

“Do My Father’s Job-Related Experiences Determine What I Will Become?”

The Role of Perceived Paternal Job Insecurity on Risk-taking Tendency in Career Choice

by

Elçin RAY

A Thesis Submitted to the

Graduate School of Social Sciences and Humanities

In Partial Fulfillment of the Requirements for the Degree of

Masters of Arts

in

Social and Organizational Psychology

Koç University

June, 2019

Koç University

Graduate School of Social Sciences and Humanities

This is to certify that I have examined this copy of a master's thesis by

ELÇİN RAY

and have found it is complete and satisfactory in all respects,

and that any and all revisions required by the final
examining committee have been made.

Committee Members:

Dr. Ayşe ALTAN ATALAY (Advisor)

Prof. Dr. Zeynep AYCAN (Co-advisor)

Prof. Dr. Nebi SÜMER

Prof. Dr. Mehmet ESKİN

Prof. Dr. Fatoş GÖKŞEN

Date:

STATEMENT OF AUTHORSHIP

This thesis does not comprise any material that has been accepted for an award or any other degree or diploma in any university or institution. To the best of the candidate's knowledge, it is affirmed that the thesis does not compromise any material previously published or written by another person with the exception of where due references are made.

Signed

Elçin RAY



Abstract

Perceived paternal job insecurity is one of the family variables that influences career choice process of adolescents. However, so far, extant studies have not examined its role in career development. The main goal of the study was to examine the association between perceived paternal job insecurity and adolescents' risk-taking tendency in career choice (RIC). Thus, we developed and tested a model which investigates the role of perceived paternal job insecurity on adolescents' RIC through core self-evaluation (CSE). We administered self-report measures to 528 Turkish high school students (278 girls and 250 boys) to assess their level of perceived paternal job insecurity, RIC, CSE and intolerance of uncertainty (IU). The results indicated gender specific mediation effect of CSE on the relationship of perceived paternal job insecurity with RIC such that perceived paternal job insecurity was negatively associated with CSE, which in turn, associated with lower levels of RIC only for girls. Contrary to girls, perceived paternal job insecurity had a direct negative association with RIC for boys. Moreover, although the results indicated an insignificant moderating role of IU in the association between perceived paternal job insecurity and CSE for both girls and boys, IU moderated the relationship between CSE and RIC among girls. Girls with low and mean level of IU were more willing to take risk in their career choice if they had high CSE whereas they were more reluctant to take risk in their career choice if they had low CSE. These gender specific findings were discussed in the light of gender role socialization in Turkey and similar research findings.

Keywords: perceived paternal job insecurity, risk-taking tendency in career choice, core self-evaluation, intolerance of uncertainty

Özet

Algılanan baba iş güvensizliği, gençlerin kariyer seçimi ile ilgili süreçlerini etkileyebilecek ailesel faktörlerden biridir. Fakat, şu ana kadar yapılan çalışmalar, baba iş güvencesizliğinin kariyer gelişimindeki rolünü incelememiştir. Çalışmanın temel amacı, algılanan baba-iş güvencesizliği ile ergenlerin kariyer seçiminde risk alma eğilimi (RIC) arasındaki ilişkiyi incelemektir. Bu nedenle, algılanan baba iş güvencesinin, ergenlerin kariyer seçiminde risk alma eğilimi üzerindeki rolünü temel benlik değerlendirmeleri (CSE) yoluyla açıklayan bir model geliştirdik ve test ettik. 528 Türk lise öğrencisinin (278 kız ve 250 erkek) algılanan baba iş güvencesizliği, kariyer seçiminde risk alma eğilimi, temel benlik değerlendirmeleri ve belirsizliğe tahammülsüzlük seviyelerini öz bildirimleri yoluyla değerlendirdik. Bulgular, temel benlik değerlendirmelerinin, algılanan baba iş güvencesi ile kariyer seçiminde risk alma eğilimi ilişkisi üzerindeki cinsiyete özgü aracı rolü etkisini göstermiştir. Algılanan baba iş güvencesizliği ile kızların kariyer seçimlerinde risk alma eğilimleri arasındaki ilişkinin bireylerin temel benlik değerlendirmeleri aracılığıyla gerçekleştiği gösterilmiştir. Kızların aksine, algılanan baba iş güvencesinin, erkeklerin kariyer seçiminde risk alma eğilimi ile doğrudan olumsuz bir ilişkisi vardır. Ayrıca, sonuçlar hem kız hem de erkek çocuklar için algılanan baba iş güvensizliği ile temel benlik değerlendirmeleri arasındaki ilişkide belirsizliğe tahammülsüzlüğün düzenleyici rolü olmadığını göstermesine rağmen, belirsizliğe tahammülsüzlük kızlar arasında, temel benlik değerlendirmeleri ile kariyer seçiminde risk alma eğilimi arasındaki ilişkide düzenleyici rol oynamıştır. Düşük ve ortalama belirsizliğe tahammülsüzlük düzeyi olan kızlar, temel benlik değerlendirmeleri yüksekse kariyer seçiminde risk almaya daha istekliken, temel benlik değerlendirmeleri düşükse kariyer seçimlerinde risk alma konusunda daha isteksizdirler. Cinsiyete özgü bulgular, Türkiye'deki toplumsal cinsiyet rolleri ve benzer araştırma bulguları ışığında tartışılmıştır.

Anahtar kelimeler: algılanmış baba iş güvencesizliği, kariyer seçiminde risk alma eğilimi, temel benlik değerlendirmeleri, belirsizliğe tahammülsüzlük

DEDICATION

This thesis is dedicated to my grandfather who inspired my thesis topic

and

Ahmet Yiğit Yol for his love and endless support and encouragement.



ACKNOWLEDGMENTS

First of all, I would like to express my deepest gratitude to my supervisors Dr. Ayşe Altan Atalay and Prof. Zeynep Aycan. Their support, advice and constructive criticism increased my motivation and enthusiasm during my thesis writing process. I also would like to express my appreciation to my thesis committee members Prof. Nebi Sümer, Prof. Fatoş Gökşen and Prof. Mehmet Eskin.

I would like to express my appreciation to my father in law Muammer Yol and my husband Ahmet Yiğit Yol for their help and encouragement in data collection process. Without their support and help, I could not collect such a data in short period of time.

I would like to thank to my lovely friends, Hazal Hoca, Begüm Bilgin and Elif Gizem Demirağ. Their social support motivated me and enhanced my performance.

TABLE OF CONTENTS

STATEMENT OF AUTHORSHIP	iii
ABSTRACT	iv
ÖZET	v
DEDICATION	vi
ACKNOWLEDGMENTS	vii
TABLE OF CONTENTS	viii
LIST OF FIGURES	x
LIST OF TABLES	xi
CHAPTER 1.....	1
INTRODUCTION.....	1
CHAPTER 2.....	4
THEORETICAL FRAMEWORK	4
2.1. Job Insecurity.....	4
2.2. Spillover Mechanism.....	5
2.3. Crossover Mechanism	6
2.4. Theory of Core Self-Evaluation	7
2.5. Spillover and Crossover Effects of Parental Job Insecurity on Core Self -Evaluation ..	9
2.6. Core Self-Evaluation and Career Decisions	12
2.7. Intolerance of Uncertainty as Moderator.....	14
2.8. Gender as Moderator of the Indirect Effect of Perceived Paternal Job Insecurity	16
CHAPTER 3.....	17
PRESENT STUDY	17
CHAPTER 4.....	20
METHOD.....	20
4.1. Participants	20

4.2. Measures	21
4.3. Procedure	32
CHAPTER 5.....	32
RESULTS.....	32
5.1. Correlations among Study Variables	32
5.2. Group Differences	33
5.3. Testing the Main Hypotheses	36
5.4. Post-hoc Analyses.....	43
CHAPTER 6.....	51
DISCUSSION	51
REFERENCES.....	60
APPENDIX A	71
APPENDIX B	74
APPENDIX C	78
APPENDIX D	79
APPENDIX E.....	80

LIST OF FIGURES

Figure 1. The hypothesized moderated mediation model between perceived paternal job insecurity and risk-taking tendency in career choice. Intolerance of uncertainty moderate this relationship.....	20
Figure 2. The moderated mediation model for girls: Core self-evaluation as mediator between perceived paternal job insecurity and risk-taking tendency in career choice. Intolerance of uncertainty moderate this relationship.	39
Figure 3. The moderated mediation model for boys: Core self-evaluation as mediator between perceived paternal job insecurity and risk-taking tendency in career choice. Intolerance of uncertainty moderate this relationship	41
Figure 4. Alternative moderated mediation model (model 14) for girls: Core self-evaluation as mediator between perceived paternal job insecurity and risk-taking tendency in career choice. Intolerance of uncertainty moderate the relationship between CSE and RIC.....	44
Figure 5. Moderating effect of IU on the relationship of CSE with RIC for girls	46

LIST OF TABLES

Table 1 Demographic Characteristics of Sample	22
Table 2 Factor Loadings of Perceived Paternal Job Insecurity Scale	26
Table 3 Factor Loadings of Risk-taking Tendency in Career Choice Scale	31
Table 4 Zero Order Correlations among Study Variables Separately by Gender	34
Table 5 Descriptive Statistics and Group Comparisons.....	35
Table 6 Moderated mediation model exploring the relationship between PPJ and RIC for girls by using model 7 in PROCESS Macro	40
Table 7 Moderated mediation model exploring the relationship between PPJ and RIC for boys by using model 7 in PROCESS MACRO	42
Table 8 Moderated mediation model exploring the relationship between PPJ and RIC for girls by using model 14 in PROCESS Macro	45
Table 9 Moderated mediation model exploring the relationship between SES and RIC for girls by using model 7 in PROCESS Macro	49
Table 10 Moderated mediation model exploring the relationship between SES and RIC for boys by using model 7 in PROCESS Macro.....	50

Chapter 1

Introduction

Do My Father's Job-Related Experiences Determine What I Will Become?" The Role of Perceived Paternal Job Insecurity on Risk-Taking Tendency in Career Choice

Career choice can be considered as a milestone in adolescence period since it shapes the purpose in life (Ferry, 2006). It is obvious that one's career is the starting point for understanding one's true calling (Kunnen, 2014), and it is an important mediator in accomplishing one's personal goals (Rıza & Heller, 2015). Thus, adolescents are expected to pursue a career in line with their purposes or heart's desires in life. Does one search his/her career in that way? If not, what are other factors that influence one's job search process or career development? Many studies emphasized the role of two interdependent contextual family factors: (a) structural family variables (i.e., SES, number of siblings, educational level of parents, occupational status of parents), and (b) process family variables (i.e., parental support, family interactions, parents' aspirations) on career development of the children. (Soresi, Nota, Ferrari & Ginevra, 2014; Whiston & Keller, 2004). However, studies conducted in various cultures found that adolescents coming from low SES and low social class background face with more difficulties in accessing educational and social opportunities and have more limited career related opportunities (Soresi et al., 2014). Therefore, pursuing true calling may entail some risks for a certain percentage of adolescent population. One such risk factor that can have an impact on career development of adolescents is perceived paternal job insecurity which refers to level of father's job insecurity perceived by the child (Lim & Loo, 2003). To our knowledge, however, there are no studies that explore the role of paternal job insecurity on adolescents' career search that is risk propensity for career search. Thus, the main objective of the study is to investigate how paternal job insecurity influences risk-taking tendency in career choice (RIC) during adolescence. In this study, RIC is conceptualized as

the tendency to take risks in career choice in a goal directed and persistent way to have a desired career. These might include taking the risk of being unemployed and surviving with a minimum income for a while, facing with criticisms from family members and friends, and dealing with uncertainties in finding the right job.

Job insecurity can be defined as the perceived threat regarding the continuity and stability of current job (Shoss, 2017). Previous research has investigated work related consequences of employees' job insecurity. For example, a previous meta-analysis that includes 70 studies has shown a negative relationship between job insecurity and work performance, job satisfaction, job involvement, organizational commitment, and it has indicated a positive relationship between job insecurity and turn-over intentions (Reisel, Probst, Chia, Maloles & Konig, 2010). Moreover, Reisel et al. (2010) found a positive relationship between job insecurity and intensity of negative emotions (anger, anxiety and burnout) through the mediating effect of job satisfaction.

Another line of research focused on the effects of parental job insecurity. The negative impact of job insecurity is not limited to personal job satisfaction, instead it may negatively influence the other aspects of the employee's life such as parenting, which is investigated under the heading of spillover effect of parental job insecurity. That line of research suggests that one's experiences at the workplace can influence an employee's experiences at home which further influence his/her work-related issues (Grzywacz, Almeida & McDonald, 2002). Previous studies have found a positive relationship between paternal job insecurity and authoritarian parenting behaviors (Lim & Loo, 2003). Moreover, the same study also found a negative relationship between paternal job insecurity and youth's self-efficacy. Another study indicated the effect of paternal job insecurity on youth's anxieties about money related issues through crossover effect of parental money anxiety (Lim & Sng, 2006). Children's main role model and primary money source are their parents (Lim & Sng, 2006), so negative work

experiences of their parents and stress may influence children's career related choices through core self-evaluation by crossover, and spillover mechanisms. However, to our knowledge, previous studies have not investigated the role of adolescents' perceived paternal job insecurity on their RIC process.

The present study has two main objectives. First, it aims to fill the gap in the paternal job insecurity literature by developing a model which investigates the mechanism that explains the influence of perceived paternal job insecurity on adolescents' career search. This mechanism was explained through the crossover effect that refers to the impact of parental stress and strain on stress and strain experienced by family members or significant others, and through the spillover effect which proposes that work and home domains are interconnected and influence each other (Lim & Sng, 2006). Both models suggest that parental stress and strain may negatively influence core self-evaluation of the youths (Westman, 2001), which in turn shapes adolescents' RIC. More specifically, fathers with job insecurity tend to experience stress and negative emotions which spillover to the home domain besides the crossover effect of stress and negative emotions experienced through family socialization and interaction (Westman, 2001). Subsequently, these influence adolescents' core self-evaluations' negatively. Second, the study contributes to the literature by linking the stream of career search process with perceived paternal job insecurity that has not been linked and tested so far. In addition, from a practical standpoint, investigating the relationship between perceived paternal job insecurity and youths' career search helps practitioners understand how negative work experiences of the parents influence youth's RIC. The findings may be beneficial in creating, designing, and implementing organizational interventions that will help employees and their families to cope with the adverse impacts of job insecurity. More importantly, findings may help career consultants or education consultants to take family related processes

in guiding the youth's career into consideration, so they can guide them more accurately and this would prevent youths to make unhealthy decisions regarding their career.

Chapter 2

Theoretical Framework

2.1. Job Insecurity

Job insecurity or the threat of unemployment is considered as a work stressor that involves people's concerns regarding the continuation of their present employment status (Kinnunen, Mauno, Mäkikangas, Cuyper & De Witte, 2014; De Witte, 2005). It refers to the perceived threat regarding job loss and worries stemming from this threat, in particular, insecurities about the future (De Witte, 2005). Although job insecurity was conceptualized differently by different groups of researchers, there is a consensus on the idea that it involves threat severity and the sense of powerlessness in coping with the threat (Greenhalgh & Rosenblatt, 1984). The impact of threat severity is documented to be connected with the meaning that the employee attaches to losing the current job or being unemployed (Greenhalgh & Rosenblatt, 1984). For instance, the impact of the threat will be less severe if it is perceived as temporary. However, the impact of threat will be more detrimental if the employees perceive it as permanent. Sense of powerlessness, which refers to feeling a lack of control in one's career and in protection of the current employment status, is another crucial element of job insecurity since it augments the threat of potential job loss (De Witte, 2005). It can also be interpreted as self-efficacy judgment specific to job related situations. In line with Bandura's (1986) self-efficacy theory, feeling powerless in the face with job insecurity refers to negative judgments and beliefs in employees' own capacities to organize and execute required actions to deal with threat of job loss.

In this study, we were interested in perceived paternal job insecurity which refers to adolescents' perception of their own fathers' job insecurity. Perceived paternal job insecurity

was operationally defined based on Kuhnert and Vance's (1992) conceptualization which involves job permanence and employment security dimensions of the construct (Barling, Dupre & Hepburn, 1998). Job permanence can be defined as employees' belief related to keeping their current job and certain aspects of their jobs whereas employment security tends to measure employees' belief that they can get comparable jobs when they lose their present jobs (Barling et al., 1998). Thus, perceived paternal job insecurity was operationally defined as the perception of children whether their fathers can keep their present jobs and whether their fathers will be able to find a comparable job if they lose their current jobs. Available studies explain the impact of paternal job insecurity on the offspring through spillover and crossover mechanisms.

2.2. Spillover Mechanism

Spillover theory proposes that events and experiences in one domain of an individual's life spread to and influence the other life domains as well (Kanter, 1977; Mauno, Cheng & Lim, 2017). Therefore, spillover effect is an intraindividual contagion process in which stress experienced in one domain of life results in stress in the other domain for the same individual (Kinnunen, Mauno, Mäkikangas, Cuyper & Witte, 2014). Behaviors and emotions experienced at work spillover into the family life domain and vice-versa. One of the important concepts in spillover theory is the negative spillover between family and work. Negative spillover involves various types of family conflict and interference (Grzywacz, Almedia & McDonald, 2002). More specifically, job related experiences (i.e., job insecurity) spillover to family life (i.e., marital dissatisfaction), but experiences at home (i.e., family stressors) also spillover to work-related experiences (i.e., job dissatisfaction) (Mauno, Cheng & Lim, 2017). In this study, we focus on work to family-direction of spillover effect since we are interested in how a job stressor (job insecurity) may influence family-related behaviors (i.e., parenting behaviors).

2.3. Crossover Mechanism

Work-family conflict literature defines crossover effect as the influence of individuals' work stress and strain that has an impact on stress and strain experienced by significant others or family members (Westman, 2001). In other words, it emphasizes that individuals' reaction to job stress are transmitted from employees to their family members and affect family member's psychological well-being. It is different from spillover effect such that while spillover effect involves an intra-individual transmission of stress, cross-over effect is an inter-individual transmission of stress and strain. Thus, it is a dyadic and inter-individual contagion process which implies that stress and strain experienced by a particular individual result in similar reactions in another individual (Westman, 2001).

Direct transmission of stress via empathy, and indirect transmission of stress through social interactions are the two mechanisms that underlie crossover effect (Westman & Vinokur, 1998). The first mechanism suggests that job related stress crossovers directly to the significant others via empathy. This explanation posits that crossover effect occurs between closely related individuals, who identify with, show care and affection to each other, and spend a great deal of their lives together. Thus, stress and strain of an individual's creates a sympathetic reaction which leads close others to experience distress as well. The second mechanism suggests that stress and strain arising from negative work-related experiences are indirectly transmitted through social interaction.

Extant studies indicate crossover processes between spouses and between coworkers at workplace (Hammer, Allen, & Grigsby, 1997; Westman & Etzion, 1995; Westman & Etzion, 1999). More importantly, job insecurity was found to have crossover effects on job insecure fathers' children through family socialization and interaction (Galinsky, 2000; Sallinen, Kinnunen, & Ronka, 2004). Thus, in the present study, paternal job insecurity is

expected to influence CSE's of youths through crossover mechanism, especially, through social interaction with fathers.

2.4.Theory of Core Self-Evaluation

Core self- evaluation (CSE) theory was originated from the assumption that fundamental appraisals of the individuals influence the ways they evaluate different stimuli that they get exposed to in their lifetimes (Chang, Ferris, Johnson, Rosen & Tan, 2012). According to Packer (1985), those fundamental appraisals, which are also called as core evaluations form the basis of how the individuals interpret and understand both themselves and their functioning in the world (Judge, Locke & Durham, 1997), including the evaluations that individuals make about their self-worth, competence, and capabilities (Chang, Ferris, Johnson, Rosen, & Tan, 2012; Grant, & Wrzesniewski, 2010).

Self-esteem, generalized self-efficacy, emotional stability (conversely neuroticism), and locus of control were identified as components of CSE (Chang et al., 2012). Self-esteem refers to an overall appraisal of one's self-worth (beliefs in one's self-worth), so it is regarded as an evaluative component of self-concept that has strong connections with cognitive, affective, and behavioral processes. Generalized self-efficacy can be defined as an estimate of one's ability to perform and cope successfully within an extensive range of situations (beliefs in one's capability in various situations) (Chang et al., 2012; Johnson et al., 2008). Emotional stability refers to the tendency to feel calm and secure and show less reactivity to everyday occurrences. Individuals with emotional stability are less likely to experience negatively valanced emotions, and do not show a significant bias for negative information (Johnson et al., 2008; Grant & Wrzesniewski, 2010). On the contrary, neuroticism refers to the tendency to have a negativistic cognitive/explanatory style and to focus on negative aspects of the self or lacking emotional stability (Watson, 2000; as cited in Judge, Erez, Bono & Thoresen, 2003). Locus of control refers to individual's belief related to causes of events in his/ her life

(Judge et al., 2003). In other words, it encompasses beliefs in the extent to which events are resulted from external or internal forces. Internal locus of control refers to individual's belief that events occurs as a result of their own behaviors while external locus of control refers to belief that events occur as a result of external factors such as powerful others or fate (Judge et al., 2013; Johnson et al., 2008). Thus, these four traits constitute CSE construct since they are inter-related, and they have similar relations with other variables. For instance, studies indicated that these four traits show similar relationship between job satisfaction and performance (Chang et al., 2012). In the light of these, CSE can be defined as a broad and unidimensional latent construct that leads individuals to perceive themselves as having a high self-esteem, high self-efficacy, high internal locus of control, and grater levels of emotional stability (Judge, Erez, Bono & Thoresen, 2003; Grant, & Wrzesniewski, 2010).

Approach and avoidance framework suggests that CSE affects various human experiences including cognitive appraisals, behavioral reactions, and emotions since they can be categorized based on sensitivity towards positive (approach) or negative (avoidance) information (Chang et al., 2012). In line with this, high levels of CSE were positively linked to approach goals (being sensitive to positive stimuli) while low levels of CSE were associated with tendency to avoid threat (being sensitive to negative stimuli and insensitive to positive stimuli) (Chang et al., 2012). Differences in sensitivity to negative and positive stimuli are assumed to be an underlying mechanism of the relationship between CSE and other outcomes (Chang et al., 2012).

Moreover, CSE was suggested to have different functions across gender. Since sex role socialization emphasize independence for males and interdependence for women, positive self-appraisals are more crucial for men's well-being while both relationship qualities with others and positive self-evaluations are essential for well-being of females (Kundu & Rani, 2007). Thus, men's CSE had been reported to be associated with their personal

achievements while females' CSE was related with the inter-personal relationship qualities (Kundu & Rani, 2007).

2.5. Spillover and Crossover Effects of Parental Job Insecurity on Core Self -Evaluation

Previous studies have found that job insecurity creates stress, strain, anxiety, and anger in individuals due to a lack of certainty regarding their jobs (Barling et al., 1998; Lim, 1996; Lim & Loo, 2003). Thus, job insecurity can be considered as a work-related stressor that has a negative spillover effect on various domains including parenting behaviors. Previous studies suggest that negative work experiences do not only influence insecure employees but also influence their family members such that negative emotions resulting from negative work experiences spillover into the home domain and insecure individuals display hostile feelings that impair marital and family functioning as well as well-being of family members. (Larson & Almeida, 1999). For instance, Almeida, Wethington and Chandler (1999) indicated that individuals who experienced work stress tend to be more irritable and hostile towards family members, which led them to display unresponsive and punishing parenting behaviors. Furthermore, experiencing work stress was positively associated with harsh or punitive parenting, and less supportive, sensitive, responsive parenting (Repetti & Wood, 1997), which increases the conflict between parents and adolescents. Consequently, this is associated with adolescents' depression, weakened self-esteem and adjustment problems (Almeida & Galambos, 1991).

A previous study proposed that job-insecure fathers reported stress and other negative emotions, which then spillover into the home domain, resulting in authoritarian parenting behaviors (Lim & Loo, 2003). They investigated the effect of parental job insecurity and parenting behaviors on youth's self-efficacy and work attitudes. They conducted their study with Singaporean parents and their children in order to generalize western findings of the effect of job insecurity on employees' family domain to collectivistic culture. More

interestingly, fathers reported that spillover effect of job insecurity on family domain led them to display more authoritarian behaviors, that is, they tended to show insensitive, unsupportive and punished focused parenting. However, maternal job insecurity was not found to be associated with authoritarian parenting. According to Ashforth, Kreiner and Fugate (2000), when individuals have a strong identification with a particular role in their life, experiences in this role are more likely to affect individuals' other roles. Furthermore, they found a negative relationship between perceived paternal and maternal job insecurity and youth's self-efficacy (Lim & Loo, 2003). They suggested that perception of parental insecurity may be linked to the perception that their fathers and mothers have lack of control in their lives. This might be associated with holding the belief that their parents do not have necessary coping skills in managing their stress and negative emotions. Thus, these may lead them to perceive that they are equally vulnerable, and they can also have inability in coping with stress and negative emotions (Lim & Loo, 2003). Moreover, adolescents' perceptions of negative spillover from parents' work (e.g. perceiving parent's bad mood or anger after work) were associated with lessened autonomy granting, and increased conflicts between the parents and adolescents. Subsequently, adolescents reported heightened experiences of depression (Sallinen, Kinnunen & Ronka, 2004).

Perceived job insecurity was found to prevent individuals from using an effective coping strategy to deal with job insecurity due to uncertainty feelings (Sümer, Solak, & Harma, 2013). Moreover, job-insecure individuals tend to feel lack of control over their life, future, and helplessness in coping with this negative work experience as well as they believe in an uncertain and unpredictable future (Greenhalgh & Rosenblatt, 1984). Perceived job insecurity was also associated with sadness, anxiety, fear, anger, and guilt (Klandermans & van Vuuren, 1999). High levels of job insecurity were also associated with negative affect, pessimism, life dissatisfaction, low self-esteem, external locus of control, loneliness, and

stress. Along with this line of reasoning, these negative emotions arising from paternal job insecurity may crossover into youths in a way that youths also feel same negative emotions through family interactions. Children might perceive the outside world, and future as threatening and unpredictable like their fathers. Moreover, in line with transactional model of coping and stress, children of job insecure fathers might perceive that they do not have resources to deal with a situation which is a threatening or stressful for them (Lazarus & Folkman, 1987).

Family is a primary socialization setting for children and parents are considered as the main socialization agents for their children (Gelles, 1995). In line with this, studies show that children are sensitive to their parents' work-related emotions, and they feel distressed due to their parents' negative mood after work (Galinsky, 2000). Moreover, previous studies stated that children acquire knowledge about their parent's job by observing their parent's reaction to their work and their verbal behaviors (Barling et al., 1998; Lim & Loo, 2003). Barling et al. (1998) also indicated that children accurately perceived their father's and mother's job insecurity. Moreover, Lim and Loo's (2003) study found a positive association between parental job insecurity and youths' perception of paternal job insecurity. More specifically, they found a positive relationship between paternal job insecurity and youth's perceived paternal job insecurity and between maternal job insecurity and youth's perceived maternal job insecurity. Consequently, it is expected that adolescents with paternal job insecurity to have low self-esteem, to score high on neuroticism due to having negative emotions and low self-efficacy and report external locus of control through both spillover and crossover mechanisms of paternal job insecurity. Thus, perceived paternal job insecurity is expected to be negatively associated with adolescents' CSE.

2.6. Core Self-Evaluation and Career Decisions

In the current study, RIC is conceptualized as the tendency to take risks in career choice in a goal directed and persistent way to have a desired career. These might include taking the risk of being unemployed and surviving with a minimum income for a while, facing with criticisms from family members and friends, and dealing with uncertainties in finding the right job. Thus, willingness to take risk in career choice implies having a sense of calling or a deeper meaning behind the individuals' career rather than pursuing a career only for monetary issues, or other external factors including family expectations (Firsick, 2016).

As mentioned earlier, CSE is a basic appraisal related to one's worthiness, capabilities, and effectiveness, so studies indicate that having high CSE make individuals to like themselves, hold positive beliefs regarding their capabilities and effectiveness in dealing with work and life issues (Jiang, 2015). On the other hand, individuals with low CSE tend to be less confident and they feel incapable and powerless (Jiang, 2015). Available studies state that CSE affects career decision making variables (Di Fabio, Palazzeschi & Bar-On, 2012) since it comprises specific cognitive appraisal related to self-concepts and includes an evaluation focus (Judge et al., 2003) that are considered as having crucial role in career choice process based on social cognitive career theory (Lent, Brown & Hackett, 1994).

Previous studies indicate evidence that enables us to link perceived paternal job insecurity with CSE, which then influences individuals' RIC. For instance, Barling and Mendelson (1999) indicated that children's perception of parental job insecurity was positively associated children's belief in an unjust world that refers to the belief that people do not live in a world where they get what they deserve and deserve what they get. Believing in an unjust world might lead people to perceive the social world as unpredictable and uncontrollable. Hence, we expect that adolescents with paternal job insecurity may have the tendency to have external locus of control which is a sub trait of CSE, so they may experience

anxiety since they believe that they do not have control over their lives (Archer, 1979), and subsequently may avoid taking risks while making career-related choices.

Lim and Sng (2006) found a positive relationship between paternal job insecurity and adolescents' money anxiety and negative money motives. More specifically, adolescents with paternal job insecurity tend to give high emphasis on money related matters in their lives (Lim & Sng, 2006) and reported as having work motivation for extrinsic reasons (i.e., money) and rewards. Thus, their CSE may be influenced negatively since money anxiety and extrinsic motivation may increase neuroticism and decrease internal locus of control, subsequently, affects their RIC.

There are also another line of studies examining how CSE subcomponents influence career choice processes. For example, self- efficacy which is a component of CSE was found to influence career choice processes by several pathways. Individuals' perceived self-efficacy gives direction to career aspirations, shapes self -appraisals of occupational capabilities, level of motivation, and development of occupational interest (Bandura, Barbaranelli, Vittorio, Caprara & Patarolli, 2001). Thus, we expect from adolescents with perceived paternal job insecurity to avoid taking risks in career choice and instead they prefer careers that provide certain, guaranteed and riskless life due to having negative self-appraisals regarding their occupational capabilities, and lacking career aspirations.

Studies that used four CSE traits (self-esteem, neuroticism, locus of control and self-efficacy) independently underline the influence of these traits on career variables (Di Fabio & Palazzeschi, 2009). To illustrate, neuroticism and career indecision were found to be positively correlated with each other (Di Fabio & Palazzeschi, 2009). Career maturity and vocational self-concept found to be positively associated with self- esteem (Koumoundourou, Kounenou & Siavara, 2012). CSE was positively associated with career decision difficulties of adolescents (Koumoundourou, Tsaousis, Kounenou, 2011). Moreover, CSE was positively

associated with vocational identity which implies having a clear sense of interest, talent, personality characteristics and setting stable career-related goals (Koumoundourou et al., 2012). In the light of findings mentioned, we investigated the mediating role of CSE between perceived paternal job insecurity and youth's RIC. Perceived paternal job insecurity is expected to influence youth's CSE, which, in turn influences their RIC.

2.7. Intolerance of Uncertainty as Moderator

Experience of uncertainty regarding the future employment is one of the prominent features of job insecurity which diminishes individuals' sense of control and increases the anxiety levels (Sverke, Hellgren & Näswall, 2006). Hence, intolerance of uncertainty (IU) which is defined as "a predisposition to react negatively to an uncertain event or situation, independent of its probability of occurrence and of its associated consequences" (Ladouceur, Gosselin & Dugas, 2000, p.934) is expected to interact with the perception of paternal job insecurity. IU has been identified as a future-oriented dispositional characteristic resulting from negative beliefs about uncertainty and its implications (Carleton, 2012). To illustrate, two individuals may have different thresholds of tolerance towards same uncertain situation although they have identical perceptions of its probability of occurrence and consequences (Ladouceur et al., 2000). As opposed to an individual who is tolerant of uncertainty, an individual who is intolerant of uncertainty tends to evaluate same situation as being more disturbing, unacceptable (Dugas, Freeston & Ladouceur, 1994; Ladouceur et al., 2000), unfair, troubling and harmful for their behaviors since they attribute negative feelings on them (Chen & Hong, 2010; Sexton & Dugas, 2009).

Although most of the previous studies have focused on the IU in the clinical context by focusing on its association with worry and generalized anxiety disorder (GAD) (Chen & Hong, 2010; Tolin, Abramowitz, Brigidi & Foa, 2003), some studies have investigated this construct beyond this context and explored its associations with personality traits and its

impact on the relationship of trait-based characteristics and life outcomes. For instance, Van der Heiden et al. (2010) found positive association between IU and neuroticism, and negative association with extraversion and openness.

People with high IU tend to experience more adverse effect of stress compared to people with low IU. For instance, Elavino and Kivimaki (1999) indicated that employees with high IU were affected more adversely by psychological strain that was resulted from high occupational complexity. It is obvious that occupational complexity entails uncertainty which is related to lack of structure (Elavino & Kimivimaki, 1999). Thus, it is expected that people with low levels of IU will be resistant to the sense of lack of control that is generated and maintained by paternal job insecurity.

More importantly, Dugas et al. (1997) found a positive association between IU and poor emotional problem orientation. Specifically, they showed that participants with high IU had a pessimistic belief regarding their problem-solving skills and control ability over their lives (Dugas et al., 1997). Moreover, individuals who are high in IU believe that they have poor problem-solving skills to cope with ambiguous situations, so this leads them to have low self-esteem and experience negative affect (Yook, Kim, Suh & Lee 2010).

Available studies have explored the association between locus of control and IU. To illustrate, Tomasik and Salmela-Aro (2012) indicated that individuals with higher sense of control are more likely to tolerate short-term uncertainty. Similarly, Song and Li (2019) found a positive association between external locus of control and IU such that individuals with external locus of control tend to have intolerance of uncertainty. They proposed that individuals with internal locus of control (stronger sense of control) would be more willing to believe that they have a control over consequences of events. Consequently, this makes them feel safer and more tolerant towards uncertain situations (Song & Li, 2019). In the light of these, we can state that perception of paternal job insecurity is highly stressful and uncertain

life experience. Thus, we expect that adolescents who are high in IU will be more sensitive to paternal job insecurity since it entails uncertainty, which may lead them to develop negative core self- evaluation.

2.8. Gender as Moderator of the Indirect Effect of Perceived Paternal Job Insecurity

Social Cognitive Career Theory (SCCT) emphasizes the interaction between youths' personal aspirations in their career choices and external factors such as gender, and culture (Lent et al., 1994). For instance, studies showed that interpersonal factors (e.g. societal expectations, parental opinions to pursue a predetermined career, and honoring family) have a crucial impact on career decisions of youths in especially collectivistic cultures where interdependency and need for relatedness are highly emphasized (Günkel, Schlägel, Langella, Peluchette & Reshetnyak, 2013; Mau 2000). Gender roles can also be considered as one of the interpersonal factors that influences career decisions of youth in collectivistic culture. In such cultures, adolescents are expected to pursue a career in line with assigned social roles (Somech, 2000).

Current study examines a Turkish sample, which bears the characteristics of a collectivistic culture where traditional gender roles may influence youths' career related decisions. In a previous study, male university students were asked to report their opinions about expectations from men in Turkish society (Bayar, Avcı & Koç, 2018). The results showed that men perceive societal expectations regarding the fulfillment of various responsibilities about the life such as job/working, compulsory military service, marriage and family, and economic status. Moreover, they perceive that they are supposed to have essential personal qualities such as being responsible toward family and being protective. Authors also suggested that participants not only feel the burden of various responsibilities to meet society's expectations but also, they feel pressure to fulfill these expectations in a sequential order. For instance, they believe that they should get a job at first, and then complete the

military service before getting married. It is obvious that expectations from men are related to society's traditional gender role beliefs. Being employed or working is an essential part of male identity in collectivistic culture since job provides the autonomy as well as opportunity to form family, and it gives the chance of becoming breadwinner besides the convenience of fulfilling family responsibilities such as protecting family (Bayar et al., 2018). Thus, being unemployed or losing a job can have serious negative consequences on life quality and self-esteem of Turkish men.

Furthermore, job seeking, military service and marriage are seen as necessary steps for men to be accepted in Turkish society (Selek, 2012). On the other hand, in collectivistic cultures, women are expected to identify with their mother and wife role due to traditional gender role stereotypes (Lim & Loo, 2003). In the light of these, it can be said that young men who perceive the paternal job insecurity may feel more responsible to fulfill their gender role expectations so that they may avoid taking risk in their career choices. Particularly, they are not willing to take the risk to be unemployment for a while, surviving with a minimum income for a while, facing with criticism from family member and friends, dealing with uncertainty during the process in which they try to find a career that they really want. Thus, indirect effect of perceived paternal job insecurity on youths' RIC through CSE is expected to differ across genders such that indirect effect is expected to be stronger for female students than male students. More specifically, proposed moderated mediation model is expected to work for girls but not for boys.

Chapter 3

Present Study

Previous studies indicate that the impact of job insecurity goes beyond the individuals themselves and it also influences other family members, especially the children (Barling et al., 1998, Lim & Loo, 2003). However, the role of perceived parental job insecurity on children's

career related choices has not been investigated. Thus, we propose a model which explains the association of perceived paternal job insecurity with RIC through CSE. Moreover, it aims to understand whether IU influences the effect of perceived paternal job insecurity on youths' CSE (see Figure 1).

The current study's sample is from a collectivistic culture, Turkey, so it can be expected that due to traditional gender role socialization, there is differential identification with work roles across genders (Lim, Teo & Loo, 2011). Men are seen as the breadwinner of their families (Kağrıoğlu, 2017), so they tend to identify themselves more with their work role (Zuo, 2003; Marshall, 2008). The work role is seen as a salient part of male identity in collectivistic cultures, so they may have difficulty in role transition from employee to parent (Lim & Loo, 2013). As a result, the work role and its consequences or experiences (job insecurity) are integrated with their father's role, so work-related experiences spillover onto home domain more frequently and they tend to display authoritarian behaviors (Lim & Loo, 2003). On the other hand, women are expected to be socialized and identified with their mother and wife roles, so maternal job insecurity may have little or no negative spillover and crossover effect on their children. In the light of information above, the present study focused only on the effect of perceived paternal job insecurity on youths' RIC and gender differences are expected in a way that moderated mediation model will work for females but not for males.

Sümer, Solak, and Harma (2013) conducted a study with Turkish sample and they found that individuals with perceived job security reported higher levels of life satisfaction and subjective wellbeing compared to unemployed and job insecure individuals. More importantly, job insecure individuals reported higher levels of anxiety, depression, hostility, and domestic violence than job secure individuals. Also, although they are not statistically different, individuals who perceive their job as insecure reported higher levels of conflict in

their relationship with their spouse, and household chaos compared to job secure individuals. Thus, it is obvious that job insecurity is a serious problem in Turkey, and it also influences family environment and children of job insecure individuals. In the light of all evidence mentioned, the goal of the present study is to contribute to the job insecurity literature by exploring the mediator role of CSE in the association of perceived paternal job insecurity with youths' RIC and explore the moderator role of IU in the association of perceived paternal job insecurity with RIC (see Figure 1). Moreover, proposed moderated mediation model was tested across genders to see if there are gender differences. Along this line of reasoning, we present the following hypotheses:

Hypothesis 1a: Perceived paternal job insecurity will be negatively associated with youths' core self-evaluation.

Hypothesis 1b: Youths' core self-evaluation will be positively associated with youths' risk taking in career choice (RIC).

Hypothesis 1c: Youths' core self-evaluation will mediate the relationship between perceived paternal job insecurity and youth's RIC.

Hypothesis 2: Intolerance to uncertainty will moderate the relationship between perceived paternal job insecurity and youths' core self-evaluation, such that the relationship will be stronger when youths have higher level of intolerance to uncertainty.

Hypothesis 3: Gender will moderate the proposed model such that the mediating effect of CSE on the influence of perceived paternal job insecurity on youths' RIC will be significant only for girls but not for boys.

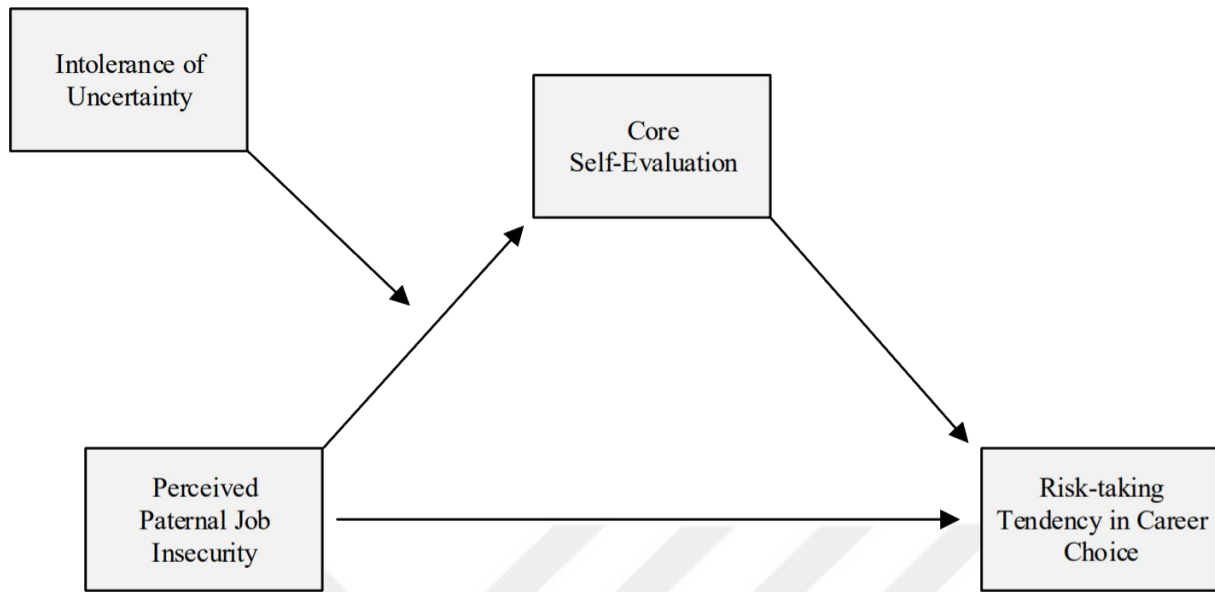


Figure 1. The hypothesized moderated mediation model between perceived paternal job insecurity and risk-taking tendency in career choice. Intolerance of uncertainty moderate this relationship

Chapter 4

Method

Participants

The initial sample of the study consisted of 600 Turkish high school students from eight high schools in Istanbul and Antalya. Participants who lost their fathers, whose parents divorced, and who live far away from fathers as well as who do not contact with their fathers regularly were excluded from data since the current study focused only on paternal job insecurity. Thus, final sample consisted of 528 Turkish high school students whose age were between 15 and 18 years ($M_{\text{age}} = 16.72$ years, $SD = .98$). There were 9th-grade ($M_{\text{age}} = 15.65$, $SD = .74$, $n = 57$), 10th-grade ($M_{\text{age}} = 16.02$, $SD = .55$, $n = 176$), 11th-grade ($M_{\text{age}} = 17.22$, $SD = .71$, $n = 210$), and 12th-grade high school students ($M_{\text{age}} = 17.65$, $SD = .69$, $n = 85$). There is a significant difference between boys ($M = 16.48$, $SD = .99$, $n = 250$) and girls ($M = 16.94$, $SD = .91$, $n = 278$) in terms of their age ($F(1, 526) = 31.14$, $p < .001$).

The mean of years of education was 7.72 ($SD = 3.17$) for fathers whereas it was 6.51 ($SD = 3.30$) for mothers. About % 83.5 of mothers and %72.4 of fathers were middle school graduates (see Table 1).

Measures

Participants responded to a set of measures besides demographic questions. There are four major measures in the study. These are Perceived Paternal Job Insecurity Scale, Core Self-Evaluation Scale, Risk-taking Tendency in Career Choice Scale, and Intolerance to Uncertainty Scale.


Demographic Form. Students were asked to fill out a demographic form (see Appendix A) which includes basic demographic information of them (e.g. age, sex, birth order, grade level) and their parents (parental education, occupation status, occupation, work style, family income, household size).

Perceived Paternal Job Insecurity Scale. Youth's paternal job insecurity will be measured by using Kuhnert and Vance's (1992) 18-item perceived job insecurity scale. There are two domains to measure in the scale. The first domain intends to measure job permanence (participants' belief in keeping their current job). The sample items include "I am not really sure how long my present job will last". Second domain is employment security (participants' belief in finding similar quality job if they lose their current job). The sample items include "If I wanted to, I could easily find a comparable job elsewhere". Lim and Sng (2006) found Cronbach's alpha for paternal job insecurity scale as .73.

Table 1

Demographic Characteristics of Sample

	Gender	
	Male (<i>n</i> =250) (%)	Female (<i>n</i> =250) (%)
Income		
2.020 and below	20.8	24.5
2.210 – 4.000	40.4	48.2
4.001 – 6.000	21.2	19.1
6.001 – 8.000	12.8	6.5
8.001 – 10.000	2.8	1.4
12.001 – 14.000	0.8	-
14.001 and above	1.2	0.4
Number of Siblings		
1	12.0	7.6
2	37.2	34.9



3	31.2	36.0
4	10.4	11.9
5	6.4	4.7
6	2.4	2.5
7	.4	1.1
8	-	1.4

Father education

Illiterate	.4	.7
Literate	4.8	2.9
Primary school	29.7	34.3
Secondary school	35.3	36.5
High school	24.5	21.7
University	4.4	3.2
Postgraduate	.8	.7

Mother education

Illiterate	6.0	9.5
------------	-----	-----

Literate	4.4	3.3
Primary school	34.1	41.0
Secondary school	37.8	30.8
High school	16.5	13.2
University	1.2	1.8
Postgraduate	-	.4

Birth order

1	44.8	40.6
2	29.2	31.7
3	16.8	17.6
4	6.8	4.3
5	2.0	2.5
6	.4	1.8
7	-	1.1
8	-	.4

The scale was adapted into Turkish by using translation and back-translation method. Some changes in the wording of items were made to reflect youths perceived paternal job insecurity. Sample items include “I am not really sure how long his present job will last”. The items are on a 5-point-Likert-type scale (1= *Strongly Disagree* and 5 = *Strongly Agree*). Cronbach’s alpha of the Turkish version is .73. The higher scores in this scale represent higher perception of paternal job insecurity. Exploratory factor analysis with varimax rotation indicated two factor structure. Items 1, 2, 3, 5, 6, 8, 9, 10, 12 and 13 loaded on first factor and they indicate participants’ feeling of safety regarding their fathers’ employment, so these are reversed coded items. On the other hand, items of second factor (4, 7, 11, 14, 15, 16, 17, and 18) indicated participants’ feeling of risk regarding their father’s job (see Table 2). Cronbach’s alphas for first factor and second factor are .72 and .65, respectively (see Appendix B for this measure). In the current study, a sum score of this scale was used in analyses.

Core Self-Evaluation Scale. The original scale was developed by Judge et al. (2003) and it contains 12 items on a 5-Likert-type scale (1= false, 5= completely true). Cronbach’s alpha of the original scale is .84 which is an indication of an adequate internal consistency. The scale consists of four core traits which are self-esteem, locus of control, generalized self-efficacy and neuroticism. The sample items include “I sometimes feel depressed”. The higher score participants get in this scale, the more positive self-concept they have.

The scale was adopted into Turkish by Kisbu (2006) and it has an adequate level of internal consistency that ranges from $r = .70$ to $r = .84$. The scale has some reverse coded items (2, 4, 6, 8, 10 and 12) which measure negative evaluations about the self. The Turkish version of the scale has an adequate convergent validity because it showed high correlation with some relevant concepts such as the need for cognition ($r = .33$) (Güven, 2007). Moreover, the Turkish scale has adequate discriminant validity because it did not show high

Table 2

Factor Loadings of Perceived Paternal Job Insecurity Scale

Item		Loadings	
		1	2
10	Babamın/babam gibi gördüğüm kişinin, halihazırda çalıştığı işin hakkını verdiği sürece işini kaybetmeyeceğinden eminim / I can be sure of my father present job as long as he does good work.	.701	
6	Babam/babam gibi gördüğüm kişi, işini kaybederse, kısa süre içerisinde, başka bir yerde iş bulabilir / If my father lost his job, he would be employed elsewhere within a short time.	.605	
1	Babam/babam gibi gördüğüm kişi, şu anki işinde istediği kadar kalabilir / My father can keep his current job for as long as he wants it.	.571	
2	Babam/babam gibi gördüğüm kişi eğer isteseydi, benzer bir işi başka bir yerde de kolayca bulabilirdi / If my father wanted to, he could easily find a comparable job elsewhere.	.554	
3	Babamın/babam gibi gördüğüm kişinin işinin, ona emeklilik faydaları sağlayacağından eminim / I am sure my father's job will give him retirement benefits.	.544	
8	Babamın/babam gibi gördüğüm kişinin, yaptığı iş yavaş yavaş yürürlükten kaldırılıyorsa, çalıştığı yer onu başka bir pozisyonda görevlendirmek için çok uğraşır / If my father's particular job were phased out, the company would try very hard to place him in another position.	.543	
13	Babamın/babam gibi gördüğüm kişinin, çalıştığı iş yerinde onun pozisyonuna gerçek anlamda bir ihtiyaç var / There is a real need for my father's position in this company.	.538	

12	Babamın/babam gibi gördüğüm kişinin, çalıştığı işyeri kapatılacak olsa, buna dair işaretler olurdu / There would be obvious signs if the organization my father works for was going to close.	.464
9	Babamın/babam gibi gördüğüm kişinin, çalıştığı işyerinin kapatılacağı yönündeki söylentiler sadece birer dedikodudan ibarettir / Rumors that the organization my father works for will close are just rumors.	.381
5	Babam/babam gibi gördüğüm kişi geçmiş yıllarda, başka işverenler bünyesinde etkin bir şekilde çalıştı / My father has been actively recruited by other employers in the past year.	.377
14	Babam/babam gibi gördüğüm kişi, halihazırdaki işini kaybederse, muhtemelen uzun süre işsiz kalır / If my father lost his present job, he would probably be unemployed for a long time.	.642
16	Babamın/babam gibi gördüğüm kişinin, şimdiki işini kaybetmesinden korkuyorum / I am afraid of losing my father's present job.	.613
15	Babam/babam gibi gördüğüm kişi, çalıştığı iş yerinden aşamalı olarak çıkarılırsa olsaydı, tekrardan iş bulabilmek için, büyük ihtimalle yeni beceriler edinmek zorunda kalır / If my father's current job were to be phased out by this company, he would probably have to learn new skills to be employable.	.612
17	Babamın/babam gibi gördüğüm kişinin, şimdiki işini kaybetmesinden korkuyorum / Management threatens my father that they will close so they can get more concessions from them.	.577
4	Babam/babam gibi gördüğüm kişinin çalıştığı işyerinin yönetimi, çalıştığı yerin kapanacağını uzun zamandır dile getirmekte, dolayısıyla hiç kimse artık kulak asmıyor / Management of my father organization has been threatening to close the organization for very long, so no one listens anymore.	.519
11	Babamın/babam gibi gördüğüm kişi, şimdiki işinden çıkarılırsa, benzer bir iş bulmak için muhtemelen yer değiştirmek zorunda kalır / If he was laid off from my father's current job, he would probably have to relocate to find comparable employment.	.486

7	Babamın/babam gibi gördüğüm kişinin şu anki işinin ne kadar süre devam edeceğinden emin değilim / I am not really sure how long my father present job will last.	.415
18	Babamın/babam gibi gördüğüm kişinin, çalıştığı yer ile alakalı en güvenilir bilgiye televizyon, gazete ve dergilerden ulaşılmaktadır / The most reliable information about the future of my father company comes from T.V., newspapers and magazines	.350

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

% Explained Variation for Factors 1 and 2 are 20.77 and 11.63 respectively

association with the individual values of people (Güven, 2007). Internal consistency of the scale is adequate in the current study ($\alpha = .76$) (see Appendix C for this scale).

Risk-taking Tendency in Career Choice Scale (RICS). The scale of risk-taking tendency in career choice was developed for the current study. Firstly, facing with criticism from family members, being unemployed for a while, willingness to cope with uncertain processes, surviving with a minimum income for a while, and facing with disapprovals from friends were identified as risk factors for individuals when they select the career that they really want to pursue. Accordingly, five items were created, and each item assesses a different risk factor that individuals may encounter when they are trying to pursue a career that they really want. Items are based on 7-point Likert scale anchored from 1: *totally agree* to 7: *totally disagree*. The higher scores represent a tendency to take risks in career choice. The sample items include “I am willing to take the risk of to be unemployment for a while to have a career that I really want”. In the current study, the scale has an adequate level of internal consistency ($\alpha = .72$) and yielded a single factor structure which accounted for 47.50% of variance in RIC (see Appendix D).

Reliability Study for RIC

Participants and Procedure

Prior to main data collection, a study was conducted to analyze psychometric qualities of RIC. The study sample consisted of 190 university students whose ages ranged from 18 to 28 (66.8% females and 32.1 % males; $M_{age} = 20.95$, $SD = 2.05$). 78.4% of them were undergraduate students.

Results

Exploratory factor analysis with oblique rotation indicated a single factor structure in which item loadings ranged from .52 (I am willing to survive with a minimum income for a

while) to .83 (I am willing to face with criticism from my family) (see Table 3). Moreover, the Kaiser-Meyer-Olkin measure of sampling adequacy was .73 which exceeds the value of .6, and Bartlett's test of sphericity was significant ($\chi^2(10) = 303.35, p < .001$). Cronbach's alpha of RIC was .78 in the reliability study.

Intolerance of Uncertainty Scale. IU scale was developed to evaluate the uncertain status given to the cognitive, emotional and behavioral reactions (Freestone, Rhéaume, Letarte, Dugas & Laducer, 1994). It consists of 27 items on a 5-point Likert scale ranging from 1 (*not at all characteristic of me*) to 5 (*entirely characteristic of me*). Cronbach's alpha of the original scale is .94 and test-retest reliability is .74. The reliability and validity of the Turkish versions of the IU scale were examined by Sari and Dağ (2009). The subjects of the preliminary and main studies included university students for reliability and validity analyses. The internal consistency was satisfactory. Cronbach's alpha of Turkish version of the scale is .91 and test-retest reliability is .78. It has four factors which are "uncertainty is stressful and upsetting," "negative self-assessment about uncertainty," "disturbing thoughts about the uncertainty of future," and "uncertainty keeps me from acting". The Cronbach's alpha is .91 for the current study. The sample items include "I can't stand being undecided about my future" (uncertainty is stressful and upsetting), " Being uncertain means that a person is disorganized (negative self-assessment about uncertainty), " My mind can't be relaxed if I don't know what will happen tomorrow" (disturbing thoughts about the uncertainty of future), "One should always look ahead so as to avoid surprises" (uncertainty keeps me from acting) (see Appendix E). In the current study, a sum score of this scale was used in analyses.

Control Variables. To exclude alternative explanations, variables that might be related to CSE and RIC were controlled. Socio-economic status (SES) which refers to individuals combined economical and sociological measure depending on individuals' and their families' education, income, occupation and other factors (Atambo, Wu, Tettehfiio &

Table 3

Factor Loadings of Risk-taking Tendency in Career Choice Scale

Item	Loadings
	1
1 I am willing to take the risk of to be unemployment for a while	.73
2 I am willing to survive with a minimum income for a while	.52
3 I am willing to face with criticism from my family	.83
4 I am willing to face with disapprovals from my friends	.82
5 I am willing to cope with uncertainty in finding the right job	.73

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

% Explained Variation of Factor 1 is 53.99%

Agbo, 2017) might influence CSE. To illustrate, it has been shown as a major factor that influences performance of behavior such that individuals with high SES tend to have significantly higher self-esteem (Atambo et al., 2017). Furthermore, individuals with low SES may avoid taking risk in career related choices since those choices involve economy or monetary based decisions. Thus, mother and father education in years, and monthly income scores were standardized and averaged to create a composite measure of family SES.

Procedure

Data collection started after ethic committee approval of IRB of Koç University, and the Ministry of National Education of Turkey. High school students were recruited from four public high schools including vocational high schools in İstanbul, and four high schools from Antalya. Firstly, school principals were informed about the study, and informed consents were distributed to the parents through the help of teachers. Students whose parents approved the participation to the study were included. Data were collected in a classroom during the first 20 minutes of students' lectures, and data was collected between the dates of 07.02.2019 and 28.03.2019. Administration of the questionnaire took about 20 minutes. Students were not given any reward for their participations.

Chapter 5

Results

Correlations among Study Variables

First, multivariate outliers, cases which have extreme scores on two or more variables were identified by Mahalanobis Distance statistic and then removed from the data (Kline, 2011).

Descriptive statistic, and zero-order correlations for the study variables were displayed separately for girls and boys in Table 4. For girls, perceived paternal job insecurity was

negatively associated with CSE ($r = -.23, p < .01$), and SES ($r = -.39, p < .01$), and it was positively associated with IU ($r = .14, p < .05$). Zero-order correlations indicate a positive relationship between CSE and RIC ($r = .15, p < .05$), and between CSE and SES ($r = .21, p < .01$). Results also showed a negative correlation between CSE and IU ($r = -.48, p < .01$). There was no significant association between perceived paternal job insecurity and RIC.

For boys, perceived paternal job insecurity had a significant negative correlation with RIC ($r = -.13, p < .05$), CSE ($r = -.21, p < .01$), and SES ($r = -.29, p < .01$). Furthermore, CSE had a significant positive correlation with IU ($r = -.36, p < .01$). There was no significant association between CSE and RIC.

Group Differences

Mean differences between boys and girls on study variables were analyzed by using ANOVA (see Table 5). ANOVA results showed that boys and girls were significantly different in terms of their SES ($F(1, 526) = 5.69, p < .05$) such that boys had higher SES ($M = .08, SD = .73$) than girls ($M = -.07, SD = .67$). Girls ($M = 16.94, SD = .91$) and boys ($M = 16.48, SD = .99$) were also significantly different in terms of their age ($F(1, 526) = 31.14, p < .001$). Moreover, boys ($M = 20.36, SD = 7.39$) had higher RIC than girls ($M = 19.06, SD = 7.15$) ($F(1, 526) = 4.22, p < .05$). However, these groups were not statistically different in terms of their perceived paternal job insecurity, CSE and IU.

Table 4

Zero Order Correlations among Study Variables Separately by Gender

	PPJ	CSE	RIC	IU	SES
PPJ	-	-.23**	-.11	.14*	-.38**
CSE	-.21**	-	.15*	-.48**	.21**
RIC	-.13*	.02	-	.01	.02
IU	.12	-.36**	.08	-	.14*
SES	-.29**	.07	-.01	-.01	-

PPJ= Perceived Paternal Job Insecurity, CSE= Core Self-Evaluation, RIC= Risk Taking-tendency in Career Choice, IU= Intolerance of Uncertainty, SES= Socio-economic Status. Correlation coefficients above the diagonal are for girls ($n = 278$), and below the diagonal are for boys ($n = 250$)

** $p < .01$, * $p < .05$

Table 5
Descriptive Statistics and Group Comparisons

Variable	Girls (<i>N</i> = 278)		Boys (<i>N</i> = 250)		<i>p</i>	<i>F</i>	<i>Partial η</i> ²
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
Age	16.94	0.91	16.48	0.99	.000**	31.14	.05
SES	-0.19	1.60	0.21	1.76	.007**	7.51	.01
Perceived paternal job insecurity	43.82	8.61	45.21	9.41	.078	3.13	.006
CSE	38.25	7.07	39.33	6.66	.072	3.26	.006
IU	81.41	21.15	80.34	18.11	.53	.38	.001
RIC	19.06	7.15	20.36	7.39	.04*	4.22	.008

p* < .05. *p* < .01. ****p* < .001.

Testing the Main Hypotheses

In order to test main hypothesis of the study, SPSS macro PROCESS was used which enables to analyze mediation effect, and moderated mediation with conditional indirect effects (Hayes, 2012). PROCESS works with using bootstrapping sample technique which is a statistical method that involves drawing repeated samples from the data with replacement to get distribution of indirect effects to be used in construction of confidence intervals (Kisbu-Sakarya, Mackinnon & Miočević, 2014). In the current analysis, 5000 bootstrapping sample technique was used (Hayes, 2012). Confidence intervals which do not include zero indicate a significant indirect (mediated) effect. Index of moderated mediation is an indicator of a significant conditional indirect effect which implies that differences in indirect effects across level of moderator are statistically different (Hayes, 2015). PROCESS provides unstandardized regression coefficients for all paths (Hayes, 2017).

Since gender was proposed to moderate the model, proposed moderated mediation model was analyzed separately for girls and boys based on individual groups approach. In order to test hypotheses of the study, Hayes' (2013) PROCESS model 7 was used which allows to analyze the first stage moderated mediation (moderation of a path) like the current study's model (Hayes, 2018), and SES was included as a covariate. Firstly, model 7 was conducted for girls. The results showed a negative association between perceived paternal job insecurity and CSE among girls ($b = -.10$; $SE = .05$; $t = -2.18$, $p < .05$) which supports Hypothesis 1a for girls. Next, CSE was positively related to RIC ($b = .14$; $SE = .06$; $t = 2.26$ $p < .05$), supporting Hypothesis 1b for girls. There was no direct effect of perceived paternal job insecurity on RIC after controlling for the effect of CSE and SES ($b = -.09$, $SE = .05$, $t = -1.59$, $p = .11$). Moreover, the indirect effect of perceived paternal job insecurity on RIC via CSE was statistically significant (indirect effect = $-.01$, 95 % CI [-.029, -.002]). More specifically, CSE mediated the relationship between perceived paternal job insecurity and

CSE for girls after controlling effect of the SES since confidence interval does not include zero. Thus, Hypothesis 1c is also supported for girls. Moreover, IU did not moderate the relationship between perceived paternal job insecurity and CSE ($b=.0026$, $SE = .0019$, $t = 1.35$, $p = .18$), so Hypothesis 2 is not supported for girls. The results also suggest that there is no conditional indirect effect of perceived paternal job insecurity on RIC through CSE across different levels of IU (index of moderated mediation = .0004; 95% CI [-.0002, .0013]), which implies the indirect effect of perceived paternal job insecurity on RIC through CSE does not depend on IU (see Figure 2; Table 6).

Secondly, the same model was tested for boys and SES was once again included as a covariate. The association between perceived paternal job insecurity and CSE was significant ($b = -.116$; $SE = .04$; $t = -2.65$, $p < .01$), supporting Hypothesis 1a, but there was no significant relationship between CSE and RIC ($b = -.001$; $SE = .07$; $t = -.02$, $p = .98$), so Hypothesis 1b is not supported. The direct effect of perceived paternal job insecurity on RIC was significant after holding the effect of CSE, and SES constant ($b = -.11$, $SE = .05$, $t = -2.16$, $p < .05$). Furthermore, indirect effect of perceived paternal job insecurity on RIC through CSE was not significant since the confidence interval includes zero, indirect effect = .0001, 95 % CI [-.016, .016]. More specifically, CSE did not mediate the relationship between perceived paternal job insecurity and RIC among boys, so hypothesis 1c was not supported among boys. Moreover, IU did not moderate the relationship between perceived paternal job insecurity and RIC, so Hypothesis 2 was not supported among boys ($b = -.0003$; $SE = .0024$; $t = -.12$, $p = .90$). The results also suggest that there is no conditional indirect effect of perceived paternal job insecurity on RIC through CSE across levels of IU (index of moderated mediation = 0; 95% CI [-.0004, .0005]). This implies that the indirect effect of perceived paternal job insecurity on RIC via CSE does not depend on the levels of IU. Most importantly, CSE mediated the relationship between perceived paternal job insecurity and

RIC among girls whereas this was not the case for boys, supporting Hypothesis 3.

Furthermore, although direct effect of perceived paternal job insecurity on RIC was not significant for girls, it was significant for boys (see Figure 3; Table 7).

Although both IU and perceived paternal job insecurity were significantly associated with CSE among both boys and girls, IU did not moderate the relationship between perceived paternal job insecurity and CSE among these groups. Thus, we conducted a hierarchical regression among both boys and girls to see whether IU and perceived paternal job insecurity have an additive effect in predicting CSE. Hierarchical regression indicated that while perceived paternal job insecurity explained 5% variability on CSE, by adding the IU into the model, an additional 25% variability in CSE was explained among girls, and this change in R^2 was significant ($F(1, 275) = 76.26, p < .001$). Moreover, in the third step, by interaction term was added to the model, approximately 1% additional variances were explained in CSE, but this change in R^2 was not significant ($F(1, 274) = 1.66, p = .199$). This additive effect of them on CSE might be the reason why they did not interact.

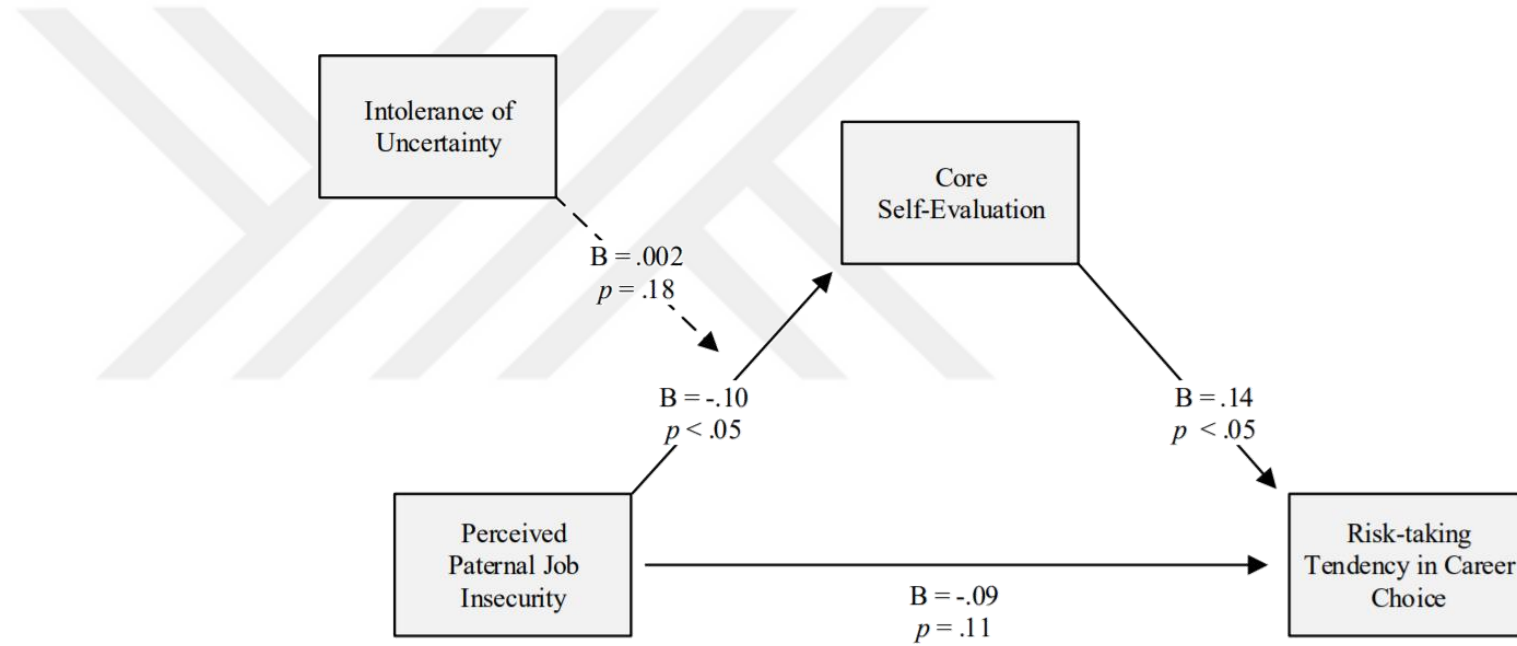


Figure 2. The moderated mediation model for girls: Core self-evaluation as mediator between perceived paternal job insecurity and risk-taking tendency in career choice. Intolerance of uncertainty moderate this relationship.

Table 6

Moderated mediation model exploring the relationship between PPJ and RIC for girls by using model 7 in PROCESS Macro

Variable	B	SE	<i>t</i>	P	LCL	UCL	F	R ²
Outcome: CSE							25.97	.275
PPJ	-.10	.046	- 2.18	.030*	- .191	- .009		
IU	-.15	.017	- 8.80	.000***	- .188	- .119		
PPJ X IU	.0026	.0019	1.35	.176	- .0012	.0064		
SES	.5374	.2467	2.18	.030*	.0517	1.023		
Outcome: RIC							3.13	.033
PPJ	- .089	.0541	- 1.66	.098	- .1964	.0167		
CSE	.1405	.062	2.26	.024*	.0180	.2629		
SES	.1063	.289	- .921	.357	- .8371	.3032		

Notes. *N*= 278; PPJ= Perceived Paternal Job Insecurity, CSE= Core Self-Evaluation, RIC= Risk Taking-tendency in Career Choice, IU= Intolerance of Uncertainty, SES= Socio-economic Status.

* *p* < .05, ** *p* < .01, *** *p* < .001

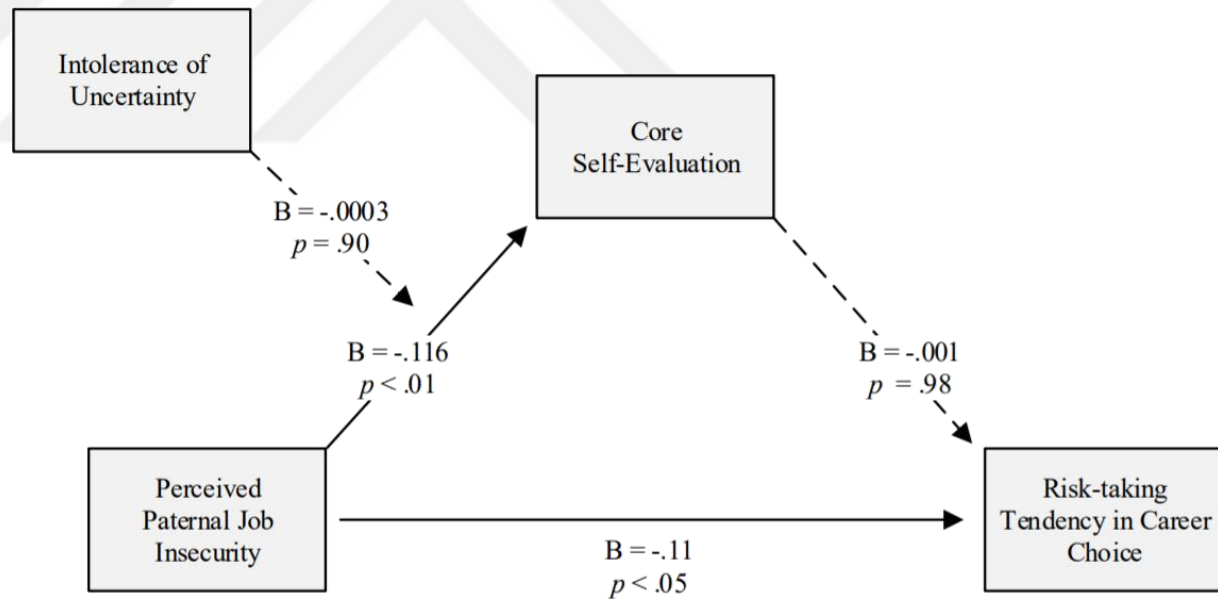


Figure 3. The moderated mediation model for boys: Core self-evaluation as mediator between perceived paternal job insecurity and risk-taking tendency in career choice. Intolerance of uncertainty moderate this relationship

Table 7

Moderated mediation model exploring the relationship between PPJ and RIC for boys by using model 7 in PROCESS MACRO

Variable	B	SE	<i>t</i>	p	LCL	UCL	F	R ²
Outcome: CSE							11.75	.161
PPJ	-.1164	.044	-2.65	.008**	-.2030	-.0298		
IU	-.1265	.021	-5.83	.000***	-.1693	-.0838		
PPJ X IU	-.0003	.002	-.134	.892	-.0051	.0044		
SES	.0604	.233	.259	.795	-.3986	.5194		
Outcome: RIC							1.62	.019
PPJ	-.1146	.053	-2.16	.031*	-.2191	-.0101		
CSE	-.0014	.071	-.019	.984	-.1424	.1397		
SES	-.2235	.2785	-.802	.423	-.7720	.3250		

Notes. N= 250 PPJ= Perceived Paternal Job Insecurity, CSE= Core Self-Evaluation, RIC= Risk Taking-tendency in Career Choice, IU= Intolerance of Uncertainty, SES= Socio-economic Status.

* $p < .05$, ** $p < .01$, *** $p < .001$

Post-hoc Analyses

Since our results indicated that personality characteristics (CSE) influenced girl's RIC, we thought that IU which is a personality trait like CSE might moderate this relationship. Therefore, an alternative moderated mediation model was tested to indicate whether IU has a moderating effect on the relationship between CSE and RIC (b path) among girls (see Figure 4, Table 7). Hayes' (2013) PROCESS model 14 was used which allows for analyzing the second stage moderated mediation (moderation of b path) (Hayes, 2017), and SES was included as a covariate into the model. Firstly, model 14 was analyzed for girls. The results revealed a negative association between perceived paternal job insecurity and CSE for girls ($b = -.14$; $SE = .05$; $t = -.2.87$, $p < .01$). CSE was positively related to RIC ($b = .20$; $SE = .07$; $t = 2.90$ $p < .01$). The direct effect of perceived paternal job insecurity on RIC was not significant after the controlling for the effect of CSE and SES ($b = -.09$; $SE = .05$; $t = -.1.60$; $p = .11$). Moreover, the indirect effect of perceived paternal job insecurity on RIC via CSE was statistically significant, indirect effect = $-.03$, 95 % CI [$-.0574$, $-.0025$]. More specifically, CSE mediated the relationship between perceived paternal job insecurity and CSE among girls after controlling for the effect of the SES since confidence interval does not include zero. Moreover, IU moderated the relationship between CSE and RIC ($b = -.0060$, $SE = -.0026$, $t = -.2.34$, $p < .05$). This interaction at three levels of IU (+1SD, 0, -1SD) are presented in Figure 5. The interaction term was significant such that individuals with low, and medium levels of IU tend to take risk in their career choice if they have high CSE. On the other hand, individuals with low and mean levels of IU tend to avoid taking risk in their career choice if they have low levels of CSE. The results also suggest that there is no conditional indirect effect of perceived paternal job insecurity on RIC through CSE across levels of IU since index of moderated mediation included zero (index of moderated mediation = $.0009$; 95% CI [0 , $.002$]). In other words, conditional indirect effects of perceived paternal job insecurity which

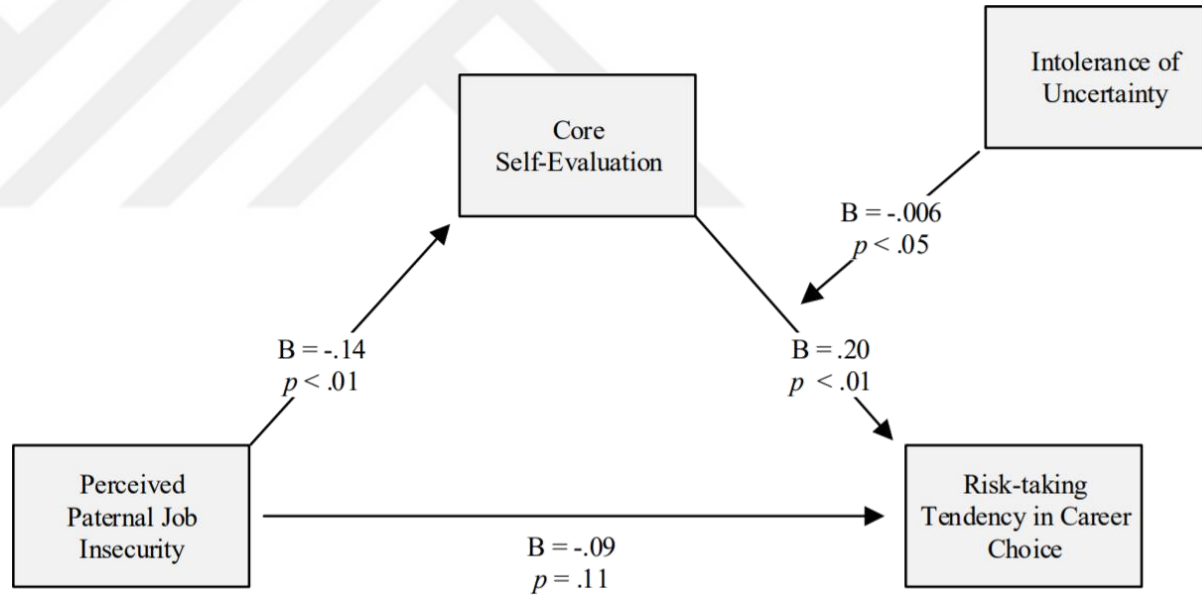


Figure 4. Alternative moderated mediation model (model 14) for girls: Core self-evaluation as mediator between perceived paternal job insecurity and risk-taking tendency in career choice. Intolerance of uncertainty moderate the relationship between CSE and RIC.

Table 8

Moderated mediation model exploring the relationship between PPJ and RIC for girls by using model 14 in PROCESS Macro

Variable	B	SE	<i>t</i>	p	LCL	UCL	F	R ²
Outcome: CSE							10.24	.069
PPJ	-.1457	.051	-2.82	.0052	-.2475	-.0438		
SES	.6110	.2783	2.20	.0290	.0631	1.158		
Outcome: RIC							3.64	.062
PPJ	-.0913	.053	-1.70	.0895	-.1967	.0142		
CSE	.2046	.0695	2.94	.0035	.0677	.3415		
IU	.0380	.0227	1.68	.0947	-.0066	.0826		
CSE X IU	-.0060	.0026	-2.36	.0190	-.0111	-.0010		
SES	-.2799	.2863	-.9775	.3292	-.8435	.2838		

Notes. *N* = 278; PPJ= Perceived Paternal Job Insecurity, CSE= Core Self-Evaluation, RIC= Risk Taking-tendency in Career Choice, IU= Intolerance of Uncertainty, SES= Socio-economic Status.

* *p* < .05, ** *p* < .01, *** *p* < .001

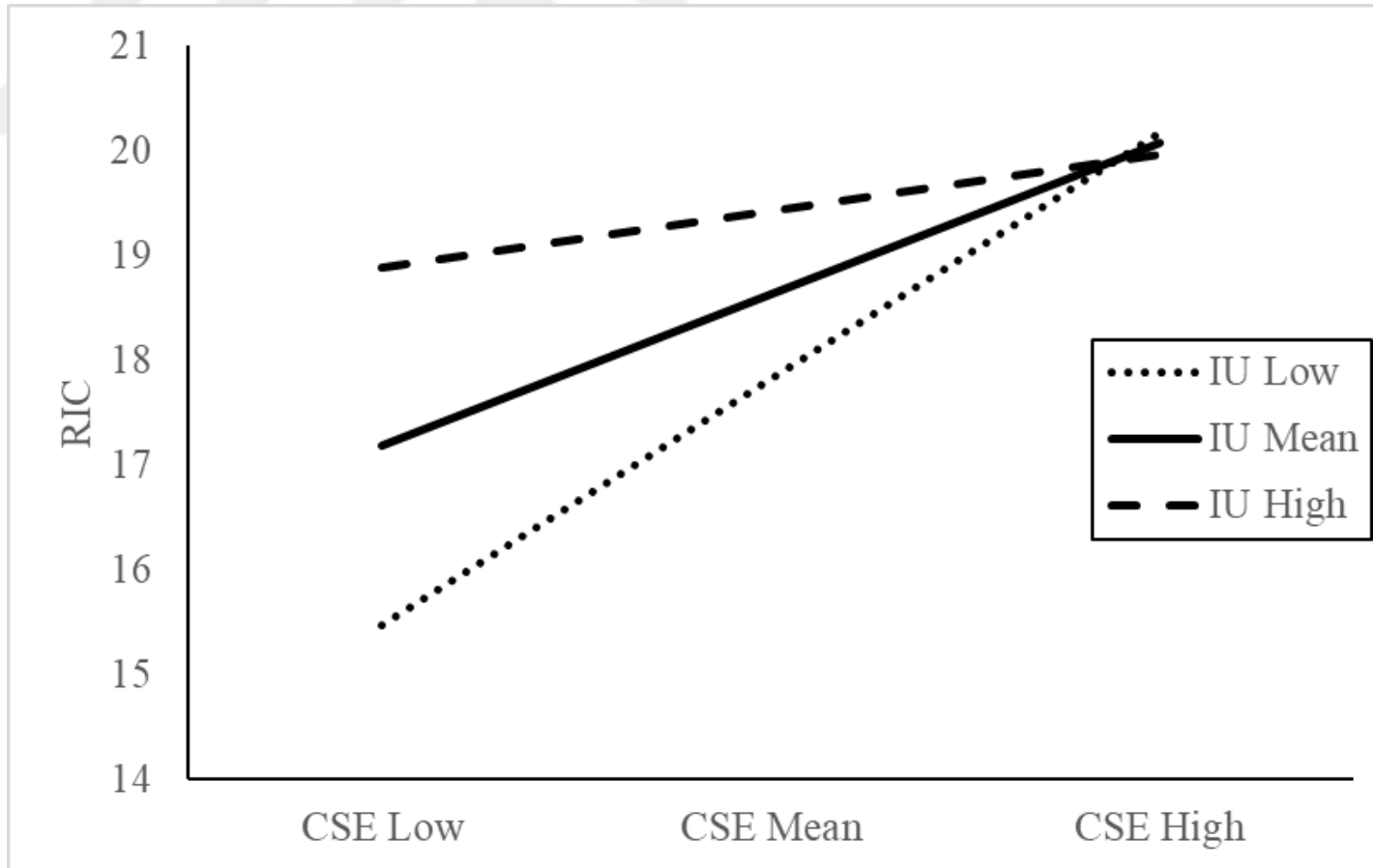


Figure 5. Moderating effect of IU on the relationship of CSE with RIC for girls

were estimated at different levels of IU were not significantly different from each other (Hayes, 2015).

Moreover, since a significant correlation between perceived paternal job insecurity and SES was found for both boys and girls, the proposed moderated mediation (PROCESS model 7) model was tested by considering SES as independent variable after controlling for the effect of perceived paternal job insecurity. This model enables us to see the impact of SES on investigated variables by controlling for the effect of perceived paternal job insecurity. Firstly, model 7 was analyzed for girls. The results revealed a positive association between SES and CSE for girls ($b = .52$; $SE = .25$; $t = 2.10$, $p < .05$). CSE was positively related to RIC ($b = .14$; $SE = .06$; $t = 2.26$, $p < .05$). The direct effect of SES on RIC was not significant after the controlling for the effect of CSE and perceived paternal job insecurity ($b = -.27$; $SE = .29$; $t = -.92$; $p = .36$). However, the indirect effect of SES on RIC via CSE was not statistically significant (indirect effect = $.07$, 95 % CI [-.018, .165]). More specifically, CSE did not mediate the relationship between SES and RIC for girls after controlling for the effect of the perceived paternal job insecurity since confidence interval includes zero. Moreover, IU did not moderate the relationship between SES and RIC ($b = -.008$, $SE = .01$, $t = -.76$, $p = .45$) (see Table 9).

Secondly, the same model was tested for boys and perceived paternal job insecurity was once again included as a covariate. The association between SES and CSE was not significant ($b = .02$; $SE = .24$; $t = .09$, $p = .93$). Moreover, there was no significant relationship between CSE and RIC ($b = -.001$; $SE = .07$; $t = -.02$, $p = .98$). The direct effect of SES on RIC was not significant after holding the effect of CSE, and perceived paternal job insecurity constant ($b = -.22$, $SE = .28$, $t = -.80$, $p = .42$). Furthermore, indirect effect of SES on RIC through CSE was not significant since the confidence interval includes zero (indirect effect = 0 , 95 % CI [-.001, .001]). More specifically, CSE did not mediate the relationship between

SES and RIC for boys. Moreover, IU did not moderate the relationship between SES and CSE ($b = .0098$; $SE = .012$; $t = .81$, $p = .42$) (see Table 10).

Apart from these analyses, since we did not control maternal employment status in our proposed model, we checked if there is any effect of maternal employment status on adolescents' RIC. Firstly, we created a dummy variable as 1: employed mother and 0: unemployed mother. Then, we conducted a linear regression with this binary categorical independent variable to analyze whether mother's employment status predicts RIC of girls. The results indicated that there is 1.239 mean difference in RIC between girls whose mothers work and whose mothers do not work, but this mean difference in RIC was not statistically significant ($\beta = -.1.24$, $p = .18$). In other words, although girls whose mothers do not work reported higher levels of RIC compared to girls whose mothers works, this was not a statistically significant mean difference. Also, the results of regression showed that only .3% variance is explained by maternal employment status ($R^2_{Adjusted} = .003$, $F(1, 275) = 1.81$, $p = .17$).

The same linear regression analysis was conducted for boys. The results showed that there is .003 mean difference in RIC between boys whose mothers work and whose mothers do not work, but this mean difference in RIC was not statistically significant ($\beta = -.003$, $p = .99$). More specifically, although boys whose mothers do not work reported higher levels of RIC compared to girls whose mothers works, this was not a statistically significant mean difference. Furthermore, the results of regression showed that only .4% variance is explained by maternal employment status ($R^2_{Adjusted} = -.004$, $F(1, 248) = 0$, $p = .99$).

Table 9

Moderated mediation model exploring the relationship between SES and RIC for girls by using model 7 in PROCESS Macro

Variable	B	SE	t	p	LCL	UCL	F	R ²
Outcome: CSE							25.54	.272
SES	.52	.247	2.10	.036*	.033	.100		
IU	-.15	.017	-8.73	.000***	-.187	-.118		
SES X IU	-.008	.011	-.76	.450	-.030	.013		
PPJ	-.10	.0463	-2.16	.031*	-.191	-.009		
Outcome: RIC							3.13	.033
SES	-.267	.289	-.92	.357	-.837	.303		
CSE	.140	.062	2.26	.024*	.018	.262		
PPJ	-.089	.054	-1.66	.098	-.196	.016		

Notes. N = 278; SES= Socio-economic Status, CSE= Core Self-Evaluation, RIC= Risk Taking-tendency in Career Choice, IU= Intolerance of Uncertainty, PPJ= Perceived Paternal Job Insecurity

* $p < .05$, ** $p < .01$, *** $p < .001$

Table 10

Moderated mediation model exploring the relationship between SES and RIC for boys by using model 7 in PROCESS Macro

Variable	B	SE	t	p	LCL	UCL	F	R ²
Outcome: CSE							25.54	.272
SES	.0216	.237	.090	.927	-.446	.489		
IU	-.1246	.021	-5.72	.000***	-.167	-.081		
SES X IU	.0098	.012	.807	.420	-.014	.033		
PPJ	-.1182	.043	-2.69	.007**	-.204	-.031		
Outcome: RIC							1.62	.019
SES	-.223	.077	-.802	.423	-.772	.325		
CSE	-.001	-.0001	-.019	.984	-.042	.139		
PPJ	-.114	.004	-2.16	.031*	-.219	-.010		

Notes. N= 250; SES= Socio-economic Status, CSE= Core Self-Evaluation, RIC= Risk Taking-tendency in Career Choice, IU= Intolerance of Uncertainty, PPJ= Perceived Paternal Job Insecurity

* $p < .05$, ** $p < .01$, *** $p < .001$

Chapter 6

Discussion

The main goal of the current study was to examine the mediating role of CSE in the relationship of perceived paternal job insecurity with youths' RIC and moderating role of IU in this relationship. Another aim of the study was to investigate how these four constructs are related to each other for each gender. The study highlighted the crucial role of perceived paternal job insecurity on adolescents' career choice processes. By considering spillover, and crossover mechanisms as theoretical lenses, a moderated mediation model was proposed which explains unique paths between perceived paternal job insecurity and youths' RIC. The results showed a different relationship among investigated variables for each gender. Notably, girls' perceived paternal job insecurity is negatively associated with their RIC through lower levels of CSE, but a similar pattern was not observed in boys. Furthermore, the results showed that IU did not moderate the relationship between perceived paternal job insecurity and CSE for both boys and girls. On the other hand, moderating role of IU on the relationship between CSE and RIC was significant for girls.

The results revealed the mediating effect of CSE on the relationship of perceived paternal job insecurity with RIC only for girls. Girls with higher perception of paternal job insecurity had low CSE which in turn made them unwilling to take risk in their career choice. The significant negative association between perceived paternal job insecurity and CSE for both boys and girls is in line with our prediction. The association between perceived paternal job insecurity and CSE of the adolescents can be explained through both spillover and crossover mechanisms. More specifically, youth with high levels of perceived paternal job insecurity might be suffering from low self-esteem, lower levels of generalized self-efficacy, low emotional stability, and external locus of control perhaps due to authoritarian parenting, and their father's negative emotions arising from job insecurity may crossover onto them.

Previous studies also indicated the influence of negative employment experiences on employees' children's behaviors and self-attributions via their effects on parents' emotions (crossover) and parenting behaviors (spillover). For instance, a positive relationship between father's job insecurity and children's behaviors (school competence, shyness and acting out) was observed through both job-related emotions of fathers (negative mood of fathers) and parenting (rejecting and punishing behaviors) (Stewart and Barling, 1996). Also, a negative association between paternal job insecurity and children's self-efficacy (a dimension of CSE) was found via parenting behaviors (authoritarian parenting)

A significant positive association between CSE and RIC was observed only among girls, so CSE mediated the relationship between perceived paternal job insecurity and RIC only for girls such that girls with high levels of perceived paternal job insecurity had low CSE, which in turn, prevented them from taking risks in their career choice. More specifically, girls' perception of paternal job insecurity makes them to develop negative self-evaluations (low self-esteem, low generalized self-efficacy, high neuroticism, and external locus of control), which in turn, prevents them to take risks to pursue the career that they really want. Contrary to the girls, CSE did not influence boys' RIC, that is, boys' self-evaluation systems did not affect their RIC. Instead, perceived paternal job insecurity had a direct negative effect on boys' RIC. Similarly, Koumoundourou et al. (2011) found a significant positive association between CSE and career decision difficulties only for girls, but they failed to find this association for boys. They explained this finding by gender differences in personality development of adolescents. Boys are less mature than their female peers in adolescence period since they have not yet developed their core personality mechanisms such as CSE which might affect important parts of their life (Koumoundourou et al., 2011). Developmental scholars support this explanation and posits that sex differences in ego development was in favor of girls such that adolescent girls tend to be more mature and they

tend to achieve developmental milestones earlier than boys, but this difference decreases with age (Cohn, 1991).

Another previous study (Koumoundourou et al., 2012) also did not indicate a significant association between CSE and another career variable (vocational identity) for boys, but it found a direct association of CSE with vocational identity for girls. They suggested that gender specific societal demands are responsible for these findings. Since women have multiple social roles such as being an employee as well as being a mother, it is more difficult for them to combine these roles which make their career explorations and behaviors more complicated. Thus, having positive appraisals such as high self-efficacy expectancies, and high self-esteem allows them to decide their priorities regarding their roles (Koumoundourou et al., 2012). So, this enables them to set clearer career planning and career explorations. On the other hand, negative self-appraisals may prevent them from having clear career related behaviors. On the other hand, since boys are more career oriented, they may not be affected by personality characteristics and this may be a possible reason why boys' RIC was not influenced by CSE.

In a similar vein, gender specific mediating effect of CSE can be explained by gender role socialization in Turkey where the data of current study's was collected. In Turkish society, there are different expectations from men and women (Kağrıoğlu, 2017; Bayar 2018). Males are breadwinner of their families, so they have to fulfill various responsibilities about family life and social expectations (Kağrıoğlu, 2017). In other words, men are seen as a main economic contributor of their families. On the other hand, mother and wife roles are more salient part of female identity in Turkey (Kaya, 2009; Kağrıoğlu, 2017), so they are expected to fulfill expectations related to these roles. Perceived paternal job insecurity can be a double burden for the young males in Turkey since they are expected to meet family needs financially to provide for home, and they have to meet all the responsibilities regarding the

family life as well as they might feel pressure to fulfill these social expectations arising from their gender roles. Thus, they may not be willing to taking risk to be unemployed for a while, surviving with a minimum income for a while, facing with disapprovals from family members and friends, and dealing with uncertainty to have a career that they really want when they perceive higher levels of paternal job insecurity. Our findings also support this interpretation such that boys were unwilling to take risk in their career choice when they felt higher levels of paternal job insecurity after the controlling for the effect of CSE and SES. Thus, men might be under a lot of pressure due to gender roles and gender stereotypes, and they may give priority to fulfill the societal expectations as a man which may prevent them from pursuing their career callings. As mentioned earlier, Turkish men think that they can get married after getting a job, and completing compulsory military service (Bayar et al., 2018). All of these can be considered as serious responsibilities, so when there is an additional paternal job insecurity in the family, they may have to focus on family responsibilities instead of pursuing their true callings in terms of their career. Furthermore, study's sample was from low SES and families with low SES tend to attribute economic/utilitarian value to their children since children are seen as old age security of their families (Kağıtçıbaşı, 1982). More importantly, SES leads to differences in terms of what sons and daughters are expected to do. In low SES families, economic support is expected from sons as a bread earner. For instance, a previous study indicated that Turkish students in rural areas thought that their parents expect economic support mainly from their sons rather than their daughters (Ayçiçeği-Dinn & Kağıtçıbaşı, 2010). Taken together, regardless of their levels of CSE, in the face of paternal job insecurity, young males in our study might not be willing to take risks to be unemployed for a while, survive with a minimum income for a while, face with criticism from family members, face with disapprovals from friends, and deal with uncertainty to have a desired career due to society and family expectations from them as males. Moreover, the results revealed a

significant negative relationship between perceived paternal job insecurity and RIC for boys, but the association was not significant for girls. This might support the idea that males' career related choices tend to be influenced primarily by family economic problems while girls' career decisions are influenced by personality concepts (i.e., CSE and IU).

The findings which showed insignificant moderating role of IU in the relationship of perceived paternal job insecurity with CSE among both boys and girls implies that paternal job insecurity and IU might have an additive effect on predicting CSE. Uncertain life situations are salient during adolescence period, and career development is one of the crucial uncertain situations for adolescents. Unlike the adults, they are in a life stage where the future is unpredictable, and they are not equipped with the necessary emotion regulation strategies to deal with this uncertain period of life yet. Thus, we can conclude that both IU and perceived paternal job insecurity are vital in predicting CSE of adolescents in a way that their influence might not depend on the level of other. There may be other moderators which influence the path between perceived paternal job insecurity and CSE. For instance, identification with the father may moderate the relationship between perceived paternal job insecurity and adolescents' CSE, so future studies may investigate the moderating role of paternal identification.

In addition, in an alternative model, IU moderated the relationship between CSE and RIC among girls. That is, girls with low and mean levels of IU tend to take risk in their career choice if they have high CSE whereas they tend to avoid the risks if they have low CSE. The findings suggest that having positive self-evaluations regarding own competences and capabilities may lead girls to pursue their true calling in terms of their career independent from IU levels. Whereas, having negative self-evaluations may prevent them from pursuing the career that they really want if they have low and mean levels of IU. Also, the results indicate that such interaction was not significant for girls with high levels of IU. Girls with

high IU tend to take risks in their career choice irrespective of their CSE. Our results support the idea that since individuals with high CSE have positive perceptions regarding their capabilities, they are expected to set and pursue intrinsically motivated goals as well as they tend to be resilient when they are faced with obstacles while pursuing their goals (Johnson, Rosen, & Levy, 2008). In addition, girls with high IU might perceive “not taking the risk to pursue their career calling” as an uncertain situation and they may not prefer it. In other words, choosing a career for monetary gain or for family and friend expectations rather than having a deeper meaning or purpose behind this career may be seen as uncertain situation and creates anxiety in girls with high IU.

Furthermore, although previous studies indicate the influence of SES on career decisions of individuals (Leitão, Guedes, Yamamoto & Lopes, 2013), our supplementary analysis showed that SES did not influence proposed model for both boys and girls. This may have resulted from the age of our sample. We examined an adolescent sample who might not be aware of their family’s exact SES. Also, in this period of life, individuals may not take SES into account since they give priorities to other domains of life such as peer relations, and romantic relationships (Furman & Shaffer, 2003).

Moreover, although maternal employment status during adolescence was shown to predict employment status in adulthood years across European countries (Berloff, Matteazzi & Villa, 2015), maternal employment status did not have an influence on predicting adolescents’ RIC in the current study. A high proportion of our sample was from low SES, so adolescents whose mothers work had an unskilled work positions such as cleaning staff, and janitor. This may be the reason why maternal employment status did not have a role in adolescents’ RIC in the current study.

The current study contributes to the literature in several ways. Firstly, drawing on spillover and crossover mechanisms, it tested a model in which an important family variable

(paternal job insecurity) and a personality characteristic (CSE) influence the career decisions of adolescents. Adolescence is a crucial period of life span where vocational interest, career choices, work values, and fundamental personality characteristics are established (Gottfredson, 1981; Hirschi, 2008). Also, children reported their parents' major influence on their career and education related choices in this period. Thus, our study examined the influence of a personality characteristic and a family variable simultaneously and only limited number of studies examined the influence of both in career choice processes simultaneously (Lim & Loo, 2003; Emmanuelle, 2009). Furthermore, most of the previous studies' sample were composed of late adolescents or young adults who have already formulated their career related choices, so our study findings are valuable since they allow us to understand the factors influencing the development and formulation of career related decisions in early stages of life. Most importantly, the current study's findings revealed that males' career decisions are highly influenced by family related characteristics whereas females' career related process are affected by personality characteristics in Turkish context. Thus, future studies may investigate whether males and females follow different paths in career development by taking the cultural aspects into account.

Our results also offer some suggestions to the practitioners. Since the findings highlight the influences of family variables (paternal job insecurity) in career choice processes for boys whereas the influences of personality characteristic for girls, career counselors should consider gender as a unique individual factor in development of career. Hence, they may design gender specific counseling interventions. For instance, since CSE mediated the relationship between perceived paternal job insecurity and RIC among girls, career counselors may use techniques such as adaptive emotion regulation strategies, and vicarious learning to enhance CSE of female students (Koumoundourou et al., 2011).

Notwithstanding these contributions to the literature and practitioners, the current study is not free from the limitations. First, the study was based on only self-reports of adolescents which decrease the validity of associations found due to common method bias (Koumoundourou et al., 2011). Thus, future studies may address this issue by collecting data from multiple sources such as fathers to mitigate the problem of common method bias. Second, although mediation implies causality, the study was based on cross-sectional correlational data which precludes making causal direction of the relationship among our variables. Hence, future studies may conduct longitudinal studies to see a clearer picture of causal direction among the variables, and developmental changes in CSE across gender. Furthermore, although we stated that negative spillover of father job insecurity on their parenting may influence their children's CSE negatively, we did not measure perceived parenting style. Future studies may also measure perceived parenting style to see whether it is an underlying mechanism in the proposed model. Moreover, we proposed a new construct "RIC", so its conceptualization and measurement might be weak. Measurement of RIC might be the reason why we found low correlations between RIC and other variables of the study. Thus, future studies may develop more strong measures of RIC in terms of its conceptualization and psychometric properties. Also, attachment styles were found to influence the presence of career calling such that individuals with avoidant attachment were less likely to have a career calling (Firsick, 2016). Hence, future studies may consider attachment styles as a potential moderator in the relationship of perceived paternal job insecurity with RIC. Last but not least, it is important for future studies to investigate the factors which make individuals more resilient when they have perceived parental job insecurity. For instance, perceived family support may be a resilience factor for boys with perceived paternal job insecurity.

In conclusion, this study contributes to the parental job insecurity literature by linking it with career choice processes in early adolescent period. Gender specific findings regarding the relationship between perceived paternal job insecurity and RIC suggests that perceived paternal job insecurity is an inhibitor factor in pursuing a desired career for boys whereas having high CSE for girls may be a facilitator factor for taking the risk in career choice to have a desired career. The results should also be interpreted from a cultural angle such that various factors (i.e., family variables, personality characteristics) may contribute to career development of girls and boys differently depending on given culture.



References

- Almeida, D. M., & Galambos, N. L. (1991). Examining father involvement and the quality of father-adolescent relations. *Journal of Research on Adolescence, 1*(2), 155-172.
- Almeida, D. M., Wethington, E., & Chandler, A. L. (1999). Daily transmission of tensions between marital dyads and parent-child dyads. *Journal of Marriage and Family, 61*, 49-61.
- Archer, R. P. (1979). Relationships between locus of control and anxiety. *Journal of Personality Assessment, 43*(6), 617-626.
- Ashforth, B. E., Kreiner, G. E., & Fugate, M. (2000). All in a day's work: Boundaries and micro role transitions. *Academy of Management Review, 25*(3), 472-491.
- Atombo, C., Wu, C., Tettehfiio, E. O., & Agbo, A. A. (2017). Personality, socioeconomic status, attitude, intention and risky driving behavior. *Cogent Psychology, 4*(1), 1-20.
- Aycicegi-Dinn, A., & Kagitcibasi, C. (2010). The value of children for parents in the minds of emerging adults. *Cross-Cultural Research, 44*, 174-205.
- Bandura, A. (1986). The explanatory and predictive scope of self-efficacy theory. *Journal of Social and Clinical Psychology, 4*(3), 359-373.
- Bandura, A., Barbaranelli, C., Caprara, G. V., & Pastorelli, C. (2001). Self-efficacy beliefs as shapers of children's aspirations and career trajectories. *Child Development, 72*(1), 187-206.
- Barling, J., & Mendelson, M. B. (1999). Parents' job insecurity affects children's grade performance through the indirect effects of beliefs in an unjust world and negative mood. *Journal of Occupational Health Psychology, 4*(4), 347-355.

- Barling, J., Dupre, K. E., & Hepburn, C. G. (1998). Effects of parents' job insecurity on children's work beliefs and attitudes. *Journal of Applied Psychology, 83*(1), 112-118.
- Bayar, O., Avci, O. H., & Koc, M. (2018). What's expected of men in Turkish culture: Perceptions of male university students. *International Journal Advances in Social Science and Humanities, 5*(9), 1-8.
- Berloffa, G., Matteazzi, E., & Villa, P. (2015). Family background and youth labour market outcomes across Europe. *Work-Poor and Work-Rich Families: Influence on Youth Labour Market Outcomes.*
- Carleton, R. N. (2012). The intolerance of uncertainty construct in the context of anxiety disorders: Theoretical and practical perspectives. *Expert Review of Neurotherapeutics, 12*(8), 937-947.
- Chang, C. H., Ferris, D. L., Johnson, R. E., Rosen, C. C., & Tan, J. A. (2012). Core self-evaluations: A review and evaluation of the literature. *Journal of Management, 38*(1), 81-128.
- De Witte, H. (2005). Job insecurity: Review of the international literature on definitions, prevalence, antecedents and consequences. *Journal of Industrial Psychology, 31*(4), 1-6.
- Di Fabio, A., & Palazzeschi, L. (2009). Emotional intelligence, personality traits and career decision difficulties. *International Journal for Educational and Vocational Guidance, 9*(2), 135-146.
- Di Fabio, A., Palazzeschi, L., & Bar-On, R. (2012). The role of personality traits, core self-evaluation, and emotional intelligence in career decision-making difficulties. *Journal of Employment Counseling, 49*(3), 118-129.

- Dobrow Riza, S., & Heller, D. (2015). Follow your heart or your head? A longitudinal study of the facilitating role of calling and ability in the pursuit of a challenging career. *Journal of Applied Psychology, 100*(3), 695-712.
- Dolinski, D. (1996). The belief in an unjust world: An egotistic delusion. *Social Justice Research, 9*(3), 213-221.
- Dugas, M. J., Freeston, M. H., & Ladouceur, R. (1997). Intolerance of uncertainty and problem orientation in worry. *Cognitive Therapy and Research, 21*(6), 593-606.
- Dugas, M. J., Gosselin, P., & Ladouceur, R. (2001). Intolerance of uncertainty and worry: Investigating specificity in a nonclinical sample. *Cognitive Therapy and Research, 25*(5), 551-558.
- Dugas, M. J., Schwartz, A., & Francis, K. (2004). Brief report: Intolerance of uncertainty, worry, and depression. *Cognitive Therapy and Research, 28*(6), 835-842.
- Elovainio, M., & Kivimäki, M. (1998). Personal need for structure and occupational strain: An investigation of structural models and interaction with job complexity. *Personality and Individual Differences, 26*(2), 209-222.
- Emmanuelle, V. (2009). Inter-relationships among attachment to mother and father, self-esteem, and career indecision. *Journal of Vocational Behavior, 75*, 91-99.
- Ferry, N. M. (2006). Factors influencing career choices of adolescents and young adults in rural Pennsylvania. *Journal of Extension, 44*(3), 1-6.
- Firsick, D. (2016). *The Influence of attachment and career calling on career decision self-efficacy, college adjustment, and life satisfaction in undergraduate students* (Unpublished doctoral dissertation). University of Northern Colorado, Greeley, Colorado.

- Freeston, M. H., Rhéaume, J., Letarte, H., Dugas, M. J., & Ladouceur, R. (1994). Why do people worry? *Personality and Individual Differences*, 17(6), 791-802.
- Furman, W., & ShaVer, L. (2003). The Role of Romantic Relationships in Adolescent Development: Wyndol Furman and Laura Shaffer. *In Adolescent romantic relations and sexual behavior* (pp. 17-36). Psychology Press.
- Galinsky, E. 2000. *Ask the children*. New York: Quill.
- Gelles, J. S. 1995. *Contemporary families*. London, New Delhi: Sage Publications.
- Gottfredson, L. S. (1981). Circumscription and compromise: A developmental theory of occupational aspirations. *Journal of Counseling Psychology*, 28, 545–579.
- Grant, A. M., & Wrzesniewski, A. (2010). I won't let you down... or will I? Core self-evaluations, other-orientation, anticipated guilt and gratitude, and job performance. *Journal of Applied Psychology*, 95(1), 108-121.
- Greenhalgh, L., & Rosenblatt, Z. (1984). Job insecurity: Toward conceptual clarity. *Academy of Management Review*, 9(3), 438-448.
- Grzywacz, J. G., Almeida, D. M., & McDonald, D. A. (2002). Work–family spillover and daily reports of work and family stress in the adult labor force. *Family Relations*, 51(1), 28-36.
- Gunkel, M., Schlägel, C., Langella, I. M., Peluchette, J. V., & Reshetnyak, E. (2013). The influence of national culture on business students' career attitudes: An analysis of eight countries. *German Journal of Human Resource Management*, 27(1), 47-68.
- Güven, L., (2007). *The effects of positive core self and external evaluations on performance appraisals* (Unpublished master's thesis). METU, Ankara.

- Hammer, L. B., Allen, E., & Grigsby, T. D. (1997). Work–family conflict in dual-earner couples: Within-individual and crossover effects of work and family. *Journal of Vocational Behavior, 50*(2), 185-203.
- Hayes, A. F. (2012). PROCESS: A versatile computational tool for observed variable mediation, moderation, and conditional process modeling [White paper]. Retrieved from <http://www.afhayes.com/public/process2012.pdf>.
- Hayes, A. F. (2015). An index and test of linear moderated mediation. *Multivariate Behavioral Research, 50*, 1–22.
- Hayes, A. F. (2017). *Introduction to mediation, moderation, and conditional process analysis: A regression-based approach*. Guilford Publications.
- Hirschi, A. (2008). Personality complexes in adolescence: Traits, interests, work values, and self-evaluations. *Personality and Individual Differences, 45*, 716–721.
- Hsieh, H. H., & Huang, J. T. (2017). Core self-evaluations and job and life satisfaction: the mediating and moderated mediating role of job insecurity. *The Journal of Psychology, 151*(3), 282-298.
- Jiang, Z. (2015). Core self-evaluation and career decision self-efficacy: A mediation model of value orientations. *Personality and Individual Differences, 86*, 450-454.
- Johnson, R. E., Rosen, C. C., & Levy, P. E. (2008). Getting to the core of core self-evaluation: a review and recommendations. *Journal of Organizational Behavior, 29*(3), 391-413.
- Judge, T. A., Erez, A., Bono, J. E., & Thoresen, C. J. (2003). The core self-evaluations scale: Development of a measure. *Personnel Psychology, 56*(2), 303-331.
- Kagitcibasi, C. (1982). Old age security value of children and socioeconomic development: Cross-national evidence. *Journal of Cross-Cultural Psychology, 13*, 29-42.

- Kağnıoğlu, D. (2017). The role of women in working life in Turkey. *Wit Transactions on Ecology and the Environment*, 226, 349-358
- Kanter, R. M. (1977). *Work and family in the United States: A critical review and agenda for research and policy*. Russell Sage Foundation.
- Kaya, E.H. (2009). An overview of Turkish's Women Status in Turkey. *Toplum ve Demokrasi*, 2(5), 211-219.
- Kinnunen, U., Mäkikangas, A., Mauno, S., De Cuyper, N., & De Witte, H. (2014). Development of perceived job insecurity across two years: Associations with antecedents and employee outcomes. *Journal of Occupational Health Psychology*, 19, 243–258.
- Kisbu, Y. (2006). *Influences of regulatory focus, core self-evaluations and age on biases in perception and choice*. Unpublished master's thesis, Koc University, İstanbul.
- Kisbu-Sakarya, Y., MacKinnon, D. P., & Miočević, M. (2014). The distribution of the product explains normal theory mediation confidence interval estimation. *Multivariate Behavioral Research*, 49(3), 261-268.
- Klandermans, B., & van Vuuren, T. (1999). Job insecurity: Introduction. *European Journal of Work and Organizational Psychology*, 8(2), 145-153.
- Kline, R. B. (2011). *Principles and practice of structural equation modeling*. Guilford Publications.
- Koumoundourou, G. A., Kounenou, K., & Siavara, E. (2012). Core self-evaluations, career decision self-efficacy, and vocational identity among Greek adolescents. *Journal of Career Development*, 39(3), 269-286.

- Koumoundourou, G., Tsaousis, I., & Kounenou, K. (2011). Parental influences on Greek adolescents' career decision-making difficulties: The mediating role of core self-evaluations. *Journal of Career Assessment, 19*(2), 165-182.
- Kuhnert, K. W., & Vance, R. J. (1992). Job insecurity and moderators of the relation between job insecurity and employee adjustment. In J. C. Quick, L. R. Murphy, & J. J. Hurrell (Eds.), *Stress and wellbeing at work: Assessments and interventions for occupational mental health* (pp. 48–63). Washington, DC: American Psychological Association.
- Kundu, S. C., & Rani, S. (2007). Human resources' self-esteem across gender and categories: a study. *Industrial Management & Data Systems, 107*(9), 1366-1390.
- Kunnen, E. S. (2014). The effect of a career choice guidance on self-reported psychological problems. *Frontiers in Psychology, 5*, 547.
- Ladouceur, R., Gosselin, P., & Dugas, M. J. (2000). Experimental manipulation of intolerance of uncertainty: A study of a theoretical model of worry. *Behaviour Research and Therapy, 38*(9), 933-941.
- Larson, R. W., & Almeida, D. M. (1999). Emotional transmission in the daily lives of families: A new paradigm for studying family process. *Journal of Marriage and Family, 61*, 5-20.
- Lazarus, R. S., & Folkman, S. (1987). Transactional theory and research on emotions and coping. *European Journal of Personality, 1*(3), 141-169.
- Leitão, M., Guedes, Á., Yamamoto, M. E., & Lopes, F. D. A. (2013). Do people adjust career choices according to socioeconomic conditions? : An evolutionary analysis of future discounting. *Psychology & Neuroscience, 6*(3), 383-390.

- Lent, R. W., Brown, S. D., & Hackett, G. (1994). Toward a unifying social cognitive theory of career and academic interest, choice, and performance. *Journal of Vocational Behavior, 45*(1), 79-122.
- Lim, V. K. G. (1996). Job insecurity and its outcomes: Moderating effects of work-based and nonwork-based social support. *Human Relations, 49*, 171–194.
- Lim, V. K., & Loo, G. L. (2003). Effects of parental job insecurity and parenting behaviors on youth's self-efficacy and work attitudes. *Journal of Vocational Behavior, 63*(1), 86-98.
- Lim, V. K., & Sng, Q. S. (2006). Does parental job insecurity matter? Money anxiety, money motives, and work motivation. *Journal of Applied Psychology, 91*(5), 1078-1087.
- Marshall, T. C. (2008). Cultural differences in intimacy: The influence of gender-role ideology and individualism-collectivism. *Journal of Social and Personal Relationships, 25*(1), 143-168.
- Mau, W. C. (2000). Cultural differences in career decision-making styles and self-efficacy. *Journal of Vocational Behavior, 57*(3), 365-378.
- Mauno, S., Cheng, T., & Lim, V. (2017). The Far-Reaching consequences of job insecurity: A review on family-related outcomes. *Marriage & Family Review, 53*(8), 717-743.
- Meertens, R. M., & Lion, R. (2008). Measuring an individual's tendency to take risks: The risk propensity scale. *Journal of Applied Social Psychology, 38*(6), 1506-1520.
- Reisel, W. D., Probst, T. M., Chia, S. L., Maloles, C. M., & König, C. J. (2010). The effects of job insecurity on job satisfaction, organizational citizenship behavior, deviant behavior, and negative emotions of employees. *International Studies of Management & Organization, 40*(1), 74-91.

- Repetti, R. L., & Wood, J. (1997). Effects of daily stress at work on mothers' interactions with preschoolers. *Journal of Family Psychology, 11*, 90-108.
- Sallinen, M., Kinnunen, U., & Rönkä, A. (2004). Adolescents' experiences of parental employment and parenting: Connections to adolescents' well-being. *Journal of Adolescence, 27*(3), 221-237.
- Sarı, S., & Dağ, İ. (2009). Belirsizliğe Tahammülsüzlük Ölçeği, Endişe ile İlgili Olumlu İnançlar Ölçeği ve Endişenin Sonuçları Ölçeği'nin Türkçeye uyarlanması, geçerliliği ve güvenilirliği. *Anadolu Psikiyatri Dergisi, 10*, 261-270.
- Selek, P. (2012). *Sürüne sürüne erkek olmak*. İletişim Yayınları.
- Sexton, K. A., & Dugas, M. J. (2009). Defining distinct negative beliefs about uncertainty: Validating the factor structure of the intolerance of uncertainty scale. *Psychological Assessment, 21*, 176-186
- Shoss, M. K. (2017). Job insecurity: An integrative review and agenda for future research. *Journal of Management, 43*(6), 1911-1939.
- Somech, A. (2000). The independent and the interdependent selves: Different meanings in different cultures. *International Journal of Intercultural Relations, 24*(2), 161-172.
- Song, Y., & Li, B. (2019). Locus of Control and Trait Anxiety in Aged Adults: Mediating Effect of Intolerance of Uncertainty. *International Journal of Mental Health and Addiction, 17*(1), 13-21.
- Soresi, S., Nota, L., Ferrari, L., & Ginevra, M. C. (2014). Parental influences on youth's career construction. In *handbook of career development*. Springer, New York, NY.

- Stewart, W., & Barling, J. (1996). Fathers' work experiences effect children's behaviors via job-related affect and parenting behaviors. *Journal of Organizational Behavior*, 17, 221-232.
- Sümer, N., Solak, N., & Harma, M. (2013). *İşsiz yaşam: İşsizliğin ve iş güvencesizliğinin birey ve aile üzerindeki etkileri*. Koç Üniversitesi Yayınları.
- Sverke, M., Hellgren, J., & Näswall, K. (2006). *Job insecurity: A literature review*. Arbetslivsinstitutet.
- Swarr, A. E., & Richards, M. H. (1996). Longitudinal effects of adolescent girls' pubertal development, perceptions of pubertal timing, and parental relations on eating problems. *Developmental Psychology*, 32(4), 636.
- Westman, M. (2001). Stress and strain crossover. *Human Relations*, 54(6), 717-751.
- Westman, M., & Etzion, D. (1995). Crossover of stress, strain and resources from one spouse to another. *Journal of Organizational Behavior*, 16(2), 169-181.
- Westman, M., & Etzion, D. (1999). The crossover of strain from school principals to teachers and vice versa. *Journal of Occupational Health Psychology*, 4(3), 269-278.
- Westman, M., & Vinokur, A. D. (1998). Unraveling the relationship of distress levels within couples: Common stressors, empathic reactions, or crossover via social interaction? *Human Relations*, 51(2), 137-156.
- Whiston, S. C., & Keller, B. K. (2004). The influences of the family of origin on career development: A review and analysis. *The Counseling Psychologist*, 32(4), 493-568.
- Yook, K., Kim, K. H., Suh, S. Y., & Lee, K. S. (2010). Intolerance of uncertainty, worry, and rumination in major depressive disorder and generalized anxiety disorder. *Journal of Anxiety Disorders*, 24(6), 623-628.

Zuo, J. (2003). From revolutionary comrades to gendered partners: Marital construction of breadwinning in post-Mao urban China. *Journal of Family Issues*, 24, 314-337.



Appendix A

Demografik Bilgi Formu

Lütfen, aşağıda yer alan soruları cevaplandırırken size en uygun gelen cevabın yanındaki kutucuğa çarpı (☒) işareti koyunuz.

1- Yaşınız: _____

2- Cinsiyetiniz:

Erkek

Kadın

Diğer

3- Kaçınıcı sınıftasınız?

10. Sınıf

11. Sınıf

12. Sınıf

4- Genel not ortalamanız (Lise): _____

5- Evinize giren ortalama aylık gelir miktarını belirtiniz. (Yaklaşık olarak):

2.020 ve altı

2.021 – 4.000

4.001 – 6.000

6.001 – 8.000

8.001 – 10.000

10.001 – 12.000

12.001 – 14.000

14.001 ve üzeri

6- Ekonomik olarak ailenizi hangi gelir seviyesinde görüyorsunuz?

Alt

Alt-Orta

Orta

Üst-Orta

Üst

7- Lütfen aile bilgilerinizi giriniz.

Annemiz: Sağ Sağ değil Öz Öz değil
 (Annemiz öldüğünde kaç yaşındaydınız?: ___)

Babanız: Sağ Sağ değil Öz Öz değil
 (Babanız öldüğünde kaç yaşındaydınız?: ___)

Annemiz ve Babanız: Evli ve birlikte Evli ve ayrı yaşıyorlar Boşanmış
 (Boşandıklarında kaç yaşındaydınız?: ___)

8- Kiminle beraber yaşıyorsunuz?

Annem ve babamla Diğer : _____

9- Anneniz ve babanız ayrılmış ise:

a. Babanızla görüşme sıklığınız nedir?

Hiç Nadiren Ara sıra Sık sık Her zaman

b. Anneniz yeniden evlenmişse, üvey babanızla görüşme sıklığınız nedir?

Hiç Nadiren Ara sıra Sık Her zaman

10- Anneniz çalışıyor mu? Evet Hayır

a. (Çalışıyorsa) Mesleği: _____

b. (Çalışıyorsa) Çalışma şekli:

Tam zamanlı/Full time Yarı zamanlı(Part-time) Mevsimsel/Dönemsel

11- Annenizin eğitim durumu:

Okur-yazar değil Okur-yazar İlkokul mezunu
 Ortaokul mezunu Lise mezunu Üniversite mezunu

- Yüksek lisans mezunu Doktora mezunu

12- Babanız/Babanız gibi gördüğünüz kişi çalışıyor mu? Evet Hayır

a. (Çalışıyorsa) Mesleği: _____

b. (Çalışıyorsa) Çalışma şekli:

- Tam zamanlı/Full time Yarı zamanlı(Part-time) Mevsimsel/Dönemsel

13- Babanızın /Babanız gibi gördüğünüz kişinin eğitim durumu:

- Okur-yazar değil Okur-yazar İlkokul mezunu
 Ortaokul mezunu Lise mezunu Üniversite mezunu
 Yüksek lisans mezunu Doktora mezunu

14- Sizinle beraber kaç kardeşiniz? _____

15- Ailenizin kaçınıcı çocuğusunuz? _____

16- Okul dışında herhangi bir işte çalışıyor musunuz? Evet Hayır

a. (Çalışıyorsanız) Mesleğiniz: _____

b. (Çalışıyorsanız) Çalışma şekliniz:

- Tam zamanlı/Full time Yarı zamanlı(Part-time) Mevsimsel/Dönemsel

Appendix B

Perceived Paternal Job Insecurity Scale

Babanızın (veya babanız olarak hissettiğiniz bir erkeğin) işini düşündüğünüzde; aşağıdaki ölçekte verilen her bir maddeye ne ölçüde katılıp katılmadığınızı size en yakın RAKAMI işaretleyerek belirtiniz. Lütfen

Lütfen seçiniz:

- Bu soruları **babamı** düşünerek çözeceğim.
 Bu soruları **diğer bir kişiyi** düşünerek çözeceğim (Belirtiniz: _____)

	Kesinlikle Katılmıyorum	Katılmıyorum	Kararsızım	Katılıyorum	Kesinlikle Katılıyorum
1. Babam/babam gibi gördüğüm kişi şu anki işinde istediği kadar kalabilir.	1	2	3	4	5
2. Babam/babam gibi gördüğüm kişi eğer isteseydi, benzer bir işi başka bir yerde de kolayca bulabilirdi.	1	2	3	4	5
3. Babamın/babam gibi gördüğüm kişinin işinin ona emeklilik faydaları sağlayacağından eminim.	1	2	3	4	5
4. Babamın/babam gibi gördüğüm kişinin çalıştığı işyerinin yönetimi, çalıştığı yerin kapanacağını uzun zamandır dile getirmekte, dolayısıyla çalıştığı yönetime hiç kimse artık kulak asmıyor.	1	2	3	4	5

	Kesinlikle Katılmıyorum	Katılmıyorum	Kararsızım	Katılıyorum	Kesinlikle Katılıyorum
5. Babam/babam gibi gördüğüm kişi geçmiş yıllarda, başka işverenler bünyesinde etkin bir şekilde çalıştı.	1	2	3	4	5
6. Babam/babam gibi gördüğüm kişi işini kaybederse, kısa süre içerisinde, başka bir yerde iş bulabilir.	1	2	3	4	5
7. Babamın/babam gibi gördüğüm kişinin şu anki işinin ne kadar süre devam edeceğinden emin değilim.	1	2	3	4	5
8. Babamın/babam gibi gördüğüm kişinin yaptığı iş yavaş yürürlükten kaldırılsaydı, çalıştığı yer onu tekrar başka bir pozisyonda görevlendirmek için çok uğraşır.	1	2	3	4	5
9. Babamın/babam gibi gördüğüm kişinin çalıştığı işyerinin kapatılacağı yönündeki	1	2	3	4	5

söylentiler sadece birer dedikodudan ibarettir.

	Kesinlikle Katılmıyorum	Katılmıyorum	Kararsızım	Katılıyorum	Kesinlikle Katılıyorum
10. Babamın/babam gibi gördüğüm kişinin halihazırda çalıştığı işin hakkını verdiği sürece işini kaybetmeyeceğinden eminim.	1	2	3	4	5
11. Babam/babam gibi gördüğüm kişi şimdiki işinden çıkarılırsa, benzer bir iş bulmak için muhtemelen yer değiştirmek zorunda kalır.	1	2	3	4	5
12. Babamın/babam gibi gördüğüm kişinin çalıştığı işyeri kapatılacak olsa, buna dair işaretler olurdu.	1	2	3	4	5
13. Babamın/babam gibi gördüğüm kişinin çalıştığı iş yerinde onun pozisyonuna gerçek anlamda bir ihtiyaç var.	1	2	3	4	5
14. Babam/babam gibi gördüğüm kişi halihazırdaki işini kaybederse, muhtemelen uzun süre işsiz kalır.	1	2	3	4	5

	Kesinlikle Katılmıyorum	Katılmıyorum	Kararsızım	Katılıyorum	Kesinlikle Katılıyorum
15. Babam/babam gibi gördüğüm kişi çalıştığı iş yerinden aşamalı olarak çıkarılırsa, tekrardan iş bulabilmek için, büyük ihtimalle yeni beceriler edinmek zorunda kalır.	1	2	3	4	5
16. Babamın/babam gibi gördüğüm kişinin şimdiki işini kaybetmesinden korkuyorum.	1	2	3	4	5
17. Babamın/babam gibi gördüğüm kişinin çalıştığı işyerinin yönetimi, işyerini kapatmakla tehdit ederek, çalışanlardan daha fazla taviz alıyor.	1	2	3	4	5
18. Babamın/babam gibi gördüğüm kişinin çalıştığı yer ile alakalı en güvenilir bilgiye televizyon, gazete ve dergilerden ulaşılmaktadır.	1	2	3	4	5

Appendix C

Core Self-Evaluation Scale

Lütfen aşağıdaki her maddeyi dikkatlice okuduktan sonra o maddede yazanın size göre ne derece doğru veya yanlış olduğunu aşağıda verilen ölçeği kullanarak değerlendiriniz.

1	2	3	4	5
Tamamen Yanlış	Yanlış	Ne doğru Ne yanlış	Doğru	Tamamen Doğru

1. Hayatta hak ettiğim başarıyı yakaladığıma eminim.	
2. Bazen kendimi depresyonda hissederim.	
3. Uğraştığım zaman genelde başarıyorum.	
4. Bazen başarısız olduğumda kendimi değersiz hissederim.	
5. Derslerimi başarıyla tamamlarım.	
6. Bazen kendimi derslerime hakim hissetmiyorum.	
7. Genel olarak, kendimden memnunum.	
8. Yeteneklerimle ilgili şüphe duyuyorum.	
9. Hayatımda ne olacağını ben belirlerim.	
10. Okul yaşamımdaki başarıмым kontrolünün elimde olmadığını hissediyorum.	
11. Sorunlarımın çoğuyla başa çıkabilirim.	
12. Bazı zamanlar var ki her şey bana karamsar ve ümitsiz gözükür.	

Appendix D

Risk-taking Tendency in Career Choice Scale

Aşağıdaki 5 soruyu kendinize göre yanıtlayınız.

Gerçekten arzuladığım kariyere sahip olabilmek için:

1. Bir süre işsiz kalma riskini almaya razıyım

Kesinlikle Katılmıyorum	1	2	3	4	5	6	7	Kesinlikle Katılıyorum
-------------------------	---	---	---	---	---	---	---	------------------------

2. Bir süre asgari ücretle yaşamımı sürdürmeye razıyım.

Kesinlikle Katılmıyorum	1	2	3	4	5	6	7	Kesinlikle Katılıyorum
-------------------------	---	---	---	---	---	---	---	------------------------

3. Ailemden gelecek olan eleştirilerle yüzleşmeye razıyım.

Kesinlikle Katılmıyorum	1	2	3	4	5	6	7	Kesinlikle Katılıyorum
-------------------------	---	---	---	---	---	---	---	------------------------

4. Arkadaşlarımın hoşnutsuzluklarıyla yüzleşmeye razıyım.

Kesinlikle Katılmıyorum	1	2	3	4	5	6	7	Kesinlikle Katılıyorum
-------------------------	---	---	---	---	---	---	---	------------------------

5. Doğru işi bulmaya çalışırken yaşadığım belirsizlikle başa çıkmaya razıyım.

Kesinlikle Katılmıyorum	1	2	3	4	5	6	7	Kesinlikle Katılıyorum
-------------------------	---	---	---	---	---	---	---	------------------------

Appendix E

Intolerance of Uncertainty Scale

Aşağıda hayatın belirsizliklerine insanların nasıl tepki gösterdiklerini tanımlayan bir dizi ifade yer almaktadır. Bu ifadelerin sizi ne derece doğru yansıttığını, yanındaki rakamlardan size uygun olanı daire içine alarak belirtiniz

1 2 3 4 5



- 1- Belirsizlik, sağlam bir fikre sahip olmamı engelliyor..... 1 2 3 4 5
- 2- Emin olamama, kişinin düzensiz olduğu anlamına gelir. 1 2 3 4 5
- 3- Belirsizlik yaşamı katlanılmaz hale getiriyor..... 1 2 3 4 5
- 4- Yaşamda bir güvencenizin olmaması adaletsiz bir durumdur..... 1 2 3 4 5
- 5- Yarın ne olacağını bilemezsem zihnim rahat olmaz. 1 2 3 4 5

- 6- Belirsizlik beni rahatsız,
endişeli ya da stresli yapıyor. 1 2 3 4 5
- 7- Önceden kestirilemeyen olaylar
beni alt üst ediyor..... 1 2 3 4 5
- 8- İhtiyaç duyduğum bilginin tümüne sahip
olamamak beni engelliyor. 1 2 3 4 5
- 9- Belirsizlik istediğim şekilde
bir yaşam sürmemi engelliyor..... 1 2 3 4 5
- 10- Beklenmeyen durumlardan kaçınmak
için insan hep ileriye bakmalıdır. 1 2 3 4 5
- 11- Çok iyi planlanmışken bile beklenmeyen
ufacık bir durum her şeyi bozabilir. 1 2 3 4 5
- 12- Harekete geçme zamanı geldiğinde
belirsizlik elimi kolumu bağlıyor.. 1 2 3 4 5
- 13- Belirsizlik içinde olmam,
benim en iyi olmadığımı gösterir. 1 2 3 4 5
- 14- Emin olmadığım zaman,
yapacaklarım konusunda ilerleyemiyorum..... 1 2 3 4 5
- 15- Emin olmadığım zaman
çok iyi iş çıkartamıyorum.. 1 2 3 4 5
- 16- Benim aksime, diğer insanlar ne
yapacaklarından emin gözükmüyorlar. 1 2 3 4 5

- 17- Belirsizlik beni kırılğan,
mutsuz ya da hüzünlü kılıyor. 1 2 3 4 5
- 18- Geleceğin benim için neler getireceğini
her zaman bilmek isterim..... 1 2 3 4 5
- 19- Beklenmedik olaylara katlanamıyorum. 1 2 3 4 5
- 20- En ufak bir şüphe bile harekete
geçmemi engelliyor..... 1 2 3 4 5
- 21- Her şeyi önceden organize edebilmeliyim. 1 2 3 4 5
- 22- Emin olamamam,
güvensiz olduğum anlamına gelir. 1 2 3 4 5
- 23- Başkalarının kendi geleceklerinden
eminmiş gibi görünmeleri adaletsizliktir. 1 2 3 4 5
- 24- Belirsizlik derin uyumamı engelliyor..... 1 2 3 4 5
- 25- Bütün belirsiz durumlardan uzaklaşmalıyım. ... 1 2 3 4 5
26. Hayattaki belirsizlikler beni strese sokuyor. 1 2 3 4 5
27. Geleceğimle ilgili kararsız
olmaya katlanamıyorum..... 1 2 3 4 5