Career Decision Making in Cross-Cultural Analysis: A Review

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Abstract: Career decisions made by young adults have significant implications for their personal and occupational satisfaction. Career decision-making factors can be influenced by cultural values. Culture can be a source of conflict if it goes against individual wishes, and this is very likely to happen to individuals with two cultures. The purpose of this study are to identify and explain the cultural factors that influence youths' career decision-making in a bicultural setting. This study conducted a literature review, reviewing 9 articles published between 2005 - 2022. The articles were related to career decision-making and searched by Google Scholar, ERIC, and EBSCO databases. The results of the review find that there is a process of acculturation between the two cultures. Family and filial piety as interpersonal factors are the biggest influencing factors in career decision-making in a bicultural setting. Then, there are intrinsic factors such as self-confidence, self-efficacy, and motivation. The extrinsic factors that appear are social recognition and a sense of security. Career decision-making in bicultural culture is more interpersonally influenced, but acculturation to the host country influences them to be more intrinsically motivated and only somewhat externally motivated.

1 INTRODUCTION

Globalization is one of the things that affects the increasing global migration in the hope of getting a job or a better life (Borjas, 2015). In some Western countries, the number of immigrants continues to increase, as in America (Wambu et al., 2017), Canada (Borgen et al., 2021), and Australia (Akosah-Twumasi, 2020). An immigrant, a biracial individual, a visible minority or those who have studied abroad are people whom exposed to and internalizes more than one culture (Nguyen & Benet-Martínez, 2013). Biculturalism is being at ease and knowledgeable about both one's own culture and the culture of the nation or area where one has settled (Schwartz & Unger, 2010).

Culture and environmental have a significant impact on individual's career behaviors and outcomes. Cultural values have been recognized as significant influences on career decision making (Brown, 2003). Many scholars hold the view that cultures' values have a significant impact on how adolescents build their careers. Individualistic values associated considerably with intrinsic factors, but collectivist values significantly connected with extrinsic and interpersonal factors (Atitsogbe et al., 2018; Choi & Kim, 2013; Guan et al., 2015). All career-influencing factors derive from either intrinsic, extrinsic, or interpersonal dimensions (Carpenter and Foster, 1977). They described the intrinsic dimension as a collection of interests pertaining to a line of work and its social obligations. Extrinsic refers to the desire for social validation and security. Interpersonal refers to the influence of others, including family, friends, and instructors.

Migrant students who moved with their parents in this period of mass migration and are still deciding on their professional paths may be exposed to foreign cultural norms in general and the educational system in particular (Zhang et al., 2014). It is thought that migrant adolescents may have a difficult time navigating their career needs both within the educational systems of their host nations and also within the contexts of their own families. The most crucial choices people make in their lifetime are those related to their careers (Bimrose & Mulvey 2015; Kulcsár, Dobrean, & Gati, 2020).

Career decision-making can be defined as a process that describe or explains the choices a person makes while deciding on a career. It also helps to identify various elements that influence an

individual's career decision-making and helps them comprehend how these aspects affect their career selections and choices (Sharf, 2006). Career decision making is a process where individuals realize a need in making career decisions, are able to make them happen, and are able to make the right decisions with the right process and most in accordance with the individual's goals (Gati et al., 1996).

Uncertainties and difficulties arise for these migratory adolescents since the career decision-making process in their home cultures may differ from the culture of the host nation (Sawitri and Creed, 2017; Tao et al., 2018). Furthermore, conflicts over cultural values between parents and children are common in immigrant homes. Based on research with a collective cultural background, parents have a significant role in children's career development (Garcia et al., 2012; Sawitri, Creed & Zimmer-Gembeck, 2014; Özek & Ferraris, 2020). Meanwhile, in research with an individualist cultural background personal interest was highlighted as the major factor that influenced career decision making and the youth were more independent in their career decision making (Akosah-twumasi et al., 2018).

According to those research, individualistic and collectivist cultural bases have different factors in adolescents career decision making. Then, what are the factors that influence career decision making in bicultural adolescents? To the best of our knowledge, there is no literature review research about career decision making in bicultural setting. Also this study based on recommendation from previous study by Akosah-twumasi et al. (2018).

2   METHOD

This study conducted literature review as the method. The articles we reviewed were obtained from various database sources. Here are the following procedure. First, we used electronic databases: Google Scholar, ERIC, and EBSCO for searching publications. The keyword searches were conducted included: 1) Career and other possible terms: "Career decision making", "Career decision", "Career choice"; 2) Bicultural and other possible terms: "Bicultural", "Bicultural settings", "Immigrant", "Cultural", "Culture", "Cultures", "Cross cultural". Furthermore, 17.800 publications were obtained in the last 20 years (2002-2022). Yet, only 16 publications were relevant to the research topic.

3   RESULTS

Publications that met the study inclusion criteria were all published between 2005-2020 in the form of eight research articles and one thesis. Most of the publications are qualitative studies (seven publications) with subjects who are Asian immigrants to America (six publications).

3.1   Bicultural Asian American

Research on Asian American culture (Kantamneni et al., 2017) shows that the emerging cultural factor is to internalize the stereotypes of Asian Americans so that they pursue jobs that become stereotypes of Asian Americans (mathematics and science) due to cultural perceptions and family expectations.

Research on other Asian American cultures was conducted by Polenova et al. (2018), who found that the factors influencing the development of career identity are the interaction between family influences (cultural values, parental pressures, cultural capital, and family obligations) and individual characteristics (identity style, locus of control, and motivation). The impact of emerging cultural factors is a sense of parental obedience (such as filial piety) and career preferences in families related to science and medical fields. These findings suggest that the formation of Asian American students' career identities is characterized by an acculturation process that is moderated by the student's individual characteristics.

3.2.   Bicultural Chinese American

Subsequent bicultural immigrant research on Chinese American culture conducted by Ma & Yeh (2005) found that intergenerational family conflicts predict career doubts in young Chinese Americans. Intergenerational conflicts arise from differences in children's career desires with parents. In participants who were not born in America, self-construal relations-interdependence had an effect on the career certainty of young Chinese Americans. Young Chinese Americans define themselves as part of others, so following their parents' wishes and choosing a career based on parental advice makes them confident in their career choice. However, participants born in America were found to be more assertive, vocal, and independent.

Almost the same results in the research of Okubo et al. (2007) where the family still holds tight to Chinese culture. Expectations and career pressures come from parents. Some avoid discussing careers with family because of existing or predictable

conflicts. Others discuss their career issues and incorporate their expectations into the decision-making process. Discussion of career issues is also carried out with close friends and family.

3.3 Immigrant Collectivist in Individualistic Setting

Research on subsequent bicultural immigrants in immigrants from South Asia, Southeast Asia, Central and South Europe who migrated to Australia (Kewalramani & Phillipson, 2020). Cultural tools such as parental beliefs and values are used as communication tools to shape students' thinking, which in turn impacts their choice of subjects. Parents' expectations direct their child's choice of subjects and ultimately direct their child's decisions to a specific career such as being a childcare educator or doctor.

Meanwhile, the research of Akosah-Twumasi et al. (2020) conducted on Sub-Saharan African (SSA) immigrants who migrated to Australia discussed the parenting style of African migrant parents. It was found that SSA migrant parents in this study preferred authoritarian and authoritative parenting styles because this approach was commonly used in their communities. Some parents adapt their parenting styles as they adapt to the circumstances in Australia. Previously using an authoritative parenting style, it became more trusting because parents felt they lacked the educational skills to guide their children. Some other parents, who are usually authoritarian, use clever tactics in influencing their children's decisions, to circumvent strict Australian laws regarding children's rights.

Furthermore, bicultural research where a person is in two different cultures. In this review, the bicultural research taken is students or practitioners studying abroad. In South Korean counselor educators who are in the American counselor education program (both in South Korea and in America) (Park, 2020) it was found that cultural factors in the form of family expectations and family needs play an important role in career decisions. In this study, participants preferred work that allowed them to balance their professional and personal lives. During the career decision-making process, participants also think about their dual roles such as children, wives, mothers, and educational counselors. Participants wanted career flexibility for quality parenting and family time. In addition, participants tried to get a job that matched the expectations of their parents. The most powerful influence comes from the desire to fulfill the obligation of filial piety to parents

("hyodo") and the sense of having quality time with family.

A recent study conducted by Mathew (2019) on adult immigrants (25-35 years old) in Canada found that some participants felt family was an important helper factor, Others felt family as an inhibiting factor. Outsiders (not family) also contribute to their success as they also rely on teachers, mentors, friends, supervisors, and workplace bosses to direct vocational options and career development in Canada, due to their parents' limited knowledge. Cultural transition becomes a helpful factor. The integration of climate and supportive family attitudes with the abundance of educational and career opportunities in Canada gives them the opportunity to explore and commit to future success. Parents' sacrifices to support the education of their children (the participants), so that children feel responsible for doing their best in repaying them. Sense of obligation motivates success. In addition their native cultural values also help in achieving career goals, interpersonal relationships, self-growth, and the meaning of life. The role of supportive family backgrounds, upheld values, the development of resilience, and openness to diversity in Canada as positive cultural experiences in career decision-making for immigrants.

3.4 Student Abroad Collectivist in Individualistic Setting

The last bicultural research was that Chinese students studying in the UK (Wu, 2020) found that family influence, social life abroad, and personal improvement were factors influencing career decision-making. Cultural factors arise on the theme of family influence, namely: Chinese culture and family values, parental work, family advice, and the influence of other family members. Then the theme of overseas social life is to get along with local students, negotiations between cultures, balancing two cultural values, and shifting personal values.

Table 1 summarizes the 9 publications included in this review.

Table 1: Summary of Studies Included in The Review

No	Author and Year	Title	Study setting and cultural value	Research Method	Factors
1	Yihan, 2020	Study Abroad Experience and Career Decision-Making: A Qualitative Study of Chinese Students	Study Abroad, Collectivist in Individualistic setting	Qualitative	Interpersonal: Family advice, family expectations, social responsibility Intrinsic: Students have personal improvements like learning satisfaction, academic achievement, self-efficacy
2	Okubo et al., 2007	The Career Decision-Making Process of Chinese American Youth	Immigrant, Collectivist in Individualistic setting	Qualitative	Interpersonal: Family expectations, filial piety, discussions with close friends and family Intrinsic: Having desires of oneself
3	Yeh & Ma, 2005	Factors Influencing the Career Decision Status of Chinese American Youths	Immigrant, Collectivist in Individualistic setting	Qualitative	Interpersonal: Family expectations, filial piety, discussions with close friends and family Intrinsic: those who were born in America more independent
4	Matthew, 2019	Career Decision-Making of Immigrant Young People Who Are Doing Well: Helping and Hindering Factors	Immigrant, Collectivist in Individualistic setting	Qualitative	Interpersonal: Influenced by parents, teachers/educators, peers Intrinsic: Personal interests Extrinsic: Educational and career opportunities in Canada provide an opportunity to explore
5	Park, 2020	The Role of Family in Korean Female Counselor Educators' Career Decisions, 2020	Immigrant, Collectivist in Individualistic setting	Qualitative	Interpersonal: filial piety, traditional gender roles, and sense of belonging
6	Kantamneni, Dharmalingam, Orley & Kanagasingam, 2018	Cultural Factors, Perceived Barriers, and Asian American Career Development: An Application of Social Cognitive Career Theory, 2017	Immigrant, Collectivist in Individualistic setting	Quantitative	Intrinsic: interest influenced by stereotype which predict self efficacy Extrinsic: Job prestigious influenced by stereotype
7	Polenova, Vedral, Brisson & Zinn, 2018	Emerging Between Two Worlds: A Longitudinal Study of Career Identity of Students From Asian American Immigrant Families, 2017	Immigrant: Asian American	Qualitative	Intrinsic: Locus of control, motivation, interests with sains and medical job were related to family support Extrinsic: Career preference influenced by family Interpersonal: Filial piety
8	Kewalramani & Phillipson, 2020	Parental role in shaping immigrant children's subject choices and career pathway	Immigrant, Collectivist in Individualistic setting	Qualitative	Intrinsic: Parents belief and values shape their children's interests

9	Akosah-twumasi et al., 2020	"Preparing Them for the Road": African Migrant Parents' Perceptions of Their Role in Their Children's Career Decision-Making, 2020	Immigrant, Collectivist in Individualistic setting	Qualitative	Interpersonal: Parents use the same parenting style as their cultural heritage
		decisions in Australia, 2019			

4   DICUSSION

This literature review looked into the elements that are currently impacting career decision making in bicultural contexts across a number of different countries. In the studies under examination, interpersonal and intrinsic elements were examined in more detail than extrinsic ones. Intrinsic variables in these pieces were mostly family-influenced personal interests. The importance of prominent careers and employment stability were extrinsic variables. Interpersonal elements include interactions with other social agents such school counselors, teachers, and other educators as well as the activities of socialization agents in one's life including parental support, filial piety, status, and peer impact (Lent et al., 2010; Shin & Kelly, 2013; Cheung & Arnold, 2014; Guan et al., 2015; Kim, Ahn & Fouad, 2016).

According to our research, when young people move from their home culture to another, their cultural values are tested, and their patterns of professional decision-making may be impacted. For example, Tao et al. discovered that students of Chinese heritage who were acculturated to Canada prioritized personal interests, self-efficacy, and financial security over upholding family and social expectations while selecting professional decisions (Tao et al., 2018). Similar to this, Asian American students who adhered more strongly to Asian values had a strong feeling of parental responsibility and were more likely to perceive family support than their peers who were more acculturated to American values (Polenova et al., 2018; Hui & Lent, 2018). Migration, or moving between cultures, causes a person's life to alter and adapt in a number of ways. The youngster may experience internal and psychological changes, also known as psychological acculturation, which have an impact on their occupational identity (Berry, 1997).

5   CONCLUSION

Bicultural individuals' career decision making are primarily impacted by interpersonal factors because they still carry their cultural heritage (collective culture) like filial piety, following parental advice, but on the subject of adolescents especially those born living in the host country as they acclimate to their new environment (host country), they become more internally motivated, have personal interests, and only somewhat externally motivated (prestigious profession and job security).

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