

STUDYING THE IMPACT OF RELATIONSHIPS WITH FAMILY MEMBERS ON PROFESSIONAL CHOICES MADE BY MANAGEMENT STUDENTS

Sadhu Nivrutti Kolekar

Research Scholar

Department of Psychology

Sunrise University

Alwar, Rajasthan.

saddhukolekar1134@gmail.com

Dr. Srinivas Rao Kudi

Research Guide

Department of Psychology

Sunrise University

Alwar, Rajasthan.

Abstract

Picking a job is a significant life decision, and finding fulfillment and success in your work depend on it. Many people seek to their relatives for advice on how to profit from their experience in choosing a job. They consequently significantly influence people's professional choices, even if this may differ depending on the family, society, and culture. As this research is centered on how student's families affect their career choices, it includes students who are now enrolled in or have previously attended Indian universities. According to the research, there is no gender-based difference in the advice given to youngsters and that family members have a good and substantial impact on professional selections. This research would be helpful to academics, career counselors, and educational institutions in helping students and parents make better career choices for their children that are in line with their interests.

Keywords - Students, families, and career choices.

INTRODUCTION

This research study's goal is to examine the family's impact on students' career choices in order to have a thorough grasp of it. Often, a family with more expertise gives the adults greater exposure to help them choose the best profession for them. As there are so many degree holders in India, families there are more concerned with giving their children a decent education. This is accomplished by providing financial assistance, setting an example, comprehending numerous issues, and managing professional work. Also, this generation places the most importance on independence. It is not a luxury in their eyes; rather, it is a need. Nonetheless, their view and specific expectations of their child's success may have a significant impact on their attitudes and choices in professional activities.

Indian parents demand steady employment and excellent career chances for their children and so shape them into mainstream careers. A theoretical and empirical method may be utilized to examine how the quality of one's family influences professional behaviors related to problem-solving and decision-making. It should also be taken into account that those who get enough emotional and mental support from their family are more likely to experience uncertainty while choosing a vocation. Parents certainly have a significant part in determining a child's job choice by serving as a role model and by giving them the necessary support and exposure throughout their professional lives.

Parents provide their kids chances to grow up, learn, and be nurtured with their help and support. When a child observes their family as happy and successful, they show a tendency to emulate their parents. This study will eventually reveal how family affects how people choose their careers. It will also inform experts on how to include families to prevent delays in emerging people's planned career pathways.

LITERATURE REVIEW

In a study by (Mtemeri, 2017), who investigated the "Factors influencing the choice of career pathways among high school students in Midlands Province, Zimbabwe," 1010 participants were used to examine the variables that influenced the career paths chosen by university students in the Midlands Province of Zimbabwe. It was observed that both the family, Nucleus as well as extended family most often mother and father were part of the research that produced positive and important affects on the student's career choice taking. According to research done in China by (Liu, 2016), family and instructors both have a significant impact on how students decide whether or not to pursue postsecondary education. The results were established in two stages: 1) there was a negative correlation between the family influence of the parents who chose not to pursue higher education on their children's career planning and 2) there was a positive correlation between the family who chose to pursue higher education and were able to influence their children in making career decisions. Also, parents give their kids a lot of advice, and kids often ask for their wisdom without which they feel hesitant to follow their goals. They are constantly sought for their help and direction so that they don't wind up making the same errors as their parents. The youngsters also have confidence when they ask their parents and other family members for guidance (Jeffrey Taylor, 2004).

The study on "The Impact of Family Control and Participation on Professional Growth" was done by Joseph (2012) with a sample size of 381 participants. The given data was gathered via semi-structured interviews and a survey. The qualitative findings showed that financially successful families and educational assistance helped children grow successfully, whereas families with weak capital structures were unable to provide their kids better education. Another issue that influences job choices and admission to lower-ranked universities that may not have the resources necessary for a student's appropriate growth is financial hardship. This was revealed in a survey done at three institutions of technology where 69.2% of students said that lack of appropriate family finances lead them into other career pathways (A. Shumba, 2013).

According to a study by Slovacek (2015) titled "Dynamic Influence of Family on College and Career Choices of Underrepresented Minorities in the Biomedical Sciences," family involvement is crucial for students' academic decisions, which change over the course of high school and college. It is also important for students' financial, emotional, and psychological dependence while they are in college. The student's dependence on their families was quite high according to the findings. Another research by Tillman (2015) revealed that parents with a profession in education had a greater impact on their kids' career choices than parents without such a vocation. (Baskin, 2013) study examined how academic motivation and psychological distress were mediators of the relationship between peer and family belonging and professional decision-making. The findings revealed that family belonging had a strong indirect relationship with career decision-making, but the relationship between peer belonging and career decision-making was weak.

Higher education is seen as a competitive industry globally, hence (Kakkad, 2015) conducted a research on "A study on the variables affecting students' choice to study abroad". The best pupils or those with substantial financial assistance may pursue this kind of education. This

study focused on how much exposure kids received from their families, which was very important. (Lee, 2002) claimed that potentially the mothers' employment standing makes a significant, quantifiable impact in affecting the adolescent's decision-making in his study on "Family structure and influence in family decision-making". The results were interpreted in light of the comparative resource contribution hypothesis, which holds that moms who are actively engaged in their professions have significant effect and that adolescents are primarily impacted by and reliant upon their mothers' economic standing. To comprehend and describe the home environment influencing adolescent professional decision-making, a research on "The effect of family influence on the job choice of teenagers" was undertaken by Palos (2010). The adult attachment scale and a questionnaire were used in this research, which had a sample size of 60 participants. The findings provide a picture of the numerous factors that influence the process of choosing a vocation.

(James, 2015) describes factors influencing choice of agrarian careers among undergraduates in an African university context with specific reference to perceptions of students in the School of Agricultural Sciences at Makerere University in his study titled "Factors influencing career choice among undergraduate Students in an African university context: The Case of Agriculture Students at Makerere University, Uganda". The major objectives were to identify the variables that affect BSc in Agricultural students' career choices, ascertain students' opinions on farming as a profession after college, and outline the services and support that the institution offers to its students. Results indicated that students relied on their own experiences and desires (30.2 percent) and pressure from their parents (15.5 percent) when making decisions. In contrast to existing literature, 27.2 percent of students preferred to seek for work, while 73 percent of students claimed they were eager to return to the land as farmers. The influence of family on post-school choices, employment for people with learning impairments, and professional development is discussed in a research by Lauren Lindstrom (lauren lindstrom, 2007). Relationships, involvements, love and support received, and goals are all part of the family process in this research, which further led to the conclusion that interactions in families of students with learning disabilities affect their career choices.

In a study by Fouad (2016) titled "Family Impact on Professional Choice Making: Validation in India and the United States," the parental influence was examined in the United States and India, with a total of 136 US participants and 377 Indian participants. The research backs up the construct validity and various forms of family control in both India and the US. There was even a link between family influence and the following factors: family responsibilities, workplace violations, work ethics, participation in one's profession, and calling. Based on the information supplied by the family, varied impacts on the family history, and the interests of the children, career counselors employ a variety of ways to construct the career counseling model for different children. They include family members as a crucial component of the vocational counseling process, so enhancing their value for the future development of the kid (Chope, 2002).

According to a research by Georgia Koumoundourou (2011), men' career-related choices are more influenced by their parents and they have lower self-evaluation skills than do females, who have higher self-evaluation skills and are less dependent on their parents. This research was carried out in Greece, however results may vary depending on the social and economic

conditions of a given nation. The professional development of people of a certain race gives advice for their future careers, and family of origin plays a significant role in this. The social and economic elements do have a significant influence on how people choose their job route. The author of this research discovered a number of family-related characteristics and correlated them with the professional success of people from varied backgrounds (Brown, 2004). (Bates, 2015) found in his research that while there are other aspects that are inseparable and impact different profession choices, family and parental influence is up to a modest degree and may effect an individual's career choices.

Another study by Consoli (2006) demonstrates various additional social and demographic factors that influence career decision-making, including religion, gender, family traditions, language, legal status, demographic factors, etc. These factors collectively stimulate the career authentication and decision-making process, leading to different paths for different people even with similar interests as these factors make each individual unique. (Suzanne H. Lease, 2009) examined if there were differences in parenting styles, professional locus of control, and career decision-making based on the gender of the student in their research study. The findings revealed that locus of control was crucial for male students, hence Parental influence was lower towards men's career selections while stronger for female students. According to a research by Cultter (1995), parents have an impact on their children's interests and job goals, as well as how their children's socioeconomic situation, gender, and race affect these choices. The findings indicate a favorable relationship between parental impact on teenage job choices and suggest ways in which parents and career counselors might benefit from this effect.

(Fulya Cenkseven-Önder, 2010) study was to study the impact on career making decisions in high-schoolers from the parenting style and parental attachment levels. The findings indicated that authoritative parents have a greater impact on their children's career decisions than neglectful parents. Additionally, when making decisions about their careers or personal lives, students with a medium attachment to their parents were more definite than others. Weiqiao Fan (2014) conducted research on how family intrusiveness affects career decision-making while also examining how family orientation and personality traits have a mediating role. The sample was taken in the USA and Hong Kong. Only the Hong Kong sample had a substantial effect on family orientation, but the USA sample, which is more liberal in character, did not.

The research study by Ouzhan Krdök (2018) focuses on how high school students' locus of control affects their job choices. The findings highlighted how students with an external locus of control needed their parents' assistance and guidance when choosing careers, while students with an internal locus of control were far more independent in their career decisions. The variables influencing the job choices of Pakistani industrial students are highlighted in a 2013 research by Azmat. Family and father's work in particular had a concentrated impact. Business graduates were somewhat independent, but the impact of their fathers' work and the sector was significant. The Lahore Business School provided the information needed to investigate and show how the factors of sex control and the importance of money in hiring decisions had a detrimental impact.

OBJECTIVES

- To investigate the link between familial influences and job choices.
- To pinpoint any gender-based significant differences in the effect of family and professional

decision-making.

RESEARCH METHODOLOGY

Research Type

The study is conclusive in nature.

Research Design

Research is quantitative in nature because it mainly investigates the possibility of cause and effect relationships between the following variables, including family influence and career decisions, as well as determining whether there is any statistically significant difference between male and female when taking the above two variables into account.

Research Hypothesis

H0a There is no correlation between family influence and career choice..

H1a Family Impact is strongly correlated with career choice..

H0b On the basis of gender, there is no discernible difference in family impact.

H1b Based on gender, there are considerable differences in family impact.

H0c On the basis of gender, career decisions do not vary much..

H1c On the basis of gender, career decisions vary significantly.

Population for Research

- There are management students all around India.
- Sample Size Issues
- **Sampling Framework:** Individual Management Students throughout India
- **Sampling unit:** Individual college students in India who are enrolled in management programs. 416 people made up the study's sample size.
- **Sampling Method:** The population was sampled using simple random probability.

Scale Used

The replies to the questionnaire were measured using the Likert scale, which ranges from 1 to 5, with 1 representing the least amount of agreement and 5 representing the largest amount of agreement. This scale was used to evaluate the questionnaire.

Instrument Used for Data Collection

The instrument for gathering the data was an adaptation of the Standardized questionnaire. The questionnaire was evaluated using the Likert scale (1–5, with 1 denoting least agreement and 5 denoting most agreement). Cronbach Alpha, Linear regression, independent T-test

DATA INTERPRETATION & ANALYSIS

The results of the Cronbach alpha's Test, which was utilized to check the reliability of the variable in the questionnaire, are displayed in Table 1. This table explains that all of the variables, including "Family Influence, Career Decision," were reliable because the reliability value was greater than 0.7. Hence, giving the researchers the opportunity to conduct more study.

Table 1 Cronbach's Reliability Test

S.No.	Variable	Cronbach's Alpha Value	Items
1.	Family Influence	0.720	7
2.	Career Decision	0.851	7

The first hypothesis is that family influence will have a favorable relationship with the choice of a vocation. Because the R^2 value is 0.263, it is clear that there is a positive relationship between the two variables. This R^2 value indicates that family influence accounts for 26.3% of the variance in the career decisions; ($\beta = 0.787$, $p .05$). Table 2 demonstrates that this positive relationship is clear since the R^2 value is. Hence, H_0a is shown to be incorrect, whereas H_1a is shown to have complete support.

Table 2-Regression Analysis result with Career decision as dependent Variable

Variables of main effect	B	R^2
Family Influence	0.619***	0.265

N=416

* $P < .05$; ** $P < .01$; *** $P = .000$.

Independent T-test results for Family Impact ($t=0.336$, $P=0.737$) show that there is no statistically significant difference between males ($\bar{x} = 18.10$, $\sigma = 5.81$) and females ($\bar{x} = 18.27$, $\sigma = 4.90$), as significance value is greater than 0.05. H_0a is thus not rejected.

Table 3 Descriptive statistics results related to t-test on Family Influence

Gender	N	Mean	Standard deviation
Male	219	18.10	5.61
Female	197	18.27	4.89

Independent T-test results for Career Choice ($t=0.726$, $P=0.468$) show that there is no statistically significant difference between males ($\bar{x} = 17.99$, $\sigma = 6.73$) and females ($\bar{x} = 17.51$, $\sigma = 6.23$) since the significance level is greater than 0.05. H_0a is thus not rejected.

Table 4-Descriptive statistics results related to t-test on Career Decision

Gender	N	Mean	Standard deviation
Male	219	17.99	6.63
Female	197	17.51	6.33

FINDINGS OF THE STUDY

The research sought to accomplish two goals, which are described as follows:

To investigate the link between family influence and profession choice, which was clearly shown in this research, which found that family influence affected career choices in 26.3% of cases. Many more investigations on related topics revealed similar findings. To determine if there is any significant difference in family influence and career choice based on gender, i.e. male & female. The research revealed that there was no significant difference in either family influence or career decision based on gender. Hence, it can be said that both men and women are equally influenced by their families and equally deterministic when choosing their careers.

LIMITATIONS AND SCOPE FOR FURTHER RESEARCH

The survey was significantly skewed since the majority of replies were from undergrad management students, who provided the appropriate responses. But a research might also be carried out with equal attention given to post-graduate and undergraduate management students.

This research looked at how family influences professional choices. The choice to pursue a profession might also be influenced by a number of other factors.

CONCLUSION

In this paper, the impact of family influence on job decision-making was examined. In India, questionnaires were sent to undergraduate and graduate students at several management institutions and universities. The data was then evaluated using tests including the reliability, t-test, and regression. It has been determined that family influence has a role in professional decisions. Undergraduate and graduate students' job decisions are benefited by the influence of their families. This study advises kids to choose the correct job since parents' perceptions matter because their own interests, skills, and expectations of success will influence their children's interests.

REFERENCES

1. Shumba, M. N. (2013). *The influence of family income on students' career choice at universities of technology*. South African Journal of Higher Education, 27(4), 1021-1037.
2. Azmat, A. S. (2013). *Factors Having Impact on the Career Decisions: Study of Business Graduates in Pakistan*. Business Management Dynamics, 2(7), 09-19.
3. Baskin, C. D. (2013). *Examining the Impact of Peer and Family Belongingness on the Career Decision-making Difficulties of Young Adults: A Path Analytic Approach*. Journal of Career Assessment, 0(1), 1-16.
4. Bates, C. W. (2015). *The Influence of Family on the Career Interests and Choices of Youth*. International Journal of Education and Social Science, 2(9), 67-72.
5. Brown, M. T. (2004). *The Career Development Influence of Family of Origin: Considerations of Race/Ethnic Group Membership and Class*. The Counseling Psychologist, 32(4), 587-595.
6. Chope, R. C. (2002). *Family Matters: Influences of the Family in Career Decision Making*. ERIC publications, 175-182. Consoli, R. C. (2006). *Multicultural Family Influence in Career Decision Making*. Vistas: Compelling Perspectives on Counseling, 85-88.
7. cultter, C. (1995). *THE EFFECTS OF PARENTAL INFLUENCE ON THEIR CHILDREN'S CAREER CHOICES*. School of Family Studies and Human Service, 2-63.
8. Fouad, N. A. (2016). *Family influence on career decision making: Validation in India and the United States*. Journal of Career Assessment, 24(1), 197-212.
9. Fulya Cenkseven-Önder, O. K. (2010). *High school students' career decision-making pattern across parenting styles and parental attachment levels*. Electronic Journal of Research in Educational Psychology, 8(1), 263-280.
10. Georgia Koumoundourou, I. T. (2011). *Parental Influences on Greek Adolescents' Career Decision-Making Difficulties: The Mediating Role of Core Self-Evaluations*. Journal of Career Assessment, 19(2), 165-182.
11. James, O. J. (2015). *"Factors influencing career choice among undergraduate Students in an African university context: The Case of Agriculture Students at Makerere University."*. Uganda. Journal of Dynamics in Agricultural Research, 2(2), 12-20.
12. Jeffrey Taylor, M. B. (2004). *Parents Have Their Say...About Their College-Age Children's Career Decisions*. Nace Journal, 15- 21.
13. Joseph, L. L. (2012). *The Impact Of Family Influence And Involvement On Career Development*. Electronic Theses and Dissertations, 2210.
14. Kakkad, P. a. (2015). *A study on the factors influencing students' decision to study abroad*. BVIMSR'S journal of management research, 7(2), 98-103.
15. LAUREN LINDSTROM, B. D. (2007). *Transition to Employment: Role of the Family in Career Development*. Council for Exceptional Children., 73(3), 348-366.
16. Lee, C. K. (2002). *Family structure and influence in family decision making*. Journal of consumer marketing, 19(1), 22-41.



18. Liu, D. a. (2016). *Students' decision-making about postgraduate education at G University in China: The main factors and the role of family and of teachers. The Asia-Pacific Education Researcher*, 25(2), 325-335.
19. Mtemeri, J. (2017). *Factors influencing the choice of career pathways among high school students in Midlands Province, Zimbabwe. Unpublished Doctoral dissertation. University of South Africa, Pretoria, South Africa.*
20. Oğuzhan Kırdök, E. H. (2018). *High School Students' Career Decision-making Difficulties According to Locus of Control. Universal Journal of Educational Research*, 6(2), 242-248.
22. Paloş, R. a. (2010). *"The impact of family influence on the career choice of adolescents."*. *Procedia-Social and Behavioral Sciences*, 2(2), 3407-3411.
23. Slovacek, S. S. (2015). *Dynamic influence of family on college and career choices of underrepresented minorities in the biomedical sciences. Journal of Education and Human Development*, 4(4), 63-76.
24. Suzanne H. Lease, D. T. (2009). *Parental Influences, Career Decision-Making Attributions, and Self-Efficacy Differences for Men and Women? Journal of Career Development*, 36(2), 95-113.
25. Tillman, K. (2015). *Parental Influence on College Students' Career Aspirations. university Honors Program Theses.*
26. Weiqiao Fan, F. M. (2014). *Contributions of Family Factors, to Career Readiness: A Cross-Cultural Comparison. The Career Development Quarterly*, 62(1), 194-210.