

DISSERTATION PROPOSAL DEFENSE

*“An Exploratory Study of
Factors Influencing Career
Certainty & Indecision of
High School Students in
The Bahamas”*

RATIONALE FOR THE STUDY

- **An exploratory study assessing the status of Bahamian students in the career decision-making process.**
- **- To determine whether the psychometric properties of the CDS would provide a reliable measurement of this population's level of career decision-making which, would add evidence of the instrument's cross-cultural applicability.**

RATIONALE FOR THE STUDY

- **Career development and counseling for Bahamian high school students is in a stage of infancy with no record of research on this population available.**
- **Assist with providing a reliable measure of assessing Bahamian high school students' level of career decision-making by examining the role of gender, the type of school and grade level for:**
 - 1. Career counseling program planning**
 - 2. Career counseling program evaluation**

RESEARCH QUESTIONS

- *Five (5) questions exploring significant differences and interaction effects among variables on levels of career certainty & indecision.*
- *Two (2) questions exploring significant differences between the sample and the CDS norm-referenced group.*

RESEARCH QUESTIONS

- ◆ This study will address seven research questions regarding the confidence level of career decision-making (career certainty and indecision) of Bahamian adolescents. A null hypothesis is stated for each question.
- ◆ Question 1 - Will there be a significant main or interaction effect for gender, type of school or grade level on the level of career certainty and indecision of Bahamian high school adolescents?
- ◆ Hypothesis 1 - There will be no significant main or interaction effects for gender, type of school, or grade level on the level of career certainty and indecision of Bahamian high school adolescents

RESEARCH QUESTIONS

- ◆ Question 2 - Will there be a significant main or interaction effect for a visit to the school counselor, job shadow experience, or part-time work experience on the level of career certainty and indecision of Bahamian high school adolescents?
- ◆ Hypothesis 2 - There will be no significant main or interaction effects for a visit to the school counselor, job shadow experience, or part-time work experience on the level of career certainty and indecision of Bahamian high school adolescents.
- ◆ Question 3 - Will there be a significant main or interaction effect for post secondary plans, grade point average, or Bahamas Junior Certificate passes on the level of career certainty and indecision of Bahamian high school adolescents?
- ◆ Hypothesis 3 - There will be no significant main or interaction effect for post secondary plans, grade point average, or Bahamas Junior Certificate passes on the level of career certainty and indecision of Bahamian high school adolescents.

RESEARCH QUESTIONS

- ◆ **Question 4** - Will there be a significant main or interaction effect for mother's education and mother's occupation on the level of career certainty and indecision of Bahamian high school adolescents?
- ◆ **Question 5** - Will there be a significant main or interaction effect for father's education and father's occupation on the level of career certainty and indecision of Bahamian high school adolescents?

RESEARCH QUESTIONS

- ◆ Question 6 - Do the means for career Certainty and Indecision scales for Bahamian high school males and females differ significantly from the means established as norms for the CDS?
- ◆ Hypothesis 6 - The means for career Certainty and Indecision scales for Bahamian high school males and females do not differ significantly from the means established as norms for the CDS.
- ◆ Question 7 - Do the means for career Certainty and Indecision scales for Bahamian high school students in 11th and 12th grades differ significantly from the means established as norms for the CDS?
- ◆ Hypothesis 7 - The means for career Certainty and Indecision scales for Bahamian high school students in 11th and 12th grades do not differ significantly from the means established as norms for the CDS.

VARIABLES OF INTEREST

Independent Variable

1. *Type of School*
2. *Gender*
3. *Grade Level*
4. *Visit to the school counselor*
5. *Job Shadow Experience*
6. *Part-time work*
7. *Post-secondary plans*
8. *GPA*
9. *BJC Examination Passes*
10. *Parent's education level*
11. *Parent's Occupation*

Dependent Variables

1. *- career certainty*
2. *- career indecision*

Confidence Level in career decision-making – as measured by the Career Certainty and Indecision Scales of the Career Decision Scale (CDS) instrument.

RESEARCH DESIGN

2 X 2 X 2 X FACTORIAL DESIGN

- 1. School Type X Gender X Grade Level.*
- 2. Visit to School Counselor X Job Shadow Experience X Part-time Work Experience.*
- 3. Post Secondary Plans X GPA X BJC passes.*

Followed by MANOVA for Interaction Effects.

t tests will be used for Hypothesis 6 & 7.*

DESCRIPTION OF SAMPLE & STUDY INSTRUMENT

- ◆ A convenience sample of 11th and 12th graders from 3 (randomly selected) high schools out of 7 high schools in Nassau Bahamas (4 private and 3 public).
- ◆ Seventy-five to 100 students will be selected by a school administrator
- ◆ CDS has established reliability & validity with high school and college populations:
 1. in the USA and internationally
 2. Cross-culturally (ethnically, geographically, different language translations)
 3. created in 1972 revised in 1986 with separate norms for high school and college students and adults.

PROCEDURES OF THE STUDY

- 1. A list of Nassau high schools obtained from the Ministry of Education was categorized as private or public, then computed in SPSS for a random selection of 2 private and 1 public high schools. Two private to one public high school because the size of the public high school is more than half and in some instances three times larger than the private high schools.**
- 2. A letter for school participation in the research was sent to each private high school principal and the Director of Education for the public schools.**
- 3. Confirmation of each school participation in the study will be made with a phone call from the researcher upon approval of study's proposal.**
- 4. Parental/guardian consent letters will be left with each school administrator.**

PROCEDURES OF THE STUDY

- 5. Each school test administration will be identical. Students will receive a coded research packet identifying the school and number of students participating.**
- 6. Research packet includes a student consent letter, demographic survey, CDS, and a pen and pencil.**
- 7. Research packet excluding the pen and pencil will be collected immediately after testing by the researcher . The data collected will be kept in the researcher's home for a period of two years for confidentiality and future manuscripts.**

DELIMITATIONS OF THE STUDY

Factors that may be related to or influence one's confidence level in career decision-making but are not examined in this study:

- ◆ **SES** – school type is a strong indication of ones SES.
- ◆ **Ethnicity** – not “discussed” in Bahamian society, groups other than Black are too small to make inferences.
- ◆ **Intelligence** – academic files are available only to school personnel and students at private schools are not placed into classes according to academic ability like those in the public schools.

LIMITATIONS OF THE STUDY

- ◆ *Convenience sample* – results cannot be generalized to all high schools in The Bahamas.
- ◆ *Causal-comparative research study* – no intervention made therefore the results do not imply causation but rather influences or relationships that could later be examined experimentally.

DATA ANALYSIS

◆ *Descriptive Analysis*

- Data obtained from the demographic survey will be explained and illustrated as means, standard deviations, frequency tables, and graphs.
- Group mean scores and standard deviations for career certainty and indecision from the CDS will also be reported and explained.

DATA ANALYSIS

◆ *Inferential Analysis*

- MANOVA to test hypotheses 1 thru 5 will revealed an F -value for gender, type of school, grade level, visit to the school counselor, job shadow experience, part-time work experience, post secondary plans, GPA, BJC passes, and the interactions on career certainty and indecision.

- Independent t -tests to test hypotheses 6 & 7 will revealed a critical value t^* for means on career certainty an indecision for Bahamian students and the means established as norms for the CDS.

⌚ An alpha level of .05 is chosen for the level of significance for the entire study.