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Kariyer Uyumluluğu Ve Kariyer İyimserliğinde Kariyer Seçimlerine Bağlılığın Yordayıcı Rolü *

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Özet

Bu araştırmanın amacı kariyer seçimlerine bağlılığın boyutları olan mesleki araştırma ve bağlılık ile erken karar verme eğiliminin kariyer uyumluluğu ve kariyer iyimserliğini yordayıp yordamadığını incelemektir. İlişkisel tarama modelinde olan araştırmanın çalışma grubu Gazi Üniversitesinin farklı fakültelerinde öğrenim gören 248 kadın, 82 erkek olmak üzere toplam 330 öğrenciden oluşmaktadır. Araştırma bulgularına göre mesleki araştırma ve bağlılığın kariyer uyumluluğu ve kariyer iyimserliği ile orta düzeyde ilişkili olduğunu bulunmuştur. Buna karşılık erken karar verme eğilimindeki bireylerin ise daha az kariyer iyimserliğine ve daha az kariyer uyumluluğuna eğilimli olduğu yönünde ilişkiler bulunmuştur. Kariyer uyumluluğunun yordanmasında hem mesleki araştırma ve bağlılığın hem de erken karar verme eğiliminin katkısı anlamlı bulunurken kariyer iyimserliğinin yordanmasında sadece mesleki araştırma ve bağlılığın katkısı anlamlı bulunmuştur. Bu çalışmanın bireylerin kariyer seçimlerine, kariyer geçişlerine ve kariyer değişikliklerine yardım etmeyi amaçlayan kariyer psikolojik danışma müdahaleleri için bilgiler sağladığı sonucuna ulaşılmıştır.

Anahtar Kelimeler

Kariyer uyumluluğu
Kariyer iyimserliği
Kariyer seçimlerine
bağlılık
Mesleki araştırma ve
bağlılık
Erken karar verme eğilimi

The Predictor Role Of Commitment To Career Choices In Career Adaptability And Career Optimism

Abstract

This purpose of this study is to examine whether vocational exploration and commitment and tendency to foreclosure as dimensions of commitment to career choices predictive of career adaptability and career optimism. The study group of the research, which is in the relational screening model, consisted of a total of 330 students, 248 girls and 82 boys, who were educated at different faculties of Gazi University. Research findings show that vocational exploration and commitment are moderately related to career adaptability and career optimism. On the other hand, relations were found that individuals with a tendency to foreclosure tend to have less career optimism and less career adaptability. While the contribution of vocational exploration and commitment as well as the tendency to foreclosure is significant in predicting of career

Keywords

Career adaptability
Career optimism
Commitment to career
choices
Vocational exploration and
commitment
Tendency to foreclose

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adaptability, only the contribution of vocational exploration and commitment is found to be significant in predicting of career optimism. It was concluded that this study provided information for career psychological counseling interventions aimed at helping individuals to career choices, career transitions and career changes.

INTRODUCTION

Compared to the past years, the changing of the professions or emerging of new and different professions is a more frequent phenomenon. Technological developments, rapid changes in the world of work together with globalization, and changing social perceptions can be considered as the reasons for this phenomenon (Di Fabio, Palazzeschi, Asulin-Peretz, & Gati, 2013). Nowadays, employment and working life are more flexible, career transitions are being repeated more, and consequently, an individual's career path is anticipated as a less predictable situation than 20 years ago (Savickas, 2015). This flexible structure and rapid changes make it necessary for individuals to structure their professional lives more effectively and to acquire vocational adjustment which means processing the changes with versatility, flexibility, and optimism (Savickas, 2013; Savickas et al., 2009).

In the last decade, some research has focused on how young people have coped with their personal and professional futures in the face of growing uncertainty in the world of work (Woodman, 2011). Being obliged to struggle with uncertainty and unemployment in the world of work makes the career development or career decision making process not only complex but also a stressful and confusing experience (Sovet, Annovazzi, Ginevra, Kaliris & Lodi, 2018). These ambiguities and rapid changes in the world of work affect the perceptions of individuals about their careers and thus lead their decision-making and career adaptability. However, nowadays the shift from the industrial society that emphasizes a production system to the information society, which emphasizes information technology based on information, has led to the formation of a new career structure (Savickas, 2005) and the flexible and transitional nature of the labor market has changed the concept of career to a significant extent (Bocciardi, Caputo, Fregonese, Langher, & Sartori, 2017). All these changes brought about the concept of career adaptability.

Super (1990), who has an important place in career development theorists, stated in his lifelong career theory that an individual's career decision is related to his acquired lifelong behaviors. In other words, he emphasizes that deciding a career and progress it in an adaptive way is not a momentary thing, but it is a combination of many lifelong roles. In addition, according to Super (1980), career choice is a developmental process, and the individual who will decide the profession in this process has certain tasks that are to be accomplished in each developmental period. Completing these vocational development tasks successfully for individuals and being ready to make educational or vocational choices is explained with the concept of career maturity. Due to more emphasis on individual career development as a lifelong process, the concept of career maturity has begun to be considered as career adaptability over time (Super & Knasel, 1981).

According to the career construction theory, career adaptability is defined as "psychosocial construct that denotes an individual's readiness and resources for coping with current and imminent vocational development tasks, occupational transitions, and personal traumas" (Savickas, 2005, pp.51). It consists of transition qualifications that help employees direct their work demands successfully and to cope influentially with changes and difficulties

related to their career (Savickas, 2005). Savickas (2005, 2013) indicates that career adaptability has four dimensions. These are concern, control, curiosity and confidence, and include attitudes, beliefs, and competencies related to career futures. Concern, which is the first of these four dimensions, refers to develop a positive interest for a career future, namely making a plan. In other words, it is to be interested in the future as an employee. Control is to increase personal control of the career future, to believe that the individual must take responsibility and be sufficient. That is to increase control over the career future. Curiosity arouses the individual to recognize the future career designs, that is, to determine the appropriateness between the world of work and self and to explore appropriate options. Confidence, on the other hand, is to develop and strengthen personal confidence to pursue future designs, that is to say, it is to realize that the positive outcome of an individual's career choice is a result of his own efforts.

As individuals acquire relevant resources and competencies over time in various educational and working environments, the theory suggests that these four dimensions contribute positively to the individual's career development and work outcomes (Savickas & Porfeli, 2012). Moreover the four dimensions include beliefs, attitudes, and behaviors that persons use to fulfill their roles (Savickas, 2005). It also reflects adaptation strategies that enable one to manage work-related tasks, unexpected changes, and work-related transitions in career development (Jiang, 2017). Achieving career adaptability requires that the individual routinely think about his/her future, be prepared to be connected to the career-related thinking process, be able to develop the skills, knowledge, and understanding necessary to cope with change and be open-minded about these opportunities (Bimrose, & McNair, 2011; Brown, 2016). Hence, helping people to become more committed to more career adopted is crucial for those seeking to enter a volatile labor market. As a result, career adaptability is related an individual's readiness to manage working difficulties and demands, and the individual's ability to achieve them.

Considering career construction theory, optimism related to career is defined as waiting for the best possible outcome and fulfilling career planning tasks of an individual's future career development (Rottinghaus, Day, & Borgen, 2005). Individuals with career optimism are heavily involved with career future. They maintain enthusiasm for commitment to the dreamed future and feel they are on the right track for career success (McIlveen, Beccaria & Burton, 2013). Whereas, it is stated that individuals with low career optimism will be indifferent, have a low commitment to their career and show inadequate planning (Perera, & McIlveen, 2014). In this sense, individuals with career optimism can be considered to have a high degree of commitment to career choices.

Another concept that stands out in career development in recent years is the concept of commitment to career choices. Career commitment involves confidence in the individual's choices, awareness of the individual's professional future positively, and awareness of potential hurdles. Career commitment examined in this study consists of two dimensions. The first one is vocational exploration and commitment (VEC) and the second one is tendency to foreclose (TTF). VEC refers to being open to exploring different career options before choosing an option. As to TTF means making an early choice without a real survey of potential career options (Blustein, Ellis & Devenis, 1989). Blustein et al. (1989) state that research on how to understand what variables are related to individual career commitment, despite a large

number of studies that have been done to explain how individuals make career decisions, is inadequate.

In studies conducted, it is seen that career adaptability is related to occupational identity (e.g., McArdle, Waters, Briscoe & Hall, 2007; Negru-Subtirica, Pop & Crocetti, 2015), personality traits (e.g., Zacher, 2014), job satisfaction (e.g., Fiori, Bollmann, & Rossier, 2015), job attitudes (Judge, Thoresen, Pucik & Welbourne, 1999), and career commitment (Nilforooshan & Salimi, 2016). Similarly, career optimism has been found to be associated with variables such as personality traits and career satisfaction (McIlveen et al., 2013), career foreclosure self-efficacy and social support (Garcia, Restubog, Bordia, Bordia & Roxas, 2015). In this research, it is focused the associations with career adaptability, career optimism, and career commitment.

When considering performed research about career adaptability and career optimism in Turkey, studies were performed on associations among career adaptability/career optimism with positive dispositions (Büyükgöze-Kavas, 2016), gender role (Siyez & Belkis, 2016; Siyez & Yusupu, 2015, and cognitive innovation (Genç, Yavuz & Aydemir, 2017). On the other hand, there were no studies directly examining the relationship between career adaptability/optimism and commitment to career choices. For this reason, this research aims to fill in this gap.

Career adaptability and career optimism include occupational developmental tasks and positive attitudes towards coping with personal problems and career future. Similarly, career commitment includes awareness of the individual's professional future and possible barriers positively and self-confidence in the individual's choices regarding career development. Thus, it can be useful to examine associations among career adaptability, career optimism, and career commitment. In this context, the purpose of this current study is to specify the relevance of career optimism and career adaptability with career commitment. To achieve this purpose, whether TTF and VEC predict career adaptability and career optimism is examined in this study.

METHOD

Procedure and Participants

The data were collected taking the permission of course instructors during the class hours by the author. The purpose of the research was explained to the participants. Participants participated in the survey voluntarily. They were told that if they want to learn about the individual results, they can reach to the author via e-mail and receive feedback about their answers approximately 4-6 weeks later. Participants filled the instrument set about 15-25 minutes.

Participants were 330 senior students at Gazi University in Turkey. Of the participants 75% were female (n=248) and were 25% male (n=82). Of the participants, 95% stated that they perceive themselves at the middle socio-economic level, and 5% the upper socio-economic level. The mean age of the participants is found $M=22.97$ ($sd=2.98$).

Instruments

Career Futures Inventory (CFI)

CFI was developed by Rottinghaus et al. (2005) and adapted to Turkish by Kalafat (2012). The scale consists of 25 items and each item is rated on a 5-point Likert type (1=strongly

disagree, 5=strongly agree). The scale has three sub-dimensions, career adaptability, career optimism, and knowledge. Only career adaptability and career optimism subscales are used in this study. Confirmatory factor analysis was used to test the validity of the scale, and the model fit values ($\chi^2/df = 3.23$, RMSEA = 0.06, CFI = 0.95, IFI = 0.95 and SMSR = 0.075) obtained shows that the tested three-factor structure is valid. The Cronbach alpha coefficient for reliability has been examined and found to be .83 for the career adaptability subscale, .82 for the career optimism subscale, .62 for the knowledge subscale, and .88 for the overall scale. Career adaptability and career optimism subscales are used in this study and Cronbach alpha coefficients were found .82 for career adaptability and .81 for career optimism.

The Commitment to Career Choices Scale (CCCS)

CCCS was developed by Blustein et al. (1989) and adapted to Turkish by Balın (2008). The scale is a Likert type scale with 7 rating (1=never correct at all, 7=always correct). The scale consists of 28 items and has two subdimensions: vocational exploration and commitment (VEC) and tendency to foreclose (TTF). The low score from the VEC subscale indicates high commitment. On the other hand, the high score from the TTF subscale indicates that the tendency to foreclosure is increased. The total score is not taken from the scale and it explains 36.71% of the total variance of the two-factor structure tested by factor analysis. The internal consistency coefficient for reliability is computed and found to be .89 for the VEC and .77 for the TTF. In the present research, internal consistency coefficients (alpha) are found to be .84 for VEC and .74 for TTF.

Personal Information Form

Information such as gender, age and other demographic information of students in the study are obtained by using personal information form.

Data Analysis

The SPSS packet program was used for the data analysis. The Pearson correlation coefficient was calculated to determine the relationships between variables in the study. Multiple linear regression analysis was used to examine whether the VEC and TTF, which are the sub-dimensions of the career commitment, predict career adaptability and career optimism. Before the analyses computed, the missing data were examined and it was checked whether the dataset was suitable for the regression analysis. For this purposes, some basic assumptions (e.g., extreme values, collinearity, multiple linear correlations, and normality of distribution) of regression analysis are investigated. Firstly, Mahalanobis distance values were calculated and extreme values were determined. Initially, data were collected from 333 participants, but three participants were removed from the analysis because they were extreme values. For normal distribution, skewness and kurtosis coefficients and mean and standard deviation values were examined. Since the coefficients of skewness and kurtosis are between -1 and +1 (Seçer, 2015), it can be said that the distribution is close to normality. The results are given in Table 1.

Table 1. Mean, standart deviation, skewness and kurtosis values of the variables in the study

Variables	M	Sd	Skewness	Kurtosis
Career adaptability	41.19	6.06	-.965	.379
Career optimism	41.35	6.49	-.429	.520
Vocational exploration and commitment (VEC)	65.32	16.63	-.038	-.453
Tendency to foreclose (TTF)	35.30	8.80	.175	-.123

However, in order to understand whether there are multiple linear connection problems, tolerance and VIF values, and correlations among variables were examined. The results show that correlations between variables are not very high (eg, .90 and above) (Tabachnick & Fidell, 2015), and tolerance values are less than .10 and VIF values are not greater than 10 (Pallant, 2016).

RESULTS

Relationships among career adaptability, career optimism, vocational exploration and commitment, and tendency to foreclose of individuals participating in the study are examined by correlation analysis. The correlation coefficients, mean, and standard deviation values are given in Table 2.

Table 2. Cronbach's alpha values and correlations between variables (N = 330)

Variables	α	1	2	3	4
1. Career adaptability	.82	-			
2. Career optimism	.81	.573**	-		
3. Vocational exploration and commitment (VEC)	.84	-.342**	-.593**	-	
4. Tendency to foreclose (TTF)	.74	-.034	.130*	-.268**	-

* $p < .05$, ** $p < .01$

As seen in Table 2, career adaptability has a moderately relation with VEC, and career optimism has relatively high relation with VEC and a low positive relation with TTF. The correlation between career adaptability and TTF is not statistically significant. Multiple linear regression analysis is computed concerning whether the VEC and TTF predict the career adaptability and results are presented in Table 3.

Table 3. The results of multiple regression analysis in predicting the career adaptability scores

Predictors	B	SE	β	t	Tolarence	VIF
Constant	54.457	1.815		29.999		
Vocational exploration and commitment (VEC)	-.140	.017	-.431	-8.151*	.918	1.090
Tendency to foreclose (TTF)	-.106	.032	-.178	-3.363**	.918	1.090

$R=.42, R^2=.17, \Delta R^2=.17, F(2, 322)=33.795, *p<.001, **p<.01$

Table 3 shows that VEC scores and TTF scores significantly indicate 17% of the variance in the career adaptability scores of the individuals who participated in the study ($R^2=.17, p<.001$). As seen in the table, when the t-test with regard to the independent variables is examined, both predictive variables become significant predictors. The predictive power of VEC scores on career adaptability scores is found to be $\beta=-.43$ ($t=-8.151, p<.001$), and the power of tendency to foreclosure is $\beta=-.18$ ($t=-3.363, p<.01$). Multiple linear regression analysis is computed concerning whether the VEC and TTF predict the career optimism and results are presented in Table 4.

Table 4. The results of multiple regression analysis in predicting the career optimism scores

Predictors	B	SE	β	t	Tolarence	VIF
Constant	58.637	1.826		32.113		
Vocational exploration and commitment (VEC)	-.244	.017	-.640	-14.150*	.918	1.090
Tendency to foreclose (TTF)	-.032	.032	-.046	-1.008	.918	1.090

$R=.63, R^2=.40, \Delta R^2=.39, F(2, 322)=105.167, *p<.001$

As shown in Table 4, VEC and TTF scores significantly explain 40% of the variance on the career optimism scores of the individuals who participated in the study ($R^2=.40, p<.001$). As seen in the table, when the t-test with regard to the independent variables is examined only the VEC scores are significantly predictive. It is understood that the predictive power of VEC scores on career optimism scores is $\beta=-.43$ ($t=-14.150, p<.001$). The predictive power of tendency to foreclose is not significant ($\beta=-.05, p>.05$).

DISCUSSION

In this study, it is examined whether the vocational exploration and commitment, and tendency to foreclose, which are two sub-dimensions of career commitment, predict career adaptability and career optimism. It is also examined the relationships between variables. The results show that vocational exploration and commitment is moderately related to career adaptability and career optimism. Individuals who have tendency to foreclose are found to be less prone to career optimism and less career adaptability. While the contribution of both vocational exploration and commitment as well as tendency to foreclose are found to be significant in predicting career adaptability, only the contribution of vocational exploration

and commitment is found to be significant in predicting career optimism. To put it another way, it can be said that individuals with high levels of career commitment tend to perceive themselves as more adaptable and more optimistic individuals in their careers, and the individuals who have the tendency to foreclose shows less career adaptability.

Commitment to career choices implies that individuals develop a range of plans to implement their career goals and are ready to come up with the challenges to make their choices and have a positive approach to their awareness of their professional future and potential difficulties, as well as their confidence in their choice (Blustein et al., 1989). Career adaptability requires that one think about his/her own future, be connected to the career-related thinking process, and develop the skills needed to cope with change (Brown, 2016). The results show that while predicting career adaptability, vocational exploration and commitment is the strongest predictor. In the light of previous explanations, it is not surprising that career adaptability and career optimism levels are high for the individuals with high levels of vocational exploration and commitment. This result is in line with theoretical perspectives on career adaptability of individuals who are able to effectively implement their professional roles and professional development duties within the concept of self, which may increase their career commitment (Blustein et al., 1989, Savickas, 2005). One of the possible consequences of such a result may be the possibility that graduates of a university in our country may benefit from employment opportunities in different areas, even if they do not encounter sufficient employment opportunities in their graduated fields. This possibility may have led to the ability to cope with the difficulties individuals face and to show flexible behavior which is an important behavior of career adaptability, thus influencing their career commitment and career adaptability positively.

When the literature is examined, there are no directly related studies on career adaptability and commitment to career choices. However, there are researchers that investigate the relation of these two structures to different variables separately. For example, Buyukgoze-Kavas (2016) found significant relationships between hope, optimism, resilience power and career adaptability. It is reached the study as a conclusion that more flexible, expectant, and optimistic students can be more adaptive in the careers. Duffy, Dik and Steeger (2011) found in their research that there was a positive relationship between career commitment and job satisfaction, and negative and high level of relationship with tendency to leave the work. Similarly, Fiori, Bollmann, and Rossier (2015) found that career adaptability improves job satisfaction in their research on career adaptability, job satisfaction, and job stress. Diemer and Blustein (2007) found a positive and moderate relationship between the clarity of working roles and career commitment in a research they conducted. When it is considered that career adaptability requires tolerating the ambiguity and adaptation to increasing demands of world work, it can be considered that the fact that the role of work is clear will make it easier to cope with the demands and help the individuals to show adaptive behavior and thus increase the career commitment of the individual. Duffy (2010) found is a study of his that career optimism and career adaptability are positively and moderately related to control emotion and self-esteem. When the views of Savickas (2005; 2013) and Rottinghaus and colleagues (2005) on career adaptability are taken in consideration, research results suggest that individuals who are more committed to career choices can move in accordance with the world of work by showing behaviors that meet the needs of the business world. Thus, individuals will be able to both demonstrate compliance skills and increase their career commitment.

According to the results of the research, the tendency to foreclose contributes to the low level in the predictions of career adaptation. Blustein et al. (1989) discuss that tendency to foreclosure can have a negative impact on the crucial decisions and commitment to career choices. Conceptually, it is not clear how tendency to foreclose is in line with the choices about the career and commitment, and it is stated that the tendency to foreclose involves some negativity. However, besides that, tendency to foreclosure potentially has some advantages as well. In other words, it is emphasized that individuals with tendency to foreclose are able to cope with both anxiety and cognitive inconsistency by acting in tendency to foreclose and it may be useful for those individuals who want to adapt with their own internal desires (Blustein ve et al., 1989). In this study, the negative predictive contribution of tendency to foreclose in predicting the career adaptation is taken into account, the individuals who participated in the research may have considered the tendency to foreclose to be an obstructive perception to career adaptability.

Another reason for the likelihood of such a consequence is that individuals with a high tendency to foreclose may believe that a single occupation or career goal is more appropriate for them and that it is a maturity manifestation to hold firmly to the career goal. However, career adaptability involves being flexible in career plans, adapting to changes or new situations, and being able to make changes in career plans according to the new situation. Considering these explanations, it is not surprising that such a result comes out.

Another result of the survey is that the contribution of vocational exploration and commitment is found to be significant in predicting career optimism. In other words, it can be said that individuals with high levels of career commitment tend to perceive themselves as more optimistic individuals. This result is similar to the research results that McIvoeen and Perera (2016) found in their study on teacher candidates that they found moderate relations between academic field satisfaction and career choice satisfaction which are accepted as indicators of career adaptability and career commitment. Moreover, it also resembles some other research that has important implications (e.g., Kluemper, Little, & DeGroot, 2009; Youssef & Luthans, 2007) with the results of career optimism and organizational performance, organizational commitment, and job satisfaction. From the results obtained in this research, participants who are optimistic about their careers and think that they are not suspicious about themselves about setting up a career and that they are making the right decisions about their careers may have increased their career commitment. Believing that the individuals involved in the research are able to follow trends in the job market, which is a behavior of career optimism (Rottinghaus et al., 2005), and that they come from the top of the existing or emerging obstacles to the profession, which are indicative of career commitment (Blustein et al., 1989), may be the reason for a significant career commitment in predicting career optimism. Furthermore, having some thoughts about how to overcome the obstacles that may exist in the career field might have contributed to career optimism. This may have led them to be confident that they will be successful in their profession in the future and to be determined to follow their career dreams.

CONCLUSION AND FUTURE RESEARCH

It is thought that the research provides important contributions to the literature of career adaptability. At the last 15-20 years, considerable increases have been observed in research conducted with career adaptability. However, when these studies are examined, no direct research has been found to examine the relationship between career adaptability and

commitment to career choices. This research provides a pioneering contribution to career adaptability literature, as it is thought that no direct research has been found among career adaptability, career optimism and commitment to career choices. Thanks to this research, the link of career commitment in career adaptability and career optimism is shown. It is also believed that this work provides information for career counseling interventions aimed at helping individuals with career choices, career transitions, and career changes. Understanding the relationship between career adaptability and commitment to career choices can help individuals in transition from school to work deal with career problems. Also, it is thought that this study is giving important clues to both researchers and practitioners, in order to adapt of individuals to changes in the world of work and to be able to cope effectively with these changes. In future research, it may be important that researchers to continue to take commitment to career choices as a variable in their study on exploring the variables that contribute to career adaptability and career optimism. Moreover, this research can be repeated with a focus on the individuals working in studies on career adaptability. It may be useful to examine the career adaptability of individuals who have not yet been involved in the world of work and those who have taken part in the world of work. Brynin and Longhi (2007) point out that a shift in jobs is a popular way to improve the skills, knowledge, and understanding about jobs in low-skilled jobs and to improve career adaptability. Therefore, career psychological counseling services to increase the career adaptability of the individuals who have to or will have to work outside the field of graduation can both improve their career adaptability and facilitate their access to career opportunities.

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