

A CONCEPTUAL FRAMEWORK EXAMINING THE ANTECEDENTS OF CAREER DECISIVENESS USING MOTIVATION SYSTEMS THEORY

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ABSTRACT

An extensive body of vocational research has been dedicated to the topic of career-decision making behaviour. Work is integral to human functioning, and all psychologists need to understand the role of work in people's lives. Understanding factors influencing work choices and helping individuals effectively make career decisions is the focus of vocational psychologists. The external changes, such as shifts in the economy and labour force, as well as initiatives within the field are challenging the assumptions within vocational psychology. Under such circumstances, it becomes more important to study career decisiveness and more importantly examine the process of career planning which eventually leads to career decisiveness. So there is a need to assess attitudes, expectations, and emotions about one's career in the form of Career Future Inventory to measure career choice or career decisiveness. Career decisiveness (CD) has been an instrumental tool for vocational psychologists and a phenomenon of interest to parents, faculty, school counsellors, and others who advise young adults on their career choices. The current study shall investigate the antecedents and consequences of career decisiveness using the Motivational Systems Theory (MST). The major rationale of applying MST is to understand career choice has its impetus both on the individual and contextual factors.

Key Words: Career decisiveness, motivation systems theory, career planning attitude.