

THE MAIN AND INTERACTION EFFECT OF GENDER AND CAREER DECISION STATUS WITH CAREER DECISION DIFFICULTIES & STRATEGIES FOR COPING CAREER INDECISION

Asma Batool

Mphil scholar Hazara University Mansehra.

Email: malikasma5566@gmail.com

Nosheen Nadeem

Lecturer Psychology Vertex College Abbotabad.

Email: nosheenzaib943@gmail.com

Saima Bibi

Assistant Professor Psychology Government Girls Degree College no 1 Abbott abad.

Email: Bibisaima473@gmail.com

Abstract

The major aim of this study was to find difficulties of career decision which students face while deciding their majors and the strategies which they apply to deal with difficulties of career decision relevant to their career decision status and gender. A total of 250 students were taken as a sample from multiple government colleges and Universities of Rawalpindi and Islamabad. Purposive sampling technique was applied to get the sample fit in the study. In this study correlational Research design was used along with the quantitative method to gather and analyze the data collected from the respondents. The average age of the students was 17.8. Main effect of gender is significant ($p < .01$) with difficulties of career decision and the strategies for coping career indecision whereas; status of career decision (decided, partially decided & undecided) has non-significant impact on career decision difficulties and strategies for coping career indecision. And the results showed that the interaction effect of gender and career decision status (decided, partially decided & undecided) is non-significant with difficulties of career decision and the strategies for coping career indecision. It shows that there are no differences between female and male students and their career decision status (decided, partially decided & undecided), they face similar difficulties of career decision (lack of information, lack of readiness & inconsistent information) and the strategies for coping career indecision (nonproductive coping, support

seeking and productive coping strategies).

Keywords: *Career decision difficulty, Strategies for coping career indecision, Career indecision.*

Introduction

Deciding a career is one out of all the most significant decisions young adults face. This decision has important impact for their future, especially their social and economic status, living style, and ecstatic wellbeing. For most of the young students, career choice is a troublesome, complex procedure that can prompt a condition of indecision with long lasting and long term unfavorable outcomes (Amir & Gati, 2006). Out of many vocational and academic problems, deciding a career is the most prevalent difficulty. There are numerous vocational and academic problems, but difficulties of deciding a career are the most prevalent. Although some young adults settle on career choices with no obvious problems, however various others face difficulties during the essential basic process of deciding a career (Gati & Levin, 2014).

Social and Family Factors

Notwithstanding the essential worries of people looked with settling on career choices, career decisions may likewise be influenced by the stress relevant to family issues, individual qualities, capabilities, and environmental setting (Chope, 2006). Young individuals from low socio economic background may have sensible worries relevant to their families' capacity or readiness to help their higher qualification, that can confine the assortment of feasible vocation alternatives open to them. Ahmed and Sharif (2017) concluded that the interest for specific career has significant and positive correlation while; financial budgets, ease in grades and future openings for job have less effect on students' choice for particular field and subject. The performance of students could exceed expectations and create best results if the field of study is in accordance with the inborn variables of person's traits, inspirations, responsibility and inner sense of satisfaction.

Social help regularly comprises of help by siblings, parents, educators, and companions. How these social companions impact on individual's problem of deciding a career has been inspected in various investigations (Constantine, Wallace, & Kindaichi, 2005). As per these examinations, family information is significant in adult student's career decision making. In particular, parental help seems, by all accounts, to be intently connected with good career decision, and an absence of help is related with inability of deciding a career. Many empirical studies has uncovered that an expansion in parental help reinforces the probability of career assurance and decreases degree of career uncertainty (Fouad, 1994).

Besides, as per an examination led by Drobot and Palo (2010), youths who had empowering and dedicated guardians were increasingly clear to directions and bound to participate in career investigation comparative with those with guardians who were not empowering or given. As per Ferry, Fouad, and Smith (2000), school,

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companions, and logical variables assume a vital job in young people's career decision making process. Also, this investigation demonstrated that youths who got increasingly social help, especially from their folks, indicated progressively career advancement comparative with the individuals who got less help.

The significance of social help has likewise been featured in studies led to analyze career uncertainty. Various investigations have concentrated on indecision of career in connection to social help. As indicated by Betz and Wolfe (2004), parental help is identified with career indecision. Besides, Nota (2007) demonstrated a huge negative connection between social help and indecision of career, whereby young people who announced significant levels of help by parents showed less degree of career indecision.

Gender and physical needs

Besides these factors, everyday endurance and satisfying essential physical and passionate needs might be of more prominent worry than searching out data about careers, also advanced education (Ladany, Melincoff, Constansine, & Love, 1997).

Some studies have uncovered that young ladies scored higher on certain subscales of career decision difficulties, while others found that young men accomplished higher profession development than young ladies (Guillen, Henry, & Kantamneni, 2006), or that there were no differences by sexual orientation (Salami, 2008).

Sexual orientation distinction was additionally found and reasoned that as compare to female students, boys are increasingly more certain about their career and they assess themselves superior than girls. As compare to female students they have less career decision problems (Javed & Tariq, 2016). Another study revealed that girls have a higher or intact self-regulation than boys which is characterized by procedure that empowers an individual to guide his or her objective directed behavior over time. There were no sexual orientation or gender difference found in the study, age and self-regulation were the predictors of poor career decision making (Kanwal & Naqvi, 2016).

Career Decision Status

The status of career decision making is one of the most critical parts of developing a career, that is portrayed by two parts: career sureness or certainty and career uncertainty (profession vulnerability). Career sureness or certainty pertains to how sure an individual think about a lifelong decision, while career uncertainty alludes to explicit issues that might keep a person from settling on a future profession (Osipow, 1976). Career uncertainty is likewise characterized as the failure to determine a particular decision as a result of central issues, for example, absence of data (Kelly & Lee 2002).

Taxonomy of Career Decision Difficulties

Krausz, Gati and Osipow (1996) created a general theoretical taxonomy of difficulties career decision making individuals may experience. Depending on this theory, a standard of an ideal career decision maker." was created. This terminology means an individual who knows about the demand to choose a long lasting decision, is anxious to do it, and is prepared for making the "right" decision.

Lack of Readiness

This category was made among two further subsets. First one incorporates inconveniences that are related with the nonattendance of inspiration to take part in the career choice procedure and general hesitation related to all types of decision making. The subsequent set incorporates challenges related to useless fantasies and presumptions about the procedure of deciding a career and absence of information which is essential in this procedure.

Lack of Information

This category was made among further three subcategories: non availability of data about self, occupations, and data about techniques for procuring additional information. We can anticipate that, on the grounds that the last two classifications indicate external, target data, are more firmly connected to one another than to the first which includes the person.

Inconsistent Information

Inside this significant category, there are further three subcategories: unreliable information, which incorporates challenges relevant to untrustworthy information; individual's internal conflicts, which incorporate clashes inside the person; and extrinsic collisions, that incorporate clash including the impact of critical others.

Strategies for Coping Career Indecision

The cognitive and behavioral efforts to deal the stressful situations relevant to career decision can be called as coping (Lazarus & Folkman, 1984).

Normally, most young students who experience challenges in choosing their profession attempt to adapt to these troubles somehow. A few people are probably going to feel crippled or on edge and may utilize insufficient adapting methodologies, for example, escape and avoidance practices (Larson, Toulouse & Heppner, 1994; O'Hare & Tamburri, 1986), though others are bound to utilize issue centered adapting exercises, for example, planning, making actions, or searching for help. To be sure, adapting techniques have been considered extensively in various settings and much is thought about adapting techniques that are viewed as essentially helpful (Skinner, Altman & Sherwood, 2003).

The Proposed Model of SCCI

This illustrative of strategies for coping with career indecision is basically made by merging the model of Skinner, Altman and Sherwood (2003) and that of Frydenberg and Lewis (1999) model of adapting to worry to adapt to the inability to

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decide a career.

The proposed model of SCCI is separated into three significant groups of strategies that are, non-Productive, Support seeking, and productive coping strategies. Though, every one of these categories is additionally isolated into subcategories (Lipshits Braziler, Gati, & Tatar, 2016). Coping strategies that are helpful immediately endeavors to manage the issues relevant to career decision, while the broken approach include the utilization of inefficient strategies which do not manage the issues.

Productive Coping

The first main group of Productive coping accommodates six groups of strategies that help an individual to cope with inability of deciding a career, that is, emotional information-seeking, instrumental information seeking, Flexibility, solving problem, accommodation and self-regulation.

Support Seeking

The subsequent significant group, Support-seeking, incorporates three further classes which include other for adapting to one's inability of deciding a career, namely, emotional help-seeking, delegation and instrumental help-seeking.

Nonproductive Coping

The third significant group, Non productive coping, incorporates five groups of strategies that reduce the ability to cope the career indecision, that is, helplessness, escape, submission, isolation, and opposition.

Importance of Coping Strategies

The significance of adapting is regularly approved in the literature of career development (Larson, Toulouse, & Heppner, 1994). It has been guaranteed that the viable utilization of adapting abilities is one of the quantities of elements that cultivate strength in profession improvement and assist individuals with envisioning and potentially turn away negative results (Lent & Brown, 1994). The basic function of career counselors is to help young individuals successfully adapt their career decision making. Despite of the significance of adapting in the career decision making, antecedent examinations have not unmistakably explained an exhaustive hypothesis for the particular method of adapting to career uncertainty. Another significant inspiration for considering this theme is the conviction that specific adapting systems all the more adequately advance emotional well-being and direct trouble initiating issues, and that deciding the more beneficial techniques would be valuable in planning intercessions to assist individuals with adapting all the more viably (Folkman & Moskowitz, 2004). However, in the current examination the association between career decision difficulties and coping strategies will be estimated to perceive what sort of strategies are connected with vocation choice trouble

Rationale of the Study

The ambition of current study is to study the gender and career decision

status as one of the factors that have been assumed as a significant job in the process of career decision making, just as in profession desires and decisions (Monteiro, 2015). So it is essential to explore the influence of gender on career decision practices in Pakistan where students mostly face limited choices and stigmatizations. As we know that in Pakistan there are some cultural norms and role associated with males and females, which can affect their career decision making. In the eastern countries like Pakistan parents or guardians generally strengthen certain practices in males that they don't fortify in females.

The present study can help in exploring gender imbalance which is continued to be the norm in Pakistani educational system. There are certain roles of women in the Pakistani society due to stereotypical ideals of gender socialization, which hinders them from accessing education. For that reason their career decision making can also be negatively affected and they can score high in career indecision. In our Pakistani educational system, gender differences and ideals between men and women are also seen and they are deeply embedded in our society. Girl's education is less prioritized as compare to boy's education. Pakistani women are facing several educational challenges but Gender inequality is one of the most prevalent (Javed & Tariq, 2016).

Men in Pakistan are also influenced by gender expectations and boundaries. They are likewise regularly urged to keep away from not insignificant rundown of female overwhelmed professions (e.g., day care administrations, nursing, administrative work) and to help the family monetarily, instead of close association to home and family members (Luzzoo, 1992). This study can contribute more by addressing the issues of female and male students in Pakistan relevant to their difficulties career.

The study can have great significance for career counseling and educational system of Pakistan. As knowing the causes of career indecision is essential in light of the fact that it permits career advisors to all the more likely match their guiding techniques to the significant wellbeing of the student's basic career decision difficulties and cultivates increasingly powerful adaptation to these problems (Rector & Brown, 2008; De Boeck & Germeijs, 2003). It is, in any case, essential, for the career counseling procedure to be powerful in Pakistan as well, that the career counselors and instructors should know about the nature and the source of preventing difficulties of career decision so as to give the fitting help.

Objective of the Study

- 1- To find comparison of difficulties of career decision and the strategies for coping career indecision among male and female students with reference to their career decision status (decided, partially decided, and undecided).

Research hypothesis

H1- There is an interaction effect of gender and career decision status (decided, partially decided, and undecided) in determining the difficulties of career

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decision and the strategies for coping career indecision.

H2- Career decision status (decided, partially decided, & undecided) will have a main effect on difficulties of career decision and the strategies for coping career indecision.

H3- Gender will have a main effect on difficulties of career decision and the strategies for coping career indecision.

Participants

A total sample of 250 female and male students was collected from different Governments Universities and colleges of Rawalpindi and Islamabad. Colleges and universities which were selected are COMSATS University, QAU, post graduate Margalla F-7/4 college for girls Islamabad, govt. degree college for women, Rawalpindi, federal Government college for women F-7/2 Islamabad, Islamabad model college for boys F- 8/4, Islamabad model college for boys G-6/2, & Islamabad model college for boys F-7/3. The data was divided into two halves as equal number of female and male students was selected in order to draw the comparison effectively. Purposive sampling technique was used to get the sample fit in the study.

Procedure

The data collection was started after taking permissions from the respective authorities of the Educational institutes. Purposive sampling technique was used to reach the participants as sample included only 11 to 13 years of education level. Students were informed about the research, consent forms were signed by the participants with complete assurance that the data will be only employed for the purposes of research and their identity will not be revealed to any person. Students were informed that they can ask any questions regarding the research and items; also they can leave the process at any time.

A satisfactory rapport was built with the respondents before giving the questionnaire with clear verbal instructions relevant to questionnaires. The instruments; career decision difficulty questionnaire and the strategies for coping career indecision were given to the students with a complete demographic form. The procedure was consistent in all the institutes and students took average of 25 minutes to fill the questionnaires. Respondants were encouraged to fill in the questionnaires with accurately and honestly as they were made sure that their response will be kept confidential. After they completed the questionnaires, they were thanked for giving their precious time for completing the forms. They data were entered in SPSS 24 version and scores were calculated, also the statistical analysis was done based on the objectives of the study.

Instruments

***Range of Considered Alternatives.** The scale was developed by Saka and Gati (2007). The participant's career decision status was estimated by utilizing*

the scale, Range of Considered Alternatives (RCA). The response is measured through this scale ranging from total absence of decision to trust and complete surety in a particular profession. In particular, the respondents were approached to pick the one explanation out of six, which best portrays their career choice status.

Career Decision making Difficulty Questionnaire

The scale was established by Krausz, Gati and Osipow (1996), this questionnaire finds the focal points of students troubles in settling on a specific career. It has total ten scales which speak to total ten problem groups that involve three significant groups: lack of information, lack of readiness, and inconsistent information. For every comment, the participants were approached to rate how well it portrays them on a 9-point likert scale. The total scores are summed up to get total score and high score on this scale indicate greater problems in deciding a career. The internal consistency of CDDQ for ten subscales is .75 for subscales.

Strategies of Coping with Career Indecision Scale

The scale was established by Lipshits Braziler, Gati and Tatar (2015), which is a 45 item questionnaire and measures strategies which students may use to deal with indecision of career. It incorporates 14 adapting techniques (as explained in first chapter) which incorporate three significant adapting ways. The members were approached to rate on a 9-point Likert-type scale that how well every item describes them on every one of the 14 adapting techniques. The likert scale ranges from 1-does not portray me at all to 9- portrays me without any doubt; a higher rating shows more noteworthy utilization of the strategy given by that statement). The inner consistency of the 14 subscales was .83 and the consistencies of the three principle adapting scales were .88, .91, and .85, for the nonproductive coping, support seeking and productive coping separately (Lipshits Braziler, Gati & Tatar, 2015).

Results

Table 1

Two way Manova for the interaction effect of CDS (Career decision status) & Gender with all subscales of CDDQ (Career decision difficulties questionnaire) & SCCI (Strategies for coping career indecision) (N= 250).

CDD Q	Gender	CDS	SD	F	P	N ²	95% CL		
							LL	UL	
LOR	Male	Undecided	55.3	10.35	2.24	.10	.01	51.4	59.2
		Parti.decided	50.9	.86				8.33	3.61

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		7								
		Decided	4.55	.8	1				7.60	1.48
	Female	l Undecided	8.52	1.9	1				4.38	8.53
		Parti.decided	0.47	3.2	2				7.54	3.39
		Decided	7.06	3.5	4				3.11	1.00
LOI	Male	l Undecided	2.49	3.8	5	.301	27	01	6.43	8.53
							4	1		
		P arti.decided	4.11	2.8	6				0.00	8.21
		D ecided	9.64	0.3	1				8.84	0.42
	female	l U ndecided	1.39	7.3	1				4.96	7.81
		P arti.decided	8.71	1.6	2				4.16	3.25
		D ecided	5.21	4.2	4				9.06	1.34
II	Male	l Undecided	4.03	.8	5	.926	14	01	8.96	9.09
							8	6		
		Parti.decided	4.03	.3	6				0.59	7.80
		Decided	1.27	8.6	1				7.62	7.90

		l Undecide								
	Femal e	d	6.81	3.2	1				1.42	2.18
		Parti.deci ded	4.00	8.3	2				0.19	7.80
		Decided	2.76	2.7	4				7.62	7.90
SCCI										
PC	Male	l Undecide	3.48	4.8	5	.664	19	01	7.42	9.54
							2	4		
		Parti.deci ded	2.86	6.9	6				8.75	6.98
		Decided	1.45	9.4	1				0.64	02.26
	Femal e	l Undecide	06.1	9.3	1				9.69	12.56
		Parti.deci ded	15.3	9.1	2				10.7	19.8
		Decided	12.9	0.7	4				06.7	19.0
SS	Male	l Undecide	6.28	0.8	5	536	58	00	1.90	0.66
							6	4		
		P arti.deci ded	6.71	.5	6				3.73	9.68
		D ecided	4.45	4.0	1				6.63	2.27
	Femal e	l Undecide	1.00	3.6	1				6.34	5.65

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		Parti.deci							
		ded	5.12	5.4	2			1.83	8.42
		Decided							
			9.50	6.6	4			5.05	3.94
		l Undecide							
NON-	Male	d	9.49	0.3	5	067	93	00	3.19
PC							6	1	5.77
		Parti.deci							
		ded	9.97	1.5	6			5.70	4.24
		Decided							
			2.55	6.3	1			1.31	3.77
		l Undecide							
	Femal	d	2.97	8.2	1			6.28	9.65
	e								
		Parti.deci							
		ded	2.06	2.5	2			7.33	6.79
		Decided							
			7.00	7.6	4			0.61	3.38

Note. CDDQ subscales (LOR- lack of readiness, LOI- lack of information, II- Inconsistent information), SCCI subscales (PC- Productive coping, SS- Support seeking, NON-PC- Non productive coping), CDS= Career decision status, M= Mean, SD= Standard deviation, F= manova value, P= Significance value, η^2 = eta square value, CI=Confidence Interval, LL=Lower Limit, UL=Upper Limit, * $p < .05$.

Table 1 shows that the interaction effect of gender and career decision status is non-significant with all the subscales of career decision difficulties and coping strategies. Although the mean differences can be seen in the table where females mean scores for career difficulties and maladaptive coping strategies are greater than males but the interaction effect of gender and career decision status with difficulties of career decision and coping strategies is non-significant. So the results have revealed that gender and career decision status in combination have no difference on dependent variables (subscales of CDDQ & SCCI), which means that both males and females are experiencing same career decision difficulties and coping strategies. The Pillai's trace value of multivariate test for overall scale is $F = 2.019$, ($p = .018$ & $\eta^2 = .049$).

Table 2

Two way Manova for the main effect of CDS (Career decision status) & Gender with all subscales of CDDQ (Career decision difficulties questionnaire) & SCCI (Strategies for coping career indecision), (N= 250).

	F	p	η^2
<i>Gender (Males & Females)</i>			
LOR	8.058	.005	.032
LOI	12.175	.001	.048
II	4.171	.042	.017
PC	45.887	.000	.159
SS	9.060	.003	.036
NON-PC	1.337	.028	.005
<i>CDS- Career Decision status (undecided, partially decided & decided)</i>			
LOR	.242	.785	.002
LOI	3.648	.207	.029
II	3.618	.208	.029
PC	1.244	.290	.010
SS	1.509	.223	.012
NON-PC	1.596	.205	.013

Note. CDDQ subscales (LOR- lack of readiness, LOI- lack of information, II- Inconsistent information), SCCI subscales (PC- Productive coping, SS- Support seeking, NON-PC- Nonproductive coping), CDS= Career Decision Status (undecided, partially decided & decided), F= manova value, p= Significance value, η^2 = eta square value.

Table 2 shows that the main effect of gender is significant with the subscales of career decision difficulties and strategies for coping career indecision. So the results indicate that male and female students have differences in experiencing difficulties of career decision and strategies to cope with these difficulties. The findings also reveal that the career decision status has non-significant impact on dependent variables; subscales of difficulties of career decision and strategies for coping career indecision. Pillai's trace value for gender is F= 8.349 (p= .000, η^2 = .969) and the Pillai's trace value for career decision status is F= 1.575 (p= .095, η^2 = .038).

Discussion

To test the study hypothesis two way Manova was applied in order to check the main and interaction effect of gender and career decision status (decided, partially decided, & undecided) with all the subscales of difficulties of career decision and the strategies for coping career indecision. According to the results, 1st hypothesis cannot be accepted and the null hypothesis is accepted because the interaction effect of gender and career decision status is non-significant with all the difficulties of career decision

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and the strategies for coping career indecision.

The results revealed that gender along with career decision status does not make any difference to difficulties of career decision and coping strategies for male and female students. Thus both male and females score high on career decision difficulties and productive and non-productive coping strategies. The reasons for this non-significant result can be the dynamics of the sample as the sample was collected only from Government institutes where students are not educated about how to handle the difficulties relevant to deciding a career, and they cannot identify and implement the productive and non-productive coping strategies accordingly. Also as the sample was from the government institutes they must had an average or low socio economic status, for that reason they are unable to get facilities like career guidance and counseling which students in private institutes are given efficiently. Also one major reason can be that students in Government institutes have family backgrounds where most of the times parents are not very concerned with the priorities and subjects of their children, so they don't support their children in a way which is given to the students of private institutes whose parents are more concerned.

The results for the coping strategies of support seeking are also non-significant showing that both male and females use similar support seeking strategies. As in Pakistan this is embedded in our family systems and culture that either the child is male or female they rely on their parents for the major decisions like deciding a career or profession. Being collectivist and dependent on each other both male and females seek similar support from the family and peers and the results of this study have proved this. In our Pakistani culture there are also limited career choices for both males and females. Females are expected to select careers relevant to medical or teaching as these professions are considered noble for women, whereas males are expected to go for engineering, computer sciences or business jobs. So when it comes to selecting a career both are facing the problems of limited choices and this may be a reason for getting these results.

Many studies have also declared that productive coping strategies can't be characterized as profitable or inefficient unless their competence has been demonstrated experimentally (Lazarus & Folkman, 1984). In coping strategies, "effectiveness" means how well the utilization of productive techniques can foresee adaptation results (Zeidner & Saklofske, 1996). Furthermore, research recommend that coping is a powerful and dynamic procedure and it might change after some time in light of changed examination of the circumstance, and as an element of the person's adapting abilities or skills (Lazarus & Folkman, 1984).

Zeidner and Saklofske (1996) expressed that in exploring effectiveness of coping it is essential to see if a change from a person's central coping impressions can prompt progressively fascinating and beneficial results or not. So these evidences also

support our findings that for productive and non-productive coping strategies there are no differences when compared with gender, career decision status and difficulties of career decision.

Table 2 shows that the main effect of career decision status is non-significant ($p > .05$) with all the subscales of difficulties of career decision and the strategies for coping career indecision, so the 2nd hypothesis is disproved and it has been proved that career decision status makes no difference with difficulties of career decision and the strategies for coping career indecision. So many factors explained above can be the reasons for these results. However these findings are inconsistent with Kleiman, Gati and Peterson (2004) who concluded that the CDDQ (career decision difficulties questionnaire) differentiated among participants at different levels of the process of career decision and individuals with lower levels of difficulties of career decision had higher degree of decidedness.

As far the main effect of gender (separately) on all the subscales is concerned, the results revealed that gender alone has significant impact on career decision difficulties and coping strategies. Because, in the multivariate test the main effect of gender on dependent variables is significant ($F= 8.35, p=.000$) which means that male and females have differences relevant to career decision difficulties and coping strategies. So the 3rd hypothesis is proved here and significant values can be seen in table 2, where gender shows significant results with all the difficulties of career decision and the strategies for coping career indecision.

As shown in table 1 that the mean scores on subscales of career decision difficulties for undecided females are highest as compared to males, even though less number of females ($n=31$) have undecided status as compare to males ($n= 35$). Similarly greater number of males have partially decided status ($n=76$) as compare to females ($n=62$), but the mean score of subscales are greater for females as compare to males. On the subscales of coping strategies, more number of males ($n=46$) use productive coping strategies as compare to females ($n=40$), whereas means scores of productive coping are less for females as compare to males. Table 1 shows that more number of females ($n= 65$) use nonproductive coping strategies as compare to males ($n=46$). Also the females mean scores on nonproductive coping strategies are higher for females as compare to males. So all these mean score support significant results between gender and career difficulties and strategies for coping career indecision.

As Larson, Butler, Wilson, Medora, and Allgood, (1994) reported in their study that sexual orientation is one of the factors that has been assumed to have a huge participation in deciding a career, as well as in career expectations and decisions. Alvi and Khan (1983) reported in their study that there is an inclination towards higher career development in young females than in young males. Few researches have also concluded that females got higher scores only on few subscales (Lee, 2001; Fouad, 1988).

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As it has been discussed earlier the main objective was to find comparison of career decision problems and coping strategies for career indecision among female and male students with reference to their career decision status. The main effect of gender on difficulties of career decision and the strategies for coping career indecision is significant, but the interaction effect of both gender and career decision status on all types of difficulties of career decision and the strategies for coping career indecision is non-significant, proving that male and female students face similar difficulties of career decision (lack of information, lack of readiness and inconsistent information) and the strategies for coping career indecision (nonproductive coping, support seeking and productive coping strategies) and there are no differences between two.

Implication

The outcomes of this research have numerous implications for career advisors, counselors and educational systems. The findings can help career counselors in identifying career decision difficulties which students face during the selection of their majors. The findings can also help the counselors in making their counseling more effective by working on adaptive and strong coping strategies for career indecision. The use of productive coping ways like instrumental and emotional help seeking, flexibility, problem solving, accommodation and self-regulation can be encouraged to students. And the use of maladaptive coping strategies like escape, isolation, helplessness, opposition and submission and should be discouraged to students.

Especially in Pakistan students face higher career difficulties as there are no intervention programs in our educational systems for helping indecisive students or arranging career counselor is behindness. Career counselors should also focus their attention on these factors during the sessions. Thus, the counselors should encourage their counselees to utilize the beneficial and productive coping methods, and career advisors should furnish their counselees with procedures for lessening the utilization of inefficient ones.

Limitations and Suggestions

The questionnaires used in this research can be criticized as they only measure multiple cognitive aspects but totally excludes other affective (behavioral), economic and social aspects which at certain level may affect attitude and information processing towards ideal career decision. The sample was collected from only Government institutes of Rawalpindi & Islamabad who actually had an average or below socio economic status, which effects the way they make career decision. Future researches should include private institutes as well to see the differences of facilities of career guidance and should see the difference or impact of others factors as well like socio economic status, family background and teaching methods of Government and Private Institutes. Future researches should also go for the qualitative studies to see

how particular coping strategy is causing the particular career decision difficulty and the counselors should apply the results more effectively in the educational and clinical settings.

Conclusion

The objective of the study has been met, as the relationship between difficulties of career decision and the strategies for coping career indecision in relation to gender and career decision status of students has been created. The main effect of gender is significant, and the main effect of career decision status is non-significant with difficulties of career decision and the strategies for coping career indecision. Some of the results were not significant, but still we find many relationships between variables. As it is found that the interaction effect of gender and career decision status (decided, partially decided, & undecided) is non-significant with difficulties of career decision and the strategies for coping career indecision. Which shows that male and female students face similar difficulties of career decision (lack of information, lack of readiness & inconsistent information) and the strategies for coping career indecision (nonproductive coping, support seeking and productive coping strategies) and there are no such differences between female and male students. The reason for some non-significant results can be the dynamics of the sample, because the students of only Government institutes were taken as participants, and students generally lack guidance and career counseling in Government institutes and their parents are also not very much concerned. Moreover, many factors are relevant to the culture of Pakistan and its limitations which are same for both male and female students.



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