THE INFLUENCES OF PERSONALITY TRAITS, SEX AND PARENTAL INVOLVEMENT AS PREDICTORS OF CAREER PREFERENCE AMONG SECONDARY SCHOOL STUDENTS IN MAKURDI, BENUE STATE

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ABSTRACT
This research examined the influences of personality traits, sex and parental involvement as predictors of career preference among secondary school students in Makurdi, Benue State. 289 participated in the study, representing a return rate of 96.3%. The participants ranged from 14 – 23 years. Data was collected using the Ten Item Personality Inventory (TIPI) developed by Gosling, Rentfrow and Swann (2003), which has a Cronbach’s alpha of .67, the Family Involvement Questionnaire developed by Grover, Houlihan and Campana (2016) has a Cronbach’s alpha coefficient of .81 and Career Choice Questionnaire, developed by Timber (1999) has a Cronbach’s alpha coefficient .76. Four hypotheses were tested and data for the research were analysed using both descriptive and inferential statistics. The results showed that, Personality trait (β=-.234, p<0.05), Sex (β=-.146, p<.05), Parental involvement (β=.364, p<0.05), Personality traits and Parental involvement (β=.635, p<0.05). It was concluded that personality trait, sex and parental involvement produced significant influenced to the prediction of career preference among secondary school student in Makurdi, Benue State while, only sex produced significant independent contributions to the prediction of career preference among secondary school students in Makurdi Benue State. It was therefore recommended that parents and counsellor should be mindful of the personality traits, parental involvement and role of sex in children when guiding them into career choice and the ministry of education should include career education in the school curriculum that will guide students on how to make right career preference and plans in the future.

Keywords: Parental Involvement, Personality, Sex, Schools, Benue

INTRODUCTION
Career preference has become a complex science with the adverts of information technology, the emergence of post industrial revolution and competition, it was a common practice in the old days to find feudalism converting into a family affair where the son of a blacksmith was destined to become a blacksmith and a feudal was born a leader (Kochung & Migunde, 2011). Industrialization and post industrialization has made it possible for a common person to become richer as long as she or he has due skills and knowledge (Wattle, 2009). Today students has not only to make due career planning but also exhaustive career research before making a career choice so as to adjust with evolving socio-economic condition. Most students who are in secondary school do not have accurate information about occupational opportunities to help them make appropriate career preference.

Aim and Objectives of the Research
The aim of this research is to identify personality traits, sex and parental involvement as predictors of career preference among secondary school students in Makurdi Benue State. Specifically, the research seeks to:

i. To identify the influence of personality traits on career preference among secondary school students in Makurdi Benue State
ii. To examine the influence of sex on career preference among secondary school students in Makurdi Benue State
iii. To investigate the influence of parental involvement on career preference among secondary school students in Makurdi Benue State.
iv. To find out the joint influence of personality traits, sex and parental involvement among secondary school students in Makurdi Benue State.
Research Questions
This research work seeks to answer the following questions:

i. To what extent do personality traits influence career preference among secondary students in Makurdi Benue State?
ii. To what extent does sex influence career preference among secondary school students in Makurdi Benue State?
iii. To what extent do parental involvements influence career preference among secondary school students in Makurdi Benue State?
iv. To what extent does personality trait, sex and parental involvement jointly influences career preference among secondary school students in Makurdi, Benue State?

Significance of the Research
The findings of this research will be of immense benefit to the following group of persons; schools career counsellor, parents, students, ministry of education and other researchers. For the school career counsellor, the findings will sensitize them to organize career workshop, seminars and conferences for both parents and students to create awareness among them about career, their roles and ways of minimizing conflict in the preference of career. Additionally, information from this research can help the career counsellors to be mindful of parental involvement as a factor that should be put to check in making career preference.

LITERATURE REVIEW
Career Preferences
Thus, career preference is oriented to self-assessment and self-discovery procedure (Hall, 1976) which reflect individual goal needs personalities or interest. According to Belling, an individual decision to choose a career is dependent on three factors which includes: Objective factor, Subjective factor, and Critical contact. Additionally, off-Holland et al., have found that culture can have a major influence on career preference depending on the type of culture. (Otto–holland, Haang, Ryan, Elizondo, & Wadington 2013). Authors in the field of behavioural science tend to contribute different factors that influence career preference and interest among individuals from the research of social cognitive theory (SCCT) developed by Lent Brown and Hackett (1994-1996).

Personality Trait
Personality trait is a dynamic organisation, inside the person, of psycho- physical system that create individual characteristics patterns of behaviours, thoughts and feelings (Allport, 1961). There are three facets of this distinction. First, personality traits are viewed as being part of the identity which distinguish one person from another. Second, the behaviours are viewed as being caused primarily by internal rather than environmental factors. The third personality traits behaviours have organisation and structure; they seem to fit together in a meaningful fashion suggesting an inner personality traits that guides and directs behaviours (Allport state that, personality traits is a dynamic organisation of systems). Personality is another important factor in career choice. Studies have shown that students will choose a major that they think will fit their personality type (Mihyeon, 2009).

Sex
Studies, researching the premise that gender roles reflect innate differences between males and females to confirm already established sex differences in performance on test of certain cognitive abilities (Raliman & Wilson, 2003). An analysis of the performance of men and women on test of spatial abilities do exist. After performing a meta-analysis on a battery of spatial test given to 120 participants. Eccles (1987) in her model used to describe the differing career path of men and women, illustrated how belief about gender could affect men and women career choice through gender roles, socialization of personal and professional values. In turn such belief may lead others to pressure males and females into different social roles.

Empirical Review
Bhattacharya (2013) conducted a research on parental and Social Influence on Career choice as Engineer. The objective of the research was to measure the impact of parental and social influence on career choice. The findings reveal that maximum parental influence is upon the girls who are under high income group and maximum social influence is upon the girls who are under low income group.

Eyo (2011) conducted a research on Gender and Occupational Preferences among Senior High School Students in Cross River State in Nigeria. The objective was to investigate the influence of gender on the occupational preferences of senior secondary school students in Cross River State, Nigeria. The finding showed that, gender has a significant influence on the occupational preference among counseled and uncounseled students (X2 (3) = 98.17, p=0.05).

Alkhelil (2016) conducted a research on the Relationship between Personality Traits and career choice: A case research of secondary school students. The result indicated that there is a significant relationship between
personality trait and career choice in the most cases as follows the correlation between Openness to Experience as personality traits and the research and science roles as a career was (0.45), correlation between extraversion as personality trait and Technical roles as career choice was (0.55). People ranking on conscientiousness and agreeableness are more likely to choose managerial and technical roles (0.33***).

METHOD

Design
A Cross-sectional survey design to examine personality traits, sex and parental involvement as predictors of career preference among secondary school students in Makurdi Benue State.

Setting
The research was undertaken in Makurdi Benue State. Makurdi is one of the local government areas in Benue state and the Benue state commercial capital.

Participants
Two hundred and eighty-nine (289) respondents consisting of 131 (45.3%) male and 158 (54.7%) female students. Their ages ranged from 14-23 years with the mean age of 17.22 (SD=2.12).

Sampling
This research employed the use of simple random sampling technique. This is a form of probability sampling method in which each participant is given an equal chance of been selected for the research.

Instruments
The instruments for the research included the demographic variables, the Ten Item Personality Inventory (TIPI); this scale is designed to measure one’s standing on the big-five personality traits, developed by Gosling, Rentfrow and Swann (2003). Specifically, the overall Cronbach’s alpha coefficient obtained for the present research was .67. Factor analysis indicated that, the item loadings ranged from .54 -.86. The Family Involvement Questionnaire, developed by Grover, Houlihan and Campana (2016); Cronbach’s alpha coefficient obtained for the present research was .81 and the Career Choice Questionnaire, developed by Timber (1999); The Cronbach’s alpha coefficient obtained for the present research was .76 for this scale.

Procedure
The research was conducted among 289 secondary school students in nine (9) selected secondary schools in Makurdi, Benue State. 300 copies of questionnaires were administered, only 289 copies of the questionnaire representing a return rate of 96.3% were completed, submitted and found useful for statistical analyses.

Data analysis
Data for the research were analysed using both descriptive and inferential statistics.

RESULT
Summary of Hierarchical regression showing the Independent and joint influence of personality traits and parental involvement on career preference after controlling for demographic variables among secondary school students in Makurdi Benue State.

<table>
<thead>
<tr>
<th>Predictor variables</th>
<th>Criterion variable</th>
<th>Aggressive Behaviour</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Step1 (β)</td>
<td>Step 2 (β)</td>
</tr>
<tr>
<td>Sex</td>
<td>-.146*</td>
<td>-.063</td>
</tr>
<tr>
<td>Age</td>
<td>-.194**</td>
<td>-.194</td>
</tr>
<tr>
<td>Nature of school</td>
<td>-.041</td>
<td>-.183</td>
</tr>
<tr>
<td>Extraversion</td>
<td>-.448***</td>
<td>-.448**</td>
</tr>
<tr>
<td>Agreeableness</td>
<td>-.148*</td>
<td>-.148**</td>
</tr>
<tr>
<td>Conscientiousness</td>
<td>.242***</td>
<td>.242***</td>
</tr>
<tr>
<td>Neuroticism</td>
<td>.583***</td>
<td>.583***</td>
</tr>
<tr>
<td>Openness to experience</td>
<td>-.211**</td>
<td>-.211**</td>
</tr>
<tr>
<td>Parental involvement</td>
<td></td>
<td></td>
</tr>
<tr>
<td>R²</td>
<td>.038</td>
<td>.272</td>
</tr>
</tbody>
</table>
The first step in the Hierarchical regression model showed the influence of demographic variables (sex, age and nature of school) on career preference among secondary school students in Makurdi. This result showed that, the demographic variables produced a significant joint influence on career preference among secondary school students in Makurdi Benue State $R^2=.038, F(3,285) = 3.747$, $p<0.05$, only sex ($β$= -.146, $p<.05$) and age ($β$= -.194, $p<.05$) produced significant independent contributions to the prediction of career preference among secondary school students in Makurdi.

On the second model, after controlling for the influence of the demographic variables, personality traits produced a significant influence on career preference $ΔR^2=.234, ΔF (5,280) = 17.969$, $p<.05$. In the third step, the result indicated that, parental involvement was a significant predictor of career preference $ΔR^2=.364, ΔF (1,279) = 278.111$, $p<.05$. The result also showed that after controlling for demographic variables, personality traits and parental involvement produced a significant joint influence on career preference $R^2=.635, F(9,279)=53.989$, $p<.05$.

CONCLUSION

Personality traits such as extraversion, agreeableness, conscientiousness, neuroticism and openness to experience produced a significant influence on career preference; Sex produced a significant independent contribution to the prediction of career preference; Parental involvement produced a significant influence on career preference. Personality traits and parental involvement produced a significant joint influence on career preference among secondary school students in Makurdi, Benue State. Also, the demographic variables (sex, age and nature of school) produced a significant joint influence on career preference among secondary school students in Makurdi Benue State. The result further shows that, only sex produced significant independent contributions to the prediction of career preference among secondary school students in Makurdi, Benue State.

Limitations of the research

In conducting the research some challenges were encountered one of which was restriction of respondents to opinions from the questionnaire irrespective of different individual motive in providing responses. Financial constraints also served as limiting factors to this research. Finally, deliberate denial of the opportunity to administer questionnaires in some of the schools by the school management.

Recommendations

Based on the findings of this research, the following recommendations were made:

i. Parents should be mindful of the personality traits of their children and put into consideration when guiding them into career choice.

ii. Career counsellors to be mindful of personality traits, parental involvement and role of sex as factors that should be put to check when counselling students on various career possibilities or preference.

iii. The ministry of education should include career education in the school curriculum that will guide students on how to make right career preference and plans. Students should be frequently informed and updated about new emerging careers.

REFERENCES


