

The Influence of Family Function and Proactive Personality on Career Decision-Making Self-Efficacy of Teenagers

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Abstract: High school is an important period of career development for teenagers. 514 students from different region participate in this research and it is found that there are significant region differences in family function, proactive personality and career decision-making self- efficacy; there is also a significant gender difference in family function. There is significant correlation between family function, proactive personality and career decision-making self- efficacy; proactive personality plays a partial mediating role between family function and career decision-making self- efficacy.

1. Introduction

According to <The guidelines for mental health education in primary and secondary schools > (Revised in 2012) initiated by the Ministry of Education, students should understand their own personality and specialty, and explore their interests in career development according to the current social situation, so as to prepare for future professional choice as soon as possible^[1]. In 1997, Betz and Vuyten found that the quality of individual learning environment may be affected by family environment and personal factors, which will also influence on the development of self-efficacy, and it may cause more problems in career exploration^[2]. Based on the career decision-making self-efficacy of high school students, this study aims to explore the influence of teenagers' proactive personality traits on their career development under different family function backgrounds. Thus, it can enrich the career development guidance theory and provide reference for mental health education.

2. Objects and Methods

2.1 Research Objects

The participants were randomly selected from two high schools in Beijing and Sichuan where the class environment was relatively stable. There were 294 urban students and 220 rural students; 230 males and 284 females. The total number of participants was 514. The ratio of urban and rural

areas is 1.3:1, and the ratio of male and female is 1:1.2.

2.2 Research Methods

Major Decision-making Self-efficacy Scale (MDMSE): The scale contains 35 items and 5 subscales, and the internal consistency coefficient is 0.91. From no confidence to full confidence the score is 1 to 5, and the higher score means the higher level of decision-making self-efficacy. Proactive Personality Scale (PPS): The scale contains 13 items and 3 subscales, and the internal consistency coefficient is 0.85. From non conformity to complete compliance the score is 1 to 6, and the higher score means the higher level of proactive personality. Family Assessment Device (FAD): There are 60 items and 7 subscales. The scale adopts a four point scoring system, in which some items are scored reversely. The higher score means the worse the family function. If 40% of the items in a subscale are not answered, the scale will not be scored.

2.3 Statistical Methods

The t test and correlation analysis, multiple regression analysis and intermediary analysis were performed using SPSS 17.0 software.

3. Results

3.1 Comparison of Family Function, Proactive Personality and Career Decision-Making Self-Efficacy among Different Genders

Table 1 Comparison of Family Function, Proactive Personality and Career Decision-Making Self-Efficacy among Different Genders(n=514)

Variable	Males	Females	t
Family function	2.31±0.30	2.23±0.31	2.843**
Proactive personality	51.94±13.37	50.84±11.82	0.990
Career decision-making self-efficacy	120±27.09	120.03±25.05	-0.003

Note: *p<0.05,** p<0.01

3.2 Comparison of Family Function, Proactive Personality and Career Decision-Making Self-Efficacy among Different Regions

Table 2 Comparison of Family Function, Proactive Personality and Career Decision-Making Self-Efficacy among Different Regions(n=514)

Variable	Urban	Rural	t
Family function	2.22±0.33	2.33±0.26	4.139**
Proactive personality	54.80±12.66	46.73±10.77	-7.61**
Career decision-making self-efficacy	124.29±26.91	114.32±23.45	-4.478**

Note: *p<0.05,** p<0.01

3.3 Multiple Regression Analysis of Career Decision-Making Self-Efficacy

In order to explore the influence of proactive personality and family function on high school students' career decision-making self-efficacy, this paper takes proactive personality and family function as independent variables and takes career decision-making self-efficacy as dependent

variables, and also uses the forced introduction method (Enter) to conduct multiple regression analysis. The results are as follows:

Table 3 Multiple Regression Analysis of Career Decision-Making Self-Efficacy

	Variables entering the regression equation	R2	Adjusted R2	B	Beta	t
1	Proactive personality	0.390	0.388	1.078	0.521	0.000**
	Family function			-19.782	-0.234	0.000**

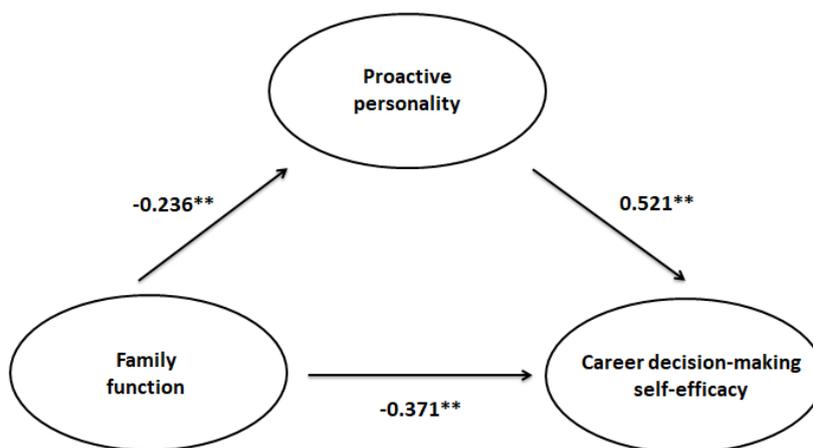
According to the above table, the joint explanatory quantity of proactive personality and family function to career decision-making self-efficacy is 39%, and SIG =0.000 indicating that the model is very significant and reliable. In this regression model, the coefficient of proactive personality is 0.521, and the coefficient of family function is -0.234. The standard regression equation is as follow:

$$\text{Career decision-making self-efficacy} = 0.521 \text{ Proactive personality} \times -0.234 \text{ Family function}$$

3.4 Correlation Analysis of Family Function, Proactive Personality and Career Decision-Making Self-Efficacy

The family function was negatively correlated with proactive personality ($r=-0.236$) and career decision-making self-efficacy ($r=-0.317$, $P<0.01$). The proactive personality was positively correlated with career decision-making self-efficacy ($r=0.521$, $P<0.01$).

Fig.1 Correlation Analysis of Family Function, Proactive Personality and Career Decision-Making Self-Efficacy



4. Conclusions

Quality education has been implemented in Chinese basic education system for many years, but there is still a lack of practice in the specific field of career development guidance. If teenagers have more active personality traits they can resist environmental resistance under the unsatisfactory family background and have higher career decision-making self-efficacy.

According to t test, females' family function is better than males' and there is the significant difference. As for different regions, the family function, proactive personality and career

decision-making self-efficacy of urban students are better than those of rural students, and there are significant differences.

From the perspective of mediating effect analysis, we can see that high school students' career decision-making self-efficacy not only can be effected by family function directly but also can be effected through the intermediary variable of proactive personality indirectly.

For the difference of family function, it has been found that males perceived lower family intimacy and adaptability than females. This difference may be caused by gender differences and different expectations of society for males and females. In Chinese families, girls tend to have a closer relationship with their parents and boys have a stronger need for independence in adolescence^[3]. Therefore, females can get more family support while males tend to solve problems by themselves. In mental health education more guidance should be given to females to complete their career decision-making independently.

For the regional differences, previous studies have shown that the level of proactive personality of rural students is significantly lower than that of students from large and medium-sized cities of college students^[4]. This may be because family conditions and growth environment of rural students are not as good as those of urban students. Limited external resources cause low social skills and innovation spirit. For the regional differences of family function, Shek's research found that compared with adolescents with good family economic conditions, the family function and adaptation of poor economic conditions have higher correlation, indicating that family economic income is an influencing factor of family function^[5]. With the rapid development of China's social economy, remarkable achievements have been made in poverty alleviation in rural areas in recent years. The growth of rural family economic income will improve the family atmosphere and function, which is very beneficial to the growth of young people, and can help them obtain better self feeling and confidence.

As a basic unit in the ecological model of human development, family has a significant impact on individual development. Many studies have found that personality factors, family factors and career decision-making self-efficacy are closely related^{[6][7][8][9][10][11]}. This study has confirmed that there is significant correlation between family function, proactive personality and career decision-making self-efficacy of high school students, and proactive personality plays a mediating role between them. In order to help students' career development, it is necessary to make individual, family and school to cooperate and create the better atmosphere.

Studies have shown that pre service training courses for students will improve their career decision-making self-efficacy significantly. However, most colleges and universities have set "Career planning for College Students" as a compulsory course, but there is still a lack of necessary connection between vocational guidance education for secondary education and higher education.

Family and school are the main living environment of Chinese high school students and they need to form better personality in family when they develop into adolescence. With a harmonious family atmosphere they can use active personality to solve practical problems. Also with a high level of proactive personality they may create favorable conditions actively and dare to break the convention to seek their ideal major. The theory of social interaction indicates that people and environment interact with each other, which also shows that we can not only emphasize individual initiative, but also consider the influence of individual adaptability to the environment. If parents pay more attention to their children in the family system, such as dealing with family role tasks well, and responding positively to each other's emotional expectations, it may help high school students to have higher self-efficacy when making career decisions in the future.

From the individual level, high school students are in the critical period of self-concept formation. They need to establish correct values and cultivate ideal personality. With the positive attitude and creative spirit they can lay a good foundation for career development.

From the family level, even if some parents do not have enough knowledge and cultural resources they should also communicate with their children frequently to establish emotional support. Family tasks should be better divided and children's behavior should be guided timely so that children can imperceptibly learn to deal with problems. In the process of solving tasks children can establish confidence and form a positive character gradually.

From the school level, scientific mental health education curriculum should be carried out firstly, and <The guidelines for mental health education in primary and secondary schools > (revised in 2012) should be implemented. Taking career guidance of high school students as an important part and let them understand “Career rainbow chart” and conduct “Holland career test”, so that students can get professional guidance and reduce their confusion in professional decision-making.

In addition, the cooperation between family and school should be increased. In order to let students learn to evaluate themselves, master the methods of collecting information, and establish their own goals, schools should help students to choose their majors with confidence. Family can also use the professional resources of school to guide children scientifically, so as to help teenagers to gain higher sense of of career decision-making self-efficacy.

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