

Role of Parents in Career Decision-Making Behaviour among Young Adults in the Age Group 20-25 Years

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ABSTRACT

Making career decisions is a skill that can and should be learned. The purpose of career decisions is to assist participants in organizing their thoughts on essential themes related to choosing a vocation. To assist overcome hurdles that may obstruct the process, it's critical to examine the decision-making style. Adults shouldn't expect to make a definitive professional decision on the spur of the moment. The aim is not for adults to choose one particular occupation. Career decision making is the selection process that narrows the list based on his interests and ensures that his educational path does not limit his future options. Therefore, the purpose of the present paper is to study the role of parents in career decision-making behaviour among young adults aged 20-25 years. The present study is limited to 100 respondents' adults aged 20-25 years from Agra city.

Keywords- Adults Career Decision, Making Behaviour, Age Group 20-25 Years

I. INTRODUCTION

Today's young adults often begin to settle down later than their parents and considerably later than their grandparents. A young adult is someone who is between the ages of 20 and 25. Adulthood is a time of constant growth and inquiry that encompasses a wide range of topics such as obtaining a higher education and choosing a job. Clutter (2005) has also reported parental serious part in their adult profession adoptions and objectives in his study. He also discovered in his study how parents may use the asset of parental stimulus upon a young adult to deliver more active career progress practices and generate stronger partnerships with the young adults. Socolar et al. (2007) also found parents more aware and conscious of adult careers in their study. They also found the gender indifferences insensitivity of parents regarding careers of adults. Perhaps the reason behind this result can be the fact that the use of discussion regarding career selection is much more affected by cultural values than other factors.

Nowadays, the transition to adulthood is more slow and variable than in the past. It takes longer for young people to establish economic and psychological independence. Gender, race and ethnicity, and socioeconomic status all have a significant impact on young adulthood experiences. It's all about learning about and experiencing the workplace. It's also about recognizing one's strengths, interests, and skills, as well as integrating them to form a meaningful life framework. Individuals may have several possibilities to find and rediscover occupations that are a good fit for their lifestyles. It is important that adults should be active participants in this decision-making process. First, how soon they are able to find a lifestyle that meets their needs throughout life. A person who never wanted to be anything but a doctor will not have to go through the trial-and-error process to find a career that meets his needs. The second factor that influences when young individuals settle down is the level of responsibility they take on before doing so.

As parents have rich knowledge and experience, they can encourage adults to choose a career or subject that they have understood over their exposure and expertise can steer their words in the right direction career. Nowadays, the parent of today is more than just an authority figure. They are a friend, philosopher and guides in a more dynamic educational environment. Sarwar and Azmat (2013) also found business graduates somehow autonomous but the effect of a father's occupation and the sector still had a strong influence. Involved parents know their adults the best and along with vital information about new career paths and career choices they can facilitate the process of career selection for them. The parental role diminishes as the adult are taught to be independent and to take decisions on their own (Kail and Cavanaugh, 2015)

Ramkrishnan (2013) also found that adults were not mature enough to critically evaluate buffering situations continuously faced and they need guidance and cooperation in the selection of career. Perhaps the reason behind this result

can be fact that permissive parents take on more of a friend role than a parent role and these parents tend to be compassionate.

A person's professional path in today's culture may not be as clearly defined as it was in past generations, and it will have various connotations for different clients. Career choice was considered as a developmental process by stage theorists. He also underlined the necessity of career coaching in helping folks navigate professional changes and emotional crises. Perhaps the reason behind this result can be the fact that parents are open-minded in the present era due to the effect of modernization and urbanization. Therefore, parents were not imposing their ambitions on adults.

It is evident from the results that there was no significant difference in the role of parents in the career decision-making behaviour score of males and females. Thus, parents were using similar kinds of career decision making for males and females. Joshph (2012) also identified that family influences the career decision-making process and policymakers should incorporate the family as a way to avoid delays in the desired career paths of emerging adults. Anne (2008) also found parents to greatly impact the career selection process of their adults. A similar finding was suggested by Larry (2003). According to him, today's parents provide the same opportunities and same enlivenment to grow for males as well as females. Perhaps this was the reason that there was no significant difference in the role of parents on the basis of gender. Family influence and support, students' work, and academic fulfillment are all favorably relevant in terms of the career path and happiness, according to Orhan et al. (2021). It was recognized that the professional reality should be seen holistically, taking into account family, education, and job experience.

II. STAGES OF CAREER DEVELOPMENT

The employment market has been experiencing a sea of change as a result of the continuous technological revolution, as well as the liberalization and globalization of the economy. In numerous specialized jobs, there is severe competition, and as a result, there is fierce battle for admission to professional schools. As a result, career planning must be approached in a methodical manner.

Self-assessment: The first step in career planning should be a self-assessment. Factors such as likes and dislikes, skills, job satisfaction and physical aspects are considered during the process of self-assessment.

Explore options: This involves looking into probable careers in her or his field of interest and investigating job descriptions that might be appropriate for her or him. Conduct interviews with individuals who work in jobs that are similar to one's personal profile to get a feel of what the job is truly like. This will help one determine whether he or she will "fit" in the position.

Decision making: At this stage, one determines which professional fields are most appealing to them and begins to set objectives. One determines which profession sectors are compatible with one's personal profile and then chooses a career from the several options provided.

Take action: First, gain access to the "network," then create successful resumes and cover letters, practice effective job interview skills, contact potential employers, and follow up on any employment leads.

According to World Bank (2004), "career guidance refers to services and activities intended to assist individuals of any at any point throughout their lives to make educational training, occupational choice and to manage their career".

Role of parents in career decision

Parents play a crucial role in drawing study plans and shaping the career and future of their adults. The majority of parents have a strategy in mind for their adult children. The parent might play a proactive role, acting as a facilitator and assisting the adult. On the other hand, under the reactive method, the decision is given little time and deliberation. Parents should talk to their adult children about this in depth, and the circumstances of the issue should be addressed.

Parents have the most power over their children's mature employment choices. They have the most comprehensive understanding of their adult interests and talents. They are more concerned with their own well-being and achievement. They spend a lot of time with them and can assist them in developing a number of professional options. One of their earliest role models is them. They can still see all types of job and career preparation as favorable. When adults are faced with a lack of direction, their stress levels skyrocket. Youth have a strong need to express themselves, and when a parent is unable to grasp this desire, the distance between parent and adult widens. Although the adult may be in error, it is the parent's obligation to reason with them rather than become enraged.

Young individuals lack the experience, growth, and resources necessary to make critical judgments at a young age. Parents are responsible for supporting schooling and extracurricular activities that help children develop mentally, emotionally, and psychologically. Adults might also obtain help from their parents to get out of job problems.

Significance of the Study

The decision to choose a job or vocation is a significant milestone in one's life. Because the employment that a person pursues is not just a way of making a living but also a source of life pleasure, choosing the incorrect vocation can lead to dissatisfaction, discontent, and ultimately failure. As a result, deciding on a career path is a crucial step in one's academic and professional development.' During the career-making process, adults are often confronted with difficult situations. They require assistance in issue solving in order to prevent tensions and disputes.

In past, career choices were limited due to the lack of industrialization and development of technology' Young adults as the mirror of parents usually adopt their parental occupation. In joint families, the decision-making was the role of authority figures like parents and grandparents. However, in the present era, youth want to fulfill their ambitions through careers. For this purpose, the decision regarding the selection of a career becomes crucial. They need guidance for choosing an appropriate career' Now a day's various special courses are available which had been practiced people as a hobby previously. Furthermore, changes in work habits as a result of globalization, technological advancements, economic instability, and shifting demographics are having a substantial influence on the current form of working life.

People now have to reconsider their occupations on a regular basis, necessitating the ability to adapt to and handle changes throughout their lives. Career advice practitioners who help and guide individuals in a changing economic context are likewise affected by these trends.

Thus, urbanization, advancement of technology, and industrialization is taking place and which is responsible for the change in family structure, disciplinary practices and parenting. Therefore, it becomes significant to study the role of parents in the career-making behaviour of adults in the current scenario.

The Objective of the Study

The researcher felt the need for the present study. Therefore, the statement of the problem for the present research is to study the role of parents in career decision-making behaviour among young adults aged 20-25 years. Career decision making is a process of selecting a career that meets one's needs and lifestyle. In the present study, the role of parents means how much they have been involved with their adults in career choice-making behaviour. The objectives of the present work are to study the demographic profile of the sample and to study the role of parents in the career decision-making behaviour of young adults. Further, it is also comparing the role of parents in career decision-making behaviour among young adults.

III. METHODOLOGY

Methodology means how the study was conducted. At this stage, major decisions are made regarding the selection of the sample. How the data is to be collected and analysis is made to achieve the objectives of the study. The most fundamental step in the research is to develop systematic planning for an investigator. Without proper planning, a scientific study cannot be properly undertaken. The present research was an attempt to study the role of parents in career decision-making behaviour among adults aged 20-25 years. The present work describes the procedure used by the investigator to achieve objectives under the following heads:

Selection of the sample: The present study was conducted in Agra city. Agra was selected as it was convenient to the investigator. For selecting colleges, 10 co-educational colleges of Agra city were enlisted by using a survey method. Out of these colleges of Agra city, one college namely FMCA, R.B.S. College, Agra was selected by using a random sampling method (lottery method). In the present study, subjects were selected by using the random sampling method (odd method). As the researcher targeted adults between the age group of 20-25 years, therefore adults were selected from BBA, BCA and MBA, MCA courses. A total of 100 adults in the group of 20-25 years were selected for the study. The sample included 50 females and 50 males.

Sampling techniques: Selection of the locale was done by using convenient sampling. Selection of the college and subjects was done by the random sampling method (lottery method for selection of college, odd method for selection of subjects). The criteria of the sample selection with the selected group from the college-going boys and girls only. The tool for the study is a self-constructed questionnaire for achieving the objectives of the research. It was in a questionnaire form aimed at assessing the role of parents in the career decision-making behaviour of adults. The reliability and validity of the tool for the said work are 0.75 and 0.86 respectively.

For achieving the objectives of the research, a self-constructed questionnaire was prepared. The first part of the tool included the items to assess the demographic profile of the sample and the second part included 20 items to assess the physical, emotional, social and economic role of parents in the career decision-making behaviour of adults. Further for each question, four options had been given. A score of '4' was given to the 'parent' option. A score of '3' was given for the 'self-option, A score of '2' was assigned when respondents select the 'other or friend' option. Finally, a '0' Score was given to 'none of these. Thus, some of the scores indicated the role of parents in career decision-making behaviour. A high score on the tool showed the high role of parents in career decisions.

IV. DATA COLLECTION AND TECHNIQUES

First of all, the researcher went .to the selected college to get permission from the authorities to conduct the research work in their college. Then researcher gave a questionnaire to the adults filled for the data collection and collected the questionnaire filled by them. Thus, the data was collected by the researcher. The time and convenience of the subject were also taken into consideration. It took about approximately one hour to get the information and total data collection was completed approximately in one month. The collected data were coded, tabulated and analyzed using various

statistical techniques. The statistical tests were used to know the comparison between dependent and independent variables in the sample.

Percentage: The single comparison was made on the basis of the percentage. For drawing percentage, the frequency of a particular cell was divided by the total number of respondents in that particular category to which they be multiplied by 100.

Arithmetic Mean: The arithmetic mean of a series is that figure obtained by dividing the total values of various items by their number.

Arithmetic Mean $\bar{X} = A + \frac{\sum fu}{\sum f} \times i$, where A is Assumed Mean, $\sum fu$ is the sum of the product of frequency and

deviation from the assumed mean class interval, while $\sum f$ is the total frequency.

Standard Deviation:

It is a dispersion metric. The square root of the arithmetic mean (average) of the deviations measured from the mean or expected is the standard deviation.

Standard deviation $\sigma = i \sqrt{\frac{(\sum fu^2 - (\sum fu)^2)/n}{(n-1)}}$, where $\sum fu^2$ is the sum of the product of frequency and square of

deviation from the assumed mean, $\sum fu$ is sum of the product of frequency and deviation from the assumed mean, n is a number of observations and i is the class interval.

t-test of Significance

t-Test can be expressed as $t = \frac{|\bar{X}_1 - \bar{X}_2|}{C.S.E.}$, where \bar{X}_1 and \bar{X}_2 are the means of the first and secondary group. C.S.E.

means combined standard error and calculated by the following formula:

$C.S.E. = C.S.D. \sqrt{\frac{1}{n_1} + \frac{1}{n_2}}$, where n_1 and n_2 are the numbers of observations in the first and second groups respectively

C.S.D. is the combined standard deviation. It is calculated by the following formula:

$$C.S.D. = \sqrt{\frac{(n-1)\sigma_1^2 + (n_2-1)\sigma_2^2}{n_1 + n_2}}$$

If $n_1 \leq 30$ and $n_2 \leq 30$ then $C.S.D. = \sqrt{\frac{n_1\sigma_1^2 + (n_2-1)\sigma_2^2}{n_1 + n_2 - 2}}$

If $n_1 < 30$ and $n_2 \leq 30$ then $C.S.D. = \sqrt{\frac{(n_1-1)\sigma_1^2 + n_2\sigma_2^2}{n_1 + n_2 - 2}}$

If $n_1 \leq 30$ and $n_2 > 30$ then $C.S.D. = \sqrt{\frac{n_1\sigma_1^2 + n_2\sigma_2^2}{n_1 + n_2}}$

If $n_1 > 30$ and $n_2 > 30$ then $C.S.D. = \sqrt{\frac{\sigma_1^2 + \sigma_2^2}{n}}$

n_1 and n_2 are standard deviations of the first and second groups respectively.

V. TO STUDY THE DEMOGRAPHIC PROFILE OF THE SELECTED SAMPLE

There were 50 males and 50 females in the total sample (50% males and 50% females). Table 1 shows the distribution of the sample on the basis Mother's occupation. In the total sample, overall, 45% of adults were working mothers and 55% of adult mothers were housewives.

Table 1: Distribution of the sample on the basis of Mother's Occupation.

Working Status of Mother	Male		Female		Total	
	N	%	N	%	N	%
Working Mother	22	44.00	23	46.00	45	45
Non working mother	28	56.00	27	54.00	55	55

Table 2: Distribution of the sample on basis of Type of Family Structure.

Types of Family Structure	Male		Female		Total	
	N	%	N	%	N	%
Nuclear family	22	44	20	40	42	42
Joint family	28	56	30	60	58	58

Table 2 shows the distribution of the sample on the basis of the type of family structure. The total sample consisted of 42% adults belonging to nuclear families and 58% adults belonging to joint families.

Table 3: Comparison of the role of mothers in career decisions of adults on the basis of occupation

Gender	Working status of Mother	N	Mean	SD	p-value	remark
Male	Working	22	61.2	10.6	0.279 < 0.05	NS
	Non-working	28	64.4	10.0		
Female	Working	23	64.1	7.8	0.816 < 0.05	NS
	Non-working	27	64.6	7.3		
Total	Working	45	62.0	9.4	0.098 < 0.05	NS
	Non-working	55	64.9	8.0		

Table 3 shows the comparison between the role of working and non-working mothers in the career decision making of adults. It was evident from the results that there was no significant difference in the role of working and non-working mothers in the career decision-making behaviour of adults. Perhaps the reason behind this result can be the fact that the role of parents in career decision-making behaviour is much more affected by cultural values than other factors (Rao et al., 2003).

Table 4: Comparison of the role of parents in career decision making of adults on the basis of type of family structure

Gender	Types of Family Structure	N	Mean	SD	p-value	remark
Male	Nuclear family	22	61.1	10.5	0.109 < 0.05	NS

	Joint family	28	65.3	7.7		
Female	Nuclear family	20	61.4	7.5	0.605<0.05	NS
	Joint family	30	62.6	8.3		
Total	Nuclear family	42	61.2	9.2	0.184<0.05	NS
	Joint family	58	63.6	8.6		

Table 4 shows the comparison between the role of parents belonging to a nuclear and joint family in the career decision making of adults. It was evident from the results that there was no significant difference in the role of parents in the career decision-making behaviour of adults on the basis of types of family structure. Perhaps some other variables like socioeconomic status, career opportunities, household factors, IQ level and interest in the career can be better predictors of career decision-making behaviour.

VI. SUMMARY AND CONCLUSION

Exploring and experiencing the world of work is what a career is all about. It's also about recognizing one's strengths, interests, and skills, as well as integrating them to form a meaningful life framework. Individuals may have several possibilities to find and rediscover occupations that are a good fit for their lifestyles. It is critical that adults participate actively in this decision-making process. According to World Bank (2004), "Career guidance refers to services and activities intended to assist individuals of any at any point throughout their lives to make educational training, occupational choice and to manage their career".

From the present study, it was concluded that the role of parents in the career decision-making of adults is independent of their occupation as well as the type of family structure. Parents are involved in the process of the adult's career decision-making in many ways. They influence their career development both directly and indirectly through interactions with the child in terms of career decision making.

VII. SIGNIFICANCE OF THE STUDY

The decision to choose a job or vocation is a significant milestone in one's life. Because the employment that a person pursues is not just a way of making a living but also a source of life pleasure, choosing the incorrect vocation can lead to dissatisfaction, discontent, and ultimately failure. As a result, deciding on a career path is a crucial step in one's academic and professional development. During the career-building period, young individuals are often confronted with difficult situations. They require assistance in issue solving in order to prevent tensions and disputes.

In past, career choices were limited due to the lack of industrialization and the development of technology. Young adults as the mirror of parents usually adopt their parental occupation. In joint families, the decision making was the role of authority figures like parents and grandparents. However, in the present era, youth want to fulfil their ambitions through careers. For this purpose, the decision regarding the selection of a career becomes crucial. They need guidance in choosing an appropriate career. Now a day's various special courses are available which had been practised by people as a hobby previously. Furthermore, changes in work habits as a result of globalization, technological advancements, economic instability, and shifting demographics are having a substantial influence on the current form of working life. People now have to reconsider their occupations on a regular basis, necessitating the ability to adapt to and handle changes throughout their lives. Career advice practitioners who help and guide individuals in a changing economic context are likewise affected by these trends. Thus, urbanization, advancement of technology and industrialization is taking place and which is responsible for the change in family structure, disciplinary practices and parenting. Therefore, it becomes significant to study the role of parents in the career-making behaviour of adults in the current scenario.

VIII. MAJOR FINDINGS AND DISCUSSION

There were 50.00% males and 50.00% females in the total sample, and overall, 55% of adults had non-working mothers and 45% of young adults had working mothers. Out of the total sample, 42.00% of young adults belonged to a nuclear family and 58.00% of adults belonged to a joint family. The majority of young adults considered their parents as their role models for career selection. Most young adults were agreeing with the fact that parents are the ones who motivate

them mostly on their achievements. It was found that 65.00% of females and 60.00% of males responded that parents are the ones who become very concerned about their higher academic problems. It was evident from the results that there was no significant difference in the role of working and non-working mothers in the career decision-making behaviour of adults. It was evident from the results that there was no significant difference in the role of parents in the career decision-making behaviour of adults on the basis of types of family structure.

IX. CONCLUSION

The data collected for the purpose of the population under study was statistically treated for analyzing the results. The heart of the research may be described as the presentation and analysis of data. The wheels of the entire machinery are regarded the analysis and interpretation, without which the data and other material have no specific role to execute. It entails simplifying complicated components into straightforward interpretations. As a result, analysis and interpretation give the research a new shape and form. Aside from this research, students in India have access to a wealth of information and counseling services when it comes to making career options. Students are the primary focus of professional counsellors and information providers.

It was found that parents were playing a major role in the career decision making of their adults. There was no significant difference in the role of parents in career decision-making behaviour scores of males and females. Thus, parents were using similar kinds of career decision making for males and females. It was evident from the results that there was no significant difference in the role of working and non-working mothers in the career decision-making behaviour of adults. It was also found that there was no significant difference in the role of parents in the career decision-making behaviour of adults on the basis of types of family structure.

Implications

This study shows the high involvement of parents in the career decision-making behaviour of adults. As a result, the current study stressed the significance of educating professionals on how to incorporate the family in order to avoid delays in emerging adults' preferred career paths. The present study was limited to 100 respondents' adults aged 21-29 years. The present study was limited to Agra city hence finding of the above study cannot be generalized. The present research was conducted only in the urban area.

Some suggestions are: a larger sample may be selected for drawing generalizations. Such types of studies may be conducted in an urban and rural area of the district. A similar study may be conducted by including different socioeconomic groups. A similar study may be conducted with the inclusion of ecological and demographical factors.

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