

**THE RELATIONSHIP BETWEEN PERSONALITY AND CAREER DECISION-MAKING
SELF-EFFICACY AMONG PRE-UNIVERSITY STUDENT AT MACHANG, KELANTAN**
*(Hubungan antara Personaliti dan Efikasi Kendiri dalam Membuat Keputusan Kerja dalam
Kalangan Pelajar Pra-Universiti di Machang, Kelantan)*

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1.0 INTRODUCTION

Career is an important thing that related to an individual's development. The development of career is involved with one's lifetime from a day of birth until death includes during the school period. Therefore, being pleased with own career or job is an essential aspect of a person's happiness. According to Saguni el. at (2018), a career is a sequence of occupations or activities that a person practices to carry out his or her duties over a period of time. Sometimes, it is what people do to reach a target live. Career can also be defined as an individual's perception, attitudes and behaviours related to work activities as well as experiences in an individual's life (Siti Aisyah, 2018).

Everyone has the right to choose their career interests. However, choosing a career is complicated, and it is a necessity for a person to have enough knowledge and information before making a decision. Career choice is a developmental process in one's whole life; it involves a series of decisions rather than a single decision. A career decision is not just about selecting a job that matches the characteristics of the person, but the process is much more complicated in reality. (Abdul Himid, 2016). However, what is happening now shows that students are not ready for career choice. Students' preparedness to make career choices leads to adverse effects on young people. According to the Main Labour Statistics of Malaysia May 2015 released by the Department of Statistics, the year-on-year unemployment rate increased by 0.2 percent. (BHarian, July 24, 2015). There are 107,000 unemployment peoples consist of undergraduate student and above. (Metro Daily, December 7, 2015). This shows that student has a low level of preparation in making a career decision. In 2020, Malaysia's unemployment rate rose to 5.0 per cent in April from the same period last year following the increase in the number of unemployed individuals significantly increased to 778,800. This happens due to the impact of the closure of operations for most businesses during the Movement Control Order (PKP), which triggers the factors of job loss and difficulty in getting a job. (BHarian, June 15, 2020). These statistics bring a concern to Malaysians, especially for fresh graduates. Therefore, Pre-University can be said to be very important for students to determine their respective career fields. The selection of courses or majors at the Pre-University level is important for the future of the students. There are various courses offered and require filling from students. Pre-University students need to be wise to choose courses that are appropriate and in line with their interests.

2.0 MATERIALS AND METHODS

This study uses a mixed method design of quantitative and qualitative in determining the relationship between personality and career decision making self-efficacy. The respondent been selected by using simple random sampling method, as 175 student Pre-University from four secondary schools have an opportunity to be a respondent. 5 respondents were selected to interview in obtaining qualitative findings. Data collected by using Big Five Inventory-2 (BFI-2) by Oliver P. John and Soto (2016) for measuring Personality and Career Decision Making Self-efficacy Scale Short Form (CDMSE-SF) by Betz, Klein, & Taylor (1996) for measuring the self- efficacy of student to make a career decision. Then data analyzed using Statistical Package Social Science 25.0 (SPSS) to define the relationship between personality and career decision making self-efficacy among Pre-University students. The T test was used in finding gender differences in the personality and level of self-efficacy of the respondents.

3.0 RESULTS & DISCUSSION

Then data analyzed using Statistical Package Social Science 25.0 (SPSS) to define the relationship between personality and career decision making self-efficacy among Pre-University students. The T test was used in finding gender differences in the personality and level of self-efficacy of the respondents. The results showed no difference between conscientiousness ($t(173) = -0.280, p < 0.05$), openness ($t(173) = 0.613, p < 0.05$), neuroticism ($t(173) = -1.434, p < 0.05$), agreeableness ($t(173) = 0.857, p < 0.05$), extraversion ($t(173) = -0.559, p < 0.05$) and level of self-efficacy ($t(173) = 1.558, p < 0.05$). Pearson correlation test is used to find the relationship of two variables. The results showed that conscientiousness, ($r = 0.505^{**}, n = 175, p < 0.05$) openness, ($r = 0.212^{**}, n = 175, p < 0.05$) neuroticism, ($r = -0.366^{**}, n = 175, p < 0.05$) and extraversion ($r = 0.486^{**}, n = 175, p < 0.05$) had a significant relationship with self-efficacy in decision making among Pre-University students. However, there is no significant relationship between agreeableness and self-efficacy in career decision making ($r = 0.128, n = 175, p < 0.05$). These findings are supported by qualitative findings which interview findings that show that there is a relationship between personality and self-efficacy in career decision making.

4.0 CONCLUSION

This study is significant for students, counsellor, and parent in helping students related to their careers. This study contributes to help student understanding and acknowledge their personality and it's also help counsellor to identify the difficulties and issues that student faced in making career decision. With this study, counsellor can design a better module or programmes to encourage student to select a career correctly. This study can further reduce the unemployment and labour waste issues. This study can give benefit to parent in enhancing their children performance by improving children self-efficacy in making career decision. By acknowledge children interest and personality, parent can provide good social support and encourage children to achieve their target.