

The Effects of Authoritative Parenting on Career Exploration: A Mediation Analysis of Career Decision Self-Efficacy

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Abstract

Career exploration is important for students to build greater awareness of the kinds of career information. This study aimed to identify and analyze the impact of authoritative parenting on career exploration mediated by career decision making self-efficacy and analyzed Vocational High School students (SMK Negeri) in Tasikmalaya City As many as 370 students of class X, XI, and XII chosen using a cluster random sampling technique. Their data were collected using parental authority questionnaire, career exploration survey, career decision self-efficacy (short form) instruments. Findings indicated a positive relationship between authoritative parenting and career exploration mediated by career decision self-efficacy. Seeing the mediating effects of career decision self-efficacy on authoritative parenting and career exploration, it can be concluded that there is a partial mediation. Further implications of this study are presented in the discussion chapter.

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INTRODUCTION

Career exploration leads individual to collect and analyze information about their characteristics and information such as career, jobs, and organizations. Seeking for and processing career information make individuals understand more about job opportunities and prepare earlier for facing challenges in their career transitions (Zikic & Klehe, 2006; Werbel, 2000).

A study by (Damayanti, 2018) shows that the first important adjustment is choosing a career that suits to talents, interests, and other psychological factors. Then, a survey study by (Wang, 2019) to people aged 16-22 years, including 231 males (47.34%), 248 females (50.82%), and 9 anonymous genders found that the rest of participants were not significantly different significantly of those who dropped out of school. Based on the two studies above, self-awareness is very important to recognize and understand potential because good self-awareness helps in career planning.

Career decision self-efficacy is an ability to make career decisions that cover self-assessment, job information, and career goals. According to (Taylor & Betz, 1983) career decision self-efficacy refers to stages in which individuals are confident about their skills to succeed in completing tasks related to career decisions and commitments.

Understanding career decisions is related to student's self-efficacy (Basuki, Sugiharto & Japar, 2021). Self-efficacy is associated with the belief that oneself can do the expected behavior (Bisri, Purwanto, and Japar, 2018).

In (Situmorang and Salim's study, 2021) students' career decision self-efficacy is influenced by authoritative parenting. Then, (Pakpahan and Kustanti, 2018) state authoritative parenting results in individuals who have good efficacy and self-esteem, are able to develop optimally, are independent and can make career decisions.

Parents with authoritative parenting give chances to have verbal dialogues for their kids. It is similar to that of (Chen, Liu, Li, Chen, & Wang, 2000; Seay, Freysteinson. & McFarlane, 2014), namely authoritative parenting is positive parenting because parents emphasize aspects of

two-way communication that open up dialogue space with kids. In addition, parents are also warm and provide solutions to children to overcome their problems. This parenting is also related to socially competent adolescent behavior. Adolescents from authoritative parents are usually independent and have social responsibility (Santrock, 2007).

This study strived for expanding previous studies in different populations related to context, namely adding literature variables related to career decision self-efficacy, especially in Indonesian culture. Furthermore, this study aimed to determine the relationship between authoritative parenting and career decision self-efficacy on career exploration in Vocational High School students.

METHODS

The samples in this study were taken using a cluster random sampling technique from 370 students (age 15-19 years) from grades X, XI, and XII.

In data collection, three scales covering parental authority questionnaire, career exploration survey and career decision making self-efficacy (short-form) were back translated into Indonesian for the means of adaptation.

The parental authority questionnaire scale was developed by (Buri, 1911). It has been used by some researchers such as (Situmorang and Salim, 2021; Preston and Salim, 2019) with a total of 10 items used by researchers to assess authoritative parenting. The career exploration survey scale was developed by (Stumpf, Colarelli & Hartman, 1983). This scale has been used by some researchers such as (Cheung and Arnold, 2014; Preston and Salim, 2019; Lim and Lee, 2019) with a total of 11 items used by researchers consisting of two aspects of environment exploration 6 items and Self-exploration 5 items. In addition, career decision self-efficacy scale (short-form) was developed by (Presti et al., 2013). This scale has been used by researchers such as (Cheung and Arnold, 2014; Annisa and Salim, 2020; Chen, Ling & Gu, 2021). It consists of 25 items from five aspects, namely self-appraisal, occupational

information, goal selection, planning for the future, and problem solving.

The level of reliability was indicated by the coefficient of Cronbach alpha. On the parental authority questionnaire scale, the value was 0.733, the coefficient of Cronbach alpha on the scale of career exploration survey of 0.738 and the coefficient of Cronbach alpha on the scale of career decision self-efficacy (short-form) of 0.887.

RESULTS AND DISCUSSION

This study had three variables, namely authoritative parenting as an independent variable, career exploration as a dependent variable, and career decision self-efficacy as a mediating variable. Based on descriptive statistical tests, the mean and standard deviation of each variable were (M=38.70, SD=5.538) for authoritative parenting, (M=41.32, SD=6.543) for career exploration, and (M = 91.67, SD = 14.126) for career exploration. In detail, this information is presented in table 1.

Table. 1 Mean and Standard Deviation

Variable	N	M	SD
Authoritative parenting	370	38.70	5.538
Career exploration	370	41.32	6.543
Career decision self-efficacy	370	91.67	14.126

Once the descriptive statistical tests were carried out, hypothesis testing was done using PROCESS software developed by (Hayes, 2013). In addition, the mediation analysis was done using

a corrected bootstrap method bias technique N=5000. Of the bootstrapping, it was obtained 95% confidence interval. The details are presented in table 2.

Table 2. The Effect of Career Decision Self-Efficacy

Predictor	β	t	p	SE	LL CI	UL CI	R	R ²	F	p
Kriteria:cdse							.51	.26	63.6	<0.01
Auth	.51*	11.26	<0.01	.12	1.07	1.52			5	
Gender	-.08	-1.86	<0.05	.13	-4.88	.14				
Kriteria: Ce							.74	.54	143.	<0.01
Auth	.13*	3.03	<0.05	.05	.05	.24			0	
Cdse	.66*	16.1	<0.01	.02	.27	.34				
Gender	.05	1.36	<0.05	.47	-.28	1.56				
Total Effect	.55	9.94	<0.01	.06	.44	.66				
Ind Effect	.34			.03	.27	.40				

Source: processed data

Notes: Cdse = Career decision self-efficacy, Auth = Authoritative, Ce = Career exploration, *= Significance

From table 3, it was known that the value of authoritative parenting had a positive relationship with career exploration when gender was controlled ($\beta=.13$, $p<0.05$). For more, the authoritative parenting had a positive relationship with career decision self-efficacy ($\beta=.51$, $p<0.01$). In addition, there found a positive effect between career decision self-

efficacy and career exploration ($\beta=.66$, $p<0.01$). Similarly, there was a mediating effect of authoritative parenting on career exploration through career decision self-efficacy seen from the results of bias corrected bootstrap method N=5000. Of the bootstrapping results, there obtained 95% of confidence interval for total effect of ($\beta=.55$, $SE=.06$). It was also found an

indirect effect of ($\beta=.34$, $SE=.03$). Thus, authoritative parenting gained significant value in all conditions indicated by the bootstrap value of LLCI (lower limit confidence interval) and ULCI (upper limit confidence interval) that showed positive values (LLCI=.31, ULCI=.49).

The following is a conceptual figure of mediation analysis using a bootstrap corrected bias method that measured the effect of authoritative parenting and career exploration.

The first discussion in this study is that there found a relationship between authoritative parenting and career exploration through career decision self-efficacy ($R^2=.54$, $p<0.01$).

It is similar to a study by (Situmorang and Salim, 2021), namely career decision self-efficacy is significantly influenced by authoritative parenting style. For more, (Kracke, 1997) states that disclosure, attention, and authoritative parenting model reflect warmth, support, and independence.

Furthermore, the finding of a positive relationship between career decision self-efficacy and career exploration is in accordance with a study by (Chen et al., 2021) which concludes that there is a relationship between career exploration and career decision self-efficacy as the predictor. Thus, the present study expands the influence of career decision self-efficacy on career exploration in a population of Vocational High School students in Tasikmalaya City. When individuals have high career decision self-efficacy, they tend to show behaviors that help their career decision making process such as finding out about their interests and talents, various types of work or certain jobs, making career plans, making career goals, and trying to solve related problems. with their careers (Lent et al., 2016).

The second discussion of this study was about the partial mediation effect on career exploration that directly affects authoritative parenting without career decision self-efficacy. Further, there found no difference in SMK students' gender in Tasikmalaya City. It is in association with a study done by (Sovet and Metz, 2014) which found no significant gender moderation effect in the parenting style and

Korean students' career decision self-efficacy. Another similar study is from (Chen et al., 2021) which shows no significant results in gender between urban and rural students. Then, A study by (Kesuma, Sugiharto and Japar, 2019) concludes that there is a significant relationship between parental involvement and career decision making self-efficacy mediated by openness. Also, (Astuti and Ilfiandra, 2019) state that career decision making self-efficacy is a process that involves mediators to obtain self-information and the world of work in making career choices.

This study has described the effects of authoritative parenting on career exploration through career decision self-efficacy when gender was controlled. The findings have confirmed that there was a relationship between authoritative parenting and career exploration because the parenting allows individuals to make decisions by themselves. While children are given autonomy, they will do self-regulation to explore possible career. It is in line with (Taveira and Moreno, 2003) who explain that career exploration is a long-life process. Here, career decision self-efficacy has a role in reinforcing authoritative parenting since individuals have got their own career decision self-efficacy to find what they need, such as understanding relevant career information. According to (Sharf, 1992) information or knowledge mastery about the world of work is an important matter before individuals make a career decision.

The findings of this study provide significant implications for guidance and counseling that is to support and guide students' talents or interests to help them recognize their strengths and weaknesses so that they can choose a suitable work environment as a career for the future. At this rate, self-awareness is very important to recognize and understand potential too because good self-awareness helps in career planning.

CONCLUSION

This study has confirmed the relationship between authoritative parenting and career exploration mediated by career decision self-efficacy in the students of SMK Negeri throughout Tasikmalaya City.

Regarding the findings, future studies are recommended to add a moderator variable or conduct longitudinal study to confirm the results of the study. Meanwhile, counselors are suggested to increase career exploration by providing services related to career decision self-efficacy both in group counseling and individual counseling.

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