



**UNIVERSITI PUTRA MALAYSIA**

**PREDICTORS OF CAREER INDECISION AMONG IRANIAN  
UNDERGRADUATE STUDENTS**

**MOJGAN FADAEI NASAB**

**FPP 2012 14**

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AMONG IRANIAN UNDERGRADUATE  
STUDENTS**



**MOJGAN FADAEI NASAB**

**DOCTOR OF PHILOSOPHY  
UNIVERSITI PUTRA MALAYSIA**

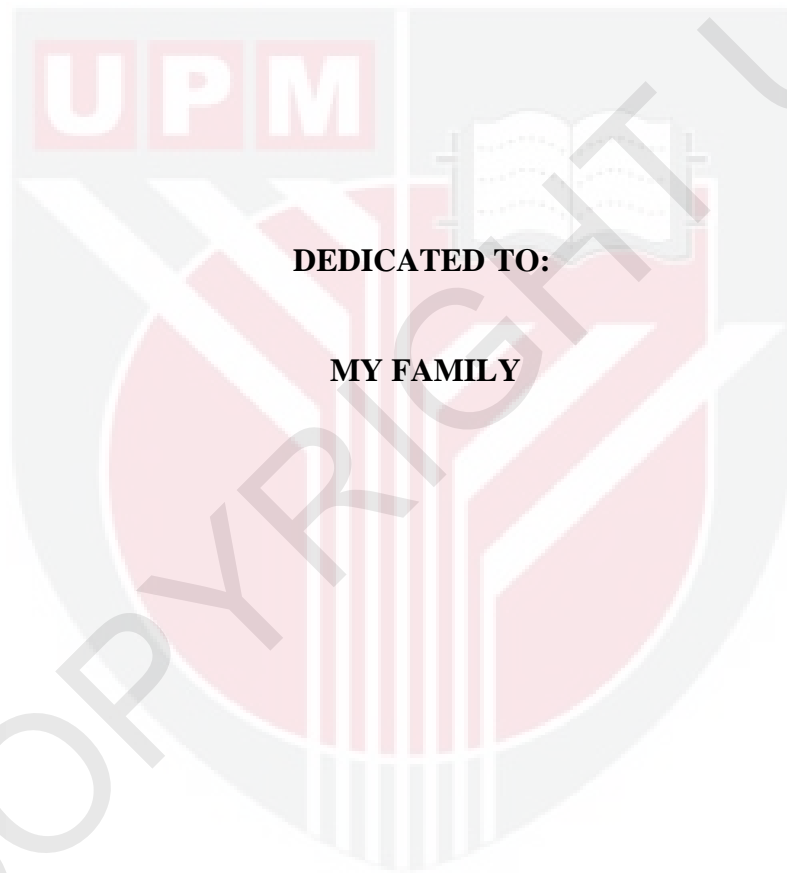
**PREDICTORS OF CAREER INDECISION AMONG IRANIAN  
UNDERGRADUATE STUDENTS**

**By**

**MOJGAN FADAEI NASAB**

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

**January 2012**



**DEDICATED TO:**

**MY FAMILY**

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

**PREDICTORS OF CAREER INDECISION AMONG IRANIAN UNDERGRADUATE STUDENTS**

By

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**January 2012**

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Career indecision has been known as one of the major concerns of counselors and psychologists particularly among college and undergraduate students. Undecided students may have feelings of anxiety, uncertainty, fear, and confusion of their current majors and future career direction. This concern has led to numerous research related to career indecision and development of various counseling interventions and programs to help this group of students make effective career choices. Career indecision is a multidimensional issue which is linked to wide variety of factors. Several studies have reported the significant relationship between career indecision and career decision making self efficacy, anxiety, and parental attachment worldwide (e.g. Betz, 2004; Mau, 2000; Krumboltz, 1992; Guerra & Braungart-Reiker, 1999; Wolfe & Betz, 2004).

This correlation study was designed to determine the relationship between career indecision and career decision making self efficacy, state anxiety, trait anxiety, and

attachment to mother and father. This study was carried out in two stages. In the first stage cluster sampling was used to select randomly 3 out of 10 public universities of Khozestan State south west of Iran, to examine the psychometric properties of the Career Decision Scale (CDS) and determine the prevalence of career indecision among Iranian undergraduate students. The respondents for this stage were 1610 freshmen and sophomores of three universities from Khozestan State. The aim of the second stage was to examine the relationship between career indecision and independent variables of the study with the moderating role of gender. In the second stage stratified random sampling was used and 158 undecided students were randomly selected based on their equal percentage of gender subgroups.

Results revealed the CDS (Persian version) is a reliable instrument for Iranian undergraduate students with Alpha value of .805. Moreover, results of factor analysis indicated a two factorial structure of the scale with 4 components in each. Findings of present study showed almost 85% of students had career indecision with significantly higher career indecision among males ( $t = 2.758, p = .006$ ) compared to females, and freshmen reported significantly higher career indecision than sophomores ( $t = 3.488, p < .001$ ). A negative significant correlation was found between career indecision and career decision making self efficacy, and attachment to mother. On the other hand, a positive significant correlation was found between career indecision and state anxiety and trait anxiety. Further, the relationship between career indecision and attachment to father was not significant. However, regression analysis showed only career decision making self efficacy and trait anxiety significantly predicted career indecision of students. Together these factors accounted for 37% of the total variance of the career indecision among students. The

result of Moderated Multiple Regression analysis showed that gender did not have a significant moderating effect in the relationship between career indecision and the predictor factors of the study.

Based on the results of present study, it is recommended that university counseling services should consider the role of career decision making self efficacy and anxiety on students' career indecision when assisting them. Mere reliance on traditional career guidance activities such as career information gathering and job search activities is not effective in helping undecided students. A combination of career counseling and psychotherapy would be effective in decreasing anxiety level and enhancing career decision making self efficacy of undecided students. However more research is needed to identify types of career indecision and proper counseling interventions to assist undecided students in Iran.

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

**PERAMAL KETIDAKPASTIAN KERJAYA DALAM KALANGAN  
MAHASISWA IRAN**

Oleh

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Ketidakpastian kerjaya merupakan salah satu dari tumpuan utama kaunselor and pakar psikologi di kolej dan universiti. Mahasiswa yang tidak membuat keputusan tentang kerjaya mereka mungkin berasa bimbang, ketidakpastian, takut, dan keliru terhadap bidang pengajian dan hala tuju kerjaya mereka. Keadaan ini telah menyebabkan pelbagai kajian yang berkaitan dengan ketidakpastian kerjaya dan pelbagai intervensi kaunseling dan program telah dibangunkan untuk membantu kumpulan pelajar ini membuat pilihan kerjaya yang lebih berkesan. Ketiakpastian kerjaya merupakan satu isu yang multidimensi yang berkaitan dengan pelbagai faktor. Beberapa kajian telah melaporkan hubungan yang signifikan antara ketidakpastian kerjaya dan efikasi sendiri dalam membuat keputusan kerjaya, kebimbangan, dan perapatan ibu bapa (e.g. Betz, 2004; Mau, 2000; Krumboltz, 1992; Guerra & Braungart-Reiker, 1999; Wolfe & Betz,2004).



Kajian korelasi ini dijalankan untuk menentukan hubungan antara ketidakpastian kerjaya dan efikasi diri dalam membuat keputusan kerjaya, kebimbangan, dan perapatan ibu bapa. Kajian ini dijalankan dalam dua peringkat. Peringkat pertama bertujuan untuk memeriksa nilai psikometri alat ukur Career Decision Scale (CDS) (versi bahasa Parsi), dan menentukan kadar ketidakpastian kerjaya pelajar pra siswazah di Iran. Responden peringkat ini adalah seramai 1610 orang pelajar tahun satu dan tahun dua dari tiga buah universiti di Negeri Khozestan. Tujuan kajian peringkat kedua adalah untuk menentukan hubungan antara ketidakpastian kerjaya dan variabel tidak bersandar dalam kajian ini, dengan peranan gender sebagai moderator. Seramai 158 pelajar yang 'tidak pasti tentang kerjaya' mereka dipilih secara rawak berstrata berdasarkan gender terlibat dalam peringkat ini.

Keputusan menunjukkan CDS (versi bahasa Parsi) mempunyai kesahan dan kebolehpercayaan bagi pelajar pra siswazah Iran. Hasil analisis faktor menunjukkan terdapat skala ini mempunyai struktur dua faktor dimana setiap satu memiliki empat komponen. Kajian mendapati hampir 85% mahasiswa pra siswazah Iran 'tidak pasti tentang kerjaya' mereka, dimana skor pelajar lelaki adalah lebih tinggi secara signifikan ( $t = 2.758, p = .006$ ) berbanding pelajar perempuan, dan skor pelajar tahun satu adalah lebih tinggi secara signifikan berbanding pelajar tahun dua ( $t = 3.488, p < .001$ ).

Dapatan kajian menunjukkan hubungan negatif yang signifikan antara ketidakpastian kerjaya dengan efikasi sendiri dalam membuat keputusan kerjaya, dan perapatan dengan ibu. Sementara itu terdapat hubungan positif yang signifikan antara ketidakpastian kerjaya dan tahap kebimbangan dan tret keresahan. Bagaimana pun hubungan dengan perapatan bapa adalah tidak signifikan. Namun, analisis regresi

menunjukkan hanya efikasi sendiri dalam membuat keputusan kerjaya dan tret keresahan dapat meramal ketidakpastian kerjaya pelajar. Kedua-dua faktor ini menyumbang 37% kepada jumlah varians ketidakpastian kerjaya di kalangan pelajar. Keputusan analisis moderated multiple regression menunjukkan gender tidak mempunyai kesan moderating yang signifikan dalam hubungan antara ketidakpastian kerjaya dengan lain-lain faktor ramalan

Berdasarkan kepada hasil kajian ini, adalah dicadangkan agar perkhidmatan kaunseling universiti memberi pertimbangan terhadap peranan efikasi sendiri dalam membuat keputusan kerjaya dan kebimbangan terhadap ketidakpastian kerjaya pelajar apabila cuba membantu mereka. Hanya bergantung kepada aktiviti tradisional bimbingan kerjaya seperti mengumpul maklumat kerjaya dan aktiviti carian kerja adalah tidak berkesan dalam membantu pelajar yang 'tidak pasti terhadap keputusan kerjaya'. Gabungan kaunseling kerjaya dan psikoterapi mungkin dapat mengurangkan tahap kebimbangan pelajar dan meningkatkan efikasi sendiri dalam membuat keputusan kerjaya. Bagaimanapun, lebih banyak kajian diperlukan untuk mengenalpasti jenis ketidakpastian kerjaya serta pelbagai intervensi kaunseling untuk membantu pelajar Iran yang 'tidak pasti tentang kerjaya' mereka.

## ACKNOWLEDGEMENTS

Throughout this project I was fortunate to have untiring support of my supervisor, committee members, family, friends, and faculty of educational studies, UPM

First and foremost, I would like to express my heartfull 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.

I owe a special gratitude to my supervisor Associate Professor Dr. Rusnani Abdul Kadir for her untiring support and guidance, generously sharing her time and talent, and providing an outstanding example of professionalism. I wish to acknowledge Associate Professor Dr. Sidek Mohd. Noah as my committee member for his insightful suggestions, encouragement, and guidance specially in research design and statistics. My special thanks to Dr. Siti Aishah Hassan as committee member for her support, encouragement and giving me the enthusiasm and strength to learn challenging statistical methods from her.

Special thanks to my husband Ali for his generous support, love, and sacrifice; and Pardiss and Parmin for bearing all the difficulties and challenges we all dealt with together. There are no words to express how blessed and thankful I am to have you by my side all this time. I also would like to appreciate the love, and spiritual support of my parents; and Mehran for ‘being there’ for me in the time of need as a brother and friend.

I certify that an Examination Committee has met on date of viva to conduct the final examination of **Mojgan Fadaei Nasab** on her Doctor of Philosophy entitled "Predictors of Career Indecision among Iranian Undergraduate Students with the Moderating Role of Gender" in accordance with Universiti Pertanian Malaysia (Higher Degree) Act 1980 and Universiti Pertanian Malaysia (Higher Degree) Regulations 1971. The Committee recommends that the candidate be awarded the relevant degree. Members of the Examination Committee are as follows:

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Date

## DECLARATION

I declare that the thesis is my original work except for quotations and citations which have been duly acknowledged. I also declare that it has not been previously, and is not concurrently, submitted for any other degree at Universiti Putra Malaysia or at any other institution.



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**MOJGAN FADAEI NASAB**

Date: 16 January 2012

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