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The Role of Demographics and Parental Rewards in Predicting Career Choice among In-School Adolescents in Ibadan North Local Government Area of Oyo State

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ABSTRACT

Career choice had been found to be a critical aspect of adolescents' outcomes that could be a developmental milestone with long lasting effects if not properly guided. This study is set out to examine demographic factors (gender, class of study and age) and perceived parental job rewards as predictors of career choice of adolescents in Ibadan. The research utilized a cross-sectional survey research design using purposive sampling technique to select the secondary schools under investigation and accidental sampling to select two hundred and thirty nine (239) secondary school adolescents with the mean age 14.32, (SD=9.14) in Ibadan South-West LGA and Ibadan North local government area of Oyo State. Perceived Parental Job Rewards Scale and Career choice questionnaire were utilized in the study. Three hypotheses were developed and tested in the study. Results showed that Adolescents who reported high perceived parental job rewards significantly reported high related career choice than adolescents with low perceived parental job rewards in secondary schools $t(230) = 2.377, p < .05$. Age and class of adolescents jointly contributed about 4.6% variance to career choice while age ($\beta = -.128$; $t = -3.159, p < .001$); $\{R = .215, R^2 = .046, F(2,234) = 3.749; P < .05\}$. Also, Least Significant Difference exists between adolescents in JSS3 and SSS3 (Mean diff = -11.09*) on career choice. This study therefore concluded that adolescents with the orientation that their parental job rewards was higher significantly reported high related career choice among adolescents in Ibadan North LGA which suggests that parenting lifestyle had significant influence on their children's career choices. Age and class of adolescent explained changes in career choice of adolescents' career choices. Career counseling for JSS3 and SS3 students is therefore recommended as an effective intervention to strengthening their career decisions. Findings of this study have direct implications for career counseling and orientations among adolescents in secondary schools.

Introduction

Career choice could be described as one of the most crucial phase in adolescence. It encompasses a broad range of endeavours (vocational and educational) an individual requires to carry out. It could also be described as a lasting process that is achieved spanning through adulthood from early childhood. Career decisions has been found to be a difficult undertaking one can engage in (Zellweger, Sieger and Halter, 2011), Schnabel, Alfeld, Eccles, Koller and Baumert, (2012).

According to Bandura, (2012), parents are always involved in consulting oracles to seek out crafts and trades which are destinies of their children and that will yield brighter future for them. Nigerian parents are often involved in this act to allay their fear on what their children will become later in future. Recently, researches revealed that some parents place high demands on their children to take up their professions, these are mostly from highly rated professions like Medicine, Law Accountancy to mention but a few. They give all what it takes to achieve this. It is a fact that there is a general demand and competition on the upcoming workers in the world which necessitates many parents to find ways of fixing their children (Kolvereid, 2016). This is why parental impact /roles on children vocation and career choice is worth researching into.

The term “perceived parents job reward” could be referred to the extent to which individual weighs up the profitability levels and possibility of venturing into ones’ parental occupation. This could be inferred as high or low profitability (Engle, Mah and Sadri, 2011). Several literatures supported

parental rewards with adolescents’ Career Choice. For instance, Shertzer and Stone (2005) in a study which investigated the effect of parental background as an essential variable in vocational development of their children. It was confirmed in study that children were so much affected by the inability to finance extensive schooling, which brought about a barrier between them and furthering their education. Others researchers who worked and found relationship between students career choice and parental job reward are (Zellweger ,Sieger, and Halter 2011; Chen, Dong , Zhou and Li 2010; and Brandstatter’s, 2007).

Demographic variables like age and gender have been reviewed to also influence career choice of adolescents . Mallum (2011) in his studies compared males, females career preferences among 49 students of basic studies Zaria and found that female students had their preference expressed in order of importance in career like teaching, civil service and medical line while males were more enthusiastic in the career like engineering, medicine – and teaching.

Shertzer and Stone (2005) in a study investigated the effect of parental background as an essential variable in vocational development of their children. The study confirmed that children were so much affected by the inability to finance extensive schooling, which brought about a barrier between them and furthering their education. They also concluded that based on the different socio-economic levels of the families, the children developed a psychological mentality of not valuing school. Winton (2002) found out that parental goals and values (which are largely determined by the socio-

economic statuses) are major influences on vocational goals of their youth.

A comparative study on cultural factors and family background influence on adolescents' career choice was conducted among selected Nigerian adolescents (Otto, 2010). He had a sample of two participants sixteen years of age who were equally divided between Yoruba adolescents from Ondo State and Ibos from Imo State. A questionnaire that provided for data on six, socioeconomic statuses, and urban-rural influences on vocational choice was adopted in the study. Sounds from radio and human voices were also used. His results revealed perceived parental job rewards and family background predicted career choice of adolescents.

Evidences from previous studies on career choice among different populations have focused on one or two variables overlooking the others ; Taking for instance,, some researchers have examined career choice and social-demographic background variables (Fouad, Smith, and Enochs,, 2008), social psychological variables such as self-esteem, self-efficacy and parental influence (Fouad et al., 2008) personality traits; Zhao and Seibert, (2006). peer group influence and parental socio-economic status ;Kalil, Levine and Zioli (2015).

However, only few studies are found with regard to the influence of perceived parental job rewards and demographic factors on career choice of adolescents especially in Nigeria. The choice that adolescents make based on the impact of their parents occupation (father and mother) could affect the way a child will make his or her own choice of career .Therefore, this

study will fill the identified gap by investigating the role of demographics and perceived parental job rewards on career choice of adolescents by adopting the following research objectives.

1. To ascertain perceived parental job rewards significantly influence career choice of adolescents in secondary schools.
2. To examine the gender differences in career choice among secondary school adolescents
3. To evaluate the main and interactive influence of class of students and age on career choice of adolescents.

Method

Study Design and Population

This study utilized a cross-sectional survey research design using expos-facto. The participants for this study include two hundred and thirty nine (239) in-school adolescents in Ibadan South-West LGA. This study was conducted in Ibadan among adolescents in secondary schools, specifically, Ibadan North LGA was covered during the data collection. The schools adopted for data collection include; Abadina Grammar School, UI; Hill Crest International Bodija, Emmanuel Alayande College, Samonda and Smart School International, Agbowo UI, Oyo road.

Sampling Techniques

This study adopted a purposive sampling technique to select the schools and accidental sampling to select 250 participants both males and females in five secondary schools (Abadina Grammar School, UI; Hill Crest International Bodija, Emmanuel Alayande College, Samonda and Smart School International,

Agbowo UI, Oyo road). The filled returned questionnaires were 239; these questionnaires were coded for the data analysis which yielded a response index $(239/250 \times 100 = 95.6\%)$. This study participants' socio-demographic information were presented using frequency distributions, distribution of participants by gender indicates that males were 98(41.0%) and females 141(59.0%); Parental Marital status: Singles 15(6.3%), Married 218(91.2%), Separated 6(2.5%). Also, the minimum age was 12yrs and the maximum was 18yrs with the mean age of 14.32, SD- 9.14. Classes distribution revealed that Jss 3 14(5.9%), SSS 1 40(16.7%), SSS 2 63(26.4%) and SSS 3 participants were 122(51.0%).

Procedure and Measurement

The researcher visited the secondary schools within the local government in Ibadan North Local Government and sought permission to administer questionnaire in the schools among adolescents. An approval was given by each of the school management before the data was collected in each school. The listed schools (Abadina Grammar School, UI; Hill Crest International Bodija, Emmanuel Alayande College, Samonda and Smart School International, Agbowo UI, Oyo road) who agreed to the request were used. Informed consent was taken and students who did not comply to the request were excluded from the study. Data were therefore collected in their classrooms and were kept confidential to protect the privacy of participants even-though, no name or identities of participants were observed. The data were coded and screened before data analysis.

Instruments

Career choice questionnaire adapted from King (1999) is a 17-item scale which sought respondents' perceived information on career importance, setting of goals and process of career development planning was adopted. It is a five point Likert scale which ranges from strongly disagree (1) to strongly agree (5). The reliability generated was 0.94 while the validity of the scale was convergent validity and construct validity which was supported by factor analysis. The scoring is interpreted as the higher the scores, the more the career consciousness (career choice making).

Perceived Parental Job Rewards Scale was also measured. It is a 10-item scale devised by Kwok (2012). Each Item was measured on a 5-point Likert scale ranging from (1) disagree to (5) agree. Cronbach alpha value is 0.77, demonstrating test reliability. The values of the individual Items of the questionnaire range from 0.68 to 0.89, while the author reports Cronbach coefficient alpha value to range from .70 to .81 in an experimental sample population chosen for designing the questionnaire.

Ethical Approval

The researcher duly obtained ethical approval from the secondary schools management prior to the period of data collection. Informed consent policy was strictly observed while administering the instrument among in-school adolescents in Ibadan, South-West LGA. A purposive method of sampling was used during data collection which indicates that only adolescents in secondary schools within the population marked were allowed to feature in the

study data collection. Hence, before administration of the questionnaires, participants were sensitized on the purpose of the study.

Data Analysis

Data collected were analyzed based on research objectives and hypotheses. SPSS version 24.0 statistical package for the social sciences was used to analyze the generated data (Mean, frequency, standard deviations and variance and inferential statistics) The research hypotheses were tested using appropriate inference statistics. Hypotheses one and two were tested adopting t-test for independent samples while the third hypothesis was tested using multiple regression and One way-ANOVA. Other

statistical analyses include reliability statistics and descriptive statistics.

Hypotheses

1. Adolescents who report high perceived parental job rewards will significantly report relevant career choice than adolescent with low perceived parental job rewards in secondary schools.
2. Female adolescents will significantly report high career choice decision than their male counterpart in-school adolescents.
3. Class of student and age will have significant main and interactive influence on career choice of adolescents.

Results

Table 1. Demographic Characteristics of Participants

Variables		Frequency	Percent (%)
Gender	Male	98	41.0
	Female	141	59.0
	Total	239	100.0
Parental Marital Status	Single	15	6.3
	Married	218	91.2
	Separated	6	2.5
	Total	239	100.0
Age	12-14yrs	35	14.6
	15-17yrs	184	76.9
	18yrs above	20	8.4
	Total	239	100.0
Classes	Jss 3	14	5.9
	SSS 1	40	16.7
	SSS 2	63	26.4
	SSS 3	122	51.0
	Total	239	100.0
Family size	1-3	65	27.2
	4-6	135	56.5
	7 above	39	16.3
	Total	239	100.0

As shown in Table 1, distribution of participants by gender indicate that males were 98(41.0%) and females 141(59.0%); Singles 15(6.3%), Married 218(91.2%), Separated 6(2.5%). Also, the minimum age was 12yrs and the maximum was 18yrs, ($\bar{X}$ =14.32, SD- 9.14). The participants' classes revealed that JSS 3 14(5.9%), SSS 1 40(16.7%), SSS 63(26.4%) and SSS 3 participants were 122(51.0%).

Hypothesis one stated that adolescents who report high perceived parental job rewards will significantly report related career choice than those adolescent with low perceived parental job rewards in secondary schools participants. It was tested using t-test for independent samples and the results are presented in below.

Table 2.Summary of T-Test Showing Influence of Perceived Parental Job Reward On Career Choice

Perceived Job Rewards	N	$\bar{X}$	SD	Df	T	Sig
High	142	49.85	10.19	230	2.377	<.05
Low	90	46.79	8.48			

Table 2 shows that adolescents who report high perceived parental job rewards significantly report high related career choice than those adolescents with low perceived parental job rewards in secondary schools $t(230) = 2.377, p<.05$). The finding suggests that participants with high perceived parental job reward had higher scores ($\bar{x} = 49.85$) compared to those adolescents with low perceived parental job rewards ($\bar{x} = 46.79$). The results support the stated hypothesis and it is accepted.

Hypothesis two

Hypothesis two stated that female adolescents will significantly report high career choice decision than their male counterpart in-school adolescents. T-test for independent samples was used to test the hypothesis and the results are presented in Table 3.

Table 4.: Summary of T-Test Showing Influence of Gender On Career Choice

Gender	N	$\bar{X}$	SD	Df	T	Sig
Male	97	48.35	9.30	235	-.285	>.05
Female	140	48.72	10.25			

Result from table 3 revealed that there is no significant gender difference in career choice among in-school adolescents $t(235) = -.285, p > .05$. The finding suggests that male adolescents had no statistical significant scores ($\bar{x} = 48.35$) compared to those female adolescents on career choice ($\bar{x} = 48.72$). The results did not support the stated hypothesis and it is rejected.

Hypothesis three states that age and class of student will have significant joint and independent influence on career choice of adolescents in Ibadan North LGA. The hypothesis was tested using multiple regression analysis.

Table 4.: Multiple Regressions Showing the Influence of Demographic Characteristics on Career Choice of in-school Adolescents

Predictors	β	t-value	Sig	R	R ²	F	P
Present age	.128	3.159	.001	.215	.046	3.749	<.001
Class of study	.113	1.708	.089				

DV: Career Choice

As shown in Table 4, demographic characteristics of adolescents (age and class of study) had significant joint influence on career choice of adolescents in Ibadan North LGA $\{R = .215, R^2 = .046, F(2,234) = 3.749; P < .05\}$. This result implies that age and class of adolescents contributed about 4.6% variance to career choice while age ($\beta = .128$; $t = 3.159, p < .001$) independently predicted career choice among in-school adolescents. Therefore, the hypothesis is supported and accepted in this study. However, further findings using One-Way Anova revealed that classes of adolescents had significant influence on their career choices. The results are presented thus;

Table 5a: Summary of One-Way Anova Showing the Influence of Classes of Students on Career choice

Classes of Students	SS	Df	MS	F	Sig.
Between Groups	1899.921	3	633.307	7.029	P<.001
Within Groups	20992.180	233	90.095		
Total	22892.101	236			

Table 5a indicates that classes of students had significant influence on career choice among in-school adolescents in Ibadan $\{F(3,233) = 7.029; P < .001\}$. This first level analysis requires a Post-hoc test for explicit explanations of the influence of classes on career choice of adolescents. Thus, Least Significant Difference (LSD) Post-Hoc Tests was conducted and the results are presented in Table 5b.

Table 5b: LSD Multiple Comparisons Showing Categorical Influence of Classes on Career Choice

(I) Class of student	Mean Difference (I-J)			
Sources	JSS3	SSS1	SSS2	SSS3
JSS3	1	-12.13910*	-12.57143*	-11.09251*
SSS1		1	-.43233	1.04659
SSS2			1	1.47892
SSS 3				1

Table 5b indicates that the least significant mean difference exists between adolescents in JSS3 and SSS3 (Mean diff=-11.09*). This result implies that career choice of adolescents at JSS3 and SSS3 have common factors since both classes are characterized by similar examinations; Junior WAEC for JSS3 students while Senior WAEC is for the secondary school leavers. However, there are also significant differences between JSS3 students career choice mean score compared with SSS1 (-12.14*) and SSS3 (-12.57*) which shows that the mean differences are higher than that of JSS3 and SSS3 comparison.

Discussion

Recently in Nigeria, there has been challenges poised on choice of career among adolescents. This has become a concern as many of them are just going to study in the Universities, Colleges of Education and Polytechnics to study without going for the career choice of their interest. This invariably could amount to mere staying at home and not attending any school because, hardly could they flow or make marks having done a course that is outside the context of their career interest. This goal of this study was therefore to investigate parental Job rewards and class of study as determinants of Adolescents career choice among adolescents in Ibadan North LGA, Oyo State in Nigeria.

Hypothesis one which stresses those adolescents who report high perceived parental job rewards will significantly report related career choice

than those adolescent with low perceived parental job rewards in secondary schools participants. This hypothesis was tested using t-test for independent samples and the results revealed that adolescents who report high perceived parental job rewards significantly report high related career choice than those adolescents with low perceived parental job rewards in secondary schools. The finding suggests that participants with high perceived parental job reward had higher scores compared to those adolescents with low perceived parental job rewards. The results support the stated hypothesis and it is accepted.

Cohen, et al, 2010 result is in consonance with the findings. Their result revealed significant relationship between parental job rewards and career choice . Brandstatter (2010), also reported similar finding among adolescents in the developed country.

However, a study conducted by Zellweger, Sieger, and Halter (2011) investigated adolescents and their family business backgrounds revealed that adolescents who shared a limited independence level are those who intended to become employees outside the family career/business, This reveals the importance of pursuing a career that is different from parental choice. Intentional founders, that is, those who, rather than succeeding in the family business, wanted to start their own firm, demonstrated a higher independence motive than successors. Moreover, intentional founders shared a stronger innovation motive (e.g., their need to create something new) than successors and future employees.

In juxtaposing Brandstatter's (2007) and Zellweger et al.'s (2011) results , it could be inferred that independence and the desire to take innovative approaches are important factors and perceived parental job reward contribute significantly to career choice of adolescents.

In addition, hypothesis two stated that female adolescents will significantly report high career choice decision than their male counterpart in-school adolescents. The result however revealed no significant difference. The finding suggests that male adolescents had no statistical significant scores compared to those female adolescents on career choice. The results did not support the stated hypothesis and it is rejected.

This negates the result of Sthielen (2012) who investigated the relationship between occupation of parents and children's career aspiration. Their results showed that the similarity between children's aspiration and their mothers occupation was higher among females adolescents than the similarity with father's occupation and male adolescents. It was emphasized that closer analysis of this relationship showed that girls were more likely to aspire to their mothers career, but boys aspired to their mothers at a lower rate than their fathers career. Children are more exposed to the occupation of the fathers and mothers have greater access and support from the parents.

Hypothesis three examined the influence of class of student and age on career choice of adolescents in Ibadan North LGA. It was tested using multiple regression and ANOVA. The results revealed that demographic characteristics of adolescents (age and class of adolescents) had significant joint influence on career choice of adolescents in Ibadan North LGA. This result implies that age and class of students have potentials to affect career choice among in-school adolescents. Therefore, the hypothesis is supported and accepted in this study. Further investigation using Post-Hoc, LSD test revealed that the least significant mean difference exists between JSS3 and SSS3 students on career choice; this shows that career choice has been very more critical and important to adolescents especially at stages when WAEC examination is to be taken. Thus, career choice is more pronounced among adolescents in classes SSS1 and SSS2 as obtained in this study.

This finding is supported by Leong and Gupta, 2007 whose studies was based on career choice and age of students .They examined career choice in lieu of social-demographic background variables (Galambos and Sears, 2016, social psychological variables (Zellweger, Sieger and Halter, 2011; Zhao and Seibert, 2006. Hence, there was high consensus among scholars that demographic variables predicted career choice of adolescents.

Conclusion

This study concluded based on the facts obtained from the population of in-school adolescents in Ibadan North Local Government Area, Oyo State and inferential statistical findings only. Findings revealed that adolescents with the orientation that their parental job rewards was higher significantly report high related career choice which suggest that parenting lifestyle had significant influence on their children's career choices. The results support the stated hypothesis and it is accepted.

In addition, results showed that there is no significant gender difference in career choice among in-school adolescents. The finding suggests that male adolescents had no statistical significant scores compared to those female adolescents on career choice. Therefore, it is concluded in this study that gender had no influence on career choice of adolescents. However, this study found that demographic characteristics of adolescents (age and class of adolescents) had significant influence on career choice of adolescents in Ibadan North LGA. This suggests that age and class of adolescents contributed significantly to how adolescents make career choice. However, career choice of adolescents

is very much stronger at SSS1 and SSS2, meanwhile at JSS3 and SSS3, adolescents have common interest on career decision making.

Recommendations

As the outcome of the study revealed that adolescents' perception of their parental job rewards had significant influence on their career choices. This informs parents, adults and guardians that there is need to always evaluate out progress, success and failures on the jobs we do so as to create opportunities for the adolescents to make the right career choices in the future. Also, parents and teachers should help organize career talk with adolescents so as to reshape their career making orientation for better.

However, findings have shown that age of adolescents and class of study are highly influential about career choice of adolescents; so, education policy makers should incorporate career choice of students in secondary school curriculum which will be very useful especially those in JSS 3 and SS3 to help in shaping and their academic career choices

Also, parents and school counselors, teachers and career counselors should make use of this information and support the children to help them make independent and successful career plans and decision in life.

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