CAREER DECISION MAKING DIFFICULTIES AMONG FEMALE FINAL YEAR BBA STUDENTS' AT UUM

A Thesis submitted to the Faculty of Business Management in partial
fulfillment of the requirement for the degree of
Master of Science (Management)
Universiti Utara Malaysia.

by

Nor Harlinda Binti Harun
2006

PERMISSION TO USE

In presenting this thesis in partial fulfillment of the requirements for a post graduate degree from the Universiti Utara Malaysia, I agree that the University Library may make it freely available for inspection. I further agree that permission for copying of this thesis in any manner, in whole or in part, for scholarly purposes may be granted by my supervisor(s) or, in their absence, by the Dean of the Faculty of Business Management. It is understood that any copying or publication or use of this thesis or parts thereof for financial gain shall be given to me and to Universiti Utara Malaysia for any scholarly use which may be made of any material from my thesis.

Requests for permission to copy or to make other use of material in this thesis in whole or in part should be addressed to:

Dean of Faculty of Business Management
Universiti Utara Malaysia
06010 Sintok
Kedah Darul Aman

ABSTRACT

Kajian ini bertujuan untuk nenilai kesulitan membuat keputusan mengenai kerjaya berdasarkan beberapa faktor demografi. Demografi yang dikaji adalah bangsa, tahap pengajian, kumpulan purata nilai markah, latarbelakang keluarga (terdiri dari tahap pengajian ibu bapa, pendapatan bulanan, sokongan ibubapa), pemilihan pekerjaan dan tahap keyakinan.

Populasi pelajar perempuan semester akhir berdasarkan data dari jabatan HEA, Universiti Utara Malaysia untuk seisi akademik 2005/2006 adalah 360 orang. Seramai 188 pelajar terpilih secara rawak. Hanya 81% soalselidik dikembalikan.

Dalam menentukan perbezaan dan hubungan yang wujud, keputusan dinilai dengan menggunakan Ujian t, ANOVA, Korelasi *Pearson* dengan *career decision making difficulties questionnaire (CDDQ).*

Secara keseluruhannya, responden menhadapi tahap sederhana kesulitan dalam membuat keputusan mengenai kerjaya. Dalam tiga dimension (kurang persediaan, kekurangan maklumat dan ketidakstabilan maklumat) pengukur CDDQ, kekurangan maklumat adalah faktor utama yang mempengaruhi keputusan mengenai kerjaya.

Berdasarkan kajian ini, kajian hadapan diperlukan untuk menentukan aspek faktor demografi mempengaruhi kesulitan keputusan kerjaya. Kajian ini mencadangkan institut pengajian tinggi perlu mengujudkan pusat perkhidmatan kerjaya untuk membantu pelajar bermula pada semester pertama sehingga tamat pengajian mereka dalam membuat keputusan mengenai kerjaya.

ABSTRACT

This study was conducted to see how difficulty in career decision making differs according to different demographic factors. The demographic factor involved are ethnicity, level of education, CGPA, parent's background (consists of father's and mother's education level, monthly total income, parent's support), occupation choice and confidence level.

The populations of female final year students enroll in Bachelor Business Administration are 360 based on HEA department information academic session 2005/2006. 188 students have been selected randomly to be the participants. Respondense rate for this study is 81%.

In order to determine if any differences and relationship exist, results were analyzed by using an independent samples t-test, oneway Anova and Pearson Correlation with career decision making difficulties questionnaire (CDDQ).

Overall, respondents face moderate difficulty in career decision making. Among the three dimensions that measure CDDQ, lack of information was the main factors that most of the students encounter in career decision making.

Based on the findings of this study, further research is needed to determine which aspect of demographic factors influence career decision making difficulties. These studies recommend that all higher education institution should have career service centre to assist students from their first semester until they graduated on career decision making.

ACKNOWLEDGEMENT

Firstly, I am greatly indebted to my supervisor, Dr. Nor Azila bt Mohd Nor for her unending moral support, kindness, thoughtful, encouragement and analytical assistance throughout the entire thesis session.

For my beloved friends, Cikgu Zaitun, Munawati, Siti Nor Akhidah, Zaharah, Farizoh, Bidayatul Akmal, Lazimah, Siti Zalina, Nor Hayati and Cikgu Norazlina, thank you very much for all the supports and guidance. I am glad and happy to be part of your life from first semester until now.

Furthermore, I express gratitude to all female final year BBA student in University Utara Malaysia who has furnished my questionnaire and kindly submit it at place given. Hopefully, you will have a great life and able make good decision about your career.

Lastly, I would like to thank to my beloved mother Pn. Fatimah A.Hamid, my father Allahyarham Harun b. Hassan and my sister Norazlena bt Harun for all the support and guidance. Thank you.

Nor Harlinda Bt Harun
No. 200 Taman Mawar Fasa 2
Jalan Tun Razak
05200 Alor Star
Kedah
lynda_harun@yahoo.com

LIST OF TABLES

		Page No.
Table 2.1	Holland's model personal styles and occupation environments	17
Table 3.1	Final year student of BBA according to gender in academic session 2005/2006	55
Table 3.2	Major categories and dimension of CDDQ	58
Table 3.3	Summary of hypothesis testing	63
Table 4.1	Demographic characteristic of the participants	66
Table 4.2	Demographic characteristic of family participant's background	66
Table 4.3	Occupation choice	67
Table 4.4	Participant level of confidence	68
Table 4.5	Mean for confidence level	68
Table 4.6	Means, standard deviation and reliabilities of the scales of the CDDQ	69
Table 4.7	Means, standard deviation and t-test result for Malay and non-Malay with CDDQ scales	72
Table 4.8	Means, standard deviation and one-way Anova result for level of education and CDDQ	73
Table 4.9	Means, standard deviation and one-way Anova result for CGPA and CDDQ	74
Table 4.10	Means, standard deviation and one-way Anova result for parent's background and CDDQ	76
Table 4.11	Pearson correlation matrix of family support and CDDQ	77
Table 4.12	Means, standard deviation and t-test for occupation choice with CCDQ scales	78
Table 4.13	Pearson correlation matrix of confidence level and CDDQ	78
Table 4.14	Hypotheses summary	82

LIST OF FIGURE

		Page No
Figure 2.1	The Holland Hexagon	19
Figure 2.2	Super's life-career rainbow: Six life roles in schematic life span	22
Figure 2.3	The theoretical taxonomy of career decision-making difficulties	46
Figure 2.4	Theoretical framework	53

TABLE OF CONTENTS

CHAPTER 1

CHAPTER 1

INTRODUCTION

1.0   Introduction

This chapter is related to the background of the study, problem statement, research objectives, research questions and the significant of the study.

1.1   Background of the study

In the early development years, the major influences on children's ideas about work come from their families. As children grow, they learn more about different types of jobs and begin to imagine themselves in careers that sound interesting and exciting. When children reach teenage years, they gather more information on jobs from teachers, friends, relative and other acquaintances. During secondary school period, they often being asked to answer this question, "What do I want to be in the future?" Generally, this question requires them to declare their career intentions by choosing a major course of study in a university (Benjamin, Ahmad & Ang, 2004).

Some students are "ideal career planners" (primarily due to the complexity of career planning), some appear to have less career indecision and seemingly find it easier to decide on a career path than others do. Those who struggle with career indecision are likely unable to resolve one or more career decision-making difficulties (Morgan & Ness, 2000).

REFERENCE

REFERENCE

Abdalla, I.A (1995). Arab business administration students: attributes and career decision making self-efficacy expectations. *The International Journal of Career Management*, 7, 6, pp 27-35.

Bandura, A. (1986). *Social foundation of thought and action: A social cognitive theory*. Englewood Cliffs, NJ: Prentice-Hall

Benjamin, A.M., Ahmad, N. and Ang, C.L. (2004) Career decision making: A study of sub-urban secondary school students. In Abd. Rashid, A.R., Hussin, S. & Putih, A.T, *Career development and unemployment problems in Malaysia* (pp 1-13). Kuala Lumpur: Utusan Publication

Betz, N.E., & Hackett, G. (1987). Concept of agency in educational and career development. *Journal of Counseling Psychology*, 34, pp 299-308.

Blanchard, C.A & Lichtenberg, J.W. (2003) Compromise in career decision making: A test of Gottfredson's theory. *Journal of Vocational Behavior*, 62, pp 250-271.

Blustein, D.L., & Ellis, M.V. (2000). The cultural context of career assessment. *Journal of Career Assessment*, 8, pp 379-390.

Blustein, D.L., Walbridge, M. M., Friedlander, M.L., & Palladino, D.E. (1991). Contributions of psychological separation and parental attachment to the career development process. *Journal of Counseling Psychology*, 38, pp 39-50.

Brown, D. (2003). *Career information, career counseling and career development*. 8th ed. Boston: Allyn & Bacon.

Brown, S.D. & Lent, W.R (2005) *Career Development and Counseling: Putting Theory and Research to Work*. New Jersey: John Wiley & Sons.

Camp, D (2000). *Career Decision-Making Difficulties in High School Student: A study of reliability and validity of the career decision difficulties questionnaire*. U.M.I Dissertation services, Nouthern Illnois University.

Chalungsooth, P. (1989). *Career decision making of Southeast Asian women*. U.M.I Dissertation services, Nouthern Illnois University.

Chan Chin Chien., 1998. "*Hubungan konsep kendiri dan pengaruh ibu bapa terhadap kematangan kerjaya.*" Latihan Ilmiah. Universiti Kebangsaan Malaysia.

Chin Meng San., 1988. "*Kematangan kerjaya di kalangan pelajar sekolah menengah.*" Latihan Ilmiah. Universiti Kebangsaan Malaysia.

Chung, Y.B. (2002). Career decision making self-efficacy and career commitment: gender and ethnic difference among college students. *Journal of Career Development*, 28, 4, pp 277-283.

Dasimah Jalun, 1986. "Kesedaran *kerjaya pelajar-pelajar tingkatan dua di dua buah sekolah menengah: satu kajian kes.*" Latihan Ilmiah. Universiti Kebangsaan Malaysia.

Fuqua, D.R. & Newman, J.L. (1989). An Examination of the Relations among Career Subscales. *Journal of Counseling Psychology*, 36, 4, pp 487-491.

Gati, I., & Saka, N. (2001). High school student's career-related decision making difficulties. *Journal of Counseling & Development*, 79, 3, pp 510-526.

Gati, I., Krausz, M., & Osipow, S.H. (1996). A taxonomy of difficulties in career decision making. *Journal of Counseling Psychology*, 43, 4,pp 510-526.

Gati, I., Osipow, S.H., Krausz, M., & Saka, N. (2000). Validity of the Career Decision-Making Difficulties Questionnaire: Counselee versus career counselor perceptions. *Journal of Vocational Behavior*, 56, pp 99-113.

Gloria, A.M., & Hird, J.S. (1999). Influences of ethnic and non-ethnic variables on the career decision making self-efficacy of college students. *The Career Development Quarterly*. 48, pp 157-174.

Graffner, D.C & Hazler, R.J. (2002). Factors related to indecisiveness and career indecision in undecided college students. *Journal of College Student Development*. Available at www.findarticle.com

Greenhaus, J.H., Callanan, G.A. & Kaplan, E. (1995).The role of goal setting in career management. *Journal of Career Management*, 7, 5, pp 3-12.

Gordon, V.N. (1998). Career Decidedness Types: A literature review. *The Career Development Quarterly*, 46, 4, pp 386-402.

Gottfredson, L. (2005) Applying Gottfredson's Theory of Circumscription and Compromise in Career Guidance and Counseling. In Brown, S.D. & Lent, W.R. *Career Development and Counseling: Putting Theory and Research to Work*. (pp 71-100). New Jersey: John Wiley & Sons.

Guay, F., Senecal, C., Gauthier, L. & Fernet, C. (2003) Predication career indecision: A self-determination theory perspective. *Journal of Counseling Psychology*, 50, 2, pp 165-177.

Guerra, A.L., & Braungart-Ricker, J.M. (1999). Predicting career indecision in college

students: The roles of identity formation and parental relationship factors. *The Career Development Quarterly*, 47, pp 255-266.

Hartung, P.J. & Bluestein, D.L. (2002) Reason, Intuition, and Social Justice: Elaboration on Parson's Career Decision-Making Model. *Journal of Counseling & Development,* 80, 1, pp 41-47.

Herr, E.L., Cramer, S.H., & Miles, S.G. (2004). *Career guidance and counseling. Through the lifespan. Systematic Approaches*, 6th Ed., Pearson.

Hijazi, Y., Tatar, M. & Gati, I. (2004). Career decision-making difficulties among Israeli and Palestinian Arab high school seniors. *Professional School Counseling*. Available at www.findarticle.com.

Jones, L.K. (1989) Measuring a Three-Dimensional Construct of Career Indecision among college students: A revision of the vocational decision scale- the career decision profile. *Journal of Counseling Psychology*, 36, 4, 477-486.

Kelly, K.R. & Lee, W. (2002). Mapping the Domain of Career Decision Problems. *Journal of Vocational Behavior*, 61, pp 302-326.

Leong, F.T., & Hartung, P.J. (2000). Cross-cultural career assessment: Review and prospects for the new millennium. *Journal of Career Assesment*, 8, pp 391-401.

Man, L., Harmoni, R., & Power, C. (1989). Adolescent decision making: The developmental of competence. *Journal of Adolescence*, 12, 265-278.

Mau, W.C. (2000). Cultural differences in career decision making styles and self-efficacy. *Journal of Vocational Behavior*, 57, pp 365-378.

Mau, W.C. (2001). Assessing career decision-making difficulties: A cross-cultural study. *Journal of Career Assessment*, 9, pp 353-364.

Mau, W.C. (2004). Cultural Dimensions of Career Decision-Making Difficulties. *The Career Development Quarterly*, 53,1, pp 67-77.

Md. Suhaini Haji Sabilan, 1998. "*Kematangan kerjaya di kalangan pelajar bumiputra di sekolah bandar dan luar bandar.*" Latihan Ilmiah. Universiti Kebangsaan Malaysia.

Morgan, T., & Ness, D. (2000). Career decision making difficulties of first year students. Available at www.googles.com.

Muhd Mansur Abdullah & Siti Nordinar Mohd Tamin (1989). *Kaunseling Kerjaya: Teori dan amalan*. Penerbit Fajar Bakti: Kuala Lumpur.

New Strait Times (Malaysia), Dec 08, 2002. Career Guidance Tips at Two-Day HELP
        Seminar.

Ng Mei Quen, 1993. "*Kecenderungan membaca dan kesedaran kerjaya di kalangan
        penuntut sekolah menengah rendah: satu kajian di sekolah menengah rendah
        Bandar Raub.*" Latihan Ilmiah. Universiti Kebangsaan Malaysia.

Ong Kok Hai., 1988. "*Kajian kerjaya di kalangan pelajar-pelajar sekolah menengah
        rendah: satu kajian di sekolah menengah Jalan Bukit, Kajang, Selangor*".
        Latihan Ilmiah. Universiti Kebangsaan Malaysia.

Osipow, S.H. (1999). Assessing career indecision. *Journal of Vocational Behavior*, 55,
        pp 147-154.

Osipow, S.H., & Gati, I. (1998). Construct and concurrent validity of the Career
        Decision-Making Difficulties Questionnaire. *Journal of Career Assessment*, 6,
        pp 347-364.

Paulsen, A.M. & Betz, N.E. (2004) Basic Confidence Predictors of Career Decision-
        Making Self-Efficacy. *The Career Development Quarterly*. 52, pp 354-362.

Prideaux, L.A., (2003). *A longitudinal evaluation of a theoretically derived adolescent
        career education intervention*. Dissertation. Griffith University.

Rohani Ibrahim dan Azali Mohammad (2005). Career aspiration among the new intake
        at UPM. In Abd. Rashid, A.R., Hussin, S. & Putih, A.T, *Career Development
        and unemployment problems in Malaysia* (pp 76-87). Kuala Lumpur: Utusan
        Publication

Rohany Nasir, 2003. "*Isu-isu kaunseling dan perkembangan kerjaya*" Kuala Lumpur.
        Utusan Publication & Distributors Sdn Bhd.

Rokiah Binti Karim, 1992. "*Sikap kematangan kerjaya: Satu kajian ke atas pelajar-
        pelajar tingkatan empat di sebuah sekolah menengah di Perak.*" Latihan Ilmiah.
        Universiti Kebangsaan Malaysia.

Saka, N., Gati, I. & Kelly, K.R (2002). Career Indecisiveness: Mapping the Emotional
        and Personality-Related Aspects of Career Decision-Making Difficulties.
        Available at www.google.com.

Sharf, R.S. (2002). *Applying Career Development Theory to Counseling*. 3rd Edition.
        New Jersey : Thomson Learning

Singh, R. (2001) *The Effectiveness of Different Career Decision Making Behaviors:
        Development and Test of a Model*. Dissertation. Drexel University.

Solberg, S.V., Brown, S.D., Good, G.E., Fischer, A.R., & Nord, D. (1995). Career Decision Making and Career Search Activities: Relative Effects of Career Search Self-Efficacy and Human Agency. *Journal of Counseling Psychology*, 42, 4, pp 448-455.

Stacey, M.E (2003*). Influences of selected demographic variables on the career decision making self-efficacy of college senior*. Dissertation. Northwestern State University.

Taylor, K.M. & Betz, N. E. (1983) Applications of Self-Efficacy Theory to the Understanding and Treatment of Career Indecision. Journal of Vocational Behavior, 22, pp 63-81.

Tien, H.S. (2001). Career decision-making difficulties perceived by college students in Taiwan. *Bulletin of Educational Psychology and Counseling*, 33, 1, pp 87-98.

Utusan Malaysia (Malaysia), Nov 02, 2005. Graduan UUM tangga kedua mudah dapat kerja.

Utusan Malaysia (Malaysia), Feb 02, 2006. Lambakan siswazah punca utama pengangguran

Utusan Malaysia (Malaysia), Feb 05, 2006. Graduan ICT, pentadbiran perniagaan paling ramai menganggur

Vondracek, F.W., Hostetler, M., Schulenberg, J.E. & Shimizu, K. (1990). Dimensions of Career Indecision. *Journal of Counseling Psychology*. 37, 1, 98-106.

Walsh, B.E. & Betz, N.E. (1995). *Tests and Assessment*. 3rd Edition. New Jersey : Pentice Hall.

Zalina Zakaria, 1996. "Kesedaran *kerjaya pelajar anak yatim dan pelajar yang masih mempunyai ibu bapa*." Latihan Ilmiah. Universiti Kebangsaan Malaysia.

Zunker, V.G (2002). *Career Counseling: Applied Concepts of Life Planning*. Sixth Edition. USA: Brooks/Cole

APPENDIX A
QUESTIONNAIRE

UNIVERSITI UTARA MALAYSIA

QUESTIONNAIRE

Dear Sir / Madam

Congratulation! You have been chosen to be a respondent in this study. This research is being conducted as a partial fulfillment of the research project paper (PMZ6996) for UUM Master of Science Management program.

The aim of this study is to obtain information on the ***career decision-making among BBA final year in UUM***. This is not a test because there is no right or wrong answer. All information given is confidential and will be used for academic purpose only.

Your honesty and sincerity are highly required in attempting this questionnaire so that the research will be able to get a complete understanding about the studied. Please do not hesitate to contact me at the number below if you require additional information.

Your time and cooperation are highly appreciated. Thank you so much.

Nor Harlinda Bt Harun
MSC Management
Faculty of Management
University Utara Malaysia
H/P NO: 019-4055378
16D 205 BUKIT KACHI 2

SECTION A   DEMOGRAPHIC FACTORS

Choose the one that best describes you and tick (   ) for the suitable item that has been provide below.

1. Gender
- [ ] Male
- [ ] Female

2. Ethnicity
- [ ] Malay
- [ ] Chinese
- [ ] Indian
- [ ] Other. Please Stated
_____

3. Level of education
- [ ] Matriculation
- [ ] STPM
- [ ] Diploma

4. Country of origin
- [ ] Peninsular Malaysia
- [ ] Sabah
- [ ] Sarawak
- [ ] International Country

5. Current CGPA _____

6. Family Background

(i) Higher Education Level (Father/Guidance)

- [ ] Primary School
- [ ] Secondary School
- [ ] College/University
- [ ] Professional
- [ ] Others. Please notify.
_____

(i) Higher Education Level (Mother/Guidance)
- [ ] Primary School
- [ ] Secondary School
- [ ] College/University
- [ ] Professional
- [ ] Others. Please notify
_____

(ii) Total Monthly Income (For both parents/Guidance)
- [ ] Below RM1,000
- [ ] RM1,000 to RM1,999
- [ ] RM2,000 to RM2,999
- [ ] RM3,000 and above

(iii) Does your family/guidance support your career decision making?

Does not   Correspond
Correspond   Completely
$\underline{1\ \ 2\ \ 3\ \ 4\ \ 5\ \ 6\ \ 7}$

7. Have you considered what occupation you would like to choose?
- [ ] Yes
- [ ] No

8. If so, to what extent are you confident of your choice?

Not   Very
Confident   Confident
$\underline{1\ \ 2\ \ 3\ \ 4\ \ 5\ \ 6\ \ 7}$

SECTION B: Career Decision-Making Difficulties Questionnaire

This questionnaire's aim is to locate possible difficulties and problems related to making career decisions. Circle 1 if the statement does not describe you and 7 if it describes you well. Of course, you may also circle any of the intermediate levels. Please do not skip any question.

* Career decision making difficulties define as any difference from the ideal career decision maker as a potential problem that may affect the individual's decision process.

Career Decision Making Difficulties	Does not describe --------- me well me well						Describe
1. I know that I have to choose a career but I don't have the motivation to make the decision now (I don't feel like it)	1	2	3	4	5	6	7
2. Work is not the most important thing in one's life and therefore the issue of choosing a career doesn't worry much.	1	2	3	4	5	6	7
3. I believe that I do not have to choose a career now because time will lead me to the "right" career choice.	1	2	3	4	5	6	7
4. It is usually difficult for me to make decisions.	1	2	3	4	5	6	7
5. I usually feel that I need confirmation and support for my decision from a professional person or somebody else I trust.	1	2	3	4	5	6	7
6. I am usually afraid of failure.	1	2	3	4	5	6	7
7. I like to do things my own way	1	2	3	4	5	6	7
8. I expect that entering the career I choose will also solve my personal problems.	1	2	3	4	5	6	7
9. I believe there is only one career that suits me.	1	2	3	4	5	6	7
10. I expect that through the career I choose I will fulfill all my aspirations.	1	2	3	4	5	6	7
11. I believe that a career choice is a one-time choice and a life-long commitment	1	2	3	4	5	6	7

12. I always do what I am told to do so, even if it goes against my own will	1	2	3	4	5	6	7
13. I find it difficult to make a career decision because I do not know what steps I have to take.	1	2	3	4	5	6	7
14. I find it difficult to make a career choice because I do not know what factors to take into consideration.	1	2	3	4	5	6	7
15. I find it difficult to make a career decision because I don't know how to combine the information I have about myself with the information I have about different careers.	1	2	3	4	5	6	7
16. I find it difficult to make a career decision because I still do not know which occupations interest me.	1	2	3	4	5	6	7
17. I find if difficult to make a career decision because I am not sure about my career preferences yet (for example, what kind of a relationship I want with people, which working environment I prefer?)	1	2	3	4	5	6	7
18. I find it difficult to make a career decision because I do not have enough information about my competencies (for example, numerical ability, verbal skills) and/or about my personality traits (for example, persistence, initiative, patience).	1	2	3	4	5	6	7
19. I find it difficult to make a career decision because I do not know what my abilities and/or personality traits will be like in the future.	1	2	3	4	5	6	7
20. I find it difficult to make a career decision because I do not have enough information about the variety occupations that exist.	1	2	3	4	5	6	7
21. I find it difficult to make a career decision because I do not have enough information about the characteristics of the occupations and/or training programs that interest me (for example, the market demand, typical income, possibilities of advancement, or a training programs perquisites)	1	2	3	4	5	6	7
22. I find it difficult to make a career decision because I don't know what careers will look like in the future.	1	2	3	4	5	6	7

23. I find it difficult to make a career decision because I do not know how to obtain additional information about myself (for example, about my abilities or my personality traits)	1	2	3	4	5	6	7
24. I find it difficult to make a career decision because I do not know how to obtain accurate and updated information about the existing occupations or about their characteristics.	1	2	3	4	5	6	7
25. I find it difficult to make a career decision because I constantly change my career preference (for example, I want to be self-employed and sometimes I want to be an employee)	1	2	3	4	5	6	7
26. I find it difficult to make a career decision because I have contradictory data about my abilities and or personality traits (for example, I believe I am patient with other people but others say I am impatient)	1	2	3	4	5	6	7
27. I find it difficult to make a career decision because I have contradictory data about the existence or the characteristics of a particular occupation.	1	2	3	4	5	6	7
28. I find it difficult to make a career decision because I'm equally attracted by a number of careers and it is difficult for me to choose among them.	1	2	3	4	5	6	7
29. I find it difficult to make a career decision because I do not like any of the occupation to which I can be admitted.	1	2	3	4	5	6	7
30. I find it difficult to make a career decision because the occupation I am interested in involves a certain characteristic that bother me (for example, I am interested in medicine, but I do not want to study for so many years)	1	2	3	4	5	6	7
31. I find it difficult to make a career decision because my preferences can not be combined in one career, and I do not want to give any to them up (eg., I'd like to work as a free-lancer, but I also wish to have a steady income).	1	2	3	4	5	6	7

32. I find it difficult to make a career decision because my skills and abilities do not match those required by the occupation I am interested in.	1	2	3	4	5	6	7
33. I find it difficult to make a career decision because people who are important to me (such as parents or friends) do not agree with the career options I am considering and/or the career characteristics I desire.	1	2	3	4	5	6	7
34. I find it difficult to make a career decisions because there are contradictions between the recommendations made by different people who are important to me about the career that suits me or about what career characteristics should guide my decisions.	1	2	3	4	5	6	7

Thank you for taking your time to complete this questionnaire

Attention

Kindly please submit this questionnaire at Faculty of Business Management offices by **8th April 2006 before 4.00 pm**. Thank you very much for your support.

APPENDIX B
SPSS RESULTS