



RESEARCH PAPER

Role of Fathers in developing Career Adapt-abilities among Emerging Adults

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ABSTRACT

This study investigates the relationship between perceived paternal parenting practices and the career development abilities of emerging adults. Specifically, it investigates how emerging adults' career adaptabilities of curiosity and confidence relate to perceived paternal autonomy support, involvement, and warmth. After an in-depth review of the existing literature following hypothesis was formulated for this study. Perceived paternal parenting practices (i.e., perceived paternal autonomy support, involvement, and warmth) would be significant predictor of career adopt-capacities (i.e., curiosity & confidence) in emerging adults. 370 emerging adults (220 male & 150 female) were taken from private and public universities of Faisalabad, Pakistan in the age range of (18 to 25 years) using Purposive Sampling. Besides a Demographic Form, Perceptions of Parents Scales; (The College- Student Scale) and The Career Adapt- Abilities Scale were administered. The Multiple Regression Analyses was used to test the hypotheses of the study. Result revealed that Perceived paternal parenting practices (i.e., perceived paternal autonomy support, involvement, and warmth) is a significant predictor of career adopt-capacities (i.e., curiosity & confidence) in emerging adults. It has been shown that supportive networks can help individuals navigate these and move into a more successful career. The findings stressed upon the importance of specific paternal parenting practices for adolescents' career adapt-abilities. The findings have important implications and can be used in future researches as guidance.

Keywords: Autonomy-Support, Career Adapt-Abilities, Emerging Adults, Parenting Practices

Introduction

Adulthood is the time span between late adolescence and early twenties (Age 18-25 years), whereas some researchers stated that it can go up to Age 29 years. The period of young adulthood and adolescence is not similar to emerging adulthood. Emerging Adults are not as dependent as those in their childhood; however, they have not taken upon any mature obligations. It is a life stage where individuals can choose between multiple paths and opportunities but the future remains less certain. In the course of this stage, emerging adults switch jobs, houses and relationships more often as compared to any other age group. Arnett (2006) addressed this time period as an "unstable phase" with unsteadiness and ambiguity. In recent times, after industrialization people's way of living has evolved with a wider acceptance of higher education, training, late marriage and having children late. Due to these changes a new phase starts between adolescence and early adulthood. Emerging adulthood also refers to the phase when an individual is no longer adolescents however they are not mature too, they are on the path to become adults but have not become adults yet (Arnett, 2003; Macek et al., 2007; Mayselless & Scharf, 2003; Nelson et al., 2004).

The most important developmental task associated with this era is the career transition. Because career decisions are among the most powerful factors that influences emerging adults' lives and appear to be crucial to future life success (Macek et al., 2016).

Individuals contemplate upcoming changes and the pressure to fulfill development goals which may increase due to the transitions (Salmela et al., 2007).

Career adaptability is a psychological terminology which describes how ready an individual is for their current and upcoming career growth duties, job changes, and individual disturbances and the way they handle them. (Woodman, 2011). It is the willingness to survive when there are ups and downs and it is not limited to professional life. Moreover, career adaptability denotes to an individual's capability to handle and take advantage of prospective changes, as well as their readiness to take on new responsibilities at work and their capability to survive when unforeseen circumstances occur which alter their career objectives (Rottinghaus et al., 2005). Psychological resources that are required to get control of the challenges in the professional life are known as career adaptation. Career adaptation helps individuals control their career strategies (such as planning the future and managing transitions) in the four dimensions of concern, control, curiosity, and confidence. Concern is articulated in relation to the level of how up-to-date and prepared an individual is for imminent transitions related to career and advancement tasks. Control shows that an individual is at the helm of evolving their personal career and making choices around by what means to perform responsibilities associated with growth. Curiosity is the habit of seeking out more knowledge, being open to novel experiences, and by taking into account how one's abilities and the demands of a given vocation may be similar (Savickas, 2013).

Career adaptability impacts how well an individual handles changes and acts as they age, which predicts their rising feelings of self-control and life satisfaction (Rudolph et al, 2017). Preceding career adjustment researches depended on a variable-focused approach to inspect the relationships among four adjustment dimensions and a diversity of consequences. This technique omitted using individuals which showed several amalgamations of adaptations. They advocate a person-centered approach as vital to bridge the literature gaps. According to a practical perspective, career customization counseling, a person-centered approach may be warranted by the individuality of career development (Ryba & Stambulova et al., 2017). Our knowledge of the progression of career adaptability can be enhanced by recognizing distinct profiles with distinctive combinations of aptitudes associated with career adaptability that have been investigated.

One of the factors which influence career adjustment is the relationships between parents and children. Parents have an important part in teaching children regarding starting their careers early as well as supporting them in order to exert the determination required to achieve their goals. Moreover, they give adults the confidence and self-assurance so they can be successful in achieving their aims (Amarnani et al., 2018). Parents who support and aid their children to become engrossed in possible careers can aid them study more about the professional environment and acquire a curious attitude. The feature of career confidence supports young people in problem-solving when they face problems with their job choices, transitions, and novel situations. Through persistent behavior in the hunt of goals, this self-confidence will be exhibited (Hartung et al., 2008). Parenting styles (Jung & Ahn, 2018), are important in the development of career adaptation, as well as parental and family support are other factors that impact career adaptation (Lee, 2018; Sahin & Kirdok, 2018; Tian & Fan, 2014). Positive professional dialogues among parents and children can show parental warmth and connection, and there is support available when individuals face pressure or challenges in fulfilling their goals (Dietrich & Salmela, 2013).

Parents are essential contributors to a prosperous career. High parental participation has been emphasized as a source for effective career transitions, and parental attitudes and views are seen as elements which directly influence people's professional choices. Support, however, should be given in a way which is both appropriate and shows warmth without employing psychological pressure (Aunola et al., 2018) Parental engagement and support is vital for the growth of individuals as it aids them with setting

goals, planning, and decision-making which is associated to their professional career (Hargove, 2002; Bryant, 2006). Environmental factors have an impact on career adaptability as well (Savickas, 2005). Parental support has a huge impact on how much an adult adjusts to their work. For example, parental support contributes to the adaptability and growth of a person's career (Guan et al., 2016). Different adult consequences associated to professions are linked with three parental qualities. Parental career support is associated with higher levels of adult career exploration (Dietrich & Kracke, 2009; Guan et al., 2015) and decision-making self-efficacy, (Guan et al., 2016) as well as higher levels of autonomous career goal motivation and lower levels of limited career goal motivation (Dietrich & Salmela, 2013). The connection between children and their parents depends on the behavior and parenting practices, that parents used to raise their children.

This study investigated the construct of parenting practices with reference to self-determination theory (SDT; Deci & Ryan, 2002). A large body of research utilized this theoretical framework. The importance of self-directed motivation in psychological development as well as positive functioning is suggested by the theoretical framework provided by this theory. SDT offers that all humans have three intrinsic psychological needs. These psychological needs include, need for competence, relatedness and need for autonomy (Deci & Ryan, 1985). The need to feel that one's behavior is self-endorsed and volitional rather than being pressured or controlled by others is termed autonomy. Autonomy is granted by providing the freedom to choose, and is thwarted when one experiences oneself as being pressured or controlled by forces which are perceived as foreign to the self (Ryan & Deci, 2017). The experiencing of efficacy and mastery in significant activities in one's life is defined as need for competence. This need is satisfied when the environment provides opportunities to acquire skills and gain informational responses which in turn support efficacy. Need for relatedness comprised the feeling of being regarded as important and associated with others who are considered as significant in one's life. The sense of relatedness occurs when one is being cared of by important others, and is thwarted when one experience isolated or disconnected (Ryan, 2015; Alyana, SI et al., 2020).

Material and Methods

Sample

A purposive sample of 370 emerging adults was selected from different public and private universities situated in Faisalabad-Pakistan. Out of these, 220 (60%) were men and 150 (40%) were women. The participants' age range was between 18-25 years, with mean age of 21.99 ($\pm SD = 2.94$) for men and 21.18 ($\pm SD = 1.41$) for girls. The minimum educational level of the recruited participants was intermediate.

Measures

Demographic Form: In this study, a demographic form was used to take demographic information of the participants (i.e., name, age, siblings, socio economic status, education, residential area).

Career Adapt-Abilities Scale (CAAS) The Career Adapt-Abilities Scale (CAAS), developed by (Savickas & Porfeli; 2012) is a 24-item scale with a Likert-type rating system (1 being the weakest and 5 the strongest). It measures four domains of career adaptabilities including, concern, control, curiosity, and confidence. The study's internal consistency coefficients were determined to be 0.90 for the overall score, .82 for the worry subscale, .74 for the control subscale, .78 for the curiosity subscale, and .80 for the confidence subscale.

Perception of Parents Scale (POPS) Perception of the parent scale (POPS; Robbins 1994). It was created to gauge how much parental autonomy support and participation kids

felt from their parents, but it also gauges how much warmth they felt from their parents. There are two forms on the scale: a mother form (21 items) and a father form (21 items). For each form, these items provide three subscale scores: Father Autonomy Support, Father Involvement, and Father Warmth, as well as Mother Autonomy Support, Mother Involvement, and Mother Warmth (Grolnick et al., 1997). Prior to delivering the survey, the 21 items that made up each of the three subscales mother and fathers (warmth, autonomy support, and engagement) were translated into Turkish. Each item was translated separately by two bilingual Turkish experts, who then compared their translations to settle any differences. Prior to the study's administration, the 25-item parent, mother, and peer measures were translated into Turkish. Each piece was translated separately by two bilingual Turkish experts, who then reviewed their translations to iron out any kinks. From this translation, a bilingual supervisor who speaks both English and Turkish translated it back into English. The Turkish version of the POPS was revised in light of the discrepancies found by this back-translation.

Procedure Participants were told regarding the aims and methodology of the research. Through signing the consent form, the participants affirmed their participation in the research. A rapid interview form was used to take personal information after the consent form was signed. The questionnaire took an estimated time of 15-25 minutes per person after handing it out. Participants received a monetary payment for participation and contribution in the study. Data collection was followed by data analysis and scoring. SPSS version 23 was used to evaluate the data. The data gathered from the survey was input into SPSS. The association among the dependent and independent variables was investigated by using Multiple Regression. Permission was taken from the participants by using the informed consent to assure that their information will remain confidential. Another important ethical consideration was privacy which was made possible by collecting data and taking personal interviews of each participant in an individual setting. The participants were informed about the data gathering, implementation, and reporting stages in terms of human dignity, respect, and protection of their physical and mental integrity to make sure that conducting the research would not cause a delay in the participants' access to medical care. It was also done to ensure that the research method did not conflict with the participants' religious and cultural principles.

Results and Discussion

The demographics of the respondents in the study included age, qualification and gender respondents have been students of universities. The demographics explain the below.

Table 1
Demographic Characteristics: Population N=370

Characteristics		F	%
Age	18-20	83	22.4
	20-22	202	54.5
	23-25	85	22.9
Qualification	FA/FSc	79	21.3
	BS/MA	197	53.1
	MPhil	94	25.9
Gender			
	Male	220	59.0
	Female	150	40.0

Table 2
Summary of multiple regression analysis with perceived paternal practices as a predictor of (confidence and curiosity) career adapt-abilities among emerging adults.

Predictor	R ²	AR ²	F	Sig.
Paternal Involvement	.26	.27	2.661	.002
Paternal Autonomy support				
Paternal Warmth				

p<.05, p<.01

Table 3
Coefficients multiple regression analysis with perceived paternal practices as a predictor of (confidence and curiosity) career adapt-abilities among emerging adults.

Model	B	SE	β	T	Sig.
(Constant)	18.76	2.204		8.203	.000
Involvement	-.19	.082	-.17	-.236	.002
Autonomy support	.052	.54	.067	.966	.000
Warmth	.173	.84	.134	2.051	.002

p<.05, p<.01

Table 4
Summary of multiple regression analysis

Predictor	R ²	AR ²	F	Sig.
Paternal Involvement	.35	.36	3.604	.003
Paternal Autonomy support				
Paternal Warmth				

p<.05, p<.01

Table 5
Coefficients multiple regression analysis.

Model	B	SE	β	T	Sig.
(Constant)	16.895	1.169		10.434	.000
Involvement	-.041	.060	-.049	-.675	.001
Autonomy support	-.021	.039	-.037	-.534	.000
Warmth	.202	.062	.212	3.251	.002

Discussion

We analyzed the effects that paternal parenting practices had on the career adaptability among emerging adults in a sample of university students. I hypothesized that career adaptability would be influenced by father's parenting practices such that an increase in autonomy-support, involvement and warmth would lead to an increase in career adaptability. Results were supportive of our hypotheses. Paternal parenting practices had a strong effect on career adaptability such that an increase reflected an increase in career adaptability. This aligns with previous literature that indicates parenting can have a direct and buffering effect on career stress which is captured in career adaptability with the career tasks, transitions, and traumas (Blustein et al., 2000; Han & Rojewski, 2015; Hirchi, 2009; Hou et al., 2019; Kenny & Bledrose, 2005). We learned that both matter. That is, individual fluctuations are positively correlated with participant's fluctuations in career adaptability. Additionally, those with overall higher levels of autonomy-support have stronger career adaptability. The analysis of the data showed that the most important and favorable predictor of job adaptability is perceived parenting behaviors. Parents have a major effect on the career development of emerging people. Most of earlier research, however, fixated more on general rather than career-specific parenting problems. According to Grolnick et

al., (1997) the core elements of career-specific parenting behaviors are parental autonomy support, parental participation, and parental warmth. In this research study, a sample of emerging adult students (N = 370) was analyzed to determine the association between these parenting activities and career adaptability.

According to Savickas, (2009), there is a dimension or element of career adaptability which comprises of four components' characteristic of concern, control, interest, and confidence (Johnston, 2016). The matter of educating adults who will make career decisions for maturity is addressed in all façades of career adaptability (Chen, 2018). Initiating with the caring component, it includes the ability of awareness, an orientation toward arranging your career and putting motivation as a top priority to be ready for forthcoming work. The element of control comes next, namely the sense of accountability, perseverance, and assertiveness of future career. Then is the quality of curiosity, which is the yearning to study more about one's own self and the surroundings in order to collect data which will be beneficial in making judgments about one's future career, as well as the readiness to take risks and the desire for new information and professional competencies. The disposition to believe you can master obstacles linked to your work and be able to succeed over issues that may arise in the future is the ultimate part of confidence (Celik & Storme, 2017; Coetzee & Harry, 2015; De Guzman & Choi, 2013; Johnston et al., 2013; Zacher, 2014).

Researches show that adulthood include the attainment of career adaptability at a high level or may be considered mature in the area. There are various indicators, such as adulthood, an optimistic approach toward one's job, or being well-prepared to deal with any current career issues, both predictable and unpredictable (Johnston, 2016; Chong et al., 2015; Andreas, 2015). Adults have a better tendency for career adaptation due to their superior aptitude for steady control. It may be seen from the way that self-motivation strengthens a person's profession's ability to adapt to new situations and take risks by applying personal skills for career growth duties (Coetzee & Harry, 2015). This may be connected to where adults currently are in their lives. Adulthood is a busy early stage of life with opportunities for career stability and advancement association between parental practices, extensive career search behavior, and career dedication, and adult career adaptability (Savickas & Porfeli, 2012).

Conclusion

Given the compelling theoretical justification for maintaining parental practices of fostering career adaptabilities during emerging adulthood and the favorable effects of parental involvement supported by the empirical research we have reviewed we are of the opinion that parenting practices should continue to foster career skills during adulthood. Our multidimensional definition of parental involvement, which includes parental autonomy support giving, parent-adult contact, and adult's career engagement, is what we urge social science researchers to look into in order to better understand how to capitalize on the positive aspects of parental practices. In adulthood, specifically, by working together on this study and keeping the definition of parenting behaviors consistent. Finding out how parental activities could improve adults' career adaptability will depend in large part on this. The current study has effectively added new knowledge on the connections between perceived parenting practices and adults' capacity for career adaptation. Adults' perceptions of their parents' participation, autonomy support, and warmth toward them are good predictors of career adaptability traits including confidence, curiosity, control, and concern.

Recommendations

Individuals with higher or more developed career adaptability are more likely to have strategic career management for a variety of reasons. First off, people with high levels of career flexibility typically have superior goal-setting habits and spend more time

strategizing and trying out different approaches to accomplish their objectives. Second, being able to adapt in one's career makes people more likely to actively seek out learning opportunities which adds to the knowledge and tools that people may use to manage their careers. Third, those who are highly career adaptable typically approach their numerous career tasks favorably. In addition to making original contributions to the field of career adaptability literature, this research had several drawbacks. The first drawback was that the multiple regression models' focus was on the determinants of career adaptability. Regarding this, it makes no suggestions as to whether variable is the source or the outcome. Future researchers could thus concentrate on experimental research that has the ability to infer causality. Second, the sample for the study consisted of college students who had not yet fully encountered the reality of the working world. Future research could focus on other participant group.

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