



The Effect Of Career Adaptability On Career Decision Making Among Adolescents In Urban & Rural Areas

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ABSTRACT

The study on the “effect of career adaptability on career decision making among high school students in rural & urban areas” aims to examine the impact of career adaptability dimensions on the career decision making experience among adolescents between the ages of 13 to 18 years. The study investigated the potential differences in the influence of career adaptability on career decidedness & indecision between adolescents in rural & urban areas. The data in this particular study has been obtained with the help of the “Career Adapt-Abilities Scale” & “Career Decision Making Inventory” as well as a demographic information form. The results showed a positive correlation between career adaptability & career decision making. The study also found no significant differences in career adaptability & career decision making among adolescents in urban & rural areas. These findings suggest that high levels of career adaptability yields high school students to make certain career-related decisions.

Key words: career adaptability, career decision making, career decidedness, career indecision.

1.1 INTRODUCTION

Adolescence can be defined as "the developmental period between childhood & adulthood, characterized by significant physical, cognitive, & socio-emotional changes." American Psychological Association. (2022). According to World Health Organization, "adolescence is an individuals in the 10-19 years age group".

Stanley Hall (1904) interpreted adolescence as new birth "storm & stress", "erratic", "emotional", "unstable" & "unpredictable". The phase of adolescence is crucial, biologically & mentally challenging as the transition to adulthood from childhood occurs. Notable physical, emotional, & cognitive changes transpire during this phase, which influences an individual's identity, interests, & aspirations. Adolescence is a period of one's life when the teenager is on the threshold of adulthood. It is all about intense & rapid development which can highlighted by numerous developmental tasks including gaining mature relationship with new perceptives, achieving emotional independence from parents & the cognitive & psychological resources to face the challenges of adult life (Hazen, Schlozman & Beresin, 2008).

1.2 ADOLCENCES & CAREER CHOICES

The verge of entering in adulthood accompanies the responsibilities to make life changing decisions that are a part of the roadmap of the future. High school students all over the world have to make a career decision. The process of exploration of different field, subjects & career accompanied by peer pressure, parent's expectations & hormonal changes. This career choice carves the path of one's vocational future. Factors such as aptitude, skills, emotional intelligence, interest, societal conformities, financial support, demand & scope of the current market all influence a child's decision making process. Teenagers are filled with aspirations, high grasping skill sets, & intellectual awareness but accompanies a sudden rush of exploration, if this happens towards misleading activities ranging from substance use to illegal activities. This can hamper the futuristic plans & might lead to irrational career paths.

Role of good company, parenting is essential, the balance between independence & taking responsibility of actions is equally important. Setting viable career choice goals is an important developmental task for adolescents (Gati & Asher, 2001) "Adolescence is the time when ideological & occupational commitment is the key task" (Erickson in Landline, 2013). The need for students to "look ahead" (Savickas in Landline, 2013). He advocated the development of competencies of self-knowledge, occupational information, decision making, planning, & problem solving etc

1.3 CAREER ADAPTABILITY

Career adaptability (CA) can be defined as the "sheer readiness | cope with predictable & unpredictable tasks & changes prompted by the work environment (Savickas, 1997)". CA can also be stated as the requisite psychosocial resources for coping up with vocational developmental skills, career related adjustments, transitions & traumatic work environment (Savikas, 1997). According to career construction theory (Savickas, 2005), CA consists of the following four self-regulative strategic factors also called the four C's named concern, control, curiosity, & confidence.

- Concern is basically the awareness of the mandatory needs to execute future plans or helping a person for anticipate on & preparation for the upcoming vocational plans.
- Control can be stated as taking the power for molding one's own futuristic goal or simply making resourceful plans about one's future.
- Curiosity is inquisitiveness about different occupation in various streams or the exploration of various opportunities of roles about career related issues (Savickas, 2005)
- Career Confidence is the overall conviction to overcome career related problems.

1.3 CAREER DECISION MAKING

According to Cambridge dictionary (1920) Career is defined as “an occupation or series of occupations that individual’s carries out during their job life, especially if individual’s continue to get excelling jobs & make more monetary funds”. Career was described by as a set of behaviors including employment & associated attitudes, values, & objectives across one's whole life. (Storey, 1978)

Career decision making is an elaborative process of assembling information (facts, current market demand) identification of several alternative paths, & comparing all the available options to finally coming down to a career relating decision. However, this process is not a simplified one.

Career decision making is considered as a logical process that includes knowledge, aim, assessment, exploration, commitment, implementation & reassessment.(Guyrdhan & Tyler 1992). Dogan (2014) defined “career decision making as considering a profession, educational route, occupation, or institution of higher learning is referred to as a career decision. The process of choosing a career entails investigating & experiencing a job. It also entails being aware of one's own capabilities, interests, & standards & combining these to create a foundation for life”.

Career decision-making difficulties are faced making this process more complicated for adolescents. It can be defined as “the difficulties encountered by individuals while making career-related decisions. They refer to all problems & challenges that need to be addressed prior to, during, or after the decision-making process (Saka et al., 2008, p. 403)”.

1.4 Influence of career adaptability on career decision making among high school students

In the concerned field, the relationship between the variables isn't studied widely, but in the recent times it is seen that students shift their career paths later in life. This career change can also be seen as waste of resources in a practical sense. Career adaptability can play a vital role in determining a more informed career decision in high school itself. Hirschi, A. (2019). Conducted a research on Career adaptability development in adulthood: stated that participants with higher level of higher adaptability had more proactive career characteristics like planning, exploration & choices. Johnston, C. S., & Champagne, T. P. (2018) conducted a study stating that career adaptability was a significant predictor of career decision making, even if when personality traits & environmental factors were controlled.

Review of Literature-

1. Matija, M. (2021) - conducted a research with the aim to “The Relationship between Career Adaptability & Job-Search Self-Efficacy of Graduates”. A sample of 667 graduates completed the Career Adapt-Abilities Scale & the Job Search Skill & Confidence Scale in an online cross-sectional survey. According to SEM analysis, self-efficacy in job search & interview performance positively linked with both general career flexibility & the particular component of confidence. Only the self-efficacy of interview performance was connected with control. Both concern & curiosity failed to significantly associate with self-efficacy in job search & interview performance.
2. Stead, G. B., et. al. (2021) purposed a study to relationship between career adaptability & career decision self-efficacy as it plays a vital role in the career development & career decision-making process. Multivariate meta-analyses was used to study about 18 studies with sample of 6,339 participants. Significant Moderator variables were citizenship of participants, their mean age, & career adaptability measures .The approximated correlations between the career adaptability subscales & the career decision self-efficacy evaluations varied in range 0.36 to 0.44.

3. Santilli, S., Grossen, S., & Nota, L. (2020) - conducted a study w “Career Adaptability, Resilience, & Life Satisfaction among Italian & Belgian Middle School Students”. A sample of 158 Belgian & Italian pupils filled self-report measures to assess 3 variables. Two-step approach to structural equation modeling suggested that career adaptability was directly & indirectly, through resilience, related to students' life satisfaction in both nationalities.
4. Kaur, S. (2020) – This study aims to explore “Career decision maturity among adolescents in relation to self-concept & parental encouragement”. A sample of 800 eleventh class student was taken using descriptive measures. The association between career decision self-efficacy & emotional maturity revealed a negative correlation between the two, which was in contrast to the earlier findings.
5. Chuang, N.-K., Lee, P. C., et.al. (2020)- analyzed the impact of each career decision-making self-efficacy (CDMSE) & career decision-making profile (CDMP) dimension on career decision-making challenges (CDD) among hospitality students. A sample 273 was examined using regression analysis. Both CDMSE & CDMP account for 25,6% & 27,9%, respectively, of the variation in CDD. Goal choice in CDMSE, locus of control, time spent on the process, procrastination, & speed of decision-making in CDMP are all important indicators of CDD.
6. Paul, A. K. (2019) – Conducted a research to study the influence of emotional intelligence on career decision making among boys & girls students of senior secondary school both in government & private sector. The findings suggested that there was no significant difference between emotional intelligence in boys & girls, although there wasn't any difference in emotional intelligence of private & government school children but they differed in career decision making, the former were well informed about subjects & career related option.
7. Özdemir, N. (2019) - conducted a research aiming to study the “Influence of career adaptability & gender on career decision-making difficulties” among Turkish adolescents. A sample of 702 high school students including 55% of girls were taken. The study concluded that there is a negative correlation between concern, & lack of readiness where as a positively with inconsistent & conflicting information. Even control & curiosity showed negative correlation with lack of readiness, whereas curiosity negatively correlated with the inconsistent & conflicting information. Confidence had no relation. Gender of students played no role.
8. Al-Saqri, M. N., et.al (2015)- Investigated several factors that influence the career decision-making of tenth standard in South-Batina governorate. Analysis on Random sample of 350 10th graders revealed school factors, family & self-efficacy influences CDM. Further t-test specified that both family factors & self-efficacy influenced more in females.

Rationale of the study

In today's scenario, a significant amount of career shift can be seen among students after graduation which is not limited to humanities but can be seen among all the streams, engineers doing MBA is one such example, why so? There can be variety of reasons including career adaptability, if the testing of career adaptability & its impact on career decision making can be done in the adolescence period the students can be clearer about their choices.

There is a variable gap, the study investigated the effects of career adaptability & career decision making. The variables have been studied individually in the past but not correlated together in Indian context.

Methodology

AIM- To study “*The Effect of Career adaptability on Career Decision Making among Adolescents in Urban & Rural areas*”.

OBJECTIVES-

1. “To investigate the relationship between career adaptability & career decision making”.
2. “To investigate the relationship between career adaptability & career decidedness”.
3. “To investigate the relationship between career adaptability & career indecision”.
4. “To investigate the relationship between career concern & career decision making”.
5. “To investigate the relationship between career control & career decision making”.
6. “To investigate the relationship between career curiosity & career decision making”.
7. “To investigate the relationship between career confidence & career decision making”.
8. “To investigate the difference between career adaptability & career decision making in urban area adolescents & rural area adolescents”.

HYPOTHESIS-

“H1- There will be a significant relationship between career adaptability & career decision making”.

“H2- There will be a significant relationship between career adaptability & career decidedness”.

“H3 - There will be a significant relationship between career adaptability & career indecision”.

“H4- There will be a significant relationship between career concern & career decision making”.

“H5- There will be a significant relationship between career control & career decision making.

“H6- There will be a significant relationship between career curiosity & career decision making”.

“H7- There will be a significant relationship between career confidence & career decision making”.

“H8- There will be a significant difference in career adaptability & career decision making in adolescents of urban area & rural area”.

Research Design – Correlational research is used to explore the relationship between the variables.

Variables-

1. Independent Variable- Career Adaptability
2. Dependent variable- Career Decision Making

Sample & its selection-

A sample of 120 high school students lying in the age group 13-18yrs were selected using purposively sampling method. The participants were from different schools of urban & rural areas, consisting of government, convert, & private schools in Delhi & Haryana. Both males, females from different streams were part of the sample.

Description of the tools used in the study-

“Career-Adapt Abilities Scale”

The career adapt abilities scale short form (CAAS-SF) developed by Maggiori et al. in (2017) is a globally used self-report consisting of 4 dimensions: career concern, control, curiosity & confidence with reliability of .70, .73, .70, .74 respectively & validity of .52.

Scoring-

The total number of items is 12, 3 items each dimension. All statements are rated using the 5 point Likert scale; where “strongest”= 5 & “not strong”=1. Items scores are added to get dimension scores respectively. All dimension scores are further added to get “Career Adaptability score”. Higher score indicates higher career adaptability.

Table 2.2- depicts the scoring of CAAS

| Construct | Items | Source |
|---|--------------------------|------------------------------------|
| Career adaptability (CA)=C1+C2+C3+C4 | Concern(C1)= Q1+2+3 | CAAS by Maggiori et al. (2017)” |
| | Control(C2)=Q4+5+6 | |
| | Curiosity(C3)=Q7+8+9 | |
| | Confidence(C4)=Q10+11+12 | |

“Career Decision-Making Inventory (CDMI; Singh, 1999)”

Career Decision-Making Inventory by Singh in 1999 a self-report that measures Career decidedness (items, 1-5) & career indecision (6-18) with reliability of 0.97, 0.94 & validity of 0.69, 0.59 resp.

Scoring-

The rating of 3 is given to “exactly like me”, 2 – “somewhat like me”, 1- “given to not all like me”. Raw score for decidedness can be calculated by adding the item 1-5. The raw score can be added up to obtain career decision making score. The decidedness scale score at the 15 percentile or less should be regarded as noteworthy, indicating that the student is unsure of their profession or major choice. Indecision Score can be calculated by adding up item 6-18 respectively. The 85th percentile or above on the indecision scale is regarded substantial, suggesting a considerable level of hesitation.

Data Collection Procedure-

The data was collected using the Career-Adapt Abilities Scale (sf) & the Career Decision Making Inventory. The researcher converted Question booklet into a goggle form for easily accessibility for the participants. Permission from the school principle, consent of voluntary participation was also taken from the guardians.

The confidentiality ethics of not disclosing personal demographic information for any purpose was briefly conveyed to the participants. Statistical methods including the applied mean, standard deviation, t-test, regression & correlation were utilized in order to make comparisons & give the study a context.

Data analysis-

Table 3.1: shows the descriptive statistics i.e. mean & standard deviation.

| Variable/ dimension | Mean | Std. Deviation | N |
|------------------------|--------|----------------|-----|
| CA | 44.783 | 8.2403 | 120 |
| Career Decision Making | 42.758 | 6.6774 | 120 |
| Career Concern | 11.675 | 2.1190 | 120 |
| Career Control | 10.883 | 2.6384 | 120 |
| Career Curiosity | 11.217 | 2.6384 | 120 |
| Career confidence | 11.008 | 2.4987 | 120 |
| Career Decidedness | 12.817 | 8.2403 | 120 |
| Career Indecision | 29.942 | 5.8155 | 120 |

The above table depicts the mean score, standard deviation & total sample used in the study.

Figure 3.2- illustration of descriptive statistics.

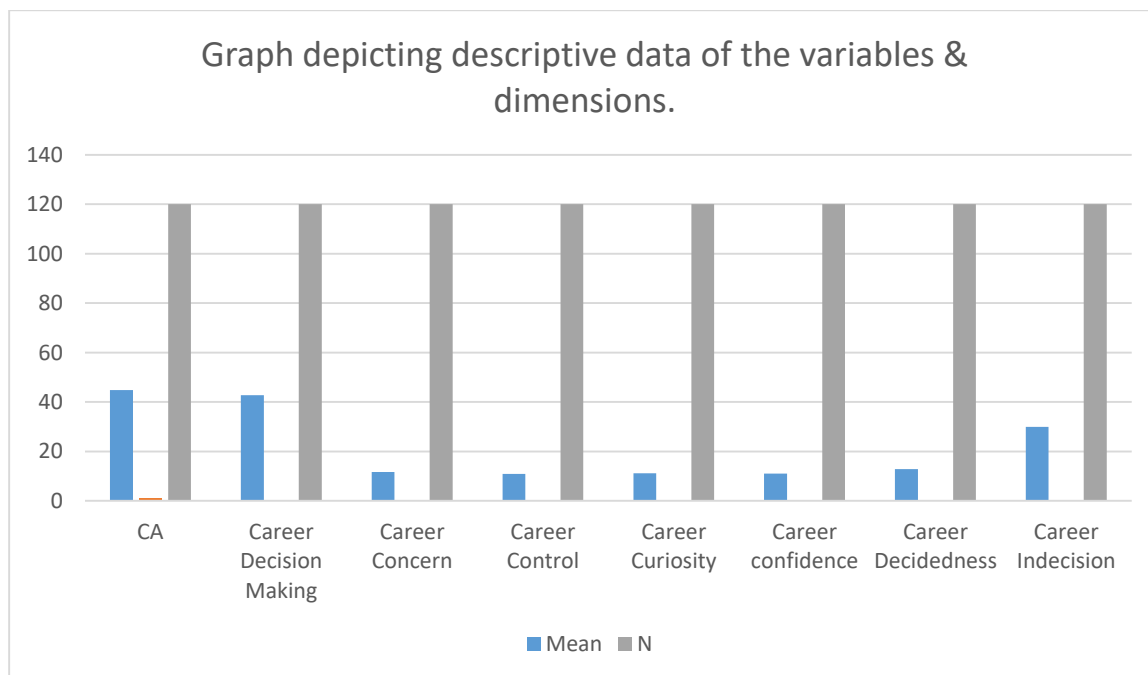


Table 3.3: correlation between career adaptability & career decision making for H1 testing.

| Variable | N | r | p |
|------------------------|-----|--------|------|
| Career Adaptability | 120 | 1 | - |
| Career Decision Making | 120 | .262** | 0.04 |

**Correlation is significant at 0.01 level (2-tailed)

Above Table shows positive correlation between career adaptability with r- .262 at 0.01 level.

Table3.4- correlation between career adaptability & career decidedness for testing H2.

| Variable | N | r | p |
|---------------------|-----|--------|-------|
| Career Adaptability | 120 | 1 | - |
| Career Decidedness | 120 | .439** | 0.001 |

**Correlation is significant at 0.01 level (2-tailed)

Above table depicts a positive correlation of career adaptability & decidedness with r- .439, sig. at 0.01 level.

Table3.5- correlation between career adaptability & career indecision for testing H3.

| Variable | N | r | p |
|---------------------|-----|------|-------|
| Career Adaptability | 120 | 1 | - |
| Career Indecision | 120 | .159 | 0.082 |

**No Correlation

Above table depicts no association of career adaptability & indecision.

Table3.6- correlation between career concern & career decision making for testing H4.

| Variable | N | r | P |
|------------------------|-----|--------|------|
| Career Concern | 120 | 1 | - |
| Career Decision Making | 120 | .230** | .011 |

**Correlation is significant at 0.05 level (2-tailed)

Above table depicts a positive correlation of career concern & decision making with r- .230 at 0.05 level.

Table3.7- correlation between career control & career decision making for testing H5.

| Variable | N | r | p |
|------------------------|-----|--------|------|
| Career Control | 120 | 1 | - |
| Career Decision Making | 120 | .231** | .011 |

**Correlation is significant at 0.05 level (2-tailed)

Above table depicts a positive correlation of career control & decision making with r- .231 at 0.05 level.

Table3.8- correlation between career curiosity & career decision making for testing H6.

| Variable | N | r | p |
|------------------------|-----|--------|------|
| Career Curiosity | 120 | 1 | - |
| Career Decision Making | 120 | .290** | .001 |

**Correlation is significant at 0.01 level (2-tailed)

Above table depicts a +ve correlation of career curiosity & decision making with r- .290 at 0.01 level.

Table3.9- correlation between career confidence & career decision making for testing H7.

| Variable | N | r | p |
|------------------------|-----|------|------|
| Career Confidence | 120 | 1 | - |
| Career Decision Making | 120 | .118 | .119 |

** No correlation

Above table shows no correlation of career confidence & decision making.

Table4- descriptive statistics, difference between career adaptability & career decision making in adolescents of urban area & rural area testing H8.

| Area | N | Mean | Std. Deviation | Std. Error Mean |
|----------------------------------|----|--------|----------------|-----------------|
| CA among students in urban area | 60 | 44.433 | 8.2921 | 1.0705 |
| CA among students in rural area | 60 | 45.133 | 8.2431 | 1.0642 |
| CDM among students in urban area | 60 | 42.800 | 7.2153 | .9315 |
| CDM among students in rural area | 60 | 42.717 | 6.1537 | .7944 |

Above table depicts mean, std. deviation, mean error & sample size in students of diff. groups.

Table 4.1- differential analysis

| Assumed Variance | Levene's test for equality of variances | | t-test for Equality of Means | | | | | | |
|----------------------|---|------|------------------------------|---------|--------------|-----------------|-----------------------|------------|------------|
| | F | Sig | t | df | Sig-2 tailed | Mean difference | Std. Error Difference | Lower diff | Upper diff |
| CA Equal variance | .147 | .702 | -.464 | 118 | .644 | -.7000 | 1.5094 | -3.6891 | 2.2891 |
| CA Unequal variance | | | -.464 | 117.996 | .644 | -.7000 | 1.5094 | -3.6891 | 2.2891 |
| CDM Equal variance | 1.686 | .197 | .068 | 118 | .946 | .0833 | 1.2243 | -2.3410 | 2.5077 |
| CDM Unequal variance | | | .068 | 115.132 | .946 | .0833 | 1.2243 | -2.3417 | 2.5083 |

Above table shows no difference in career adaptability & decision making among the students of urban & rural areas.

Discussion-

The aim of the study was to investigate the effect of career adaptability on career decision making among high school students of urban & rural areas. A sample of 120 (60-urban, 60- rural) students from grades 9th – 12th. The career adapt abilities scale short form (CAAS-SF), “Career Decision-Making Inventory (CDMI; Singh, 1999)” were used for administration. The sample was evaluated using statistical techniques. SPSS was used to analyze the data. Descriptive analysis (mean, S.D) was done to mark the nature of variables, Correlational analysis was done to find out the relationship among the independent- dependent variables. Differential analysis was performed to differentiate career adaptability among students in urban & rural area.

Hypothesis testing-

H1 “There will be a significant relationship between career adaptability & career decision making”.

A positive correlation between adaptability & career decision-making is revealed in Table 3.3 ($r=.262$, $p<0.05$). Simply, meaning that increase in career adaptability, increases the career decision making.

Hence, we **accept** H1 & reject the null hypothesis.

H2 “There will be a significant relationship between career adaptability & career decidedness”.

A positive correlation between adaptability & career decision-making is revealed in Table 3.4 with $r=.439$ significant at 0.01 level. Implying association in a positive direction. Similar findings can be found in a previous study stating a positive association between career adaptability & decision making (Tu, Y., & Hsieh, C, 2020).

As $p<0.05$, we **accept** H2 & reject null hypothesis.

H3 “There will be a significant relationship between career adaptability & career indecision”.

Table 3.5 reveals insignificant association between career adaptability & career indecision with $r=.159$, $p=0.082$. Implying that career adaptability doesn’t impact an adolescent’s career indecision.

As $p>0.05$, we reject H3 & **accept** null hypothesis i.e. “There is no significant relationship between career adaptability & career indecision. However some previous studies showed a negative correlation between career adaptability & career indecision (Lenz, J. G., et.al. 2013)

H4- “There will be a significant relationship between career concern & career decision making”.

A positive correlation between career concern & career decision making can be seen in table 3.6 with $r=.230$ significant at 0.05 level. Implying that a student’s anticipation & need to make future plans impacts their career decision making.

As $p<0.05$, we **accept** H4, rejecting the null hypothesis.

H5- “There will be a significant relationship between career control & career decision making”.

A positive correlation is found between career control & career decision making in table 3.7 with $r=.231$ significant at 0.05 level. Implying that a child’s ability to take charge or responsibility for shaping his vocational career impacts his/her career decision making.

As $p<0.05$, we **accept** H5, rejecting the null hypothesis.

H6- “There will be a significant relationship between career curiosity & career decision making”.

A positive correlation is found between career curiosity & career decision making in table 3.8 with $r=.290$ significant at 0.01 level. Implying a student’s curiosity & exploration about various career related opportunities, option has an impact on the career decision making aspect.

As $p < 0.05$, we **accept** H6, rejecting the null hypothesis.

H7- *“There will be a significant relationship between career confidence & career decision making”.*

Table 3.9 reveals insignificant association between career confidence & career decision making with $r = .118$, $p = .119$. Implying that an individual's confidence of overcoming career related problems has no impact on his/her career decision making.

As $p > 0.05$, we reject H7 & **accept** null hypothesis i.e. There is no significant relationship between career confidence & career decision making.

H8- *“There will be a significant difference between career adaptability & career decision making among adolescents in urban & rural area”.*

The findings in table 4.1 reveals t values (-464.068) being insignificant at both levels implying no significant difference in career adaptability & decision making among adolescence in urban & rural area.

Therefore we reject H8 & **accept** the null hypothesis i.e. there is no significant difference between career adaptability & career decision making among adolescents in urban & rural areas.

Conclusion-

The correlational study investigated “effect of career adaptability on career decision making among high school students in urban & rural areas”. The Career Adapt Abilities scale, The Career Decision Making Inventory was administered on a sample size of 120 high the school students. Descriptive, correlational & differential statistical analyses were used to draw out conclusions. The findings suggested positive significant correlation between career adaptability, career concern, control, curiosity, career decision making & career decidedness, whereas no significant correlation was found between career adaptability & career indecision, career confidence & career decision making.

Limitations-

A new research is accompanied by several limitations, which should be considered while interpretation of the research findings.

1. The study did not control the confounders, simply the hidden variables that might have an effect on the dependent variable i.e. career decision making like peer pressure.
2. The study might have not been able to control the Hawthorne effect in totality, although the students were briefly explained about the confidentiality & the fact there is no right or wrong answer. Students were still aware that this test is somehow related to the school, so there are chances that they behaved & ticked more desirable options rather than reliable ones.
3. The study used self- report measures to access all variables, which may arise response biases.
4. The research considered only high school students from urban & rural parts of one particular regions as participants which may impact the generalization of the results of the study.
5. The study is about is about the variables subjected to research gap, so no benchmark or similar findings are present to support the findings to a larger extent.

Despite of these aforementioned limitations, the study offers insightful information into potential association of career adaptability & career decision making. These findings can be used to make more career informed decision preventing some degrees of career shifts. Future studies can expand on these findings by employing a longitudinal design, a more diversified sample, & confounding variable control to optimize the validity of the results.

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