

## ***DOES AUTHORITATIVE PARENTING STIMULATE CAREER DECISION SELF-EFFICACY IN ADOLESCENT?***

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### ***Abstract***

*Career decision making is one of the developmental tasks in adolescence, especially late adolescence (18-21 years), namely determining the specifications of the career that will be undertaken. In this process, the level of efficacy in adolescents are formed through the authoritative type of parental authority is taken into consideration. Parental authority has contributed to the level of adolescent efficacy in making career decisions appropriate. This study aims to determine the relationship between parental authority (authoritative parenting style) and career decision self-efficacy among adolescents in Aceh. The method used was multistage cluster and disproportionate stratified random sampling and data collection was carried out in nine selected areas in Aceh province with a total sample of 347 adolescents aged 18-21 years. The instrument used is the Parental Authority Questionnaire (PAQ) and the Career Decision Self-Efficacy Short Form (CDSE-SF). The results showed that there was a relationship between the two variables, namely a positive relationship between the authoritative father and the authoritative mother with the CDSE variable. This means that the better type of parental authority according to the adolescent's assessment, the higher efficacy adolescents have in making career decisions (career decision self-efficacy).*

**Keywords:** *Adolescents, Parental Authority, Authoritative and Career Decision Self-Efficacy.*

### **Introduction**

During adolescence, an individual faces several decision-making tasks to start a career, including choosing a major at the high school level (SMA) and an advanced major at the higher education level. When making career choices, an individual faces a number of considerations that become determining factors and is also influenced by other conditions influencing them (Islamadina & Yulianti, 2016).

Proper career planning is required to help individuals explicitly map out the desired career path and surely in accordance with their interests and abilities. According to Liem and Budi (2013) choosing a higher education major because of peer and parental factors may cause various problems in the future, such as pressure on individuals when they are unable to carry out their career choices.

An individual's inability to make career decisions, such as choosing a job or major that is not in accordance with the capacity, may have an impact on losing income or opportunities due to a gap between the owned skills and the undertaken career or work (Feldman, 2003). Difficulties in planning career choices may also cause individuals to experience difficulties in obtaining jobs in the future, resulting in an increase in the unemployment rate (Yunitri & Jatmika, 2015).

The role of parents is vital to encourage the independence of adolescents, thus enabling them to have the right and ability to make decisions from all choices of actions with all the consequences, including choosing and sorting out which actions are appropriate and inappropriate. In addition, parents are expected to avoid strategies controlling children's behavior so that they can provide space to increase their intrinsic motivation. When they feel supported and loved by their parents, adolescents have more skills to think about careers and working than when they feel unsupported and loved. The emerging feeling among adolescents potentially occur as a result of the type of authority (parenting) applied by parents (Keller et al, 2005).

Parental authority is defined as an activity that involves a specific behavior either individually or collectively to influence a child, the specific behavior includes behavior that has indirect purposes such as body movements, spontaneous emotional expressions, and voice tone (Darling & Steinberg, 1993). Baumrind (1971) initially and importantly contributes in identifying parenting authority into three patterns, namely authoritative, authoritarian and permissive to assess its influence on children's behavior. Among the three types of parenting patterns/types, authoritative is referred to as a parenting pattern having a positive impact on children's development (Baumrind, 2013) including their careers development (Rogers & Creed, 2011; Penn & Lent, 2016). Moreover, culture (traditionalism) may influence the implementation of certain parenting authority in a family (Guan et al, 2015). Values and norms in a culture can be different from each other which is also influenced by many factors. In general, culture has certain rules on lifestyle of its people which are considered important to be obeyed.

Particularly in Acehese society, there are a number of norms regulating and relating to family life, such as in choosing a life partner that comes from the same ethnicity, cultural rules/restrictions in everyday life, and including in determining a career (Ardiansyah, 2013). Career decision oftentimes becomes an essential consideration for individuals, especially for Aceh people because a number of parents want their children to follow parents' wish on careers and future. Although Aceh people are dominant with their patriarchal culture, both parents have almost equal roles in raising children. However, it should be highlighted that as parents, fathers and mothers in general may adhere to different parenting patterns. (Riany, Meredith, & Cuskelly, 2017). Meckinney and Renk (2008) suggest that mothers are often viewed by daughters and sons as a figure establishing a mutually supportive relationship and showing more warmth

than fathers. Meanwhile, fathers are often seen as authoritarian figures who spend less time or give advice to their children. Fathers and mothers become significant figures and influence children in passing through important stages of development, such as school, puberty, and adolescence (Anaya & Perez-Edgar, 2019).

The influence of parents on their children's education can be seen from the tendency of parents to choose majors that are considered good for their children and have great job prospects, so that children become successful in the future. On the other hand, children also have their own desires and choices based on their belief in their abilities. Therefore, children should internally believe that they are able to undergo and pass the possibility of some changes, this belief is called self-efficacy (Marheni, 2013).

Self-efficacy is one's belief in their ability to organize and carry out the actions needed to generate certain achievements in prospective situations (Bandura et al, 1999). One of the variables derived from self-efficacy which is related and has an important role in career decisions is efficacy in making career decision. According to Taylor and Betz (1983), Efficacy on career decision-making is a belief in the individual's ability to complete the tasks needed in a career decision making. Research shows that Individuals who are unable to decide on a career indicate a low level of career decision-making efficacy and generally have more difficulty in the decision-making process (Yowell, McConell, and Schedin, 2014)

Based on the explanation that has been conveyed, the parenting authority (from parents) with the authoritative type can contribute to the high and low levels of self-efficacy in adolescents, especially in the context of careers. Therefore, the purpose of this study was to determine the relationship between the type of authoritative parenting and the efficacy of career decisions in adolescents domiciling in Aceh.

## **Method**

**Respondents.** This study involved 347 samples, with characteristics namely; adolescent girls or boys aged 18-21 years, raised by complete parents (in this case biological father and mother), and domiciled in Aceh (in one of the selected areas as research areas).

**Research design.** This research employed quantitative approach with correlation research.

**Research instrument.** Scale of Career Decision Self-Efficacy-Short Form (CDSE-SF) (Bentz, Klein, & Taylor, 1996) was used to measure individual's belief that they successfully accomplish tasks needed to make career decision (career decision self-efficacy). In addition, to see parental authority on the type of parenting that the subject receives in this study, this research used the Parental Authority Questionnaire (PAQ) arranged by Buri (1991).

**Research procedure.** The data collection procedure in this study started from preparing measurement instruments, conducting an expert review, testing the scale (try-out), and submitting a research ethics

protocol. Furthermore, data collection was conducted using a disproportionate stratified random sampling technique and distributed using an internet survey (google form).

**Data Analysis.** Data was analyzed with SPSS 25.0 version for Windows which included assumption tests, namely Exploratory Data Analysis (EDA) and linearity tests. Furthermore, a hypothesis test (correlation) was conducted using the Pearson Product-Moment Correlation parametric data analysis method.

**Results**

A number of location selected as research areas namely Aceh Tamiang, Langsa City, Bireuen, Central Aceh, Gayo Lues, Pidie, Banda Aceh, West Aceh, and South Aceh with a total of 347 subjects (214 female and 133 male respondents).

**Table 1. Normality Test**

Variables	Skewness	Kurtosis
Efficacy	-0.346	-1.417
Authoritative Father	-0.463	-1.094
Authoritative Mother	-0.495	-1.076

All variables had kurtosis and skewness values that did not exceed  $\pm 1.96$ , so it is in accordance with the description of descriptive analysis that the data on all variables were normally distributed. The data in this study was distributed normally and fulfill the criteria of linearity.

The results of the career decision efficacy analysis (CDSE) with the authoritative type of father’s and mother’s parental authority as shown at bellows table showed a strong correlation between the two variables, with  $r = 0.797$  ( $p < 0.05$ ), and  $r = 0.804$  ( $p < 0.05$ ).

**Table 2. Pearson Correlation Analysis Results on Parental Authority of Father and Mother with CDSE**

Parental Authority	N	r	p
Authoritative Father	347	0.797	0.000
Authoritative Mother	347	0.804	0.000

The categorization related to career decision-making efficacy (CDSE) and parental authority can be seen in the following table:

**Table 3. Categorization on Career Decision Making Efficacy (CDSE)**

<b>Categorization Formula</b>	<b>Categorization Levels</b>	<b>Total</b>	<b>Percentage</b>
$X < 58$	Low	6	1.8
$58 \leq X < 92$	Moderate	149	42.9
$X \geq 92$	High	192	55.3
<b>Total</b>		<b>347</b>	<b>100</b>

CDSE level in adolescents is influenced by the type of parenting style received. The categorization in the above table indicates that the subjects are generally in the moderate to high CDSE Category.

**Table 4. Categorization on Authoritative Parental Authority of Father and Mother**

<b>Category</b>	<b>Father</b>		<b>Mother</b>	
	<b>Total</b>	<b>Percentage</b>	<b>Total</b>	<b>Percentage</b>
<i>Authoritative Parental Authority</i>	140	40.4	149	42.9

In this study, the categorization results of the Authoritative Parenting Authority of Father and Mother tended to be balanced, that is 40.4% (Father) and 42.9% (Mother).

## Discussion

Based on the categorization, the results of this study indicate that in general the career decision efficacy (CDSE) of the subjects was at a moderate level. This can be seen from the results of the categorization of career decision efficacy (CDSE), 42.9% of the total subjects were in the medium category, while the rest were in the high and low categories. As explained earlier, specifically, individuals with low CDSE level will encourage themselves to avoid behaviors or tasks that are proper to achieve their goals (Bandura, 1977), thus the individual may become unprepared for making quality career decisions and tend to change his career goals when facing challenges (Burns, Jasinski, Dunn, & Fletcher, 2013). On the other hand, Individuals with high CDSE levels are more likely to approach the behavior than avoid it (Taylor & Betz, 1983).

The empirical data of the two variables in this study indicated that there was a relationship between the two variables in this study with the magnitude of the correlation coefficient on the authoritative father's parental authority, the value of the determination test stated that there was a significant positive relationship with a strong degree of correlation (Sugiyono, 2013). The result is supported by research by Tumer and Lapan (2002) showing that 29% to 43% of the total career decision efficacy is calculated through perceptions of parental support, as described in authoritative parenting. The family is the most influential factor in adolescent development, its growth and development are also influenced by the

surrounding environment though. Parental supervision of their children is one form of parental involvement in the development of their children (Widiyanto, 2016).

This study also showed that the authoritative parenting type of father and mother was accepted by adolescents. The results showed that there was an almost even distribution for the authoritative parenting authority of both fathers and mothers, namely fathers (40.4%) and mothers (42.9%). The results showed that most of the adolescent respondents in Aceh viewed that the parenting patterns they received from their fathers and mothers tended to be the same and there was no major difference in the roles of fathers and mothers in applying authoritative parenting. The result above is different from result by Conrad & Ho (2001) finding that adolescents tend to view fathers using authoritarian parenting and mothers using permissive or authoritative parenting. Likewise, research by Chao and Tseng (2002) regarding parenting in Asian families shows that fathers tend to act as authority figures with more power than mothers. However, Chao and Tseng (2002) state that Asian adolescents expect that their fathers apply authoritative parenting so as to properly role in family and provide a significant impact on children, including on career decision self-efficacy.

The similar result found by Guna, Soesilo, and Windrawanto (2019) showed that there was a significant influence of parenting on the ability of university students' decision making related to the career and future of men from Sumba ethnicity in Salatiga. The similar research was also conducted by Kesuma, Sugiharto, and Japar (2019) in purpose to identify the correlation between parents' involvement and career decision making self-efficacy with openness as mediating variable. The result showed that parents' involvement predicted career decision self-efficacy and openness. In this context, openness (personal aspect) becomes a medium between parents' involvement and career decision making self-efficacy.

The previous study showed that career decision self-efficacy was developed from the sources emerged from parents' support which help an individual to overcome difficulties, especially those related to academic (Alliman-Brissett, Turner, & Skovholt, 2004; Metheny, McWhirter & O'Neil, 2008). As explained previously, The independence and competence of a person in dealing with problems or obstacles can be positively or negatively influenced by factors or environmental and contextual events that are vital in maintaining an individual's self-confidence or self-regulation.

Authoritative parenting applied by parents encourages children to explore careers so as to increase children's ability to assess themselves (Kracke, 2002). Support from parents is considered a contextual factor that results in better competence and self-determination to shape one's career. In addition, parental support also helps individuals become independence, freedom and actualize personal desires and willingness in making career decisions. It is necessary for the development of career decision self-efficacy (CDSE).

Papalia, Olds, and Fieldman (2009) indicate that parents with authoritative parenting encourage children to explore themselves so that they know their interests and talents which are also needed to make career decision. The results of this study are also supported by several previous studies, including research by Karamoy (2018) which states that the level of career decision-making abilities of children raised with authoritative parenting is in high category with a percentage of 70.94% of the total research samples. The study shows that in educating children, parents show some actions such as inviting children to be involved in discussion on family matters, giving children freedom to perform various activities and make choices but still monitoring them, providing direction and attention, having mutual respect among family members, and applying two-way communication so that parents and children's wishes can be disclosed.

The correlation between parental authority and career decision making self-efficacy in this study was also strengthened by a study by Amalia (2017) showing a positive and significant correlation between authoritative parenting and students' career decision-making abilities. Similar result was also revealed by Sianipar and Sawitri (2015) that the authoritative parenting was a determinant of 16 percent of the variation in career decision making self-efficacy. Parents in this type of parenting are more able to stimulate or encourage children to participate in decision making, have independent choice, able to complete tasks or things they want but directed by parents. Difficulties in making career decisions will be avoided when children and parents can communicate their respective desires with an open attitude. For this reason, parents with authoritative parenting are more able to give children the rights and opportunities to choose the desired career so that their children can make the best decisions in the career plans they will pursue in the future. Through parenting authority, children with authoritative types will feel quite sure and confident in each decision-making, including in career decision-making.

Furthermore, Preston and Salim (2019) indicate that father's authoritative parenting may influence career decision self-efficacy directly or through proactive personality mediation, while mother's authoritative parenting can only affect career decision self-efficacy directly. Therefore, it can be seen that both fathers and mothers have a role in encouraging career decision self-efficacy and need to be proactively involved in increasing career decision self-efficacy in their children. Proactive involvement is defined as support of children's readiness and resilience in achieving the desired goals or changes (Baumrind, in Ang & Goh, 2006). Thus, it can be said that father and mother's authoritative parenting encourages children's career decision self-efficacy.

## **Conclusions**

The results of this study indicate that there is a relationship between parenting authority and authoritative patterns by fathers and mothers with career decision efficacy (CDSE), which means that this

type of parenting contributes to the formation of adolescent efficacy levels in career decision making. The authoritative parenting by father and mother shows a significant positive relationship to career decision efficacy. In addition to the type of parenting, career decision efficacy can also be influenced by contextual factors such as family, environment and culture.

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