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Interdependence of vocational interests, transferable competences, coping strategies and heuristics in career decision making of young job seekers

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Cluster Analysis of the Involvement of Young People to get out of Unemployment

(Motivation for Change)

Cluster 1	high expression on all variables: very strong involvement;
Cluster 2	assess their chances rather negatively; very affected; high motivation to improve their situation;
Cluster 3	evaluate current chances positively, less motivated to change their situation despite feeling severely affected;
Cluster 4	are rather passive, evaluate their chances negatively and are not very motivated to change their present situation;

1st Conclusion

Cluster 4, in particular, poses a risk of long-term unemployment.

Interest Profile (MZZ/Noworol) in the Clusters

Interests	SDS	Cluster	Value
technical	R		no significant influence
scientific	I	1+2 4	high very low
artistic	A	1+2	high
cultural	S	1+2+3 4	high low
entrepreneurial	E	1 2+3 4	very high high low
institutional	C	1+2+3 4	high low

2nd Conclusion

Cluster 4 has lower values on all interest scales.

Profile of the Transferable Competences in Clusters 1–4

Social Competence Class	Cluster	Value
Ability to cooperate	1+2+3 4	very high sign. lower
Ability to deal with conflict	1+2+3 4	very high sign. lower
Ability to communicate	1+2+3 4	very high sign. lower
Leadership skills	1+2+3 4	very high sign. lower
Situation-appropriate behaviour	1+2+3 4	very high sign. lower

Profile of the Transferable Competences in Clusters 1–4

Methodological Competence Class	Cluster	Value
Reflectiveness	1+2+3 4	very high sign. lower
Ability to analyse	1+2+3 4	very high sign. lower
Flexibility	1+2+3 4	very high sign. lower

Profile of the Transferable Competences in Clusters 1–4

Personal Competence Class	Cluster	Value
Helpfulness and empathy	1+2+3 4	very high sign. lower
Performance motivation	1 2+3 4	very high high average
Self-Efficacy	1 2+3 4	very high high sign. lower

3rd Conclusion

In close to all the dimensions of the transferable competences, the job seekers in clusters 1-3 have higher values than those in cluster 4.

This is most prominent as regards performance motivation and self-efficacy.

Coping Strategies in the Involvement Clusters

Coping Strategies	Cluster	Value
actional	1+2	high
	3+4	average
cognitive	1	very high
	2+3	high
	4	average

4th Conclusion

There are only indicative differences between the clusters (which are however likely to be significant in larger samples).

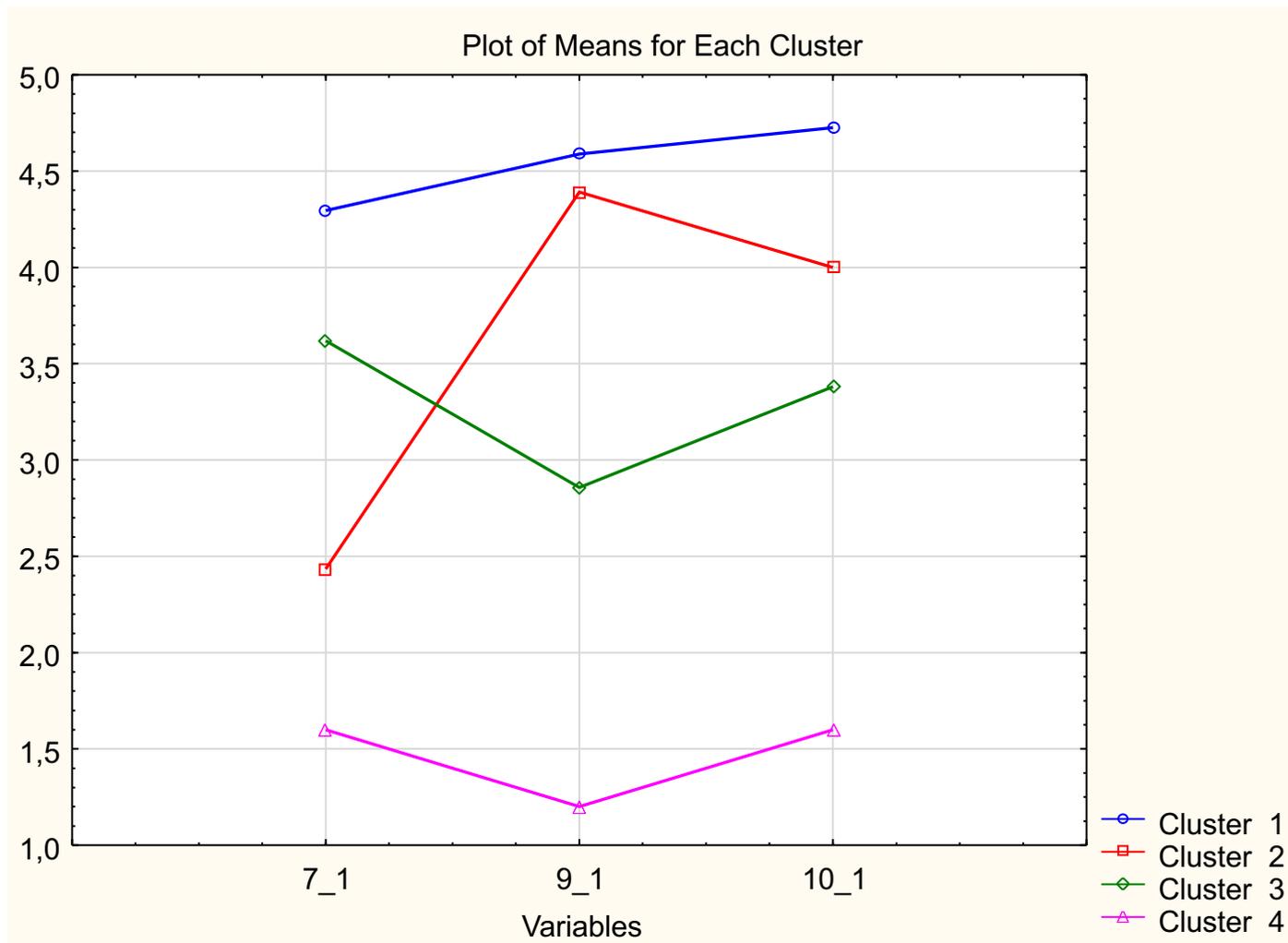
Hypothesis

Job seekers differ in the different clusters as regards their decision making behaviours on the construction of their professional future.

Evaluation Methodology

Cluster analysis of the items on heuristics as criterion variables.

Cluster Analysis of the Involvement of Young People to get out of Unemployment



There are four distinct clusters

Cluster	
1	Optimising heuristic (SEU)
2	Well defined decision making profile regarding a professional future missing (low values)
3	Rather spontaneous discovery of alternatives, followed by a systematic search for evaluative information (criteria)
4	Incremental heuristic, search for alternatives that differ only minimally from present situation and decision based on the most important criteria

6th Conclusion

**The results support our hypothesis:
Job seekers differ in their decision
making behaviours on the
construction of their professional
future.**

Relations between Vocational Interests, Coping Strategies and Transferable Competences in the Decision Clusters

Vocational interests	All clusters show very high values in social orientation. Also relatively high values on entrepreneurial and conventional orientations.
Coping Strategies	The cognitive coping strategy is very high in clusters 3+4 (significantly higher than in clusters 1+2).
Transferable competences	Working techniques, sense of duty, and curiosity are very high in all the clusters. Ability to analyse, flexibility and curiosity characterise clusters 3+4.

Do individual heuristics vary with the decision maker's progress in the decision making process?

There are hardly any significant differences

but:

In the pre-decision phase (phase I) the incremental approach is particularly dominant ($p < 0.03$) which is very plausible.

In the post-decision phase (phase III) the systematic approach is very pronounced. This again is very plausible as by now the **job seekers** know exactly what they want to do professionally.

What Influence does the Length of Unemployment Have on Attitudes and Behaviours? 1/2

1. With increasing length, the assessment of professional opportunities and the individual motivation to change the present situation are significantly reduced.

2. It seems as if the type of problem solving (heuristic) is related to the length of unemployment:

on average 6 months of unemployment

uses primarily favourable opportunities („happenstances“) in job search

on average 10 months of unemployment

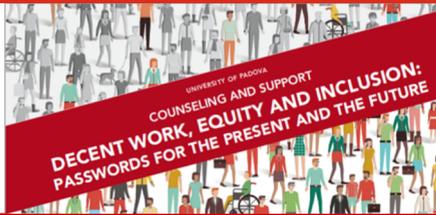
takes also advantage of favourable opportunities, but then goes about the realisation very systematically

on average 12 months of unemployment

aims at small changes only and does not go about it very systematically

What Influence does the Length of Unemployment Have on Attitudes and Behaviours? 2/2

3.
 - ✓ With increasing length of unemployment, the importance of continuous training decreases.
 - ✓ People who have been unemployed for longer time periods believe that career choice and career development are above all determined by chance.
 - ✓ It is less important to people who have been unemployed for longer periods of time, to pay attention to a good „Work-Life-Balance“when working (possibly because leisure has a negative connotation)
 - ✓ There is no significant difference in the average length of unemployment between men and women. There is however a trend towards a slightly shorter length of unemployment for women (8,5 months versus 10 months).



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Thank you for your attention

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