

**Abstract:** Career planning is one of the most difficult educational challenges that Pakistani society encounters, despite the fact that human capital is becoming a more significant asset around the world. Making decisions regarding one's future employment is a continuous process known as career choice. A person's career choice is influenced by various factors, including personality type, interpersonal impact, teachers' motivation, the labour market, and financial concerns. The study of socio-psychological aspects of career choice was carried out in Sargodha. A multi-stage sampling technique was employed to choose 150 respondents for this quantitative study. A systematic questionnaire was implemented to gather the data for this investigation, and SPSS 23 was used to analyze the results. The study comes to the conclusion that choosing a career is an ongoing process. The results of the study indicate that parental and teacher influence, employment prospects, and financial demands have a greater impact on the choice of profession than personality type. The current study also revealed that the guidance and support of parents and teachers had a bigger effect on decision-making regarding their career choices.

**Key Words:** Career Planning, Personality Type, Socio-psychological Factors, Decision Making

## Introduction

Career choice is a continuous process of deciding one's future employment after finishing official or informal education and training. According to Edwards and Quinter (2011), individuals find it difficult to make professional decisions. During this phase, students prioritize their future work options and select the one profession that best meets their needs, resources, and professional and educational qualifications. According to Al Subait et al. (2016), in addition to education and professional skills, various additional factors influence employment choice, including professional stability, personal background, and an individual's social standing. Kazi and Akhlaq (2017) outline the four processes involved in choosing a career. Identifying one's values, interests, and abilities, as well as one's strengths and weaknesses, is the first step in being self-aware. The second is opportunity awareness, or understanding which career openings match one's skills, background, and abilities. Third is the capacity for decision-making. At this stage, a person decides which specific career path best suits their interests and ideals. At this stage, students also obtain consent from their peers, parents, and teachers. The final step in selecting a career is to take action at this stage. Finally, one takes action and becomes ready for the specific career. Individuals, companies, communities, and institutions all have different viewpoints on a person's career, according to Coupland (2015).

## Figure 1

The Process of Career Choice



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When choosing a career, people weigh the costs and benefits of several options. According to Whiston et al. (2017), career success can be evaluated based on the institution's effectiveness, the length of your employment, external factors that led you to choose your current position, the work environment, obstacles you've faced in your career, and your expectations for the future. Behrend et al. (2007) found that the social standing of the profession plays a significant role in the process of decision-making when a vocation is being chosen, in addition to the financial rewards.

According to Danner et al. (2016), career planning and decisions are significantly influenced by the socioeconomic condition of the family. On the other hand, people from high-income backgrounds carefully plan their futures and pursue schooling to get the job they want, depending on their interests and social status. They also give greater weight to power and status. Moreover, Gender is an important issue to consider when choosing a job, according to Korkmaz (2015). Females choose their careers based on different criteria. Their primary search is finding a safe workplace. Education is another crucial consideration when choosing a career. General schools and technical institutes are the two categories of education. In technical schools, men typically choose technical courses, such as those for electricians, veterinarians, and other mechanics, whereas females typically choose artistic courses. Albulescu and Albulescu (2015) studied that students do not adequately plan their careers. A person can choose a suitable professional path by adapting their goals to their own interests, opportunities, skills, and education through the ongoing process of career planning.

### Career Choice in Pakistani Context

According to Abbasi and Sarwat (2014), students in the arts often plan their professions during and after school, depending on job opportunities and available resources, whereas those in the sciences have already chosen a vocation. Only a small fraction of students in disciplines such as medicine, pharmacy, engineering, and agriculture change careers after selecting a degree. According to Akosah-Twumasi et al. (2018), cultural variables play an important role in professional choices. Individuals are inspired by culture and society to pursue a higher-status vocation. Cultural norms influence both men and women, although studies show that women are more inspired than men. Abbasi and Sarwat (2014) underline the fact that in Pakistani culture, people are more inspired by external factors than by internal drive. Their professors, parents, siblings, and friends serve as sources of inspiration while deciding on a career. Khan et al. (2012) found that students mostly sought career guidance from their lecturers for topic choices and career route selection.

### Teachers' and Parents' Motivation Toward Career Choice:

The motivation of parents and instructors has a big impact on career choices. Students are encouraged to pursue careers with the approval of their parents. Although unpleasant social situations have the opposite effect on career decisions, parental and teacher academic achievements and self-efficacy have a positive impact. Parents and educators can help their children make professional options by providing them with support and motivation. Career information includes not only subject selection, exam preparation, and admission to an appropriate institution but also employment requirements, advantages, problems, and everything else linked to that job. When deciding on a career, students tend to rely more on external variables than internal factors. Individuals typically receive counselling from their parents and professors.

Students are forced to choose a particular career path with the encouragement of their teachers. Teachers' and counsellors' encouragement and support are key factors involved in the success of students in their careers in STEM (science, technology, engineering, and mathematics). Also, teachers act as role models for their pupils, and students look forward to them for inspiration (Fatar.G. & Fatar, S (2013); Aeschlimann et al., 2016; Mishkin et al., 2016). Parents and instructors encourage their children to pursue their chosen careers. When choosing a career, a person's motivation is a crucial deciding element. In addition to finding a job, students are also finding a decent, steady job that fits their qualifications and skills. A person is motivated by all of these inclinations while choosing a career (Albulescu, M. & Albulescu, I, 2015).



## Personality Type

Personality type refers to individuals' characteristics that vary from person to person. Holland (1997) describes six types of personalities: realistic, investigative, artistic, social, enterprising, and conventional. Personality types determine a person's attitude and behaviour and play a crucial role in choosing one's career. A person shows better performance and becomes more satisfied in a career that matches his interest. Personality is a psychological trait that concerns an individual's unique traits from which one adjusts to the environment and the ways by which one interacts with other persons. Personality traits determine career choices (Kabir & Sajib, 2014).

Neuroticism, conscientiousness, extraversion, agreeableness, and openness to experience are the five personality traits studied for their influence on job adaptability. People with agreeable personality traits are sociable and willing to help others. Individuals with the open personality type are creative and autonomous. Individuals with conscientious personality characteristics are attentive and disciplined; extraversion personality trait refers to social activists and energetic personalities; and neuroticism refers to self-blaming and emotionally unstable people. Career identity studies examine how an individual's personal interests, professional abilities, and social beliefs relate to a career.

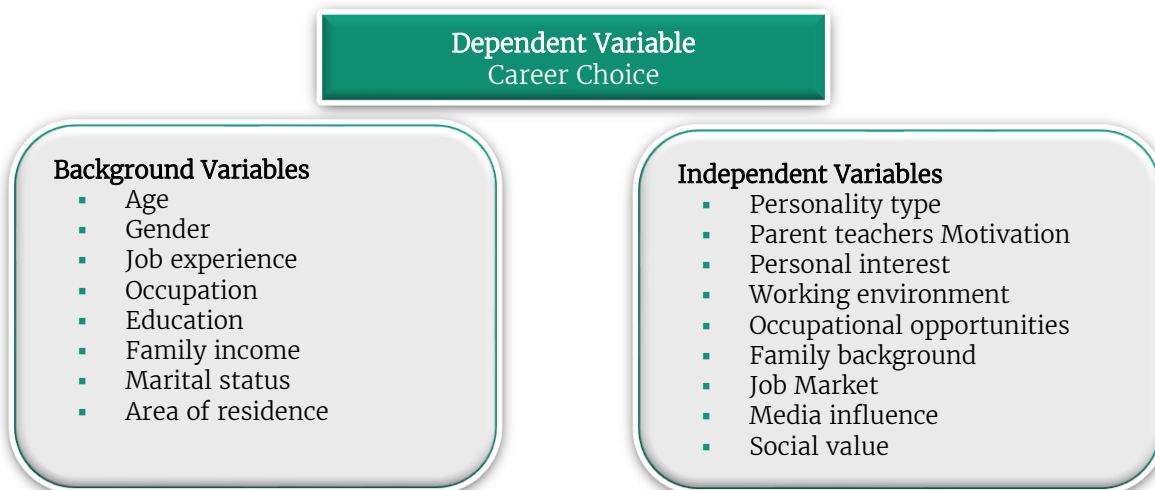
## Significance of the Study:

It is essential to identify our interests and aspirations; career planning is a continuing process of considering interests, performance, values, and so on. When one chooses a career based on one's abilities and skills, one performs better and feels more physically and mentally satisfied. Conversely, a person's efforts will go in vain if their career does not align with their interests. Numerous factors, such as personality types, family influences, personal interests, media exposure, teachers' motivation and guidance, the job market, and others, influence career choices in Pakistani society. The majority of students are ignorant of their personality type. They lack sufficient career planning and are unaware of the options available to them in terms of career counselling and professional selection.

## Objectives

- To explore the socio-psychological dynamics which affect the process of career choice.
- To find out association between personality type and career choice.
- To assess the influence teachers and parents have on the decision to choose a career.
- To examine the effect of social values on the process of career choice.

## Conceptual Framework



## Research Methodology

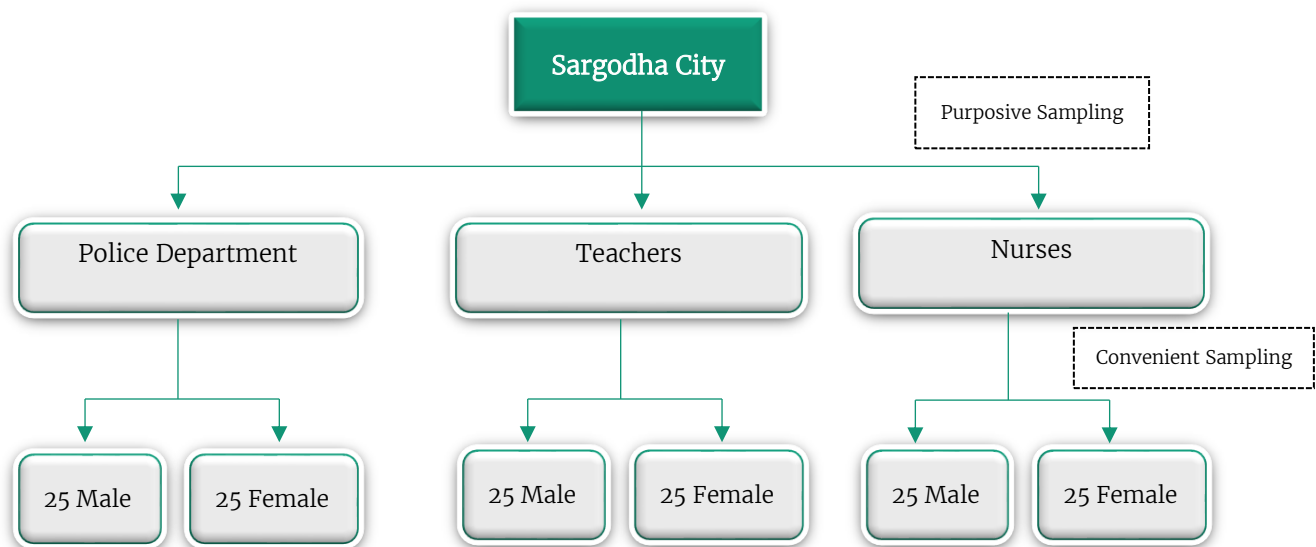
Research design is the framework that researchers employ to integrate various components of the study. In this case, the data was collected from professionals through a survey method, which was quantitative data. The "universe" refers to the specific geographical area in which the researcher intends to conduct

the study. Yin and Robert (2009) define the universe as a theoretical population that includes any described group of people or events to which the findings and results of this study will be generalized. With respect to the present research, the universe was defined as Sargodha city, which was the focus of the research.

The target population means a specific group of individuals who are a matter of interest to the researcher and are observed and studied by the researcher. Neuman (2014) defines the population as the entire set of individuals relevant to a particular research question from which a sample is drawn. In this research, the target population included young employees from Sargodha city with five years or less of job experience. The researcher aimed to analyze the satisfaction level of respondents regarding their career choices. To focus on employees at the beginning of their careers, the researcher selected those with five years or fewer years of service, as these individuals are less likely to have become habituated to their jobs, and thus have a greater likelihood of changing positions.

Sampling deals with the selection of a subgroup of individuals from a particular population. This subgroup is later on used to approximate the features and characteristics of the whole population. Nanda et al. (2000) defines a sample as a subset of the population as the actual individuals selected to participate in the study.

**Figure 2**  
Sampling Distribution



For this research, a sample of 150 employees was chosen based on power analysis, using an alpha of 0.5, a medium effect size (1.5), five predictors, and a critical f value of 2.28. Multiple regression analysis and Pearson correlation were employed to analyze the quantitative data collected.

**Data Analysis**

The researchers used SPSS software to confirm the data was valid. The researcher also used multiple regression analyses to look into the relationship between occupational choice and personality type. The researcher carried out a Pearson correlation study.

**Table 1**  
Reliability of Data While N=150

Reliability Statistics	
Cronbach's Alpha	No. of Items
.821	78

Findings of table 1 show the value of Cronbach’s Alpha that is 0.821, greater than 0.7. So, findings of table show that data is reliable.

**Table 2**

Frequency and Percentage Distribution of Respondents about their Self-Awareness in Career Choice Process when N= 150

Self-awareness	Disagree F (%)	Agree F (%)
I select my career at my school-going age.	98 (65)	52 (35)
I have been passionate about this career since childhood.	94(63)	56 (37)
My studies are relevant to my career	89 (59)	61 (41)
My career matches with my abilities	36 (24)	114 (76)
My career matches my personality	111(74)	39 (26)

Out of 150 respondents, the majority (65%) disagreed that they selected their career at school-going age. The remaining 35% were agreed. The majority, 63%, disagreed with the response that they were passionate about their career from their childhood while 37% agreed. In response to the fact that their studies are relevant to their career, 59% disagreed while 41% agreed. The majority, 76% were agreed that their career matches their abilities, while 24% disagreed. The majority, 74%, disagreed that their career matches with their personality, and the remaining 36% agreed. Data shows that most people select their career at school age. The data also shows that 74% of respondents disagree that their studies are relevant to their career while 26% agreed that their career matches their abilities and personality.

**Table 3**

Frequency and Percentage Distribution of Respondents about their Making Decision in Career Choice Process when N= 150

Making Decision	Disagree F (%)	Agree F (%)
I select my career under parental influence	54 (38)	93 (62)
I select my career according to my social values	41(27)	109 (73)
I select my career under my peer group's influence	120 (80)	30 (20)
My teachers motivate me in my career selection	55 (37)	95 (63)
My teachers encourage me in my career selection	38 (25)	112 (75)
My parents motivate me in my career selection	21 (14)	129 (86)
My parents encourage me in my career selection	19 (13)	131 (87)

In response to career selection under parental influence, 62% agreed while 38% disagreed; in the case of social values, the majority, 73%, agreed and 27% disagreed. Regarding peer group influence, the majority, 80%, disagreed, while 20% agreed. In the case of teacher motivation and teacher encouragement, the majority, 63% and 75% agreed, while the remaining 37% and 25% disagreed, respectively. Regarding parents' motivation and parents' encouragement, 86% and 87% agreed, while 14% and 13% disagreed that their parents motivate and encourage them. The results show that most respondents select their careers under parental influence. Teachers, parental motivation, and encouragement are the factors that influence others the most.

## Multiple Regression Analysis

**Table 4**

Relationship between personality types and self-awareness

Variable	B	S.E.	t	Confidence of interval	
				Lower Bound	Upper Bound
Constant	2.086**	.375	5.567	1.345	2.827
Extraversion	.063	.109	.584	-.151	.278
Agreeableness	.224*	.088	2.532	.049	.399
Conscientiousness	.027	.084	.316	-.140	.193
Neuroticism	.044	.086	.508	-.127	.215
Openness	-.040	.088	-.458	-.214	.134
R	0.281				
Adj. R	0.047				
R <sup>2</sup>	0.079				

\*.  $p < .05$ , \*\*.  $p < .001$

Table 4 shows the results of multiple linear regression analysis. The value of  $R^2 = 0.079$  showed an overall poor fit of the model that may be due to the limited numbers of predictors included in the equation, following the theoretical and conceptual framework of the study. However, the results of One Way analysis of variance showed a significant difference of variance among the predictors,  $F(5, 114) = 2.467, p < .05$ . Moreover, the regression coefficient of agreeableness ( $\beta = 0.224$ ) significantly positively predictor self-awareness of respondents ( $p < .05$ ). It showed that respondents with agreeableness personality type are highly likely to be self-aware.

## Results

The findings of the study show 74% of respondents believe, their studies are unrelated to their careers, while 26% believe that their careers are a good fit for their abilities and personality. Albulescu et al. (2015) found that students do not prioritize career planning. Professional planning with students is a process that helps an individual choose a good professional path.

Choosing a career is a continuous process of modifying objectives based on one's interests, skills, education, and available possibilities. The biggest determinants of professional choice are teachers' encouragement and motivation. Teachers serve as role models for their students and inspire them in their work. Research shows that teachers' motivation and encouragement significantly influence the career choices of their students. 75% of respondents stated that they chose their careers as a result of their teachers' support and encouragement. In 2012, Khan et al. also discovered that teachers serve as informal counsellors, advising students on their choice of subjects and career paths.

Parental motivation and guidance have a vital role in professional choice. The study's findings show that parental motivation and encouragement have an important effect on professional choices. 87% of respondents claimed they chose their careers because of their parents' encouragement and guidance. Al Subait et al. (2016) found that educated parents assist their children through interaction with individuals where they discuss their interests and currently workable careers, as well as seek career advice from experienced folks.

## Conclusion and Recommendations

Career choice is an ongoing process of making decisions regarding one's future profession. The study's findings concentrate on the various aspects that influence one's professional decision, including personality type, parental influence, personal interest, teacher influence, financial concerns, media influence, and employment market. The study also found that personality type and personal influence had a lower impact on professional choice. However, parental influence, personal interest, teachers' influence, financial difficulties, media influence, and the job market had a significant impact on students' career choices.

Teachers inspire their pupils by guiding and encouraging them in their professional choices. Career counselling is very limited or absent in our society. Counselling services should be available for students at all stages of their schooling and beyond. Most people give up their dreams to satisfy their family's financial demands in the event of an emergency or family affordability concerns. Thus, there should be provision for such people to continue their education while working.

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