

ABSTRACT

This study was carried out to examine the psycho-social determinants (rational thinking ability, general self-efficacy, conscientiousness, and self-esteem) of career decision making self-efficacy (CDMSE). This research was based on the basic assumptions of Bandura's theory of self-efficacy (Bandura, 1982). Purposive sample of university students (N=400), with age range of 19-30 years and belonging to different socio-economic status was taken. Inclusion criteria was that students must be in final year of their degree programme. Career Decision Making short form scale (CDMSE-SF; Betz & Taylor, 2012), General Self-Efficacy scale (Schwarzer & Jerusalem, 1995), Rational-Experiential Inventory (Pacini, R., & Epstein, S., 1999), HEXACO Personality Inventory (Ashton & Lee, 2009), and Self-Esteem (Rosenberg, 1965) were administered to collect data. Results showed that career decision making self-efficacy has significant positive relationship with general self-efficacy, rational thinking ability, conscientiousness, and self-esteem. Psycho-social determinants significantly predicted career decision making self-efficacy. Rational thinking was a significant mediator in a relationship between career decision making self-efficacy and general self-efficacy. Further, rational thinking ability also had significant positive relationship with career decision making self-efficacy and its sub-scales. Multivariate analysis indicated that education and father profession had significant impact on career-decision making self-efficacy and its sub-scales. The study has important implications in educational psychology, vocational guidance, and career counselling.

Key words: Career decision making self-efficacy, General self-efficacy, Rational thinking ability, Self-esteem.