

# Models of Career Maturity in Adolescents

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## ABSTRACT

Career maturity is individual ability to carry out career developmental tasks according to career developmental stages, in which adolescents should be able to make plans and perform career decision-making. The problems that arise, adolescents are challenged to carry out career-decision making. The aim of the study was to assess career maturity model in adolescents which is observed from autonomy, attachment, parental social support, and self-efficacy in career decision-making. This was a quantitative study involving 262 adolescents (49.4% girls and 51.7% boys; 44.9% were 16 years old, 34.1% 15 years old, 13.1% 17 years old, and 7.9% were 14 and 18 years old) studying in high schools who were selected using purposive sampling technique. Data collection was conducted by using Career Maturity Scale, Autonomy Scale, Attachment Scale, Parental Social Support Scale and Self-efficacy Scale. Data were analysed using SEM (Structural Equation Modelling). The result of the study shows that career maturity model in adolescents conforming both concept and theory. Autonomy, attachment and parental social support are significantly related to self-efficacy in career decision-making. Likewise, self-efficacy is significantly related to career maturity in adolescents. Autonomy, attachment, and parental social support are not directly related to career maturity in adolescents, which means that career maturity in adolescents requires more than autonomy, attachment, and parental social support. Maturity is established when those factors are mediated by self-efficacy in career decision-making.

**Keywords:** *Career Maturity, Adolescents, Models.*

## 1. INTRODUCTION

The Adolescence is a unique stage in the human life. Havighurst states that one of the developmental tasks in the adolescent phase is to prepare for the future [1]. The future is related to the career that will be undertaken, which includes the development of a life-long decision-making process [2]. Super suggests the five phases of human career development, namely the growth, the exploration, the establishment, the maintenance, and the decline.

Each stage of career development consists of tasks that must be completed. The ability to complete the career development task is called career maturity [3]. Career maturity is an individual success in completing career development tasks according to certain developmental stages [4].

The definition from Super is used as the basis for this research. In accordance with the theory of career development established by Super, adolescents are at the stage of growth and the stage of career exploration. In this stage, adolescents begin to identify job opportunities, as well as implement career choices by obtaining proper education and

training, and taking part in the world of working according to their choices and abilities. The decision regarding the types of work desired is related to the education that must be taken to prepare oneself for the job he has decided.

As explained by Lestari [5], it shows the need for career development due to high unemployment, negative stigma in certain jobs, the need for standardization of vocational schools, the lack of experience in the world of work obtained from school, and unclear career orientation when choosing further education. In fact, as shown in the research results, the individual functions better and more productive and obtains personal satisfaction when he is involved in a career or maturity in choosing his career interests [6]. However, career maturity has actually been the subject of studies for a long time [7] but research on career maturity in Indonesia is still limited.

There are internal and external factors that contribute to career maturity. The internal factors consist of values, intelligence, talents, interests, personality, knowledge, and physical condition

the external factors are the socio-economic condition of the country, the socio-economic status of the family, family, education, peers and society [4].

Autonomy as an internal factor has an impact in increasing adolescent maturity. Adolescents who are autonomous in determining their decisions show a sense of self-confidence [8]. When adolescents have a high-degree of autonomy, adolescents are able to maintain strength in achieving their goals. From a psychological perspective, autonomy is a fundamental need both in adolescence and in adulthood. Autonomy is related to parental support and well-being in adolescents [9]. An autonomous person will give his behavior as a voluntary action and involve the values that become his principles that show maturity.

One of the external factors that affects career maturity is the family factor. A research conducted by Sudjani [10] has shown that family is the most important factor affecting career maturity in adolescents. Parents might have a great influence on the formation of values, interests and skills of adolescents and become a source of motivation for adolescents to achieve desired career goals [11]. One of the closeness of parents and adolescents can be seen from the attachment between parents and children.

Collins and Feeney [12] explain that individuals with secure attachment are individuals who always believe that they are loved and appreciated by others and have full attention from others. The result is that they have the ability to always be optimistic, confident, and able to build close relationships with others. Scott et al. [13] suggest that parents who have safe attachment will be more sensitive to acknowledge the separation process that occurs with their adolescent children, and change their responses to adolescents according to their changing needs to strive to be more independent.

Social support from parents plays a role in adolescent career development. Social support is defined as what refers to the comfort, care, or assistance an individual receives from a person or group of people [14]. According to Winemiller, there are five forms of social support, namely emotional support or self-esteem, instrumental support, and information support, appreciation support, and friendship support [15]. The results of the research conducted by Givenra, Nota, and Ferrari [16] have shown that parentsand#39; perceptions of support will predict the parental support that adolescents feel. In addition, adolescent perceptions of parental

support will indirectly predict career choice through the mediating effect of career decision confidence. The results have shown that individuals who received high social support would think more positively, have high self-esteem, and be more optimistic than people with low social support [17]. High social support will increase one's career determination ability [18]. In addition, Lee and Hughey [19] have observed that there was a correlation between parental love and career planning and exploration in college students. Super stated that individuals with high career maturity tend to get information that helps and directs adolescents in choosing a career in the future [21]. A study by Lee, Hae-Suk, Haeng-Sook, and Soon-Gyu, [22] has shown that adolescents who have a close relationship with their parents have increased self-confidence. Adolescents develop self-confidence in better assessment of career goals so that it will ultimately increase career maturity.

Parents have equal influence on self-efficacy and career decision-making in adolescents [23]. Career decision-making is a process to determine top priority alternatives from a variety of choices related to education from school to college that lead to work/position [24]. Bandura and Jourden [25] argue that decision-making can be facilitated or hindered by self-efficacy. Individuals with better abilities will perceive difficult tasks as a challenge rather than as a threat. This opinion on self-efficacy will foster intrinsic interest in carrying out deeper activities [26].

High career maturity is related to self-esteem, internal control center and intrinsic work value [27]. High self-esteem in individuals will affect their career identity. Powell and Luzzo who examined the correlation between career maturity and career decision-making styles in high school students observed that students who had control over the career decision-making showed positive attitudes towards career decision-making process and had a higher awareness of careers [28]. Salami's research [29] has shown that problem-solving abilities can predict career maturity in high school students.

Work for a person has important consequences, because work becomes the axis on which the basic goals and values of life rests. Given the importance of careers for individuals, Super [7] states that in order to make the right career choices one must show a certain level of maturity. Therefore, career maturity is important because it represents what one wants, and moves on a continuum from strengthening to decreasing one's abilities. Career immaturity contributes to vocational references and unrealistic

decision making in students. Some of these studies have suggested that the study of career maturity is an important to be observed [30].

The purpose of this study was to examine model of career maturity in adolescents by observing the influence of autonomy, attachment, parental support, and self-efficacy in career decision making. The hypothesis in this study, there is an autonomy, attachment, parental support mediated by self-efficacy in career decision making on career maturity in adolescents.

## 2. METHOD

This was a quantitative study focusing on hypothetical assessment which was based on research model formulated by the researchers. The variables in the study were autonomy, attachment, parental support, self-efficacy in career decision-making and career maturity in adolescents. In the model, the endogenous variables were autonomy, attachment and parental support, while the exogenous variables were self-efficacy in career decision-making and career maturity. Self-efficacy in career decision-making was the moderator variable. In this study self-efficacy in career decision making affected career maturity in adolescents and was affected by autonomy, attachment, and parental support.

The subjects of the study were 262 adolescents in grade XI and XII of senior high school (49.4% girls and 51.7% boys; 44.9% were 16 years old, 34.1% 15 years old, 13.1% 17 years old, and 7.9% were 14 and 18 years old). Samples were selected using cluster random sampling. Data collection method was psychological scale which were prepared by the researchers, namely Autonomy Scale, Attachment Scale, Parental Support Scale, Self-efficacy in Career Decision-making Scale, and Career Maturity Scale. Data analysis method to answer research hypothesis which was formulated in research model was Structural Equation Modelling (SEM) using AMOS-22 software.

## 3. RESULT

The study was aimed to develop a model of career maturity in adolescents and assess the model based on the data which were obtained from the field. The results have shown that there is an influence of autonomy, attachment, parental support that is mediated by self-efficacy in career decision making on career maturity in adolescents. The assessment was conducted based on *Structural Equation Modelling* (SEM) analysis using AMOS software. The result of the assessment is presented in Figure 1.

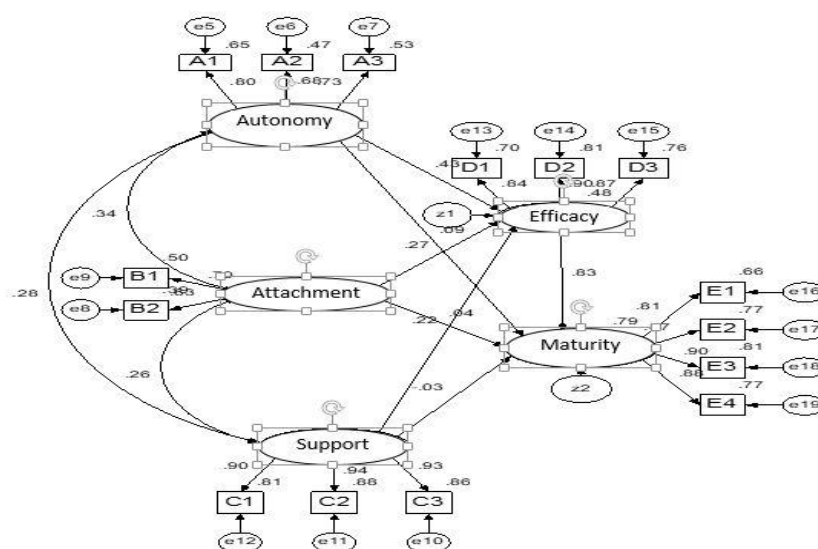


Figure 1. Model of Career Maturity in Adolescents

The results of the analysis show that career maturity in adolescents can be explained by autonomy, attachment, parental support and self-

efficacy in career decision making, which was shown by a model that agrees with empirically observed

values. The criteria to assess the goodness of fit of the model are indicated by the following factors.

**Table 1.** Goodness of Fit Criteria of Model of Career Maturity in Adolescents

Based on Chi-Square			
Chi-square = 162.810 (p=0,00); Degrees of freedom = 80			
Criteria	Provision	Result	Remarks
Based on Absolute Fit Measures			
RMSEA	<0,08	0,063	Fit
GFI	>0,90	0,924	Fit
TLI	>0,90	0,961	Fit
CFI	>0,95	0,971	Fit

The results of the regression analysis show both significant and insignificant relationships between the measured variables. The results of the analysis are presented in Table 2.

**Table 2.** Significance of Model of Career Maturity in Adolescents

			Estimate	S.E.	C.R.	P	Label
Efficacy	<---	Attachment	.519	.156	3.322	***	Significant
Efficacy	<---	Support	.107	.028	3.765	***	Significant
Efficacy	<---	Autonomy	.368	.063	5.879	***	Significant
Maturity	<---	Autonomy	.120	.079	1.521	.128	Not Significant
Maturity	<---	Attachment	.110	.180	.612	.540	Not Significant
Maturity	<---	Support	-.023	.034	-.678	.498	Not Significant
Maturity	<---	Efficacy	1.361	.127	10.686	***	Significant

### 3.1. Discussion

Career maturity is affected by both external and internal factors. The results of the research by Taganing et al. [31] have shown that one of the predictors of vocational maturity (career) is independence and self-efficacy. Another research has also shown that self-efficacy has a significant correlation with career maturity in adolescents. Individuals with high self-confidence works hard in finishing a task, are resilient in doing assignments and have strong motivation, and always strive to successfully completing the tasks. Self-efficacy is one of the fundamental factors in vocational maturity [32]. Self-efficacy in career decision-making is important for the success of career decision-making [33][34]. Career decision-making is a complex process that includes processing information about oneself and future careers [35]. According to Parson, career decision making is a process where a person recognizes himself, finds out about the scope of work to be taken, and has the ability to integrate both of these into career choices [35]. Bandura stated that one of the factors involved in the career decision-making process is self-efficacy [36]. Self-efficacy has an important role because it will determine the clarity of career decisions made. Betz and Taylor [33] have suggested that self-efficacy in career decision making

consists of several components, i.e. self-assessment, job description, goal selection, planning, and problem solving.

The confidence in adolescent in career decision-making is directly related to the degree of career maturity. Lent and Hackett [32] observed that self-confidence can predict vocational maturity. The stronger self-confidence results in the higher life goals and better commitment in achieving these goals [33]. According to Bandura [37], self-efficacy is able to foster an attitude of individual confidence when faced with career choices so that they will strive to take the right decision in achieving career maturity. According to Bertz, [38], someone with good self-efficacy will have challenging career choices, while someone with low self-efficacy tend to give up on his career.

Kim et al. [39] in their research have stated that the clarity of adolescent career decision-making cannot be separated from self-efficacy in career decision-making. The higher self-efficacy results in the clearer career decision-making. Research by Peilouw and Nursalim [25] has shown that there is a positive and significant correlation between self-efficacy and the ability to perform career decision-making in adolescents. Another research has suggested that there is a correlation between self-

efficacy and career maturity in vocational students [40]. A research conducted by Susantoputri, Kristina and William [41] has suggested that there is a significant and positive correlation between career self-efficacy and career maturity in adolescents. Adolescents who have high self-efficacy will also have high career maturity, on the other hand, if adolescents have low self-efficacy, their career maturity will also be low. This result of this study is similar to a research conducted by Sersiana [42] which has suggested that there is a positive coefficient correlation between self-efficacy in career decision-making and career maturity. The result shows that parental support affects career maturity, through the development of high self-esteem in children. Parental support has a long-term effect on career maturity [43].

The result of previous research has indicated that attachment correlates with career maturity. The stronger the attachment results in the higher the career maturity. The result of the study has yielded that there is no direct influence between attachment and adolescent career maturity. The study suggested that the effect of attachment on career maturity is mediated by self-efficacy [22]. Relational influence of family attachment on career development may be important to grasp better understanding on the intricacies of career development [44]. Attachment to parents is a major role in the choice of work and career aspirations of children [44] which is related to self-efficacy in career decision-making. Indirectly, adolescents who have a strong attachment to their parents will be easier to experience development or career maturity in the next direction when they have confidence in their abilities. Adolescents will be more responsible and independent from the involvement of others in career decision making [45].

Students having a good relationship and attachment with their parents are autonomous and able to perform career decision-making [46]. The suitability of career choices with students' abilities and talents is related to the support from and attachment to parents [46]. The result of a study has showed that attachment to mothers and independence from parents are related to career decision-making in female students. Attachment to parents is associated with high ability in career exploration [47]. The results of another study by [48] has suggested that attachment with parents can be negatively related to concern about commitment in university student's career decision making.

Autonomy is important since it determines job readiness, where adolescents feel safe and are able to explore to focus on work and problem solving [49]. Munandar [50] has suggested that autonomy is how a person prepares himself to get engaged in a field of work. This is supported by a study conducted by Metia [51] suggesting that student's autonomy is related to work orientation and creates a major contribution to work readiness. Students who are autonomous make better career choices than students who are less autonomous. Highlighted in this study, students who are autonomous are confident in making decisions about their careers. Students having high degree of autonomy, when faced with career choices, will make efforts to get to know themselves, find out about workers and educational steps, and try to solve the problems [31]. Indirectly, autonomy which is supported by confidence in career decision results in a better career maturity. As stated by Hartono [52], autonomy in career decision-making is marked by five criteria, namely self-confidence, responsibility, directing and self-development, perseverance, creativity and initiative, willing to make attempts.

One of the external factors that affect career maturity is the family environment. In this case, the family is the parent who plays an important role in determining career maturity in children. Parents have a strong influence on adolescent career choices [53]. The results of research on the factors contributing to student's career maturity show that the family environment is the largest percentage that determines the career maturity of vocational students compared to other aspects, namely society, insight into the working world, efforts to seek information, teacher involvement in schools, infrastructure support and attitudes towards work conceptions [11]. Parental support is described as giving verbal compliment, providing time for children, showing affection, and giving attention to the children [53]. Forms of parental support are manifested in instrumental assistance, learning from other individuals, social persuasion and emotional stimulation [54][55].

A study conducted by Ginevra, Nota, and Ferrari [17] on the role of parent and child perception on parental support in adolescents' career development, suggested that parent perception on support predicts parental support to adolescents. The result of a study has suggested that social support from parents increases career maturity in adolescents [55]. This result is consistent with the result of another research conducted by Fatmasari [56] presenting that there is a significant positive correlation between parental

support and career maturity. The findings of these research are somewhat different in the following area. Adolescent perceptions and parental support explicitly predict career decision through mediating effects and self-confidence in decision making, in other words, their belief in career decision-making. The result strengthens the important role of parents at the early stage of adolescents' career development.

The result obtained in this study is in line with the result of a research conducted by Widyastuti [57] on the effect of self-efficacy and social support from family to students' firm career decision-making. This study has suggested that there is a significant influence between family social support variables and career decision-making. The stronger social support from family results in a firmer career decision-making, and the lower family social support results in weaker career decision-making. Adolescents from healthy and functional families are independent, tough, and autonomous. From their independence and autonomy, adolescents become more flexible in career choices and have better understanding in their own desires apart from the rules and patterns established in the family [59].

### 3.2. Conclusion

From the results, it can be concluded that the study on Model of Career Maturity in Adolescents conforms both the concept and the theory of career maturity and was validated based on empirical data. The results show that autonomy, attachment and parental support were significantly related to self-efficacy in career decision-making. Likewise, self-efficacy was significantly related to career maturity in adolescents. Oppositely, autonomy, attachment, and parental support had no direct association with career maturity in adolescents, which means that career maturity in adolescents requires more than autonomy, attachment, and parental support. Maturity is established when those factors are mediated by self-efficacy in career decision-making.

Based on the importance of self-efficacy and career decision-making in career maturity in adolescents, parents, teachers, and school environment are urged to provide support to adolescents in career decision-making which contributes to their career maturity. Internal and external factors that had no direct association with maturity are considered important in career maturity in adolescents in strengthening their confidence in their ability to perform career decision-making.

## AUTHORS' CONTRIBUTIONS

Both authors contributed to the design and implementation of the research, discussed the results and contributed to the final manuscript. First author verified the analytical methods and performed computations, also encouraged the finding of this work. Second author conceived of the presented idea and developed the theory.

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