

A Study on the Relationship between the Self-Efficacy and Occupational Choices of Tourism Department Students - the Internship Satisfaction as Mediating Variable

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Abstract: While self-efficacy, occupational choices and internship satisfaction have been extensively investigated, the relationship between the above three research fields is relatively unexplored. This paper studies the three constructs relationship and mediating of internship satisfaction situation. Using the tourism department students as an example, this paper will argue that the regression analysis can provide a framework for self-efficacy has a positive impact on occupational choices, as well as giving self-efficacy has a positive impact on internship satisfaction, and a method of analyzing internship satisfaction has a positive impact on occupational choices, and find internship satisfaction has a mediating effect on self-efficacy and occupational choices. The results indicate that that all hypotheses are set up. These findings contribute to the organizational management and theoretical construction of the hospitality industry.

1. Introduction

There has been an increasing interest in research on the relationship between self-efficacy and occupational choices. For instance, Bandura believes that self-efficacy is an individual's judgment of the ability needed to accomplish a set behavioral goal [1], and Chen and Yun mentioned the self-efficacy is the subjective feeling of evaluating one's own ability, because one's work performance and work attitude are influenced by self-efficacy [2]. Based on social cognitive career theory, Tien explored the relationship among career self-efficacy, outcome expectation, career interest and career choice of senior high school students. The results showed that there was a positive impact [3]. Li, Lu and Huang found that self-efficacy had a positive effect on internship satisfaction. [4]. On the other hand, Chao surveyed the students after the internship, and found that the effect of off-campus internship satisfaction on future employment intention was partly established [5]. Ye and Fan believe that internship satisfaction, incentive system and retention intention were positively correlated with each other. [6]. It is known that self-efficacy not only affects occupational choices, but also on internship satisfaction. However, there are few researches in the past. Therefore, the purpose of this study is to understand the relationship between three factors, namely self-efficacy, occupational choices and internship satisfaction.

2. Literature review

The self-efficacy is proposed by Bandura[1], in past studies, self-efficacy is a value judgment of an individual or individual in assessing his or her executive ability in the face of goals or tasks[2,7]; At the same time, the research also points out that self-efficacy as an important environmental factor, or as an important intermediary factor in the relationship between individual factors and individual behavior, considers the important relationship between self-efficacy, behavior and performance. [8], past research results also support self-efficacy, which positively affect internship satisfaction [4,9]; On the other hand, it is also found that self-efficacy can promote occupational choices [3]. Therefore, this study proposes the following hypothesis 1 and 2:

H1: the self-efficacy has a positive impact on internship satisfaction.

H2: the self-efficacy has a positive impact on occupational choices.

Satisfaction refers to the sense of pleasure that people feel when their needs are met, which is a psychological state. Internship satisfaction refers to the degree of pleasure that employees experience in the process of internship that the work itself and the working environment can meet or help to meet their work value needs. [10], Through a survey of students majoring in tourism management, Song, Cheng and Gregory found that internship satisfaction had a positive impact on career choice intention[11], Shan, Hu, Yu and Fang took the students majoring in tourism management as the sample, and results showed that the overall satisfaction of the internship had a positive impact on the career choice after the internship[12], and Jin and Pang have the same results[13]. Therefore, this study puts forward hypothesis 3 and 4:

H3: the internship satisfaction has a positive impact on occupational choices.

H4: the internship satisfaction has a mediating effect on self-efficacy and occupational choices.

3. Method and Data Analysis

In this study, the self-efficacy questionnaire was quoted from Bandura [1], internship satisfaction from Cao [14], the occupational choices was quoted from Zhang [15], scale, the pre-test and formal questionnaire were carried out from November to December 2018, and the Students majoring in tourism management in Guangdong, Guangxi and Fujian were sampled by means of intention sampling, and 300 questionnaires were collected effectively. The method of reliability analysis, factor analysis, regression analysis and Sobel test were used to test the hypothesis. The reliability of the self-efficacy Cronbach's alpha is 0.884, internship satisfaction is 0.947, and occupational choices 0.913, and the validity of the above three dimensions is more than 0.5. The results of hypothesis are shown in Table 1 and 2 as follows. From table 1, we can know that the hypothesis 1.2 and 3 are established; From table 2, using Sobel test [16] and Zhao, Lynch and Chen' rule verification [17], the total effect is 0.877 (p -value=0.000), the direct effect is 0.548 (p -value=0.000), the indirect effect is 0.329(p -value =0.000), and the result hypothesis that 4 is also accepted.

Table 1 Hypothesis validation result table

Hypothesis	R^2	F	B	Beta	t -value	Accept or Reject
H1	0.405	202.880***	1.805	0.636	14.244.***	Accept
H2	0.300	127.707***	0.694	0.061	11.301***	Accept
H3	0.268	109.072***	0.231	0.022	10.444***	Accept

Note: * $P < 0.05$, ** $P < 0.01$, *** $P < 0.001$

Table 2 Mediation effect validation result table

Step	IV	DV	B	Beta	t -value	Significant
1	SE	OC	0.694	0.548	11.301	0.000
2	SE	IS	1.805	0.636	14.244	0.000
3	IS	OC	0.231	0.518	10.444	0.000
4	SE	OC	0.465	0.367	6.040	0.000
	IS		0.127	0.284	4.678	0.000

Note: SE: self-efficacy, IS: internship satisfaction, OC: occupational choices

4. Summary

This study explores the relationship between the three aspects of self-efficacy, internship satisfaction and occupational choices. The overall results show that all hypotheses have significant effects, that means the higher self-efficacy, the greater impact on internship satisfaction and occupational choices, and the higher the degree of internship satisfaction, the greater impact on occupational choices, and internship satisfaction presents a complementary mediating variable, and this result hopes to give practical and theoretical support and contribution to the practical and academic circles.

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