The Role of Social Support in Career Decision-Making through Career Adaptability

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Article Info	Abstract
	Ideal career decision-making is when a person realizes the need and has the readiness and capability to make decisions correctly. However, career decision-making may become an obstacle that hinders student development if not handled properly. This research was conducted to explore the role of career adaptability in mediating between social support and career decision-making. This study belongs to the ex-post facto type, which used the correlational research design. The respondents included 286 students from 5 private MA (*Madrasah Aliyah*, equal to high school). The findings proved that: 1) Social support affects career decision-making, 2) Social support on career adaptability, 3) Social support on career decision-making through career adaptability, and 4) career adaptability on career decision-making. The results of the study showed how career adaptability could mediate between social support and career selection.

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INTRODUCTION

A career is an essential part of human life. Preparing for a career is one of the developmental tasks of a teenager (Hurlock, 1990). Psychologically, adolescence is when a person begins to integrate with adult society when a child feels at the same level as older people and can solve problems (Hurlock, 1990). The very basis of a person's career journey is the extent to which they can make the right and wise decisions related to the career they will live.

Career decision-making is vastly influential and has a pivotal role for every individual. Ideal career decision-making is when a person realizes the need and has the readiness and capability to make decisions correctly. (Perez & Gati, 2017). Difficulties in career decisions occur when individuals do not have relevant, conflicting information; even worse, they need to learn how to process all incoming information.

Santrock (2003) explained that senior high school students frequently face career exploration and doubtful, stressed decision-making. Moreover, Putra (2015) elucidated that students with career issues tend to have unfavorable decision-making. Similarly, Prabudi (2015), in his research, unveiled that students' determining skills were classified as low, showed by the lack of career exploration, crystalization, selection, and classification. Several factors affect the failure in choosing a career, one of which is the need for sufficient information and career uncertainty.

When seen from the point of view of life planning, career advancement and adaptability are emphasized as a way to functionally embrace all the demands of change in both the world of work and education. Adaptability is the basis of a career as a person must prepare and play a role in his education. Improving career adaptability is a practical way of dealing with changing world demands. Concerning the life of high school students, they will take various steps by making career plans.

Karacan-Ozdemir (2019) explained that career adaptability is related to the difficulty of job selection. Career adaptability emphasizes one's development process based on personal and social experiences. Therefore, building a career is constructing the ability to adapt to the environment and not just a career formation process that occurs internally and automatically. Career adaptation will be related to self-regulation behavior, job planning, exploration, self-efficacy, and decision-making. In other words, the better career adaptability a person has, the better his career decision-making will be.

Several factors that can influence a person's decision-making, according to Mitchell and Krumboltz (1992), include genetics, environment and events, learning experience, and experience. Meanwhile, Holland (Santrock, 2003) explained that social class, parents and peers, school influence, and gender influence career decision-making.

Humans are social creatures who cannot live alone. Humans need help and cooperation from others in living their lives. Wellman places social support or social support in a broader network analysis, social support will be understood when someone knows the broader network structure and humans are integrated in it. The structural aspects of this network include several life settings, frequency of contact, participation in social activities, and involvement in the network.

Provision of good social support by people around will increase the stability of students in making career decisions. People who get high social support will get a lot of emotional, esteem, instrumental, and informative support.

Previous studies revealed a significant influence of social support on career choice. Moreover, the Social Cognitive Career Theory (SCCT) ground theory sees that goals, interests, and career choices are closely related to one's self-confidence and expectations. Abe & Chikoko (2020) unveiled that career selection needs a complex consideration from family, social, economic, and organizational aspects. Beliefs passed by the surrounding people could enhance an individual's capability to deal with

changes. However, many individuals are sometimes weakened by people's support, leaving the final decision to the closests.

Previous studies show that career adaptability influences career selection, yet research on both still needs to be completed. Having good career adaptability skills through encouragement from the closest persons and a supportive environment would help someone in their career determination process, improving their self-quality and minimizing mistakes.

METHOD

The respondents comprised 286 MA students in Kudus Regency (140 male, 146 female). The sample was taken using the cluster sampling technique based on Isaac and Michael's table with a 5% error rate.

Three types of the scale were referred to, including career adaptability developed by Mark L. Savickas (2011), social support by Grant Macdonald (1998), and career decision-making established by Reginald A. Bruce (1991). As these scales were adapted from published instruments, a back-translation procedure was applied.

There are several stages in this research: 1) asking permission from the owner of the scale to adapt, 2) translating and back-translating at a credible institution, 3) spreading the scale to be tested on different subjects but having the same characteristics, 4) conduct an analysis to see whether the scale is reliable and can be used as an instrument in research, 5) spread the research instrument on the subject and conduct data analysis.

This study used the regression-based path-analytic framework technique. The classic assumption test included normality, multicollinearity, heteroscedasticity, and linearity test. Meanwhile, the mediator variables were examined under the mediator analysis techniques, moderators, and conditional processes developed by Andrew F. Hayes (2013). The Hayes Process test tested the strength of direct and indirect effects from social support to career decision making through career adatability, where career adatability was the moderator variable.

RESULTS AND DISCUSSION

The data description showed the mean and standard deviation of social support (M: 133.98; SD: 10.863), career adaptability (M: 95.58; SD: 9.078), and career decision-making (M: 136.32; SD: 21.822). The mean value, which was more significant than the standard deviation, indicated a good representation of data spread. The following table presents the detailed data.

Table 1.

Variable	N	M	SD
Social support	286	133.98	10.863
Career adaptability	286	95.58	9.078
Career decision-making	286	136.32	21.822

The classical assumption was made to test the hypothesis. The normality test was carried out using a non-parametric test method, namely the one-sample test table from Kormogolov Smirnov, and the results indicated that data were normally distributed. This can be inferred from the Asymp value. Sig. (2-tailed) of 0.75 was more significant than the number 0.05, meaning that the residual values of all variables were normal.

A linearity test was performed to see whether or not the applied model specification shows a linear connection. This study's linearity test between variables indicated a significant result as the linearity score > 0.05, which complied with the linearity assumptions

(Priyatno, 2010). In sum, all of the classical assumptions were met.

The tolerance value of the multicollinearity test for social support was 0.230, and the career adaptability was 0.246. The multicollinearity test was carried out by looking at the Tolerance and VIF values. The VIF value for social support was 4.349, and the career adaptability was 4.069. Since the Tolerance value was > 0.10 and the VIF value was < 10, there were no multicollinearity symptoms in this study's regression model.

Meanwhile, the heteroscedasticity test was carried out using the Glejser. Based on the SPSS "Coefficients" output table, the sig. Value was > 0.05 for the social support variable and > 0.05 for the career adaptability variable. Thus, it concluded that there were no symptoms of heteroscedasticity in the regression model— similarly, the sig. Value on the homogeneity test

based on the output table of the SPSS "Test of Homogeneity of Variances" was > 0.05; hence, the data variances on social support, career adaptability, and career decision-making were the same or homogeneous.

The mediation hypothesis testing was carried out using mediator analysis developed by Andrew F. Hayes (2013). The analysis adopted the bias-corrected technique, bootstrapping N=5000 with a 95% confidential interval. This examination reveals the two-path results, i.e., the influence between the X (social support) and Y variable (career decision-making) and indirect effects through the M variable (career adaptability). The path a was the relationship between variable X (Social support) and variable M (Career adaptability) with β = .1389 and sig. value p <.5. Based on these results, social support and career adaptability had a significant relationship.

Table 2. Path (a) Analysis Results between Social Support and Career Adaptability

Outcome M	B	se	t	p	LLCI	ULCI
Social support	.1389	.0215	4.7142	.0000	.0893	.1785

The next process was the second path analysis (b), where the effect between variables M and Y was β = .6991 and sig. value p <0.05. on the other hand, path (c) analysis showed the

effect between variables X (social support) and Y (career decision making) were β= .1936 and sig. Value p<0.05). These results concluded that there was a significant relationship.

Table 3. Path (b) Analysis Results between Career Adaptability and Career Selection, Path (C) Analysis Between Social Support and Career Selection

Outcome M	B	Se	t	p	LLCI	ULCI
Social Support	.1936	.0415	4.7142	.0000	.1632	.2909
Career Adaptability	.6991	.0892	7.7933	.0000	.6407	.6947

The mediator variable test shows if there was an indirect effect between social support and

career decision-making through career adaptability. Here are the test results.

Table 4. The Indirect Relationship between Social Support and Career Selection through Career Adaptability

Outcome X pada Y	B	Boot se	BootLLCI	Boot ULCI
Social support	.1093	.0215	.0639	.1682

The total effect analysis of variable X (social support) with variable Y (career decision

making) on Path (c) resulted in the coefficient value β = .3021 and sig. Value p <0.05 level.

Therefore, it is understandable if there was a significant relationship between career adaptability and career decision-making, both directly and indirectly.

Table 5. The Total Analysis on Effect X (Social Support) on Y (Career Decision Making) at Path (c)

Outcome Y	B	se	T	p	LLCI	ULCI
Social support	.3021	.0519	5.6802	.0000	.2102	.4755

This study's general results revealed that career adaptability mediates social support and career decision-making. The analysis found a significant influence between variables, including social support and career decision-making, social support and career adaptability, social support and career decision-making through career adaptability, and career adaptability with career decision-making. Referring to previous research by Silvania & Laksmi (2022), the higher the social support provided, the higher the career adaptability. Similarly, Murphy et al. (2010) explained that social support is related to career adaptability (Murphy et al., 2010).

Career selection is a stage that all people in their lives must live. Humans will always face several choices before finally making a decision. Social support, which comes from the closest persons' trust, could increase an individual's ability to face any changes or obstacles and influence personal goals. This is how the relationship between social support persuades the decision-making process. Correspondingly, Han & Rojewski (2015) stated that emotional support could help individuals shape and choose careers they think are appropriate.

Moreover, Hirchi (2017) showed that social support obtained and felt by individuals, both instrumental and emotional, can help them plan their occupations. This is in line with the relational theory of work by Blustein (2011), arguing that family, teachers, peers, and social networks play a significant role in individual career development. Support from the closest people is often associated with encouragement and assistance in academic and career decision-making. In contrast, a perceived lack of support can prevent the younger generation from advancing their career paths.

The relationship between career interest and choice will get stronger when a person, especially an adolescent, feels that s/he has high enough support like advice, instructions, and suggestions. The support provided by the environment indirectly affects a person's ability to deal with a problem and everything will feel lighter. Social support received will lead to feelings of calm, cared for, loved, increased self-confidence and competence in a person.

Weis divides social support into six parts which consist of guidance, reliable alliance, attachment, reassurance of worth, social integration, and opportunity to provide nurturing. The six components are referred to as The Social Provision Scale, each of these components can stand alone but are interconnected with each other.

Career construct theory provides a way of thinking about how someone chooses and does a job. The theory of career construction conceptualizes human development that is driven by adaptation to the social environment with the aim of integrating people around the environment (Savickas, 2012). When someone designs a life they must be able to adjust themselves to the hope that they are able to work, play, and develop life (Savickas, 2012).

The concept of career adaptability allows for a greater emphasis on new problems that are currently faced by many people and have nothing to do with maturity. Therefore in assessing the adaptability of individuals a counselor must be able to pay great attention to the individual's ability to handle these tasks, which may have nothing to do with age.

A higher career adaptability indicates a settled plan for a particular career choice. Various ideas come to his mind would they will present various ideas in their minds and then

make these ideas as materials for their consideration when making decisions.

Pramudi (2015) revealed that the decision-making skill of class XI students at SMA N 1 Kutasari Purbalingga needed to be higher, where students needed to explore, crystallize, select, and clarify future jobs. This research also showed that 70% of students made decisions according to parents' circumstances, 57% based on interests, 77% could not decide, and 63% were unsure of their own decisions.

Improving career adaptability is one of the things to assist students in strengthening their career choices. The better a person handles career development, the more satisfied they will be in their career or education. Career adaptability will encourage them to do advanced exploration due to a sense of concern, planning, preparation, and orientation. Career adaptability can strengthen individual abilities in choosing an occupation.

Through career adaptability skills that can increase with the support of the people around them, it will make individuals more confident in choosing and determining a career that suits what they want. Individuals who have support will feel free and more confident in exploring all the potential that exists in them. Career adaptability is a dynamic trait, namely self-adjustment which can change by adjusting between time and conditions. This situation is supported by other factors such as friends, the environment, and the way they interact. With the existence of better career adaptability skills in adolescents through the support provided by people in the surrounding environment, of course this will be able to help influence the process of adolescents in achieving career maturity, namely being able to choose the right future career based on their abilities and talents.

Parents and the surrounding people influence a teenager's career decision-making (Santrock, 2003). Family is the first and most accessible source of information that alter adolescents' interest in preparing various skills for the careers they are interested in. Through career adaptability skills, individuals will be more confident in determining a career that suits them well. Career adaptability is a dynamic trait, interchangeable self-adjustment based on time and conditions.

CONCLUSION

The findings in this study confirm that there is an indirect effect between gender roles and social support on career decision-making through career adaptability.

For further research, it is suggested that this study's limitations be completed, for example, by expanding the scope of research respondents. Future studies may specifically involve students by intervening with them using experimental research methods. Besides, it will be favorable to review career selection based on gender differences. The fact that gender can influence individuals' thinking processes will, of course, also impact how they explore and make decisions.

Referring to previous research which states that one of the factors that influence career maturity is gender (Patton & Lokan, 2001). According to research conducted by Marpaung and Yulandari (2017) with a total of 344 high school students, it showed that there were differences in career maturity between men and women. Where career maturity in men is lower when compared to career maturity in women.

Gender is one of the variables that has been shown to play an important role in the process of making and choosing career aspirations. Several previous studies have shown that there are differences in career decision making in both male and female students. One study showed that female students had greater difficulties than male students, and one study showed that male students had greater difficulty in making decisions than female students.

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