Assignment 5

Article Critique

Personal and Career Development Plan

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According to Eun, Sohn, and Lee (2013), influence of self-regulated decision on making satisfaction in career path and major-related career choice, have a full mediating effect of fit in their relationship. Individuals with self-regulatory ability in decision-making situations were inclined to choose majors and choose careers according to their majors. The purpose of this study was to observe how self-regulated decision-making have effect on major related career choice, especially in choosing college majors and jobs that match one’s skills.

Some people prefer jobs which relate to their college majors and some people choose jobs which has nothing to do with their majors. Finding the job in same major field might not always be the best choice, but it provides more benefits such as increasing income and job satisfaction. It is important to have a satisfaction with career they choose as it directly influences quality of life. In ancient society, the career choice is based on values such as salary and reputation. But the career choice of modern society has shifted to values such as happiness and feelings of achievement. Some people find success in their major related jobs. However, not everyone experience success in finding major related jobs (Eun et al., 2013).

Person-Job (PJ) fit is the compatibility between one’s skills and the needs of the job. It can be explained as two concepts: demands-abilities fit and needs-supplies fit. The primary one is match between abilities, skills and knowledge of a person and job needs. The secondary one depends on whether one’s desires and needs are satisfied in pursuing a job. Fit with college major is important because it has direct effect on educational experiences such as academic performance and major satisfaction, which can, in turn affect academic and career related results such as choice of career, job satisfaction and income (Eun et al., 2013).

It is highly important to get to know yourself and respect yourself. Self-knowledge and self-respect should be your main focus. Until you know who you really are, you will have difficulty expressing your full potential and sharing your gifts with the world. Once you have a good idea of your personality, you will have an easier time setting goals and making smart decisions for yourself. With a better understanding of your likes and dislikes, you will gain insight into what kinds of jobs would be a good fit for you. Recognizing and using your own talents and abilities will make you feel more fulfilled and will help you in your career (Carter & Izumo, 2013).

Two research hypothesis were conducted involving self-regulated decision making, fit, and satisfaction with career path to understand the process of major related career choice. Each hypothesis has two studies. Hypothesis-1 study-1: Fit with education major mediates the relationship between self-regulated decision making and major satisfaction. Hypothesis-2 study-1: PJ fit mediates the relationship between self-regulated decision making and job satisfaction. Hypothesis-1 study-2: Major satisfaction mediates the relationship between self-regulated decision making and major-related future careers. Hypothesis-2: Study-2: Satisfaction with college major mediates the relationship between self-regulated decision making and MJ congruence (Eun et al., 2013).

The sample of participants who are included in the research are limited to financial sector. Even though the participants are from same sector, they are from different positions. The results of this study may have been influenced by the characteristics shared by the participants. However, the only weakness of this article was not taking into account of the people who have double majors or minors, while measuring major-job congruence. However, secondary academic fields might influence the college experience and career choice of the students (Eun et al., 2013).

This research might not be universally accepted because, there is a popular notion among students that the recruiters usually give importance to grade point average and communication skills and not extracurricular activities. Also there is a difference between the students of western countries from rest of the world as they consider several variables such as summer job experience and extracurricular activities while planning for their future career. In order to get universal acceptance, future research should include participants from various backgrounds and cultures (Eun et al., 2013).

According to Eun et al., (2013), we can understand that the students have a choice in choosing their career path based on their college major or other perspectives such as job satisfaction and quality of life. There are several factors which lead a student to choose their major in college. Some students find it interesting and also thinks that the major might be an asset for their career choice. But some students, they find happiness in choosing the career which gives job satisfaction and a quality way to lead the life. In order to find out which way of selecting job could lead to successful career, a detailed study should be done including students with different cultural background and ethnicity as the decision taking variables might differ from one another.

To conclude, the current research showed the importance of self-regulated decision-making abilities. These abilities help the students in making suitable choice for career path and hence experience satisfaction with their decisions. The results of the study indicate the influence of decision-making abilities in selecting a career which lead them to pursue their job with satisfaction and also quality of life. Despite some limitations such as not including students with double major, minor and different job sectors, this study helped us to understand the connection between self-regulated decision-making, fit, and satisfied career, when the career choice is made with relation to the college major (Eun et al., 2013).

References

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