

Cultural Differences in Career Decision-Making Styles and Self-Efficacy

Wei-Cheng Mau

*Department of Administration, Counseling, Education, and School Psychology,
Wichita State University*

This study examined the cultural relevance of two important career constructs: career decision-making style and career decision-making self-efficacy. Two distinct cultural groups of college students, Americans ($N = 540$) and Taiwanese ($N = 1026$), participated in this cross-cultural study. Results suggested that career decision-making styles have differential impacts on career decision-making self-efficacy, depending on the cultural background of the individuals. Results also showed significant differences in career decision-making style and career decision-making self-efficacy as a function of nationality and gender. Counseling implications and suggestions for future studies are discussed. © 2000 Academic Press

Key Words: decision-making; cognitive style; self-efficacy; cultural influence; career counseling; college students.

The cognitive revolution of the past several decades has shaped many recent developments in vocational psychology. For example, social-learning theory (Krumboltz, 1994), social-cognitive perspective (Lent, Brown, & Hackett, 1996), and the career information processing model (Peterson, Sampson, & Reardon, 1991) have emerged as significant theoretical frameworks in explaining educational and vocational behavior. In many ways, career development advances through cognitive mechanisms (Lent & Hackett, 1994). Vocational researchers of all theoretical persuasions have shown a tendency to include cognitive variables in their research (Borgen, 1991). The dramatic increase in the minority population in the United States and the intense cross-cultural interaction have also prompted researchers to reexamine the applicability of these cognitive views of

I express my gratitude to the College Entrance Exam Center, Taiwan, for assisting me in data collection and data entry for the Taiwanese sample. I especially thank Helen Ou and Ching-Ping Cheng for their helpful comments on the Chinese version of the survey questionnaire and David Bradley and Amie Kopischke, Wichita State University, for their assistance in data collection and preparation for the American sample. This research project is supported in part by a research grant from the Wichita State University.

Address correspondence and reprint requests to Wei-Cheng Mau, Department of Administration, Counseling, Education, and School Psychology, Wichita State University, 1845 N. Fairmount, Wichita, Kansas 67260-0123. E-mail: mau@twsu.edu.

career development for different cultural groups. The present study examined the cultural relevance of two important cognitive constructs: career decision-making style and career decision-making self-efficacy. Osipow (1999) suggested that these two cognitive variables are important in resolving career indecision—a highly studied career construct and a major concern of career psychologists for many years.

Career decision-making style as a cognitive construct has been shown to represent a unique component of vocational behavior and career development (Harren, 1979; Jepsen & Prediger, 1981; Super, 1980). Decision-making style has been defined as a habitual pattern individuals use in decision making (Driver, 1979) or individuals' characteristic model of perceiving and responding to decision-making tasks (Harren, 1979). Research on cognitive style has been traced to the concept of field dependence–independence. Among many different taxonomic classifications of decision-making styles, Harren's (1979) typology, rational (making decisions deliberately and logically), intuitive (making decisions based on feelings and emotional satisfaction), and dependent (making decisions based on the expectations and opinions of others), is the most widely recognized (Phillips, Friedlander, Pazienza, & Kost, 1985). The three different styles represent distinct sets of attitudes and behaviors used in decision-making tasks and vary as a function of the degree to which individuals take personal responsibility for decision making and the extent to which they use logic as differentiated from emotional decision-making approaches. Driver, Brousseau, and Hunsaker (1990) postulated that individuals have a primary decision-making style and a secondary style. That is, while an individual's approach to a given decisional task may be characterized by one predominant style, elements of other styles can be present (Harren, 1979).

Although Harren (1979) suggested that the most effective approach to decision making is the use of a rational style, studies have been inconclusive. For instance, a rational decision-making style has been found to be associated with career maturity (Blustein, 1987; Dilley, 1965), planning and information gathering (Jepsen, 1974), ego identity (Blustein & Phillips, 1990), career decisiveness (Lunneborg, 1978; Mau, 1995), problem solving efficacy (Heppner, 1978; Phillips, Pazienza, & Ferrin, 1984a), and occupational certainty (Mau & Jepsen, 1992). In contrast, a nonrational decision-making style tends to be inversely related to progress in resolving various career tasks (Blustein & Phillips, 1990; Mau & Jepsen, 1992; Osipow & Reed, 1985). Although a rational decision-making style is generally postulated as an ideal style, some (Chartrand, Rose, Elliott, Marmarosh, & Caldwell, 1993; Mau, 1995; Phillips, Pazienza, & Walsh, 1984b; Phillips & Strohmer, 1982; Rubinton, 1980) have indicated that a rational style is either negligibly or not necessarily associated with progress in career-related tasks. These inconsistent findings indicate that the effectiveness of a rational decision-making style may be situational, depending on the personal/cultural factors as well as on the decisional tasks under study (Mau, 1995).

There is an increasing interest in Bandura's (1977, 1986) theory of self-

متن کامل مقاله

دریافت فوری ←

ISIArticles

مرجع مقالات تخصصی ایران

- ✓ امکان دانلود نسخه تمام متن مقالات انگلیسی
- ✓ امکان دانلود نسخه ترجمه شده مقالات
- ✓ پذیرش سفارش ترجمه تخصصی
- ✓ امکان جستجو در آرشیو جامعی از صدها موضوع و هزاران مقاله
- ✓ امکان دانلود رایگان ۲ صفحه اول هر مقاله
- ✓ امکان پرداخت اینترنتی با کلیه کارت های عضو شتاب
- ✓ دانلود فوری مقاله پس از پرداخت آنلاین
- ✓ پشتیبانی کامل خرید با بهره مندی از سیستم هوشمند رهگیری سفارشات