

# Features of career choices by working and unemployed young people with varying degrees of personal maturity or personal immaturity



Yuliya V. Rashchupkina, Elena A. Suroedova

Don State Technical University, Faculty of Psychology, Pedagogy and Defectology, Department of Psychology of Education, Gagarin Square, 1, Rostov-on-Don, 344000, Russian Federation

## Introduction

In the conditions of the social and economic development and social and political processes happening in the country especially relevant for young people is a choice of career. For this category of people the choice of career has huge value as influences further development of their personality, forms their course of life and defines a further way of life of youth of the country. Because, how correct will be the choice of career by young people, conscious and intelligent, independent and sure, the intellectual potential of the country will depend. All this updates a problem of studying of the choice of career by the working and jobless young people taking into account their personal maturity or personal immaturity in the modern world.

In psychological science the choice of career is considered by most of domestic and foreign authors as the main vital choice of the personality (E.A. Klimov, A.A. Komlev, L.M. Mitina, N.S. Pryazhnikov, A. Maslou), features of characteristics of the choice of career depending on a sex of respondents (S.T. Dzhanyan, L.A. Zaytseva, O.M. Razumnikova, D.A. Luzzo), intelligence and independence of the vital choice in connection with age of the subject (A.L. Shchebetov), conditionality of an originality of the vital choice of the personality her maturity (D.A. Leontyev, V.I. Nikolaeva, N.V. Pilipko, K. Rogers, etc.) are studied. However real empirical researches of interrelation of specifics of vital elections of subjects and their maturity of the personality are practically absent. Concern of psychological science concerning increase in efficiency of the choice of career leads to search of its characteristics in connection with types of a personal maturity or immaturity.

## Materials and Methods

For studying of specifics of characteristics of the choice of career at graduates of schools and higher education institutions in connection with a type of their personal maturity / immaturity we used poll methods (questioning), testings, mathematical methods of data processing. For studying of the choice of career the questionnaire S.T. Dzhanyan, was used by L.A. Zaytseva. The personal properties causing a personal maturity of the subjects making vital elections were studied by tests for a reflection and the self-relation, E.B. Fantalova's technique for studying of level of a ratio of value and availability in various vital spheres and modification of a technique "Diagnostics of self-updating of the personality" in adaptation N.F. Kalina, questionnaires "Diagnostics of strong-willed self-checking", "Style of self-control of behavior" of V.I. Morosanova, modification of questionnaires "The level of subjective control", "Diagnostics of social and psychological adaptation" of K. Rogers and R. Daymond and "16 factorial personal questionnaire" of R. Kettell.

The analysis of results was carried out by means of methods of statistical data processing. For mathematical data processing the factorial analysis, the multiple linear regression analysis (coefficient of determination of  $R^2$  were used at  $p \leq 0.05$ ), check of distribution of values of indicators to normality, the procedure of a kvartilirovaniye, nonparametric criteria of mathematical statistics: binomial, Friedman, Vilkokson, Mann-Whitney, the rank correlation analysis (Spirmen,  $r$  at  $p \leq 0.05$ ).

The normality of distribution of indicators of personal properties was proved by Kolmogorov-Smirnov's test (at the level  $p < 0.05$ ). Component analysis was applied by us to selection of types of a personal maturity or personal immaturity on the basis of indicators of the dominating maintenance of this or that component. By means of multiple regression analysis we set influence of separate personal properties on the maintenance of this or that component of a personal maturity or personal immaturity. Indicators of personal properties of one of components acted as dependent variable; as independent variables – indicators of personal properties of other components. Influence of personal properties of one component on personal properties of other components was analyzed at the level of  $p \leq 0.05$ .

The procedure of a kvartilirovaniye was applied to allocation of high, moderate and low rates of expressiveness of personal properties in each of components of a personal maturity on all selection and also to determination of expressiveness of characteristics of the choice of career in the allocated subgroups. Distribution of the respondents of degrees of expressivenesses of a certain maintenance of components of a personal maturity or personal immaturity established for all selection on groups and characteristics of the presented vital elections was proved by means of binomial criterion. The high expressiveness of these or those characteristics of the choice of career was considered empirically established if by binomial criterion their significant smallest value over other values of expressiveness of the same characteristics was confirmed. The low expressiveness of these or those characteristics was considered empirically established if by binomial criterion their significant domination over other values of expressiveness of the same characteristics was confirmed.

The coefficient of a rank correlation of Spirmen was applied to identification of a measure of correlation communication between variables, in particular to studying of communications between personal properties. Depending on the dominating content of these or those personal properties in the general configuration of personal properties types of a personal maturity or personal immaturity were defined. As procedural phenomenon we considered characteristics of the choice by means of the self-assessments of the subject reflecting his doubts and confidence, independence, sensibleness of the choice. As studying of procedural characteristics presents the known difficulty, about their expressiveness we judged by the self-assessments of respondents received when filling the corresponding paragraphs of questionnaires.

## Results

In the course of the research types of a personal maturity or personal immaturity at the working and jobless young people were revealed ("a social and emotional maturity", "a maturity as understanding of the social roles", "immaturity as emphasis of values of individualization" for the working young people; "immaturity as the expressed reflexivity", "immaturity as contemplation", "a maturity as self-realization" for jobless young people) (Table 1).

**Table 1.** Values of factor scales of expressiveness of the variables designating the personal properties of the subject which are grouped in components of a personal maturity.

Factors/people/type of a personal maturity / immaturity	The dominating component	The personal properties	Value of factorial weight properties ( $\geq 0,4$ )	
Factor 1/(37 people) / Immaturity as emphasis values individualization	Valuable and motivational	Love	-0,774522	
		Family life	-0,781257	
		Self-confidence	0,415457	
		Knowledge	0,456701	
		Freedom	0,445766	
Factor 2/(33 people) / Immaturity as contemplation	Valuable and motivational	View of human nature	0,535361	
		Interesting work	-0,458107	
		Nature and art	0,573097	
		Material life	-0,718314	
		Creativity	0,596704	
Factor 3/(29 people) / Social and emotional maturity	Self-regulatory	Escapism	-0,723610	
		Adaptation	0,878316	
		Emotional comfort	0,813044	
		Internality	0,845060	
		Aspiration to domination	0,503945	
		General level of self-control	0,600311	
		Emotional and strong-willed	Strong-willed self-checking	0,622636
			Emotional stability	0,620590
			Orientation in time	0,512194
			Reflexive	0,709324
Factor 4/(25 people) / Immaturity as expressed reflexivity	Reflexive	Social environment, life events	0,743855	
		Tool lines	0,779075	
		Intentional lines	0,717301	
		Factor 5/(21 people) / Maturity as self-realization	Valuable and motivational	Need for knowledge
Aspiration to creativity	0,426671			
Autonomy	0,732360			
Spontaneity	0,627726			
Sociability	0,739027			
Flexibility in communication	0,698473			
Factor 6/(20 people) / Maturity as understanding of the social roles	Valuable and motivational	Active life	0,481170	
		Friends	-0,494806	
	Reflexive	Status lines	0,859015	
		Characterologic lines	-0,840665	