Understanding How Management Students Choose their Career Choice

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ABSTRACT

Career research is still a topic that is not widely discussed, especially among undergraduates and alumni. Even though this still needs to be explored more deeply considering that a career is part of the responsibility of many parties in their selection. This study seeks to explore career choices by students by uniting family influence, personal interest, and economic conditions. The aim is to find out more clearly the variables that can influence the career choices of undergraduates at public and private universities. The population and samples respectively amounted to 970 and 95 respondents who could be used in the study. The use of the sampling technique is using accidental sampling and the data is processed using SmartPLS 4.0. The findings were surprising in this study where family influence has an effect on career choice. On the other hand, personal interest and economic conditions have no effect on career choice.

Introduction

Career choice is a significant turning point which is also an important choice for an individual's life (Köse, 2019). Dar (2019) research tells that career choice can be considered as a major turning point that has the potential to open the door to success or possibly close the door to opportunities. That sounds dramatic, but considering the decision is tied to a person's future Igere (2017), and can affect their long term life. Most individuals consider career choice to be an important thing in a very meaningful life (Angeline & Rathnasabapathy, 2021).Moreover, if it relates to the first time an individual makes a career choice. Saraswati & Amin (2016) support that it is sometimes the toughest time for individuals, because not all of them can choose easily.

Undergraduates feel the same way especially when they still don't have an idea of their career during education until after finishing their education. That can cause problems. In general, they will be individuals who hop on the job. That is, according to Chandratre et al (2019), it is most likely that individuals work briefly and resign because of mismatches. Instinctively, it can happen if individuals do not understand

their career plan from the start, so that career selection can be disrupted.

Career choice will help students to decide their careers effectively (Miller et al., 2018). Galles et al (2019) stated that making career decisions will be more difficult if you do not understand the knowledge and options about these careers. Hartano (2020) research supports that even in career choice, self-knowledge and appropriate career knowledge are needed. With a career choice, at least they can understand and be aware of more information, options, and career knowledge that are relevant to their field. Swaris (2022) describes in general terms, lack of awareness of careers and fields of work, not having an interest or desire in the field of study, economic conditions, and parental influences affect their career choices. Moreover, this study wants to show the variables that can affect career choice, especially for management students.

Literature Review
Career choice

Based on the statement of Afzal Humayon et al (2018) that career choice is one of the biggest decisions because it is related to the future and is felt in the long term. Also, individuals will spend most of their time immersed in their chosen career (Köse, 2019). For some people, career choice also provides social status, quality of life, and meaningful decisions in life (Angeline & Rathnasabapathy, 2021). In contrast, Miller et al (2018) research says that conceptually, the state of career decisions is a subjective state or repeated awareness of individual career goals and aspirations.

Family influence

The existence of a family in an individual's life affects the growth to the movement in deciding something with a certain variety of choices. This is because most choices depend on the family, especially parents who determine all forms of choices, policies, tasks, and levels of conformity with individuals (Tiro et al., 2021). Most commonly in the research results of Guan et al (2018), it is also due to the linkage to the work of parents where there is a significant link in individual career choices. The choice of career is based on the career storyline and the experience of parents in the field. That way, the role of parents in this situation makes a clear picture of the individual or simply provides the information needed by the individual. Wright (2017)conveys that the role of parents will greatly help individual career growth. On the other hand, according to Pisarik et al (2017) that it needs to be done specifically so that it is not confusing in choosing individual careers. Hence, the family is influential in the choice of an individual's career (Le et al., 2019; Mozahem et al., 2019).

H1: Family influence affect career choice's student

Personal interest

The results of research by Jamil (2019) reveal that personal interest influences career choice by students. In the research of Savickas & Porfeli (2012) states the willingness and ability of individuals are very closely related to the results of individual careers. Personal interest in a particular field of work is based on skills, abilities, personality, and experience (Sawitri et al., 2021; Wright, 2017). Moreover, Kyriacou et al (2010), Hassan et al (2022), and Sneha & Jayanthi (2022) mentioned that interest and desire in accordance with what the job offers will influence their career choices and decisions.

H2: Personal interest affect career choice's student

Economic considerations

In the research statement Yerdelen et al (2016) revealed that individuals with more economic backgrounds will be more aware of and understand their career choices. It is associated with individual concerns for career choice with consideration of improving economic conditions (Sanchez-Gordon & Colomo-Palacios, 2020). The results of research by Swaris (2022), Cubas & Silos (2017), and Sanchez-Gordon & Colomo-Palacios (2020) state that economics affects individual career choices.

H3: Economic considerations affect career choice's student

Method

This research was conducted at two universities, namely private and public universities in Malang. Selection of the institution as a representation of the university that recruits many management students and has a teacher base. This research is a quantitative research because it explains the phenomenon through data collection in numerical form (Apuke, 2017). The population is based on the number of 2019 students registered on the university's website as many as 970. The selection was made because they were in the final semester of lectures with the assumption that they were in the career selection phase. The number of samples determined based on Suharsimi (2013), a population of more than 100 can be selected 10-15%. Samples were taken 10% of the population so that there were 97 respondents. The sampling technique used is accidental sampling where sampling is based on coincidence, meaning that anyone who is met without a previous plan but remains with research criteria (Sugiyono, 2018).

Furthermore, for testing the instrument using SmartPLS 4.0 by testing the outer (validity and reliability test) and inner (significance and hypothesis testing) model. Validity and reliability testing is based on Ghozali (2017) where the validity and reliability tests are declared valid if they meet the standard outer loading value and AVE 0.5 for validity, while Cronbach's alpha and composite reliability are 0.6 for reliability. After that, it was continued to test the effect using the bootstrapping algorithm, looking at the value of variant analysis (R2) and for its significance, looking at the t-statistic (>1.96) and p-value (<0.05) so that it can be declared influential and significant.

The use of the instrument is based on the results of previous research. An instrument for measuring social entrepreneurship intentions developed by Ng et al (2017). Similarly, the measurement instrument used for the variables of family influence, personal interest, and economic conditions is based on previous research (Ayodele, 2019; Ng et al., 2017; Wilkins-Yel et al., 2018). Data collection through google forms distributed online. Furthermore, the items were measured by Likert-type ranging from 1 (strongly disagree) to 5 (strongly agree). Based on the explanation of the measurement instrument, the appropriate framework for this research can be described in figure 1. The conceptual shows that in this study examines the influence of three variables, namely family influence, personal interest, and economic conditions on career choice.
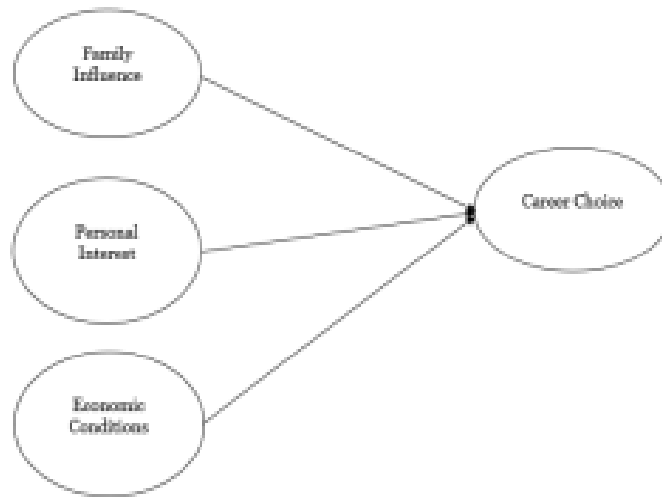
Figure 1 Conceptual framework
Sources: (Ayodele, 2019)**,** (Ng et al., 2017), and (Wilkins-Yel et al., 2018)

Result and Discussion

Frequency distribution analysis is carried out in calculating the number of respondents so that it can be expressed in percentage values. The results of data processing in this study indicated that 25 (26.3%) women and 70 (73.7%) men indicated that men were much more concerned about careers earlier than women from 95 respondents who filled out a complete and usable questionnaire. Based on the age distribution, all respondents are at the age of 20 years 95 (100%), meaning that they are at a mature age to set a career. Moreover, only 15 (15.8%) of the respondents had a GPA of less than 3.00 and 17 (17.9%) had a GPA of 3.00-3.50, while the rest for respondents who had a GPA of more than 3.50 63 (66.3%). This indicates that outstanding students have first considered their career choices. Respondents from private universities 48 (50.5%) and public 47 (49.5%).

Table 1 Demographic's Respondent

	Frequency	**(%)**
Age		
20 and below	0	0
21 and above	95	100
Gender		
Male	70	73.7
Female	25	26.3
Affiliation		
Private	48	50.5
Public	47	49.5
IPK		
< 3.00	15	15.8
3.00-3.50	17	17.9
> 3.50	63	66.3

Through data processing using SmartPLS in the first stage shows the value of validity and reliability based on the value of outer loadings and AVE. Valid and reliable assessments are adjusted to Ghozali (2017) statement, outer loadings and AVE values

> 0.5 have been declared valid, and Cronbach's alpha and composite reliability > 0.6 are reliable. Table 2 shows that the overall value is more than 0.5 and 0.6 so that it can be declared valid and reliable. This indicates that each item used in measuring the construct is valid and reliable. This means that each statement item is able to describe its construct well, and the statements are consistently answered well.
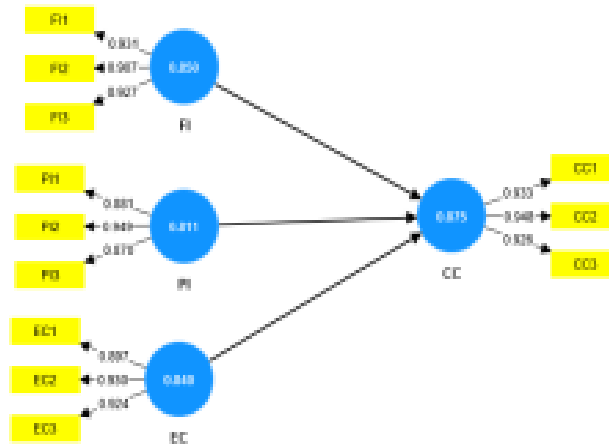

Figure 2 Outer loadings and AVE

Table 2 Validity and Reliability

	Outer Loadings	AVE	Cronbachs' Alpha	Composite Reliability
FI		0.850	0.912	0.944
FI1	0.931			
FI2	0.907			
FI3	0.927			
PI		0.811	0.883	0.928
PI1	0.881			
PI2	0.949			
PI3	0.870			
EC		0.840	0.905	0.940
EC1	0.897			
EC2	0.930			
EC3	0.924			
CC		0.875	0.928	0.954
CC1	0.933			
CC2	0.948			
CC3	0.926			

The next stage, doing bootstrapping assesses the results of the influence of the constructs, where the hypotheses are stated to be influential and significant. Figure 3, table 3, and table 4 will be presented with R-Square, t-values, and p-values. In figure 3 after bootstrapping t-values and p-values will emerge from the dependent construct to the independent sequentially. Ghozali (2017) assesses that t-values (>1.96) and p-values (<0.05) means that there is an influence and is significant.
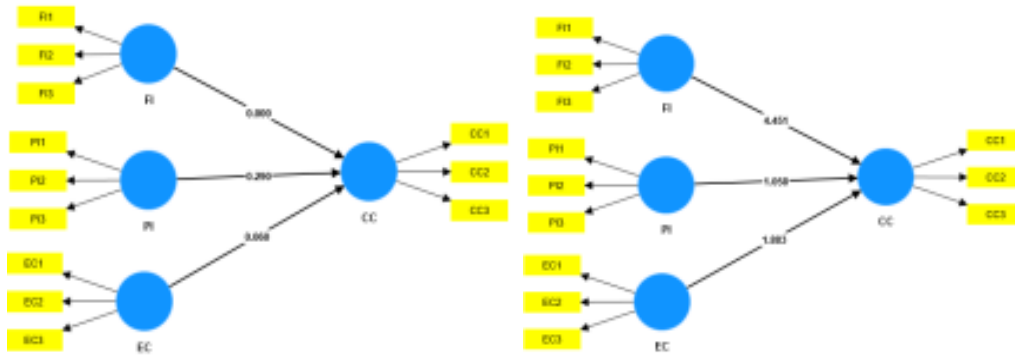
Figure 3 Structural Model after Bootstrapping

Table 3 R-square result

	R-square
Career Choice (CC)	0.780

Table 3 depicts that career choice (CC) is influenced by family influence, personal interest, and economic conditions by 0.780 or 78% can be said to be sufficient good. Ghozali & Latan (2015) revealed that if R-square has a value of deemed to have a strong influence.

Table 4 Hypothesis

Hypothesis	t-values	p-values	Decision
Family Influence → Career choice	4.451	0.000	Not significant
Personal Interest → Career choice	1.058	0.290	significant
Economic conditions → Career choice	1.883	0.060	Not significant

H1: Family influence on career choice

Based on the path coefficient in table 4, only family influence has a significant influence with t-values of 4.451 and p-values of 0.000. That is, family influence plays a major role in influencing students to choose their careers. The fact that the family influences the career choice of these students is how big the role of the family is in the lives of individuals (Shumba & Naong, 2016). Basically, the advice and direction given by the family will be very helpful, because individuals can find out more relevant and relevant information. Moreover, when they are on the same career choice in the same field, they will know much more about the path and place to achieve that career. For example, both parents or extended family who become teachers, most likely students will choose a career as a teacher. This harmony has persisted to this day. Asmoro et al (2016) revealed that through a survey conducted by children or students, they felt strongly influenced by their family in choosing a career.

H2: Personal interest on career choice

In table 4 shows t-values (1.058) <1.96 and p-values (0.290) > 0.05 assessing that this is very different from the results of previous studies which tend to emphasize that personal interest must have an effect on career choice (Dibabe et al., 2015). The results of this study emphasize that personal interest has no influence at all on the career choice of students. That is, there is no involvement of personal interest in career choice. It is true, if work is based on interest, individuals will enjoy every detail they do more. However, nowadays, individuals no longer consider their personal interests in choosing a career because the most important thing is choosing the right career. Students often change their personal interests depending on the needs of the labor

market (Meddour et al., 2016). Students have become more realistic than idealistic.
H3: Economic conditions on career choice

The results of this study contrast with the results of previous studies that support students to consider economic conditions in their career choice (Shumba & Naong, 2016)(Wong et al., 2017). It can be seen from the t-values of 1.883 and p-values of 0.060 which are lower than the specified standard so that they are not significant. Reflect on that, economic conditions are not a consideration in choosing a student's career. In this era the type or type of work is growing, but it must be said that the number of individuals who are in the career selection stage is also growing. It makes sense when individuals do not think about salary, personal economic conditions, and financial future as long as they are able to get the right career choice. Byrne et al (2012) stated in their analysis, students who are not in the financial sector are far less interested in financial rewards. That is, they are more likely to be interested in conformity rather than financial relevance.

Conclusion

The findings in this study can be concluded that family influence is the only one that influences students' career choices. However, personal interest and economic conditions have no effect on students' career choices. This can be interpreted better that students are now more realistic by taking advantage of the opportunities that are in front of their eyes. Students have better accepted the reality that must be faced. They no longer dwell in the uncertainty of choosing a career.

Limitations and future research potential

This research was only tested in one field of study in one university. This research is better tested in all fields of study, namely the social and scientific fields, especially the social field because previous research has focused more on the STEM field. In addition, it needs to be done in various universities because the information obtained at each university is different in managing student careers. Furthermore, the research was conducted quantitatively. It is necessary to develop more research on the same topic with quantitative methods. In addition, it adds many variables, such as career consulting, individual educational environment, and university career guidance in influencing student career choices. This diversity can later add suggestions and improvements for people who play a role in choosing a student's career.

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