

# Effect of Intrinsic and Extrinsic Factors of Choosing Study Majoring on Career Satisfaction: A Mediating Role of Career Path.

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**Abstract:** *The research aims to study the factor that affects an individual in choosing a major of study to career satisfaction mediated by a career path in Batam city. This research uses the variable of parental support, intrinsic motivation and extrinsic motivation as the independent variable, career path as the mediation variable and career satisfaction as the dependent variable. The study uses the purposive sampling method. Two hundred fifty respondents in this research are residents of Batam. The data were processed using Partial Least Square (PLS) Software. The results of this study show that the process of choosing a major of study influence career satisfaction. Variables of parental support and intrinsic and extrinsic motivation significantly influence the career path. Intrinsic and extrinsic motivation substantially affect the career satisfaction mediated by career path, except for the parental support variable. Intrinsic and extrinsic motivation significantly influence career satisfaction, except for the parental support variable. Career path as the mediation variable significantly affects career satisfaction*

**Keywords:** *Parental support, intrinsic motivation, extrinsic motivation, career path, career satisfaction*

## Introduction

Each individual is required to have a sufficient education to secure a carrier in the future. Education is a learning process for acquiring knowledge and technology. Education is also a supporting factor in advancing the country. It is because education can improve the quality of human resources. The level of individual education will affect their career in the future. Individuals with a higher education background will have the probability of getting a position in the job market. High school is a period where each individual steps into the adult level. At this level is the stage of character formation, where each individual must begin to be able to make decisions such as choosing the scope of friendship to choose

majors for college education, and high school / vocational/high school graduation rates.

Making decisions regarding study majoring is not easy. It is because individuals have to consider many aspects that will affect their careers in future. At the high school level, there are many individuals who are still confused and find it difficult to decide which major to study. The decision to choose to study majoring has a big impact on their future. The data from Kompas.com indicates that of 165 private high school students in Jakarta, 90% of students are still unsure of their decision to choose a college major. Two broad lines of factors can influence students to choose majors for lectures internally and externally (Zola, Ilyas & Yusri, 2017). Internal factors come from the motivation

contained in each individual. Based on the self-determination theory, there are 2 types of motivation: intrinsic and extrinsic (Yu, et al. 2018).

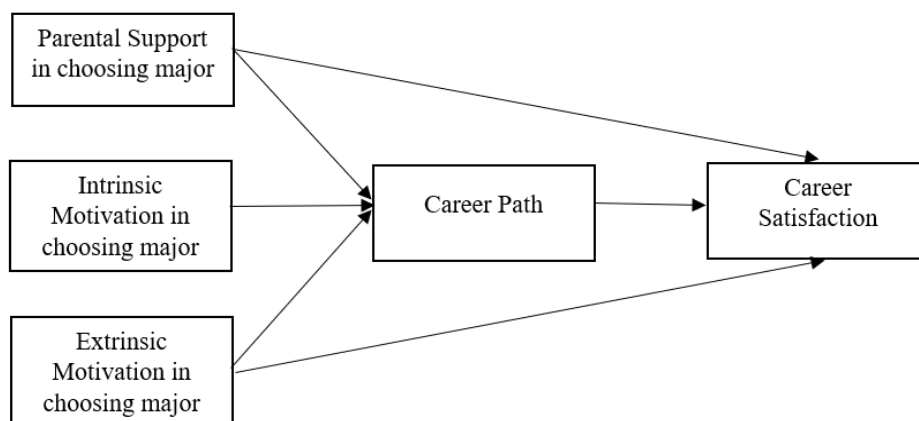
External factors can be from parents in the form of advice, suggestion or pressure. About 50 per cent of prospective students who choose study majors are not based on their own interests but rather on encouragement from parents, friends, and job opportunities (Republika.com). Based on the results of research by Alfikalia (2017), parents interfered in their educational process, so that often parents choose majors for their children without considering the talent and potential of the child for reasons parents want the children career that is promising or the major has the potential in a bright career path for individuals, or the careers the same as their parents so that it is easy to pass down to individuals. As a result of choosing a major that is not in accordance with talent or willingness but not wanting to disappoint their parents can reduce

children's learning achievement because they will become stressed, find it difficult to understand the learning material that is conveyed, and feel they have chosen the wrong major to decide not to continue their studies or change to a new major. Based on the results of data through a survey provided by the website (Jobstreet.co.id) involving 17,623 respondents and 73% of employees feel dissatisfied with the work they choose. These reasons encourage the author to examine the factors above.

### Research model and Hypothesis

This study has three independent variables: parental support, intrinsic motivation, and extrinsic motivation. Career satisfaction is the dependent variable in this study. Meanwhile, a career path is treated as an intervening variable. Graphically, the research model is depicted in figure 1.

**Figure 1.** Research Model



Based on the problem formulation of the research model that has been discussed, several hypotheses are proposed below:

H1: Parental support in choosing a major significantly affects the career path.

H2: Intrinsic motivation in choosing a major significantly affects the career path.

H3: Extrinsic motivation in choosing majors significantly affects career path.

H4: Parental support in choosing a major significantly affects career satisfaction mediated by career path.

H5: Intrinsic motivation in choosing a major significantly affects career satisfaction mediated by career path.

H6: Extrinsic motivation in choosing majors significantly affects career satisfaction mediated by career path.

H7: Parental support in choosing a major significantly affects career satisfaction.

H8: Intrinsic motivation in choosing majors significantly affects career satisfaction.

H9: Extrinsic motivation in choosing majors significantly affects career satisfaction.

H10: Career path has a significant effect on career satisfaction.

## Research Methodology

### Population and Sample

The population in this study is the community in Batam City. The samples in this study were individuals undergoing the lecture process while working and individuals who had gone through the lecture process and had a chosen career path. The reason for this sample is to determine the effect of choosing a major on career satisfaction where students in the city of Batam mostly choose evening classes compared to morning classes so that students can find work, and start working in the morning to cover their daily needs and can determine whether students looking for jobs that match the chosen major or not, and also individuals who have gone through the college process who can focus more on determining their career path. This study used a survey in the form of a questionnaire as a tool or media for collecting data.

**Table 1.** Questionnaire Statistics Used

Distribution Questionnaire	Number of Respondent
Distribute Questionnaire	250
Questionnaire not Return	0
Questionnaire to be used in the analysis	250

### Variable measurement

The variable Parental support in choosing a major consists of 5 (five) questions using a measuring instrument in the form of a Likert scale. Intrinsic motivation refers to an activity that can bring personal satisfaction and is also an individual positive experience when acting on an interest or challenge. The intrinsic motivation variable in choosing a major consists of 5 (five) questions using a measuring instrument in the form of a Likert scale. Extrinsic motivation is one of the motivations that exist in individuals to do work that they may not like, where the individual does work just to get an award and is a factor that comes from outside an individual (Ng, et al., 2017). The extrinsic motivation variable in choosing a major consists of 5 (five) questions using a measuring instrument in the form of a Likert scale. A career path is a journey that must be planned at the beginning of an individual's career (Ng, et al., 2017). The career path variable consists of 5 (five) questions using a measuring instrument in the form of a Likert scale. Career satisfaction is an evaluation of individual careers and is an indicator of career success (Gomes & Deuling, 2019). The career satisfaction variable consists of 5 (five) questions using a measuring instrument in the form of a Likert scale starting from strongly disagree (1) to strongly agree (5).

## Results

Questionnaire data was collected, by distributing 250 sheets to the respondents. The distribution and collection of these questionnaires were carried out for a duration of 6 (six) months. The questionnaires that have been provided are distributed around the city of Batam. The percentage of questionnaire collection that has been distributed is 100%. The statistics of the questionnaire used can be seen in table 1 as follows.

Validity in each construct can be tested with Average Variance Extracted (AVE). A construct with a good validity value has the condition that the AVE value must be above 0.5, (Ghozali, 2014). Based on the data that has been processed, the results obtained for each variable

are declared valid because the AVE value of each variable is greater than 0.5 ( $> 0.5$ ), so that parental support, intrinsic motivation, extrinsic motivation, career path and career satisfaction are stated valid

**Table 2.** Average Variance Extracted (AVE) Test Results

Variable	AVE	Conclusion
Parental Support	0.833	Valid
Intrinsic Motivation	0.668	Valid
Extrinsic Motivation	0.580	Valid
Career Path	0.524	Valid
Career Satisfaction	0.740	Valid

In table 3, it proves that the overall reliability test results in the form of composite reliability used for the Parental Support variable have a value of 0.830, the intrinsic motivation variable has a value of 0.902, the extrinsic motivation variable has a value of 0.882, the career path variable has a value of 0.854, and the

variable extrinsic motivation has a value of 0.882. Career satisfaction is worth 0.932. Variables that have a Composite Reliability value above 0.70 have the conclusion that all questions in the questionnaire are reliable (Chin, 1998) and (Hair et al., 2019). The results of the reliability test are shown in table 3 as follows.

**Table 3.** Reliability Test Result

Variabel	Composite Reliability	Conclusion
Parental Support	0.846	Reliable
Intrinsic Motivation	0.910	Reliable
Extrinsic Motivation	0.873	Reliable
Career Path	0.846	Reliable
Career Satisfaction	0.934	Reliable

Variables are reported to have a significant relationship when the significant value is at 5%, the P value is less than 0.05, and the T-statistic value is greater than 1.96 based on the study (Hair

et al., 2019). In table 4., it has been proven that the test results are significant with direct and indirect effects.

**Table 4.** Indirect and Direct Test Results

PathX→ Y (Direct)& Path X→Y→Z(Indirect)	T-Stat	P-Value	Conclusion
Parental Support → Career Path	2.019	0.044	Significant
Intrinsic Motivation → Career Path	5.990	0.000	Significant
Extrinsic Motivation → Career Path	6.483	0.000	Significant
Parental Support → Career Path → Career Satisfaction	1.508	0.132	Not Significant
Intrinsic Motivation → Career Path → Career Satisfaction	1.988	0.047	Significantly
Extrinsic Motivation → Career Path → Career Satisfaction	1.966	0.050	Significantly
Parental Support → Career Satisfaction	1.223	0.222	Not Significant
Intrinsic Motivation → Career Satisfaction	2.336	0.020	Significantly
Extrinsic Motivation → Career Satisfaction	3.997	0.000	Significantly
Career Path → Career Satisfaction	2.161	0.031	Significantly

The main benchmark in evaluating the structural model is the measurement of  $R^2$  and the arrangement and significance of the path coefficients. Since the PLS-SEM approach aims to predict endogenous latent variables, the target level of the  $R^2$  construct must be high. However, the interpretation of the  $R^2$  level depends on the particular assessment discipline (Hair et al., 2011). Based on the test results embedded in table 5, it can be seen that Career Path has an  $R^2$  value of 0.500 or 50%. Through this value, it can be concluded that parental support, intrinsic

motivation, and extrinsic motivation can explain career path variables by 50% while others are 50% explained by other variables not included in this research model. Likewise, career satisfaction has an  $R^2$  value of 0.205 or 20.5% which means that parental support, intrinsic motivation, extrinsic motivation and career path are able to explain career satisfaction by 20.5% and 79.5% is explained by other variables. which was not obtained in this research model. The value of  $R$  square in the table below is strong because it has a value of more than 0.25.

**Table 5.** Adjusted R Square Test Result

Variabel	Adjusted R Square	Percent
Career Path	0.500	50,0%
Career Satisfaction	0.205	20,5%

## Conclusion and Discussion

Based on the test results, parental support in assisting individuals in choosing a major significantly affects individual career paths. The influence of parents in encouraging individuals to choose majors will ensure that individuals choose the best or most suitable career for themselves. According to test results, intrinsic motivation significantly determines an individual career path. Intrinsic motivation in choosing the department in question is in the form of a sense of interest in a major both in terms of the subject of interest, wanting to do research related to the chosen major and others. Then the more positive the intrinsic motivation that exists in an individual will increase the choice of career paths based on the interests of the individual

Extrinsic motivation has a significant effect on determining an individual career path. Extrinsic motivation in choosing a major in question is that if choosing a major will be able to guarantee to get an ideal job and the desired salary, the more positive the extrinsic motivation in an individual will increase the choice of a career path based on the authority and wages of the career itself. According to test results, parental support in choosing a major has no significant

effect in determining individual career satisfaction based on the chosen career path. Parental support can influence their child to choose a career but cannot influence whether an individual can be satisfied with his career based on the influence of individual parents.

Intrinsic motivation in choosing a major significantly determines an individual's career satisfaction based on the chosen career path. So the more positive the intrinsic motivation in choosing a major, the individual will choose his career path based on his interest in the major so that he will get career satisfaction, such as getting the new skills he wants. Extrinsic motivation in choosing a major significantly determines an individual's career satisfaction based on the chosen career path. Then the more positive the extrinsic motivation in choosing a major, the individual will choose his career path according to the external factors he wants in the career so that he will get career satisfaction based on wages, rank and honour in a chosen job/career.

Parental support in choosing a major has no significant effect on individual career satisfaction. This means that parents cannot influence whether an individual is satisfied with his or her own career. Intrinsic motivation in

choosing majors has a significant effect on individual career satisfaction. Then the more positive the intrinsic motivation in choosing a major, the more the individual will be satisfied with his career because that career is the career that the individual is most interested in.

Extrinsic motivation support in choosing majors significantly affects individual career satisfaction. So the more positive the extrinsic motivation support in choosing a major, the individual will be satisfied with his career based on individual income and rank in a company. The career path has a significant effect in determining individual career satisfaction. The career journey in question is a career that will be undertaken on the basis of selection based on internal and external motivation and support from parents as well. Then the more positive the career path, the more desired career satisfaction will be.

### Limitation and Suggestion

There is a limitation of this study, namely the results of the R2 test of the Career Path and Career Satisfaction variables, where the percentages are 51.7% and 23.3%, respectively. Therefore, other variables not examined in this study still describe these two variables. For further research, it is recommended to be able to add other variables, both independent, mediating and intervening variables, to deepen management knowledge. Furthermore, future researchers to be able to focus more on several majors, such as medicine, engineering, etc., so that they can reach the choice of majors based on special expertise so that data can be taken in detail and more accurately. Researchers can add other variables such as third parties, career values, training, skills, and authentic leadership that are likely to influence career satisfaction based on encouragement in choosing a major.

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