UNIVERSITI PUTRA MALAYSIA

INFLUENCE OF CAREER DECISION-MAKING SELF-EFFICACY, CAREER MATURITY, PARENTING STYLE, AND PARENTAL PERFECTIONISM ON CAREER DECISION AMONG UNDERGRADUATE STUDENTS

MAHDI KHASMOHAMMADI

FPP 2018 30

INFLUENCE OF CAREER DECISION-MAKING SELF-EFFICACY, CAREER MATURITY, PARENTING STYLE, AND PARENTAL PERFECTIONISM ON CAREER DECISION AMONG UNDERGRADUATE STUDENTS

By

MAHDI KHASMOHAMMADI

Thesis Submitted to the School of Graduate Studies, Universiti Putra Malaysia, in Fulfilment of the Requirements for the Degree of Doctor of Philosophy

July 2018

DEDICATION

This thesis is dedicated to my beloved mother and the memory of my late dearest father,
I miss him every day but I am glad he saw this process through to its completion.

Abstract of thesis presented to the Senate of Universiti Putra Malaysia in fulfilment of the requirement for the degree of Doctor of Philosophy

INFLUENCE OF CAREER DECISION-MAKING SELF-EFFICACY, CAREER MATURITY, PARENTING STYLE, AND PARENTAL PERFECTIONISM ON CAREER DECISION AMONG UNDERGRADUATE STUDENTS

By

MAHDI KHASMOHAMMADI

July 2018

Chair: **Sidek Mohd Noah, PhD**
Faculty: **Educational Studies**

Career decision is one of the most investigated constructs in career development. Numerous studies assume that career decision is associated with various personal or external factors. Given that one of the primary goals of career counseling is to assist with the career decision-making process, research in this area is crucial. Therefore, the primary rationale for this study was to be the first known investigation into the relationship between parental perfectionism, parenting style, career decision self-efficacy, career maturity, and career indecision. This research was an initial attempt to integrate and extend existing research in the areas of parenting and career development using the less studied construct of parental perfectionism and to investigate whether gender plays a moderating effect on the relationships between exogenous variables and career indecision among undergraduate students.

The multi-stage cluster random sampling method was employed to recruit a total of 543 undergraduate students aged 18 to 24 years from public universities in the Selangor state. Descriptive and correlational research design was employed. The respondents completed Career Decision Scale (CDS; Osipow, 1987), Career Decision Self-Efficacy Scale – Short Form (CDSE-SF, Betz et al., 1996), Career Maturity Inventory-Revised (CMI-R; Crites and Savickas, 1996), Parental Authority Questionnaire-Revised (PAQ-R; Reitman et al., 2002), and Family Almost Perfect Scale (FAPS; Wang et al., 2010).

Structural Equation Modeling (SEM) indicated that undergraduate students with low career maturity and low career decision making self-efficacy were more likely to report high career indecision. Moreover, this study supported the moderating role of gender

between career decision making self-efficacy with career indecision. Furthermore, parental perfectionism was the strongest predictor of career indecision among undergraduate students. The findings of this study also proposed that career maturity, career decision making self-efficacy, parenting style and parental perfectionism were valuable predictors of career indecision among undergraduate students.

Overall, studied variables were explained 64% of the variance in career indecision. The current study advances understanding on the importance of career maturity and career decision making self-efficacy as influencing individual factors against career indecision. The findings of the study also provided evidence to increase understanding on the importance of parenting styles and parental perfectionism as external factors on career indecision among undergraduate students. The findings of the current study can be useful for counselors, therapists, educators, parents, and policy makers for prevention and intervention of career indecision among undergraduate students. However, more studies are needed to investigate the role and impact of parental perfectionism in career indecision.

Abstrak tesis yang dikemukakan kepada Senat Universiti Putra Malaysia sebagai memenuhi keperluan untuk ijazah Doktor Falsafah

PENGARUH EFIKASI KENDIRI MEMBUAT KEPUTUSAN KERJAYA, KEMATANGAN KERJAYA, GAYA KEIBUBAPAAN DAN PERFEKSIONISME IBU BAPA TERHADAP KETIDAKUPAYAAN MEMBUAT KEPUTUSAN KERJAYA DENGAN PELAJAR PRASISWAZAH

Oleh

MAHDI KHASMOHAMMADI

Julai 2018

Pengerusi: **Sidek Mohd Noah, PhD**
Fakulti: **Pengajian Pendidikan**

Keputusan kerjaya merupakan salah satu yang paling disiasat dalam pembangunan kerjaya. Banyak kajian menganggap bahawa keputusan kerjaya dikaitkan dengan pelbagai faktor peribadi atau luaran. Memandangkan salah satu matlamat utama kaunseling kerjaya adalah untuk membantu proses membuat keputusan kerjaya, penyelidikan dalam bidang ini adalah penting. Oleh itu, rasional utama untuk kajian ini adalah penyiasatan pertama yang diketahui mengenai hubungan antara perfeksionisme ibu, gaya keibubapaan, keputusan kerjaya diri, kematangan kerjaya, dan keraguan kerjaya. Kajian ini merupakan percubaan awal untuk mengintegrasikan dan memperluaskan penyelidikan yang sedia ada dalam bidang pembangunan keibubapaan dan kerjaya dengan menggunakan pembinaan perfeksionisme orang kurang belajar dan untuk menyiasat sama ada jantina memainkan peranan yang menyederhanakan hubungan antara pembolehubah eksogen dan ketidakpastian karier di kalangan pelajar prasiswazah.

Kaedah persampelan rawak berkelompok pelbagai peringkat telah digunakan untuk memilih 543 pelajar prasiswazah berusia 18 hingga 24 tahun dari beberapa buah universiti awam di Selangor. Reka bentuk kajian deskriptif dan kajian korelasi telah digunakan. Responden telah mejawab Skala Keputusan Kerjaya (CDS, Osipow; 1987); Skala Efikasi Kendiri Keputusan Kerjaya - Borang Pendek (CDSE-SF, Betz et al., 1996); Inventori Kematangan Kerjaya - Semakan (CMIR; Crites & Savickas, 1996); Soalselidik Autoriti Keibubapaan - Semakan (PAQ-R; Reitman et al., 2002) dan Skala Keluarga Hampir Sempurna (FAPS; Wang et al., 2010).

Pemodelan Persamaan Berstruktur (SEM) menunjukkan bahawa pelajar prasiswazah dengan kematangan kerjaya yang rendah dan efikasi kendiri membuat keputusan kerjaya yang rendah lebih cenderung untuk memperlihatkan ketidakupayaan membuat keputusan kerjaya yang tinggi. Kajian ini juga menyokong peranan menyederhana faktor jantina antara keberkesanan diri dalam membuat keputusan kerjaya dengan ketidakupayaan membuat keputusan kerjaya. Selain itu, perfeksionisme ibubapa adalah peramal yang paling kuat terhadap ketidakupayaan membuat keputusan kerjaya dalam kalangan pelajar prasiswazah. Penemuan kajian ini juga mencadangkan bahawa kematangan kerjaya, efikasi kendiri membuat keputusan kerjaya, gaya keibubapaan dan perfeksionisme ibu bapa merupakan peramal penting dalam ketidakupayaan membuat keputusan kerjaya dalam kalangan pelajar prasiswazah.

Secara keseluruhan, pemboleh ubah-pemboleh ubah yang dikaji menjelaskan 64% daripada varians dalam ketidakupayaan membuat keputusan kerjaya. Kajian ini telah meningkatkan pemahaman mengenai kepentingan kematangan kerjaya dan efikasi kendiri membuat keputusan kerjaya dalam mempengaruhi faktor-faktor individu terhadap ketidakupayaan membuat keputusan kerjaya. Penemuan kajian ini juga memberikan bukti untuk meningkatkan pemahaman tentang kepentingan gaya keibubapaan dan perfeksionisme ibu bapa sebagai faktor luaran terhadap ketidakupayaan membuat keputusan kerjaya dalam kalangan pelajar prasiswazah. Dapatan dari kajian ini boleh digunakan oleh kaunselor, ahli terapi, pendidik, ibu bapa dan pembuat dasar untuk pencegahan dan intervensi berkaitan isu ketidakupayaan membuat keputusan kerjaya dalam kalangan pelajar prasiswazah. Namun, lebih banyak kajian diperlukan untuk menyiasat peranan dan kesan perfeksionisme ibu bapa terhadap kebimbangan kerjaya.

ACKNOWLEDGEMENTS

First and foremost, I would like to express my heart full gratitude to the 'God' for giving me the strength and direction in all my endeavors. Having belief in his endless mercy, compassion, and support; the challenge of learning new things turned to be interest. During my study, I was fortunate to have untiring support of my supervisor, committee members, family, friends, and faculty of educational studies at UPM.

My heartfelt gratitude and appreciation go to my supervisor Prof. Dr. Sidek Mohd Noah who taught and guided me throughout the duration of this study and writing my thesis, with great care and patience. I owe a special gratitude to the members of my supervisory committee, Assoc. Dr. Rusnani bt Abdul Kadir and Dr. Maznah bt Baba who were so generous with their assistance, valuable recommendations and suggestions throughout the study. My special thanks would also go to Dr. Sara Ghazizadeh Ehsaei and Dr. Hossein Abolfathiasl who helped me through the initial stages of writing my thesis with their invaluable cares and offered me encouragement and thoughtful help which helped me to endure the lengthy process of conducting this research.

Last but not least, I am deeply appreciative to my dearest late father, my ever-loving mother, my supportive lovely wife; Dr. Sara Ghazizadeh Ehsaei and my beloved siblings for their encouragement and endless supports during my studies without their love and patience through my education and through my life, I would not be who I am or where I am today. Thank you and I love you all.

v

I certify that a Thesis Examination Committee has met on 4 July 2018 to conduct the final examination of Mahdi Khasmohammadi on his thesis entitled Influence Of Career Decision-Making Self-Efficacy, Career Maturity, Parenting Style, And Parental Perfectionism On Career Decision Among Undergraduate Students in accordance with the Universities and University Colleges Act 1971 and the Constitution of the Universiti Putra Malaysia [P.U.(A) 106] 15 March 1998. The Committee recommends that the student be awarded the (insert the name of relevant degree).

Members of the Thesis Examination Committee were as follows:

Tajularipin Sulaiman, PhD
Associate Professor
Faculty of Educational Studies
Universiti Putra Malaysia
(Chairman)

Wan Marzuki Wan Jaafar, PhD
Associate Professor
Faculty of Educational Studies
Universiti Putra Malaysia
(Internal Examiner)

Ismi Arif Ismail, PhD
Associate Professor
Faculty of Educational Studies
Universiti Putra Malaysia
(Internal Examiner)

Sylvia Nassar, PhD
Professor
Counselor Education Program
North Carolina State University
(External Examiner)

_____
Professor and Deputy Dean
School of Graduate Studies
Universiti Putra Malaysia

Date:

This thesis was submitted to the Senate of Universiti Putra Malaysia and has been accepted as fulfilment of the requirement for the degree of Doctor of Philosophy. The members of the Supervisory Committee were as follows:

Sidek Mohd Noah, PhD
Professor
Faculty of Educational Studies
Universiti Putra Malaysia
(Chairman)

Rusnani Abdul Kadir, PhD
Associate Professor
Faculty of Educational Studies
Universiti Putra Malaysia
(Member)

Maznah Baba, PhD
Senior Lecturer
Faculty of Educational Studies
Universiti Putra Malaysia
(Member)

ROBIAH BINTI YUNUS, PhD
Professor and Dean
School of Graduate Studies
Universiti Putra Malaysia

Date:

vii

Declaration by graduate student

I hereby confirm that:
- this thesis is my original work;
- quotations, illustrations and citations have been duly referenced;
- this thesis has not been submitted previously or concurrently for any other degree at any other institutions;
- intellectual property from the thesis and copyright of thesis are fully-owned by Universiti Putra Malaysia, as according to the Universiti Putra Malaysia (Research) Rules 2012;
- written permission must be obtained from supervisor and the office of Deputy Vice-Chancellor (Research and Innovation) before thesis is published (in the form of written, printed or in electronic form) including books, journals, modules, proceedings, popular writings, seminar papers, manuscripts, posters, reports, lecture notes, learning modules or any other materials as stated in the Universiti Putra Malaysia (Research) Rules 2012;
- there is no plagiarism or data falsification/fabrication in the thesis, and scholarly integrity is upheld as according to the Universiti Putra Malaysia (Graduate Studies) Rules 2003 (Revision 2012-2013) and the Universiti Putra Malaysia (Research) Rules 2012. The thesis has undergone plagiarism detection software.

Signature: _____   Date: _____

Name and Matric No.: Mahdi Khasmohammadi, GS22737

Declaration by Members of Supervisory Committee

This is to confirm that:
- the research conducted and the writing of this thesis was under our supervision;
- supervision responsibilities as stated in the Universiti Putra Malaysia (Graduate Studies) Rules 2003 (Revision 2012-2013) are adhered to.

Signature:
Name of Chairman of
Supervisory
Committee:

Signature:
Name of Member of
Supervisory
Committee:

Signature:
Name of Member of
Supervisory
Committee:

LIST OF TABLES

LIST OF FIGURES

CHAPTER 1

INTRODUCTION

1.1   Overview

This chapter presents the background of the study, the statement of the problem, research questions, general and specific objectives, research hypotheses. It also discusses significance and limitations of the study. Finally, conceptual and operational definitions of key terms are presented.

1.2   Background of the Study

Gordon, (1995) reported that between 20 up to 50% of the students who start college are undecided. The statistics show that in 2000, 11.1% of university students were doubtful about choosing their major in college. The figure hit 13% of incoming students in 2007 (Kelly & Shin, 2009). Reviewing the present reports reveals that in Malaysia the figure of university students with career-related problems has touched 50% or even more (Abu Talib & Tan, 2009). This is even worse in some non-Western countries such as South Africa and the Philippines, where 40% of registered students either quit their universities in their first year or fail to complete their study up to graduation (CHED, 2008). To refer to the US Bureau of Labor Statistics, almost 44% of college alumni with jobs in 2012 were underemployed (Abel, Deitz, & Su, 2014). This means that college degree was not necessary in types of the jobs these graduates had. Another disappointing statistic related to college graduates is from a 2012 investigation done by the Heldrich Center for Workforce Development at Rutgers University Only 51% of Rutgers University graduates between the years of 2006 to 2011were full-time employees (Stone, Horn, & Zukin, 2012).

Regarding these warning statistics, the young people who struggle to determine the direction of their upcoming life and job, experience a discouraging and devastating situation. As Kelly and Shin (2013) explain, between 11 and 13% of new students at university level have no idea of their major in college. The recent study of Fadaei Nasab (2012) represents that nearly 85% of Iranian students at undergraduate level are doubtful about their major. In this case, males express a higher career indecision compared to females. Likewise freshmen are reported to suffer a higher hesitancy in choosing their occupation compared to sophomores. A study which was accomplished by Ministry of Pacific Island Affairs (2014) resulted in to similar findings. In this study, 64% of the research subjects had not decided about their job. Still, most of the students who had decided on that, had not explored it. In another case, 51% of the volunteers who participated in Rao study (2017) confirmed that they were still undecided about choosing their profession. One of the most investigated concepts in career counseling is Career indecision (Gati & Levin, 2014). One of the reasons increasing the number of student who quit college without obtaining any degree is

1

confusion about the job to be taken. The students who drop out are most susceptible to increased negative managing skills along with a diminished sense of welfare. This problematizes professional and social realms (Essig & Kelly, 2013). Uthayakumar, Schimmack, Hartung, & Rogers (2010b) explored the relation of career decidedness with undergraduate students' personal health. Results confirmed that subjective well-being is directly related to career decidedness. Those students who had a clear idea about their career considerably had a better feeling about their life. Feldman (2003) also scrutinized career indecision in young adults. His findings brought to the fore temporary, harmful results that afflicted the life of persons whose career choice was subjected to undecidedness. The results included lost income, a negative outlook towards jobs, and decreased problem solving potential. Agreed that well-being is under the direct influence of career decidedness, career indecisiveness will lead to varieties of negative consequences. The previous explorations of career indecision aimed at identifying the variables that could distinguish the people who were decided about their future carrier from those who were not (Ferreira, 2013).

During the latest decades, career indecision has been a subject of study for a considerable number of researchers (e.g., Di Fabio, Palazzeschi, Asulin-Peretz, & Gati, 2013; Nauta, 2012; Paulo Jorge Santos, Ferreira, & Gonçalves, 2014). The concept of career indecision addresses the problems that bloc normal career-related decisions (Gati, Krausz, & Osipow, 1996). Normally it is considered as a natural part of the process of decision making during professional progress. An example is when an individual should undergo a   change from university to workplace. Most of the undecided individuals can conquer this undecidedness personally or by referring to career counselors (Betz & Serling, 1993).

Career indecision is not permanent because it is usually resulted from interpersonal conflicts, obstacles, and/or lack of information (Brown & Lent, 2017). According to the available research results indecisive persons require more time to finalize a decision (Frost & Shows, 1993) , they are most susceptible to decision postponement (Rassin & Muris, 2005), are in need of more information before making any decision, suffer a lower self-efficacy in decision-making (Rassin, Muris, Franken, Smit, & Wong, 2007), and point to more post-decisional difficulties (Germeijs & Verschueren, 2011). Moreover, these persons face more challenges in choosing their majors in college and vocational paths (Gayton, Clavin, Clavin, & Broida, 1994; Germeijs, Verschueren, & Soenens, 2006).

According to the findings of the accomplished studies, decisiveness in choosing a job may be affected by emerging career maturity. It is the attitudes maturity which is important in career decisions (Luzzo, 1993). Career maturity in Savickas' words (1984) is the capacity of making well-informed and proper decisions in choosing jobs. Overall, those people who have gained a higher sense of career maturity are more successful in career-related decision-making and can adapt their values, interests, personality features, and skills to any particular job with more ease (Luzzo, 1993). Career maturity renders people capable of determining their careers expectations. In this way, they will be able to understand their interests and, therefore, will be knowledgeable enough to choose the path which they want to follow. Furthermore, a student who knows about

which career path s/he will take will be more capable to equip him or herself with the necessary skills and experiences for a successful period of study (Van Reenen, 2010).

In another study, Betz (2006) examined the factors which influenced undergraduate students' career choice. The study revealed that career maturity together with other factors that affected self-concept and self-efficacy are in direct association with career choice certainty. There are other studies that, similarly, pointed to the connection between career maturity and career decision self-efficacy (Chung, 2002). Hammond, Lockman and Boling (2010) argue that students' active involvement in career planning process can negatively be affected by inadequate knowledge and scarcity of professional maturity. Mubiana (2010) explains that the process of deciding on career path is under the influence of inadequate learning experiences, career maturity levels, and career and self-knowledge. Positive relationships between career maturity and career decidedness have been highlighted in previous research. Rojewski (1994) discusses career indecision as the only significant demonstrator of career immaturity. The Most recent study by Rao (2017) probes the relation of career maturity with career indecision. Findings emphasize on the difference between the decided and undecided respondents in terms of career maturity attitudes and competence aspects. The decided students appeared to be equipped with higher levels of career maturity. On the whole, the results of previous explorations openly confirm that career maturity is one of the essential factors which address undergraduate students' career indecision.

Betz (2006) considered career indecision as the most significant variable relate to career decision making self-efficacy. Residing on Bandura's concept of self-efficacy as a model, career decision self-efficacy addresses persons' belief in their ability to accomplish the tasks which are essential to finalize career choices (Taylor & Betz, 1983). Individuals, who are not equipped with the necessary self-efficacy in career decision, usually decide on their career choices principally based on their parent's recommendations or personal perspective on job and salary, without considering the compatibility of the career with their skills, interests, personal features, or abilities. This necessitates the more detailed examination of conviction in career choices (Alika, 2012; Keller & Whiston, 2008; Kniveton, 2004; Wang & Castañeda-Sound, 2008). Past studies have revealed a substantial connection between career indecision and career self-efficacy (Feinstein-Messinger, 2007; Guay, Senécal, Gauthier, & Fernet, 2003; Obana, 2007). Taylor & Betz (1983) examined the relation of self-efficacy in career decision with college students' career indecision. They argued that the intensity of expectations in the self-efficacy of the students who considered career choices were and undesirably related to career indecision in the most total form. The results affirmed that those individuals have a low confidence in their capability of carrying out tasks and in actions vital for effective career decision-making, suffer from undecidedness.

Creed, Patton and Prideaux (2006) assumed most of the accomplished research found that career indecision is, affected by self-efficacy, and as such, changes in career self-efficacy will impact on career indecision. Tracey (2010) inspected the connection between self-efficacy and the certainty in career choice among youths and adults. Results brought to the fore a powerful connection between self-efficacy levels and determination in career choice. In comparison to decided students, hesitant students represented a deeper obsession with negative thoughts in relation to career and the hardships in career choice. This was accompanied with reduced self-efficacy in

choosing career. These findings were discussed in an inspection by Bullock-Yowell, McConnell, and Schedin (2014) where they focused on decision status.

The results of Hellmann (2014) study back the hypothesis which anticipated not only a positive connection between self-efficacy and vocational search, but also a negative connection between self-efficacy and career indecisiveness. In a current study, Mao, Hsu & Fang (2016) clarified the entire aspects of self-efficacy in career decision which were in the most noticeable negative way correlated with the entire aspects of career indecision. Generally, the findings of previous inspections have revealed that self-efficacy in choosing career is one of the most significant factors which impress career hesitancy in undergraduate and college students.

A number of researches represent the relation of career indecision with various factors, either personal or impersonal. Creed, Patton, and Prideaux (2006b) belive that career indecision is not separate from the career development concerns, problematic occupational decisions, society's assumptions and observations and the role of the family. These factors impact student's determination in making career choices. Though theories addressing career development emphasize on family's role in career development, few theories have offered detailed discussions of the aspects of these roles in career development. Researches have struggled to elaborate parents' roles in their children's career development. Yet, because of the variety of factors influencing one's career choices, it is not easy to understand the family's roles in these choices.

The reviews done on the literature stress the importance of the role the family plays in vocational development in various periods of life (Leung, Hou, Gati, & Li, 2011; Sovet & Metz, 2014a). Concentrating on the role of parental behavior in youths' career development, most studies have probed the overall dimensions of parent-child relationship like patterns of family interaction (Lewis, 2016), parental attachment (Bolat, Odacı, & Odaci, 2016; Fadaei Nasab, Abdul Kadir, Mohd. Noah, & Hassan, 2013; Fraley, Roisman, Booth-LaForce, Owen, & Holland, 2013; Mao, Hsu, & Fang, 2016b), parenting styles (Baumrind, 2013; Moilanen, Rasmussen, & Padilla-Walker, 2015; Sovet & Metz, 2014a) family climate and family dysfunction (Hargrove, Inman, & Crane, 2005), parental support (Fernandes & Bance, 2015; Ginevra, Nota, & Ferrari, 2015) parental acceptance (Fan, Cheung, Leong, & Cheung, 2014; Georgia Koumoundourou, Tsaousis, & Kounenou, 2011) family patterns of expressiveness and cohesiveness (Lewis, 2016), and parental perfectionism (Khasmohammadi et al., 2010). These studies have demonstrated that individuation in the parent-child relationship; secure attachment styles, authoritative parenting and generally greater parental support and positive relationships between parents and children are associated with higher career decision self-efficacy, vocational exploration activities, career self-efficacy beliefs, career adaptability, earlier vocational identity development, less irrational career beliefs, and a greater propensity to optimism and hope.

Additionally, it is through family life that the realm of work becomes meaningful for children. In this way, they develop their understanding of education, work, and their career lives (Soresi, Nota, Ferrari, & Givenra, 2014). However, some studies also reported a negative association of vocational identity development, career decision self-

4

efficacy, and career decision making with family conflict and dysfunction. The findings of studies on the influences of parents on career decision-making difficulties and career indecision are heterogeneous. There are some studies which represent a rare or no relation among career indecision, career decision-making difficulties and family variables (Marcionetti, 2014). Despite these, other studies (Bolat et al., 2016; Fernandes & Bance, 2015; Garcia, Restubog, Toledano, Tolentino, & Rafferty, 2012; Isaac, 2014; Khasmohammadi et al., 2010) uncovered rather stronger correlations between decision-making difficulties and career indecision with various family variables such as family patterns of expressiveness and cohesiveness, parental perfectionism and parental support.

One aspect of family interactions that has been less explored in relation to career outcomes is parenting styles. Though parenting styles are generally subjected to ignorance in the career literature, their impact on perceptions of self-efficacy, decision making and the ability for independent exploration should not be undervalued. Lease & Dahlbeck (2009a) pointed parenting styles like demanding styles with characterized by parental controls that permit little independent practice of decision making for children may directly affect their decision-making skills.

Lease & Dahlbeck (2009) found that the authoritarian style is related to young women's career decision making rather than the authoritative style. High demandingness and low responsiveness are the characterizing features of the authoritarian parenting style. It was postulated that decreased career decision self-efficacy is related to growing up through an authoritarian parenting style; it leads to exacerbated indecisiveness in career choice. An authoritarian parenting perspective was considerate of career decision in women, while none of the parenting perspectives was significantly considerate of those in men. As a result of direct received guidance, women in this study reflected high levels of efficacy in the process of choosing jobs. On the other hand, direct and authoritarian parenting style assists these young women in choosing their jobs. On the contrary, Whiston (1996) has stated that low level of career decisiveness in women was under the influence of having highly disciplined and controlling families. He argued that having more controlling families with authoritarian nurturing approaches increased the probability of premature career-related decisions in women. Studies hesitate about the positive points of authoritative child-raising stand and the disadvantageous impact of authoritarian child-raising one in choosing jobs.

Roe (1957) was the first person who suggested the idea that because of the initial stages of life spent in a warm, loving, and nurturing atmosphere, people are eager to have the jobs which are people oriented; those whose choices are professions in the scientific fields, come from families with colder emotional interactions. Baumrind (1996) came to recognize that those activities which are shaped by intellectual work, without targeting or being influenced by social consent on child's part, or the ones that request the rejection of something which does not follow the rules laid down by the authority, are less likely to attract the kids who rely on their parents and their wisdom, and learn to agree with and accept their domination. Because career indecisiveness is a common phenomenon in the earlier stages of career development, pressure to decide on a choice can create stress (Feldman, 2003). It has also been found that perceived choice is quite

5

influential in perceived control (Perlmuter, 1980). This suggests that parental pressure in case of career choice may affect children's level of perceived control.

Inspection of the direct connection between parental pressure and independence makes it clear that a parent who respects child's independence and recognizes his/her personal decisions and actions, avoiding imposed strategies based on obedience and surrender, fosters the child's autonomous growth (Pérez & Cumsille, 2012). Parenting perfectionism is a kind of ideal perspective where people's personality is assessed and defined through a perfectionistic look to their parenting manners (Snell Jr, Overbey, & Brewer, 2005). Perfectionist parents are distinguished through their self-induced standards, sticking to personal demands, severe adherence to the standards, and strict, critical self-assessment (Frost, Marten, Lahart, & Rosenblate, 1990). Soenens et al. (2005) discuss that, due to their sever concentration on their personal needs and desires, maladaptive-perfectionist parents are not easily responsive towards their children's needs. Rather, they prefer to set their own standards for their children's full accomplishments, implementing psychological control as a means of imposing these standards.

There has been little inspection of the connection among parental perfectionism, parent-child communication, and job success. According to the explanation of Cheng & Yuen (2012) different dimensions of parenting (behavioral, cognitive and affective aspects) have been examined through empirical studies to show that they play a significant role in an individual's career development. They went on to explain that parents tend to set high but realistic expectations for their child's school achievement that motivate them to be successful. They detailed their explanation, stating that parents who set high but realistic expectations about their children's educational achievement can inspire them to be successful. Zafar (2012) believes that students favor a major which coursework they like and which their parents favor as well. Roach (2010) studied the particular parental behaviors that are apparently significant in predicting career self-efficacy. Roach found that parental high expectations for students' career predicted vocational self-efficacy. This finding is aligned with previous studies which confirm that parents' expectations were anticipative of young adolescents' vocational self-efficacy (Keller & Whiston, 2008).

Recent and only study (Khasmohammadi et al., 2010) into the effects of parental perfectionism on vocational behavior indicated that there is positive relationship between career indecision and parental perfectionism. Perfectionist parents directly or indirectly providing the condition for their children to become and remain undecided about their own educational and vocational decisions by following perfectionistic approach to their parenting behaviors. They suggest that students who perceive their parents as more dominant and discrepant with high orders and standards reported high level of career indecision.

The literature review shows the lack of research regarding to discover the combination of individual and parental variables related to career indecision, especially parental perfectionism which is regarded as vital in improvement of career development and career decision making. A gap still exists in the literature according to numerous

6

evidence on the associations between career decision self-efficacy, career maturity, parenting style, and parental perfectionism with career indecision, these studies examined the linear association between variables, and the moderating variable on these associations have not been studied. However, from the existing literature, no research has discovered the role of gender in association between career indecision and parental perfectionism.

1.3   Problem Statement

Many efforts have been done to investigate and recognize the reasons of clients' career decision-making difficulties. Career indecision is the primary reason people go to career counselors and it is one of the most examined concepts in career development (Itamar Gati & Levin, 2014). Shin & Kelly (2013) stated that 11 to 13% of students who go to universities are not sure about which major they want to continue in. It has been exposed that career indecision results in being dropped out from university with no degree between undergraduate students. These students might develop negative coping abilities and generally lower level of well-being (Hartung, 2011) which can often lead to poorer social and career outcomes (Shin & Kelly, 2013). in a study conducted by Rao (2017) 51% of the participants reported that they had not yet decided on their career choice. Recently studies of Fadaei Nasab (2012) revealed almost 85% of Iranian undergraduate students are undecided. Students also reported about worry regarding their indecision. However, this may lead to ineffective decision making and missed opportunities (Landine, 2013).

The important features of career development embrace vocational identity, maturity, self-efficacy, and decision-making difficulties. These facets and the impact of the quality of parent-child relationships on them recently have been studied frequently. However, some children informed extreme control of their parents on their career choices and activities which known as parental perfectionism (Fernandes & Bance, 2015; Khasmohammadi et al., 2010; Lo Cascio, Guzzo, Pace, Pace, & Madonia, 2016). The aim of some of these parents might have been enforcing their own job-related perspectives to their child's vocational development without thinking about their child's aspirations (Fan, Cheung, Leong, & Cheung, 2014; Khasmohammadi et al., 2010). Children are mostly inactive in the career preparation process in such families (Cheung, Cheung, & Wu, 2014).

However, it is no clear if parental perfectionism is able to act as a predictor in career development. Thus, though a complete understanding of the deep effects of parenting on career development, this study is an attempt to fill a gap in the present literature by scrutinizing the relationships between career decision making self-efficacy, career maturity, parenting styles, and parental perfectionism with career indecision among undergraduate students.

Even though past studies have recognized diverse socio-demographic factors related to career indecision, however, for providing effective career guidance and appropriate career development interventions, discovering and understanding the effects of gender

7

on career decision-making may be necessary (Niles, Harris-bowlsbey, & Corso, 2013). The recent empirical research reveals inconsistent findings on the correlations between career indecision and gender. Some researchers has reported higher level of career indecision in female (Abu Talib & Tan, 2009; Nota, Ferrari, Solberg, & Soresi, 2007; Patton & Creed, 2001), by contrast, other researchers (Khasmohammadi et al., 2010; M. Lam & Santos, 2017; Middleton, 2017), reported higher level of career indecision in male.

Even though existing results reveal that gender differences in career indecision exist, no research has explored the influence of gender differences between career decision making self-efficacy, career maturity, parenting style, and parental perfectionism with career indecision among undergraduate students. Furthermore, the direct relationships between variables of this study have generally been studied. Therefore, this study has been designed to investigate whether gender plays a moderating effect in relationships between career indecision and exogenous variables among undergraduate students. Subsequently, the findings of current study on the moderating role of gender in association between research variables may help to develop career indecision prevention and intervention programs which are also responsive to gender differences.

1.4   Significance of the Study

The proposed research conveys a number of key constructs associated with parental and individual influences vocational development. Although preliminary evidences have proved parental influences on child's career development, however, the unique combination of career decision self-efficacy, career maturity, parenting styles, parental perfectionism and career indecision as well as the importance of examining this correlations in a diverse sample, will deliver a unique set of associations in the literature among these concepts and add to the recent capable work of Khasmohammadi et al. (2010).

The main rationale for this study is to be the first known study into the relationship between career decision self-efficacy, career maturity, parenting style, parental perfectionism, and career indecision. This research is a primary effort to extend existing research in the areas of career development and parenting by means of the less studied construct of parental perfectionism. This research is unique by 1) pairing the career decision self-efficacy, career maturity, parenting style and parental perfectionism with career indecision, as an explanation of the processing of the career development, and 2) looking for to discover whether gender functions as a moderating factor between career decision self-efficacy, career maturity, parenting style, parental perfectionism and career indecision.

This study by providing a deeper understanding of the interrelationships between research variables and discovering potential moderating effect of gender can subsidize in development of competent interventions and preventions for psychologists and counselors to help students who experiencing high levels of career indecision along with low levels of career decision self-efficacy and career maturity. The obtained

information about the incidents that happen within the families that guide children to healthier career decisions will offer a instructions for policy makers, educators, career advisors, parents and career development professionals to help adults and adolescents in a better way in their career decision making and development process. Additionally, the results of current study would help researchers, counselors and psychologists to integrate family interaction factors such as parental perfectionism into conceptualizing individuals' career choices, career development, and career decision-making difficulties.

Overall, the inadequate findings as regards to career indecision and gender propose that more research should be done to completely clarify the effect of gender on career indecision. Therefore, the current study attempts to provide a deeper understanding on career development between undergraduate students by exploring the role of parental perfectionism and gender on career indecision in order to provide preventive efforts for the reduction of career indecision. Besides, the particular concerns of male and female students is crucial to consider in spite of providing the services they require and to find out whether different counseling interventions needed for male and female students or not.

Ultimately, for adding new findings to literature besides raising knowledge and awareness among professionals in the area of psychology and counseling for assisting people in the process of career development by providing deep understanding about career indecision, the present study was designed to provide answers for the subsequent questions.

1.5   Research Questions

Following questions are expected to be answered in the current study.

1.   What are the levels of career decision making self-efficacy, career maturity, and career indecision among undergraduate students based on gender and academic year?

2.   Are there relations between career decision making self-efficacy, career maturity, parenting styles, parental perfectionism, and career indecision among undergraduate students?

3.   To what extent gender moderates the relationships between career decision making self-efficacy, career maturity, parenting styles, parental perfectionism, and career indecision?

4.   What is the unique predictor (career decision making self-efficacy, career maturity, parenting styles, and parental perfectionism) of career indecision among undergraduate students?

1.6 Objectives of the Study

Objectives of the current study have been divided to general and specific objectives which describe bellow.

1.6.1 General Objective

The general objective of this study is to examine the influence of career decision self-efficacy, career maturity, parenting styles and parental perfectionism on career indecision of undergraduate students by investigating the moderating role of gender on the relationships between the independent variables of the study with career indecision.

1.6.2 Specific Objectives

Subsequent specific objectives are formulated based on the general objective of the study.

1. To describe the level of career decision making self-efficacy, career maturity, and career indecision among undergraduate students based on gender and academic year.

2. To determine the relationships between career decision making self-efficacy, career maturity, permissive parenting style, flexible parenting style, authoritarian parenting style, family order perfectionism, family discrepancy perfectionism, family standards perfectionism, and career indecision among undergraduate students.

3. To examine the moderating role of gender on the relationships between career decision making self-efficacy, career maturity, permissive parenting style, flexible parenting style, authoritarian parenting style, family order perfectionism, family discrepancy perfectionism, family standards perfectionism, and career indecision among undergraduate students.

4. To determine unique predictor (career decision making self-efficacy, career maturity, parenting styles, and parental perfectionism) of career indecision among undergraduate students.

1.7 Research Hypotheses

Regarding to the objectives of the study following hypotheses were proposed.

Ha1: There is a significant negative relationship between career decision making self-efficacy and career indecision among undergraduate students.

10

Ha2: There is a significant negative relationship between career maturity and career indecision among undergraduate students.

Ha3: There is a significant positive relationship between permissive parenting style and career indecision among undergraduate students.

Ha4: There is a significant negative relationship between flexible parenting style and career indecision among undergraduate students.

Ha5: There is a significant positive relationship between authoritarian parenting style and career indecision among undergraduate students.

Ha6: There is a significant negative relationship between family standards perfectionism and career indecision among undergraduate students.

Ha7: There is a significant positive relationship between family discrepancy and career indecision among undergraduate students.

Ha8: There is a significant negative relationship between family order perfectionism and career indecision among undergraduate students.

Ha9: Gender moderates the relationship between career decision making self-efficacy and career indecision among undergraduate students.

Ha10: Gender moderates the relationship between career maturity and career indecision among undergraduate students.

Ha11: Gender moderates the relationship between permissive parenting style and career indecision among undergraduate students.

Ha12: Gender moderates the relationship between flexible parenting style and career indecision among undergraduate students.

Ha13: Gender moderates the relationship between authoritarian parenting style and career indecision among undergraduate students.

Ha14: Gender moderates the relationship between family standards perfectionism and career indecision among undergraduate students.

Ha15: Gender moderates the relationship between family discrepancy perfectionism and career indecision among undergraduate students.

Ha16: Gender moderates the relationship between family order perfectionism and career indecision among undergraduate students.

Ha17: The standardized beta coefficients for all selected independent variables do not equal zero when regressed against undergraduate students' career indecision.

11

1.8   Definition of Terminology

Conceptual and operational definitions of the studied variables of this study are described in this section.

1.8.1   Career Decision-Making Self-Efficacy

<u>Conceptual definition</u>: Career decision-making self-efficacy is defined as individual's believes that he or she can successfully complete tasks necessary to making career decisions (Taylor & Betz, 1983).

<u>Operational definition</u>: Career decision-making self-efficacy refers to the respondents' score on the Career Decision Self-Efficacy Scale, Short Form (CDSES-SF; Betz, Klein, & Taylor, 1996). Higher scores mean respondent has high level of confidence to complete career-related tasks.

1.8.2   Career Maturity

<u>Conceptual definition</u>: Career maturity is an individual well-prepared status to make age appropriate and elevated career decisions along with having the ability to carry out career development tasks properly (Savickas, 1984).

<u>Operational definition</u>: Career maturity refers to the respondents' score on the Career Maturity Inventory-Revised (CMI-R; Crites & Savickas, 1996). High scores in this scale indicate respondent has more mature career attitudes.

1.8.3   Parenting Styles

<u>Conceptual definition</u>: Parenting style was defined as the parental strategies in raising children, which include permissiveness, involvement, affection, warmth, and control (Reitman, Rhode, Hupp, & Altobello, 2002).

<u>Operational definition</u>: Parenting style refers to respondents' score on the Parental Authority Questionnaire-Revised (PAQ-R; Reitman, Rhode, Hupp, & Altobello, 2002). Higher scores equal to higher level of participants' perceived level of permissive, authoritarian and flexible practices in their parents.

1.8.4   Parental Perfectionism

Conceptual definition: Parental perfectionism refers to a type of perfectionism where people are characterized by a perfectionistic approach to their parenting behaviors (Snell Jr et al., 2005).

Operational definition: Parental perfectionism refers to respondents' score on the Family Almost Perfect Scale (FAPS; Wang, Methikalam, & Slaney, 2010) which measures perceived level of family standards, order, and discrepancy in the family by participants. High scores on this scale mean high level of parental perfectionism.

1.8.5   Career Indecision

Conceptual definition: Career indecision refers to a state in which individual is not able to make decision about the desired careers to pursue (Guay, Ratelle, Senécal, Larose, & Deschênes, 2006).

Operational definition: Career indecision refers to the respondents' score on the Career Decision Scale (CDS; Osipow, Carney, Winer, Yanico, & Koschier, 1976). High score on this scale means high level of career decision uncertainty in respondents.

1.9   Limitations of the Study

The present study has few limitations. First, current study used 18-24 years old male and female undergraduate students in public universities as participants. Thus, the findings might not be applicable beyond this population. Second, this study is a descriptive correlational study; therefore it cannot examine any possible causal relationships between the variables of the study. Lastly, self-reporting instruments were used to collect the data, thus the results of current research could consequence in some kind of bias.

1.10   Chapter Summary

The present chapter provided the background of the study. The problem statement, significance of the study, research questions, general and specific objectives of the study, and research hypotheses are presented. Furthermore, conceptual and operational definition of the terms of this study is discussed. Lastly, the limitations of the current study are presented.

REFERENCES

Abdalla, I. A. (1995). Sex, sex-role self-concepts and career decision-making self-efficacy among Arab students. *Social Behavior and Personality: An International Journal*, *23*(4), 389–401.

Abel, J. R., Deitz, R., & Su, Y. (2014). Are recent college graduates finding good jobs? *Current Issues in Economics and Finance*, *20*(1), 1–8.

Abu Talib, M., & Tan, K. A. (2009). Predictors of career indecision among malaysian undergraduate students. *European Journal of Social Sciences*, *8*(2), 215–224.

Adler, A. (1956). *The neurotic disposition*. *The individual psychology of Alfred Adler*. New York: Harper.

Affrunti, N. W., & Woodruff-Borden, J. (2014). Perfectionism in Pediatric Anxiety and Depressive Disorders. *Clinical Child and Family Psychology Review*, *17*(3), 299–317. http://doi.org/10.1007/s10567-014-0164-4

Albert, K. A., & Luzzo, D. A. (1999). The Role of Perceived Barriers in Career Development: A Social Cognitive Perspective. *Journal of Counselling and Development*, *77*(1), 431–436.

Aldwin, C., & Greenberger, E. (1987). Cultural differences in the predictors of depression. *American Journal of Community Psychology*, *15*(6), 789–813. http://doi.org/10.1007/BF00919803

Alika, H. (2012). Career Choice in Engineering: The Influence of Peers and Parents Implication for Counselling. *College Student Journal*, *46*(3), 537–542.

Allen, G. E. K., Wang, K. T., & Stokes, H. (2015). Examining legalism , scrupulosity , family perfectionism , and psychological adjustment among LDS individuals, *18*(4), 246–258.

Amir, T., & Gati, I. (2006). Facets of career decision-making difficulties. *British Journal of Guidance & Counseling*, *34*(4), 483–503.

Anderson, S. A., Sabatelli, R. M., & Kosutic, I. (2007). Families, Urban Neighborhood Youth Centers, and Peers as Contexts for Development. *Family Relations*, *56*(4), 346–357.

Ansari, M. (2016). A Comparative Study of Occupational Aspiration and Career Maturity of Senior Secondary School Students in Relation to Gender. *International Education & Research Journal*, *2*(7), 79–81.

Appleton, P. R., Hall, H. K., & Hill, A. P. (2010). Family patterns of perfectionism : An examination of elite junior athletes and their parents. *Psychology of Sport & Exercise*, *11*(5), 363–371. http://doi.org/10.1016/j.psychsport.2010.04.005

Arbona, C. (2000). Practice and Research in Career Counseling and Development-1999. *The Career Development Quarterly*, *49*(2), 98–134. http://doi.org/10.1002/j.2161-0045.2000.tb00554.x

Ary, D., Jacobs, L., Razavieh, A., & Sorensen, C. (2009). *Introduction to research in education*. Wadsworth Pub Co.

Aslan, S. (2011). The analysis of relationship between school bullying, perceived parenting styles and self-esteem in adolescents. *Procedia - Social and Behavioral Sciences*, *30*, 1798–1800.

Atli, A. (2016). The Effects of Trait-factor Theory Based Career Counseling Sessions on the Levels of Career Maturity and Indecision of High School Students. *Universal Journal of Educational Research*, *4*(8), 1837–1847.

Bandura, A. (1977). Self-efficacy: Toward a unifying theory of behavioral change. *Psychologigal Review*, *84*(2), 191–215.

Bandura, A. (1986). *Social foundation of thought and action: A social-cognitive view*. *Englewood Cliffs*.

Baron, R. M., & Kenny, D. A. (1986). The moderator–mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, *51*(6), 1173.

Baumrind, D. (1966). Effects of Authoritative Parental Control on Child. *Child Development*, *37*(4), 887–907.

Baumrind, D. (1967). Diana Baumrind's (1966) Prototypical Descriptions of 3 Parenting Styles. *Psychology*, *37*(4), 887–907.

Baumrind, D. (1971). Current patterns of parental authority. *Developmental Psychology*, *4*(1), 1–103.

Baumrind, D. (1978). Reciprocal Rights and Responsibilities in Parent-Child Relations. *Journal of Social Issues*, *34*(2), 179–196.

Baumrind, D. (1989). Rearing Competent Children. In *Child Development Today and Tomorrow* (pp. 349–378). San Francisco: Jossey-Bass.

Baumrind, D. (1991). The Influence of Parenting Style on Adolescent Competence and Substance Use. *The Journal of Early Adolescence*, *11*(1), 56–95.

Baumrind, D. (1996). Parental Control Effects of Authoritative. *Child Development*, *37*(4), 887–907.

Baumrind, D. (2005). Patterns of parental authority and adolescent autonomy. *New Directions for Child and Adolescent Development*, (108), 61–69.

Baumrind, D. (2013). *Authoritative parenting revisited: history and current status. American Psychological Association*. Washington, D.C.

Bednar, D., & Fisher, T. D. (2003). Peer referencing in adolescent decision making as a function of perceived parenting style. *Adolescence*, *38*(152), 607–621.

Bergeron, L. M., & Romano, J. L. (1994). The relationships among career decision-making self-efficacy, educational indecision, vocational indecision, and gender. *Journal of College Student Development*, *35*(2), 19–35.

Betz, N. E. (1988). *The assessment of career development and maturity*. *Career decision making*. Lawrence Erlbaum Hillsdale, NJ.

Betz, N. E. (2006). Career Self-Efficacy Theory: Back to the Future. *Journal of Career Assessment*, *14*(1), 3–11.

Betz, N. E., Klein, K. L., & Taylor, K. M. (1996). Evaluation of a short form of the Career Decision-Making Self-Efficacy Scale. *Journal of Career Assessment*, *4*(1), 47–57.

Betz, N. E., & Luzzo, D. A. (1996). Career Assessment and the Career Decision-Making Self-Efficacy Scale. *Journal of Career Assessment*, *4*(4), 413–428.

Betz, N. E., & Serling, D. A. (1993). Construct validity of fear of commitment as an indicator of career indecisiveness. *Journal of Career Assessment*, *1*(1), 21–34.

Betz, N. E., & Voyten, K. K. (1997). Efficacy and Outcome Expectations Influence Career Exploration and Decidedness. *The Career Development Quarterly*, *46*(2), 179–189.

Blatt, S. J. (1995). The destructiveness of perfectionism: Implications for the treatment of depression. *American Psychologist*, *50*(12), 1003–1020.

Bolat, N., Odacı, H., & Odaci, H. (2016). High School Final Year Students' Career Decision-Making Self-Efficacy, Attachment Styles and Gender Role Orientations. *Current Psychology*, *36*(2), 252–259.

Brooks, L., & Brown, D. (1990). *Career choice and development: Applying contemporary theories to practice*. Jossey-Bass Publishers.

Brown, D. (2015). *Career information, career counseling, and career development*.

Brown, S. D., Hacker, J., Abrams, M., Carr, A., Rector, C., Lamp, K., … Siena, A.

106

(2012). Validation of a Four-Factor Model of Career Indecision. *Journal of Career Assessment*, *20*(1), 3–21.

Brown, S. D., & Lent, R. (2008). *Handbook of counseling psychology*. *Journal of Behavior Therapy and Experimental Psychiatry* (Vol. 25).

Brown, S. D., & Lent, R. W. (2005). *Career development and counseling : putting theory and research to work*. John Wiley.

Brown, S. D., & Lent, R. W. (2017). Social Cognitive Career Theory in a diverse world. *Journal of Career Assessment*.

Brown, S. D., Lent, R. W., Telander, K., & Tramayne, S. (2011). Social cognitive career theory, conscientiousness, and work performance: A meta-analytic path analysis. *Journal of Vocational Behavior*, *79*(1), 81–90.

Brusoski, G. C., & Moore, M. (1993). Career Group Effects on Career Indecision , Career Maturity , and Locus of Control of Undergraduate Clients. *Journal of Career Assessment*, *1*(2), 309–320.

Bullock-Yowell, E., Andrews, L., & Buzzetta, M. E. (2011). Explaining Career Decision-Making Self-Efficacy: Personality, Cognitions, and Cultural Mistrust. *The Career Development Quarterly*, *59*(5), 400–411.

Bullock-Yowell, E., McConnell, A. E., & Schedin, E. A. (2014). Decided and Undecided Students: Career Self-efficacy, Negative Thinking, and Decision-Making Difficulties. *Nacada Journal*, *34*(1), 22–34.

Buri, J. (1991). Parental Authority Questionnaire. *Journal of Personality Assessment*, *57*(1), 110–119.

Burkhead, E., & S. Cope, C. (1984). Career maturity and physically disabled college students. *Rehabilitation Counseling Bulletin*, *27*(1), 142–150.

Byrne, B. M. (2010). *Structural Equation Modeling With AMOS: Basic Concepts, Applications, and Programming, Second Edition*. Routledge Academic.

Callanan, Gerard A., Greenhaus, J. H. (1992). The Career Indecision of Managers and Professionals : An Examination of Multiple Subtypes. *Journal of Vocational Behavior*, *41*, 212–231.

Campagna, C. G., & Curtis, G. J. (2007). So Worried I Don't Know What To Be: Anxiety is Associated With Increased Career Indecision and Reduced Career Certainty. *Australian Journal of Guidance and Counselling*, *17*(1), 91–96.

Castro, J. R., & Rice, K. G. (2003). Perfectionism and ethnicity: implications for depressive symptoms and self-reported academic achievement. *Cultural Diversity & Ethnic Minority Psychology*, *9*(1), 64–78.

Cavana, R., Delahaye, B., & Sekaran, U. (2001). *Applied business research: Qualitative and quantitative methods*. Singapore:Wiley.

Cenkseven-Önder, F., Kirdok, O., & Işık, E. (2010). High school students' career decision-making pattern across parenting styles and parental attachment levels. *JElectronic Journal of Research in Educational Psychology*, *8*(1), 263–280.

Chan, K.-W., & Chan, S.-M. (2005). Perceived Parenting Styles and Goal Orientations. *Research in Education*, *74*(1), 9–21.

Chang, E. C. (1998). Cultural Differences , Perfectionism , an d Suicidal Risk in a College Population : Does Social Problem Solvin g Still Matter ? *Cognitive Therapy and Research*, *22*(3), 237–254.

Chen, L. S., & Liew, S. A. (2015). Factors Influencing Career Decision-Making Difficulties among Graduating Students from Malaysian Private Higher Educational. In *Proceedings of 8th Asia-Pacific Business Research Conference*. Institutions Proceedings of 8th Asia-Pacific Business Research Conference.

Cheng, S., & Yuen, M. (2012). Validation of the career-related parent support scale among Chinese high school students. *Career Development Quarterly*, *60*(4), 367–

374.

Cheung, C.-K., Cheung, H. Y., & Wu, J. (2014). Career unreadiness in relation to anxiety and authoritarian parenting among undergraduates. *International Journal of Adolescence and Youth*, *19*(3), 336–349.

Chung, Y. B. (2002). Career Decision Making Self Efficacy and Career Commitment : Gender and Ethnic Differences Among College Students. *Journal of Career Development*, *28*(4), 277–284.

Cochran, W. (2007). *Sampling techniques*. John Wiley & Sons.

Cohen, C. R., Chartrand, J. M., & Jowdy, D. P. (1995). Relationships between career indecision subtypes and ego identity development. *Journal of Counseling Psychology*, *42*(4), 440–447.

Cohen, J. (1988). Statistical power analysis for the behaviour science. *New York, NY: Lawrence Erlbaum Associated.*, *198*, 165–171.

Conklin, A. M., Dahling, J. J., & Garcia, P. A. (2013). Linking Affective Commitment, Career Self-Efficacy, and Outcome Expectations: A Test of Social Cognitive Career Theory. *Journal of Career Development*, *40*(1), 68–83.

Constantine, M., & Greer, T. (2003). Personal, academic, and career counseling of African American women in college settings. *New Directions for Student*, *104*, 41–51.

Cramer, S., Herr, E., & Niles, S. (2004). *Career guidance and counseling through the lifespan*. Boston: Pearson Education Inc.

Creed, P. A., & Patton, W. (2003). Predicting Two Components of Career Maturity in School Based Adolescents. *Journal of Career Development*, *29*(4), 277–290.

Creed, P. a., Patton, W., & Bartrum, D. (2004). Internal and External Barriers , Cognitive Style , and the Career . *Journal of Career Development*, *30*(4), 277–294.

Creed, P. A., Patton, W., & Prideaux, L.-A. (2007). Predicting change over time in career planning and career exploration for high school students. *Journal of Adolescence*, *30*(3), 377–392.

Creed, P. A., Patton, W., & Watson, M. B. (2002). Cross-Cultural Equivalence of the Career Decision-Making Self-Efficacy Scale-Short Form: An Australian and South African Comparison. *Journal of Career Assessment*, *10*(3), 327–342.

Creed, P., Patton, W., & Prideaux, L.-A. (2006a). Causal Relationship Between Career Indecision and Career Decision-Making Self-Efficacy: A Longitudinal Cross-Lagged Analysis. *Journal of Career Development*, *23*(1), 47–65. http://doi.org/10.1177/0894845306289535

Creed, P., Patton, W., & Prideaux, L.-A. (2006b). Causal Relationship Between Career Indecision and Career Decision-Making Self-Efficacy: A Longitudinal Cross-Lagged Analysis. *Journal of Career Development*, *23*(1), 47–65.

Crites, J. (1965). Measurement of Vocational Maturity in Adolescence: Attitude Test of the Vocational Development Inventory. *Psychological Monographs: General and Applied*, *79*(2), 1–34.

Crites, J. (1971). Maturity Of Vocational Attitudes In Adolescence. *Vocational Guidance Quarterly*, *20*(1), 82–82.

Crites, J. (1974). Career development processes: A model of vocational maturity. *Vocational Guidance and Human Development*.

Crites, J. (1978). *Career maturity inventory: Theory and research handbook*. CA: California Test Bureau: McGraw Hill.

Crites, J. O., & Savickas, M. L. (1996). Revision of the Career Maturity Inventory. *Journal of Career Assessment*, *4*(2), 131–138.

Darling, N., Cumsille, P., & Martínez, M. L. (2008). Individual differences in

adolescents' beliefs about the legitimacy of parental authority and their own obligation to obey: A longitudinal investigation. *Child Development*, *79*(4), 1103–1118.

Darling, N., & Steinberg, L. (1993). Parenting style as context: An integrative model. *Psychological Bulletin*.

Di Fabio, A., Palazzeschi, L., Asulin-Peretz, L., & Gati, I. (2013). Career Indecision Versus Indecisiveness. *Journal of Career Assessment*, *21*(1), 42–56.

Diaz, D. M. V. (2005). *The relations among parenting style, parent -adolescent relationship, family stress, cultural context and depressive symptomatology among adolescent females*. Georgia State University.

Dix, T. (1991). The affective organization of parenting: Adaptive and maladaptative processes. *Psychological Bulletin*, *110*(1), 3–25.

Dornbusch, S. M., Ritter, P. L., Leiderman, P. H., Roberts, D. F., & Fraleigh, M. J. (1987). The Relation of Parenting Style to Adolescent School Performance. *Child Development*, *58*(5), 1244. http://doi.org/10.2307/1130618

Downing, J., & D'Andrea, L. M. (1994). Parental Involvement in Children's Career Decision Making. *Journal of Employment Counseling*, *31*(3), 115–126. http://doi.org/10.1002/j.2161-1920.1994.tb00181.x

Egan, S. J., Piek, J. P., Dyck, M. J., & Rees, C. S. (2007). The role of dichotomous thinking and rigidity in perfectionism. *Behaviour Research and Therapy*, *45*(8), 1813–1822. http://doi.org/10.1016/j.brat.2007.02.002

Eggen, P., & Kauchak, D. (1993). *Educational psychology: Classroom connections*. Simon & Schuster Books For Young Readers.

Elaydi, R. (2006). Construct development and measurement of indecisiveness. *Management Decision*, *44*(10), 1363–1376.

Elias, H., & Tan, H. (2009). Relationship between perceived paternal and maternal parenting styles and student academic achievement in selected secondary schools. *European Journal of Social Sciences*, *9*(2), 181–192.

Emmanuelle, V. (2009). Inter-relationships among attachment to mother and father, self-esteem, and career indecision. *Journal of Vocational Behavior*, *75*(2), 91–99. http://doi.org/10.1016/j.jvb.2009.04.007

Enns, M. W., & Cox, B. J. (2002). The nature and assessment of perfectionism: A critical analysis. *Perfectionism: Theory, Research, and Treatment*, 33–62. http://doi.org/10.1037/10458-002

Essig, G. N., & Kelly, K. R. (2013). Comparison of the Effectiveness of Two Assessment Feedback Models in Reducing Career Indecision. *Journal of Career Assessment*, *21*(4), 519–536. http://doi.org/10.1177/1069072712475283

Estep, H. M., & Olson, J. N. (2011). Parenting style, academic dishonesty, and infidelity in college students. *College Student Journal*, *45*(4), 830–839.

Evenson, L. L. (2016). *Personality , Career Indecision , and Indecisiveness : A Meta-analysis Measuring How Personality Factors Can Inform Practice*.

Fadaei Nasab, M. (2012). *Predictors Of Career Indecision Among Iranian Undergraduate Students*. Universiti Putra Malaysia.

Fadaei Nasab, M., Abdul Kadir, R., Hassan, S. A., & Mohd. Noah, S. (2015). Psychometric evaluation of the career decision scale with iranian undergraduate students. *Journal of Counseling and Development*, *93*(3), 344–351. http://doi.org/10.1002/jcad.12032

Fadaei Nasab, M., Abdul Kadir, R., Mohd. Noah, S., & Hassan, S. A. (2013). The Relation of Career Indecision and Parental Attachment among Iranian Undergraduate Students. *International Journal for the Advancement of Counselling*, *35*(4), 251–260. http://doi.org/10.1007/s10447-012-9180-6

Fan, W., Cheung, F. M., Leong, F. T. L., & Cheung, S. F. (2014). Contributions of family factors to Career readiness: A cross-cultural comparison. *Career Development Quarterly*, *62*(3), 194–209. http://doi.org/10.1002/j.2161-0045.2014.00079.x

Feinstein-Messinger, G. (2007). *The nexus among career decision self-efficacy, parental relationship factors and career indecision among college students from different ethnic racial groups*. The City University of New York.

Feldman, D. C. (2003). The antecedents and consequences of early career indecision among young adults. *Human Resource Management Review*, *13*(3), 499–531. http://doi.org/10.1016/S1053-4822(03)00048-2

Fernandes, R., & Bance, L. O. (2015). Impact of Career Thoughts, Parental Support and Career Decision- Making Self-Efficacy on Adolescents' Career Indecision: Basis for Career Guidance Program. *International Journal of Education and Management Studies*, *5*(2), 215–221.

Ferreira, J. C. S. (2013). *Titans of Capitalism in the Modernization of Brazilian Territory: Urban And Awards Public Assistance During The First Republic (1889-1930). Univ Barcelona, Dept Geografia Humana*. Barcelona.

Fisher, T. A., & Padmawidjaja, I. (1999). Parental Influences on Career Development Perceived by African American and Mexican American College Students. *Journal of Multicultural Counseling and Development*, *27*(3), 136–152. http://doi.org/10.1002/j.2161-1912.1999.tb00220.x

Flett, G. L., Hewitt, P. L., Oliver, J. M., & Macdonald, S. (2002). Perfectionism in children and their parents: A developmental analysis. In *Perfectionism: Theory, research, and treatment.* (pp. 89–132). Washington: American Psychological Association. http://doi.org/10.1037/10458-004

Folz, B. M., & Luzzo, D. A. (1988). Increasing the Career Decision-Making Self-Efficacy of Nontraditional College Students. *Journal Of College Counseling*, *1*(1), 35–44.

Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research*, 39–50.

Fouad, N., Cotter, E. W., & Kantamneni, N. (2009). The Effectiveness of a Career Decision-Making Course. *Journal of Career Assessment*, *17*(3), 338–347. http://doi.org/10.1177/1069072708330678

Fraley, R. C., Roisman, G. I., Booth-LaForce, C., Owen, M. T., & Holland, A. S. (2013). Interpersonal and genetic origins of adult attachment styles: A longitudinal study from infancy to early adulthood. *Journal of Personality and Social Psychology*, *104*(5), 817–838.

Frost, R. O., Marten, P., Lahart, C., & Rosenblate, R. (1990). The dimensions of perfectionism. *Cognitive Therapy and Research*, *14*(5), 449–468. http://doi.org/10.1007/BF01172967

Frost, R. O., & Shows, D. L. (1993). The nature and measurement of compulsive indecisiveness. *Behaviour Research and Therapy*. http://doi.org/10.1016/0005-7967(93)90121-A

Gaffner, D. C., & Hazler, R. J. (2002). Factors related to indecisiveness and career indecision in undecided college students. *Journal of College Student Development*, *43*(3), 317-.

Garcia, P. R. J. M., Restubog, S. L. D., Toledano, L. S., Tolentino, L. R., & Rafferty, a. E. (2012). Differential Moderating Effects of Student- and Parent-Rated Support in the Relationship Between Learning Goal Orientation and Career Decision-Making Self-Efficacy. *Journal of Career Assessment*, *20*(1), 22–33.

http://doi.org/10.1177/1069072711417162

Gati, I., Gadassi, R., Saka, N., Hadadi, Y., Ansenberg, N., Friedmann, R., & Asulin-Peretz, L. (2011). Emotional and Personality-Related Aspects of Career Decision-Making Difficulties: Facets of Career Indecisiveness. *Journal of Career Assessment*, *19*(1), 3–20. http://doi.org/10.1177/1069072710382525

Gati, I., Krausz, M., & Osipow, S. H. (1996). A taxonomy of difficulties in career decision making. *Journal of Counseling Psychology*, *43*(4), 510–526. http://doi.org/10.1037/0022-0167.43.4.510

Gati, I., & Levin, N. (2014). Counseling for Career Decision-Making Difficulties: Measures and Methods. *The Career Development Quarterly*, *62*(2), 98–113. http://doi.org/10.1002/j.2161-0045.2014.00073.x

Gayton, W. F., Clavin, R. H., Clavin, S. L., & Broida, J. (1994). Further validation of the Indecisiveness Scale. *Psychol Rep*.

Germeijs, V., & Verschueren, K. (2009). Adolescents' Career Decision-Making Process: Related to Quality of Attachment to Parents? *Journal of Research on Adolescence*, *19*(3), 459–483. http://doi.org/10.1111/j.1532-7795.2009.00603.x

Germeijs, V., & Verschueren, K. (2011). Indecisiveness and Big Five personality factors: Relationship and specificity. *Personality and Individual Differences*. http://doi.org/10.1016/j.paid.2011.01.017

Germeijs, V., Verschueren, K., & Soenens, B. (2006). Indecisiveness and High School Student's Career Decision-Making Process: Longitudinal Associations and the Mediational Role of Anxiety. *J Couns Psychol*.

Gianakos, I. (2001). Predictors of Career Decision-Making Self-Efficacy. *Journal of Career Assessment*, *9*(2), 101–114.

Gilligan, C. (1982). *In a different voice : psychological theory and women's development*. Harvard University Press.

Gilman, R., & Ashby, J. (2006). *Perfectionism.* National Association of School Psychologists.

Ginevra, M. C., Nota, L., & Ferrari, L. (2015). Parental Support in Adolescents' Career Development: Parents' and Children's Perceptions. *The Career Development Quarterly*, *63*(1), 2–15. http://doi.org/10.1002/j.2161-0045.2015.00091.x

Gloria, A. M., & Hird, J. S. (1999). Influences of Ethnic and Nonethnic Variables on the Career Decision-Maki ng Self-Eff icacy of College Students. *The Career Development Quarterly*, *48*(December), 157–174.

Golitah, D. (2012). *Career Indecision Amongst Undergraduate University Students*. University Of The Western Cape.

Gordon, V. N. (1995). Advising first-year undecided students. *First-Year Academic Advising: Patterns in the Present, Pathways to the Future*, 93–100.

Gordon, V. N., & Steele, G. E. (2015). *The undecided college student : an academic and career advising challenge*. Charles C Thomas. Publisher, LTD.

Govlich, R. (2016). *Perceived Parenting Style in Relation to Career or Major Choice and Perceived Quality of Life*. The Chicago School of Professional Psychology.

Green, S. B. (1991). How Many Subjects Does It Take To Do A Regression Analysis. *Multivariate Behavioral Research*, *26*(3), 499–510.

Grier-Reed, T., Ganuza, Z., Wolniak, G., & Terenzini, P. (2012). Using Constructivist Career Development to Improve Career Decision Self-Efficacy in TRiO Students. *Journal of College Student Development*, *53*(3), 464–471. http://doi.org/10.1353/csd.2012.0045

Grier-Reed, T. L., & Skaar, N. R. (2010). An Outcome Study of Career Decision Self-Efficacy and Indecision in an Undergraduate Constructivist Career Course. *The Career Development Quarterly*, *59*(3), 42–53. http://doi.org/10.1002/j.2161-

111

0045.2010.tb00129.x

Guay, F., Ratelle, C. F., Senécal, C., Larose, S., & Deschênes, A. (2006). Distinguishing Developmental From Chronic Career Indecision: Self-Efficacy, Autonomy, and Social Support. *Journal Of Career Assessment*, *14*(2), 235–251. http://doi.org/10.1177/1069072705283975

Guay, F., Senécal, C., Gauthier, L., & Fernet, C. (2003). Predicting career indecision: A self-determination theory perspective. *Journal of Counseling Psychology*, *50*(2), 165–177. http://doi.org/10.1037/0022-0167.50.2.165

Guerra, A. L., & Braungart-Rieker, J. M. (1999). Predicting Career Indecision in College Students: The Roles of Identity Formation and Parental Relationship Factors. *The Career Development Quarterly*, *47*(3), 255–266. http://doi.org/10.1002/j.2161-0045.1999.tb00735.x

Gushue, G. V., & Whitson, M. L. (2006). The Relationship Among Support, Ethnic Identity, Career Decision Self-Efficacy, and Outcome Expectations in African American High School Students. *Journal of Career Development*, *33*(2), 112–124.

Hackett, G., & Betz, N. E. (1981). A self-efficacy approach to the career development of womenA self-efficacy approach to the career development of women. *Journal of Vocational Behavior*, *18*(3), 326–339.

Hair, J. F., Black, W. C., Babin, B. J., Anderson, R. E., & Tatham, R. L. (2006). *Multivariate data analysis: A global perspective* (Vol. 7). Upper Saddle River, New Jersey: Pearson.

Hamachek, D. (1978). Psychodynamics of normal and neurotic perfectionism. *Psychology: A Journal of Human Behavior*, *15*, 27–33. Retrieved from http://psycnet.apa.org/psycinfo/1979-08598-001

Hammond, M. S., Lockman, J. D., & Boling, T. (2010). A Test of the Tripartite Model of Career Indecision of Brown and Krane for African Americans Incorporating Emotional Intelligence and Positive Affect. *Journal of Career Assessment*, *18*(2), 161–176. http://doi.org/10.1177/1069072709354201

Hampton, N. Z. (2006). A Psychometric Evaluation of the Career Decision Self-Efficacy Scale-Short Form in Chinese High School Students. *Journal of Career Development*, *33*(2), 142–155. http://doi.org/10.1177/0894845306293540

Hardin, E. E., Leong, F. T. L., & Osipow, S. H. (2001). Cultural Relativity in the Conceptualization of Career Maturity. *Journal of Vocational Behavior*, *58*(1), 36–52. http://doi.org/10.1006/jvbe.2000.1762

Hargrove, B. K., Inman, A. G., & Crane, R. L. (2005). Family interaction patterns, career planning attitudes, and vocational identity of high school adolescents. *Journal of Career Development*, *31*(4), 263–278. http://doi.org/10.1007/s10871-005-4740-1

Harlow, A. J., & Bowman, S. L. (2016). Examining the Career Decision Self-Efficacy and Career Maturity of Community College and First-Generation Students. *Journal of Career Development*, *43*(6), 512–525. http://doi.org/10.1177/0894845316633780

Hartman, B. W., Fuqua, D. R., & Hartman, P. T. (1983). The Predictive Potential of the Career Decision Scale in Identifying Chronic Career Indecision. *The Vocational Guidance Quarterly*, *32*(December), 103–108.

Hartman, B. W., Fuqua, D. R., & Jenkins, S. J. (1986). The reliability/generalizability of the construct of career indecision. *Journal of Vocational Behavior*, *28*(2), 142–148. http://doi.org/10.1016/0001-8791(86)90047-3

Hartung, P. J. (2011). Barrier or Benefit? Emotion in Life-Career Design. *Journal of Career Assessment*, *19*(3), 296–305. http://doi.org/10.1177/1069072710395536

Healy, C. C., O'Shea, D., & Crook, R. H. (1985). Relation of career attitudes to age and career progress during college. *Journal of Counseling Psychology*, *32*(2), 239–244. http://doi.org/10.1037/0022-0167.32.2.239

Hellmann, J. N. (2014). *Social and Psychological Factors Related to the Career Exploration Process of Young Adults*. University of Kentucky, Lexington, Kentucky.

Hewitt, P. L., & Flett, G. L. (1990). Perfectionism and depression: A multidimensional analysis. *Journal of Social Behavior and Personality*, *5*, 423–438.

Hewitt, P. L., Flett, G. L., Cole, J., Cousins, M., Grigoriadis, S., Holi-, R., … Turnbull-donovan, W. (1991). Perfectionism in the Self and Social Contexts : Conceptualization , Assessment , and Association With Psychopathology. *Journal of Personality and Social Psychology*, *60*(3), 456–470.

Hickman, G., & Andrews, D. (2003). Humor and College Adjustment: The Predictive Nature of Humor, Academic Achievement, Authoritative Parenting Styles on the Initial Adjustment of Male and Female First-Year College Students. *Journal of the First-Year Experience and Students in Transition*, *21*(2), 61–81.

Hoffman, J. A., & Weiss, B. (1987). Family dynamics and presenting problems in college students. *Journal of Counseling Psychology*, *34*(2), 157–163. http://doi.org/10.1037/0022-0167.34.2.157

Hong, E. (2012). Impacts of parenting on children's schooling. *Journal of Student Engagement: Education Matters*, *2*(1), 36–41. Retrieved from http://ro.uow.edu.au/jseem/vol2/iss1/7/

Hoyt, K. (1976). *The School Counselor and Career Education. HEW Monographs on Career Education.ERIC*. Washington, DC: US. Retrieved from https://eric.ed.gov/?id=ED134905

Hsieh, H.-H., & Huang, J.-T. (2014). The Effects of Socioeconomic Status and Proactive Personality on Career Decision Self-Efficacy. *The Career Development Quarterly*, *62*(1), 29–43. http://doi.org/10.1002/j.2161-0045.2014.00068.x

Huang, C. (2003). *The relationships among individual attributes, vocational maturity, achievement motivation and job satisfaction of interior design practitioners*. *Graduate Institute of Interior*. Chung Yuan Christian University, Chung Li City, Taiwan.

Huey, E. L., Sayler, M. F., & Rinn, A. N. (2013). Effects of family functioning and parenting style on early entrants' academic performance and program completion. *Journal for the Education of the Gifted*, *36*(4), 418–432. http://doi.org/10.1177/0162353213506066

Hughes, A. N. (2016). Understanding the Career Development of Underprepared College Students. *Journal of College Student Retention: Research, Theaory & Practice*, 1–18. http://doi.org/10.1177/1521025116644262

Hughes, J. M. (2011). Influence of discrimination awareness on the occupational interests of African American children. *Journal of Applied Developmental Psychology*, *32*(6), 369–378. http://doi.org/10.1016/j.appdev.2011.08.003

Isaac, O. (2014). Effects of Parental Influence on Adolescents ' Career Choice in Badagry Local Government Area of Lagos State , Nigeria. *Journal of Research and Method in Education*, *4*(4), 44–57.

Jackson, G. C., & Healy, C. C. (1996). Career Development Profiles and Interventions for U nderrepresen ted College Students. *The Career Development Quarterly*, *44*(March).

Jaensch, V. K., Hirschi, A., & Freund, P. A. (2015). Persistent career indecision over time: Links with personality, barriers, self-efficacy, and life satisfaction. *Journal of Vocational Behavior*, *91*, 122–133. http://doi.org/10.1016/j.jvb.2015.09.010

Jawarneh, M. (2016a). Career maturity among university students in Jordan: The case for social studies. *Australian Journal of Career Development*, *25*(3), 110–116. http://doi.org/10.1177/1038416216676807

Jawarneh, M. (2016b). Career maturity among university students in Jordan: The case for social studies. *Australian Journal of Career Development*, *25*(3), 110–116. http://doi.org/10.1177/1038416216676807

Johnston, J. H., Driskell, J. E., & Salas, E. (1997). Vigilant and hypervigilant decision making. *The Journal of Applied Psychology*, *82*(4), 614–622. http://doi.org/10.1037/0021-9010.82.4.614

Jung, J. Y. (2013). The Cognitive Processes Associated with Occupational/Career Indecision. *Journal for the Education of the Gifted*, *36*(4), 433–460. http://doi.org/10.1177/0162353213506067

Kang, A. E. (2009). *Attachment, Family conflict, and Vocational Self-concept in the Career Indecision of Asian Americans*. *Journal of Career Development*.

Kang, Y., & Moore, J. (2011). Parenting Style and Adolescents' School Performance in Mainland China. *US-China Education Review*, *B*(1), 133–138. Retrieved from https://eric.ed.gov/?id=ED524893

Keller, B. K., & Whiston, S. C. (2008). The Role of Parental Influences on Young Adolescents' Career Development. *Journal of Career Assessment*, *16*(2), 198–217. http://doi.org/10.1177/1069072707313206

Kelly, K. R., & Shin, Y.-J. (2009). Relation of Neuroticism and Negative Career Thoughts and Feelings to Lack of Information. *Journal of Career Assessment*, *17*(2), 201–213. http://doi.org/10.1177/1069072708329029

Kennell, B. L. (1994). *The Relationship Between Parenting Style and Epistemological Beliefs*. Wichita State University.

Kerka, S. S. (2000). Parenting and Career Development. *Eric Digests*, (214), 1–8.

Khasmohammadi, M., Noah, S. M., Kadir, R. A., Baba, M., Bakhash, K. F., & Keshavarz, H. (2010). Manifestation of parental perfectionism on career indecision. *Procedia - Social and Behavioral Sciences*, *5*(2), 1200–1204. http://doi.org/10.1016/j.sbspro.2010.07.261

Kidd, J. M. (2006). *Understanding Career Counselling: Theory, Research and Practice - Jennifer M Kidd - Google Books*. *Sage Publications*. London, UK.

King, S. (1990). Background and Family Variables in a Causal Model of Career Maturity : Comparing Hearing and Hearing-Impaired Adolescents. *The Career Development Quarterly*, *38*(March).

Kline, R. B. (2005). *Principles and Practice of Structural Equation Modeling (3rd edn). New York*. Guilford Press.

Kline, R. B. (2010). *Principles and practice of structural equation modeling*. BOOK, New York.The Guilford Press.

Kniveton, B. H. (2004). The Influences and Motivations on Which Students Base Their Choice of Career. *Research in Education*, *72*(1), 47–59. http://doi.org/10.7227/RIE.72.4

Koumoundourou, G., Tsaousis, I., & Kounenou, K. (2011). Parental Influences on Greek Adolescents' Career Decision-Making Difficulties: The Mediating Role of Core Self-Evaluations. *Journal of Career Assessment*, *19*(2), 165–182. http://doi.org/10.1177/1069072710385547

Koumoundourou, G., Tsaousis, I., & Kounenou, K. (2011). Parental Influences on Greek Adolescents' Career Decision-Making Difficulties: The Mediating Role of Core Self-Evaluations. *Journal of Career Assessment*, *19*(2), 165–182. http://doi.org/10.1177/1069072710385547

Kracke, B. (1997). Parental Behaviors and Adolescents' Career Exploration. *The*

114

Career Development Quarterly, *45*(4), 341–350. http://doi.org/10.1002/j.2161-0045.1997.tb00538.x

Krejcie, R. V., & Morgan, D. W. (1970). Determining Sample Size for Research Activities. *Educational and Psychological Measurement*, *30*(3), 607–610. http://doi.org/10.1177/001316447003000308

Krumboltz, J. D. (1992). The Wisdom of Indecision. *Journal of Vocational Behavior*, *41*, 239–244.

Krumboltz, J. D., Mitchell, A. M., & Jones, G. B. (1976). A Social Learning Theory of Career Decision Making. *The Counseling Psychologist*, *6*(1), 19–49. http://doi.org/10.1177/001100007600600117

Krumboltz, J., Mitchell, A., & Jones, G. (1979). *Social learning and career decision making*. Carroll Press.

Kutlu, M. (2012). An analysis of Vocational Maturity Levels of Anatolian and General High School Students in Terms of Some Variables. *Journal of the Faculty of Education*, *13*(1), 23–41.

Lal, K. (2014). Career Maturity in Relation To Level of Aspiration in Adolescents. *American International Journal of Research in Humanities, Arts and Social Sciences*, *5*(1), 113–118.

Lam, M. C.-K. (2015). *Effects of a career course on students' career decision-making self-efficacy, indecision and difficulties*. University of Nottingham Malaysia Campus.

Lam, M., & Santos, A. (2017). The Impact of a College Career Intervention Program on Career Decision Self-Efficacy, Career Indecision, and Decision-Making Difficulties. *Journal of Career Assessment*, *25*(2), 1–20. http://doi.org/10.1177/1069072717714539

Landine, J. R. (2013). The relationship between vocational self-concept , ego-identity development and vocational decision-making. *Canadian Joural*, *12*(July), 5–18.

Larson, J. H., & Wilson, S. M. (1998). Family of origin influences on young adult career decision problems: A test of bowenian theory. *The American Journal of Family Therapy*, *26*(1), 39–53. http://doi.org/10.1080/01926189808251085

Lease, S. H., & Dahlbeck, D. T. (2009a). Parental Influences, Career Decision-Making Attributions, and Self-Efficacy. *Journal of Career Development*, *36*(2), 95–113.

Lease, S. H., & Dahlbeck, D. T. (2009b). Parental Influences, Career Decision-Making Attributions, and Self-Efficacy. *Journal of Career Development*, *36*(2), 95–113.

Lee, M. A., Schoppe-Sullivan, S. J., & Kamp Dush, C. M. (2012). Parenting perfectionism and parental adjustment. *Personality and Individual Differences*, *52*(3), 454–457. http://doi.org/10.1016/j.paid.2011.10.047

Lee, Y., Lee, J., & Chung, H. (2011). Relationships among family functioning, self-differentiation, and career attitude maturity perceived by college students. *Korean Association of Family Relations*, *18*(1), 3–22.

Lent, R., Brown, S., & Hackett, G. (2000). Contextual supports and barriers to career choice: A social cognitive analysis. *Journal of Counseling Psychology*, *47*(1), 36–49. http://doi.org/http://dx.doi.org/10.1037/0022-0167.47.1.36

Lent, R. W., & Brown, S. D. (2013). Social cognitive model of career self-management: Toward a unifying view of adaptive career behavior across the life span. *Journal of Counseling Psychology*, *60*(4), 557–568. http://doi.org/10.1037/a0033446

Lent, R. W., Brown, S. D., & Hackett, G. (1994). Toward a Unifying Social Cognitive Theory of Career and Academic Interest, Choice, and Performance. *Journal of Vocational Behavior*, *45*(1), 79–122. http://doi.org/10.1006/jvbe.1994.1027

Lent, R. W., & Hackett, G. (1987). Career self-efficacy: Empirical status and future

115

directions. *Journal of Vocational Behavior*, *30*(3), 347–382. http://doi.org/10.1016/0001-8791(87)90010-8

Leung, S. A., Hou, Z. J., Gati, I., & Li, X. (2011). Effects of parental expectations and cultural-values orientation on career decision-making difficulties of Chinese University students. *Journal of Vocational Behavior*, *78*(1), 11–20. http://doi.org/10.1016/j.jvb.2010.08.004

Levinson, E. M., Ohler, D. L., Caswell, S., & Kiewra, K. (1998). Six Approaches to the Assessment of Career Maturity. *Journal Of Counseling & Development*, *76*, 475–482.

Lewis, J. R. (2016). *The impact of family interaction patterns on the identity, orientation and career exploration and decision making process of college students*. Texas A&M University.

Liptak, J. (2008). *Career planning scale*. *Indianapolis, IN: Jist Works*.

Lo Cascio, V., Guzzo, G., Pace, F., Pace, U., & Madonia, C. (2016). The Relationship among Paternal and Maternal Psychological Control, Self?Esteem, and Indecisiveness across Adolescent Genders. *Current Psychology*, *35*(3), 467–477.

Lock, E. (2009). *The relationship between individualistic and collectivistic value orientations and early career indecision*. University of South Africa, South Africa.

Lopez, F. G., & Ann-Yi, S. (2006). Predictors of Career Indecision in Three Racial/Ethnic Groups of College Women. *Journal of Career Development*, *33*(1), 29–46. http://doi.org/10.1177/0894845306287341

Lounsbury, J. W., Hutchens, T., & Loveland, J. M. (2005). An investigation of big five personality traits and career decidedness among early and middle adolescents. *Journal of Career Assessment*, *13*(1), 25–39. http://doi.org/10.1177/1069072704270272

Lunneborg, P. W. (1975). Interest differentiation in high school and vocational indecision in college. *Journal of Vocational Behavior*, *7*(3), 297–303. http://doi.org/10.1016/0001-8791(75)90071-8

Luo, S., Jiang, Y., & Wu, K. (2004). Depression in General Hospital and Therapeutic Effect of Paroxetine. *Chinese Mental Health Journal*, *18*(8), 587–589. Journal Article.

Luzzo, D. (1993). Predicting the career maturity of undergraduates: A comparison of personal, educational, and psychological factors. *Journal of College Student Development*.

Luzzo, D. (1995). The relative contributions of self-efficacy and locus of control to the prediction of career maturity. *Journal of Career Development,21*, 307–317. Retrieved from http://psycnet.apa.org/psycinfo/1995-31095-001

Luzzo, D. A., & Ward, B. E. (1995). The Relative Contributions of Self-Efficacy and Locus of Control to the Prediction of Vocational Congruence. *Journal of Career Development*, *21*(4), 307–317. http://doi.org/10.1177/089484539502100404

Macht Jantzer, A., Stalides, D. J., & Rottinghaus, P. J. (2009). An Exploration of Social Cognitive Mechanisms, Gender, and Vocational Identity Among Eighth Graders. *Journal of Career Development*, *36*(2), 114–138. http://doi.org/10.1177/0894845309345841

Mann, L., Burnett, P., Radford, M., & Ford, S. (1997). The Melbourne Decision Making Questionnaire: An instrument for measuring patterns for coping with decisional conflict. *Journal of Behavioral Decision Making*, *10*(1), 1–19. http://doi.org/10.1002/(SICI)1099-0771(199703)10:13.0.CO;2-X

Mao, C.-H., Hsu, Y.-C., & Fang, T.-W. (2016a). Mediating Effect of Career Decision Self-Efficacy on the Relationship Between Parental Support and Indecision in

Taiwan. *Journal of Career Development*, *43*(4), 1–14. http://doi.org/10.1177/0894845316663319

Mao, C.-H., Hsu, Y.-C., & Fang, T.-W. (2016b). Mediating Effect of Career Decision Self-Efficacy on the Relationship Between Parental Support and Indecision in Taiwan. *Journal of Career Development*, *43*(4), 1–14. http://doi.org/10.1177/0894845316663319

Mao, C.-H., Hsu, Y.-C., & Fang, T.-W. (2016c). Mediating Effect of Career Decision Self-Efficacy on the Relationship Between Parental Support and Indecision in Taiwan. *Journal of Career Development*, *43*(4), 1–14. http://doi.org/10.1177/0894845316663319

Marcionetti, J. (2014). Factors Affecting Teenagers' Career Indecision in Southern Switzerland. *Procedia - Social and Behavioral Sciences*, *112*, 158–166. http://doi.org/10.1016/j.sbspro.2014.01.1151

Martin, C., & Colbert, K. (1997). Parenting children with special needs. In *Parenting: A life span perspective* (pp. 257–281). McGraw-Hill New York, NY.

Martincin, K. M., & Stead, G. B. (2015). Five-Factor Model and Difficulties in Career Decision Making: A Meta-Analysis. *Journal of Career Assessment*, *23*(1), 3–19. http://doi.org/10.1177/1069072714523081

Mau, W. (2000). Cultural differences in career decision-making styles and self-efficacy. *Journal of Vocational Behavior*, *57*, 365–378. http://doi.org/10.1006/jvbe.1999.1745

Mcauliffe, G. J., Pickering, J. W., & Calliotte, J. A. (1991). *Identifying Critical Internal Barriers to Effective Career Decision-Making among College Students. Unpublished manu- script*. Old Dominion Univer- sity, Norfolk, Virginia.

McCaffrey, S., Miller, T., & Winston, R. (1984). Comparison of career maturity among graduate students and undergraduates. *Journal of College Student*, *25*, 127–132. Retrieved from http://psycnet.apa.org/psycinfo/1984-32731-001

Metheny, J., & McWhirter, E. H. (2013). Contributions of Social Status and Family Support to College Students' Career Decision Self-Efficacy and Outcome Expectations. *Journal of Career Assessment*, *21*(3), 378–394. http://doi.org/10.1177/1069072712475164

Middleton, J. J. (2017). *The Mediating Influence Of Career Aspirations And Career Decision-Making Self-Efficacy On Self-Differentiation, Vocational Identity, And Career Indecision*. Louisiana Tech University.

Migunde, Q., Othuon, L., & Mbagaya, C. (2015a). Career Decision Making Status of Adolescents in Kisumu. *Journal of Emerging Trends in Educational Research and Policy Studies*, *6*(1), 36–39.

Migunde, Q., Othuon, L., & Mbagaya, C. (2015b). Gender Differences in the Predictors of Career Indecision of Secondary School Students in Kenya. *International Journal of Academic Research in Economics and Management Sciences*, *4*(1), 210–218. http://doi.org/10.6007/IJAREMS/v4-i1/1611

Miller, A. L., Lambert, A. D., & Speirs Neumeister, K. L. (2012). Parenting Style, Perfectionism, and Creativity in High-Ability and High-Achieving Young Adults. *Journal for the Education of the Gifted*, *35*(4), 344–365. http://doi.org/10.1177/0162353212459257

Mitchell, J. H., Broeren, S., Newall, C., & Hudson, J. L. (2013). An experimental manipulation of maternal perfectionistic anxious rearing behaviors with anxious and non-anxious children. *Journal of Experimental Child Psychology*, *18*(3), 329–343. http://doi.org/10.1016/j.jecp.2012.12.006

Moilanen, K. L., Rasmussen, K. E., & Padilla-Walker, L. M. (2015). Bidirectional Associations Between Self-Regulation and Parenting Styles in Early Adolescence.

Journal of Research on Adolescence, *25*(2), 246–262. http://doi.org/10.1111/jora.12125

Mona. (2010). *Career Maturity of Adolescents in Relation to Intelligence , Self-Concept , Academic Achievement and Family Environment*. Guru Nanak Dev University.

Morgan, T., & Ness, D. (2003). Career decision-making difficulties of first-year students. *Canadian Journal of Career Development*, *2*, 33–39. Retrieved from http://www.ceric.ca/cjcd/node/5#2002

Mortimer, J. T. (2012). The Evolution, Contributions, and Prospects of the Youth Development Study. *Social Psychology Quarterly*, *75*(1), 5–27. http://doi.org/10.1177/0190272511434911

Mubiana, P. B. (2010). *Career Maturity , Career Knowledge , And Self Knowledge Among Psychology Honours Students : An Exploratory Study*. University Of Pretoria.

Nauta, M. M. (2007). Assessing College Students' Satisfaction With Their Academic Majors. *Journal of Career Assessment*, *15*(4), 446–462. http://doi.org/10.1177/1069072707305762

Nauta, M. M. (2012). Temporal Stability, Correlates, and Longitudinal Outcomes of Career Indecision Factors. *Journal of Career Development*, *39*(6), 540–558. http://doi.org/10.1177/0894845311410566

Nawaz, S., & Gilani, N. (2011). Relationship of Parental and Peer Attachment Bonds with Career Decision-Making Self-Efficacy among Adolescents and Post-Adolescents. *Journal of Behavioural Sciences*, *21*(1), 33–47. Retrieved from https://search.proquest.com/openview/57db308592b8178197ebd8e8881a30ed/1?pq-origsite=gscholar&cbl=136244

Neice, D. E., & Bradley, R. W. (1979). Relationship of age, sex, and educational groups to career decisiveness. *Journal of Vocational Behavior*, *14*(3), 271–278. http://doi.org/10.1016/0001-8791(79)90055-1

Niles, S. G., Harris-bowlsbey, J., & Corso, J. Del. (2013). *Career Development Interventions in the 21 st Century* (Fourth). Pearson.

Nilsson, J. E., Schmidt, C. K., & Meek, W. D. (2002). Reliability Generalization: An Examination of the Career Decision-Making Self-Efficacy Scale. *Educational and Psychological Measurement*, *62*(4), 647–658.

Nota, L., Ferrari, L., Solberg, V. S. H., & Soresi, S. (2007). Career Search Self-Efficacy, Family Support, and Career Indecision With Italian Youth. *Journal of Career Assessment*, *15*(2), 181–193. http://doi.org/10.1177/1069072706298019

Obana, M. (2007). *Factors Predicting Career Indecision for Japanese Liberal Arts, Education, and Business Majors*. Memphis: University of Memphis.

Oishi, S., & Sullivan, H. W. (2005). The Mediating Role of Parental Expectations in Culture and Well-Being. *Journal of Personality*, *73*(5), 1267–1294. http://doi.org/10.1111/j.1467-6494.2005.00349.x

Ojeda, L., Piña-Watson, B., Castillo, L. G., Castillo, R., Khan, N., & Leigh, J. (2012). Acculturation, Enculturation, Ethnic Identity, and Conscientiousness as Predictors of Latino Boys' and Girls' Career Decision Self-Efficacy. *Journal of Career Development*, *39*(2), 208–228. http://doi.org/10.1177/0894845311405321

Ong, A. C. (2000). Parenting behaviours and adolescents' psychosocial adjustment. Sydney, Australia.

Ortega, N. E., Wang, K. T., Slaney, R. B., Hayes, J. a., & Morales, A. (2014). Personal and Familial Aspects of Perfectionism in Latino/a Students. *The Counseling Psychologist*, *42*(3), 406–427.

Osipow, S., & Fitzgerald, L. (1974). *Theories of career development*. *A Pearson*

118

Education Company (Vol. 5). http://doi.org/10.1016/S0005-7894(74)80116-4

Osipow, S. H. (1987). *Manual for career decision scale*. Psychological Assessment Resources, Incorporated.

Osipow, S. H. (1990). Convergence in theories of career choice and development: Review and prospect. *Journal of Vocational Behavior*, *36*(2), 122–131. http://doi.org/10.1016/0001-8791(90)90020-3

Osipow, S. H., Carney, C. G., Winer, J. L., Yanico, B., & Koschier, M. (1976). *The Career Decision Scale (3rd revision). Odessa, FL: Psychological Assessment Resources. Inc. Google Scholar*.

Overbeek, G., Vollebergh, W., Meeus, W., de Graaf, R., & Engels, R. C. M. E. (2004). Young adults' recollections of parental bonds - Does satisfaction with partner relationships mediate the longitudinal association with mental disorders? *Social Psychiatry and Psychiatric Epidemiology*, *39*(9), 703–710.

Paa, H. K., & McWhirter, E. H. (2000). Perceived Influences on High School Students' Current Career Expectations. *The Career Development Quarterly*, *49*(1), 29–44. http://doi.org/10.1002/j.2161-0045.2000.tb00749.x

Pallant, J. (2010). *SPSS survival manual: A step by step guide to data analysis using SPSS*. McGraw-Hill International.

Parish, T. S., & McCluskey, J. J. (1992). The relationship between parenting styles and young adults' self-concepts and evaluations of parents. *Adolescence*, *27*(108), 915–918.

Parishany, N., & Nilforooshan, P. (2014). Career Indecision in Boys : The Role of Individual Factors and Parenting Styles. *Knowledge & Research in Applied Psychology*, *15*(3), 54–62.

Park, I. J. (2015). The role of affect spin in the relationships between proactive personality, career indecision, and career maturity. *Frontiers in Psychology*, *6*(4), 1–10. http://doi.org/10.3389/fpsyg.2015.01754

Patton, W., & Creed, P. a. (2001). Developmental Issues in Career Maturity and Career Decision Status. *The Career Development Quarterly*, *49*(June), 336–351. http://doi.org/10.1002/j.2161-0045.2001.tb00961.x

Patton, W., & Lokan, J. (2001). Perspectives on Donald Super's construct of career maturity. *International Journal for Educational and Vocational Guidance*, *1*(1), 31–48.

Peng, H. (2001). Comparing the Effectiveness of Two Different Career Education Courses on Career Decidedness for College Freshmen: An Exploratory Study. *Journal of Career Development*, *28*(1), 29–41.

Penn, L. T. (2016). Testing The Jiont Roles Of Career Decision Self-Efficacy And Personality Traits In The Prediction Of Career Indecision. *Thesis Submitted to the Faculty of the Graduate School of the University of Maryland, College Park, in Partial Fulfillment of the Requirements for the Degree of Master of Arts*, 1–82.

Pérez, J. C., & Cumsille, P. (2012). Adolescent temperament and parental control in the development of the adolescent decision making in a Chilean sample. *Journal of Adolescence*, *35*(3), 659–669. http://doi.org/10.1016/j.adolescence.2011.09.002

Perlmuter, L. C. (1980). Perceived C o n t r o l A Generalized State of Motivation ', *4*(1), 35–45.

Perlmuter, L. C., Scharff, K., Karsh, R., & Monty, R. A. (1980). Perceived control. *Motivation and Emotion*, *4*(1), 35–45. http://doi.org/10.1007/BF00995928

Powell, D. F., & Luzzo, D. A. (1998). Evaluating Factors Associated With the Career Maturity of High School Students. *The Career Development Quarterly*, *47*(December), 145–158. http://doi.org/10.1002/j.2161-0045.1998.tb00548.x

Prideaux, L.-A., & Creed, P. A. (2001). Career Maturity, Career Decision-Making Self-

Efficacy and Career Indecision: A Review of the Accrued Evidence. *Australian Journal of Career Development*, *10*(3), 7–12. http://doi.org/10.1177/103841620101000303

Quimby, J. L., & O'Brien, K. M. (2004). Predictors of Student and Career Decision-Making Self-Efficacy Among Nontraditional College Women. *The Career Development Quarterly*, *52*(4), 323–339. http://doi.org/10.1002/j.2161-0045.2004.tb00949.x

Rao, A. P. (2017). *A mixed methods study of psychosocial factors in career decision making in adolescents*. Bangalore. Retrieved from http://ir.inflibnet.ac.in:8080/jspui/handle/10603/149833

Rassin, E., & Muris, P. (2005). Indecisiveness and the interpretation of ambiguous situations. *Personality and Individual Differences*. http://doi.org/10.1016/j.paid.2005.06.006

Rassin, E., Muris, P., Franken, I., Smit, M., & Wong, M. (2007). Measuring general indecisiveness. *Journal of Psychopathology and Behavioral Assessment*. http://doi.org/10.1007/s10862-006-9023-z

Reitman, D., Rhode, P. C., Hupp, S. D. A., & Altobello, C. (2002). Development and Validation of the Parental Authority Questionnaire – Revised. *CEUR Workshop Proceedings*, *24*(2), 119–127. http://doi.org/10.1023/A

Rice, K. G., Choi, C.-C., Zhang, Y., Morero, Y. I., & Anderson, D. (2012). Self-Critical Perfectionism, Acculturative Stress, and Depression Among International Students. *The Counseling Psychologist*, *40*(4), 575–600. http://doi.org/10.1177/0011000011427061

Rice, K., & Mirzadeh, S. (2000). Perfectionism, attachment, and adjustment. *Journal of Counseling Psychology*, *47*, 238–250.

Roach, K. (2010). *The Role of Perceived Parental Influences on the Career Self-Efficacy of College Students*. University of New York. Retrieved from http://digitalcommons.brockport.edu/edc_theses/88/

Robbins, S. (1985). Validity estimates for the Career Decision-Making Self-Efficacy Scale. *Measurement and Evaluation in Counseling and*, *18*, 64–71. Retrieved from http://psycnet.apa.org/psycinfo/1986-10828-001

Roe, A. (1957). Early determinants of vocational choice. *Journal of Counseling Psychology*, *4*(3), 212–217. http://doi.org/10.1037/h0045950

Rogers, W. B., & Westbrook, B. W. (1983). Measuring career indecision among college students: Toward a valid approach for counseling practitioners and researchers. *Measurement and Evaluation in Guidance*, *2*, 78–85.

Rohner, R. P., Rising, D. G., & Sayre-Scibona, J. (2009). Sex Differences in Relations among Remembered Parental Behavior in Childhood, Adults' Current Psychological Adjustment, and Career Indecision. *Psychological Reports*, *104*(2), 558–566. http://doi.org/10.2466/pr0.104.2.558-566

Rojewski, J. W. (1994). Career indecision types for rural adolescents from disadvantaged and nondisadvantaged backgrounds. *Journal of Counseling Psychology*, *41*(3), 356–363. http://doi.org/10.1037/0022-0167.41.3.356

Rollins, V. B., & Valdez, J. N. (2006). Perceived Racism and Career Self-Efficacy in African American Adolescents. *Journal of Black Psychology*, *32*(2), 176–198. http://doi.org/10.1177/0095798406287109

Sampson, J. P., Hou, P.-C., Kronholz, J. F., Dozier, V. C., McClain, M.-C., Buzzetta, M., … Kennelly, E. L. (2014). A Content Analysis of Career Development Theory, Research, and Practice. *The Career Development Quarterly*, *62*(4), 290–326. http://doi.org/10.1002/j.2161-0045.2014.00085.x

San Diego, R. J. (2010). *Investigating effects of anxiety and perfectionism as predictors*

of adolescent career indecision. *The International Journal of Research and Review* (Vol. 5).

Santos, P. J., & Ferreira, J. A. (2012). Career Decision Statuses Among Portuguese Secondary School Students: A Cluster Analytical Approach. *Journal of Career Assessment*, *20*(2), 166–181. http://doi.org/10.1177/1069072711420853

Santos, P. J., Ferreira, J. A., & Gonçalves, C. M. (2014). Indecisiveness and career indecision: A test of a theoretical model. *Journal of Vocational Behavior*, *85*(1), 106–114. http://doi.org/10.1016/j.jvb.2014.05.004

Savickas, M. L. (1984). *Requirements for Effective Interviewing Supervision*. Report: ED247855. Retrieved from http://search.proquest.com/docview/63354109?accountid=12528

Savickas, M. L. (2013). Career construction theory and practice. In B. S. D. Lent R. W. (Ed.), *Career development and counseling: Putting theory and research to work* (pp. 147–186). Hoboken, NJ: John Wiley.

Scott, A. B., & Ciani, K. D. (2008). Effects of an Undergraduate Career Class on Men's and Women's Career Decision-Making Self-Efficacy and Vocational Identity. *Journal of Career Development*, *34*(3), 263–285. http://doi.org/10.1177/0894845307311248

Scott, A. B., & Mallinckrodt, B. (2005). Parental Emotional Support, Science Self-Efficacy, and Choice of Science Major in Undergraduate Women. *The Career Development Quarterly*, *53*(3), 263–273. http://doi.org/10.1002/j.2161-0045.2005.tb00995.x

Seligman, L. (1994). *Developmental career counseling and assessment*. Sage Publications, Inc. Retrieved from http://psycnet.apa.org/psycinfo/1996-97165-000

Shafran, R., Cooper, Z., & Fairburn, C. G. (2002). Clinical perfectionism: a cognitive–behavioural analysis. *Behaviour Research and Therapy*, *40*(7), 773–791. http://doi.org/10.1016/S0005-7967(01)00059-6

Shafran, R., & Mansell, W. (2001). Perfectionism and psychopathology: A review of research and treatment. *Clinical Psychology Review*, *21*(6), 879–906. http://doi.org/10.1016/S0272-7358(00)00072-6

Shin, Y. J., & Kelly, K. R. (2013). Cross-cultural comparison of the effects of optimism, intrinsic motivation, and family relations on vocational identity. *Career Development Quarterly*, *61*(2), 141–160. http://doi.org/10.1002/j.2161-0045.2013.00043.x

Shukla, P. K. S. and R. P. (2015). Relationship Between Career Maturity And Self-Efficacy Among Male And Female Senior Secondary Students. *Journal of Educational Studies, Trends & Practices*, *5*(2), 164–179.

Simpson, J. C. (2003). Mom Matters: Maternal Influence on the Choice of Academic Major. *Sex Roles*, *48*(9/10), 447–460. http://doi.org/10.1023/A:1023530612699

Sironic, A., & Reeve, R. A. (2015). A combined analysis of the Frost Multidimensional Perfectionism Scale (FMPS), Child and Adolescent Perfectionism Scale (CAPS), and Almost Perfect Scale—Revised (APS-R): Different perfectionist profiles in adolescent high school students. *Psychological Assessment*, *27*(4), 1471–1483. http://doi.org/10.1037/pas0000137

Skorikov, V., & Vondracek, F. (2007). *Vocational identity*. *Career development in childhood and adolescence*. Rotterdam, Netherlands: Sense Publishers. Walker,.

Slaney, R. B., Rice, Kenneth, G., Mobley, M., Trippi, J., & Ashby, J. S. (2001). The revised almost perfect scale. *Measurement and Evaluation in Counseling and Developement*, *34*(3).

Snell Jr, W. E., Overbey, G. A., & Brewer, A. L. (2005). Parenting perfectionism and the parenting role, *39*, 613–624. http://doi.org/10.1016/j.paid.2005.02.006

Soenens, B., Elliot, A. J., Goossens, L., Vansteenkiste, M., Luyten, P., & Duriez, B. (2005). The intergenerational transmission of perfectionism: parents' psychological control as an intervening variable. *Journal of Family Psychology : JFP : Journal of the Division of Family Psychology of the American Psychological Association (Division 43)*, *19*(3), 358–366. http://doi.org/10.1037/0893-3200.19.3.358

Soresi, S., Nota, L., Ferrari, L., & Givenra, M. C. (2014). Parental Influences on Youth's Career Construction. In *Handbook of Career Development* (pp. 149–172). http://doi.org/10.1007/978-1-4614-9460-7

Sovet, L., & Metz, A. J. (2014a). Parenting styles and career decision-making among French and Korean adolescents. *Journal of Vocational Behavior*, *84*(3), 345–355. http://doi.org/10.1016/j.jvb.2014.02.002

Sovet, L., & Metz, A. J. (2014b). Parenting styles and career decision-making among French and Korean adolescents. *Journal of Vocational Behavior*, *84*(3), 345–355. http://doi.org/10.1016/j.jvb.2014.02.002

Speirs Neumeister, K. L. (2004). Factors Influencing the Development of Perfectionism in Gifted College Students. *Gifted Child Quarterly*, *48*(4), 259–274. http://doi.org/10.1177/001698620404800402

Speirs Neumeister, K. L., Williams, K. K., & Cross, T. L. (2009). Gifted High-School Students' Perspectives on the Development of Perfectionism. *Roeper Review*, *31*(4), 198–206. http://doi.org/10.1080/02783190903177564

Stărică, E. C. (2012). Predictors for career indecision in adolescence. *Procedia - Social and Behavioral Sciences*, *33*, 168–172.

Statistics New Zealand, & Ministry of Pacific Island Affairs. (2014). *Health and Pacific Peoples in New Zealand*. *Pacific Progress*. Retrieved from http://stats.govt.nz/browse_for_stats/people_and_communities/pacific_peoples/pacific-progress-health.aspx

Stead, G. B., & Watson, M. B. (1993). How Similar are the Factor Structures of the Career Decision Scale, the Career Decision Profile, and the Career Factors Inventory? *Educational and Psychological Measurement*, *53*(1), 281–290. http://doi.org/10.1177/0013164493053001031

Stoeber, J., & Childs, J. H. (2011). Perfectionism. In *Encyclopedia of Adolescence* (pp. 2053–2059). New York, NY: Springer New York. http://doi.org/10.1007/978-1-4419-1695-2_279

Stone, C., Horn, C. Van, & Zukin, C. (2012). Chasing the American Dream : Recent College Graduates and the Great Recession. *Work Trends*, *1*(1), 1–66.

Sue, S., & Okazaki, S. (1990). Asian-American Educational Achievements A Phenomenon in Search of an Explanation, *45*(8), 913–920.

Sullivan, K. R., & Mahalik, J. R. (2000). Increasing Career Self-Efficacy for Women: Evaluating a Group Intervention. *Journal of Counseling & Development*, *78*(1), 54–62. http://doi.org/10.1002/j.1556-6676.2000.tb02560.x

Super, D. (1974). *Measuring vocational maturity for counseling and evaluation*. National Vocational Guidance Association. Retrieved from https://scholar.google.com/scholar_lookup?title=Measuring vocational maturity for counseling and evaluation&author=D. E.. Super&publication_year=1974

Super, D. E. (1957). *The psychology of careers; an introduction to vocational development*. Harper & Bros.

Super, D. E. (1983). Assessment in career guidance: Toward truly developmental counseling. *The Personnel and Guidance Journal*, *61*(9), 555–562. http://doi.org/10.1111/j_2164-4918.1983.tb0009.x

Super, D. E. (1990). A life-span, life-space approach to career development. *Journal of*

Vocational Behavior, *16*, 282–298.

Tabachnick, B. G., & Fidell, L. S. (2012). *Using Multivariate Statistics: International Edition*. BOOK, Pearson.

Tan, L. M., & Laswad, F. (2009). Understanding Students' Choice of Academic Majors: A Longitudinal Analysis. *Accounting Education*, *18*(3), 233–253. http://doi.org/10.1080/09639280802009108

Taylor, K. M., & Betz, N. E. (1983). Applications of self-efficacy theory to the understanding and treatment of career indecision. *Journal of Vocational Behavior*, *22*(1), 63–81. http://doi.org/10.1016/0001-8791(83)90006-4

Taylor, K. M., & Popma, J. (1990). An examination of the relationships among career decision-making self-efficacy, career salience, locus of control, and vocational indecision. *Journal of Vocational Behavior*, *37*(1), 17–31. http://doi.org/10.1016/0001-8791(90)90004-L

Thompson, M. N., & Dahling, J. J. (2012). Perceived social status and learning experiences in Social Cognitive Career Theory. *Journal of Vocational Behavior*, *80*(2), 351–361. http://doi.org/10.1016/j.jvb.2011.10.001

Tien, H.-L. S. (2005). The Validation of the Career Decision-Making Difficulties Scale in a Chinese Culture. *Journal of Career Assessment*, *13*(1), 114–127. http://doi.org/10.1177/1069072704270327

Tokar, D. M., Thompson, M. N., Plaufcan, M. R., & Williams, C. M. (2007). Precursors of learning experiences in Social Cognitive Career Theory. *Journal of Vocational Behavior*, *71*(3), 319–339.

Tracey, T. J. G. (2010). Relation of interest and self-efficacy occupational congruence and career choice certainty. *Journal of Vocational Behavior*, *76*(3), 441–447. http://doi.org/10.1016/j.jvb.2009.10.013

Triandis, H. C. (1995). *Individualism and collectivism*. Boulder, CO: Westview Press. Retrieved from http://psycnet.apa.org/record/1995-97791-000

Trusty, J. (1998). Family Influences on Educational Expectations of Late Adolescents. *The Journal of Educational Research*, *91*(5), 260–271. http://doi.org/10.1080/00220679809597553

Turner, S., & Lapan, R. T. (2002). Career Self-Efficacy and Perceptions of Parent Support in Adolescent Career Development. *The Career Development Quarterly*, *51*(1), 44–55. http://doi.org/10.1002/j.2161-0045.2002.tb00591.x

Tyson, T. S. (1999). *The relation of parental attachment to career indecision subtypes of college students*. New York University. Retrieved from https://elibrary.ru/item.asp?id=6681083

Ürün, E. (2010). *The relationship between the self-esteem level and the vocational maturity of high school students*. *Available from ProQuest Dissertations and Theses database*.

Uthayakumar, R., Schimmack, U., Hartung, P. J., & Rogers, J. R. (2010a). Career decidedness as a predictor of subjective well-being. *Journal of Vocational Behavior*, *77*(2), 196–204. http://doi.org/10.1016/j.jvb.2010.07.002

Uthayakumar, R., Schimmack, U., Hartung, P. J., & Rogers, J. R. (2010b). Career decidedness as a predictor of subjective well-being. *Journal of Vocational Behavior*, *77*(2), 196–204. http://doi.org/10.1016/j.jvb.2010.07.002

Van Reenen, S. (2010). *Career Indecision Amongst Prospective University Students*. University of the Western Cape, South Africa.

Van Reenen J, B. N. (2010). *New Approaches to Measuring Management and Firm Organization*. *(Unpuplished master's thesis)*. University of the Western Cape, South Africa.

Vieth, A. Z., & Trull, T. J. (1999). Family Patterns of Perfectionism: An Examination

of College Students and Their Parents. *Journal of Personality Assessment*, *72*(1), 49–67. http://doi.org/10.1207/s15327752jpa7201_3

Vignoli, E., Croity-Belz, S., Chapeland, V., de Fillipis, A., & Garcia, M. (2005). Career exploration in adolescents: The role of anxiety, attachment, and parenting style. *Journal of Vocational Behavior*, *67*(2), 153–168. http://doi.org/10.1016/j.jvb.2004.08.006

Wang, C.-C. D., & Castañeda-Sound, C. (2008). The Role of Generational Status, Self-Esteem, Academic Self-Efficacy, and Perceived Social Support in College Students' Psychological Well-Being. *Journal of College Counseling*, *11*(2), 101–118. http://doi.org/10.1002/j.2161-1882.2008.tb00028.x

Wang, K. T. (2010). The Family Almost Perfect Scale : Development , Psychometric Properties , and Comparing Asian and European Americans. *Asian American Journal of Psychology*, *1*(3), 186–199. http://doi.org/10.1037/a0020732

Wang, K. T., Methikalam, B., & Slaney, R. B. (2010). *Family Almost Perfect Scale*. University Park.

Wang, K. T., Puri, R., & Slaney, R. B. (2012). Cultural Validity of Perfectionism Among Indian Students : Examining Personal and Family Aspects Through a Collectivistic Perspective. http://doi.org/10.1177/0748175611423109

Wang, K. T., Wong, Y. J., & Fu, C.-C. (2013). Moderation Effects of Perfectionism and Discrimination on Interpersonal Factors and Suicide Ideation. *Journal of Counseling Psychology*, *60*(3), 367–378. http://doi.org/10.1037/a0032551

Wang, L.-F., & Heppner, P. P. (2002). Assessing the Impact of Parental Expectations and Psychological Distress on Taiwanese College Students. *The Counseling Psychologist*, *30*(4), 582–608. http://doi.org/10.1177/00100002030004006

Watson, M. B., & van Aarde, J. A. (1986). Attitudinal career maturity of South African colored high school pupils. *Journal of Vocational Behavior*, *29*(1), 7–16. http://doi.org/10.1016/0001-8791(86)90025-4

Way, W. L., & Rossman, M. M. (1996). *Lessons from Life's First Teacher: The Role of the Family in Adolescent and Adult Readiness for School-to-Work Transition*. University of Wisconsin-Madison.

Weiler, J. (1997). Career Development for African American and Latina Females . *Eric Digests*, (125), 1–7. Retrieved from www.eric.ed.gov

Whiston, S. C. (1996). Interaction Patterns and Career Indecision and Career Decision-Making Self-Efficacy. *Journal of Career Development*, *23*(2), 137–149.

Wilson, L. (2001). *The relationship between parental attachment, career decision-making self-efficacy, gender, race and career indecision.* The Florida State University. Retrieved from https://elibrary.ru/item.asp?id=5295511

Winakur, E. (2011). *The roles of perceived parental style and support in goal pursuit and well- being in emerging adults.* University of Miami. Retrieved from https://search.proquest.com/openview/173ec11420a854de0ec23aea008da166/1?pq-origsite=gscholar&cbl=18750&diss=y

Winer, J. L. (1992). The Early History of the Career Decision Scale. *The Career Development Quarterly*, *40*(4), 369–375. http://doi.org/10.1002/j.2161-0045.1992.tb00344.x

Wright, S. L., Perrone-McGovern, K. M., Boo, J. N., & White, A. V. (2014). Influential Factors in Academic and Career Self-Efficacy: Attachment, Supports, and Career Barriers. *Journal of Counseling & Development*, *92*(1), 36–46. http://doi.org/10.1002/j.1556-6676.2014.00128.x

Wu, M. (2009). *The relationship between parenting styles, career decision self-efficacy, and career maturity of Asian American college students*. University of Southern California.

124

Yang, M., & You, M. (2010). A survey of career guidance needs of industrial design students in Taiwanese Universities. *Asia Pacific Education Review*, *11*(4), 597–608. Retrieved from http://link.springer.com/article/10.1007/s12564-010-9106-0

Yeh, C. J., & Huang, K. (1996). The collectivistic nature of ethnic identity development among Asian-American college students. *Adolescence*, *31*(123), 645–661.

Yoon, J., & Lau, A. S. (2008). Maladaptive perfectionism and depressive symptoms among Asian American college students: Contributions of interdependence and parental relations. *Cultural Diversity and Ethnic Minority Psychology*, *14*(2), 92–101. http://doi.org/10.1037/1099-9809.14.2.92

Young, R. A. (1994). Helping Adolescents With Career Development: The Active Role of Parents. *The Career Development Quarterly*, *42*(3), 195–203. http://doi.org/10.1002/j.2161-0045.1994.tb00934.x

Young, R. A., Marshall, S., Domene, J. F., Arato-Bolivar, J., Hayoun, R., Marshall, E., … Valach, L. (2006). Relationships, communication, and career in the parent-adolescent projects of families with and without challenges. *Journal of Vocational Behavior*, *68*(1), 1–23. http://doi.org/10.1016/j.jvb.2005.05.001

Zafar, B. (2012). Double majors: One for me, one for the parents? *Economic Inquiry*, *50*(2), 287–308. http://doi.org/10.1111/j.1465-7295.2011.00403.x

Zhang, R. (1994). The relationships among family background, vocational self-concept and career decision-making of vocational high school students (unpublished master. *Graduate School of Industrial Education & Technology …*, *14*(1), 23–37.

Zhou, D., & Santos, A. (2007). Career decision-making difficulties of British and Chinese international university students. *British Journal of Guidance & Counselling*, *35*(2), 219–235. http://doi.org/10.1080/03069880701256684

Zhou, X., Wu, S., Zhu, H., & Cai, T. (2016). Reliability and Validity of the Positive and Negative Perfectionism Scale Among Chinese College Students. *Social Behavior and Personality: An International Journal*, *44*(5), 727–736. http://doi.org/10.2224/sbp.2016.44.5.727

Zunker, V. (2006). *Career counseling: A holistic approach . Belmont, CA: Brooks*.