

## Effect of Career Indecision on Stress: The Moderating Role of Resilience

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### Abstract

Present study was intended to explore the relationship among career decidedness, resilience and stress among adolescents. The study was conducted on six hundred senior secondary school students' age ranging from 15 to 19 years with a mean age of 17 years. These subjects were selected from various schools of Haryana state following randomized technique. They were tested by administering Career Decidedness Scale, Resilience Scale and Perceived Stress Scale. The obtained data were analyzed by using hierarchical multiple regression in order to test the stated speculation. It was observed that resilience found to be moderated the relationship between career indecision and stress depression among subjects. These reported findings were discussed in the light of relevant literature.

**Keywords:** Career Indecision, Resilience, Stress, Moderating Role, School Students.

### Introduction

Stress and anxiety are inevitable part of the life and have increased in modern world. Individuals off all ages are reacting physically and mentally to stress. Due to stress psychiatric diseases are on the rise. When situational demands exceed the capability of an individual he/she may feel a sense of stress. It can very due to various factors. It can be positive or negative. Generally negative stress is harmful for a person. Students face challenges and demands in their daily life course. These demands can have significant impact on development of career and related issues. Earlier studies have observed that students give not much time on career planning. It was usually observed that higher levels of career indecision result in distress among students. Career indecision and stress were positively associated with each other.

Resilience is the obvious ability to perform effectively in the context of consequential challenges to adjustment or development while Newman (2005) refers resilience as the human ability to adapt in the face of hard knocks, trauma, adversity, hardship and on-going significant life stressors. It is evident that a few people deal effectively with adversities in life than others. Hence, they develop as balanced and well-adjusted healthy individuals despite facing complicated situations and experiences (Caltabiano *et.al.*, 2002). Adolescents with good resilience, normally, maintain better social skills which promotes good career related decision (Caltabiano *et.al.*, 2002). Adolescence sometimes associates with career indecision and

heightened stress. However, less is known about protection factors that could buffer against career indecision related issues.

Main objective of the study is

- To study moderating role of resilience in career indecision and stress among adolescents.

Specific hypothesis is

- There will be significant moderating role of resilience in career indecision and stress among adolescents.

### Method

#### Participants

Six hundred senior secondary school students randomly selected from various schools from Haryana state participated in the study. Students who come forward to take part in the study were included in the sample. Subjects mean age was 17 years with age ranged from 15 to 19 years.

#### Measures

Following tests were used to collect data.

- a) For the assessment of stress Perceived Stress Scale (Cohen, Kamarck & Mermelstein, 1994) was used. This self-report questionnaire consists of 10-items

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and each response is being scored on a five point scale (1 to 5).The test has high Internal consistency ( $\alpha = .78$ ) and it also has satisfactory validity.

- b) In order to ascertain career decidedness the Career Decidedness Scale by Lounsbury et al. (1999) was used. The CDS contains 6 statements and each response is being scored on a 5 point Likert-type scale (1 to 5), ranging from strongly disagree to strongly agree. Reliability and validity for this scale are satisfactory.
- c) Resilience Scale (RS) developed by Wagnild and Young (1993) is a 25 item scale that measures resilience. All items are to be scored on a 7 point Likert-type scale (1-7) ranging from strongly disagree to strongly agree. The RS has satisfactory internal consistency and satisfactory validity.

**Procedure**

Before tests were administered, the subjects were informed of the nature of study. Tests were administered

on those who volunteered to participate. Testing was done in group setting in a small group of 3-5 students. Each test was administered strictly according to the administration procedure laid down in respective manuals.

Scoring was done according to scoring procedures prescribed by test authors which produced three scores (1 for stress, 1 for career decidedness and 1 for resilience). Obtained data were analyzed by using various statistical techniques, keeping in view the objective of the study such as descriptive statistics and hierarchical multiple regression (including the Process of Andrew F. Hayes for testing moderation).

**Results and Discussion**

Descriptive statistics revealed that students mean score is 17.92 with SD of 3.94 on Career Decidedness. On resilience, students mean score is 94.14 with SD of 15.99 and mean score on stress is 17.29 and SD is 5.64 for sample.

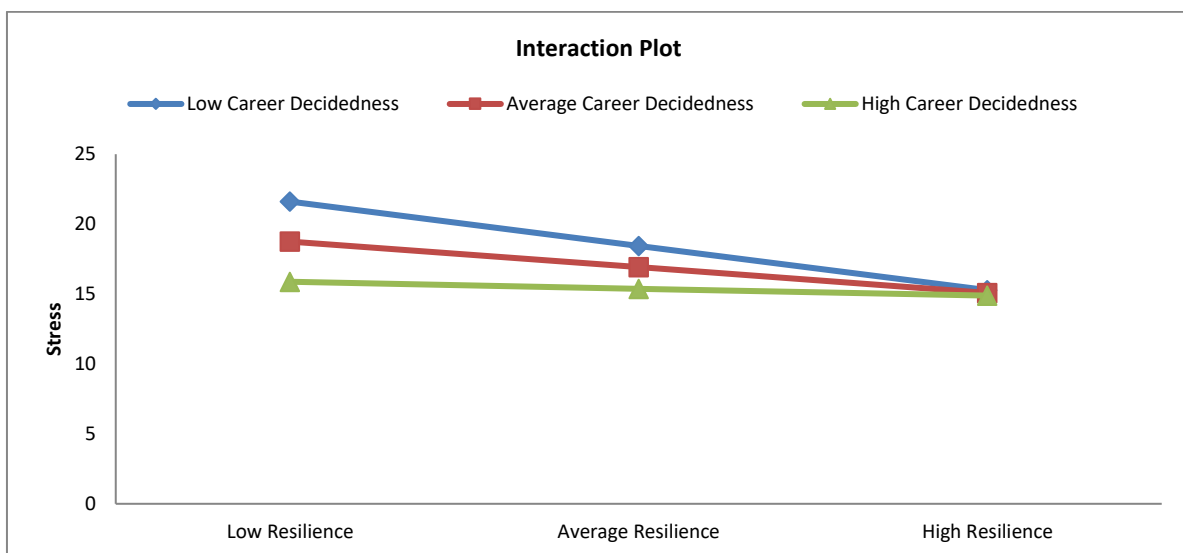
**Table 1:** Showing Stepwise multiple regression analysis of Resilience as moderator in career decidedness and stress

Model	R	R Square	R Square Change	F Change	df1	df2	Beta	t-value
1	.432 <sup>a</sup>	.187	.187	137.4**	1	598	-1.684	-7.540**
2	.534 <sup>b</sup>	.285	.098	81.76**	2	597	-1.401	-7.783**
3	.572 <sup>c</sup>	.327	.042	37.07**	3	596	1.95	6.088**
a. Predictors: (Constant), Career Decidedness								
b. Predictors: (Constant), Career Decidedness, Resilience								
c. Predictors: (Constant), Career Decidedness, Resilience, Resilience by Career Decidedness								

\*\*P<.01

**Table 2:** Showing data visualizing condition effect (Moderating Effect)

Career Decidedness	Resilience		
	Low Resilience	Average Resilience	High Resilience
Low Career Decidedness	21.61	18.45	15.28
Average Career Decidedness	18.75	16.92	15.08
High Career Decidedness	15.88	15.38	14.89



**Figure 1:** Showing Condition effect of Resilience on Career Decidedness and Stress (Interaction Plot)

To test the hypothesis that stress is a function of multiple factors, and more specifically whether resilience moderates the relationship between career indecision and stress among adolescents, a hierarchical multiple regression analysis was conducted. The perusal of Table 1 reveals that Stress (criterion variable) as predicted by the Career Decidedness and Resilience which was estimated by using the hierarchical method, significant models emerged (Model 1:  $F_{1,598} = 137.4$ ,  $p < .01$ ,  $R^2 = .187$ ; Model 2:  $F_{2,597} = 81.76$ ,  $p < .01$ ,  $R^2 = .285$ ; Model 3:  $F_{3,596} = 37.07$ ,  $p < .01$ ,  $R^2 = .327$ ). When career decidedness alone entered in the equation it accounts for 18.7% variance in predicting stress ( $F_{1,598} = 137.4$ ,  $p < .01$ ), which is significant. Also, when resilience was entered in the equation, it accounts for 9.8% (28.5% - 18.7%) variance in predicting stress ( $F_{2,597} = 118.86$ ,  $p < .01$ ), which is significant. Results of regression of Career Decidedness on stress with resilience as moderator in the sample, revealed significant F value for  $R^2$  change at step III (interaction) for resilience. When interaction term was entered in regression equation, the value of adjusted R square became .327 ( $F_{3,596} = 37.07$ ,  $p < .01$ ), which is also significant. It depicts that interaction of resilience and career decidedness accounted for 4.2% (32.7% - 28.5%) variance individually. The obtained beta values for Career Decidedness, Resilience and interaction of Resilience & Career Decidedness are -1.684 ( $p < .01$ ), -1.401 ( $p < .01$ ) and 1.951 respectively. Obtained findings depict that 1 unit change in career decidedness, Resilience will result in 1.684 and 1.401 units change in stress in opposite direction respectively and 1 unit change in interaction of Resilience & Career Decidedness will bring 1.95 units change in stress.

Interaction effect was plotted on the basis of values showed in Table 3, indicating that as career decidedness and resilience increased consequently stress decreased among students. At high resilience, stress was similar for students with low, average or high career decidedness. Students with low resilience with low career decidedness had high stress. Students who showed low career decidedness were more likely to have stress relative to students showing high career decidedness; however, resilience attenuated this association. In other words, results revealed that resilience moderate the relationship between stress and career indecision.

The findings of the present investigation can be explained in the light of theoretical foundations, earlier findings and common sense thinking. These findings were supported by results of studies made by Thurston & Kaufman (2018) revealed the significant moderating role of resilience on psychological health in emotionally exhausting situations.

These results were also in line with the study of Khan, Din and Anwar (2017) that examined the moderating role of resilience and self-efficacy and found that these resources moderate the relationship between stress and performance among university students. These findings clearly show the moderating role of resilience in context to stress.

### Implications

The findings of the study highlight the significance of resilience in career indecision and stress among students. As career decision making is very crucial for students for their better future and for their self-esteem, self-confidence and performance outcome. These findings can be very helpful for vocational counselor, guidance worker and related professionals as well as parents for providing better services and environment for students to be successful in professional life. Also, resilience requires for successful accomplishment of developmental task as well as for success in professional and personal life. It helps in living life with better well-being among students despite of having stress due to situational demands in all walks of life. Focusing on resilience and career decision status, stress can be reduced. Resilience could be targeted to reduce the effects of career indecision on well-being of students. However more work is required to focus on these issues because not much research has been done in this direction.

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