



UNIVERSITI PUTRA MALAYSIA

**DEVELOPMENT AND TESTING OF MALAYSIAN CAREER FACTORS
INVENTORY**

INA MD. YASIN

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UNIVERSITI PUTRA MALAYSIA
BERILMU BERBAKTI

**DEVELOPMENT AND TESTING OF MALAYSIAN CAREER FACTORS
INVENTORY**

By

INA MD. YASIN

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

June 2014

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

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June 2014

Chairman : Mohamad Ibrani Shahrudin bin Adam Assim, PhD
Faculty : Human Ecology

The study was conducted to identify how implicit social cognition via Theory of Planned Behaviour with the adoption of Rogoff's Three Planes of Analysis was used as mediator for the development of Malaysian Career Factors Inventory (MyCFI). Therefore, the proposed model in this study (Personal, Attitude, Interpersonal, Perceived Behavioural Control, Historical Organisation and Subjective Norms or so called PAIPHOSN Model) is premised on the notion that sociocultural approach may lead to a further understanding of the assumption on cognition as a collaborative process. The development and testing of MyCFI was used to measure career indecision among students at public universities in Malaysia. This study examined the role that implicit processes may play in human thoughts and behaviour and to identify the relationships between implicit social cognition and behavioural intention towards career decision for future orientation. Specifically, the objectives of this research were i) to examine Career Factors Inventory (CFI) for the construction of a local version of CFI called Malaysian Career Factors Inventory (MyCFI); ii) to test and validate MyCFI among students at public universities in Malaysia; iii) to identify what are the domains related to career indecision among students at the public universities in Malaysia; and iv) to identify the association of career indecision with the demographic characteristics of the students at public universities in Malaysia.

A total of 2607 students from 12 public universities in Malaysia participated in this research. The data was collected and completed upon the students registering at a career expo in Universiti Putra Malaysia (UPM). The reliability of instrument used was remarkable with alpha value ranging from 0.656 to 0.900 which considered as acceptable since the value is more than 0.65. Besides, this study was supported with the use of statistical analyses namely, level analysis test, t-test, ANOVA, simple regression, Pearson correlations and multiple regression analysis.

Based on the development and testing of MyCFI, this study revealed that Career Choice Anxiety, Need for Career Information and Need for Self Knowledge are the implicit social cognition domains that influenced career indecision among students at public universities in Malaysia. At the same time, there is no significant means between the aspects of gender and age towards career indecision. Finally, another remarkable finding was when the student grouped from science based faculties were found to have the highest percentage rate for attendance at the career expo and simultaneously justified them of having greater needs for career guidance.



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

MEMBANGUN DAN MENGUJI INVENTORI FAKTOR KERJAYA BERACUAN MALAYSIA

Oleh
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Kajian ini telah dijalankan bagi mengenal pasti bagaimana kognisi implisit sosial melalui Teori Tingkah Laku Terancang yang telah diadaptasi dengan tiga alat analisis oleh Rogoff digunakan sebagai perantara untuk membina Inventori Kerjaya Beracuan Malaysia (MyCFI). Oleh itu, kajian ini telah mencadangkan model yang berasaskan pendekatan sosiobudaya yang boleh memberikan pemahaman yang lebih mendalam terhadap andaian bahawa proses kognisi merupakan sesuatu yang kolaboratif. Model yang melibatkan analisis Keperibadian, Sikap, Interpersonal, Kawalan Tingkah Laku, Masyarakat dan Norma Subjektif yang dinamakan sebagai Model PAIPHOSN telah digunakan dalam kajian ini. Pembangunan dan ujian ke atas MyCFI pula telah digunakan sebagai alat untuk mengukur kebimbangan pemilihan kerjaya di kalangan pelajar di universiti-universiti awam Malaysia. Kajian ini turut menilai sejauh mana peranan dan hubungan kognisi implisit sosial dengan niat tingkah laku terhadap ketidakupayaan memilih kerjaya begitu juga bagi tujuan orientasi masa depan. Secara khususnya, terdapat lima objektif utama bagi kajian ini, iaitu, i) untuk mengkaji Inventori Faktor Kerjaya (CFI) bagi tujuan pembinaan versi tempatannya yang dinamakan sebagai Inventori Faktor Kerjaya Beracuan Malaysia (MyCFI); ii) untuk menguji dan mengesahkan MyCFI ke atas pelajar universiti-universiti awam di Malaysia; iii) untuk mengenal pasti apakah domain yang berkait dengan ketidak upayaan memilih kerjaya di kalangan pelajar universiti-universiti awam di Malaysia; dan iv) untuk mengenal pasti kaitan antara ketidakupayaan memilih kerjaya dengan ciri-ciri demografi pelajar universiti-universiti awam di Malaysia.

Seramai 2607 pelajar dari 12 universiti awam di Malaysia telah mengambil bahagian dalam kajian ini. Data telah dikumpul dan dilengkapkan apabila pelajar mendaftar di ekspo kerjaya di Universiti Putra Malaysia (UPM). Kebolehpercayaan instrumen yang digunakan adalah baik dan boleh diterima kerana nilai alfa adalah 0.656-0.900. Nilai alfa yang boleh diterima dalam mana-mana kajian adalah lebih daripada 0.65. Selain itu, kajian ini disokong dengan penggunaan analisis statistik iaitu ujian analisis peringkat, ujian-t, ANOVA, regresi mudah, korelasi *Pearson* dan analisis regresi berganda.

Berdasarkan pembangunan dan ujian yang telah dijalankan ke atas MyCFI, kajian ini mendapati bahawa Kebimbangan Pemilihan Kerjaya, Keperluan untuk Maklumat Kerjaya dan Keperluan untuk Maklumat Kendiri merupakan domain kognisi sosial tersirat yang telah mempengaruhi ketidakupayaan memilih kerjaya di kalangan pelajar universiti-universiti awam di Malaysia. Dalam masa yang sama, antara penemuan menarik dalam kajian ini ialah apabila pelajar dariada fakulti berteraskan sains merupakan kumpulan pelajar yang paling ramai hadir di ekspo kerjaya dan ini sekali gus membuktikan bahawa mereka lebih memerlukan bimbingan untuk pemilihan kerjaya.



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I certify that a Thesis Examination Committee has met on 10 June 2014 to conduct the final examination of Ina Md Yasin on her thesis entitled “Development and Testing of Malaysian Career Factors Inventory” in accordance with the Universities and University Colleges Act 1971 and Constitution of the Universiti Putra Malaysia [P.U.(A) 106] 15 March 1998. The Committee recommends that the student be awarded the Doctor of Philosophy.

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