Original Research Paper

Management

ESSENTIAL OF SELF-EFFICACY IN CAREER DECISION MAKING

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ABSTRACT A major part of people's daily life is spent in occupational activities. These pursuits do more than simply provide income for one's livelihood. Occupations structure a large part of people's everyday reality and serve as a major source of personal identity and self-evaluation. As an interdependent activity, occupational pursuits also structure a good part of people's daily social relations. Even more number of variables influence the decision about career, but self-efficacy plays a vital role on the career decision.

1. Introduction

Self-efficacy is "one of the most theoretically, heuristically, and practically useful concepts formulated in modern psychology". Social cognitive career theory was derived social cognitive theory to further describe the reframe of self-efficacy expectations in a person's vocational behavior.

Self-efficacy refers to a person's belief in his/her ability to successfully complete a behavior or set of behaviors. One of the most studied self-efficacy variables in vocational psychology has been self-efficacy for making career decisions, which is usually measured by the Career Decision-Making Self-efficacy Scale (CDMSE).Originally, this measure contained 50 items, but was later shortened to 25.Although a number of studies have supported the psychometric qualities of the original scale, limited data are available for the short version. According to social cognitive career theory, self-efficacy of career decision-making influences a person's goals (i.e., intentions or plans to pursue a career choice). In other words, commitment to career planning and implementation is related to one's level of self-efficacy in making career decisions. In addition to gender differences based on the assumption of experiences shared by women and ethnic minorities in facing oppression and discrimination. The relationship between career decision-making self-efficacy and career commitment may be higher among women than men.

2. Self-Efficacy

Perceived self-efficacy is concerned with people's beliefs in their capabilities to exercise control over their own functioning and over events that affect their lives. Beliefs in personal efficacy affect life choices, level of motivation, quality of functioning, resilience to adversity and 15 vulnerability to stress and depression. People's beliefs in their efficacy are developed by four main sources of influence. They include mastery experiences, seeing people similar to oneself manage task demands successfully, social persuasion that one has the capabilities to succeed in given activities, and inferences from somatic and emotional states indicative of personal strengths and vulnerabilities. Ordinary realities are strewn with impediments, adversities, setbacks, frustrations and inequities. People must, therefore, have a robust sense of efficacy to sustain the perseverant effort needed to succeed. Succeeding periods of life present new types of competency demands requiring further development of personal efficacy for successful functioning. The nature and scope of perceived self-efficacy undergo changes throughout the course of the lifespan.

3. Career Decision

Choosing a career is one of the most important decisions that people make during their lifetime. The career one pursues has significant implications for one's lifestyle, economic and social status, and emotional welfare. One of the salient difficulties individuals encounter during this decision-making process is lack of knowledge about how to make career decisions. Decades of research into career choice has demonstrated the effectiveness of career counseling interventions.

4. Career Decision-Making Steps

Making a career decision, or any decision for that matter, can be very easy or very difficult depending on the amount of information you have about your choices. In choosing your career path it is important to think about many factors. Use the steps below to guide your through your career decision making process.

Step One: Identify the Decision to be made

Before you begin gathering information, it is important that you have a clear understanding of what it is you are trying to decide.

Step Two: Know Yourself (Raise Consciousness)

To make an informed career decision and prior to any exploration of the world of work, it is important to have a good understanding of your own personal attributes.

Step Three: Identifying Options and Gathering Information (Explore Options)

To continue gathering information and researching careers, you will need to start identifying your options.

Step Five: Evaluate Options that will solve the Problem

After completing your research, you are now ready to evaluate each of the options you have been exploring.

Step Six: Select One of the Options

Based on the information you have gathered and analyzed, you should now be able to choose one of the career options and start creating a plan of action

5. How to Reduce Career Choice Anxiety: Increasing Career Decision-Making Self-Efficacy

Career choice anxiety refers to the difficulty in processing and acting on career-related information because of personal or interpersonal conflicts or a lack of skills and knowledge about how to make a career choice. It is connected to dysfunctional thinking about career-related issues and indicates an individual's inability to commit to the implementation of a specific career choice because of inappropriate fear and apprehension. Previous research has found that indecisive people have a high level of choice anxiety and that choice anxiety is related to problems with career decisional tasks.

Many studies that have explored the relationship between career decision-making self-efficacy and anxiety considered the latter as a

stable trait related to career indecision However, the level of anxiety that characterizes developmental indecision may decrease over time, because, unlike chronic indecision, developmental indecision corresponds to a normal phase through which individuals may pass on their way to reaching a decision.

Individuals' perceptions of their ability to exercise control over their environment plays a central role in anxiety arousal. Perceived control reduced career choice anxiety and moderated the relationship between coping strategies and career choice anxiety. Career decision-making self-efficacy reduced choice anxiety. In addition, decreased anxiety was included among the affective outcomes of career interventions and school counseling. However, previous studies have not explicitly attributed the positive effect of career interventions on career anxiety to individuals' increased self-efficacy.

6. Importance of self-efficacy in career decision

Self–efficacy is a vital factor in career decision. A student with a high level of career decision self-efficacy will develop significant vocational interests and actively pursuing his or her career goals. On the contrary, a student with low levels of career decision self-efficacy may not be engaging in his or her career exploration which gives impact on the career decision and career development. The CDSE scale helps to determine whether an individual has a high, moderate or low degree of self-beliefs in making career decision. Not only it assists the individuals to understand themselves better, it also benefits the career counsellor to evaluate and design counselling interventions to help increase career decision self-efficacy.

7. Conclusion

Now-a-days people became more aware of their personal strengths and weaknesses in relation to employability. The learning activities were found to be valuable in providing students with knowledge concerning specific occupations in which they are interested. Peoples know that they were more able to set and develop plans to achieve career goals at the completion of the course.

8. Reference

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