



## **The Relationship between Career Decision-Making Styles and Job Seeking Self-Efficacy of College Students in Korea**

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### **ABSTRACT**

The objectives of this study were to describe the differences in career decision-making styles and job seeking self-efficacy among college students, and to determine the relationship between their career decision-making styles and job seeking self-efficacy. A total of 300 students were selected randomly from a university in Seoul Metropolitan city but only 249 students were involved in this study. A total of 212 (70%) questionnaires were analyzed. The results of the study were as follows. First, college students have similar styles of career decision-making and they showed a little more rational or intuitive than those with dependent styles. Statistically significant differences on the career decision making styles of college students were found based on their personality and GPA. Second, the job seeking self-efficacy of college students showed no statistically significant difference based on gender. However, the results showed statistically significant differences across the grade, major, GPA, personality, and participation in career and employment programs. Third, the relationship between career decision-making styles and job seeking self-efficacy of college students showed a positive correlation among rational style of career decision-making and employment motivation and employment skills. However, the data showed a negative correlation between the dependent style of career decision-making and employment motivation and employment skills in the sub-scales of job seeking self-efficacy. Based on the findings, career counseling and programs for improving rational career decision making ability of college students are recommended.

**Keywords:** Career decision-making styles, job seeking self-efficacy, college students, personality, Korea