , Decision Stress and Betz (1997) said that is career-related behaviors such as talking to people about opportunities, learning about necessary abilities and skills, and acquiring education for advancement while Blustein (1997) believed that the motivation to explore careers is mostly intrinsic and develops from natural curiosity, self-determination, and desire. If an individual is not provided with the appropriate resources to be properly prepared, and does not receive specific reinforcements and encouragements, the task of career exploring can turn out to be quite unpleasant and ineffective.

According to Ziegler (1993) Career Exploration defined a wide range of activities including the gathering of information and knowledge about job searching, planning, opportunities, and career options.

### **Self Efficacy:**

Betz and Hackett (1986) conducted a study on undergraduate students, of Introductory Psychology course. Results revealed that, for traditionally female occupations, females reported higher self efficacy expectations than for traditional male occupations.

Wei *et.al.*, (2007) examined the incremental effects of personality and self-efficacy in differentiating among Taiwanese undergraduate students' major fields of study and their career aspirations. Results indicated that personality and vocational confidence played an important role in predicting Taiwanese students' choice of major and career aspirations.

Thus, the concepts and reviews reveled that self efficacy is very essential for the individual, it helps to analyze the individual capabilities and talents. So the individuals can find out the capabilities based on that they can improve the weaker part.

### **Career Preference:**

Parents may influence their child's occupational interests in a number of ways. First, parents tend to act as career role models (Vondracek, et.al, 1984)

Danziger (1983) indicated that socioeconomic background and parental expectations tended to influence adolescent girls' career expectations, while ability, academic achievement, and opportunity tended to influence adolescent boys' career expectations.

Thus, Career preference is a free opportunity to select a desired career. It is process of decision making depends upon many internal factors as well as external factors. If they have different career preference, they can choose the appropriate career. Thus, adolescents have a variety of occupational aspirations based primarily on interests, these aspirations narrowed and become more realistic as they mature.

### **Sources of Career Self Efficacy:**

Brown et.al, (1996) found that mastery experience was the self-efficacy source that college students believed accounted for their mathematics-related efficacy perceptions, but women tended to cite physiological reactions and teaching quality considerations much more often than did men. The more prominent contribution of mastery experience to individuals' self efficacy perceptions may be due to several reasons. The forced-choice structure of survey scales typically used to assess self-efficacy sources does not allow for elaboration or for examples of instances in which the source variables worked independently or together. Also, it is possible that past performance accomplishments may be the most relevant to students at the time surveys are administered. From the above review it is understood that sources of career self efficacy is most important for improving the individual career self-efficacy. The past performance factor has most influencing factor of career self efficacy. Secondly the verbal persuasion also leads to increase the self efficacy level of an individual, encouraging by others gives more confidence to the individuals.

### **Career Exploration:**

Femina et.al (2006) hypothesized that social anxiety would correlate to exploration and commitment, even after controlling for general anxiety. They also hypothesized that self-construal and gender would interact with social anxiety in relation to exploration and commitment. Sample members were predominantly European American undergraduates ( $n=161$ ), higher social anxiety associated with lower vocational commitment for both women and men, after accounting for general anxiety. For women, interdependence was also associated significantly with vocational commitment. Social anxiety correlated to environmental exploration only for men low in independence. Neither social anxiety nor self-construal associated with environmental exploration for women or foreclosure for either group.

Nasta (2007) evaluated the influence of career self efficacy over the career exploration among students. Respondents were 211 female and 47 male (259 total) college students. Results found that five factor solution with the factors Past Performance Accomplishments, Vicarious Learning, Verbal Persuasion, Emotional Arousal Negative, and Emotional Arousal Positive, was a good fit for the data. The career self-efficacy sources scales were also correlated significantly with career self-efficacy. Results showed by bivariate correlations and multiple regression analyses supported the hypothesis that sources of career self-efficacy beliefs correlated with and predict career exploration. Performance accomplishments had the strongest influence on career self-efficacy, whereas verbal persuasion was the strongest predictor of career exploration.

From the above reviews that the career exploration of an individual based on environment exploration, self exploration, focus on particular career, exploration stress. The individual has to explore the career activities based on that. It helps them to increase the level of individuals career exploration.

### **Research Plan:**

The primary data required for the study was collected from the students using well-structured and elaborate questionnaire. The survey method is used. To measure the sources of self-efficacy, Career Self Efficacy, career exploration of student were scored on an interval Likert-type scale. The sample size was 198. The significance of the  $r$  values was tested for 5 per cent and 1 per cent levels

Correlation co-efficient was calculated to find out the degree of relationship between Sources of Career Self Efficacy and Career Exploration, Career Self-Efficacy and Career Exploration. The multiple linear regression analysis used to analyze the extent of relationship between Career Self-Efficacy and Career Exploration

### **Description of the Study Area:**

Tiruchirappalli district was purposively selected for the study. It is one of the developing districts of the state of Tamil Nadu. The city is an important educational in the state of Tamilnadu where many institution offering MBA Programme.

## **RESULTS AND DISCUSSION:**

### **Relationship between Career Self-Efficacy and Career Exploration:**

The table.1 shows that, there was a significant positive correlation between Career Self Efficacy and Career Exploration which included Self Appraisal (SI), Occupational Information (OI), Goal Selection (GS), Planning (PL), Problem Solving(PS)and Environment Exploration (EE), Self Exploration (SE), Indented Systematic Exploration (ISE), Focus (F), Satisfaction with Occupational Information (SOI), Exploration Stress (ES), Decision Stress (DS).

**Table 1: Correlation between Career Self-Efficacy Scales and Career Exploration Scales**

CES/CSE	EE	SE	ISE	F	SOI	ES	DS
SA	0.054	0.024	0.026	0.162*	0.169*	-0.129	0.010
OI	0.235**	0.170*	0.261**	0.221**	0.124	0.093	0.160*
GS	0.043	0.041	-0.009	0.276**	0.139	-0.069	0.088
PL	0.077	0.102	0.094	0.044	0.069	-0.119	0.079
PS	0.200**	0.061	0.055	0.054	-0.007	0.199**	0.023

\*\*Significant at 5 percent level; \*\*\*Significant at 1 percent level; NS – Not significant

From the above table .1 it could be inferred that the Self Appraisal had a significant positive relationship with Focus and Satisfaction with Occupational Information. Self-Appraisal of individuals helps to execute desired Career Exploration. The individuals built confidence in the particular career which depends on their self assessment only. If the individuals knew about their own talents/capabilities, that would help them to achieve the career.

The Occupation Information had a significant positive relationship with all the variables of Career Exploration. Those who were able to gather the accurate occupation information would acquire a desired career. If the Occupation Information increases, the individuals’ Career Exploration will also increase.

The Goal Selection had a significant positive relationship with Focus. They have many opportunities to place in several careers ahead and finally it is important to decide one most suitable career through Goal Selection and remained focused to achieve the same by exploration. If the goal setting is perfect, it will help to explore the career activities.

The Planning had no significant relationship with all variables of Career Exploration except Exploration Stress. Negative sign shows that those who have excellent Planning skills can easily achieve their career with less stress. If the Planning skill increases the Career Exploration may also increases.

The Problem Solving had a significant positive relationship with Environment Exploration and Exploration Stress. Those who had investigated the specific career and be focused on specific areas of career interest, it could arise the risk stuituations. At that time the individuals would be sustaining on same career, definitely they need to have the Problem Solving capacity. So the Problem Solving were increases, they would easily solved the career related problems. Whereas the individuals explore the specific career in different ways, they could face more exploration stress which is to be managed by high Problem Solving capabilities. If the individuals have the capacity to solve problems related to career decisions, they will easily obtain the desired career.

From the above information it can be inferred that, the Self Appraisal had a positive relationship with Focus and Satisfaction. The Goal Selection had positive relationship with Focus.

**Relationship between Sources of Career Self-Efficacy and Career Exploration:**

Correlation analyses were carried out between Sources of Career Self-Efficacy and Career Exploration. The Sources of Career Self efficacy and Career exploration which includes the Past Performance Accomplishments (PPA), Verbal Persuasion (VP), Vicarious Learning (VL), Emotional Positive Arousal (EPA), Emotional Negative Arousal (ENA) and Environment Exploration (EE), Self Exploration (SE), Indented Systematic Exploration (ISE), Focus (F), Satisfaction with Occupational Information (SOI), Exploration Stress (ES), Decision Stress (DS).

**Table 2: Correlation between Sources of Career Self-Efficacy Components and Career Exploration Scales**

CES SCSS	EE	SE	ISE	F	S	ES	D S
P PA	0.210**	0.299**	0.265**	0.298**	0.235**	0.167*	0.129
VP	0.105	0.167*	0.151*	0.081	0.048	0.165*	-0.027
VL	0.139	0.063	0.056	0.063	0.161*	-0.035	0.071
EPA	0.069	0.044	-0.043	0.033	0.132	-0.060	0.087
ENA	0.029	0.093	-0.034	0.004	-0.093	0.290**	0.181*

\*\*Significant at 5 percent level; \*\*\*Significant at 1 percent level; NS – Not significant

The above table.2 indicated that the Past Performance Accomplishment had high positive relationship with all variables of Career Exploration. Individuals were inquiring the specific career such as job description, salary package, working environment depends on their good performance, confidence, necessary skills etc, they would decide to go for a job. So the Past Performance Accomplishment of the individuals increases, the Career Exploration level also increases.

The Verbal Persuasion had positive relationship with Self Exploration, Intended Systematic Exploration and Exploration Stress. Encouragement by others increases the confidence of individual, at the same time the individuals would explore the self capabilities required for specific career. They compare the self capabilities with decided career. So the Verbal Persuasion had positive relationship with Self Exploration.

Verbal Persuasion might help to reduce the Exploration Stress. Motivation by others decrease the stress, simultaneously it would develop confidence among the individuals.

The Verbal Persuasion had negatively correlated with Decision Stress. If the individuals are motivated by others, the stress in deciding what they want to become. So, Verbal Persuasion would reduce the decision stress.

Vicarious Learning had positive relation on Satisfaction with Occupational Information. Watching others doing well in searching job, would help to get trustworthy occupational information.

Emotional Arousal Negative had positive relation with Exploration Stress and Decision Stress. If anyone having more of negative thought due to fear and doubts, it would make them more nervous. Thereby they could not be able to seek for a job and to decide their future. Nasta (2007) also found a positive relationship of Past Performance Accomplishments with Career Exploration.

**Correlation between Career Self Efficacy and Overall Career Exploration:**

Correlation analysis was carried out between Career Self Efficacy Scales and overall Career Exploration to identify the most important skills influencing overall Career Exploration. The variables used for correlation were Self Appraisal (SI), Occupational Information (OI), Goal Selection (GS), Planning (PL), Problem Solving (PS) and Career Exploration (CE).

**Table 3: Correlation between Career Self Efficacy and Overall Career Exploration**

	SA	OI	GS	PL	PS	CE
SA	1					
OI	0.265**	1				
GS	0.465**	0.421**	1			
PL	0.377**	0.412**	0.409**	1		
PS	0.207**	0.305**	0.250**	0.269**	1	
CE	0.092	0.279**	0.131	0.081	0.127	1

\*\*Significant at 5 percent level; \*\*\*Significant at 1 percent level; NS – Not significant

The Table.3 shows the Occupational Information had significant positive relation on Career Exploration. If the individuals collect the information regularly, it would increase the Career Exploration behavior.

**Correlation between Sources of Career Self Efficacy Components and Overall Career Exploration:**

Correlation analysis was carried out between Sources of Career Self Efficacy Components and Career Exploration to find out the most influential component for overall Career Exploration. The variables used for correlation were Past Performance Accomplishments (PPA), Verbal Persuasion (VP), Vicarious Learning (VL), Emotional Positive Arousal (EPA), Emotional Negative Arousal (ENA) and Career Exploration (CE).

**Table 4: Correlation between Sources of Career Self Efficacy Components and Overall Career Exploration**

	PPA	VP	VL	EPA	ENA	CE
PPA	1					
VP	0.302**	1				
VL	0.301**	0.212**	1			
EPA	0.293**	0.252**	0.367**	1		
ENA	0.218**	0.412**	0.129	0.253**	1	
CE	0.358**	0.147*	0.126	0.070	0.078	1

\*\*Significant at 5 percent level; \*\*\*Significant at 1 percent level;  
 NS – Not significant

The Table.4 indicated that the Past Performance Accomplishments and Verbal Persuasion had significant positive relationship on Career Exploration. As Past Performance Accomplishments and Verbal persuasion increases, the Career Exploration would also increases.

**Influential factor in Career Exploration:**

Regression analysis was carried out to test at what extent Career Self-Efficacy influence Career Exploration behavior of MBA students.. In this case, Self Appraisal, Occupational Information, Goal Setting, Planning and Problem Solving were the independent variable and Career Exploration as dependent variable.

**Table 5: Regression between Career Self Efficacy and Career Exploration**

Variables	Co-efficient	T – value
Constant	10.461 (1.208)	8.663
Self appraisal	0.017 (0.057)	0.296
Occupational Information	0.186*** (0.054)	3.424
Goal Selection	0.012 (0.060)	0.192
Planning	-0.043 (0.057)	-0.757
Problem Solving	0.034 (0.051)	0.681
<b>R<sup>2</sup></b>	0.083	
<b>F-value</b>	3.459**	
<b>Durbin-Watson</b>	1.424	
<b>Number of observations</b>	198	

\*\*Significant at 5 percent level; \*\*\*Significant at 1 percent level; NS – Not significant

The Table 5 furnished that value of R Square was 0.083 or eight per cent which indicates that only eight per cent of variation in Career Exploration is caused by the independent variables which included Self Appraisal, Occupational Information, Goal Selection, Planning and Problem Solving. Students own capability played a very meager role in finding a job. This situation might be due to the fact that they were under graduate and seems to be more dependent which was proved already by influential factor for the students career. Only 33 % were able to settle in career according to their own interest. This implies that there were many other variables would influence exploration that might be explored further in future research.

The Table included the F-value, Durbin-Watson value and the values to formulate the regression equation which includes quantitative variables (self appraisal, occupational information, Goal Selection, Planning, Problem Solving). Regression line for Career Exploration and independent variables is given below,

$$\text{Career Exploration} = 10.461 + (0.017) X_1 + (0.186) X_2 + (0.012) X_3 + (-0.043) X_4 + (0.34) X_5 \quad \text{----- (5)}$$

where,

- X<sub>1</sub> – Self Appraisal
- X<sub>2</sub> – Occupational Information
- X<sub>3</sub> – Goal Selection
- X<sub>4</sub> – Planning
- X<sub>5</sub> – Problem Solving

From the above estimated regression equation it can be interpreted that, for every unit increase in Self Appraisal the Career Exploration increases by 0.017 units. According to the results of this study it can be inferred that for every unit increase in Occupational Information significantly influences the career exploration by 0.186 units.

The Goal Selection positively influenced the Career Exploration by 0.012 units. The Planning is negatively influencing the Career Exploration by -0.043 units; Problem Solving had positive influence over Career Exploration by 0.34 units.

The F-value was estimated to be 3.459 with a significant level of .005 percent level. The Durbin–Watson statistic value is 1.424 which was substantially less than 2 and hence there was an evidence of positive serial correlation between the variables

## **MAJOR FINDING:**

### **Relationship between Career Self-Efficacy and Career Exploration:**

It could be concluded that the Self Appraisal had a significant positive relationship with Focus and Satisfaction with Occupational Information. Self-Appraisal of individuals helps to execute desired Career Exploration. The individuals built confidence in the particular career which depends on their self assessment only. If the individuals knew about their own talents/capabilities, that would help them to achieve the career.

The Occupation Information had a positive relationship with all the variables of Career Exploration. Those who were able to gather the accurate occupation information would acquire a desired career. If the occupation information increases, the individuals' career exploration will also increase.

The Goal Selection had a significant positive relationship with Focus. They have many opportunities to place in several careers ahead and finally it is important to decide one most suitable career through goal selection and remained focused to achieve the same by exploration. If the goal setting is perfect, it will help to explore the career activities.

The Planning had no significant relationship with all variables of Career Exploration except Exploration Stress. Negative sign shows that those who have excellent planning skills can easily achieve their career with less stress. If the planning skill increases the Career Exploration may also increase.

The Problem Solving had a positive relationship with Environment Exploration and Exploration Stress. Those who had investigated the specific career and be focused on specific areas of career interest, it could arise the risk situation that time the individuals would be sustaining on same career, definitely they need to have the problems solving capacity. So the problem solving were increases, they would easily solved the career related problems. Whereas the individuals explore the specific career in different ways, they could face more exploration stress which is to be managed by high problem solving capabilities. If the individuals have the capacity to solve problems related to career decisions, they will easily obtain the desired career.

At the whole, Occupational Information had significant positive relation on Career Exploration. If the individuals collect the information regularly, it would increase the Career Exploration.

### **Relationship between Sources of Career Self-Efficacy and Career Exploration:**

Therefore it concluded that Past Performance Accomplishment had high positive relationship with all variables of career exploration. Individuals were inquiring the specific career such as job description, salary package, working environment depends on their good performance, confidence, necessary skills etc, they would decide to go for a job. So the Past Performance Accomplishment of the individuals increases, the Career Exploration level also increases.

The Verbal Persuasion had positive relationship with Self Exploration, Intended Systematic Exploration and Exploration Stress. Encouragement by others increase the confidence of individual, at the same time the individuals would explore the self capabilities required for specific career. They compare the self capabilities with decided career. So the Verbal Persuasion had positive relationship with Self Exploration.

Verbal Persuasion might help to reduce the Exploration Stress. Motivation by others decrease the stress, simultaneously it would develop confidence among the individuals.

The Verbal Persuasion had negatively correlated with Decision Stress. If the individuals are motivated by others, the stress in deciding what they want to become. So, Verbal Persuasion would reduce the decision stress.

Vicarious Learning had positive relation on Satisfaction with occupational information. Watching others doing well in searching job, would help to get trustworthy occupational information.

Emotional arousal negative had positive relation with exploration stress and decision stress. If anyone having more of negative thought due to fear and doubts, it would make them more nervous. Thereby they could not be able to seek for a job and to decide their future.

Additionally the overall Career Exploration influenced by Sources of Career Self Efficacy factor like Past Performance Accomplishments and Verbal persuasion.



### **Influential factor in Career Exploration:**

The Regression analysis concluded that R Square was 0.083 or eight per cent which indicates that only eight per cent of variation in career exploration is caused by the independent variables which included Self Appraisal, Occupational Information, Goal Selection, Planning and Problem Solving. This implies that there were many other variables would influence exploration that might be explored further in future research.

Influencing factor of career self efficacy on career exploration, the results of this study it can be inferred that for every unit increase in occupational information the career exploration increases by 0.186units. The goal selection positively influenced the career exploration by 0.012 units and problem solving had positive influencing with career exploration by 0.34 units.

### **CONCLUSION:**

Students are thinking that, academic performance would help them to go for a job and they thinking that, this is sufficient and necessary condition to decide their career. At the whole, Occupational Information had significant positive relation on Career Exploration. If the individuals collect the information regularly, it would increase the Career Exploration behavior. Negative Arousal is more than Positive Arousal, it shows that they are not having positive attitude. The Occupational Information were significant relation with Career Exploration. Sources of Career Self efficacy factor like Past Performance Accomplishments and Verbal persuasion were significant with Career Exploration. Other than that, Vicarious Learning, Emotional Positive Arousal was also important so the students would increase their Career Exploration. The Regression analysis concluded that R Square was 0.083 or eight per cent which indicates that only eight per cent of variation in career exploration is caused by the independent variables which included Self Appraisal, Occupational Information, Goal Selection, Planning and Problem Solving. This implies that there were many other variables would influence exploration that might be explored further in future research.

### **SUGGESTIONS:**

❖ Suggestions for improving the Career Self efficacy and Career Exploration among Students.

#### **Role of Institutions:**

- Planning and goal setting skills among students must be developed.
- By conducting regular companies' visits, the students can aware about the career opportunities.
- Arranging the career counseling it may useful for students to choose the better career.
- Conducted the motivational speech by big personality, it may encourage the students.

#### **Role of Parents:**

- Parents should give continuous advice and develop confident, that helps lower anxiety and reduces stress, to increase student's self-efficacy.
- They should provide the opportunities to students for take decisions separately, it would decrease the dependent as well as increase the self confident.
- Encourage them when they were failed in any case, it would increase the self efficacy.

#### **Role of Students:**

- Gathering the occupational information related to particular career it may improve to fit the right career.
- Students can learn by watching a peer succeed at a career.
- Students should know their self efficacy level by introspection regularly.

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