CHAPTER 4

ANALYSIS AND PRESENTATION OF FINDINGS

Introduction

The information collected from the questionnaires, was analyzed firstly to ascertain the 'person-job fit' or congruence levels of the subjects. Next job satisfaction levels were examined, and then correlations between job fit or congruence and satisfaction were investigated followed by the link between personality and career choice and job satisfaction. This chapter will be organized to reflect these three stages of analysis.

One of the earlier indices for calculating the degree of agreement between two three-letter Holland codes was devised by Zener and Schnuelle (1976). They assigned scores to the relationships between three-letter codes. While the index provided a useful and straightforward way to calculate fit or congruence, it appeared unlikely to discriminate precisely. Later researchers (such as Iachan, 1984) commented on the inadequacies of the Zener and Schnuelle (1976) Index, demonstrating that it could give widely differing scores for very similar codes, or alternately, similar scores for quite different codes. For example, a comparison of the codes RIE and REI would score 4 on the Zener and Schnuelle (1976) Index, yet a comparison of the codes REI and SEI would score 0, despite the similarities between the codes.

Another tool for the calculation of personality-job environment fit or congruence is the Compatibility Index (CI) designed by Wiggins and Moody (1981). While similar to the Zener and Schnuelle (1976) Index, the CI uses different weightings for each of the letters in the Holland codes being compared.

The CI appears useful, as it is more precise than the Zener and Schnuelle (1976) Index. The authors suggested that the Compatibility Index could be used to study disparate groups, and that it "provides a quick measure of congruence and may be used for counselling purposes" (Wiggins et al., 1983).

A later congruence measure, and that preferred by Holland (1985), is the Iachan (1984) mathematical model. The model assigns "more relative importance to matches (or agreement) in the positions corresponding to higher rankings" (Iachan, 1984, p. 134).

To summarize, several measures have been devised with which to quantify congruence (or fit) between Holland codes. The Zener and Schnuelle (1976) Index was a breakthrough, as researchers had previously been able to compare only the first letters of three-letter codes due to a lack of adequate measurement tools. It lacked precision, however, and the later Kwak and Pulvino (1982) mathematical model overcame this problem by using a weighting system, and the correlations associated with Holland's hexagonal model. The main drawback of the Kwak and Pulvino (1982), measure was its complexity. The two final indices discussed, the Wiggins and Moody (1981) and the Iachan (1984) models, appear to have the greatest utility for

congruence studies, as they are both precise (weighting primary, secondary and tertiary letters in three-letter codes differently) and easy to calculate.

Table 3

Different Congruence Indices Applied to Pairs of Codes

Holland Codes being compared	Zener and Schnuelle (1976) index	Wiggins and Moody (1981)	Kwak and Pulvino (1982) model	Iachan (1984) model
Artistic	6	8	1.0000	28
Scientific	5	7	0.9071	27
Creative	4	7	0.6400	26
Social	0	3	0.5486	6
Artistic	4	6	0.5371	21
Scientific	4	6	0.3514	11
Creative	4	6	0.3257	16
Social	0	1	0.3186	1
Artistic	0	2	0.3086	4
Scientific	0	2	0.3043	2

Despite the existence of a range of congruence indices (as described above), many recent researchers have used more basic methods to calculate congruence. Here, the researcher has also used statistical tests to measure the 'fit'.

Cross Cultural Differences

Some congruence researchers have looked at whether there are differences between the fit or congruence-satisfaction relation in people from varying cultural groups. A study of interest job congruence and job satisfaction in accountants was carried out by Aranya et al. (1981). Three groups of accountants were tested (Californian, English-speaking Canadian, and French-speaking Canadian). The researchers noted that differing results were obtained between the samples, and thus warned against Cross-cultural generalization of Holland's theory without further research. Most of the congruence studies described above were either North American or Israeli. Results for each group of subjects are reported by the congruence index. Using the Iachan (1984) index, which has a possible range of 0 to 28, the mean congruence level using SDS codes was 15.33 for males, 14.37 for females.

As with the Iachan (1984) index, subjects' congruence scores were weighted in such a way as to produce high or low scores, but few intermediate ones. This explains the apparent bimodality of the distributions.

Table 4

Distribution of Congruence Scores Using the Iachan (1984) Index

	Males	Females	All
SDS code	Mean = 15.33	Mean = 14.37	Mean = 13.39
	SD = 8.27	*SD* = 8.35	*SD* = 8.37
	Range = 0-27	Range = 1-27	Range = 0-27
CIT codes	Mean = 6.53	Mean = 10.40	Mean = 12.63
	SD = 7.10	*SD* = 8.70	*SD* = 8.90
	Range = 0-23	Range = 0-27	Range = 0-27

From a cursory look at Tables 4, it would appear that although the females often showed higher mean levels of congruence than the female subjects when the SDS codes were used, this situation was reversed when the CIT (career interest test) codes were used. In general, this seemed to be because many females interviewed named "people oriented" as their chief vocational interest type, and while this person job combination was regarded as a fit or congruent according to (SDS), Holland (1979) instrument, it lacked congruence when Athanasou's (CIT, 1988) measure was used. To investigate further whether the males and females groups differed in their congruence levels, unpaired t-tests were carried out. Again, there were marked differences in the results, depending on which interest coding system was utilized. All four of the tests using the SDS codings showed there to be no significant difference between the mean scores of the male and female groups.

Table 5

Results of Tests of Fit or Congruence Levels Comparing Gender

	Female	Male	*t*
Iachan/SDS	Mean = 12.34	Mean = 18.02	–3.944
	SD = 8.16	*SD* = 7.38	($p = 0.0001$)
Iachan/CIT	Mean = 8.10	Mean = 8.92	–0.546
	SD = 8.31	*SD* = 7.98	($p = 0.293$)

These figures indicate that while males seemed to have significantly higher congruence levels when the SDS coding were used, a significant difference in person job congruence was not shown between males and females when the CIT codes were used. Again, this may stem from the tendency of people (especially males) performing office or other repetitive work, to list "outdoor" as their favorite interest type. While this choice would be regarded as "congruent" with the SDS codes, it would be seen as incongruent under the CIT system.

Further t-tests were performed to see whether people with differing levels of education showed different levels of congruence. Table 6 details the results of these tests. For the purpose of this analysis only the two educational groups were joined together.

Table 6

Results of Tests of Congruence Levels Comparing Education Levels

	Graduate	Postgraduate	*t*
Iachan/SDS	Mean = 15.18	Mean = 14.27	0.0578
	SD = 8.01	*SD* = 8.83	(*p* = 0.282)
Iachan/CIT	Mean = 8.42	Mean = 8.55	–0.08
	SD = 8.03	*SD* = 8.43	(*p* = 0.468)

Therefore, there were no significant differences in fit or congruence levels between the post graduate and undergraduate subjects.

Rank correlations were calculated to see whether there was a correlation between congruence level and gender this non-parametric test was selected as it was suspected that any relationship found might be non-linear. Table 7 shows the results of the rank correlations.

Table 7

Results of Tests of Congruence Levels Comparing Length of Tenure

	Spearman's rank correlation	
	Females	Males
Iachan/SDS	*r* = –.1624	*r* = .2793
	p = .0760	*p* = .0370
Iachan/CIT	*r* = –.0876	*r* = .3090
	p = .3410	*p* = .0200

This indicates that that congruence was positively correlated with gender.

Job Satisfaction

Next, the data were analyzed to learn more about the job satisfaction levels of the subjects. Table 8 summarizes the measures used with each sample and the results obtained. Where the results were broken down into categories (e.g., male/female, or education levels) the median job satisfaction levels are shown rather than the mean.

Table 8

Summary of Results of Job Satisfaction Questionnaires

Job Satisfaction by Gender	Females	Males	All
Job Satisfaction measure used:			
Job Satisfaction-*N*	247	153	400
Job Satisfaction-Mean	3.12	3.44	3.24
Job Satisfaction-Standard Deviation	.759	.858	.813
Job Satisfaction/Pearson Correlation			.196

Job Satisfaction Levels

Job satisfaction scores ranged from 3.12 to 3.44, with a mean of 3.24. The difference in the shapes of the histograms for males and females is not

striking. While each sample had a similar range and mean, the distribution was more negatively skewed, and the mode several points higher. Both groups showed low levels of job satisfaction.

The Relationship Between Congruence and Satisfaction

Traditional theories of vocational choice (e.g., Dawis & Lofquist, 1984; Holland, 1985) hold that there will be a positive correlation between person job congruence, and job satisfaction. In his 1985 review of congruence studies, Spokane described the "magic .30" as the typical level of correlation between the two, but this study in Thailand did not even approach this level. Spearman's rank correlations (the statistic chosen as it was suspected that relationships, if found, would be non-linear) were used to measure the relationships between job satisfaction and congruence, and the results of these tests are shown in Tables 7 and 9. None of the correlations obtained, either with the male subjects or the female subjects, were significant at the .05 level.

Table 9

Correlations Between Job Satisfaction Scores and Person/Job Fit or Congruence Levels Over the three Samples and Using the Iachan (1984) Congruence Index

	Male	Female	All
Job satisfaction/congruence correlation, using SDS codes & Iachan index	$r = -.0048$ $p = .971$	$r = .0395$ $p = .764$	$r = .1991$ $p = .149$
Job satisfaction/congruence correlation, using CIT codes & Iachan index	$r = -.0953$ $p = .469$	$r = .2332$ $p = .073$	$r = .1721$ $p = .213$

Demographic Data

The quatitative research of this dissertation can be divided into four demographics consisting of age, gender, occupation, and education (field of study).

The age of the respondents was divided into four groups. Most respondents were between 21-30 years old (59%), followed by the 31-40 age group (27.3%), the 41-50 age group (7.8%), the older than 51 age group (5%) and the 18-20 age group (1%)

Table 10

The Age of the Respondents

Age	Frequency	Percent
18-20 years	4	1.0
21-30 years	236	59.0
31-40 years	109	27.3
41-50 years	31	7.8
more than 51 years	20	5.0
Total	400	100.0

As concerns the genders of the respondents 61.8% of respondents were female while 38.3% were male

Table 11

The Genders of the Respondents

Gender	Frequency	Percent
Female	247	61.8
Male	153	38.3
Total	400	100.0

The target group of this quantitative research was students at master's degrees and Ph.D. levels with work experience in certain fields. Their occupations were grouped together. Most of the respondents were working in

the Management (25.8%) and Administrative fields (19%), and followed by Finance (14.5) and Education (12.0). The rest were Entrepreneur (7.3%), Engineer (5.5%), Clinical (4.8%), IT (3.5), Public Service (2%), Student (2%), Science (1%), Law (.5%), and Architect (.3%) respectively.

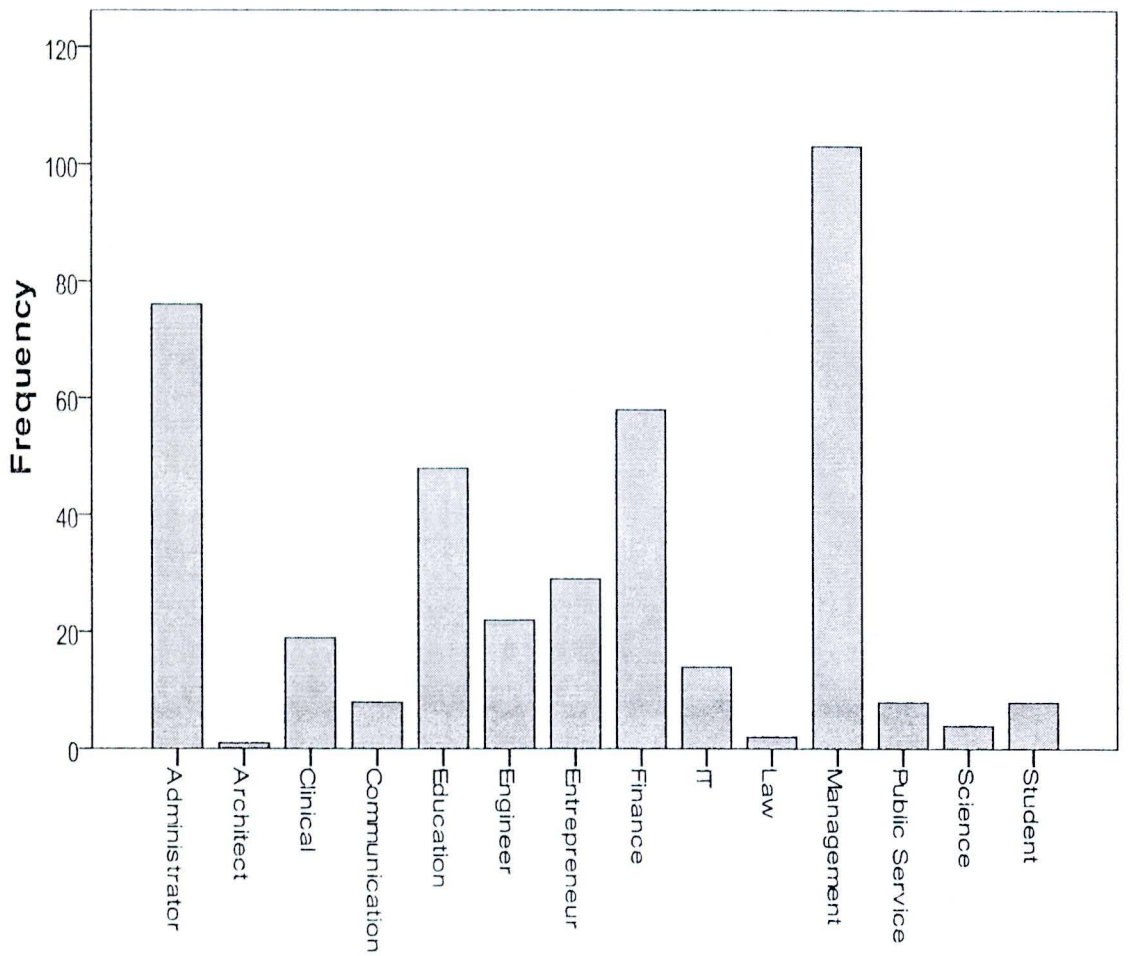

Figure 8 The current jobs of respondents.

The target group of this quantitative research was respondents currently studying or having already graduated with master's degrees or Ph. Ds. Their

fields of study were grouped together. The majority, 67.8% of the respondents were studying Master of Business Administration, with the rest in much lower numbers in other fields, as follows: 9.8% in Communication, 8% in Science, 4.5% in Clinical, 2.3% in Education, 4% in Social Science, 1.5% in Arts, 1.3% in Political Science, .8% in Law, and .3% in Hospitality Studies.

Table 12

The Respondents' Academic Disciplines

Respondents' academic discipline	Frequency	Percent
Arts	6	1.5
Clinical	18	4.5
Communication	39	9.8
Education	9	2.3
Hospitality	1	.3
LLM Law	3	.8
MBA	271	67.8
Political Science	5	1.3
Science	32	8.0
Social Science	16	4.0
Total	400	100.0

Hypothesis 1

*Ho*1: There is no significant relationship between the gender of the respondent and influence over career choice.

*Ha*1: There is a significant relationship between the gender of the respondent and influence over career choice.

Given the importance of careers in individual lives, it is important that the right advice is given about career choice.

This hypothesis explored the extent to which the 'college' (institutes of higher learning), family (mother, father, siblings, and having friends in industries), and work (own work experiences) influences the choice of careers for males and females.

Table 13

The Relationship Between the Gender of the Respondents and the Influence of College Over Career Choice

	n	Mean	*SD*	*SE*	95% Confidence Interval for Mean	
					Lower Limit	Upper Limit
Female	247	2.66	1.022	.065	2.54	2.79
Male	153	2.58	1.074	.087	2.41	2.75
Total	400	2.63	1.042	.052	2.53	2.73

Note. *SD* = Standard Deviation, *SE* = Standard Error

According to Table 13, it can be seen that the mean for both males and females was around 2.6. This indicates that the college has not been influential for either males or females in their choice of career.

Table 14

The Relationship Between the Gender of the Respondents and the Influence of Family Over Career Choice

	n	Mean	*SD*	*SE*	95% Confidence Interval for Mean	
					Lower Limit	Upper Limit
Female	247	3.02	.963	.061	2.90	3.14
Male	153	3.14	1.007	.081	2.98	3.30
Total	400	3.06	.980	.049	2.97	3.16

Note. *SD* = standard Deviation, *SE* = standard Error

According to Table 14, it can be seen that the mean for both males and females was around 3.0. This indicates that family has not been very influential for either males or females in their choice of career.

Table 15

The Relationship Between the Gender of the Respondent and Influence of Work Experience Over Career Choice

	n	Mean	*SD*	*SE*	95% Confidence Interval for Mean	
					Lower Limit	Upper Limit
Female	247	3.36	1.049	.067	3.23	3.49
Male	153	3.34	1.113	.090	3.16	3.52
Total	400	3.35	1.073	.054	3.25	3.46

Note. *SD* = Standard Deviation, *SE* = Standard Error

According to Table 15, it can be seen that the mean for both males and females was around 3.3. This indicates that their Work Experiences has not been very influential for either males or females in their choice of career.

Table 16

The ANOVA Results of the Difference Between the Genders of the Respondents and the Influence of College Over Career Choice

Sources			*SS*	*df*	MS	*F*	Sig.
Between Groups	(combined)		.639	1	.639	.589	.443
	Linear Term	Unweighted	.639	1	.639	.589	.443
		Weighted	.639	1	.639	.589	.443
Within Groups			432.338	398	1.086		
	Total		432.978	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA results in Table 16 show the significance level of .443 indicating that the null hypothesis is accepted and that there is no significant difference between males and females in the influence of College over career choice. This can be a matter of concern given the shortages of skills in certain areas of industry and commerce.

Table 17

The ANOVA Results of the Difference Between the Gender of the Respondents and the Influence of Family Over Career Choice

Sources			*SS*	*df*	MS	*F*	Sig.
Between Groups	(combined)		1.385	1	1.385	1.442	.230
	Linear Term	Unweighted	1.385	1	1.385	1.442	.230
		Weighted	1.385	1	1.385	1.442	.230
Within Groups			382.053	398	.960		
Total			383.438	399			

Note. SS = Sum of Square; MS = Mean Square

The ANOVA results in Table 17 show a significance level of .230 indicating that the null hypothesis is accepted and that there is no significant difference between males and females in the influence of Family over career choice. This might be because the new generations of job seekers in the market usually follow careers that interest them the most and have family as their backup and support.

Table 18

The ANOVA Results of the Difference Between the Genders of the Respondents and the Influence of Work Experience Over Career Choice

Sources		*SS*	*df*	MS	*F*	Sig.
Between Groups (combined)		.040	1	.040	.034	.853
Linear	Unweighted	.040	1	.040	.034	.853
Term	Weighted	.040	1	.040	.034	.853
Within Groups		459.258	398	1.154		
Total		459.297	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA results in Table 18 show a significance level of .853 indicating that the null hypothesis is accepted and that there is no significant difference between the male and the female in the influence of Work Experience over career choice.

The graph on Figure 9 reveals a slight difference between the genders in that more females were influenced in deciding to have a job corresponding to what they have decided to do in their college compared to males.

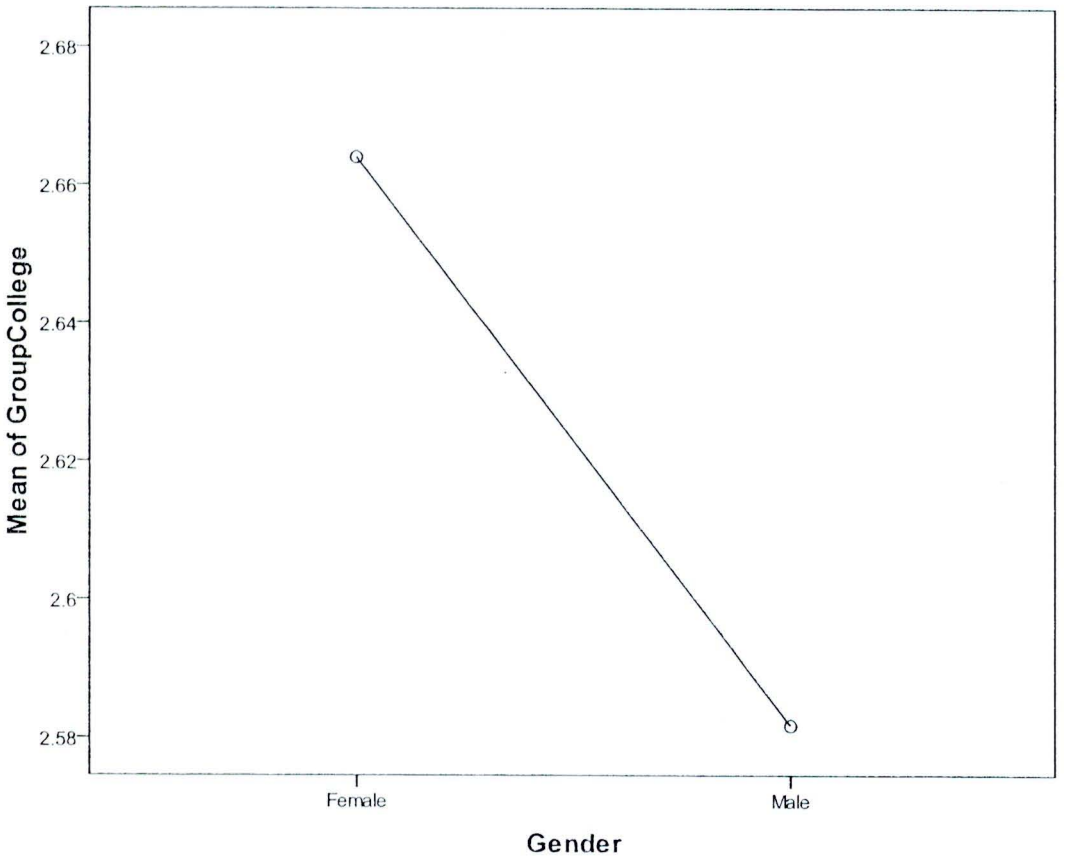

Figure 9 The difference of means between males and females in choosing career choice as influenced by college.

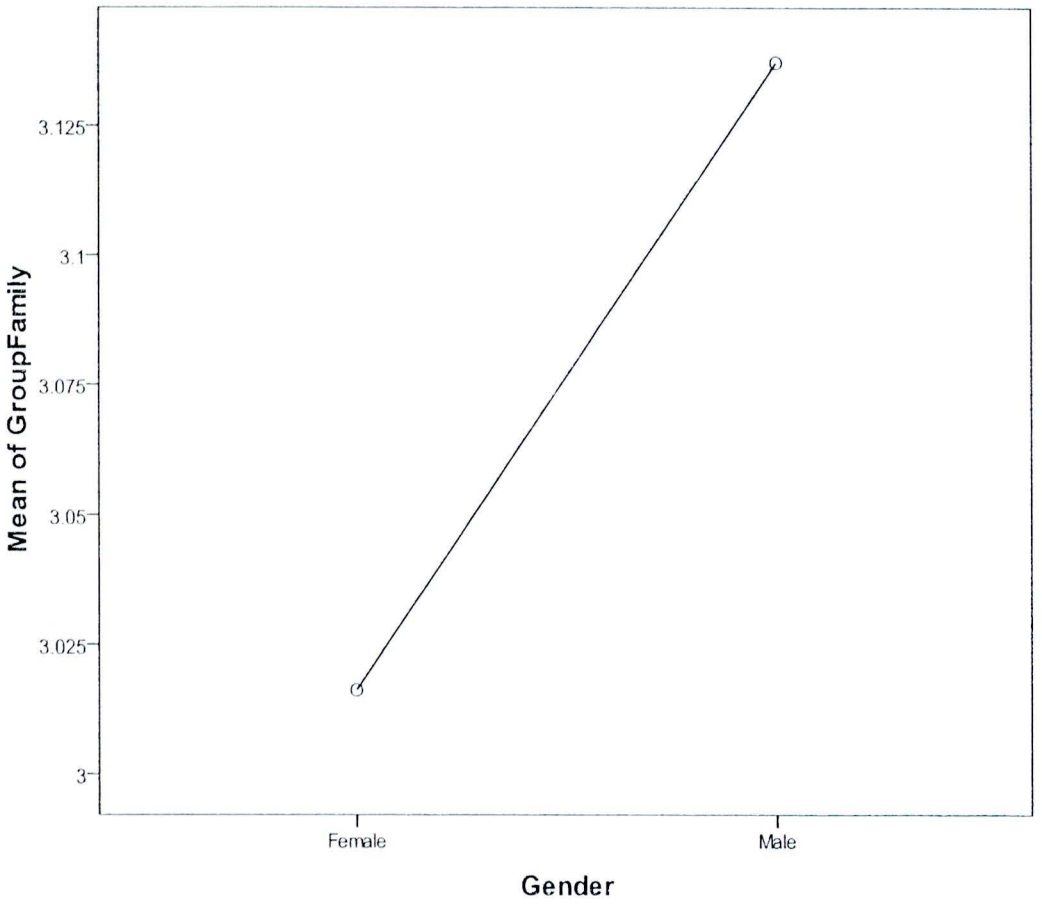

Figure 10 The difference of means between males and females in choosing career choice as influenced by family.

The graph in Figure 10 shows a slight difference between the genders in that more males were more influenced by family advice in deciding their career path compared to females.

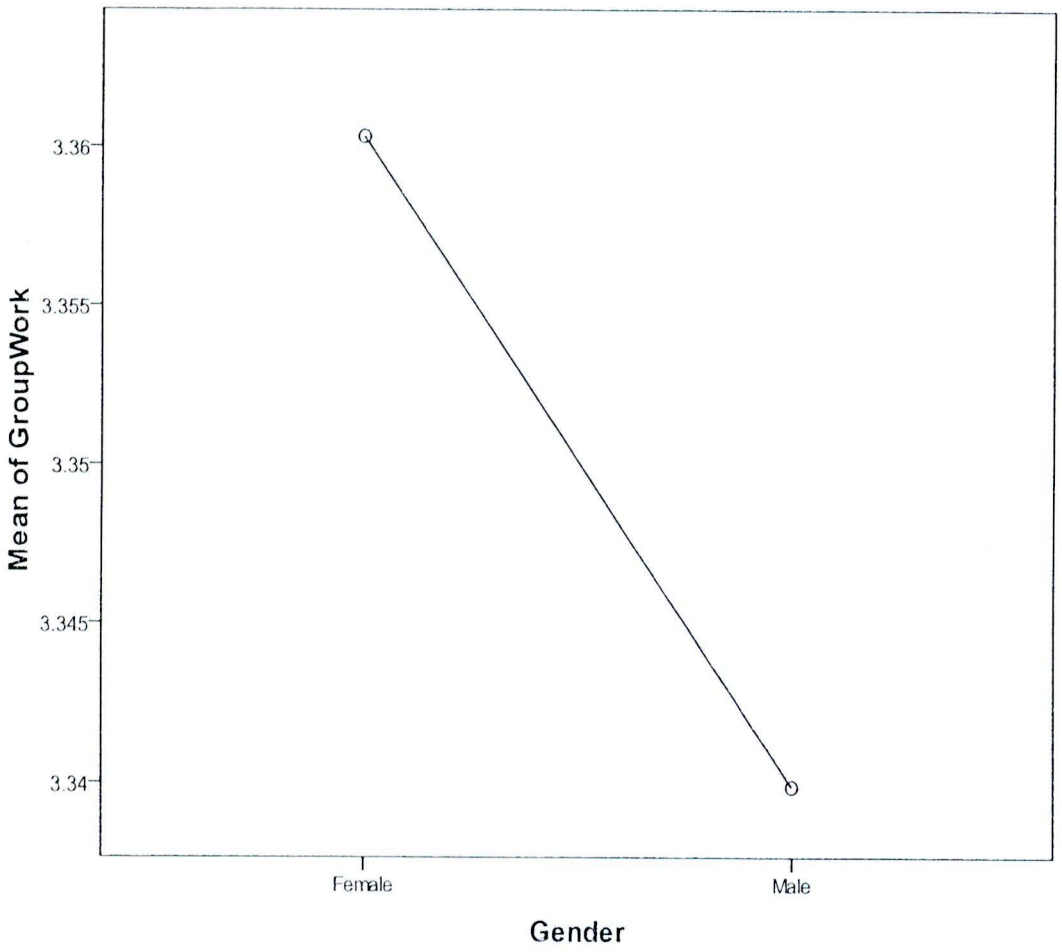

Figure 11 The difference of means between males and females in choosing career choice as influenced by work experience.

The graph on Figure 11 reveals a slight difference between the genders in that more females were influenced in deciding on their career by using past personal and work experiences as guides.

Hypothesis 2

*Ho*2: There is no significant relationship between the gender of the respondents and perception of whether males or females can become general managers.

*Ha*2: There is a significant relationship between the gender of the respondents and perception of whether males or females can become general managers.

Career choice is also about aspirations. This hypothesis tested whether there is any perceived discrimination between males and females in reaching management position.

Table 19

The Relationship Between Gender and Perception of Whether Males or Females can Become General Managers

Gender	*n*	Mean	*SD*	*SE*	95% Confidence Interval for Mean	
					Lower Limit	Upper Limit
Female	247	1.57	.495	.032	1.51	1.64
Male	153	1.72	.451	.036	1.65	1.79
Total	400	1.63	.483	.024	1.58	1.68

Note. *SD* = Standard Deviation, *SE* = Standard Error

The descriptive Table 19 shows a mean of 1.57 for females and 1.72 for males. This indicates that more females believe that males are more likely to obtain managerial positions.

Table 20

The ANOVA Results of the Difference Between Gender and Perception of Whether Males or Females Can Become General Managers

	Sources		*SS*	*df*	MS	*F*	Sig.
Between Groups	(combined)		1.961	1	1.961	8.549	.004
	Linear Term	Unweighted	1.961	1	1.961	8.549	.004
		Weighted	1.961	1	1.961	8.549	.004
Within Groups			91.279	398	.229		
	Total		93.240	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA results in Table 20 show a significance level of .004 which suggests that there is a difference in perception of whether males or females can become general managers amongst the male and female respondents. The perceived discrimination or the 'glass ceiling' that woman may face in the job market is obviously a major concern and needs to be addressed.

Moreover, according to Figure 12, it is a matter of concern that both males and females believed that a female is less likely to be a general manager.

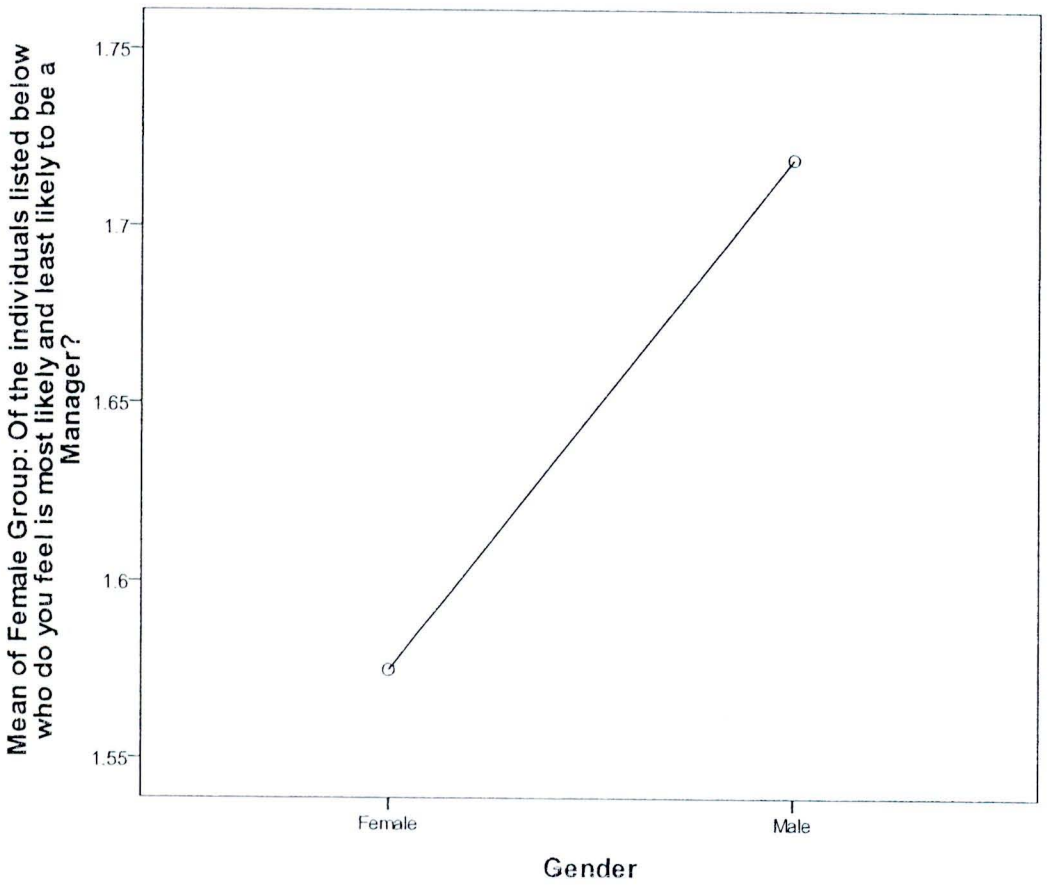

Figure 12 The difference of means between males and females.

Hypothesis 3

*Ho*3: There is no significant relationship between the age of the respondents and career knowledge.

*Ha*3: There is a significant relationship between the age of the respondents and career knowledge.

It is critical for Thailand that individuals get good career advice. The hypothesis was set to test the level of career knowledge and the age of the respondents.

Table 21

The Relationship Between the Age of the Respondents and Career Knowledge

Age	*n*	Mean	*SD*	*SE*	95% Confidence Interval for Mean	
					Lower Limit	Upper Limit
18-20 years	4	2.75	.500	.250	1.95	3.55
21-30 years	236	2.99	.868	.056	2.88	3.10
31-40 years	109	3.00	.892	.085	2.83	3.17
41-50 years	31	3.26	.999	.179	2.89	3.62
more than 51 years	20	2.90	1.021	.228	2.42	3.38
Total	400	3.01	.890	.044	2.92	3.09

Note. *SD* = Standard Deviation, *SE* = Standard Error

The descriptive Table 21 shows the mean range from 2.7 to 3.2 indicating a low level of career knowledge across age groups. The older respondents seemed to have better career knowledge.

Table 22

The ANOVA Results of the Difference Between the Age of the Respondents and Career Knowledge

Sources			*SS*	*df*	MS	*F*	Sig.
Between Groups	(combined)		2.543	4	.636	.801	.525
	Linear Term	Unweighted	.263	1	.263	.332	.565
		Weighted	.338	1	.338	.426	.515
		Deviation	2.205	3	.735	.926	.428
Within Groups			313.447	395	.794		
Total			315.990	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA results in Table 22 show a significance level of .525, which supports the null hypothesis, i.e. there is no significant relationship between age of respondents and career knowledge. All age groups seemed to lack 'career knowledge', indicating that the individuals may not be aware of opportunities in other fields and that they may have ended up in a wrong career.

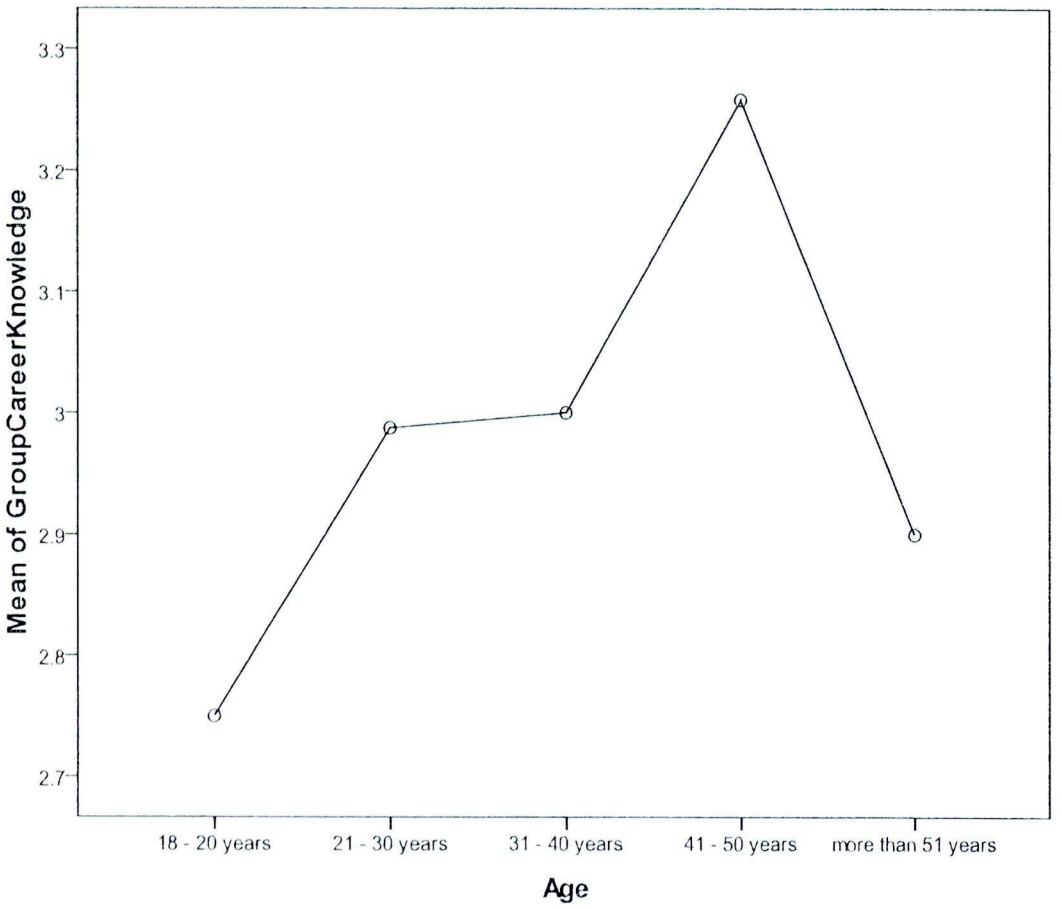

Figure 13 The difference of mean between the age of the respondents and career knowledge.

The graph in Figure 13 demonstrates that the younger respondents have little career knowledge, so presumably they pick it up when they get older.

Hypothesis 4

*Ho*4: There is no significant relationship between the age of the respondents and career interests.

*Ha*4: There is a significant relationship between the age of the respondents and career interests.

The test used for occupational interest divides careers into

Enterprising-meaning the respondents like meeting people, talking, discussing, and leading others, such as in law, politics, procurement and sales.

Artistic-meaning the respondents like to express themselves; this includes artistic, musical, or literary occupations.

Social-meaning the respondents like to work mainly with people or that they are concerned with their social welfare, the work of teachers, nurses, waiters, and those whose work involves a great deal of personal contact.

Conventional-meaning the respondents prefers to work indoors, and at clerical tasks which involve organizing and being accurate, jobs like secretary, office worker, receptionist, or bank clerk.

Realistic-meaning that the respondents like to work and move about outside, with tools or equipments, grow things, fix things, as well as operate machines.

Investigative-meaning that the respondents prefer to discover ideas, observe, investigate and experiment; jobs might includes doctors, pharmacists, zoologists, chemist, dentists, and physicists.

Table 23

The relationship Between the Age of the Respondents and Career Interests

Career interests	*n*	Mean	*SD*	*SE*	95% CI	
					LL	UL
ENTERPRISING						
18-20 years	4	3.75	1.258	.629	1.75	5.75
21-30 years	236	3.72	.878	.057	3.61	3.84
31-40 years	109	3.83	1.070	.103	3.62	4.03
41-50 years	31	3.52	1.262	.227	3.05	3.98
more than 51 years	20	4.10	.852	.191	3.70	4.50
Total	400	3.76	.971	.049	3.66	3.85
ARTISTIC						
18-20 years	4	3.25	.500	.250	2.45	4.05
21-30 years	236	3.56	1.023	.067	3.43	3.69
31-40 years	109	3.76	1.062	.102	3.56	3.96
41-50 years	31	3.55	1.150	.207	3.13	3.97
more than 51 years	20	3.75	.967	.216	3.30	4.20
Total	400	3.62	1.038	.052	3.52	3.72
SOCIAL						
18-20 years	4	2.75	.500	.250	1.95	3.55
21-30 years	236	3.45	1.020	.066	3.32	3.58
31-40 years	109	3.75	1.073	.103	3.55	3.96

Table 23 (continued)

Career interests	*n*	Mean	*SD*	*SE*	95% CI	
					LL	UL
41-50 years	31	3.29	1.442	.259	2.76	3.82
more than 51 years	20	4.15	.988	.221	3.69	4.61
Total	400	3.55	1.084	.054	3.44	3.65
CONVENTIONAL						
18-20 years	4	3.50	1.000	.500	1.91	5.09
21-30 years	236	3.28	1.011	.066	3.15	3.41
31-40 years	109	3.17	1.161	.111	2.95	3.39
41-50 years	31	3.26	1.316	.236	2.78	3.74
more than 51 years	20	3.95	.999	.223	3.48	4.42
Total	400	3.29	1.085	.054	3.18	3.39
REALISTIC						
18-20 years	4	3.25	2.062	1.031	−.03	6.53
21-30 years	236	2.98	1.076	.070	2.85	3.12
31-40 years	109	3.00	.972	.093	2.82	3.18
41-50 years	31	2.90	1.193	.214	2.47	3.34
more than 51 years	20	2.85	1.182	.264	2.30	3.40
Total	400	2.98	1.070	.053	2.87	3.08

Table 23 (continued)

Career interests	*n*	Mean	*SD*	*SE*	95% CI	
					LL	UL
INVESTIGATIVE						
18-20 years	4	2.50	.577	.289	1.58	3.42
21-30 years	236	3.18	1.256	.082	3.02	3.34
31-40 years	109	3.00	1.291	.124	2.75	3.25
41-50 years	31	2.65	1.427	.256	2.12	3.17
more than 51 years	20	2.95	1.276	.285	2.35	3.55
Total	400	3.07	1.280	.064	2.94	3.20

Note. SD = Standard Deviation; *SE* = Standard Error; CI = Confidence Interval for Mean; LL = Lower Limit; UL = Upper Limit

Table 24

The ANOVA Results of the Difference Between the Age of the Respondents and Career Interests

Sources	*SS*	*df*	MS	*F*	Sig.
ENTERPRISING					
Between Groups (combined)	4.913	4	1.228	1.307	.267
Linear Term Unweighted	.195	1	.195	.208	.649
Weighted	.643	1	.643	.685	.408
Deviation	4.269	3	1.423	1.515	.210

Table 24 (continued)

Sources	*SS*	*df*	MS	*F*	Sig.
Within Groups	371.077	395	.939		
Total	375.990	399			
ARTISTIC					
Between Groups (combined)	3.975	4	.994	.921	.451
Linear Term Unweighted	.784	1	.784	.727	.394
Weighted	1.346	1	1.346	1.248	.265
Deviation	2.630	3	.877	.813	.487
Within Groups	426.022	395	1.079		
Total	429.997	399			
Weighted	7.253	1	7.253	6.361	.012
Deviation	11.456	3	3.819	3.349	.019
Within Groups	450.389	395	1.140		
Total	469.098	399			
CONVENTIONAL					
Between Groups (combined)	10.385	4	2.596	2.232	.065
Linear Term Unweighted	.618	1	.618	.531	.467
Weighted	2.123	1	2.123	1.825	.177
Deviation	8.262	3	2.754	2.367	.070
Within Groups	459.552	395	1.163		
Total	469.937	399			

Table 24 (continued)

Sources	*SS*	*df*	MS	*F*	Sig.
REALISTIC					
Between Groups (combined)	.856	4	.214	1.307	.267
Linear Term Unweighted	.626	1	.626	.208	.649
Weighted	.412	1	.412	.685	.408
Deviation	.444	3	.148	1.515	.210
Within Groups	455.942	395	1.154		
Total	456.797	399			
INVESTIGATIVE					
Between Groups (combined)	10.468	4	2.617	.921	.451
Linear Term Unweighted	.109	1	.109	.727	.394
Weighted	5.248	1	5.248	1.248	.265
Deviation	5.220	3	1.740	.813	.487
Within Groups	643.572	395	1.629		
Total	654.040	399			

Note. *SD* = Standard Deviation; *SE* = Standard Error; CI = Confidence Interval for Mean; LL = Lower Limit; UL = Upper Limit

The ANOVA results show that for the 'Enterprising' category, the significance level is .267 indicating that there is no significant relationship between age and 'Enterprising' career interest.

For the Artistic category, the results show a level of .451, indicating there is no significant difference between age and 'Artistic' interest.

For the Social category, the significant level of .003 shows that there is a significant difference between age and 'Social' career interest.

For the Conventional career interest the significant level was .065. Subsequently, there is no relationship between age and career interest.

For the Realistic category, the results show the significant level to be .946, indicating that there is no significant difference between age and realistic interest.

For the Investigative category, at .172, again there is no significant difference in 'Investigative' career interest amongst the different age groups.

Apart from the Social category, all the groups had a similar lack of interest in the rest of the career types.

Hypothesis 5

*Ho*5: There is no significant relationship between career interest and career selection factors.

*Ha*5: There is a significant relationship between career interest and career selection factors.

The theory behind this hypothesis is that when there is a 'fit' or 'congruence' between career interest and actual career, the job holder should be more satisfied.

The Expressive career selection factor reflects deeper interest in the job with the job being viewed as something more than just a means to get paid. The individuals are more interested in self actualization through work.

The Instrumental career selection factor covers more Self-interested individuals with orientation towards both material and other rewards. They are competitive, single minded and concerned with the 'ends' rather than the 'means'. They see 'job' as a means to other ends and do not necessarily view it as something that will engross them.

Table 25

Means and Standard Deviations of Career Interest

	n	Mean	Standard Deviation
Expressive	400	3.90	.973
Instrumental	400	4.04	1.053
Enterprising	400	3.76	.971
Artistic	400	3.62	1.038
Social	400	3.55	1.084
Conventional	400	3.29	1.085
Realistic	400	2.98	1.070
Investigative	400	3.07	1.280

The analysis was carried out using Pearson correlation analysis.

Table 26

The Pearson Correlation Values of Career Interest and Career Selection Factors

Pearson Correlation	Enterprising	Artistic	Social	Conventional	Realistic	Investigative
Expressive	.237**	.278**	.327**	.160**	.186**	.138**
Instrumental	.030	.070	.164**	.180**	.130**	.085

Note. $n = 400$; **Correlation is significant at the 0.01 level (2 - tailed); *Correlation is significant at the 0.05 level (2 - tailed)

The data on Table 26 shows a significant level of .000 between Expressive and Enterprising, .000 Artistic, .000 Social, .001 Conventional, .000 Realistic, and .006 Investigative.

Those who expressed Instrumental orientation towards a job had no particular interest in Enterprising and Investigative career selection factors at .164 and .089, respectively.

Hypothesis 6

*Ho*6: There is no significant relationship between the gender of the respondents and career selection factors.

*Ha*6: There is a significant relationship between the gender of the respondents and career selection factors.

Table 27

The Relationship Between Career Interest and Career Selection Factors

career selection factors/Gender	*n*	Mean	*SD*	*SE*	95% Confidence Interval for Mean	
					Lower Limit	Upper Limit
EXPRESSIVE						
Female	247	3.83	.973	.062	3.71	3.95
Male	153	4.01	.966	.078	3.86	4.17
Total	400	3.90	.973	.049	3.80	4.00
INSTRUMENTAL						
Female	247	4.00	1.057	.067	3.87	4.14
Male	153	4.10	1.046	.085	3.94	4.27
Total	400	4.04	1.053	.053	3.94	4.15

Note. *SD* = Standard Deviation; *SE* = Standard Error

The career selection factors are divided into Expressive and Instrumental. From the descriptive Table 27, it can be seen that for Expressive factors, females had a mean of 3.83 while males had a higher mean of 4.01, and for Instrumental factors, females and males had the means of 4.0 and 4.1, respectively.

Table 28

The ANOVA Results of Difference Between Career Interest and Career Selection Factors

Sources	*SS*	*df*	MS	*F*	Sig.
EXPRESSIVE					
Between Groups (combined)	3.168	1	3.168	3.364	.067
Linear Term Unweighted	3.168	1	3.168	3.364	.067
Weighted	3.168	1	3.168	3.364	.067
Within Groups	374.832	398	.942		
Total	378.000	399			
INSTRUMENTAL					
Between Groups (combined)	.955	1	.955	.861	.354
Linear Term Unweighted	.955	1	.955	.861	.354
Weighted	.955	1	.955	.861	.354
Within Groups	441.323	398	1.109		
Total	442.278	399			

Note. *SS* = Sum of Square; MS = Mean Square

From the ANOVA results in Table 28, it can be seen that for the Expressive factor, the significance level was .067 and for Instrumental it was at .354. This means that there is no significant difference between males and females as concerns the Expressive and Instrumental orientation to work.

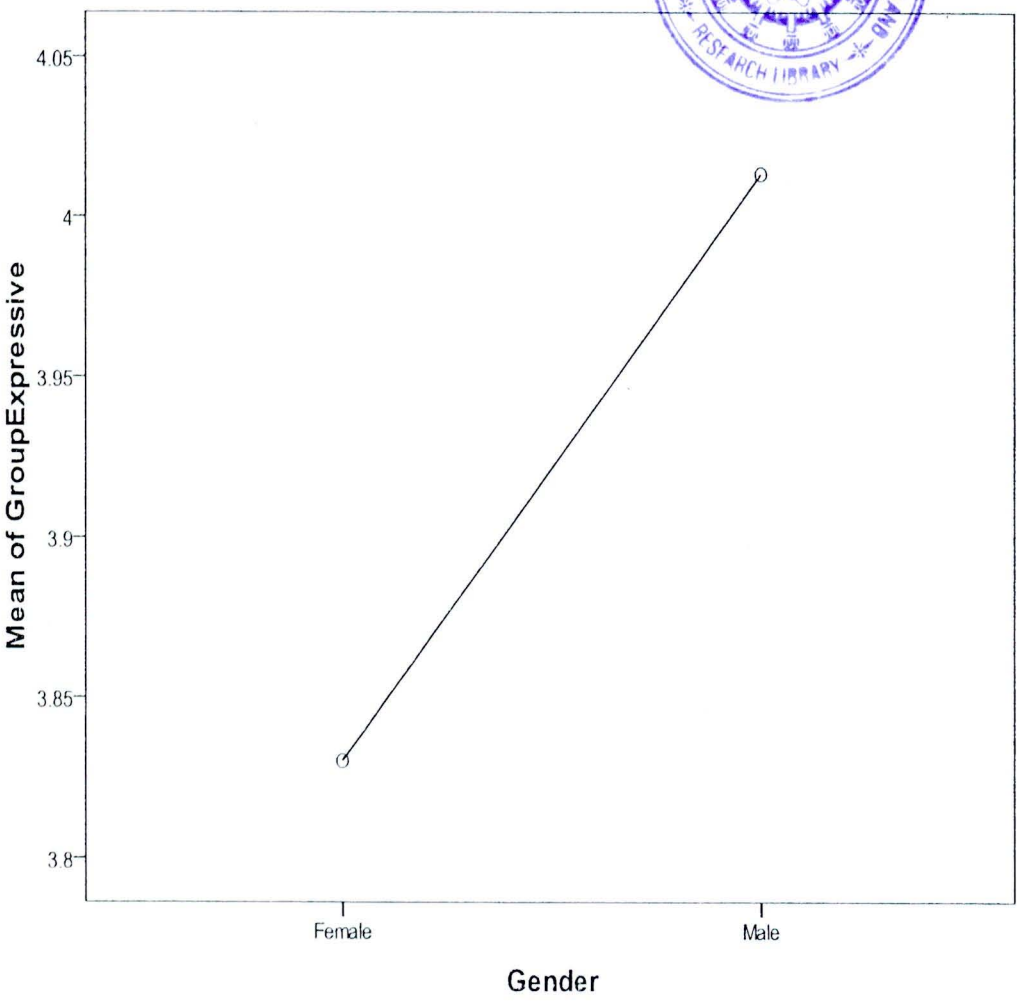

Figure 14 The difference of means between gender and the expressive factor.

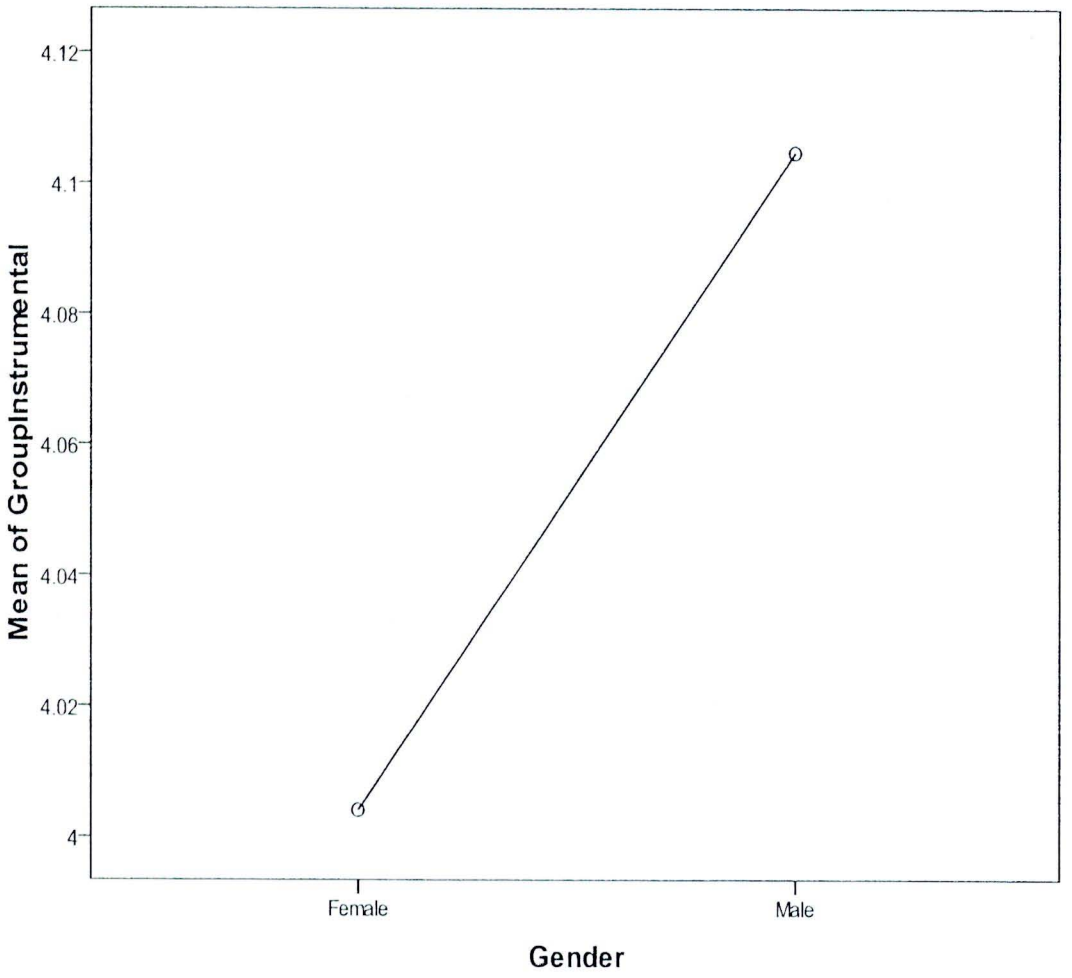

Figure 15 The difference of means between gender and the instrumental factor.

As one would expect, the means for females were slightly less for both 'Expressive' and 'Instrumental' orientations towards work.

Hypothesis 7

*Ho*7: There is no significant relationship between the gender of the respondents and career interest types.

*Ha*7: There is a significant relationship between the gender of the respondents and career interest types.

This hypothesis was designed to identify whether there are any differences between females and males as regards their occupational interest.

Table 29

The Difference of Means Between Gender and Occupational Interest

Career interest type/Gender	*n*	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
ENTERPRISING						
Female	247	3.64	1.033	.066	3.51	3.77
Male	153	3.93	.833	.067	3.80	4.07
Total	400	3.76	.971	.049	3.66	3.85
ARTISTIC						
Female	247	3.52	1.019	.065	3.39	3.65
Mal	153	3.79	1.049	.085	3.62	3.96
Total	400	3.62	1.038	.052	3.52	3.72
SOCIAL						
Female	247	3.57	1.060	.067	3.44	3.70
Mal	153	3.51	1.125	.091	3.33	3.69
Total	400	3.55	1.084	.054	3.44	3.65

Table 29 (continued)

Career interest type/Gender	*n*	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
CONVENTIONAL						
Female	247	3.33	1.072	.068	3.19	3.46
Mal	153	3.22	1.108	.090	3.05	3.40
Total	400	3.29	1.085	.054	3.18	3.39
REALISTIC						
Female	247	2.86	1.062	.068	2.73	3.00
Mal	153	3.16	1.060	.086	2.99	3.33
Total	400	2.98	1.070	.053	2.87	3.08
INVESTIGATIVE						
Female	247	2.99	1.272	.081	2.83	3.15
Mal	153	3.20	1.288	.104	2.99	3.40
Total	400	3.07	1.280	.064	2.94	3.20

Note. *SD* = Standard Deviation; *SE* = Standard Error; CI = Confident Interval

According to Table 29, it can be seen that males had slightly higher means for every type of career choice; however, the difference were not that great.

Table 30

The ANOVA Results of the Difference Between Gender and Occupational Interest

Sources	*SS*	*df*	MS	*F*	Sig.
ENTERPRISING					
Between Groups (combined)	7.996	1	7.996	8.648	.003
Linear Term Unweighted	7.996	1	7.996	8.648	.003
Weighted	7.996	1	7.996	8.648	.003
Within Groups	367.994	398	.925		
Total	375.990	399			
ARTISTIC					
Between Groups (combined)	7.022	1	7.022	6.608	.011
Linear Term Unweighted	7.022	1	7.022	6.608	.011
Weighted	7.022	1	7.022	6.608	.011
Within Groups	422.975	398	1.063		
Total	429.997	399			
SOCIAL					
Between Groups (combined)	.352	1	.352	.299	.585
Linear Term Unweighted	.352	1	.352	.299	.585
Weighted	.352	1	.352	.299	.585
Within Groups	468.745	398	1.178		
Total	469.098	399			

Table 30 (continued)

Sources	*SS*	*df*	MS	*F*	Sig.
CONVENTIONAL					
Between Groups (combined)	1.056	1	1.056	.896	.344
Linear Term Unweighted	1.056	1	1.056	.896	.344
Weighted	1.056	1	1.056	.896	.344
Within Groups	468.882	398	1.178		
Total	469.937	399			
REALISTIC					
Between Groups (combined)	8.563	1	8.563	7.603	.006
Linear Term Unweighted	8.563	1	8.563	7.603	.006
Weighted	8.563	1	8.563	7.603	.006
Within Groups	448.235	398	1.126		
Total	456.798	399			
INVESTIGATIVE					
Between Groups (combined)	3.939	1	3.939	2.411	.121
Linear Term Unweighted	3.939	1	3.939	2.411	.121
Weighted	3.939	1	3.939	2.411	.121
Within Groups	650.101	398	1.633		
Total	654.040	399			

Note. *SS* = Sum of Square; MS = Mean Square

According to Table 30, it can be seen that for the Enterprising career interest, the significance level stood at .003 suggesting there was significant difference between males and females in their interest in Enterprising careers. Moreover, from the descriptive Table 30 we can see that the males had higher means and that they tended to be more interested in Enterprising careers. It is a concern that females show little interest in such careers.

As for the Artistic type, at a significance level of .011, there was significant difference between males and females in their interest in Artistic career. Again males had slightly more interest in such careers and this challenges the commonly held assumption that females show greater interest in artistic careers.

As concerns the Social type, at a significance level of .585, there was no significant difference between males and females in their interest in social careers. The females, as expected, scored slightly higher but not significantly so.

Concerning Conventional career interest, at a .344 level of significance, there was no significant difference between males and females in their interest in Conventional type of careers. The females showed slightly higher interest compared to the males.

As for the Realistic type, at a .006 significance level, there was a significant difference between the males and the females in their career choice. The males show considerably more interest in such careers.

Regarding Investigative career interest, at a .121 level of significance, there was no significant difference between males and females in such careers. The males showed greater interest in such careers.

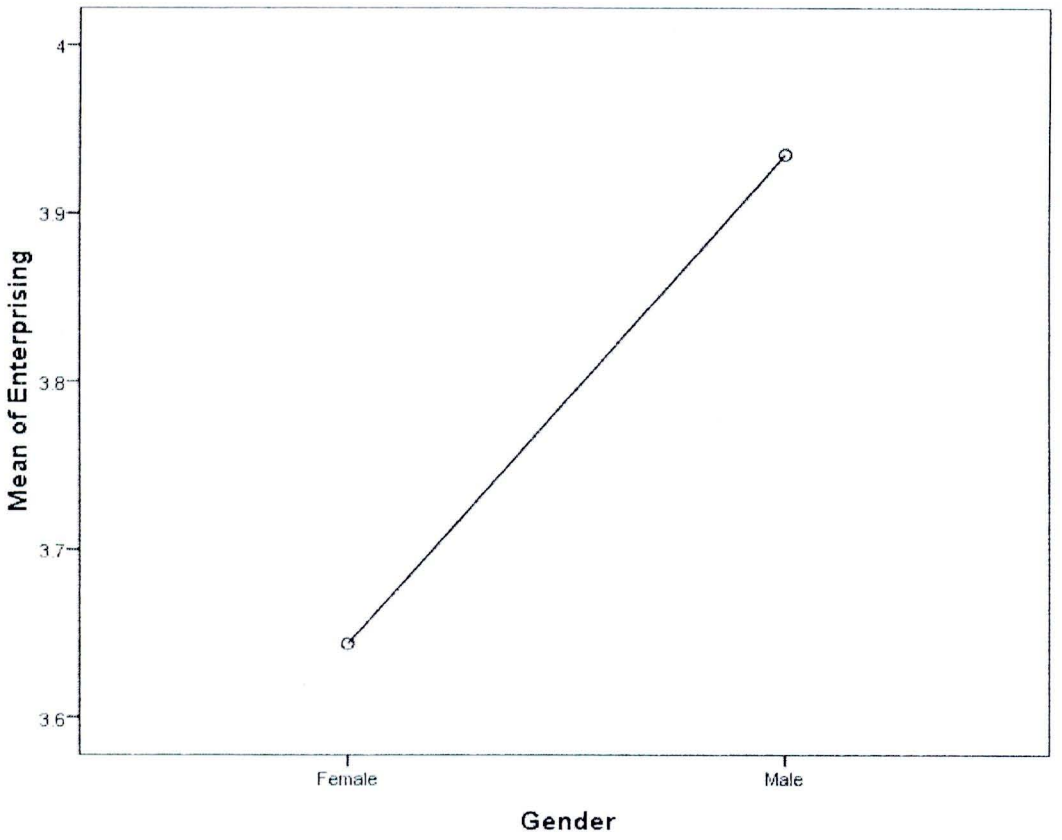

Figure 16 The difference of means between gender and enterprising career interest.

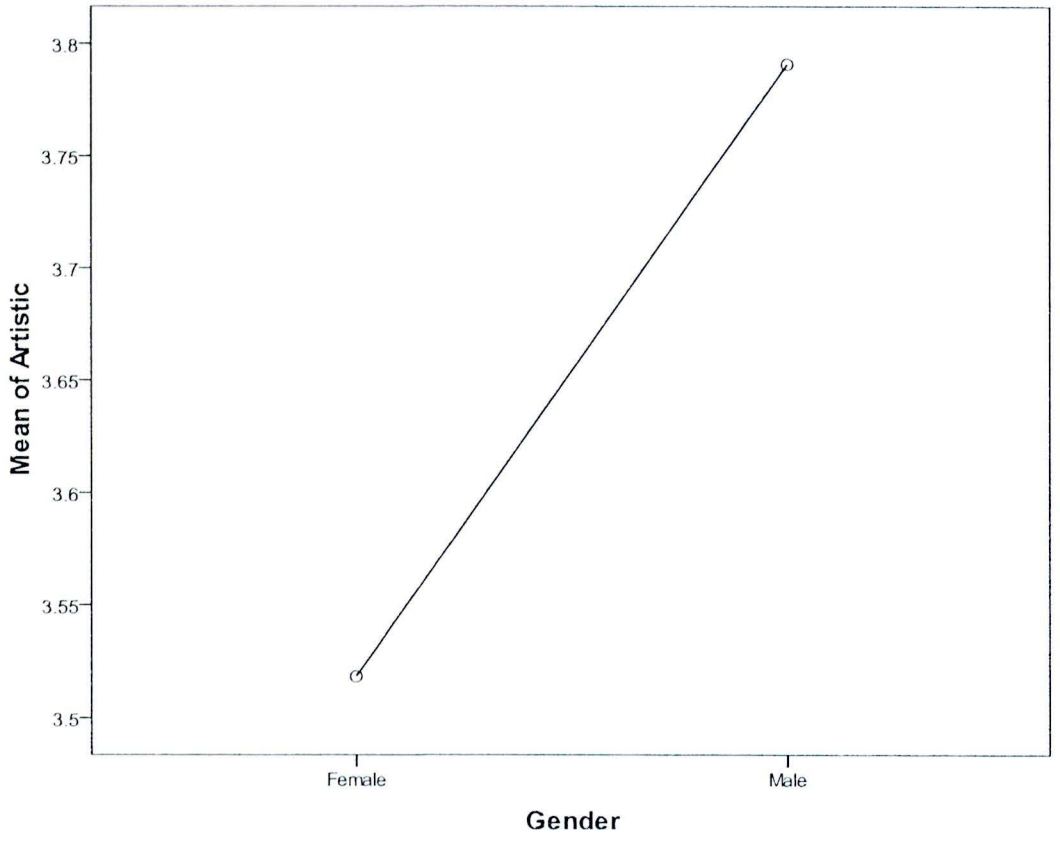

Figure 17 The difference of means between gender and artistic career interest.

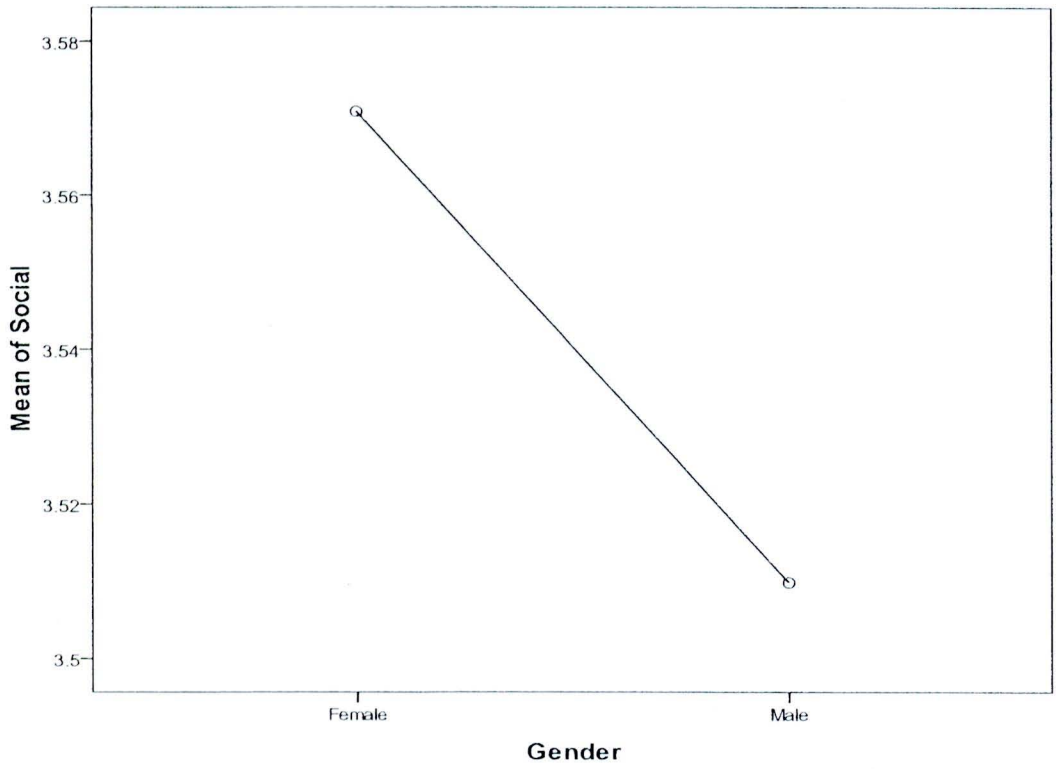

Figure 18 The difference of means between gender and social career interest.

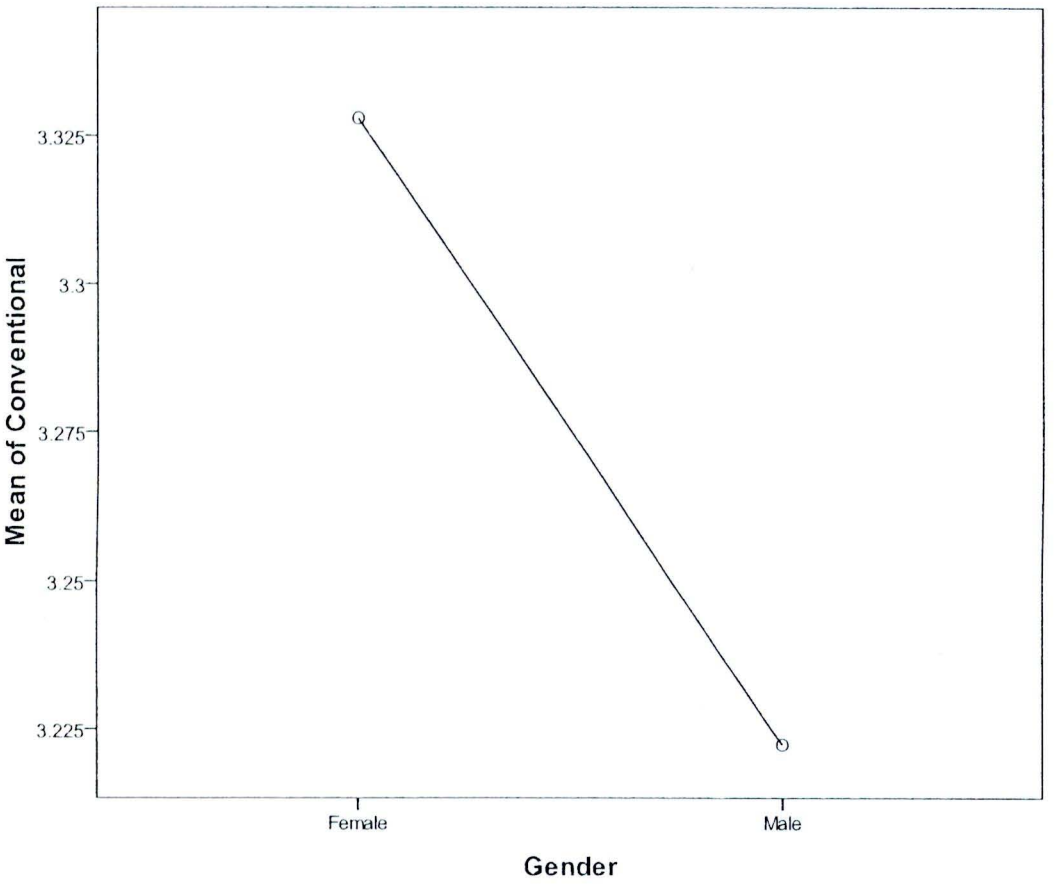

Figure 19 The difference of means between gender and conventional career interest.

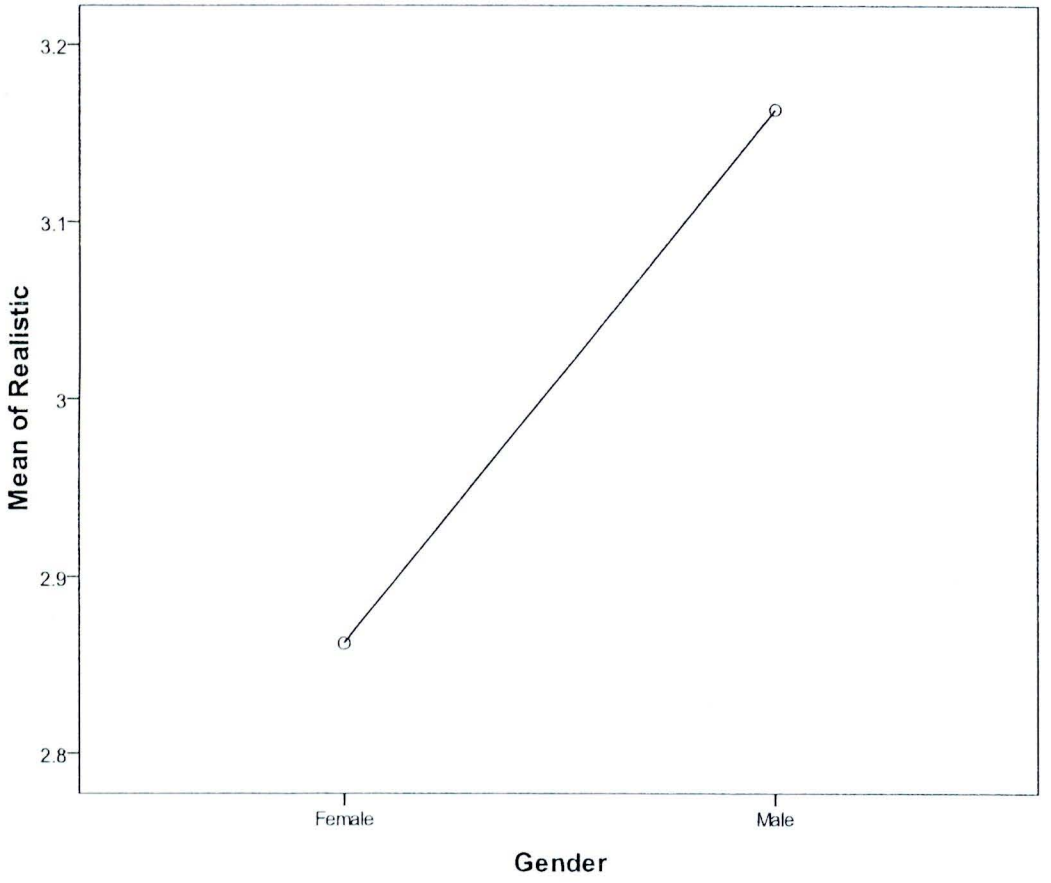

Figure 20 The difference of means between gender and realistic career interest.

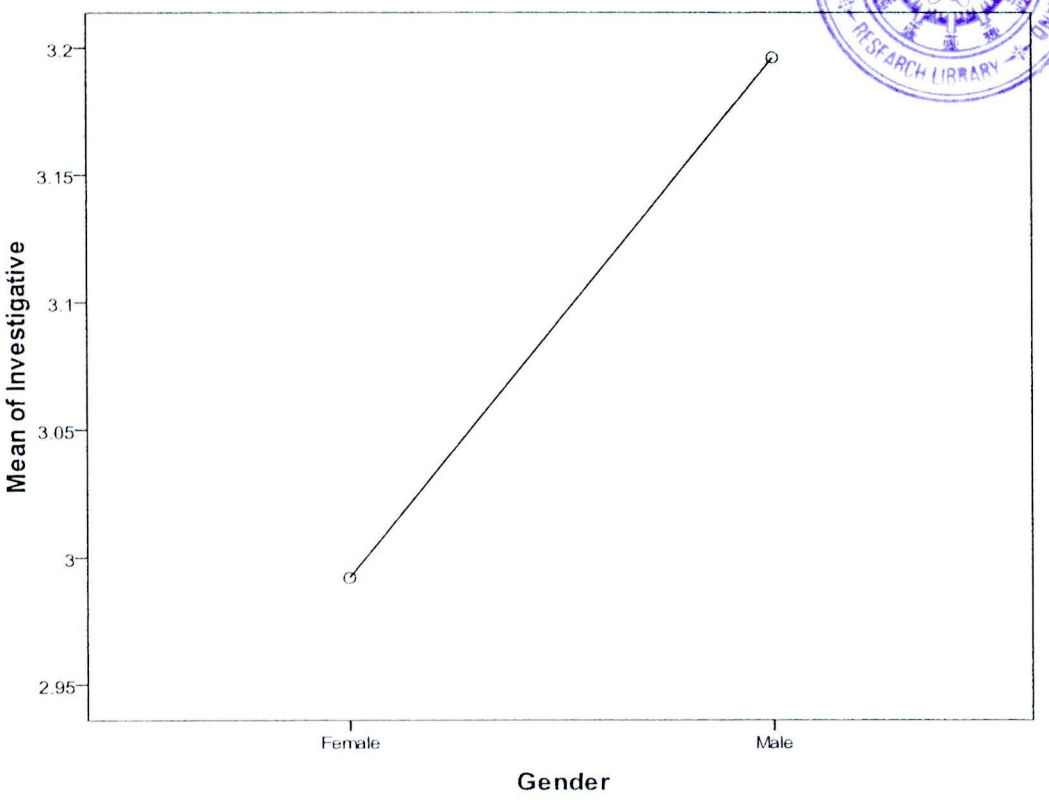

Figure 21 The difference of means between gender and investigative career interest.

In sum, the figures above have shown that males had more interest in the fields of Enterprising, Artistic, Realistic, and Investigative, while females showed much more interests in the fields of Social and Conventional occupations.

Hypothesis 8

*Ho*8: There is no significant relationship between career interest type and choice of industry to work in.

*Ha*8: There is a significant relationship between career interest type and choice of industry to work in.

This hypothesis explored the relationship between the occupational interest type and actual job. The relationship was explored using Pearson correlation.

This hypothesis will also show us whether there is a good 'fit' or 'congruence' between occupational interest and type of job a person is doing. The theory is that if the 'fit' or 'congruence' is poor, the person may be in a wrong job.

Table 31

Means and Standard Deviations of Career Interest Type and Choice of Industry in Which to Work

	N	Mean	Standard Deviation
Enterprising	400	3.76	.971
Artistic	400	3.62	1.038
Social	400	3.55	1.084
Conventional	400	3.29	1.085
Realistic	400	2.98	1.070
Investigative	400	3.07	1.280
Job-Service	400	3.48	.991
Job-Industry	400	2.77	1.046
Job-Finance	400	2.70	1.092
Job-Public Service	400	2.94	1.141

Table 32

Correlations Between Career Interest Type and Choice of Industry in Which to Work

	Job-Service	Job-Industry	Job-Finance	Job-Public Service
Enterprising	.082	.127*	.179**	.018
Artistic	.089	.144**	.074	.115*
Social	.121*	.100*	.141**	.161**
Conventional	–.076	.096	.297**	.231**
Realistic	.119*	.311**	.121*	.122*
Investigative	–.050	.326**	.031	.103*

Note. n = 400; **Correlation is significant at the 0.01 level (2 - tailed). *Correlation is significant at the 0.05 level (2 - tailed).

Those who scored high in Enterprising correlated less with Public Service jobs (.018), Service Jobs (.082), jobs in Industry (.127) but have a higher correlation with jobs in Finance (.179). This is surprising as Enterprising career-minded people would be expected to be more suited to industry. This means that those with Enterprising career orientation do not have a 'fit' or 'congruence' with the jobs they are doing.

Those who scored high in Artistic occupational interests correlated highly with jobs in industry (.144) and public service (.115), and less in services (.089) and financial jobs (.074).

Those who scored high in the Social type of occupations scored low on jobs in industry (.100) and services jobs (.121) but has higher correlation in financial jobs (.141) and public services (.161).

Those who scored high in Conventional type of occupations scored low in services jobs (-.076) and jobs in industry (.096) but have higher correlations in financial (.297) and public services jobs (.231).

Those who scored high in Realistic type of occupations, scored low correlation in jobs in the services industry (.119), financial jobs (.121), and public services job (.122), but score the highest in jobs in industry (.311).

For the last occupation interest, Investigative occupation, this group scored very low in services job at -.050, followed by financial jobs at .031 and public services jobs at .103. The highest correlation is to jobs in industry with .326 correlations.

Hypothesis 9

*Ho*9: There is no significant relationship between personality type and career interests.

*Ha*9: There is a significant relationship between personality type and career interests.

This hypothesis explored the extent to which personality type according to the two categories as Extrovert and Introvert - has any influence on the choices of occupation.

Extroverts as defined by the well known psychiatrist and philosopher Jung, are those with personalities easily motivated by outside factors which are greatly influenced by the environment, they are sociable, confident, less cautious, like organizations, and always tend to be optimistic and enthusiastic. Introverts, again as defined by Jung, are mostly independent; they are happy alone with their own imagination, prefer reflection to activities and sometimes lack confidence becoming easily shy and unsociable.

Table 33

The Relationship Between Personality Type and Career Interests

Career Interests/Personality Type	*n*	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
ENTERPRISING						
Extrovert	81	3.94	.871	.097	3.75	4.13
Introvert	319	3.71	.990	.055	3.60	3.82
Total	400	3.76	.971	.049	3.66	3.85
ARTISTIC						
Extrovert	81	3.80	1.089	.121	3.56	4.04
Introvert	319	3.58	1.022	.057	3.46	3.69
Total	400	3.62	1.038	.052	3.52	3.72

Table 33 (continued)

Career Interests/Personality Type	*n*	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
ENTERPRISING						
Extrovert	81	3.94	.871	.097	3.75	4.13
Introvert	319	3.71	.990	.055	3.60	3.82
Total	400	3.76	.971	.049	3.66	3.85
ARTISTIC						
Extrovert	81	3.80	1.089	.121	3.56	4.04
Introvert	319	3.58	1.022	.057	3.46	3.69
Total	400	3.62	1.038	.052	3.52	3.72
SOCIAL						
Extrovert	81	3.68	1.047	.116	3.45	3.91
Introvert	319	3.51	1.093	.061	3.39	3.63
Total	400	3.55	1.084	.054	3.44	3.65
CONVENTIONAL						
Extrovert	81	3.27	1.037	.115	3.04	3.50
Introvert	319	3.29	1.099	.062	3.17	3.41
Total	400	3.29	1.085	.054	3.18	3.39

Table 33 (continued)

Career interests/Personality type	*n*	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
REALISTIC						
Extrovert	81	3.22	1.162	.129	2.97	3.48
Introvert	319	2.92	1.038	.058	2.80	3.03
Total	400	2.98	1.070	.053	2.87	3.08
INVESTIGATIVE						
Extrovert	81	3.11	1.204	.134	2.84	3.38
Introvert	319	3.06	1.301	.073	2.92	3.20
Total	400	3.07	1.280	.064	2.94	3.20

Note. *SD* = Standard Deviation; *SE* = Standard Error; CI = Confident Interval

Table 34

The ANOVA Result of the Difference Between Personality Type and Career Interests

Sources	*SS*	*df*	MS	*F*	Sig.
ENTERPRISING					
Between Groups (combined)	3.411	1	3.411	3.644	.057
Linear Term Unweighted	3.411	1	3.411	3.644	.057
Weighted	3.411	1	3.411	3.644	.057
Within Groups	372.579	398	.936		
Total	375.990	399			

Table 34 (continued)

Sources	*SS*	*df*	MS	*F*	Sig.
ARTISTIC					
Between Groups (combined)	3.290	1	3.290	3.068	.081
Linear Term Unweighted	3.290	1	3.290	3.068	.081
Weighted	3.290	1	3.290	3.068	.081
Within Groups	426.708	398	1.072		
Total	429.997	399			
SOCIAL					
Between Groups (combined)	1.757	1	1.757	1.496	.222
Linear Term Unweighted	1.757	1	1.757	1.496	.222
Weighted	1.757	1	1.757	1.496	.222
Within Groups	467.341	398	1.174		
Total	469.097	399			
CONVENTIONAL					
Between Groups (combined)	.026	1	.026	.022	.883
Linear Term Unweighted	.026	1	.026	.022	.883
Weighted	.026	1	.026	.022	.883
Within Groups	469.912	398	1.181		
Total	469.937	399			

Table 34 (continued)

Sources	*SS*	*df*	MS	*F*	Sig.
REALISTIC					
Between Groups (combined)	6.083	1	6.083	5.371	.021
Linear Term Unweighted	6.083	1	6.083	5.371	.021
Weighted	6.083	1	6.083	5.371	.021
Within Groups	450.715	398	1.132		
Total	456.797	399			
INVESTIGATIVE					
Between Groups (combined)	.172	1	.172	.104	.747
Linear Term Unweighted	.172	1	.172	.104	.747
Weighted	.172	1	.172	.104	.747
Within Groups	653.868	398	1.643		
Total	654.040	399			

Note. *SS* = Sum of Square; MS = Mean Square

The descriptive Table 33 shows the means for the two personality types to be fairly similar. The results of the ANOVA test in Table 34 show that at a .057 level of significance the null hypothesis was just accepted, in that there is no significant relationship between the Enterprising occupation interest and Personality. For the Artistic occupation interest at 0.81 significance level, the null hypothesis is accepted. There is no significant relationship between personality type and Artistic occupational interest.

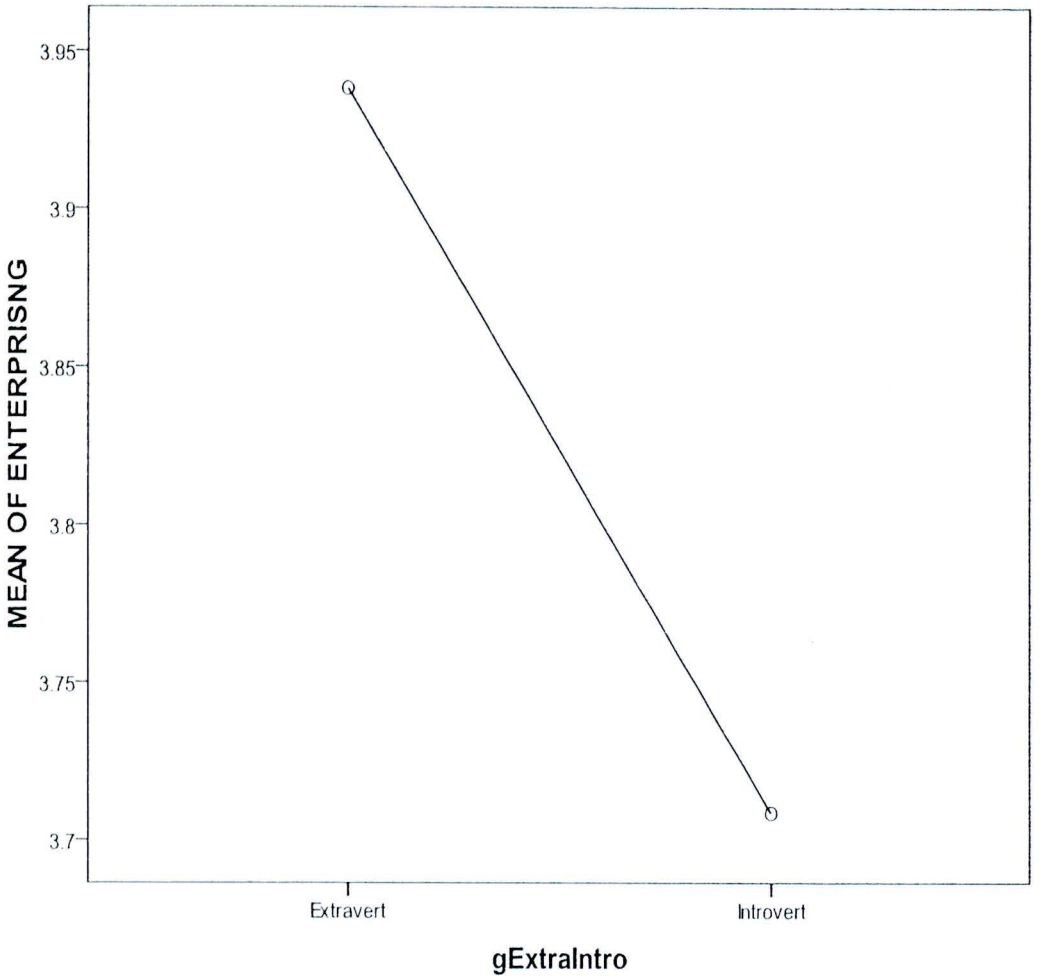

Figure 22 The difference of means between personality types and enterprising occupations.

Figure 22 shows slight differences whereby respondents who had Extrovert personality types had greater interests in Enterprising occupation.

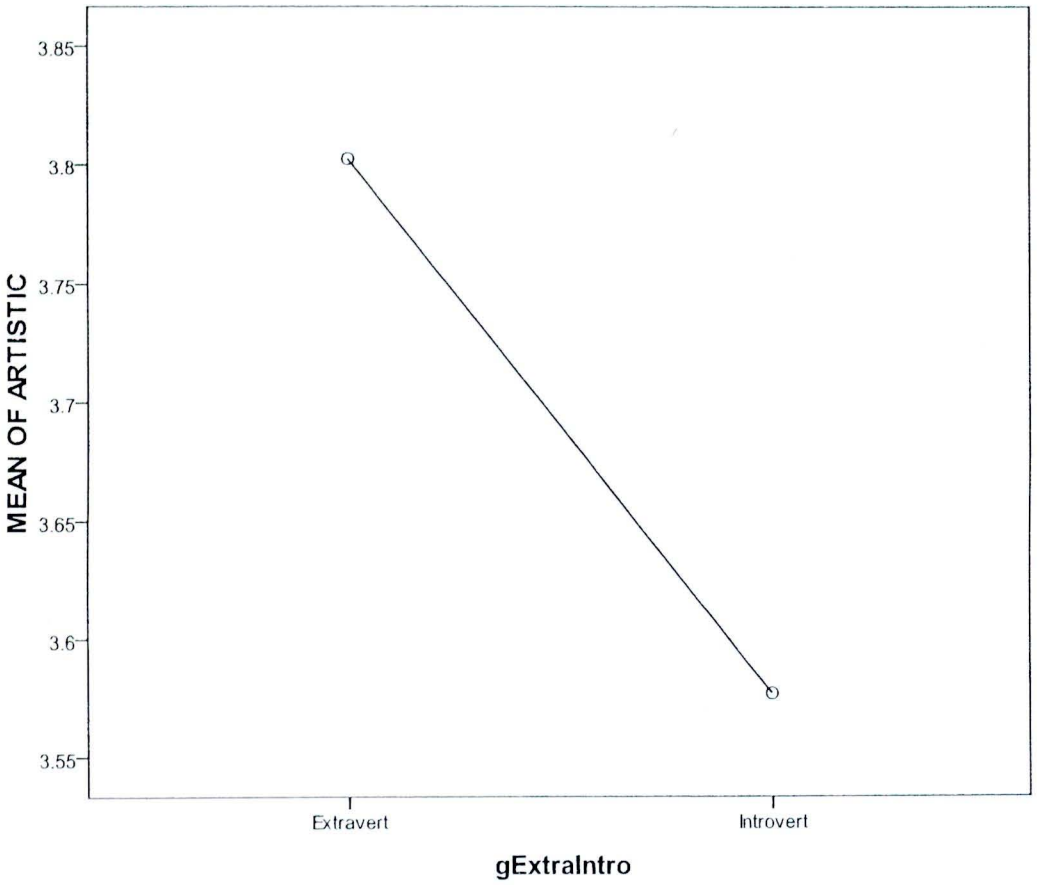

Figure 23 The difference of means between personality types and artistic occupation.

Figure 23 shows slight differences whereby respondents who had Extrovert personality types had greater interest in Artistic occupations.

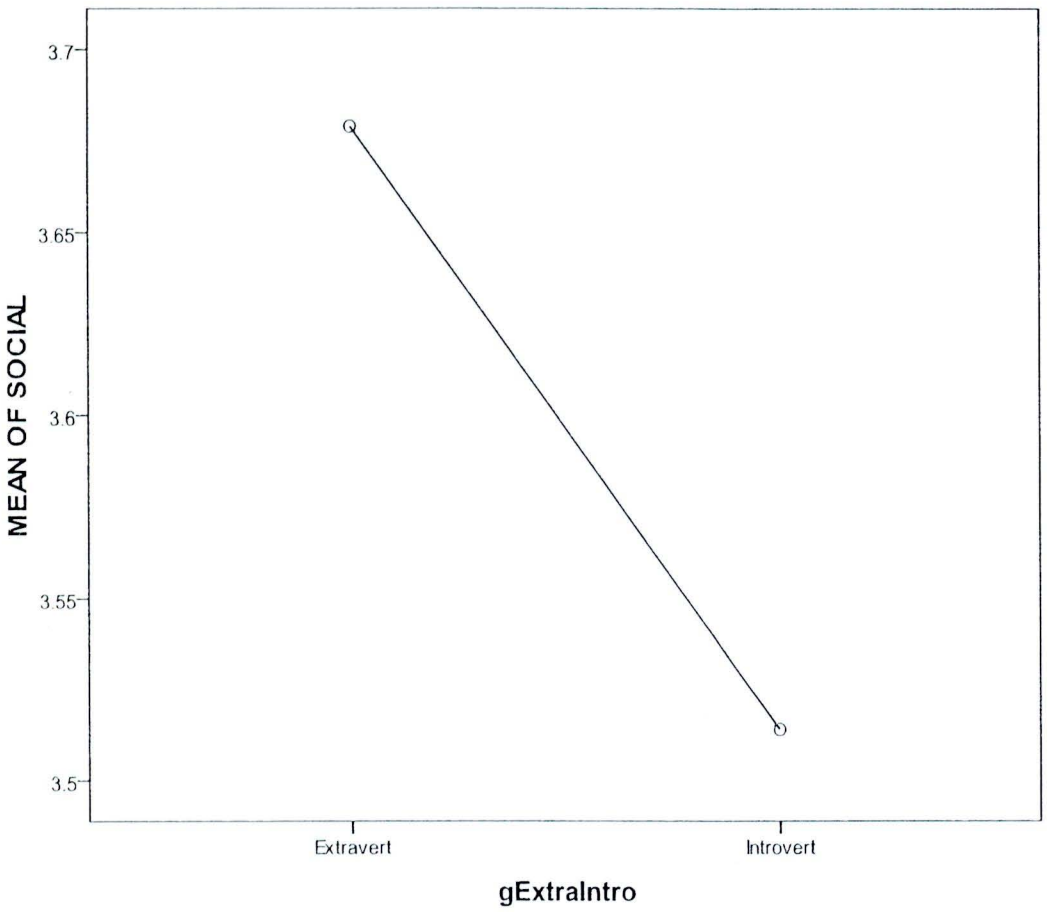

Figure 24 The difference of means between personality types and social occupations.

Figure 24 shows slight differences whereby respondents who had Extrovert personality types had greater interests in Social occupations.

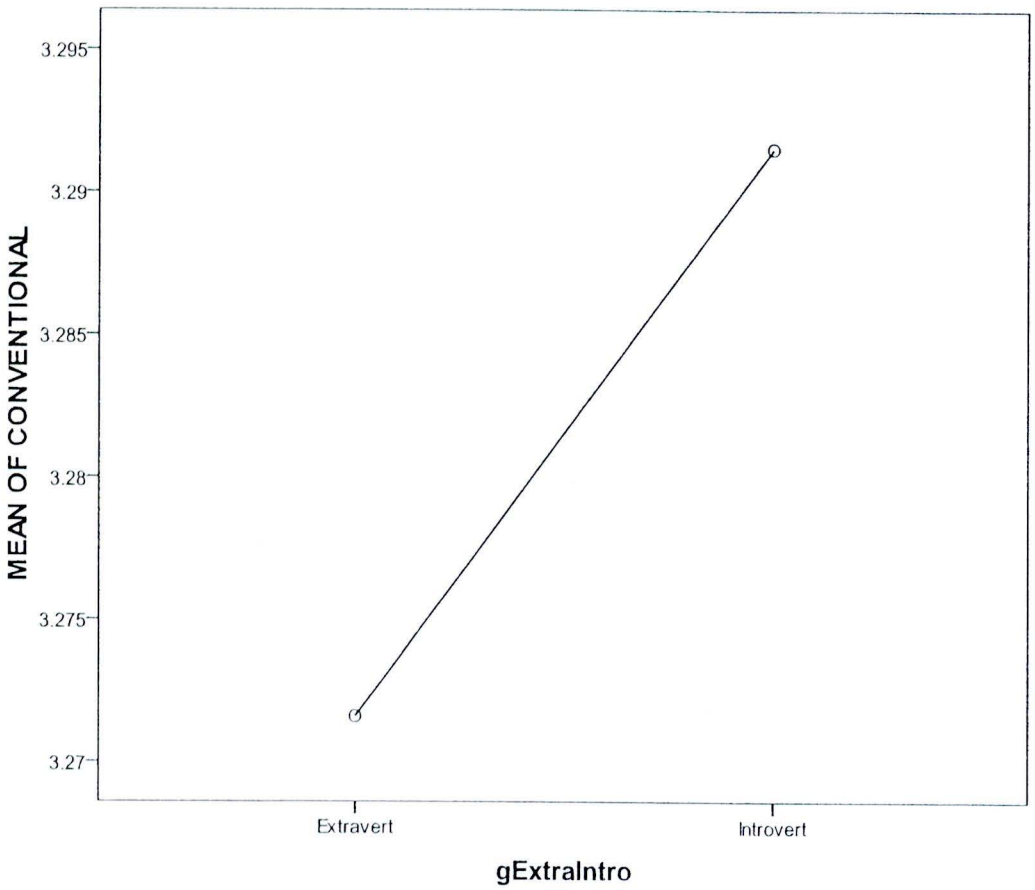

Figure 25 The difference of means between personality types and conventional occupation.

Figure 25 shows slight differences that respondents who had Introvert personality types had greater interests in Conventional occupations.

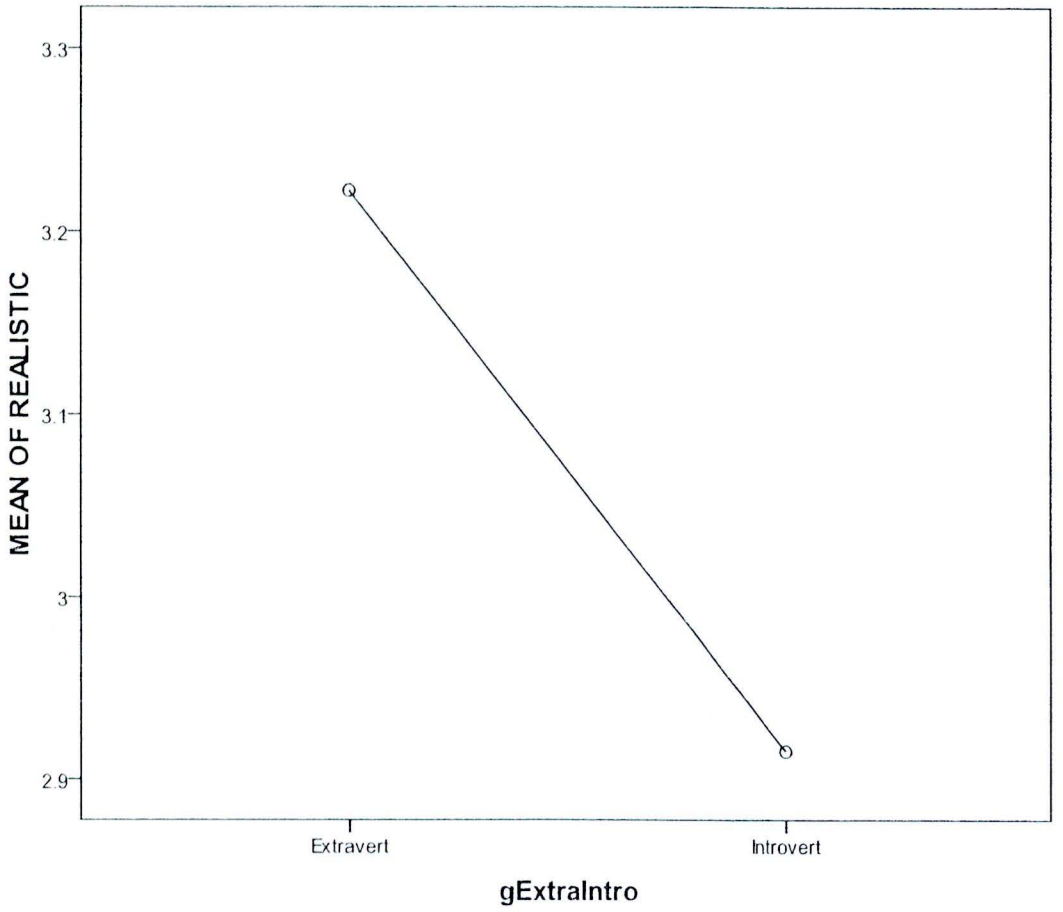

Figure 26 The difference of means between personality types and realistic occupation.

Figure 26 shows slight differences that respondents who had Extrovert personality types had greater interests in Realistic occupations.

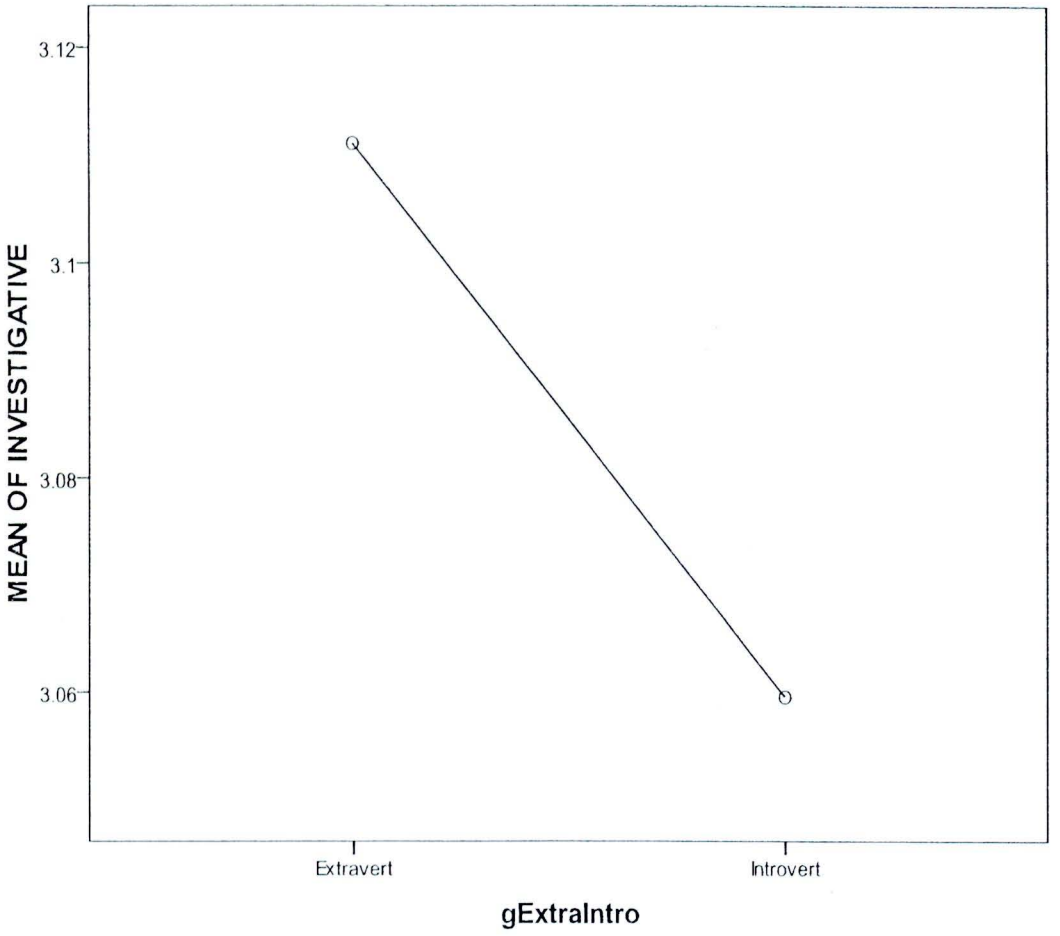

Figure 27 The difference of means between personality types and investigative occupation.

Figure 27 shows slight differences that respondents who had Extrovert personality types had greater interests in Investigative occupations.

Hypothesis 10

*Ho*10: There is no significant relationship between influence over career choice and job satisfaction.

*Ha*10: There is a significant relationship between influence over career choice and job satisfaction.

This hypothesis explored the possible influences of individuals over career choices and their level of job satisfaction. The influences over career choices were further distinguished as the influences of what the respondents have done in college/university, the family influence, and the influences from their own personal work experiences.

Table 35

The Relationship Between Influence Over Career Choice and Job

	n	Mean	*SD*	*SE*	95% CI	
					LL	UL
FAMILY						
Strongly Disagree	1	2.00	.	.	.	.
Disagree	41	3.00	.707	.110	2.78	3.22
Undecided	269	3.04	.913	.056	2.93	3.15
Agree	38	3.08	1.075	.174	2.73	3.43
Strongly Agree	51	3.22	1.376	.193	2.83	3.60
Total	400	3.06	.980	.049	2.97	3.16

Table 35 (continued)

	n	Mean	*SD*	*SE*	95% CI	
					LL	UL
COLLEGE						
Strongly Disagree	1	2.00	.	.	.	.
Disagree	41	2.63	1.157	.181	2.27	3.00
Undecided	269	2.60	.959	.058	2.49	2.72
Agree	38	2.50	1.157	.188	2.12	2.88
Strongly Agree	51	2.90	1.253	.175	2.55	3.25
Total	400	2.63	1.042	.052	2.53	2.73
WORK						
Strongly Disagree	1	2.00	.	.	.	.
Disagree	41	3.32	1.150	.180	2.95	3.68
Undecided	269	3.33	1.074	.065	3.20	3.46
Agree	38	3.45	1.032	.167	3.11	3.79
Strongly Agree	51	3.47	1.046	.146	3.18	3.76
Total	400	3.35	1.073	.054	3.25	3.46

Note. *SD* = Standard Deviation; *SE* = Standard Error; CI = Confidence Interval for Mean; LL = Lower Limit; UL = Upper Limit

The descriptive Table 35 shows the mean value of Family at 3.06, meaning that Family did not effectively have influence over the choices of

career an individual chooses. The College value at 2.63 shows that study has less influence on the individual's choice of careers. Similarly the mean value of work at 3.35 also shows that it did not really have any influence on the career choice of individual's choice.

Table 36

The ANOVA of Difference Between Influence Over Career Choice and Job Satisfaction

Sources	*SS*	*df*	MS	*F*	Sig.
FAMILY					
Between Groups (combined)	2.582	4	.646	.670	.613
Linear Term Unweighted	1.526	1	1.526	1.583	.209
Weighted	1.664	1	1.664	1.726	.190
Deviation	.918	3	.306	.317	.813
Within Groups	380.855	395	.964		
Total	383.438	399			
COLLEGE					
Between Groups (combined)	5.017	4	1.254	1.158	.329
Linear Term Unweighted	.675	1	.675	.623	.430
Weighted	2.122	1	2.122	1.959	.162
Deviation	2.894	3	.965	.891	.446
Within Groups	427.961	395	1.083		
Total	432.978	399			

Table 36 (continued)

Sources	*SS*	*df*	MS	*F*	Sig.
WORK					
Between Groups (combined)	3.107	4	.777	.673	.611
Linear Term Unweighted	2.285	1	2.285	1.978	.160
Weighted	1.489	1	1.489	1.289	.257
Deviation	1.618	3	.539	.467	.706
Within Groups	456.191	395	1.155		
Total	459.297	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA result for all three suggested influences Family (.613), College (.329), and Work Experience (.611) shown that the null hypothesis that there is no significant relationship between the influences of choices and the individual's job satisfaction is accepted.

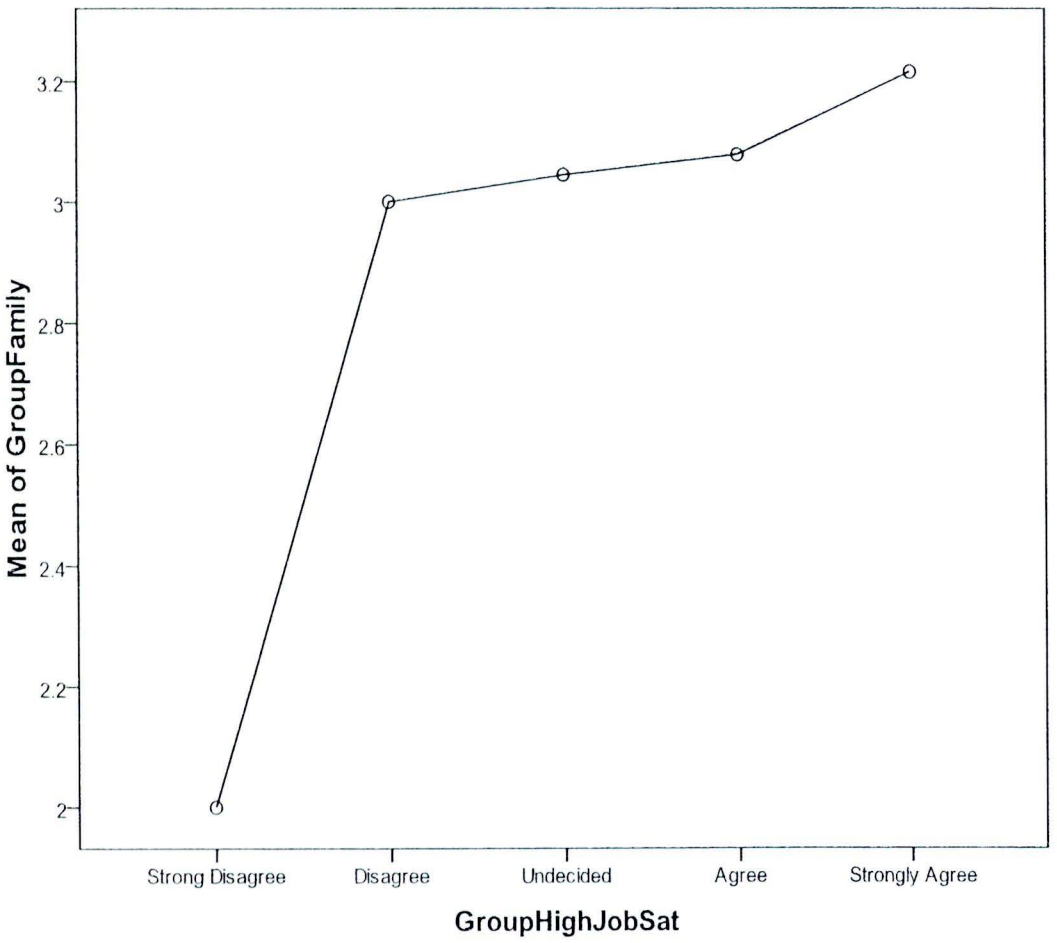

Figure 28 The difference of mean between influence of family over career choice and job satisfaction.

Figure 28 shows slight agreement that those whose Family had influence over their career choices had job satisfaction level of 3.2.

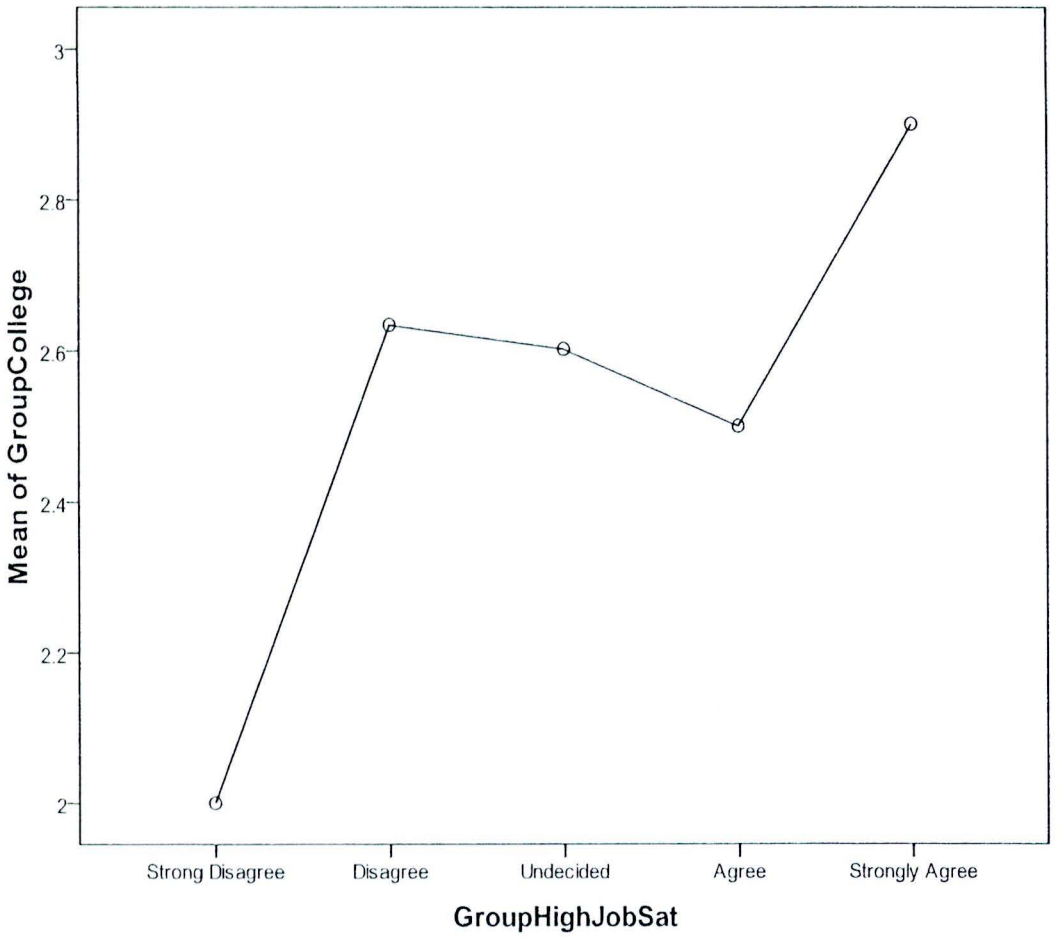

Figure 29 The difference of mean between influence of college over career choice and job satisfaction.

Figure 29 shows a slight agreement that those whose College had influence over their career choice had a job satisfaction level of around 3.00.

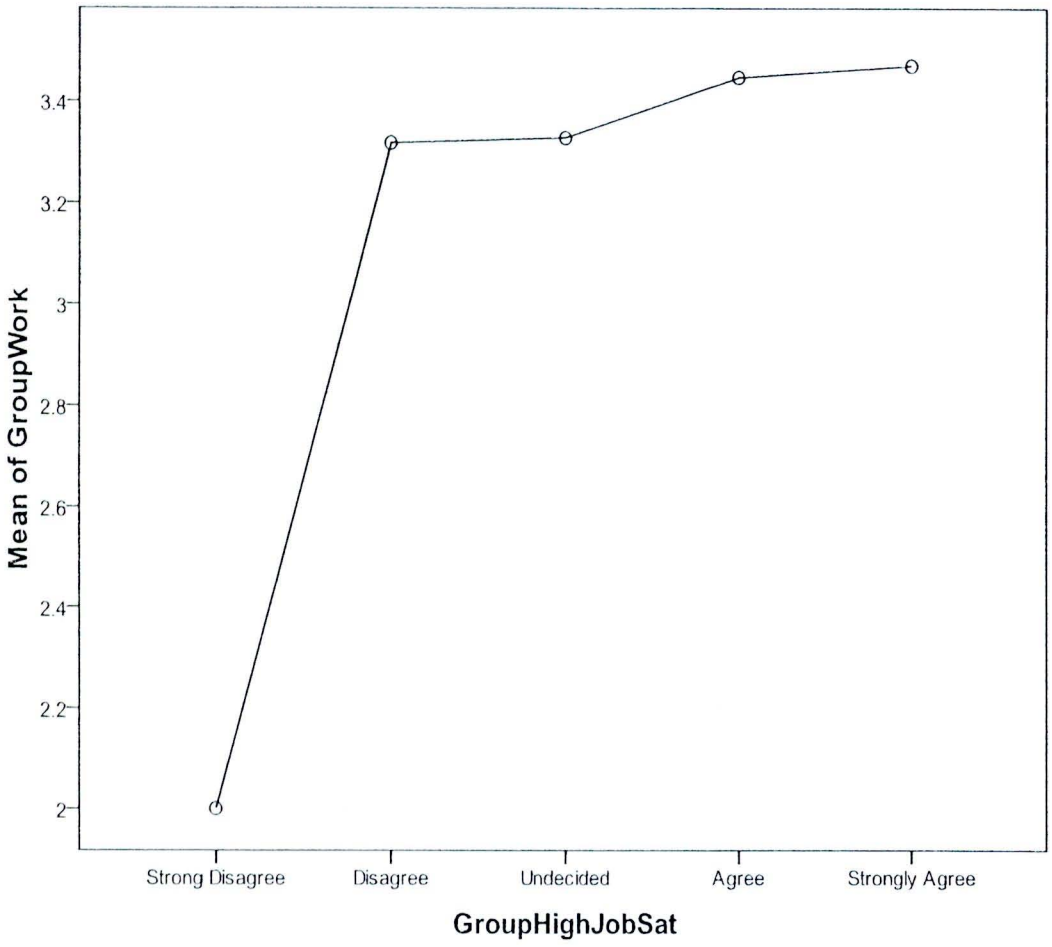

Figure 30 The difference of mean between influence of work over career choice and job satisfaction.

Figure 30 shows a slight agreement that those whose own Work Experience has influence over career choice had a job satisfaction level of 3.4.

Hypothesis 11

*Ho*11: There is no significant relationship between career advice received and personality type.

*Ha*11: There is a significant relationship between career advice received and personality type.

This hypothesis was used to explore the correlation between the career advices that individuals received and the individual's personality types.

Table 37

The Means and Standard Deviations of Career Advice Received and Personality Type

	N	Mean	Standard Deviation
Career advice received	400	2.27	.862
Extrovert and Introvert	400	1.80	.402

The descriptive Table 37 shows the mean value of career advice at 2.27 (on the scale of 1 = No, 2 = Yes-in school, 3 = Yes elsewhere), meaning that most respondents had received career advices either from schools or outside of schools. The mean value Extrovert and Introvert is at 1.80 (on the scale of 1 = Extrovert, 2 = Introvert), meaning that the respondents are consisted of more Introverted personality type.

The hypothesis was analyzed by using Pearson correlation.

Table 38

The Correlation Between Career Advice Received and Personality Type

	Career advice received	Extravert and Introvert
Career advice received	1.000	–.060
Extrovert and Introvert	–.060	1.000

Note. $n = 400$; **Correlation is significant at the 0.01 level (2 - tailed).

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

The correlations in Table 38 has shown the correlation level of -.060, with the result that there was very low correlation between the two variables. The significance of .229 result is that the null hypothesis that receiving or not receiving career advices does not have significant relationship to the individual's personality types is accepted.

Hypothesis 12

*Ho*12: There is no significant relationship between career advices received and job satisfaction.

*Ha*12: There is a significant relationship between career advices received and job satisfaction.

This hypothesis was used to assess the job satisfaction levels between individuals that have received and not received career advice.

Table 39

The Means of Job Satisfaction Level Between Individuals that Have Received and Not Received Career Advices

	n	Mean	*SD*	*SE*	95% Confidence Interval for Mean	
					Lower Limit	Upper Limit
No	95	3.19	.762	.078	3.03	3.34
Yes-in school	117	3.30	.883	.082	3.14	3.46
Yes-elsewhere	174	3.14	.716	.054	3.03	3.25
both in school and elsewhere	14	4.43	.756	.202	3.99	4.87
Total	400	3.24	.813	.041	3.16	3.32

From the descriptive Table 39, the mean values of the first three variables No (3.19), Yes in school (3.30), and Yes elsewhere (3.14) did not show strong values. However, the mean value of the last variable, both in school and elsewhere (4.43), showed an higher level of value, presumably leading to higher satisfaction.

Table 40

The ANOVA of Job Satisfaction Level Between Individuals that Have Received and Not Received Career Advice

Sources	*SS*	*df*	MS	*F*	Sig.
Between Groups (combined)	22.240	3	7.413	12.169	.000
Linear Term Unweighted	16.819	1	16.819	27.608	.000
Weighted	1.357	1	1.357	2.227	.136
Deviation	20.883	2	10.442	17.140	.000
Within Groups	241.238	396	.609		
Total	263.478	399			

The ANOVA results had a significance level of .000, meaning the hypothesis that the career advice received has influence over the level of job satisfaction is accepted.

Table 41

Multiple Comparisons of Job Satisfaction Level Between Individuals that Have Received and Not Received Career Advices

(I) career advices received	(J) career advices received	MD (I-J)	*SE*	Sig.	95% CI	
					LL	UL
Yes in school	No	.110	.108	.793	−.19	.41
	Yes elsewhere	.161	.093	.395	−.10	.42
	both in school and elsewhere	−1.129*	.221	.000	−1.75	−.51
Yes elsewhere	No	−.052	.100	.966	−.33	.23
	Yes in school	−.161	.093	.395	−.42	.10
	both in school and elsewhere	−1.291*	.217	.000	−1.90	−.68
both in school and elsewhere	No	1.239*	.223	.000	.61	1.87
	Yes in school	1.129*	.221	.000	.51	1.75
	Yes elsewhere	1.291*	.217	.000	.68	1.90

Note. The analysis used Scheffe's method; *The mean difference is significant at the 0.05 level; MD = Mean difference; *SE* = Standard Error; CI = Confidence Interval for Mean; LL = Lower Limit; UL = Upper Limit

The multiple comparison in Table 41 shows that there was a significant relationship (.000) between receiving career advices from both in school and elsewhere and being more satisfied with current work positions.

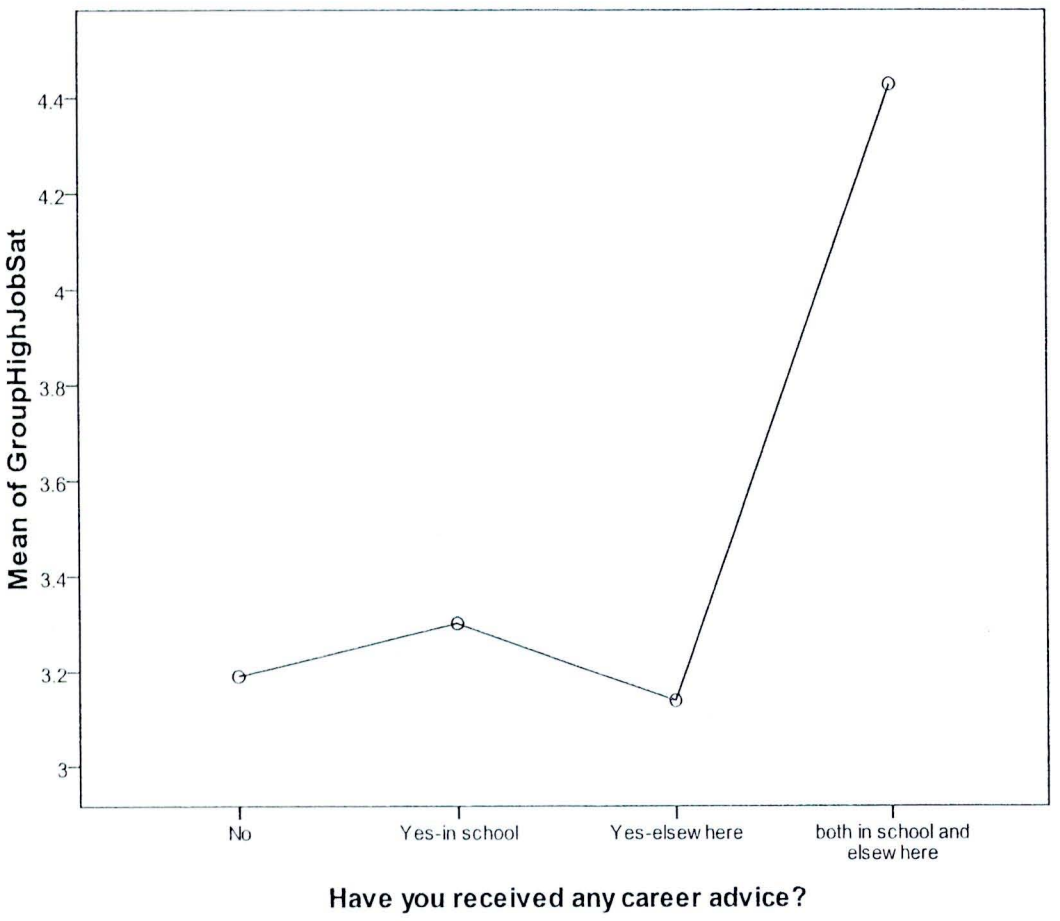

Figure 31 The means of job satisfaction level between the individuals that have received and not received career advice.

The graph in Figure 31 further shows that people who had received career advices had as much higher level of job satisfaction.

Hypothesis 13

*Ho*13: There is no significant relationship between career selection factors and personality type.

*Ha*13: There is a significant relationship between career selection factors and personality type.

This hypothesis was used to explore the personality type of the individuals as related to the choices of career each one prefers in order to be able to test another career satisfaction factor.

The career selection factor is divided into two main groups which are Expressive and Instrumental and the personality type are divided into two main groups - Extrovert and Introvert.

The Expressive career selection factor reflects deeper interest in the job with the job being viewed as something more than just a means to get paid. The individuals are more interested in self actualization through work.

The Instrumental career selection factor covers more Self-interested individuals with orientation towards both material and other rewards. They are competitive, single minded and concerned with the 'ends' rather than the 'means'. They see 'job' as a means to other ends and do not necessarily view it as something that will engross them.

Extroverts as defined by the well known psychiatrist and philosopher Jung, are those with personalities easily motivated by outside factors which are greatly influenced by the environment, they are sociable, confident, less cautious, like organizations, and always tend to be optimistic and enthusiastic. Introverts, again as defined by Jung, are mostly independent; they are happy alone with their own imagination, prefer reflection to activities and sometimes lack confidence becoming easily shy and unsociable.

Table 42

The Relationship Between Career Selection Factors and Personality Type

	n	Mean	*SD*	*SE*	95% Confidence Interval for Mean	
					Lower Limit	Upper Limit
EXPRESSIVE						
Extrovert	81	4.07	.919	.102	3.87	4.28
Introvert	319	3.86	.983	.055	3.75	3.96
Total	400	3.90	.973	.049	3.80	4.00
INSTRUMENTAL						
Extrovert	81	4.02	1.037	.115	3.80	4.25
Introvert	319	4.05	1.059	.059	3.93	4.16
Total	400	4.04	1.053	.053	3.94	4.15

Note. *SD* = Standard Deviation; *SE* = Standard Error

The mean values of both groups are at around 4.00. Individuals with Extrovert personality types had a greater preference for the Expressive selection factor (4.07) than the Instrumental factor (4.02). In contrast, those with an Introvert personality had greater preference for the Instrumental factor (4.05) than the Expressive factor (3.86).

Table 43

The ANOVA of Career Selection Factors and Personality Type

Sources	*SS*	*df*	MS	*F*	Sig.
EXPRESSIVE					
Between Groups (combined)	3.078	1	3.078	3.267	.071
Linear Term Unweighted	3.078	1	3.078	3.267	.071
Weighted	3.078	1	3.078	3.267	.071
Within Groups	374.922	398	.942		
Total	378.000	399			
INSTRUMENTAL					
Between Groups (combined)	.032	1	.032	.029	.865
Linear Term Unweighted	.032	1	.032	.029	.865
Weighted	.032	1	.032	.029	.865
Within Groups	442.245	398	1.111		
Total	442.277	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA presented in Table 35 clearly shows that both the Expressive (.071) and Instrumental (.865) factors indicate that the null hypothesis that career selection factors has no significant relationship over the personality type of the respondents is accepted.

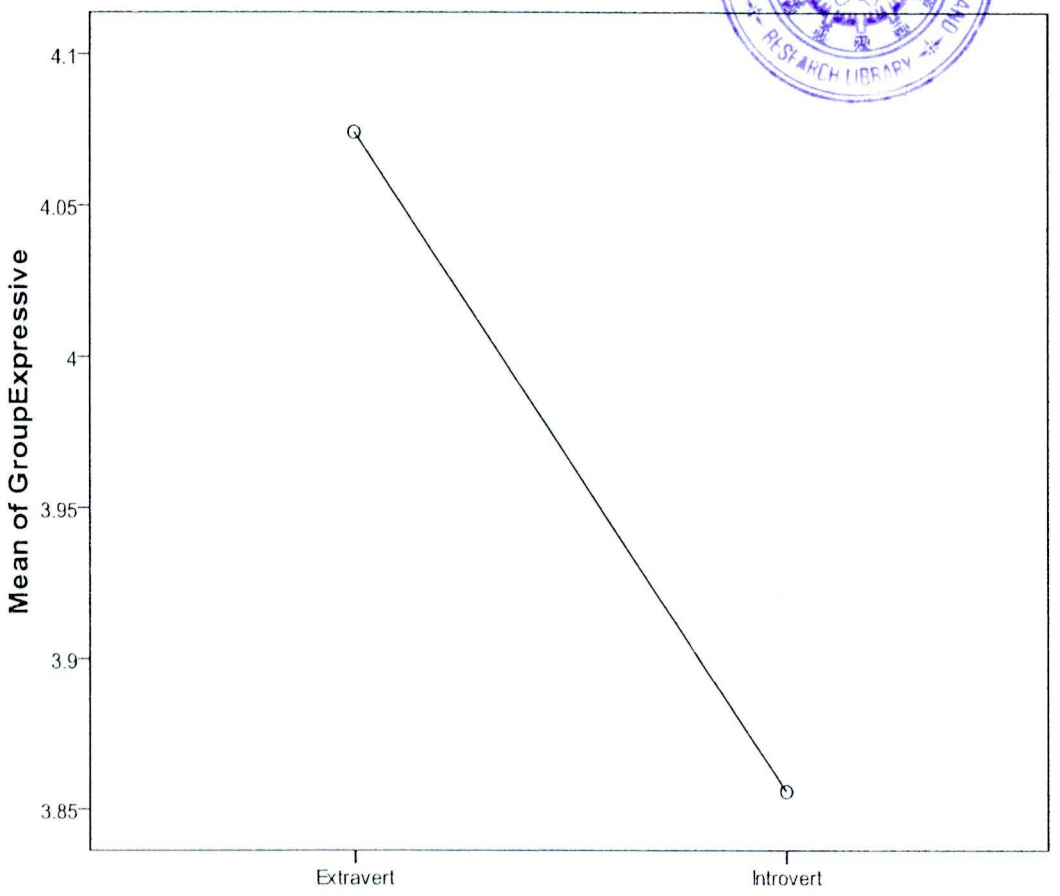

Figure 32 The means of personality type with expressive career selection factor.

Figure 32 shows that accordance with the descriptive Table 42 that the Extrovert personality type had a slightly higher preference for the Expressive career selection factor.

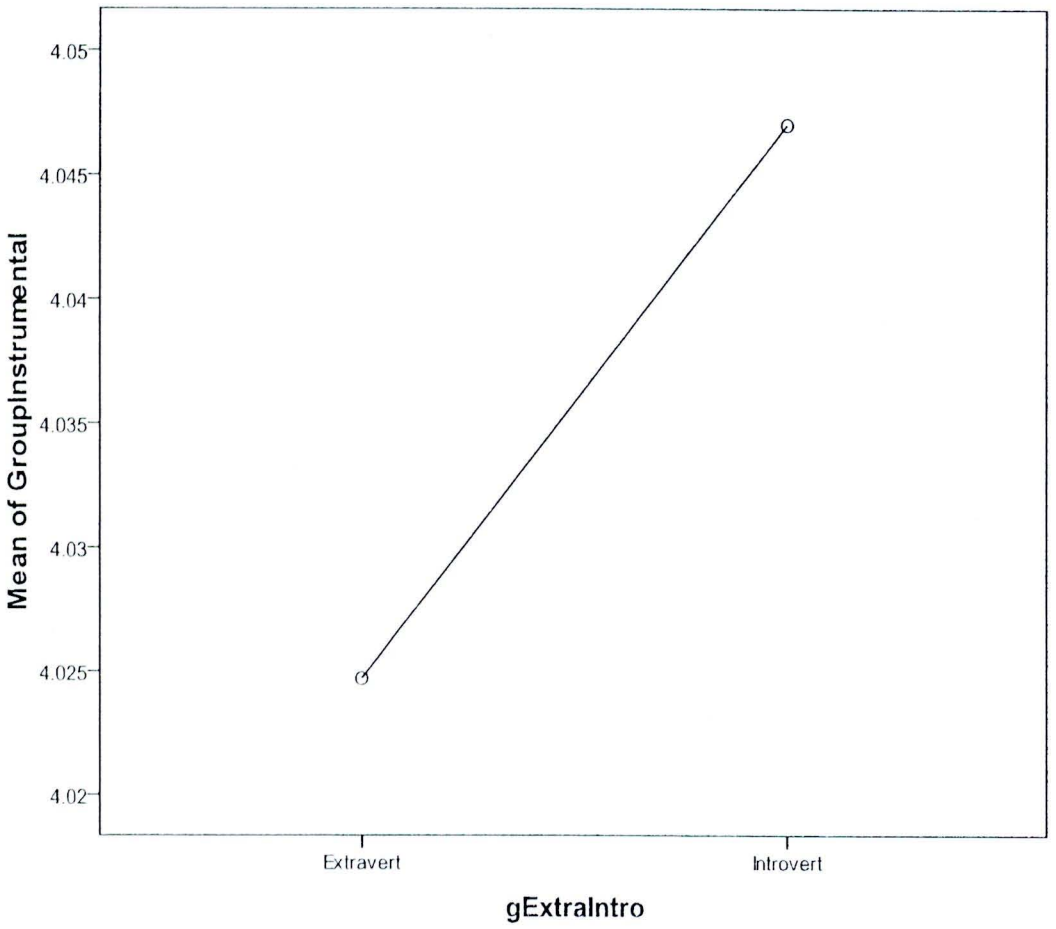

Figure 33 The means of personality type with instrumental career selection factor.

Figure 33 shows that in accordance with the descriptive Table 42 that the Introvert personality type had a slightly higher preference for the Instrumental career selection factor.

Hypothesis 14

*Ho*14: There is no significant relationship between career selection factors and job satisfaction.

*Ha*14: There is a significant relationship between career selection factors and job satisfaction.

This hypothesis was used to explore the job satisfaction levels of individuals who choose difference career selection factors, Expressive and or Instrumental. Both factors were defined as different value systems of individual beliefs in terms of how a job can benefit them. The Expressive factor encompasses more spiritually and socially minded individuals while the Instrumental factor focuses more on those with single-minded competitive goals.

Table 44

The Relationship Between the Job Satisfaction Levels of Individuals Who Chose Different Career Selection Factors

	n	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
EXPRESSIVE						
Strongly Disagree	1	1.00	.	.	.	.
Disagree	41	3.59	.865	.135	3.31	3.86
Undecided	269	3.83	.933	.057	3.72	3.94
Agree	38	4.00	1.040	.169	3.66	4.34
Strongly Agree	51	4.49	.925	.129	4.23	4.75
Total	400	3.90	.973	.049	3.80	4.00

Table 44 (continued)

	n	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
INSTRUMENTAL						
Strongly Disagree	1	1.00	.	.	.	.
Disagree	41	4.00	1.049	.164	3.67	4.33
Undecided	269	4.00	1.049	.064	3.88	4.13
Agree	38	4.05	1.038	.168	3.71	4.39
Strongly Agree	51	4.33	.993	.139	4.05	4.61
Total	400	4.04	1.053	.053	3.94	4.15

Note. *SD* = Standard Deviation; *SE* = Standard Error; CI = Confident Interval

The descriptive Table 44 shows the mean value of both group's satisfaction levels to be around 4.00. The individuals who chose the Instrumental career selection factor had slightly higher job satisfaction (4.04) than those who chose the Expressive (3.90) factor.

Table 45

The ANOVA of the Job Satisfaction Level of Individuals Who Chose Different Career Selection Factors

Sources	*SS*	*df*	MS	*F*	Sig.
EXPRESSIVE					
Between Groups (combined)	31.832	4	7.958	9.080	.000
Linear Term Unweighted	13.244	1	13.244	15.112	.000
Weighted	25.958	1	25.958	29.619	.000
Deviation	5.874	3	1.958	2.234	.084
Within Groups	346.168	395	.876		
Total	378.000	399			
INSTRUMENTAL					
Between Groups (combined)	14.053	4	3.513	3.241	.012
Linear Term Unweighted	10.934	1	10.934	10.086	.002
Weighted	5.445	1	5.445	5.023	.026
Deviation	8.608	3	2.869	2.647	.049
Within Groups	428.224	395	1.084		
Total	442.277	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA presented in Table 45 shows the significance level at .000 and .012, meaning that the hypothesis is accepted. There is a significant relationship between career selection factors and job satisfaction level.

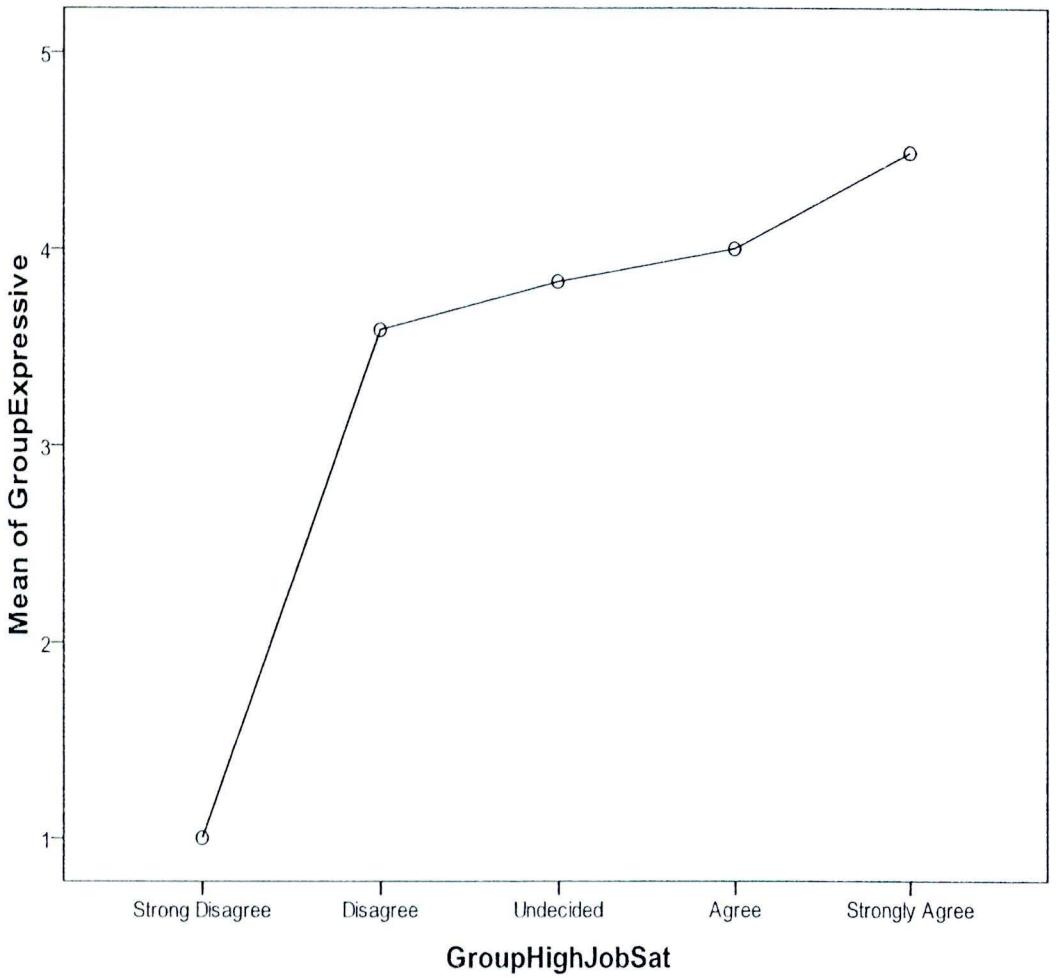

Figure 34 The means of the job satisfaction of individuals who choose the expressive career selection factor.

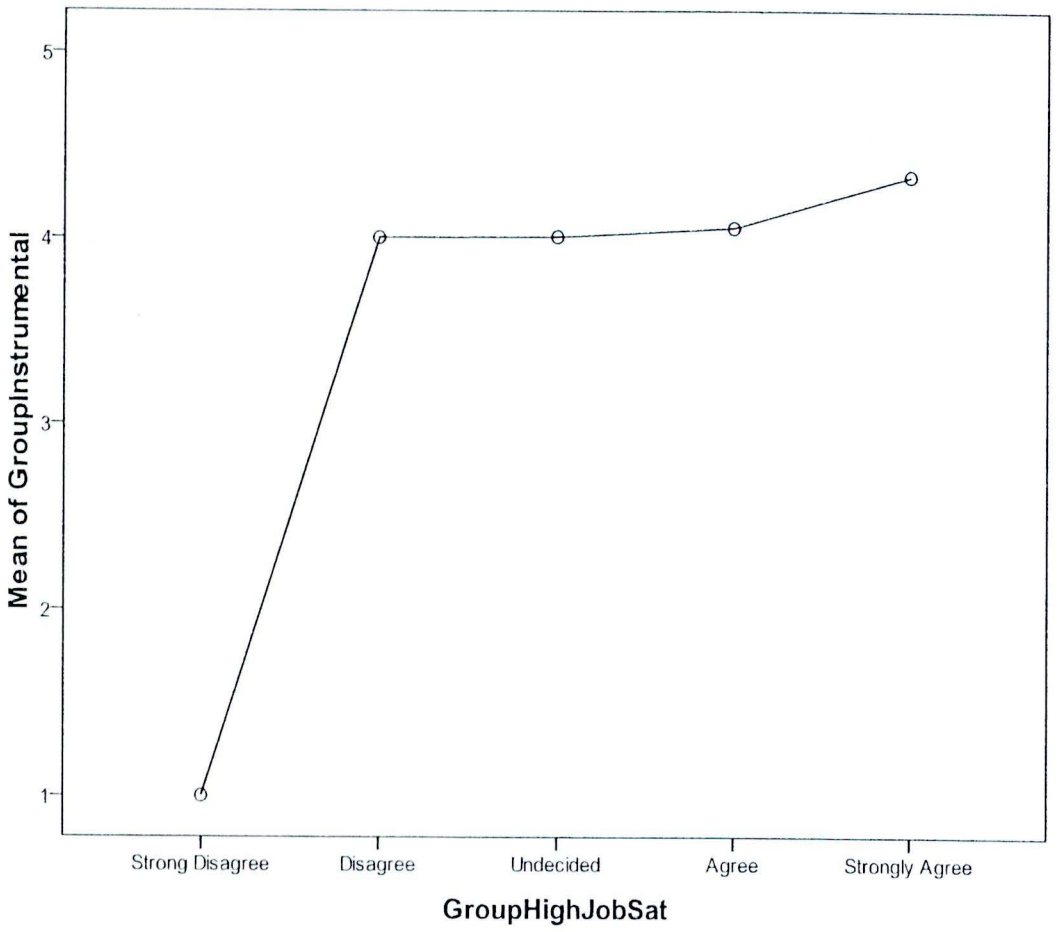

Figure 35 The mean of job satisfaction of individuals who choose Instrumental career selection factor.

The graphs in Figure 34 and 35 strongly indicate that the high job satisfaction levels for both the Expressive selection factor and Instrumental selection factor.

Hypothesis 15

*Ho*15: There is no significant relationship between present job and the influence of significant others

*Ha*15: There is a significant relationship between present job and the influence of significant others

Table 46

The Relationship Between Present Job and Influence of Family

	n	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
Administrator	76	2.93	.899	.103	2.73	3.14
Architect	1	1.00	.	.	.	.
Clinical	19	3.84	1.068	.245	3.33	4.36
Communication	8	2.88	.835	.295	2.18	3.57
Education	48	3.04	.988	.143	2.75	3.33
Engineer	22	3.00	.690	.147	2.69	3.31
Entrepreneur	29	3.24	.988	.183	2.87	3.62
Finance	58	3.21	1.072	.141	2.92	3.49
IT	14	2.93	.730	.195	2.51	3.35
Management	103	3.00	.990	.098	2.81	3.19
Public Service	8	2.88	1.126	.398	1.93	3.82
Science	4	2.25	.957	.479	.73	3.77
Student	8	3.00	.926	.327	2.23	3.77
Total	400	3.06	.980	.049	2.97	3.16

Note. *SD* = Standard Deviation; *SE* = Standard Error; CI = Confident Interval

The Descriptive Table 46 has shows the influence of Family over the respondents' present job. It is not surprising to see that the highest means of family influence were in Clinical (3.84) and Law (3.50).

Table 47

The Relationship Between Present Job and Influence of College

	n	Mean	*SD*	SE	95% CI for Mean	
					Lower Limit	Upper Limit
Administrator	76	2.38	.993	.114	2.15	2.61
Architect	1	5.00	.	.	.	.
Clinical	19	3.00	1.000	.229	2.52	3.48
Communication	8	2.13	.991	.350	1.30	2.95
Education	48	2.56	1.236	.178	2.20	2.92
Engineer	22	2.82	.853	.182	2.44	3.20
Entrepreneur	29	2.76	.912	.169	2.41	3.11
Finance	58	2.81	.999	.131	2.55	3.07
IT	14	2.29	.726	.194	1.87	2.71
Law	2	3.50	.707	.500	-2.85	9.85
Management	103	2.76	1.043	.103	2.55	2.96
Public Service	8	2.25	1.035	.366	1.38	3.12
Science	4	1.25	.500	.250	.45	2.05
Student	8	2.38	1.061	.375	1.49	3.26
Total	400	2.63	1.042	.052	2.53	2.73

Note. *SD* = Standard Deviation; *SE* = Standard Error; CI = Confident Interval

The descriptive Table 47 shows the influences of the respondents' college studies over their present job. The highest college influence was for those working as Architect (5.00). However, the average mean for the rest of careers was at around 2.5.

Table 48

The Relationship Between Present Job and Influence of Work Experience

	n	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
Administrator	76	3.29	1.030	.118	3.05	3.52
Architect	1	5.00	.	.	.	.
Clinical	19	3.58	1.121	.257	3.04	4.12
Communication	8	2.88	1.246	.441	1.83	3.92
Education	48	2.94	.976	.141	2.65	3.22
Engineer	22	3.73	1.032	.220	3.27	4.18
Entrepreneur	29	3.69	.930	.173	3.34	4.04
Finance	58	3.57	1.045	.137	3.29	3.84
IT	14	3.29	.914	.244	2.76	3.81
Law	2	3.00	.000	.000	3.00	3.00
Management	103	3.43	1.117	.110	3.21	3.65
Public Service	8	2.75	1.035	.366	1.88	3.62
Science	4	2.25	.957	.479	.73	3.77
Student	8	2.75	1.165	.412	1.78	3.72
Total	400	3.35	1.073	.054	3.25	3.46

Note. *SD* = Standard deviation; *SE* = Standard Error; CI = Confident Interval

The descriptive Table 48 shows the influence of personal and work experience over the respondents' present jobs. The highest mean of work influence was again that of Architect (5.00). The rest of the mean values were around 3.3. This shows that work experience does not really have much influence over present jobs. This might possibly be because people change jobs most of the time to really find out of what they really like to do the most.

Table 49

The ANOVA of Present Job and Influence of fFamily

Sources	*SS*	*df*	MS	*F*	Sig.
Between Groups (combined)	23.567	13	1.813	1.945	.024
Linear Term Unweighted	.371	1	.371	.398	.529
Weighted	.170	1	.170	.182	.670
Deviation	23.397	12	1.950	2.091	.017
Within Groups	359.870	386	.932		
Total	383.437	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA results in Table 49 shows the significant level to be .024. There is a significance relationship between family influence and the individual's own career choice.

Table 50

The ANOVA of Present Job and Influence of College

Sources	*SS*	*df*	MS	*F*	Sig.
Between Groups (combined)	32.445	13	2.496	2.405	.004
Linear Term Unweighted	7.828	1	7.828	7.544	.006
Weighted	1.198	1	1.198	1.155	.283
Deviation	31.247	12	2.604	2.509	.003
Within Groups	400.533	386	1.038		
Total	432.977	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA results in Table 50 show the significance level at .004. There is a significant relationship between College (study) influence and the individual's own career choice.

Table 51

The ANOVA of Present Job and Influence of Work Experience

Sources	*SS*	*df*	MS	*F*	Sig.
Between Groups (combined)	34.741	13	2.672	2.430	.004
Linear Term Unweighted	8.408	1	8.408	7.644	.006
Weighted	.000	1	.000	.000	.986
Deviation	34.741	12	2.895	2.632	.002
Within Groups	424.556	386	1.100		
Total	459.297	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA results in Table 51, show a significant level at .004. There is a significant relationship between Work Experiences and the individual's own career choice.

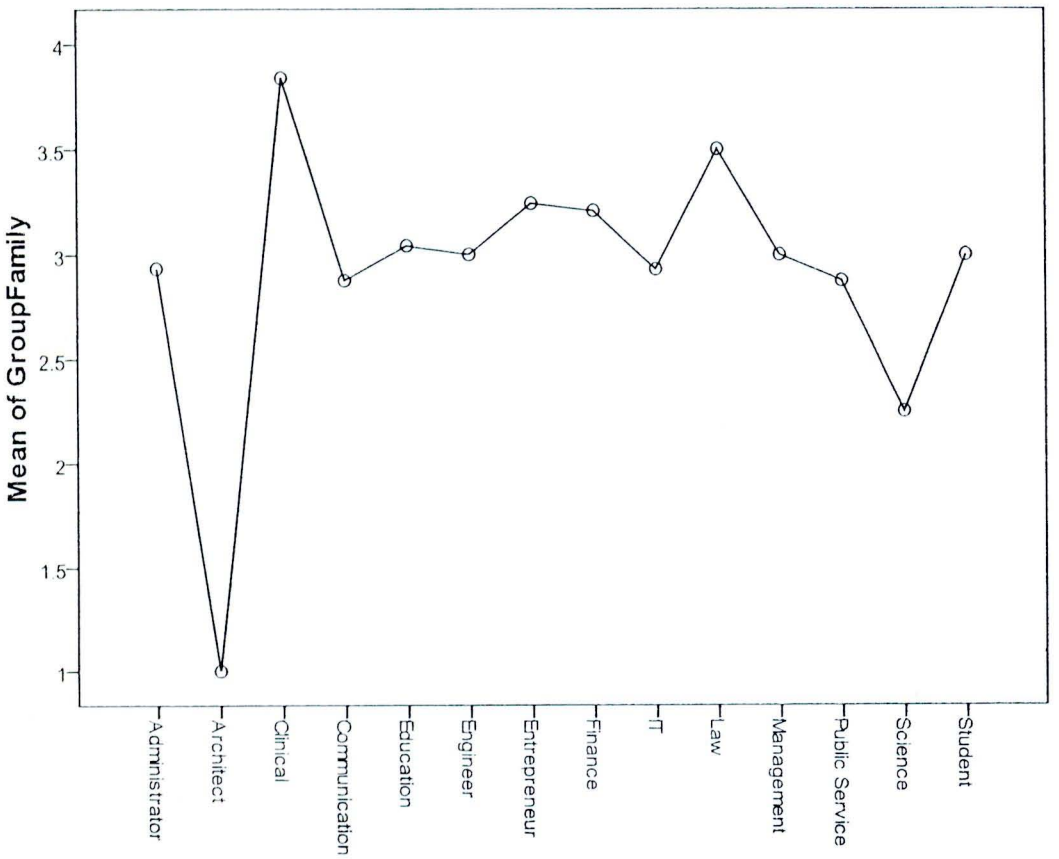

Figure 36 The mean of family influence over certain jobs.

Figure 36 shows the strong influence of Family over choosing certain jobs, namely, Clinical, Entrepreneur, and Law.

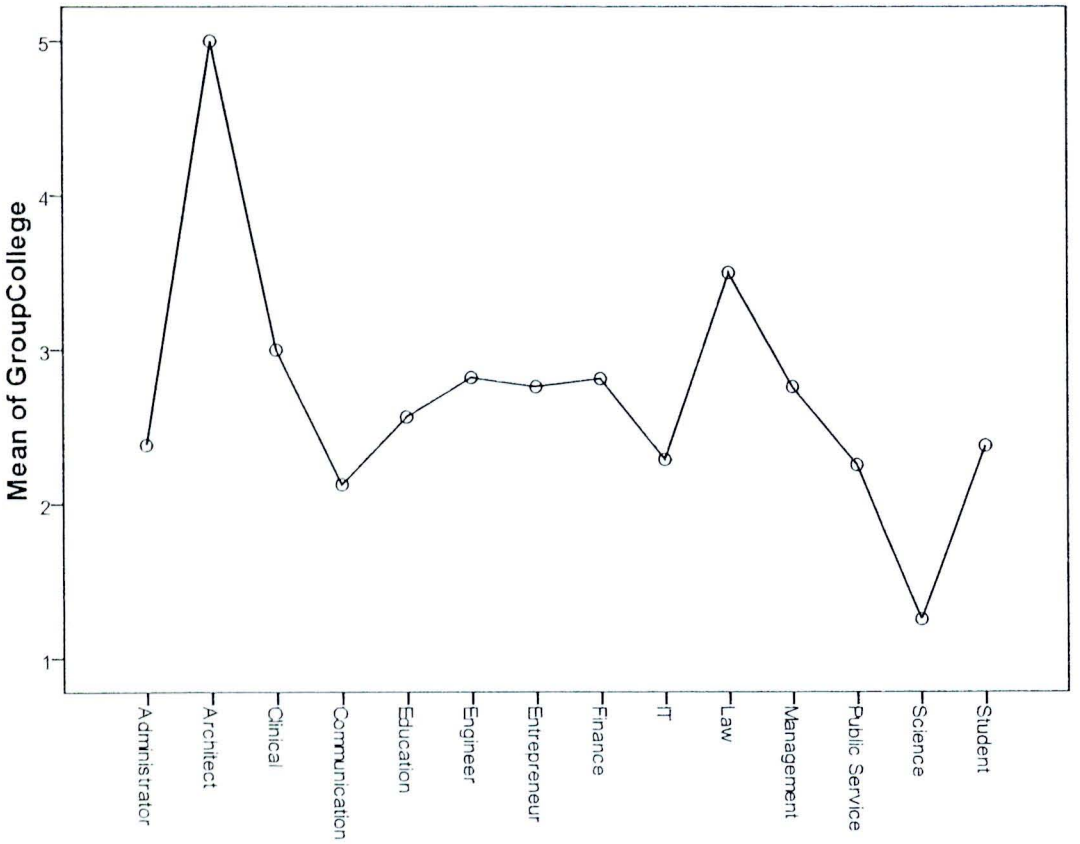

Figure 37 The means of college influence over certain jobs.

Figure 37 shos the strongest influence of what respondents do in College over their future careers to be that for Architects, followed by Law, which was slightly less.

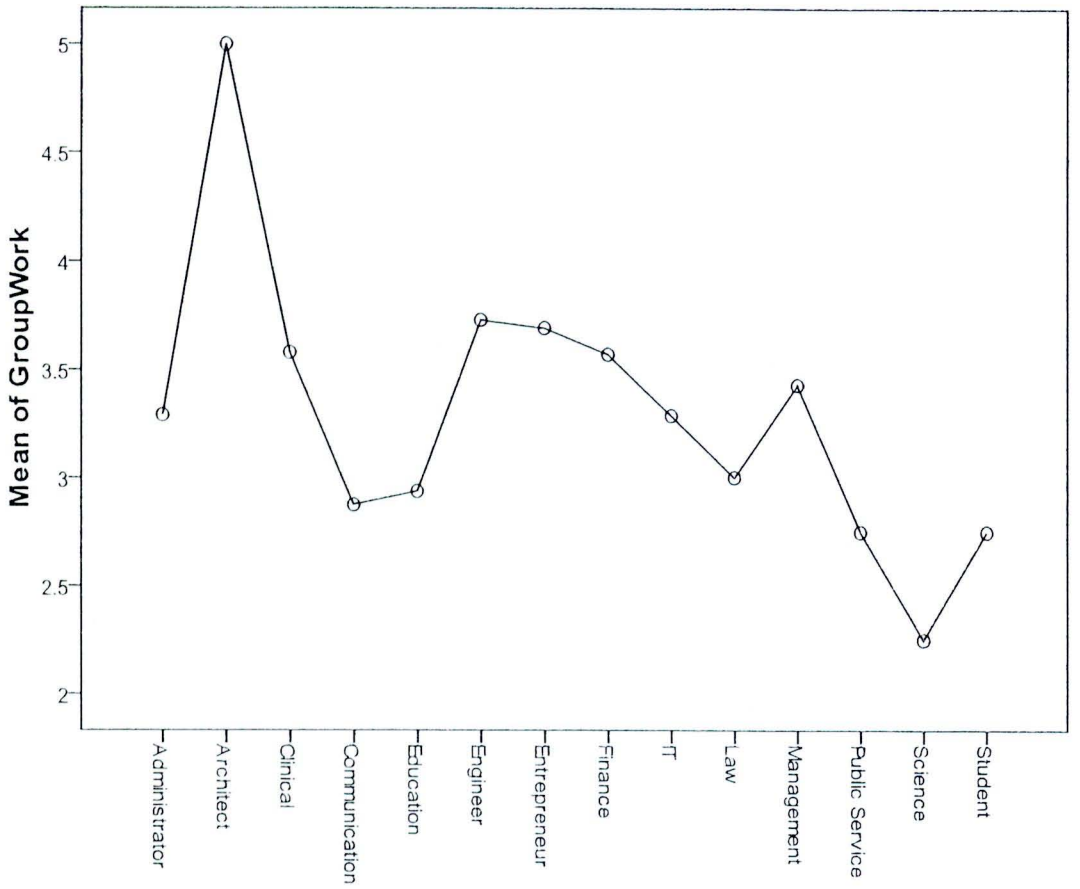

Figure 38 The mean of work influence over certain jobs.

Figure 38 shows that influence of Work Experience to be strongest over choosing the job of Architect, with the rest of the careers being much lower down.

Hypothesis 16

*Ho*16: There is no significant relationship between present job and job satisfaction.

*Ha*16: There is a significant relationship between present job and job satisfaction

Table 52

The Overall means of Job Satisfaction with Respondents' Present Job

	n	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
Administrator	76	3.09	.786	.090	2.91	3.27
Architect	1	3.00	.	.	.	.
Clinical	19	3.68	.946	.217	3.23	4.14
Communication	8	3.75	1.035	.366	2.88	4.62
Education	48	3.50	.851	.123	3.25	3.75
Engineer	22	3.00	.617	.132	2.73	3.27
Entrepreneur	29	3.41	.628	.117	3.18	3.65
Finance	58	3.09	.756	.099	2.89	3.28
IT	14	3.00	.679	.182	2.61	3.39
Law	2	3.00	.000	.000	3.00	3.00
Management	103	3.27	.865	.085	3.10	3.44
Public Service	8	3.25	.886	.313	2.51	3.99

Table 52 (continued)

	n	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
Science	4	3.25	.500	.250	2.45	4.05
Student	8	2.88	.641	.227	2.34	3.41
Total	400	3.24	.813	.041	3.16	3.32

Note. *SD* = Standard Deviation; *SE* = Standard Error; CI = Confident Interval

The descriptive Table 52 shows that the overall mean of job satisfaction with respondents' present jobs at the average of 3.2. This means that the respondents are not very satisfied with what they are actually doing.

Table 53

The ANOVA of Respondents' Present Job and Their Job Satisfaction

Sources	*SS*	*df*	MS	*F*	Sig.
Between Groups (combined)	16.400	13	1.262	1.971	.022
Linear Term Unweighted	.492	1	.492	.768	.381
Weighted	.073	1	.073	.114	.736
Deviation	16.327	12	1.361	2.126	.015
Within Groups	247.077	386	.640		
Total	263.477	399			

Note. *SS* = Sum of Square; MS = Mean Square

The significant relationship as shown in Table 53 was .022. There is a significant relationship between respondents' present job and their job satisfaction.

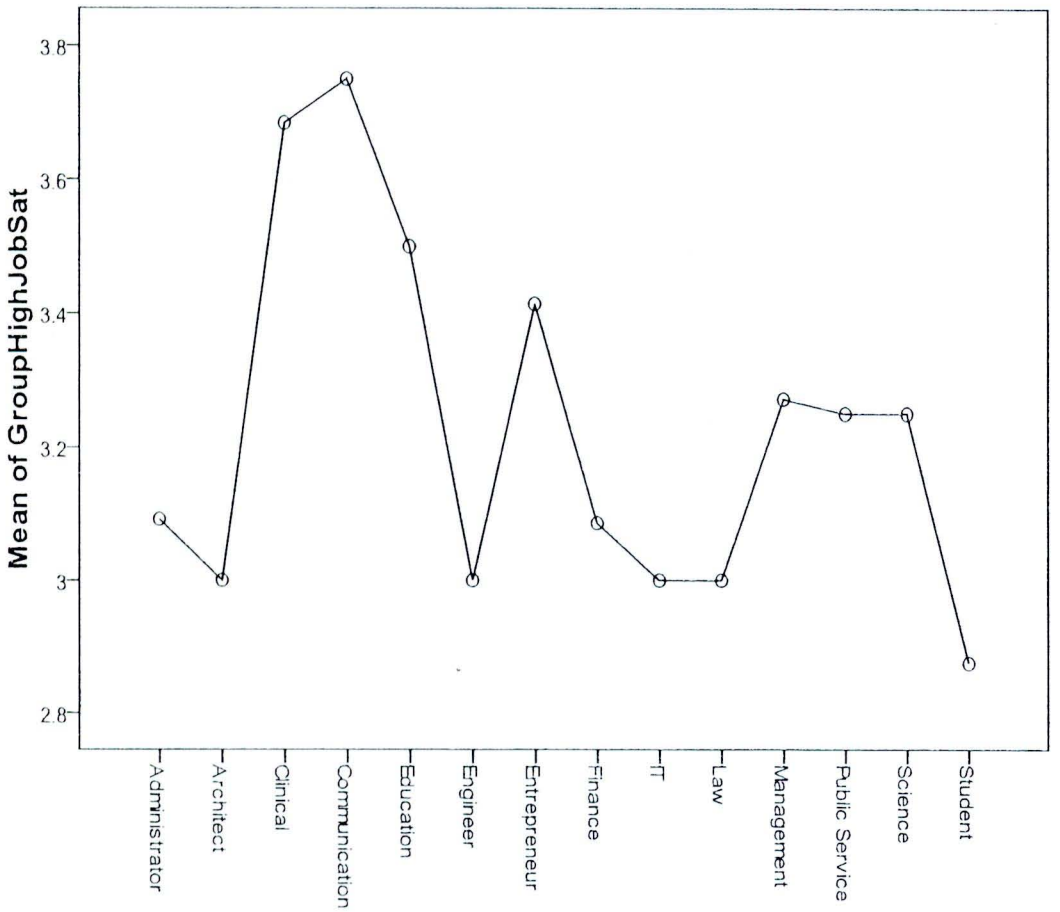

Figure 39 The mean of job satisfaction with respondents' present job.

Figure 39 shows that people working in the areas of Architect, Clinal and Education had the highest job satisfaction and were very satisfied with what they are doing.

Hypothesis 17

*Ho*17: There is no significant relationship between present job and career selection factors.

*Ha*17: There is a significant relationship between present job and career selection factors.

The career selection factor is divided into two main groups namely Expressive and Instrumental.

The Expressive career selection factor reflects deeper interest in the job with the job being viewed as something more than just a means to get paid. The individuals are more interested in self actualization through work.

The Instrumental career selection factor covers more Self-interested individuals with orientation towards both material and other rewards. They are competitive, single minded and concerned with the 'ends' rather than the 'means'. They see 'job' as a means to other ends and do not necessarily view it as something that will engross them.

The respondents' present jobs are group together into several categories, namely, architects, clinical (these are doctors, nurses, dentist, etc.), communicators, educators, engineers, entrepreneurs, those who works in banks (finance), IT, Law, management fields, public services, sciences, and some of those who are still students.

Table 54

The Means of Career Selection Factors of Each Respondents' Present Job

	n	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
EXPRESSIVE						
Administrator	76	3.86	1.016	.117	3.62	4.09
Architect	1	5.00	.	.	.	.
Clinical	19	4.21	.918	.211	3.77	4.65
Communication	8	4.13	.991	.350	3.30	4.95
Education	48	4.04	.922	.133	3.77	4.31
Engineer	22	3.68	.894	.191	3.29	4.08
Entrepreneur	29	4.21	.902	.167	3.86	4.55
Finance	58	3.81	.888	.117	3.58	4.04
IT	14	3.93	.997	.267	3.35	4.50
Law	2	4.00	1.414	1.000	-8.71	16.71
Management	103	3.83	1.052	.104	3.62	4.03
Public Service	8	3.88	.991	.350	3.05	4.70
Science	4	3.25	.500	.250	2.45	4.05
Student	8	3.75	1.035	.366	2.88	4.62
Total	400	3.90	.973	.049	3.80	4.00

Table 54 (continued)

	n	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
INSTRUMENTAL						
Administrator	76	4.08	1.080	.124	3.83	4.33
Architect	1	3.00	.	.	.	.
Clinical	19	4.63	.761	.175	4.26	5.00
Communication	8	4.13	.835	.295	3.43	4.82
Education	48	3.77	1.134	.164	3.44	4.10
Engineer	22	3.68	.995	.212	3.24	4.12
Entrepreneur	29	4.41	.867	.161	4.08	4.74
Finance	58	4.22	.937	.123	3.98	4.47
IT	14	4.14	1.027	.275	3.55	4.74
Law	2	4.00	1.414	1.000	-8.71	16.71
Management	103	3.88	1.132	.111	3.66	4.10
Public Service	8	4.38	.916	.324	3.61	5.14
Science	4	4.00	1.155	.577	2.16	5.84
Student	8	3.88	.991	.350	3.05	4.70
Total	400	4.04	1.053	.053	3.94	4.15

Note. *SD* = Standard Deviation; *SE* = Standard Error; CI = Confidence Interval

The descriptive Table 54 shows the overall mean values for Expressive and Instrumental career selection factor s of 3.90 and 4.04. The highest mean for the type of career in the Expressive group was for those respondents who worked as architects (5.00), following by clinical (4.21) and entrepreneur (4.21). The highest mean for the type of career in Instrumental group is clinical (4.63), followed by entrepreneur (4.41) and public service jobs (4.38).

Table 55

The ANOVA of Career Selection Factor and Respondents' Present Job

Sources	*SS*	*df*	MS	*F*	Sig.
EXPRESSIVE					
Between Groups (combined)	11.289	13	.868	.914	.538
Linear Term Unweighted	3.125	1	3.125	3.290	.070
Weighted	1.162	1	1.162	1.223	.270
Deviation	10.128	12	.844	.888	.559
Within Groups	366.711	386	.950		
Total	378.000	399			
INSTRUMENTAL					
Between Groups (combined)	24.016	13	1.847	1.705	.058
Linear Term Unweighted	.213	1	.213	.197	.658
Weighted	.926	1	.926	.855	.356
Deviation	23.090	12	1.924	1.776	.050
Within Groups	418.261	386	1.084		
Total	442.278	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA presented in Table 55 shows that there was no significant relationship between career selection factor and present occupations. Both Expressive (.583) and Instrumental (.058) factors did not determine what the respondents had chosen to do. It might be possible that as the job market in Thailand is very competitive people take any job offered to them, a job that can provide their living expenses but not actually what they really want to achieve or do.

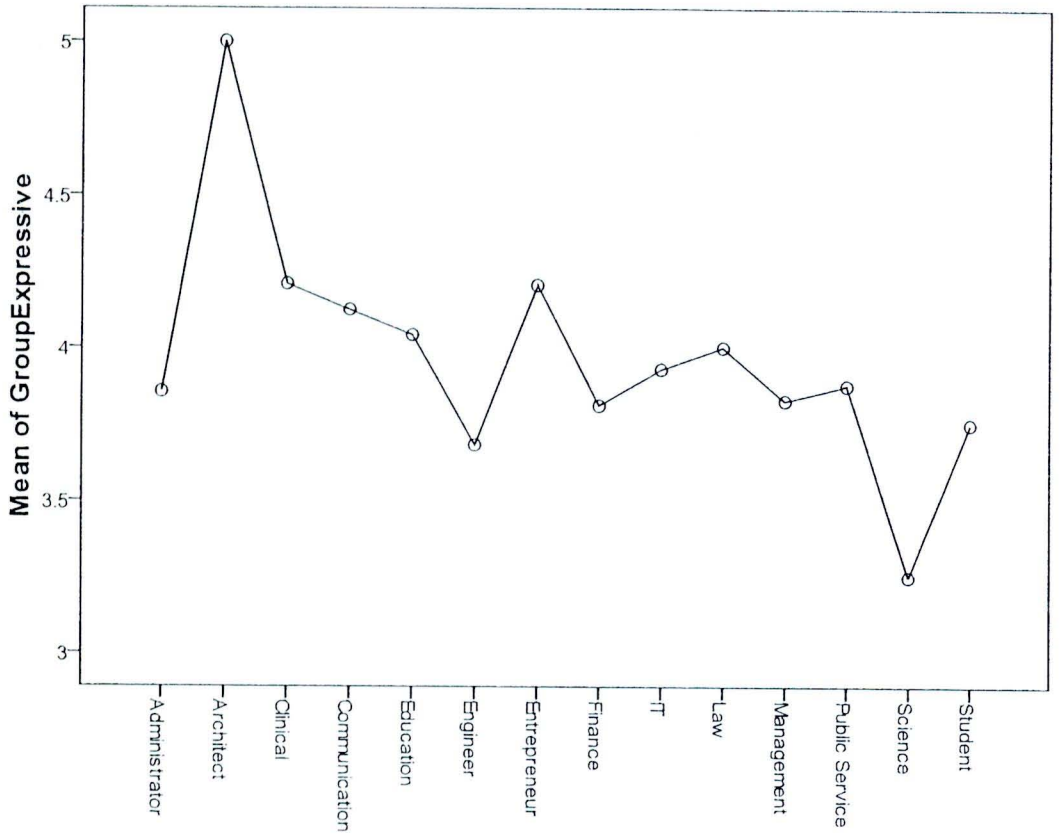

Figure 40 The means of the expressive career selection factor of each respondent's present job.

The graph in Figure 40 shows that those individuals who view jobs as something more than just a means of getting paid are mostly those in architectural and entrepreneurial careers.

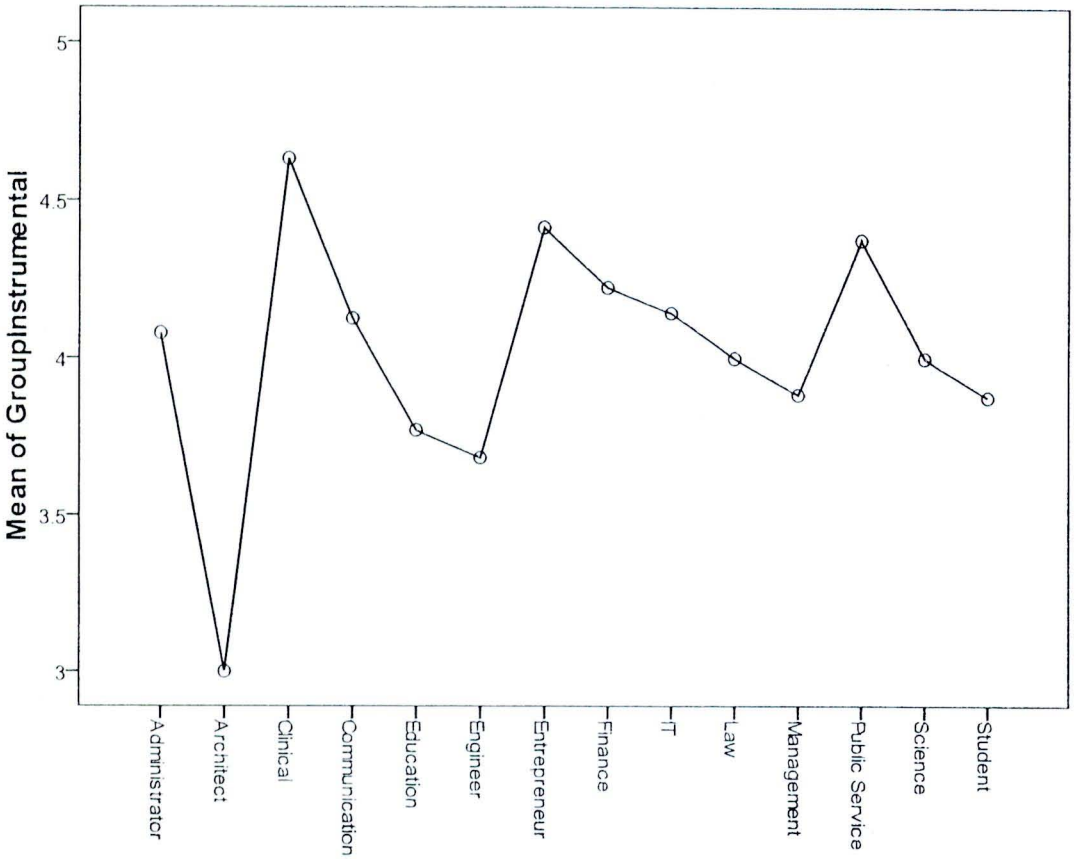

Figure 41 The means of the instrumental career selection factor of each respondent's present job.

The graph in Figure 41 shows that those that were interested in single-minded competition were mostly in clinical and public service careers.

Hypothesis 18

*Ho*18: There is no significant relationship between present job and career interest types.

*Ha*18: There is a significant relationship between present job and career interest types.

This hypothesis was used to test if people are really doing what they are interested in.

Table 56

The ANOVA of Respondents' Present Job and Career Interest Types

Sources	*SS*	*df*	MS	*F*	Sig.
ENTERPRISING					
Between Groups (combined)	14.716	13	1.132	1.209	.270
Linear Term Unweighted	2.487	1	2.487	2.658	.104
Weighted	2.562	1	2.562	2.737	.099
Deviation	12.154	12	1.013	1.082	.374
Within Groups	361.274	386	.936		
Total	375.990	399			

Table 56 (continued)

Sources	*SS*	*df*	MS	*F*	Sig.
ARTISTIC					
Between Groups (combined)	44.710	13	3.439	3.446	.000
Linear Term Unweighted	1.761	1	1.761	1.764	.185
Weighted	5.361	1	5.361	5.371	.021
Deviation	39.349	12	3.279	3.285	.000
Within Groups	385.287	386	.998		
Total	429.998	399			
SOCIAL					
Between Groups (combined)	18.688	13	1.438	1.232	.254
Linear Term Unweighted	2.083	1	2.083	1.785	.182
Weighted	1.144	1	1.144	.981	.323
Deviation	17.543	12	1.462	1.253	.245
Within Groups	450.410	386	1.167		
Total	469.097	399			
CONVENTIONAL					
Between Groups (combined)	24.250	13	1.865	1.616	.078
Linear Term Unweighted	.016	1	.016	.014	.906
Weighted	.024	1	.024	.021	.886
Deviation	24.226	12	2.019	1.748	.055

Table 56 (continued)

Sources	*SS*	*df*	MS	*F*	Sig.
Within Groups	445.688	386	1.155		
Total	469.937	399			
REALISTIC					
Between Groups (combined)	23.632	13	1.818	1.620	.077
Linear Term Unweighted	3.014	1	3.014	2.686	.102
Weighted	.904	1	.904	.805	.370
Deviation	22.729	12	1.894	1.688	.067
Within Groups	433.165	386	1.122		
Total	456.797	399			
INVESTIGATIVE					
Between Groups (combined)	87.522	13	6.732	4.587	.000
Linear Term Unweighted	.698	1	.698	.476	.491
Weighted	.184	1	.184	.125	.723
Deviation	87.338	12	7.278	4.959	.000
Within Groups	566.518	386	1.468		
Total	654.040	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA presented in Table 56 shows the significant relationship between Artistic (.000) and Investigative (.000) job interests with the present

jobs that the people are actually doing. This means that the two interest types were more satisfied with what they have chosen to do and this had fulfilled what they were looking for as regards occupations in the market. Those in Investigative fields are those mostly working as doctors, dentists, pharmacists, and chemist (clinical), and those who are in Artistic fields are mostly artists or communicators.

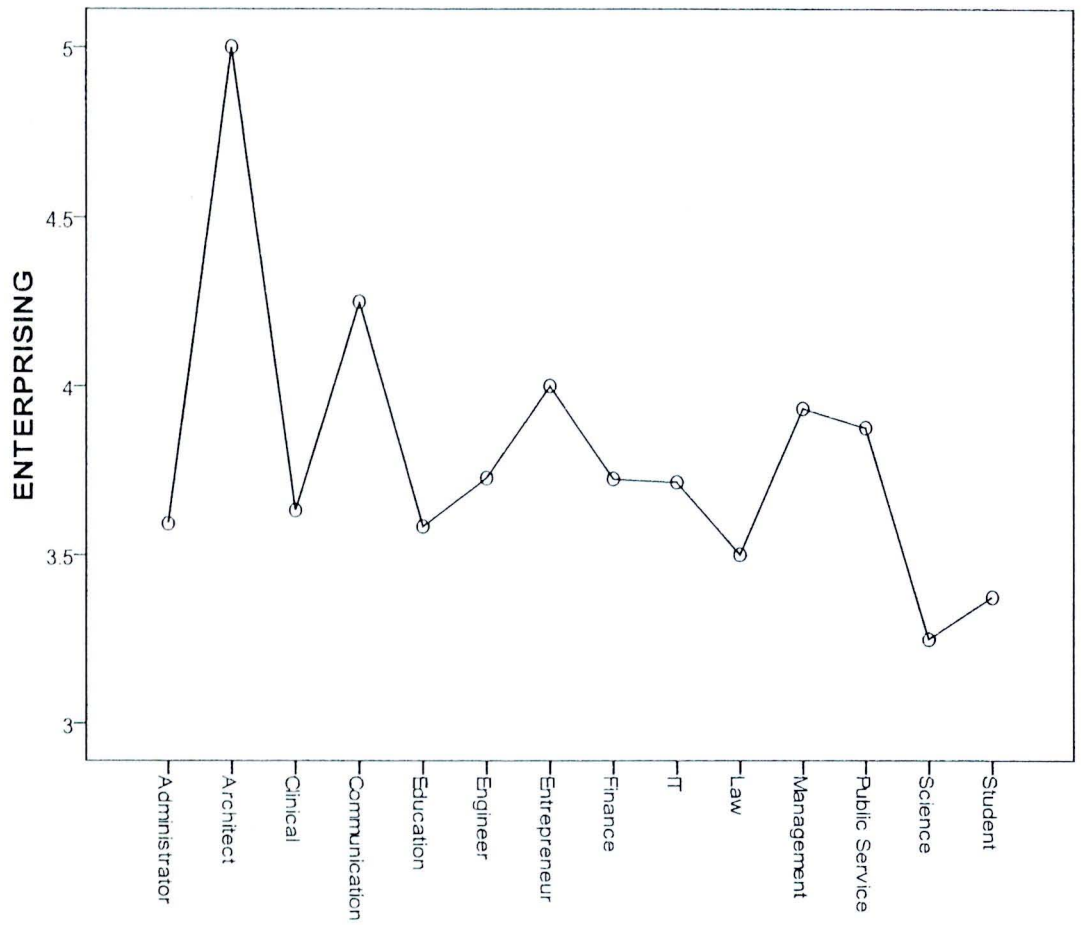

Figure 42 The means of the enterprising career interest types of each respondents' present job.

The graph inn Figure 42 shows that those individuals who are interested in the Enterprising field were actually working as architects and followed by communicators.

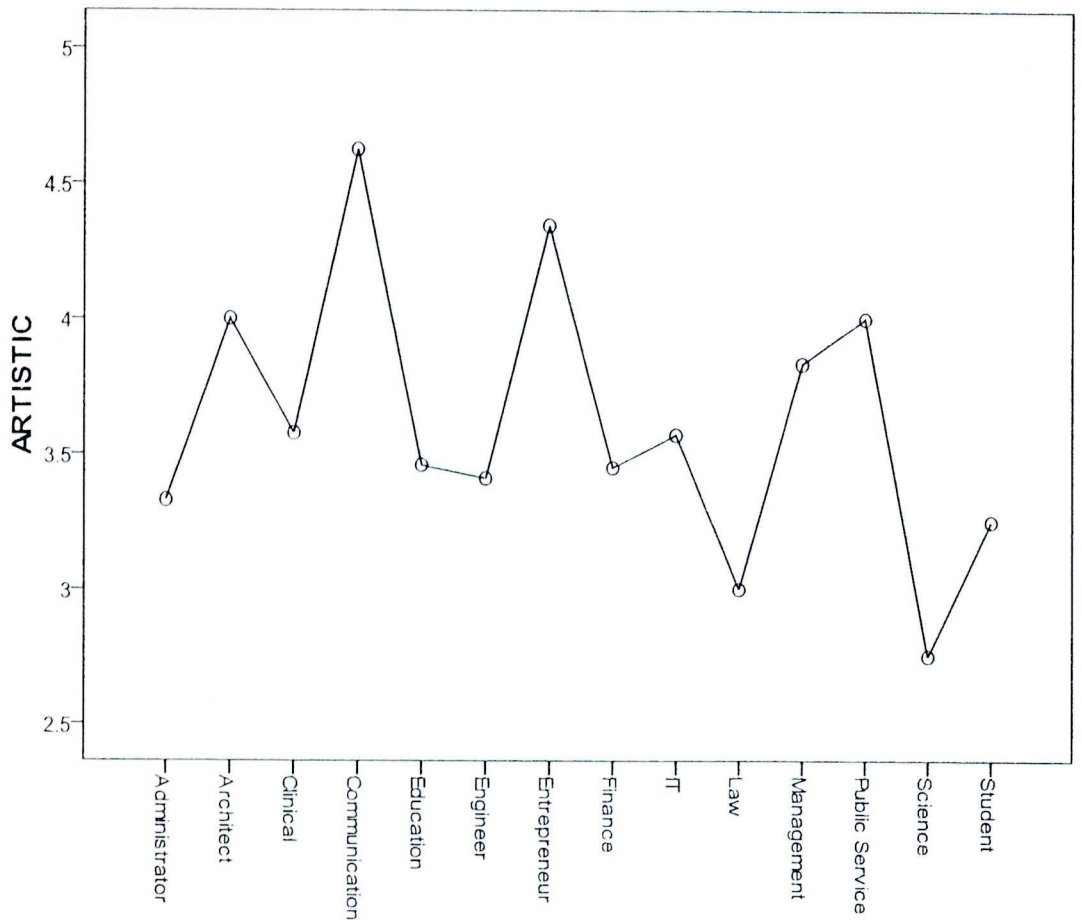

Figure 43 The means of artistic career interest types of each respondents' present job.

The graph inn Figure 43 shows that the respondents interested in working in the Artistic field were actually working as communicators, entrepreneurs, public services, and administrative jobs.

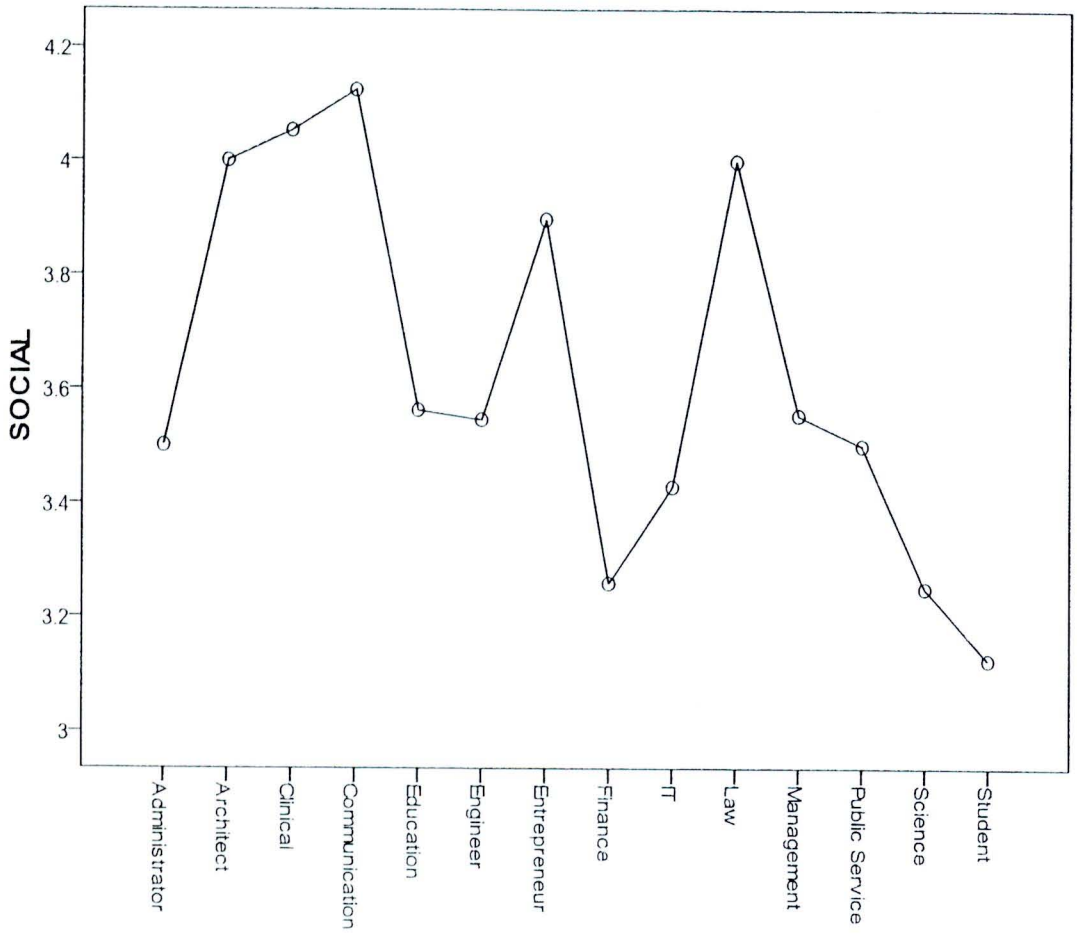

Figure 44 The means of social career interest types of each respondents' present job.

The graph ion Figure 44 shows that people who were interested in Social jobs were actually working as communicators, in Law, clinical, and entrepreneurial jobs. All jobs suited the interests in Social jobs in that their main duties involved working with people and dealing with their wants, needs and welfare.

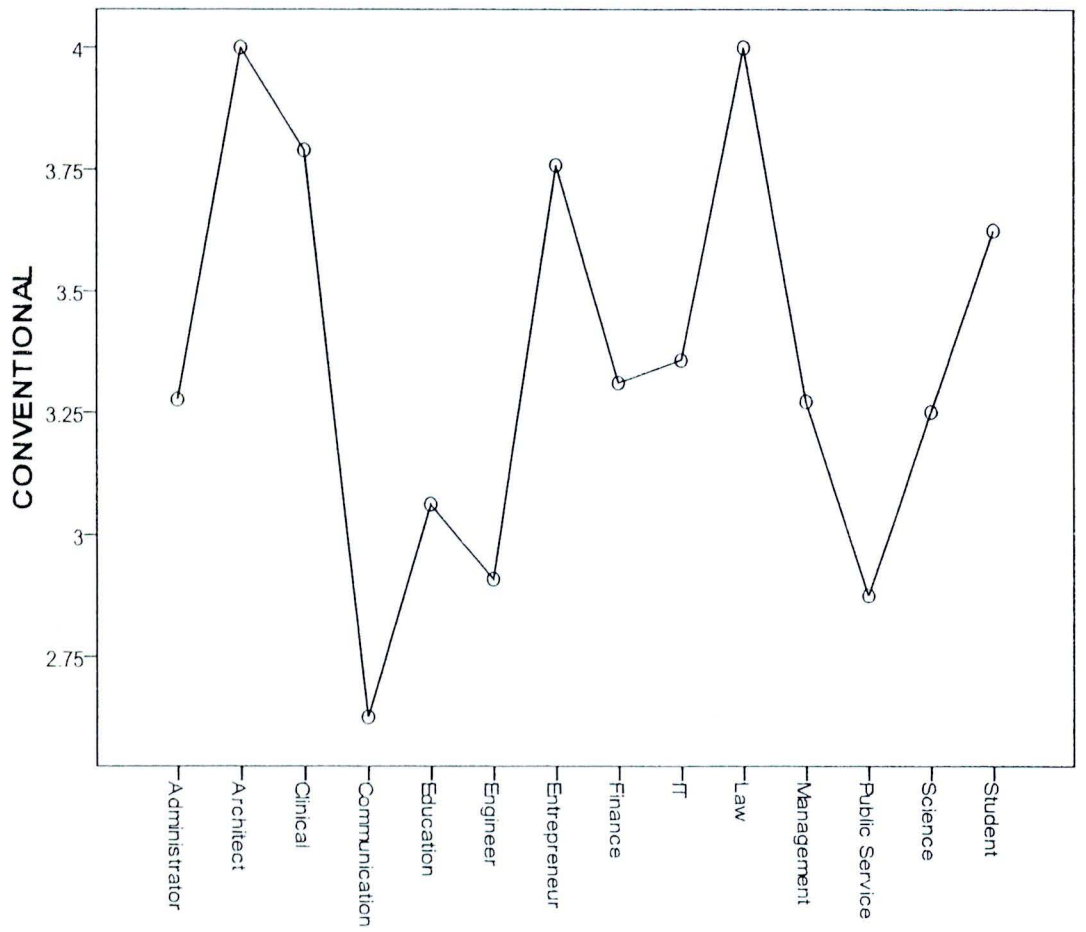

Figure 45 The means of conventional career interest types of each respondents' present job.

The graph in Figure 45 shows that respondents who are interested in the Conventional career interest type were actually working in the architectural, clinical, law, and entrepreneur. Surprisingly, the main duties of these jobs actually deal with office works, dealing with organizations and clerical tasks, very much the work of administrators or those in managerial fields; however, the people who were actually working in these two fields did not have much interest in the Conventional type at all.

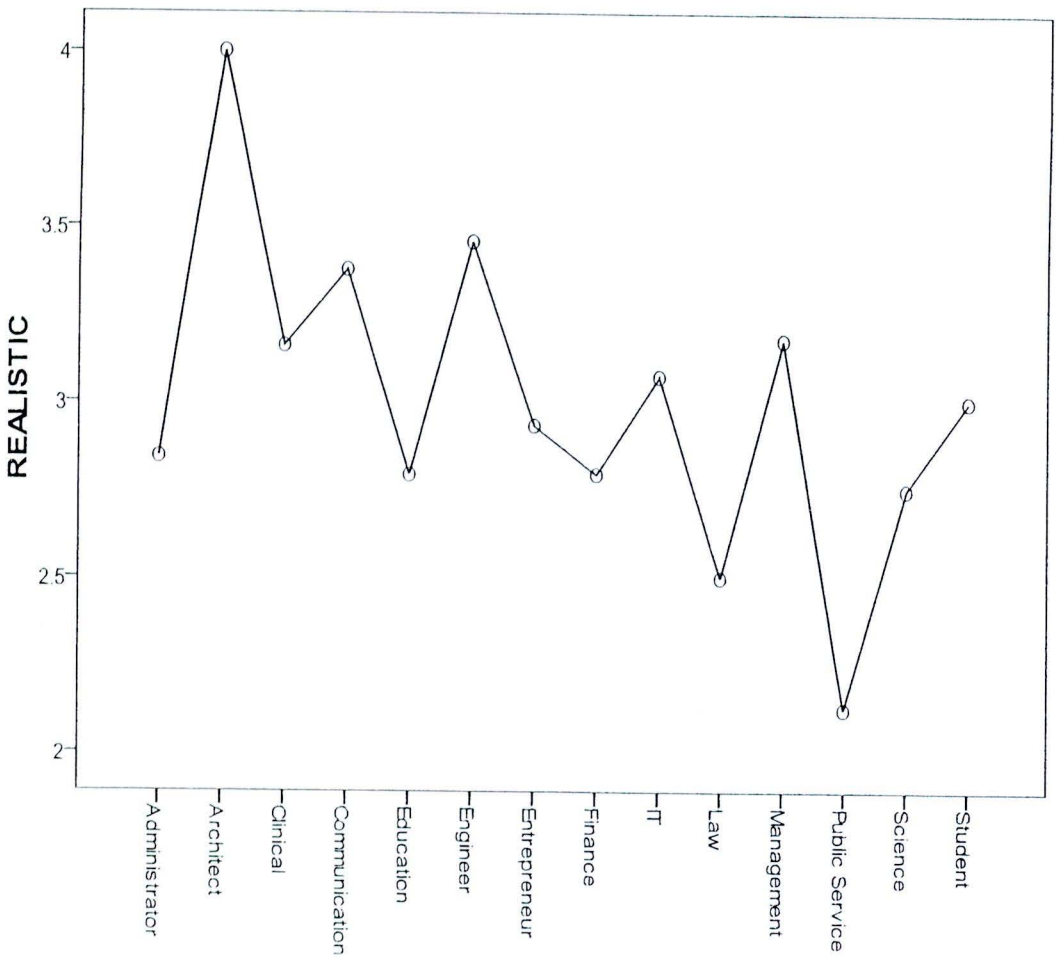

Figure 46 The means of realistic career interest types of each respondents' present job.

The graph on Figure 46 has shown that respondents who are interested in Realistic career interest types were usually working as architect and engineers which suited the meaning of the career type fairly well, that is that these people have interests in jobs in which they have to move about and work outside, deals with tools and equipment, make and fix things, and work with machines.

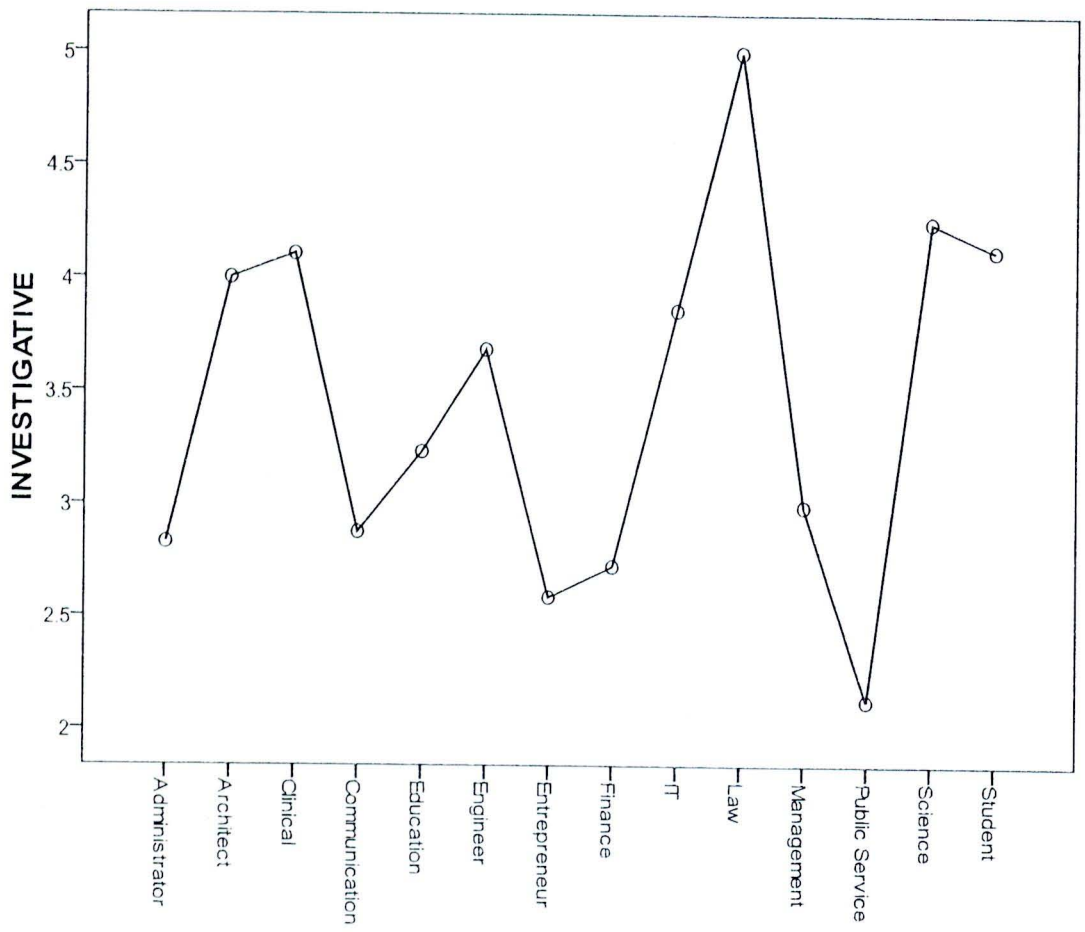

Figure 47 The means of investigative career interest types of each respondent's present job.

The graph in Figure 47 shows that the respondents interested in the Investigative career type were actually working in law fields and were clinical and scientists in which suited their interests as the main duties of this type involve discovering and observing new ideas as well as working on experimentations.

Hypothesis 19

*Ho*19: There is no significant relationship between gender and job satisfaction.

*Ha*19: There is a significant relationship between gender and job satisfaction.

This hypothesis was used to test the overall relationship between gender and their level of job satisfaction to see which gender is more satisfied with their current job.

Table 57

The Relationship Between Gender and Their Level of Job Satisfaction

	n	Mean	*SD*	*SE*	95% CI for Mean	
					Lower Limit	Upper Limit
Female	247	3.12	.759	.048	3.02	3.21
Male	153	3.44	.858	.069	3.31	3.58
Total	400	3.24	.813	.041	3.16	3.32

Note. *SD* = Standard Deviation; *SE* = Standard Error

Table 57 shows mean value of 3.24. Overall, both genders were not very satisfied with their current jobs. However, males (3.44) had slightly more satisfaction than females (3.12).

Table 58

The ANOVA of Gender and Level of Job Satisfaction

Sources	*SS*	*df*	MS	*F*	Sig.
Between Groups (combined)	10.105	1	10.105	15.872	.000
Linear Term Unweighted	10.105	1	10.105	15.872	.000
Weighted	10.105	1	10.105	15.872	.000
Within Groups	253.373	398	.637		
Total	263.477	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA presented in Table 57 shows the significance level at .000. This means there is a significant relationship between male and female and their level of job satisfaction. However, the difference is minor.

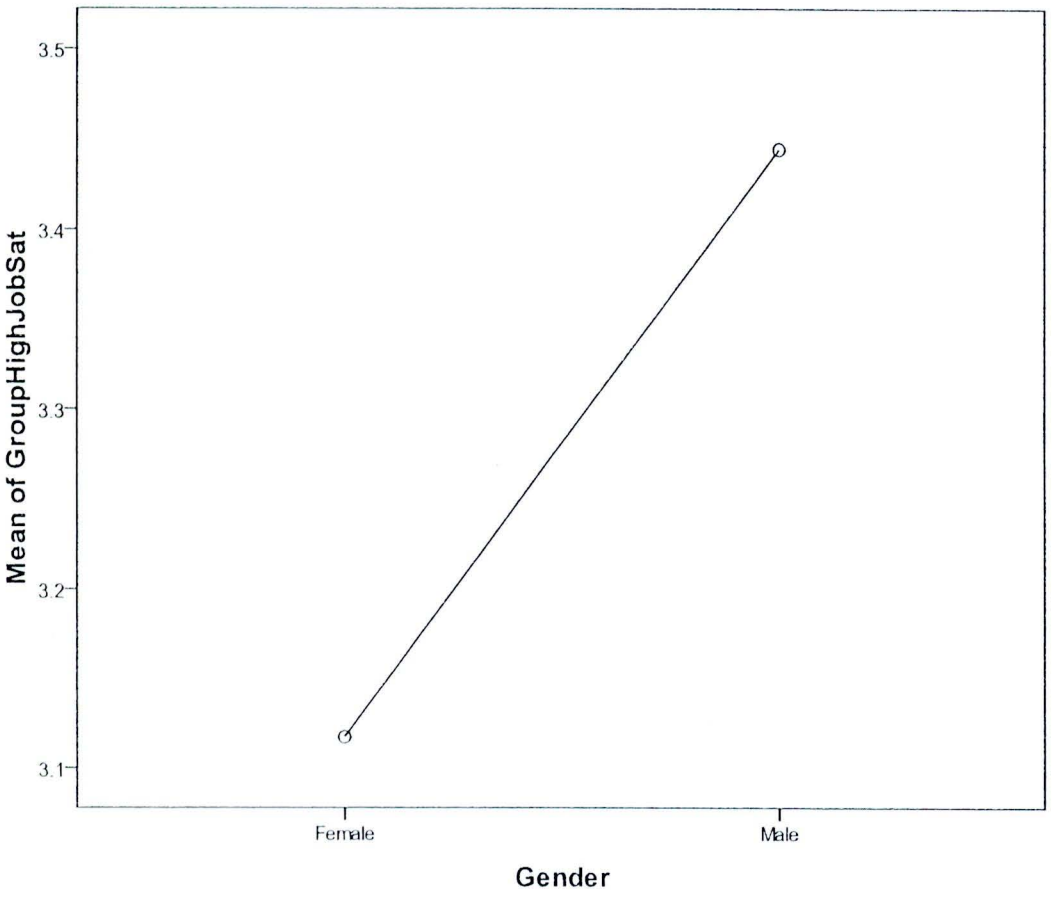

Figure 48 The overall mean of job satisfaction according to gender.

The graph in Figure 48 reveals slightly higher job satisfaction among males than females.

Hypothesis 20

*Ho*20: There is no significant relationship between choice of industry in which to work and job satisfaction.

*Ha*20: There is a significant relationship between choice of industry in which to work and job satisfaction.

This hypothesis was used to test the industry choices that the respondents preferred to work in compared to their job satisfaction level.

Table 59

The Relationship Between Choice of Industry to Work in and Job Satisfaction

	n	Mean	*SD*	*SE*	95% for Mean	
					Lower Limit	Upper Limit
SERVICE						
Strongly Disagree	1	3.00	.	.	.	.
Disagree	41	3.71	.814	.127	3.45	3.96
Undecided	269	3.46	.979	.060	3.35	3.58
Agree	38	3.37	1.076	.175	3.01	3.72
Strongly Agree	51	3.43	1.118	.157	3.12	3.75
Total	400	3.48	.991	.050	3.38	3.57
SERVICE						
Strongly Disagree	1	3.00	.	.	.	.
Disagree	41	3.71	.814	.127	3.45	3.96
Undecided	269	3.46	.979	.060	3.35	3.58
Agree	38	3.37	1.076	.175	3.01	3.72
Strongly Agree	51	3.43	1.118	.157	3.12	3.75
Total	400	3.48	.991	.050	3.38	3.57

Table 59 (continued)

	n	Mean	*SD*	*SE*	95% for Mean	
					Lower Limit	Upper Limit
INDUSTRY						
Strongly Disagree	1	2.00	.	.	.	.
Disagree	41	2.68	1.059	.165	2.35	3.02
Undecided	269	2.77	1.017	.062	2.65	2.90
Agree	38	2.84	1.151	.187	2.46	3.22
Strongly Agree	51	2.78	1.137	.159	2.46	3.10
Total	400	2.77	1.046	.052	2.67	2.87
FINANCE						
Strongly Disagree	1	2.00	.	.	.	.
Disagree	41	2.49	1.186	.185	2.11	2.86
Undecided	269	2.68	1.056	.064	2.55	2.80
Agree	38	2.97	1.345	.218	2.53	3.42
Agree	38	2.97	1.345	.218	2.53	3.42
Strongly Agree	51	2.80	.980	.137	2.53	3.08
Total	400	2.70	1.092	.055	2.59	2.81

Table 59 (continued)

	n	Mean	*SD*	*SE*	95% for Mean	
					Lower Limit	Upper Limit
PUBLIC SERVICE						
Strongly Disagree	1	2.00	.	.	.	.
Disagree	41	2.34	1.109	.173	1.99	2.69
Undecided	269	2.95	1.071	.065	2.82	3.08
Agree	38	2.68	1.141	.185	2.31	3.06
Strongly Agree	51	3.57	1.237	.173	3.22	3.92
Total	400	2.94	1.141	.057	2.83	3.05

Note. *SD* = Standard Deviation; *SE* = Standard Error; CI = Confidence Interval

The descriptive Table 59 shows the mean value of satisfaction in all groups of industries that the respondents are interested in working. The highest value was in the choice of Services industry jobs (3.48), followed by jobs in the Public Services industry (2.94), jobs in Industry (2.77), and lastly jobs in the Finance industry (2.70).

Table 60

The ANOVA of Industry to Work in and Job Satisfaction

Sources	*SS*	*df*	MS	*F*	Sig.
SERVICE					
Between Groups (combined)	2.996	4	.749	.761	.551
Linear Term Unweighted	.066	1	.066	.068	.795
Weighted	1.107	1	1.107	1.124	.290
Deviation	1.889	3	.630	.640	.590
Within Groups	388.754	395	.984		
Total	391.750	399			
INDUSTRY					
Between Groups (combined)	1.115	4	.279	.253	.908
Linear Term Unweighted	.723	1	.723	.655	.419
Weighted	.329	1	.329	.298	.585
Deviation	.786	3	.262	.237	.870
Within Groups	435.725	395	1.103		
Total	436.840	399			
FINANCE					
Between Groups (combined)	5.881	4	1.470	1.235	.295
Linear Term Unweighted	1.062	1	1.062	.892	.346
Weighted	3.671	1	3.671	3.084	.080
Deviation	2.210	3	.737	.619	.603

Table 60 (continued)

Sources	*SS*	*df*	MS	*F*	Sig.
Within Groups	470.119	395	1.190		
Total	476.000	399			
PUBLIC SERVICE					
Between Groups (combined)	38.226	4	9.557	7.844	.000
Linear Term Unweighted	2.933	1	2.933	2.407	.122
Weighted	24.940	1	24.940	20.472	.000
Deviation	13.286	3	4.429	3.635	.013
Within Groups	481.211	395	1.218		
Total	519.438	399			

Note. *SS* = Sum of Square; MS = Mean Square

The ANOVA presented in Table 60 shows the significance level of .000 for jobs in Public Service. This means there was a significant relationship between respondents who choose Public Services jobs and their job satisfaction levels. However, there was no significant relationship in any other job sector; jobs in the Service industry are at .551, jobs in Industry at .908, and jobs in Finance at .295.

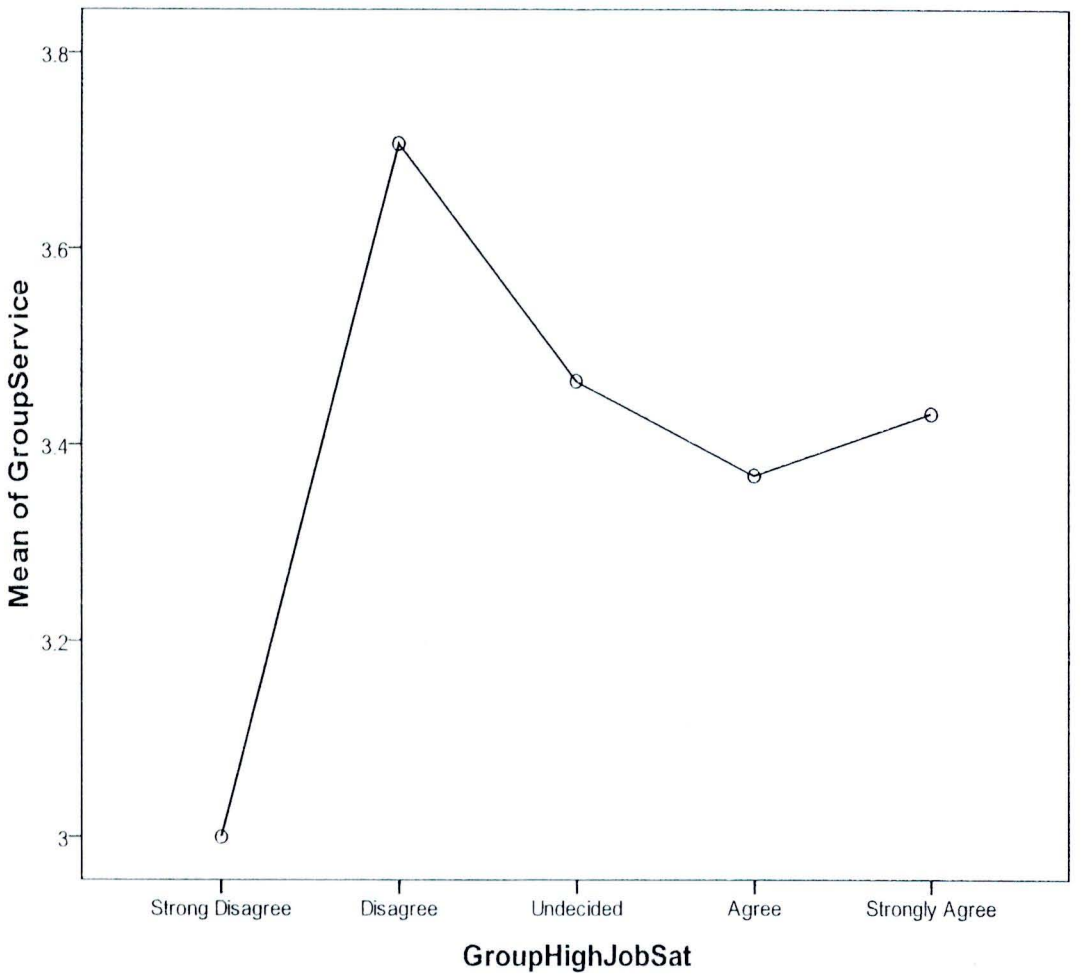

Figure 49 The means of respondents' interest in working in the services industry.

The graph in Figure 49 shows that there is no agreement among most respondents on their interest in working in the Services industry

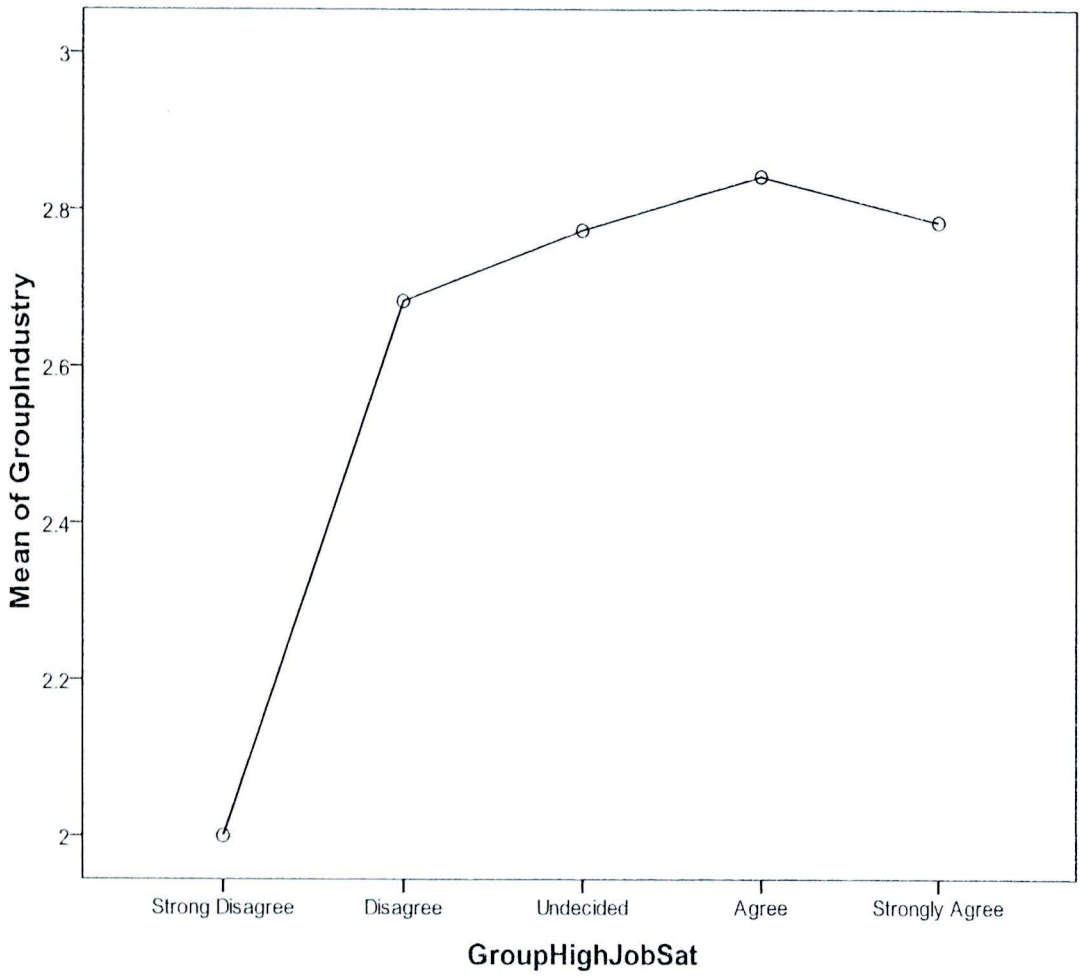

Figure 50 The means of respondents' interest in working in an industry job.

The graph in Figure 50 shows that most respondents showed interest in working in Industry jobs.

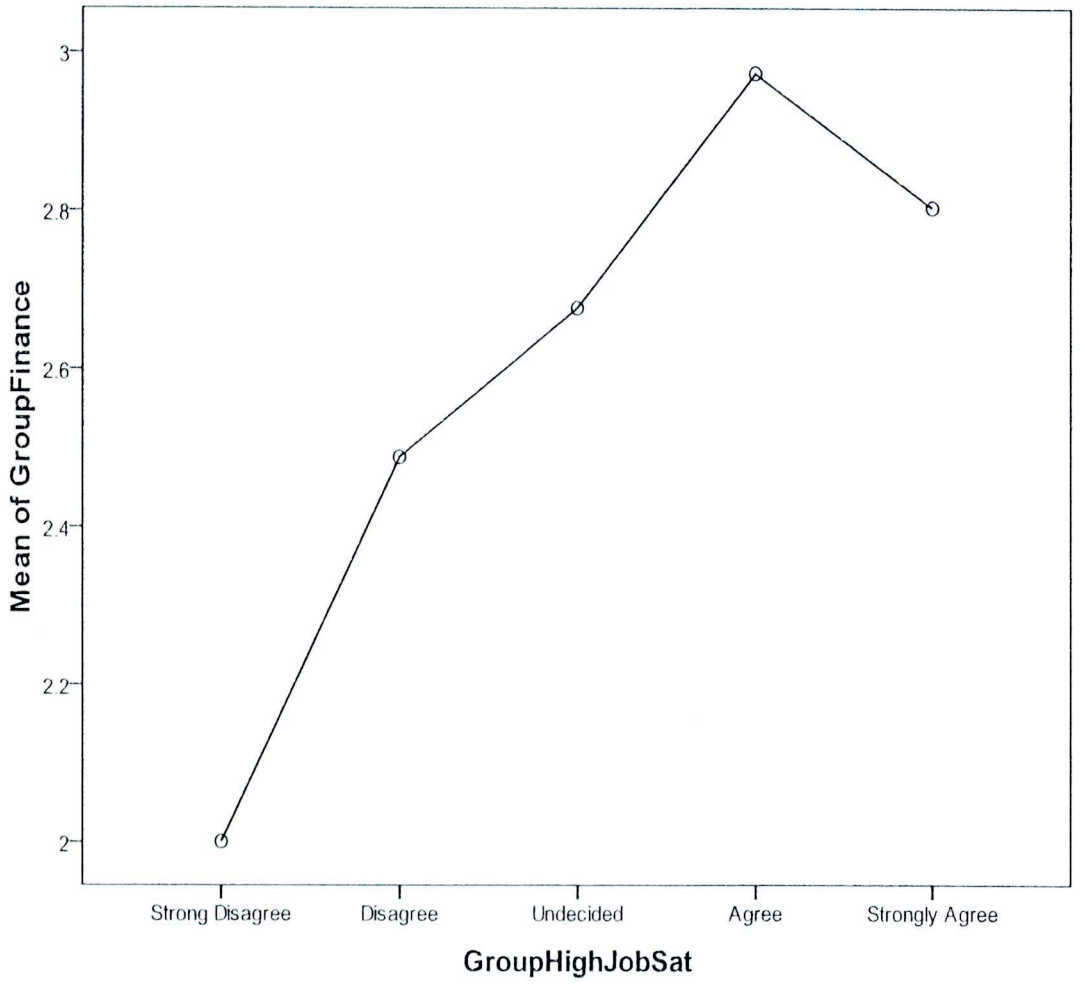

Figure 51 The means of respondents' interest in working in a finance job.

The graph in Figure 51 shows that most respondents expressed interest in working in Financial jobs.

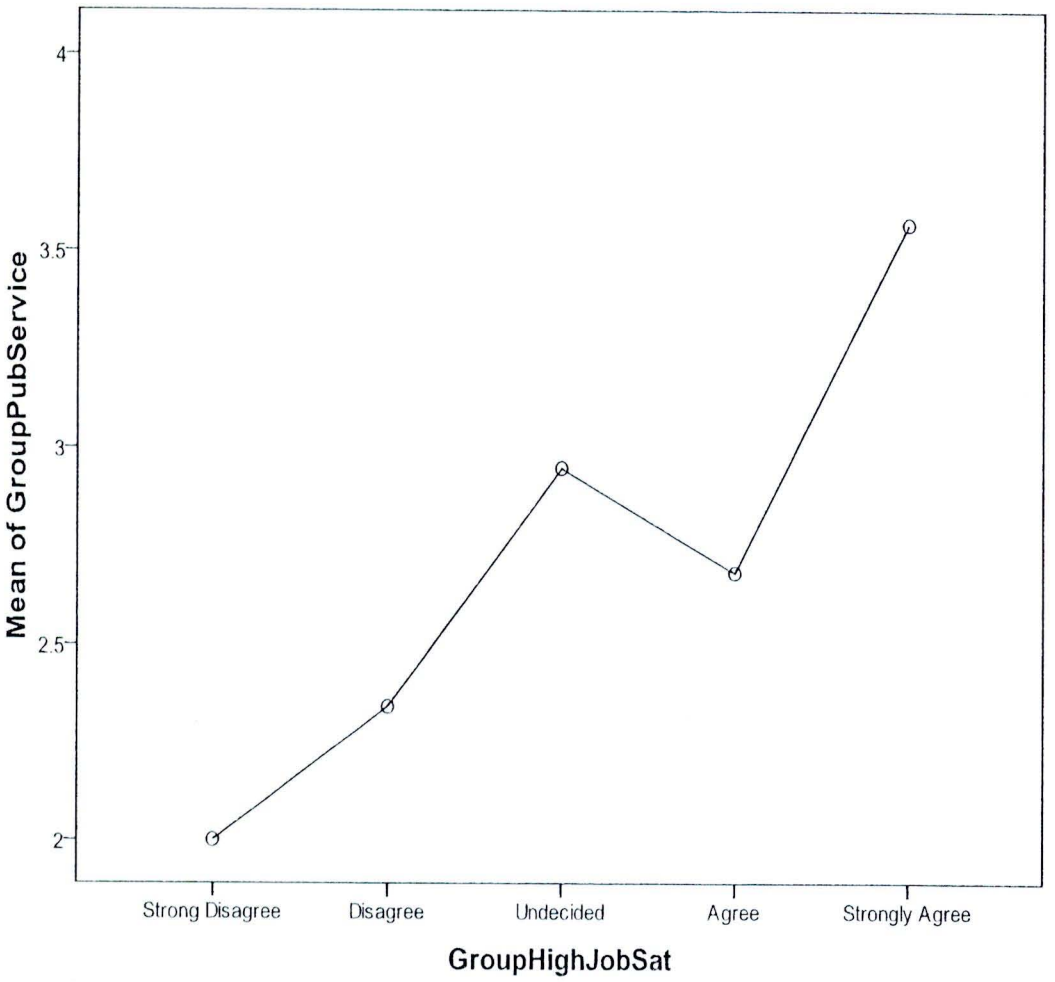

Figure 52 The mean of respondents' interest in working in the public service industry.

The graph in Figure 52 shows that there was very strong interest among the respondents in working in jobs in the Public Services industry.

Summary

This chapter described the analyses carried out on the data gathered, and the results obtained. Four different congruence measures and two methods of coding interests were used. Although the male and female subject groups appeared to have similar levels of congruence with their jobs when the SDS (Holland, 1985) interest coding system was used, the female workers were shown to be significantly more congruent than the male worker, when Athanasou's (CIT, 1988) system was used. Under both systems, congruence was positively related with tenure in the skilled group, but there was no significant relationship in all subjects.

When congruence levels were correlated with global job satisfaction scores, no significant relationships were found, using any of the subject groups, any of the congruence measures, or either of the interest coding systems. Similarly, when partial correlation coefficients were calculated to control for factors such as tenure, education levels and gender, there were still no significant relationships between congruence and satisfaction. When subjects' responses to individual questions on the job satisfaction questionnaires were analyzed, the trend was for specific facets of job satisfaction showing some relationship with congruence levels. On the whole, however, the results of this study have shown little support for Holland's (1985) theory of vocational choice.