

The Role of Personality as Moderator in the Relationship of Parental Involvement and Career Indecision among Indonesian Adolescents

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This study aims to determine the role of personality dimensions in the relationship of parental involvement on career indecision. The study was conducted on high school students (N = 129) 16 - 18 years old (M = 16.47 SD = 0.573). Three instruments used in data collection are Parental Career-Related Behavior, Career Decision Scale, and IPIP-Big Five Personality. Regression Analysis and Process v3.4 Hayes with the help of the SPSS 21 program. The results of the study showed a significant relationship between parental involvement and career indecision moderated by agreeableness, conscientiousness and neuroticism personality. Extraversion and openness to experience personality are not significant as moderating variables of parental involvement and career indecision.

Keywords: parental involvement, career indecision, agreeableness, conscientiousness, neuroticism

Career indecision is problems and challenges that can occur before, during, or after the decision-making process. Career Indecision arises when choices have to make, but some individuals have not yet been able to explore suitable choices. This career choice can be a big problem if the hesitation lasts too long, thus limiting the career decision-making process (Fabio, Palazzeschi, Asulin-peretz, & Gati, 2013; S. D. B. R. W. Lent, 2005). Career indecision refers to problems and challenges that can occur

before, during, or after the decision-making process. Career indecision arises when it comes to making choices; this becomes the development of healthy and positive experiences that allow individuals to explore various choices. However, it can be a big problem if it lasts too long, thus limiting the process of career decision making and can even prevent an individual from continuing his education (Osipow, 1999).

Research on Career Indecision, in the beginning, was to identify problems

experienced by individuals who decided (decided) and not yet decided (undecided). Although there is no significant difference between the two groups, individuals with doubt can hinder the decision-making process, especially for students both for the benefit of further study and for entering the workforce (Santos & Ferreira, 2015). Comparison of career indecision in three groups with different educational backgrounds shows that high school students and those who take On Job Training tend to experience career indecision than students. There is because high school students approach a critical period in career development, where they are required to make crucial decisions regarding their future while students are relatively fewer because they have chosen majors (Fabio, Palazzeschi, Levin, & Gati, 2014).

Defriyanto and Purnamasari (2016) stated that the lack of high school students' interest to continue their studies, the lack of students' understanding of their abilities, as well as motivation and family economic factors became an inhibiting factor for students to continue their studies, so they lacked the provision to enter the workforce or choose majors to continue higher-level studies. At this age of high school students, individuals must decide to major in higher studies or work under their decisions, so that they will significantly assist their future career paths.

Various factors influence individuals in making career decisions are personal factors and contextual factors. Personal factors such as interests, values, and abilities, while contextual factors such as social or family influence (Lent et al., 2002). The role of parents in the development of adolescent personality is essential for enhancing the competence and psychological well-being of adolescents (Schofield et al., 2012).

Research conducted by Kim and Kim (2010) on high school students who excel shows that important factors that influence student career choices are personal interests and family environment, children's interests that are in line with parents' expectations will tend to be supported and developed.

Negative opinions of parents complicate the selection process and threaten the child's sense of independence so that parental involvement will affect the ability to make independent decisions (Hegna & Smette, 2017). The higher support and warmth of parents and the lack of parental involvement then the higher independence of high school students (Dietrich & Salmela-Aro, 2013). Aspects of parental involvement, such as support and lack of involvement, do not have a significant relationship with career indecision in students (Angelika & Castronuevo, 2016).

According to Larsen and Buss (2002), personality is a set of psychological traits and mechanisms within an organized individual, which affect the interaction and adaptation of individuals within the environment, including the physical environment, the physical environment, and the social environment. Some individuals find difficulties in the career decision-making process so that individuals find it challenging to overcome things that cause excessive anxiety in undergoing career exploration. Even individuals feel burdened with career exploration activities, distrust, and unsure of their abilities, feel they do not know their abilities and lack information about the career (Talib & Tan, 2009).

Individuals with neurotic personalities have difficulty in the career selection process. In previous studies, neuroticism and conscientiousness personality variables significantly moderated the

relationship between self-efficacy career decision making and career choice. Then the openness to experience personality variables significantly moderates the relationship between decision making and career commitment, whereas extraversion and agreeableness personality variables do not moderate the relationship between self-efficacy career decision making and career choices (Sharma, Suri, & Assistant, 2019).

The family support factor is one of the contextual factors that influence students' career indecision (Kawakib, 2012). The influence of family support on career decision making in students can be reached because the family has the function of transmitting values, beliefs, attitudes, and knowledge to the next generation, so that career decisions that will be taken by students refer to the values that have been instilled by the family. Kavas (2011) proves that family support consisting of instrumental support, verbal encouragement, model support, and emotional support has a significant influence on the expectations of one's career outcomes. Ali and Mukhibat (2017) found that the absence of parental involvement in the form of family support made students delay making decisions so that they were in a state of career indecision.

Personality will be the moderating variable in this study, because the personality aspect will determine the level of career indecision in children regardless of the form of parental involvement. Parental involvement will reduce children's career doubts (Kavas, 2011; Cristina, 2012). However, the negative opinion of parents will complicate the selection process and threaten the child's sense of independence, so that parental involvement will affect the ability to make independent decisions (Hegna &

Smette, 2017). Based on the description above, researchers aimed to examine the effect of the relationship of parental involvement on career indecision that is moderated by personality.

Parental involvement and career indecision

Specific parent involvement related to career is termed by Dietrich and Kracke (2009) with parental career-related behavior, namely parental behavior in providing career guidance and consideration to their children. There are three aspects of parent behavior related to a child's career, in which each parent may have more than one form of behavior. The three aspects of behavior include support, interference, and lack of engagement. Of the three aspects of parental behavior, interference, and lack of engagement of parents associated with difficulties in making career decisions. There is because parents with this form of interference behavior tend to provide a lot of control and interference related to career decisions so that children find it difficult to make career decisions independently because they have no choice. Then, parents with a form of lack of engagement behavior are considered less likely to be involved, and less monitor related to children's career decisions so that children find it difficult to make career decisions because they lack guidance, and even children tend to seek help from other parties. Meanwhile, parents with supportive behavior can enhance children's career exploration because it supports and directs children to explore themselves and work. There is shows increased parental involvement when individuals experience career decision problems, and conversely, excessive support also causes problems in career decisions (Dietrich & Kracke, 2009).

On the other hand, career indecision is negatively related to career self-efficacy, academic self-esteem, perceived parental support, and other personality dimensions. When perceived parental support in high school students is low, then career indecision tends to increase (Cristina, 2012). Parents who have rigid demand standards and significant differences have a direct relationship with the indecision of the level of experience regarding one's education and career choices. So that individuals who come from families or perfectionist parents show a high level of career indecision (Khasmohammadi, Noah, Kadir, Baba, & Keshavarz, 2010).

Personality

Career decision making can be something that is naturally done by every individual, but this depends on individual characteristics in perceiving decision making. Certain personalities may find it easier or hesitant to make career decisions. In previous studies, Conscientiousness moderates the relationship between social withdrawal and depressive symptoms in adolescents, adolescents with a tendency to conscientiousness would be avoided or protected from an increased risk of emotional problems. Withdrawal from peer interactions has a strong relationship with anxiety and depressive symptoms, and then conscientiousness protects adolescents from the risk of depressive symptoms. Conscientiousness tends to have control and concentration so that the individual can focus attention, and the individual will avoid negative emotions that will result in depression (Smith, Barstead, & Rubin, 2017).

Extraversion and openness personality moderate the relationship between organizational, political perception, and job satisfaction (Iinin & Hassan, 2017). While self-esteem, agreeableness, and neuroticism as personality dimensions that affect the relationship between physical demands, working hours, and social support at the level of cortisol. Individuals with agreeableness personality tend to deal with stress positively. Conversely, neuroticism personality will react to stress with negative thoughts, because neuroticism personality describes anxiety, negative emotions, and helplessness (Parent-Lamarche & Marchand, 2015). In neuroticism personality, there are anxiety, depression, irritability, and anger, so that during the personal decision-making process, neuroticism will experience obstacles (Costa & McCrae, 1988).

Individual characteristics can act as moderators that can influence individual interpretations because each individual has different perceptions based on personality traits, which can strengthen or weaken the effects experienced by individuals. In previous studies, neuroticism, conscientiousness, and agreeableness can predict difficulty in career decisions (Martincin & Stead, 2015). We might that parental involvement increases career indecision in individuals with some personality tendencies, but parental involvement is not associated with career indecision in individuals other tendencies.

Hypothesis

The hypothesis in this study is that the role of personality moderates the relationship between parental involvement and career indecision.

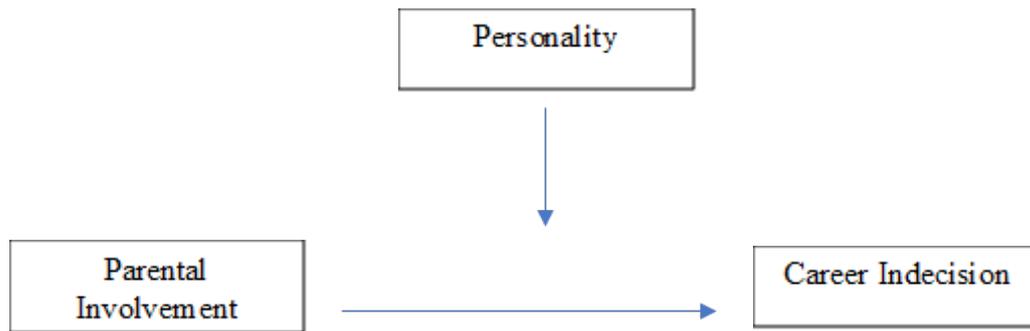


Figure 1 Personality as moderator of the relationship between parental involvement and career indecision in adolescent.

Method

Participant

The population in this study was high school students, sampling using random sampling techniques. The subjects in this study were 129 students of Malang Regency High School (SMA). Subjects were 55% female (M = 1.55, SD = 0.499), while the age range of subjects was between 16-18 years (M = 16.47, SD = 0.573).

Procedure

Retrieval of data using a questionnaire with three measurement instruments, namely parental career-related behavior, career decision scale, and IPIP-Big Five Personality. The questionnaire includes informed consent and participant demographics data. Data was collected by going to Turen 1 Malang high school and asking permission from the school to give a questionnaire. Data collected using regression analysis and Process v3.4 Hayes with the help of SPSS 21.0 software for windows.

Instrument

Personality. The IPIP-BFP consists of 25 statements about personality rated on a 5-

point Likert scale, ranging from "strongly disagree" to "strongly agree". Alpha coefficients 0.64 to 0.88 (Akhtar & Azwar, 2018). This scale is arranged based on five types of personality; extraversion, agreeableness, conscientiousness, emotional stability (unfavorable), and openness.

Parental Involvement. Perceived parental career-related behaviors scale based on three aspects; support, interference, and lack of engagement consisting of 15 items rated on a 4-point Likert scale, ranging from "strongly disagree" to "strongly agree". Alpha coefficients 0.68 to 0.93 (Dietrich & Kracke, 2009).

Career Indecision. Career Decision Scale (CDS) is used to identify the causes of career decision indecision and for student counseling related to educational and vocational decision-making issues. This instrument consists of 16 items rated on a 4-point Likert scale, ranging from "strongly disagree" to "strongly agree." There are four dimensions, namely lack of structure and confidence, perceived external barrier, conflict approaches, personal conflict (Osipow, Carney, & Barak, 1976). Alpha coefficients from 0.82 to 0.90 (Feldt et al., 2010).

Results

Table 1

Correlation of all variables (n = 129)

	1	2	3	4	5	6	7
1.Extraversion	1	.317**	.469**	.154	-.017	-.149	.039
2.Agreeableness		1	.631**	.272**	.226*	.020	.149
3.Conscientiousness			1	-.182*	.173	-.034	.201*
4. Neuroticism				1	.098	.361**	-.177*
5.Openness					1	-.143	.237**
6.CDS						1	.295**
7.PCB							1

** . p > 0.01

*. p > 0.05

CDS: Career Decision Scale; PCB: Parents Career-related Behaviour

Correlation analysis results show a significant relationship between agreeableness (r = .317; p <.01), conscientiousness (r = .469, <0.01) with extraversion. Agreeableness with conscientiousness (r = .631, <.01), (r = -.272, <0.01), and openness (r = .226, <0.05). Conscientiousness with neuroticism (r = -.182, <.05) and parents career-related behavior (r = .201, <.05).

Neuroticism with career decision scale (r = -.361, <.01) and parents career-related behavior (r = -.177, <.05). Openness to experience with parents career-related behavior (r = -.237, <.01). And the correlation between career decision scale and parents career-related behaviour show a significant positive relationship (r = .295, <.01).

Neuroticism with career decision scale (r = -.361, <.01) and parents career-related

Table 2

Regression Test

	CDS R Square	CDS B	p
Step 1			
Extraversion	.133	-.161	.001
Agreeableness	.024	-.024	.003
Conscientiousness	.096	-.098	.002
Neuroticism	.185	-.319	.000
Openness	.092	-.077	.002
Step 2			
PCB x Extraversion	.122	.701	.264
PCB x Agreeableness	.141	1.594	.006
PCB x Conscientiousness	.146	1.554	.008

PCB x Neuroticism	.212	-.837	.040
PCB x Openness	.105	.703	.185

*. $p > 0.05$

CDS: Career Decision Scale; PCB: Parents Career-related Behaviour

The results of the linear regression test showed that parents career-related behavior and career indecision have a significant relationship with agreeableness ($\beta = -.024, p = .003, < 0.05$), conscientiousness ($\beta = -.098, p = 0.002, < 0.05$) and neuroticism ($\beta = -.319, p = .000, < 0.05$) (Step 1). The results of this study the role of personality as a moderation that significantly moderate on the relationship between parental

involvement and career indecision are agreeableness ($\beta = 1.594, \Delta R^2 = .053, p = .006, < .05$), conscientiousness ($\beta = 1.554, \Delta R^2 = 0.050, p = .008, < .05$) and neuroticism ($\beta = -0.837, \Delta R^2 = .212, p = .040, < .05$). (Step 2). While extraversion ($p = .264, > .05$) and openness to experience ($p = .185 > .05$) were not significant as a moderation on the relationship between parental involvement and career indecision.

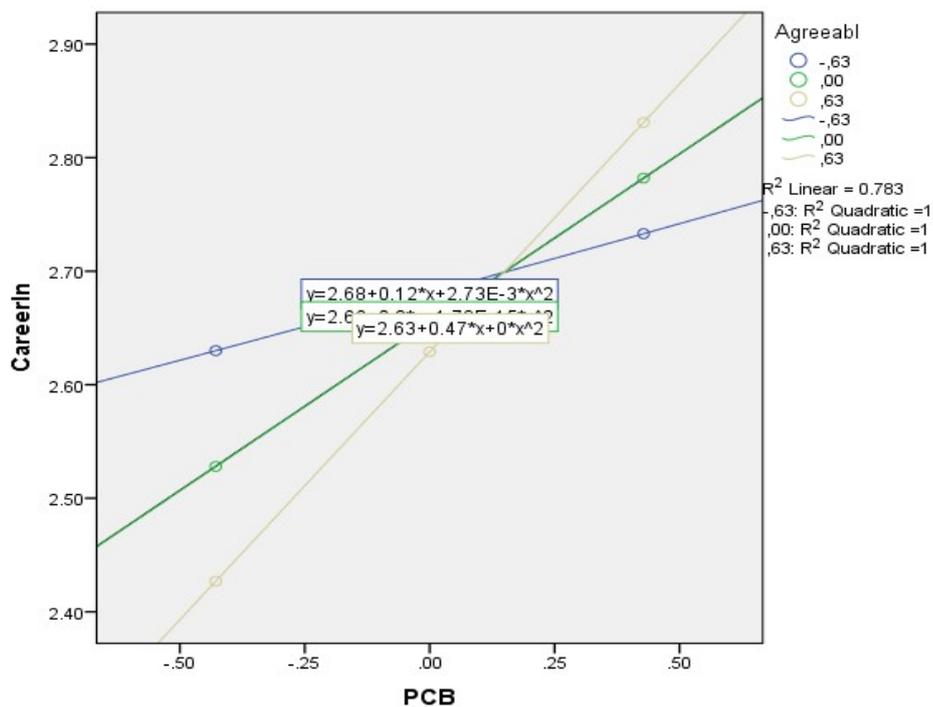


Figure 2 The relationship between parental involvement and career indecision with to agreeableness level.

Figure 2. shows that agreeableness moderated the relationship between parental involvement and career

indecision, high agreeableness personality will increase the positive relationship of parental involvement and

career indecision engagement rather than low agreeableness.

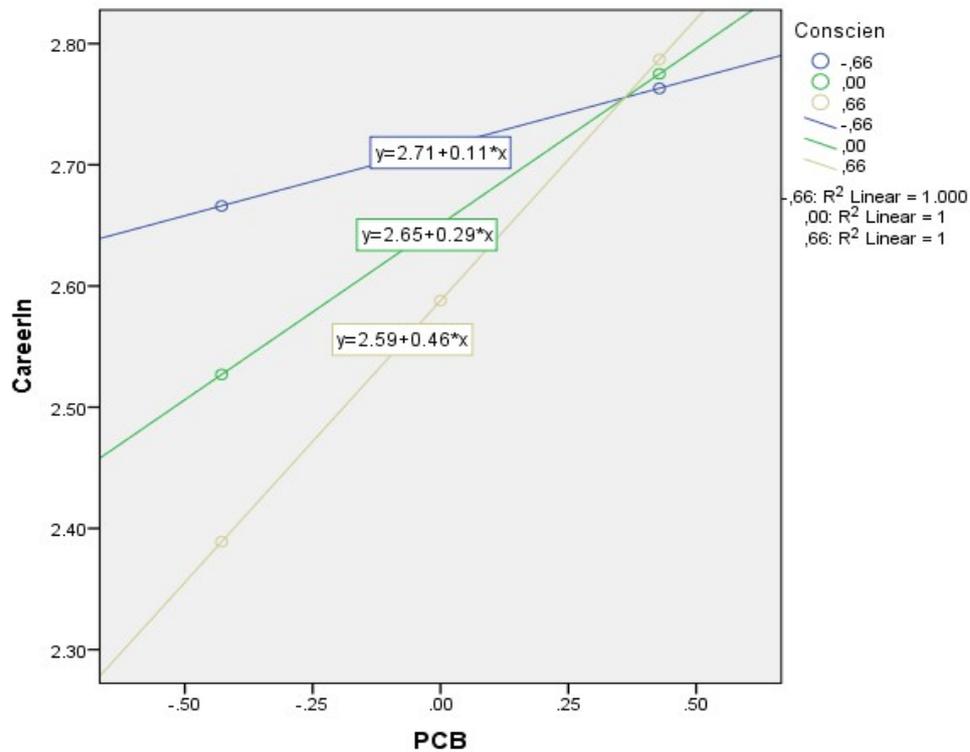


Figure 3 The relationship between parental involvement and career indecision with to conscientiousness level.

Figure 3. shows that conscientiousness moderates the relationship between parental involvement and career indecision, high conscientiousness

personality will increase the positive relationship of parent involvement and career indecision rather than low conscientiousness.

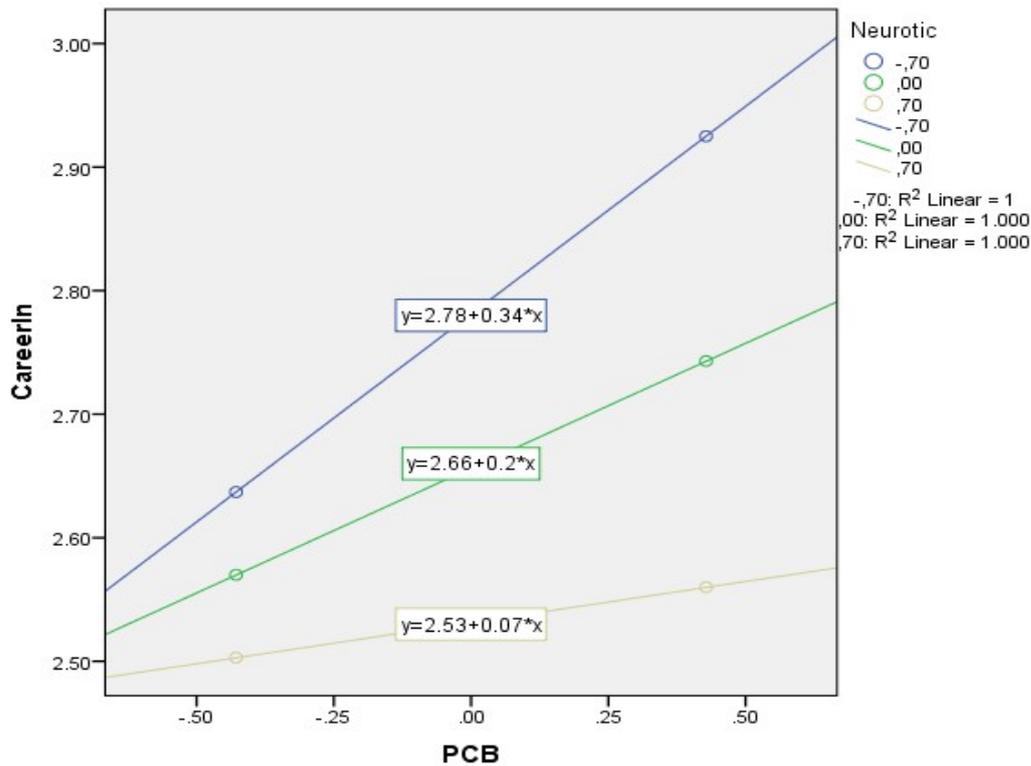


Figure 4 The relationship between parental involvement and career indecision with to neuroticism level.

Figure 4 shows that neuroticism moderates the relationship between parental involvement and career indecision, lower neuroticism personality

will increase the positive relationship of parental involvement and career indecision rather than high neuroticism.

Discussion

Based on the results of data processing, the relationship of parental involvement is positively related to career indecision in adolescents. There is because parents and peers influence the career decision-making process. Furthermore, the decision-making period can make teens stressed and difficult in making career decisions, and the career decision-making process also leads to psychological effects experienced by adolescents. From the results of previous studies indicate that adolescents who face difficulties in career decision making will hurt mental health (Khan & Rehman, 2018). Individual personality can weaken and

strengthen the effects experienced by individuals, in this study shows that not all personalities contribute to the relationship of parental involvement with one's career indecision, so that the role of moderation is only agreeableness, conscientiousness, and neuroticism.

The involvement of parents in the career decision-making process can lead to career indecision who high agreeableness and conscientiousness. The agreeableness personality tends to have positive beliefs, respect and trust the values of others, avoid conflict and have a low ability to focus attention on oneself (Mastuti, 2005). Previous research shows that person with agreeableness is more

understanding, more amenable to individuals whom they consider pleasant, especially with relationships with family (Branje, van Lieshout, & van Aken, 2005). The involvement of parents who are too controlling has a contribution to the difficulty level of career decision making on agreeableness personality, so it tends to experience higher career indecision.

The conscientiousness personality describes individuals who are organized, controlled, have the determination to achieve goals, are responsible, organized, and oriented to achievement, while the high negative side of conscientiousness personality has a selective nature (Rothmann & Coetzer, 2003), so conscientiousness personality will be careful in the career selection process. Previous research shows that confidence in career decision making is a strong predictor in determining individual career indecision. The more confident a person is with his ability to make career decisions, the less likely he will experience career indecision (Guay, Sénécal, Gauthier, & Fernet, 2003).

Furthermore, parental involvement in the career decision-making process can lead to career indecision in low neuroticism personality while in high neuroticism personality increases negative parental involvement and career indecision. This study shows that parental involvement in high neuroticism personality does not increase career uncertainty, because individuals with neurotic personality consider parental involvement as a form of support for exploration and career choices. The relationship between neuroticism and career indecision were support the previous research, a significant and consistent relationship between career indecision with extraversion and neuroticism. Personality dispositions will have more effect when

associated with the difficulties of career decision making from various educational backgrounds and ages (Fabio et al., 2014). Conversely, teens who have high optimism tend to be more resilient in the face of difficulties, have confidence in facing obstacles, and certainly will be more effective in making career decisions (Argyro Charokopaki, 2019).

Conclusion

Based on the results and discussion above, it can be concluded the personalities that play a role in the relationship between parental involvement and career indecision in adolescents are agreeableness, conscientiousness, and neuroticism. Involvement that is too controlling can increase career indecision in agreeableness and conscientiousness personality. Parental involvement does not cause an increase in career indecision in high neuroticism personality, conversely involvement can increase career indecision in adolescents with low neuroticism.

Implications and Suggestions

This research has implications for the application of guidance and counseling in schools, that the personal aspects also influence the students' decision-making process. In the context of the environment, the involvement of parents is also a consideration in helping students in the career decision-making process. For parents to be able to increase involvement more positively, not too much in controlling or less in involvement. For further researchers can develop more research on the role of other personalities in the career decision-making process and research subjects. Limitations in this study are to examine more closely the studies related to parental involvement and the use of

personality scales to be considered with

the aspects to be measured.

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