

## Career Decidedness of College Students

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### Abstract

*The concept of career is important for people who are or are likely to be in business life. The concept of career decidedness refers to the individual's commitment to his or her choice of career and his or her satisfaction with this choice. The aim of the study was to determine the career decidedness of college students in the field of sports sciences and to examine these decidedness according to different variables such as gender/sex, age, work experience and department. The research was carried out using quantitative research methods. A total of 633 students from Kastamonu University School of Education and Sports participated in the study (Turkey). The Career Decidedness Scale which consists of 6 items and one sub-dimension and adapted to Turkish by Akçakanat and Uzunbacak (2019) was use as the instrument tool. As a result it was determined that the career decidedness level of the participating students was moderate. In addition, it was found that the level of decidedness of male participants was higher than females. Also, a positive correlation was found between the participants' age and work experience parameter and career decidedness.*

**Keywords:** Career, College, Decidedness, Students

## Üniversite Öğrencilerinin Kariyer Kararlılığı

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### Öz

*Kariyer kavramı, iş hayatında olan veya olması muhtemel insanlar için önemli bir kavram olarak görülmektedir. Kariyer kararlılığı kavramı ise bireyin kariyer seçimine olan bağlılığı ve bu seçimden duyduğu memnuniyeti ifade eder. Kariyer karar verme süreci, insanların tüm yaşamlarını etkileme potansiyeli yüksek konulardan biridir. Bu bağlamda bu çalışmanın amacı, spor bilimler alanındaki üniversite öğrencilerinin kariyer kararlılıklarını belirlemek ve cinsiyet, yaş, iş deneyimi ve bölüm gibi farklı değişkenlere göre incelemektir. Araştırma nicel araştırma yöntemleri kullanılarak gerçekleştirilmiştir. Çalışmaya Kastamonu Üniversitesi Beden Eğitim ve Spor Yüksekokulu'ndan toplam 633 öğrenci dahil olmuştur. Araştırma içerisinde Akçakanat ve Uzunbacak (2019) tarafından Türkçe'ye uyarlanan 6 madde ve tek boyuttan oluşan Kariyer Kararlılığı Ölçeği ölçme aracı olarak kullanılmıştır. Sonuç olarak, araştırmaya katılan öğrencilerin kariyer karar düzeylerinin orta düzeyde olduğu belirlenmiştir. Ayrıca, erkek katılımcıların kariyer karar düzeylerinin kadın katılımcılardan daha yüksek olduğu tespit edilmiştir. Bunun yanı sıra, katılımcıların yaş ve iş tecrübesi parametreleri ile kariyer kararlılıkları arasında pozitif korelasyon saptanmıştır.*

**Anahtar Kelimeler:** *Kariyer, Kararlılık, Üniversite, Öğrenci*

## Introduction

Within the scope of scientific researches, it can be seen that there have been many researches about the subject of career, especially in recent years (Biranavas and Rangnekar, 2012; Holmes et. al., 2018; Jung and Takeuchi, 2018; Kulkarni and Gopakumar, 2014). In this sense, there are many definitions of different perspectives on the concept of career. According to Super (1980) career; from a general point of view, combination and order of the roles who plays throughout of life. According to another definition, career is defined as the existence of the person in the business world and the self-improvement and gaining experience (Hall et. al. 2004).

The concept of career decidedness refers to the individual's commitment to his/her choice of career and his/her satisfaction with this choice (Miller, 2011). Also career decidedness refers to the level of confidence or certainty about the career paths that people want to pursue and develop after their education period (Li et. al., 2019). Historically, career instability has been defined as a failure to make a decision about job, and a delay in demanding and ending the decision-making process (Xu and Bhang, 2019).

The concept of career is important for people who are or are likely to be in business life. Career decision-making is one of the topics with the highest potential to affect people's whole lives. The concept of personal career management is defined as choosing one of the career opportunities within a person's life (Greenhaus et. al. 2009). Making career decisions for people can be a complex process. While some people can make these decisions easily, others may find it difficultly (Gati etl. al., 1995).

Career decidedness of the students during the period of education is important for the following life periods. It can be a difficult process for students who do not have career decidedness to prepare for their future careers (Zakay and Barak, 1984). According to Gianakos A (1999), a significant number of university students found it difficult to choose and make a career decision.

It is considered that the research is important in terms of determining career decidedness of university students receiving sports education and making suggestions according to the results. Also there are many job opportunities in the sports sector and high career decidedness of university students is important for evaluating these job opportunities.

In this sense, university students' career decision-making processes and their determination regarding their careers are important. The aim of the study is to determine the career decidedness of college students in the field of sports sciences and to examine them according to different variables such as gender/sex, age, work experience and department.

## **Methodology**

### *Sampling Group*

The research was carried out using quantitative research methods. A total of 633 students from Kastamonu University School of Physical Education and Sports participated in the study (Turkey). In the research, it is preferred to collect data by random sampling method. The main purpose of selecting this method is to reach more participants in a shorter time.

### *Data collection tool*

The data collection tool consisted of two parts. In the first part of the data collection tool, a questionnaire consisting of the demographic information of the participants and in the second part, the Career Decidedness Scale consisting of 6 items and one sub-dimension and adapted to Turkish by Akçakanat and Uzunbacak (2019) were used. The data reliability (Cronbach Alpha) of the instrument was calculated as .88. In addition, confirmatory factor analysis was conducted on the research data and it was determined that the data provided the fit indexes.

### *Data Collection and Analysis*

Data collection tool was applied to participants using electronic survey. Participants' participation in the research was carried out on a voluntary basis. In the analysis of the data, the demographic information of the participants and the frequency and percentage analysis were used for the answers to the questions. In order to determine the differences between the groups, first the distribution of the data was checked according to Skewness and Kurtosis val-

ues and it was determined that the data was normally distributed. Independent samples t-test was used to determine the difference between two groups, and One-Way Analysis of Variance was used to determine the difference between more than two groups. Besides, Scheffe analysis was used as a second degree test.

**Table 1. The Distribution of the Personal Information of the Participants**

Personal Information	Groups	Frequency (f)	Percentage (%)
Age	M=21.1		100
Gender	Male	434	68.5
	Female	199	31.5
Work Experience	Yes	472	74.5
	No	161	25.5
Department	Sport Management	273	43.2
	Coaching Education	205	32.3
	Physical Education Teacher	155	24.5
Total		633	

## Results

The data on the Career Decidedness Scale and the averages and kurtosis-skewness values of the participants were given in Table 2.

**Table 2. Career Decidedness Scores of Participants and Skewnes-Kurtosis Values**

Scale	X̄	Std. Deviation	Skewness	Kurtosis
Career Decidedness	3.56	.80	-.362	-.109

According to the analysis of the data, the average score obtained by the participants from the career decidedness scale was 3.56. In other words, the career decidedness levels of the participants were moderate.

**Table 3. T-test Results of Participants According to Gender Variable**

Scale	Gender	N	X̄	Ss.	p	Difference
Career Decidedness	Male (1)	434	3.62	.77	.003*	1>2
	Female (2)	199	3.42	.85		

\*p<.05

According to the gender variable in Table 3, there was a statistical difference in the mean score of the scale. According to the results, the average score

of male participants' obtained from the career decidedness scale was higher than female participants. In other words, career decidedness of male participants was found to be significantly higher than female participants.

**Table 4. T-test Results of Participants According to Experience Variable**

Scale	Work Experience	N	X̄	Ss.	p	Difference
Career Decidedness	Yes (1)	472	3.59	.82	.044*	1>2
	No (2)	161	3.45	.74		

p<.05

According to the work experience variable in Table 4, there was a statistical difference in mean scores of scale. According to the results, the average score obtained from the career decidedness scale of participants with work experience was higher than participants without work experience. In other words, career decidedness of participants with work experience was found to be significantly higher than participants without work experience.

**Table 4. T-test Results of Participants According to Department Variable**

Scale	Department	N	X̄	Ss.	p	Difference
Career Decidedness	Sports Management (1)	273	3.56	.77	.077	-
	Coaching Education (2)	205	3.47	.79		
	Physical Education Teacher (3)	155	3.66	.83		

p<.05

According to the department variable in Table 4, there was not any statistical difference in mean scores of scale. According to the results, the participants with the highest average were the participants of the physical education teacher department and the participants with the lowest average were the participants of the coaching education department.

**Table 5. Correlation Test of Participants According to Age Variable**

		Age	Total
Age	Pearson Correlation	1	,073*
	Sig. (2-tailed)		,019
	N	633	633
Total	Pearson Correlation	,073*	1
	Sig. (2-tailed)	,019	
	N	633	633

The results of career decidedness according to the age variable of the participants were given in Table 5. According to the results a low positive correlation was found between the participants' ages and career decidedness. Another, expression as the age of the participants increased, their thoughts on career decidedness.

## Discussion and Conclusion

As a result of the research, it was determined that the career decidedness level of the participating students was moderate. According to Perrone et al. (2002) research on the effect of role models on the university students' career decidedness, the career decidedness levels of the participants were determined as "moderate". In this sense, it can be said that there is a similarity between these two studies. The reason for these results is the fact that university students have little features such as decision-making and adherence to decisions during the period of education.

According to the results, it was found that male participants had higher levels of career decidedness than female participants. It is thought that this result is related to the social and cultural structure of the country where the people lives and it is caused by the difference of life roles given to men. According to the results of Gati et al. (1996) on career decision making and gender variable, no statistically significant difference was found between male and female participants. According to the results of the study conducted by Migunde et al. (2012), no difference was found in the career instability of male and female students. In this sense, that there are differences between other studies and this study and it is thought this situation due to cultural differences about participants.

According to another result, the career decidedness of the participants with previous work experience was found to be higher than those without previous work experience. The reason for this result is thought to be caused by the fact that people with previous work experience have knowledge and self-confidence about work life. In the study conducted by Jackson (2015), the career selection achievements of graduating university students were examined. According to the results of the research, it was determined that people who gained work experience during their student periods are more successful in career selection processes. According to the results of Smith and Green

(2005), it was found that employability skills of the participants who had work experience during university period were developed. Also according to the results of the research conducted by Creed et al. (2006), it was stated that the participants who had made a career decision had an advantage in finding a job.

In the research, no significant difference was found in the career decidedness of the participants according to the department variable. Despite this, the participants with the highest career decidedness level were the participants of the physical education department.

As a result of the correlation analysis, a positive but low relationship was found between the participants' ages and career decidedness. According to the results of the research conducted by Spitzer (2000), the levels of self-regulation and intrinsic motivation related to career processes of elderly students were found to be higher than younger students. According to the results of Levin et al. (2019), it was found that the career decision making skills of the participants aged 19-24 were higher than those of the younger participants. According to the results of the study conducted by Hirschi et al. (2015), no relationship was found between the participants' career adaptation skills of the age variable. Although it has been concluded that age and career skills have increased with age in general, some studies have found different results. The reasons for this situation are seen as employment opportunities and educational quality varying according to the research countries.

As a conclusion, it was determined that the career decidedness level of the participating students was moderate. In addition, it was found that the level of decidedness of male participants was higher than that of female participants and, a positive correlation was found between the participants' age and work experience parameter and career decidedness concept.

## **Limitations and Suggestions**

In the research, only the attitudes of university students from the field of sports were examined and evaluated. The fact that the attitudes of university students from different faculties and different fields are not examined and not compared can be considered as the limitation of the research. In addition, the differences of the class status of university students in the study have not been examined. It can be recommended to examine whether the class levels of the



participants have made differences. University and faculty administrators' attitudes are important to increase the career decidedness of university students. The activities of opening career offices within faculties and actively working, organizing career days, improving the internship programs are important in terms of increasing the career decidedness of university students. In addition to this perspective, university students should also be aware of their career opportunities and develop themselves in the skills required by these opportunities. The high awareness of university students about their career is one of the issues to be considered about their entry into business life and their success.

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