

The mediating role of career decision self-efficacy on the relationship of career emotional intelligence and self-esteem with career adaptability among university students

ABSTRACT

This study was undertaken to investigate whether career decision self-efficacy (CDSE) could mediate the relationships of career adaptability with emotional intelligence and with self-esteem among university students. Using cluster random sampling, a total of 205 university students aged 22 to 24 years (M age = 23.0, SD = .875) were selected as respondents. The strongest linear relationship was found between CDSE and career adaptability ($r = .568$, $p = .001$). Besides CDSE the main predictor of career adaptability ($\beta = .354$, $p = .000$), emotional intelligence ($\beta = .282$, $p = .000$) and self-esteem ($\beta = .145$, $p = .019$) also contributed significantly to career adaptability. CDSE was found to significantly mediate the influences of emotional intelligence and self-esteem on career adaptability. These results suggest that undergraduate students' emotional intelligence, self-esteem and CDSE are substantially associated with career adaptability, which plays an important role in workforce efficiency and graduates' employability.

Keyword: Career adaptability; Career decision; Emotional intelligence; Self-efficacy; Self-esteem; University students