CHAPTER 7

HYPOTHESES TESTING

The results of hypotheses testing are presented in this chapter. The study hypotheses were tested using structural equation modeling which comprises of two parts: (1) the measurement model and (2) the structural model. The results of the measurement model have been presented in the previous chapter (chapter 6). This chapter presents and discusses the results derived from the structural model through path analysis using Amos (version 20). The significance level of each path in the hypothesized structural model is tested and the model fit indices for the entire structural model is assessed.

7.1 Proposed Structural Model

The proposed research model presented in chapter 4 is once again discussed in this section for the sake of convenience. There are eleven subjective and two objective constructs in the model. The subjective constructs that were measured through scale items are: career adaptability, career optimism, perceived knowledge of job market, emotional support, informational support, financial support, focused search strategy, exploratory search strategy, haphazard search strategy, pre-entry person-job fit perception, and pre-entry person-organization fit perception. The objective constructs that were measured on a continuous scale are number of job offers and percentage of job search success. All the proposed relationships in the research model are reproduced below:

**H1a:** Career adaptability positively impacts focused search strategy.

**H1b:** Career optimism positively impacts focused search strategy.

**H1c:** Perceived knowledge of job market positively impacts focused search strategy.
H2a: Career adaptability positively impacts exploratory search strategy.

H2b: Career optimism positively impacts exploratory search strategy.

H2c: Perceived knowledge of the job market positively impacts exploratory search strategy.

H3a: Career adaptability negatively impacts haphazard search strategy.

H3b: Career optimism negatively impacts haphazard search strategy.

H3c: Perceived knowledge of the job market negatively impacts haphazard search strategy.

H4a: Emotional support positively impacts focused search strategy.

H4b: Emotional support impacts exploratory search strategy.

H4c: Emotional support negatively impacts haphazard search strategy.

H5a: Financial support positively impacts focused search strategy.

H5b: Financial support positively impacts exploratory search strategy.

H5c: Financial support negatively impacts haphazard search strategy.

H6a: Informational support positively impacts focused search strategy.

H6b: Informational support positively impacts exploratory search strategy.

H6c: Informational support negatively impacts haphazard search strategy.

H7a: Focused search strategy negatively impacts the number of job offer.

H7b: Focused search strategy positively impacts the percentage of job search success.

H7c: Focused search strategy positively impacts pre-entry P-J fit perception.

H7d: Focused search strategy positively impacts pre-entry P-O fit perception.

H8a: Exploratory search strategy positively impacts the number of job offers.

H8b: Exploratory search strategy negatively impacts the percentage of job search success.

H8c: Exploratory search strategy negatively impacts pre-entry P-J fit perception.

H8d: Exploratory search strategy negatively impacts pre-entry P-O fit perception.
H9a: Haphazard search strategy negatively impacts the number of job offers.

H9b: Haphazard search strategy negatively impacts percentage of job search success.

H9c: Haphazard search strategy negatively impacts pre-entry P-J fit perception.

H9d: Haphazard search strategy negatively impacts pre-entry P-O fit perception.

7.2 Hypotheses Testing

The research hypotheses were tested through path analysis in the structural equation modeling. SEM estimates all the proposed paths in the research model simultaneously and therefore it is highly preferred over regression analysis which evaluates only one relationship at a time. The modification indices obtained in SEM helps the researcher to improve the model fit. The structural model constructed for hypotheses testing is presented in Figure 7.1. Various fit indices such as CMIN/DF, CFI, GFI, AGFI, TLI, and RMSEA were considered for assessment of how well the research model fits the data.

7.3 Results of Structural Equation Modeling

Figure 7.1 presents the path diagram obtained from SEM using Amos. The model fit indices of the structural model are produced in Table 7.1.

The model fit indices derived for the entire structural model are: CFI, GFI, AGFI, NFI, TLI, and RMSEA. The values for CFI, AGFI, NFI, and TLI were found to be below the minimum recommended value of 0.9 and for RMSEA it was found to be above the maximum recommended value of 0.08. The CMIN/DF was also found to be above the maximum recommended value of 3. These results indicated a poor fit of hypothesized model to the data. Since the objective of this study was not to test any interaction and/or mediation effects between the constructs, the structural model was split into two sub parts i.e. Model 1 and Model 2.
Figure 7.1: Initial Structural Model
Table 7.1: Model fit Indices for the entire Structural Model

<table>
<thead>
<tr>
<th>Model Fit Indices</th>
<th>Values obtained for the initial Structural Model</th>
</tr>
</thead>
<tbody>
<tr>
<td>CFI</td>
<td>0.79</td>
</tr>
<tr>
<td>GFI</td>
<td>0.99</td>
</tr>
<tr>
<td>AGFI</td>
<td>0.86</td>
</tr>
<tr>
<td>NFI</td>
<td>0.79</td>
</tr>
<tr>
<td>TLI</td>
<td>0.62</td>
</tr>
<tr>
<td>RMSEA</td>
<td>0.19</td>
</tr>
<tr>
<td>CMIN/DF</td>
<td>7.44</td>
</tr>
</tbody>
</table>

Due to poor indicators of goodness of fit for the initial structural model, the model was split into two sub parts. Model 1 tested the proposed relationships between the components of career planning attitudes (career adaptability, career optimism, and perceived knowledge of job market) and job search strategies (focused, exploratory, haphazard) and the relationship between social support (emotional support, financial support, informational support) and the three job search strategies. Model 2 tested the proposed relationships between the three job search strategies and all the job search outcomes such as number of job offers, percentage of success, pre-entry person-job fit and pre-entry person-organization fit perceptions. From the methodological perspective, SEM, being an advance statistical tool, has an edge over regression analysis. It is due to this that splitting the model into two sub parts does not affect the assessment of causal linkages between the constructs that are driven by the theoretical justification i.e. all the constructs are independent of each other (Novak, Hoffman, & Yung, 2000). This vindicates the
splitting of research model into two sub parts. The model fit indices were assessed separately for the two structural models.

Figure 7.2: Structural Model 1
7.4 Testing of Structural Model 1

7.4.1 Goodness of Fit indices for Model 1

The proposed research Model 1 is presented in Figure 7.2. The model examines the impact of career planning attitude components (career adaptability, career optimism, and perceived knowledge of job market) and social support dimensions (emotional support, financial support, and informational support) on the three job search strategies (i.e. focused, exploratory, and haphazard). In order to test the proposed relationship in Model 1, a structural model (Figure 7.2) was build using Amos and the model fit indices were assessed. The model fit indices were: CMIN/DF= 4.00, GFI=0.99, AGFI= 0.92, CFI= 0.99, NFI= 0.99, TLI= 0.96, RMSEA= 0.07. The model fit indices are all above the minimum recommended value of 0.9 and RMSEA is less than the maximum recommended value of 0.08; CMIN/DF is slightly above the maximum recommended value of 3 and falls within the tolerable limit of 5 (Tabachnick & Fidell, 1996; Baiocco et al., 2009). Thus, the values obtained for structural model 1 indicates goodness of fit i.e. the research model adequately fits the data. Therefore, it can be inferred that the proposed theoretical model fits the sample data.

7.4.2 Hypotheses testing for Model 1

Model 1 examined the hypothesized relationships between individual factors i.e. career planning attitudes (career adaptability, career optimism, and perceived knowledge of job market) and job search strategies, and between situational factors i.e. social support types (emotional, financial, informational) and job search strategies. The criteria for evaluating the structural model are the structural parameter estimates i.e. path coefficients and p-values (Hair et al., 2010). The direction of structural path is indicated by positive or negative sign of path coefficients i.e. the standardized regression weights. The p-value is considered significant when
it is less than 0.05 (Anderson, Sweeney, Williams, Camm, & Cochran, 2016). A path coefficient with an absolute value of less than 0.10 indicates small effect on the dependent construct and a value of around 0.30 and greater than or equal to 0.50 signifies medium and large effect respectively (Kline, 2015). The structural model 1 with its path coefficients are presented in Figure 7.3.

![Figure 7.3: Model 1 with Path Coefficients](image-url)
Table 7.2: Summary of Structural Equation Modeling Results for Model 1

<table>
<thead>
<tr>
<th>Hypotheses</th>
<th>Relationships</th>
<th>Estimate</th>
<th>Critical Ratio (t-value)</th>
<th>p-value</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>H1A</td>
<td>CA → FSS</td>
<td>0.841</td>
<td>17.708</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H1B</td>
<td>CO → FSS</td>
<td>-0.045</td>
<td>-0.880</td>
<td>0.379</td>
<td>Not Supported</td>
</tr>
<tr>
<td>H1C</td>
<td>PJK → FSS</td>
<td>0.332</td>
<td>2.881</td>
<td>0.004</td>
<td>Supported</td>
</tr>
<tr>
<td>H2A</td>
<td>CA → ESS</td>
<td>0.124</td>
<td>2.929</td>
<td>0.003</td>
<td>Supported</td>
</tr>
<tr>
<td>H2B</td>
<td>CO → ESS</td>
<td>0.703</td>
<td>21.233</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H2C</td>
<td>PJK → ESS</td>
<td>0.234</td>
<td>5.146</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H3A</td>
<td>CA → HSS</td>
<td>-0.140</td>
<td>-1.561</td>
<td>0.119</td>
<td>Not Supported</td>
</tr>
<tr>
<td>H3B</td>
<td>CO → HSS</td>
<td>-0.111</td>
<td>-2.877</td>
<td>0.004</td>
<td>Supported</td>
</tr>
<tr>
<td>H3C</td>
<td>PJK → HSS</td>
<td>-0.195</td>
<td>-4.599</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H4A</td>
<td>ES → FSS</td>
<td>0.308</td>
<td>6.139</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H4B(open-ended hypothesis)</td>
<td>ES → ESS</td>
<td>-0.101</td>
<td>-2.699</td>
<td>0.007</td>
<td>Negative relationship was found</td>
</tr>
<tr>
<td>H4C</td>
<td>ES → HSS</td>
<td>-0.184</td>
<td>-4.770</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H5A</td>
<td>FS → FSS</td>
<td>0.459</td>
<td>11.998</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H5B</td>
<td>FS → ESS</td>
<td>0.758</td>
<td>24.477</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H5C</td>
<td>FS → HSS</td>
<td>-0.137</td>
<td>-3.735</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H6A</td>
<td>IS → FSS</td>
<td>0.033</td>
<td>0.937</td>
<td>0.349</td>
<td>Not Supported</td>
</tr>
<tr>
<td>H6B</td>
<td>IS → ESS</td>
<td>0.366</td>
<td>8.183</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H6C</td>
<td>IS → HSS</td>
<td>-0.035</td>
<td>-1.170</td>
<td>0.242</td>
<td>Not Supported</td>
</tr>
</tbody>
</table>

CMIN/DF= 4.002, GFI=0.997, AGFI= 0.921, CFI= 0.998, NFI= 0.997, TLI= 0.963, RMSEA= 0.077.
The findings for the structural model 1 are presented in Table 7.2. The path coefficients and p-values indicates that out of eighteen proposed relationships in Model 1, ten relationships are significant at less than 0.01 level and four relationships are significant at less than 0.05 level. The remaining four relationships were found insignificant.

### 7.5 Results of Structural Model 1

Based on the results derived from SEM, the conclusions are drawn and discussed below.

H1A that tested for the positive relationship between career adaptability and focused search strategy was supported. The path coefficient (0.73) is greater than 0.50 and the p-value is less than 0.01 which supported the prediction that career adaptability positively impacts focused search strategy.

H1B that tested for the positive relationship between career optimism and focused search strategy was not supported. The path coefficient (-0.12) is negative and less than -0.50 and p-value (p= 0.38) is greater than 0.05. Thus, the prediction that career optimism positively impacts focused search strategy was not proven.

H1C that tested for the positive relationship between perceived knowledge of job market and focused search strategy was supported. The path coefficient (0.23) reflects medium effect and the p-value is less than 0.05. Thus, the prediction that perceived knowledge of job market positively impacts focused search strategy was supported.

H2A tested for positive relationship between career adaptability and exploratory search strategy. The path coefficient (0.52) is greater than 0.50 and the p-value is less than 0.05. Thus, it supports the prediction that career adaptability positively impacts exploratory search strategy.
H2B that examined for the positive relationship between career optimism and exploratory search strategy was supported. The path coefficient (0.84) is greater than 0.50 and the p-value is less than 0.01 which proved the prediction that career optimism positively impacts exploratory search strategy.

H2C tested for the positive relationship between perceived knowledge of job market and exploratory search strategy. The path coefficient (0.54) is greater than 0.50 and the p-value is less than 0.01. Thus, the prediction that perceived knowledge of job market positively impacts exploratory search strategy was proved.

H3A that tested for the negative relationship between career adaptability and haphazard search strategy was not supported. The path coefficient (-0.14) was although negative but the p-value (p= 0.119) was greater than 0.05. Thus, the prediction that career adaptability negatively impacts haphazard search strategy was not proven.

H3B that tested for the negative relationship between career optimism and haphazard search strategy was supported. The path coefficient (-0.32) is above -0.30 which reflects medium effect and the p-value is less than 0.05. Thus, the prediction that career optimism negatively impacts haphazard search strategy was supported.

H3C that tested for the negative relationship between perceived knowledge of job market and haphazard search strategy was supported. The path coefficient (-0.27) is close to -0.30 and the p-value is less than 0.01 which proved the prediction that perceived knowledge of job market negatively impacts haphazard search strategy.

H4A that tested for the positive relationship between emotional support and focused search strategy was supported. The path coefficient (0.31) is above 0.30 and the p-value is less
than 0.01 which proved the prediction that emotional support positively impacts focused search strategy.

H4B being an open-ended hypothesis tested for the relationship between emotional support and exploratory search strategy. The path coefficient (-0.22) being close to -0.30 shows a negative relationship and the p-value is less than 0.05. Thus, a negative relationship was found between emotional support and exploratory search strategy.

H4C that tested for the negative relationship between emotional support and haphazard search strategy was supported. The path coefficient (-0.18) shows a small negative effect and the p-value is less than 0.01 which proved the prediction that emotional support is negatively related to haphazard search strategy.

H5A that tested for the positive relationship between financial support and focused search strategy was supported. The path coefficient (0.33) is above 0.30 and the p-value is less than 0.01. Thus, the prediction that financial support positively impacts focused search strategy was proved.

H5B that tested for the positive relationship between financial support and exploratory search strategy was supported. The path coefficient (0.30) shows a medium effect and the p-value is less than 0.01 which proved the prediction that financial support positively impacts exploratory search strategy.

H5C that tested for the negative relationship between financial support and haphazard search strategy was supported. The path coefficient (-0.35) is above -0.30 and the p-value is less than 0.01. Thus, the prediction that financial support negatively impacts haphazard search strategy was supported.
H6A that tested for the positive relationship between informational support and focused search strategy was not supported. The path coefficient (-0.03) is less than -0.10 and the p-value (p= 0.35) is greater than 0.05. Thus, the prediction that informational support positively impacts focused search strategy was not proven.

H6B that tested for the positive relationship between informational support and exploratory search strategy was supported. The path coefficient (0.37) is greater than 0.30 and the p-value is less than 0.01 which proved the prediction that informational support positively impacts exploratory search strategy.

H6C that tested for the negative relationship between informational support and haphazard search strategy was not supported. The path coefficient (-0.21) is although negative, the p-value is greater than 0.05. Thus, the prediction that informational support negatively impacts haphazard search strategy was not proven.

7.6 Discussion of Results for Model 1

7.6.1 Discussion of Result for H1A

The result of path analysis showed that career adaptability has a positive impact on focused search strategy. This result is in sync with extant literature on career planning which suggests that career adaptability provides clarity of career related goals and fosters career decisiveness (Gunkel et al., 2010; Tolentino et al., 2014) which drives the job seekers to apply selectively for jobs they aspire for. Career planning is the first step in the process of career decision-making and being able to cope with hurdles in the career path and adapt quickly to the changing work demands help an individual to pursue the career he/she is interested in and suitable for. Furthermore, a successful school-to-work transition requires extensive planning and higher level of vocational identity (i.e. assessment of oneself in terms of skills, interest, and
abilities and assessment of employment opportunities and career alternatives) to arrive at a suitable career choice. Career adaptability, as a component of career planning attitudes, fosters greater specificity and clarity about the career choices reflected in the use of focused search strategy.

7.6.2 Discussion of Result for H1B

The findings of the study showed no relationship between career optimism and focused search strategy. As suggested by Rottinghaus et al. (2005), besides individual level factors career optimism is largely influenced by external factors such as job market conditions as well. Given the competitive job market conditions in India, with limited or no promising opportunity for fresher’s (Kuriakose & Joseph, 2016), it is likely that the entry-level job seekers did not specify fixed and optimistic employment goals for themselves; leading to lack of decisiveness about their occupational or job choice (Agarwala, 2008). This result is consistent with the findings by Chatterjee (2014) in the Indian context where no support was found for the predicted positive relationship between career optimism and career decisiveness. Therefore, it can be concluded that better job market conditions could probably have yielded a different result. Future studies can be conducted to investigate the impact of labor market conditions on career optimism and job search behavior of entry-level job seekers so as to have a comprehensive and integrated understanding of the external factors that influence career planning attitudes and subsequent job search process in emerging markets such as India.

7.6.3 Discussion of Result for H1C

The result proved the proposed positive impact of perceived knowledge of job market on focused search strategy. Studies have been found to have established a positive relationship
between perceived knowledge of job market and career choice or career decision-making (Porfeli, Lee, Vondracek, & Weigold, 2011; Chatterjee, 2014). Development of career planning attitudes is non-viable without an in-depth assessment of self and environment (Dik et al., 2008; Arnold & Barrett, 2017). Individuals have to keep current with the job market trends and career opportunities and alter their personal traits and skill sets in sync with the available opportunities (Hirschi, Niles, & Akos, 2011; McIlveen et al., 2013; Stoeber et al., 2016). Since students with greater understanding and comprehension of job market trends (i.e. employment opportunities) are known to be more decisive about their careers, they are likely to use a focused strategy in their job search.

7.6.4 Discussion of Result for H2A

The result supported the hypothesis that career adaptability has a positive impact on exploratory search strategy. Extant literature suggests that career adaptability also involves career exploration activities that help in making an informed decision and arriving at a career choice (Savickas, 2005; Koen et al., 2012; Guan et al., 2014; Tolentino et al., 2014; Garcia et al., 2015). The ability to adjust and adapt quickly to changing work roles, career transitions, and sudden alteration in the career plans is likely to induce exploration of available career opportunities which in turn may foster the use of exploratory search strategy (Koen et al., 2010). Past studies (Zikic & Klehe, 2006; Koen et al., 2010) have also noted the positive impact of career adaptability involving exploration on the use of exploratory search strategy.

7.6.5 Discussion of Result for H2B

The prediction that career optimism has a positive impact on exploratory search strategy was supported. Since career optimism involves the positive outlook towards the future career and
the belief that the current efforts would result in the fruitful career outcomes in the future, the students perceived exploration of career opportunities to be more rewarding when compared to the job search efforts that are directed towards specific type of jobs. This finding can once again be attributed to the competitive job market conditions in India during the conduct of this study. The result indicated that the students, who expect a best possible career outcome in the future, tend to extensively explore all the job opportunities available to them. Since students high on career optimism feel comfortable in performing career planning activities, they possess the motivation and dedication to pursue all the job related information and explore their alternatives.

7.6.6 Discussion of Result for H2C

The result of path analysis showed a positive impact of perceived knowledge of job market on exploratory search strategy, as predicted by H2C. Extant career literature indicates that perceived knowledge of job market involves exploration of career alternatives by proactively collecting information on all the available jobs and career opportunities (Rottinghaus et al., 2012); inducing the use of exploratory search strategy. In order to develop career planning attitudes and survive in a competitive job market conditions, one need to keep update with the job market demands, employment trends, and skills desired by the employers. Hence, the students who actively collect information on the occupations and employment opportunities available to them tend to follow exploratory search strategy in their job search.

7.6.7 Discussion of Result for H3A

The findings of the study did not establish any relationship between career adaptability and haphazard search strategy. In sync with past studies (Koen et al, 2010; Taggar & Kuron, 2016), the path coefficient depicted a negative direction for the impact of career adaptability (i.e.
the perceived ability to overcome the hurdles) on haphazard search strategy but the same was not found to be significant for drawing a conclusion. The negative impact of career adaptability on career indecisiveness has been cited a number of times in the literature (Ganster & Lovell, 1978; Reese & Miller, 2006; Koen et al., 2012; Sarchielli et al., 2017) and although insignificant, the p-value for this relationship is close to 0.10 level of significance. Thus, it is likely that the individuals high on career adaptability did not use haphazard strategy while searching for employment; resulting in no linkages between the two constructs.

7.6.8 Discussion of Result for H3B

The result of path analysis supported the prediction regarding negative impact of career optimism on haphazard search strategy. As a component of career planning attitudes, career optimism fosters exploration of career alternatives to make an informed decision and choose the best alternative. Career optimism is likely to reduce career indecisiveness and a random approach towards one’s career (Gunkel et al., 2010; McIlveen et al., 2013). Once an individual is comfortable in performing the career planning activities, he/she is less likely to apply a trial and error approach in the job search i.e. use of haphazard search strategy.

7.6.9 Discussion of Result for H3C

The prediction for a negative impact of perceived knowledge of job market on haphazard search strategy was supported. The result of path analysis indicated that a good understanding and comprehension about the job market and employment trends induces the students to arrive at clear employment goals or explore the various alternatives available to them for making the best suitable choice for one’s career. Thus, it reduces the chance of fuzzy employment goal and abstain the use of hit or miss (i.e. unplanned) approach in the job search. This result is consistent
with the past studies which suggest that perceived knowledge of job market fosters career decisiveness and career exploration and is negatively associated with career indecision (Gunkel et al., 2010; Rottinghaus et al., 2012; McIlveen et al., 2013; Chatterjee, 2014); that is reflected in the use of haphazard search strategy.

7.6.10 Discussion of Result for H4A

The result of path analysis supported for the predicted positive impact of emotional support on focused search strategy. Zikic and Klehe (2006) noted the positive impact of emotional support on employment quality which can be achieved through clear employment goal and a more focused approach in the job search. Thus, the result is in sync with the extant literature which suggests that emotional support acts a coping mechanism that encourages the job seekers to pursue their goals and maintain persistence during failure and uncertainty.

7.6.11 Discussion of Result for H4B

This hypothesis was formulated to test the competing line of theories that are both in favor of and against the positive association between emotional support and exploratory search strategy. The path coefficient indicated a significant negative impact of emotional support on exploratory search strategy. This finding is in sync with the “model of vocational exploration and commitment” by Blustein et al. (1989) which suggest that emotional support leads to perceived pressure towards attainment of set targets and goals and abstain individuals from indulging in exploration activities. The findings can be attributed to the fact that in a collectivist society like India, students who receive emotional support are likely to put all their efforts and time in perusal of a predetermined goal set by themselves or suggested by others in their social network, without exploring the alternatives that could be available.
7.6.12 Discussion of Result for H4C

This hypothesis found support for the predicted negative impact of emotional support on haphazard search strategy. The result revealed that in the presence of emotional support individuals are less likely to have unclear goals and unplanned roadmap to achieve the same (Russell et al., 2015). Since emotional support is known to have a positive impact on the employment quality (Zikic & Klehe, 2006), it abstains the use of a hit or miss approach in job search that is characterized by lack of motivation and dedication to pursue the career and job related information (Konstam et al., 2015). Thus, emotional support prevents the students from using of haphazard search strategy in their job search.

7.6.13 Discussion of Result for H5A

The result proved the hypothesis regarding positive impact of financial support on focused search strategy. Monetary or financial support available to the students, allows them to strive for their desired career and employment goals, without having to bother about financially supporting oneself (Dahling, Melloy, & Thompson, 2013). In collectivist societies like India, the parents tend to financially support their children until they find a suitable job for themselves and are able to take care of all their expenditures independently (Banerjee, Cole, Duflo, & Linden, 2005). Hence, when the job seeking students are being provided with monetary support, they tend to use a more focused approach in their job search instead of settling for a less preferred job hurriedly (Gerards & Welters, 2016).

7.6.14 Discussion of Result for H5B

The result revealed support for the prediction that financial support positively impacts exploratory search strategy. From the result, it can be inferred that the availability of financial
support allows the job seeking students to indulge in career exploration activities (Gerards & Welters, 2016), which in turn leads to an exploratory search strategy during the job search. When the individual needs are taken care of by the family, there is no sense of urgency to apply and settle for any job that comes the way. Thus, financial support induces the job seekers to thoroughly screen all the available job opportunities and alternatives so as to make a more informed decision pertaining to their career, potential job positions, and employers.

7.6.15 Discussion of Result for H5C

The result supported the hypothesis that financial support negatively impacts haphazard search strategy. Koen (2007) noted that financial hardship fosters the use of haphazard search strategy. Thus, on a contrary, the study found support for the negative impact of financial support on the use of haphazard search strategy. In emerging economies like India, the education loan offered by the banking and financial institutions is a common source of obtaining financial assistance for pursuing higher education among the career aspirants with lower levels of family income. Therefore, the job seeking students who are obliged to repay the education loan (i.e. principal amount and interest) need to obtain a job faster when compared to the ones supported by their family income. Hence, as financial hardship fosters haphazard search strategy, financial support abstain the students from using the same.

7.6.16 Discussion of Result for H6A

The study did not find support for the predicted positive impact of informational support on focused search strategy. The result indicated that availability of information pertaining to job openings and job alternatives would not necessarily lead to a clear employment goal or career related decision. The possible reason for this finding could be the influence of information-
seeking behavior on receipt of informational support. The model of information seeking behavior by Krikelas (1983) illuminates four steps of information seeking namely, perceived need of information; seeking information; receipt of information; and use of information followed by its evaluation as being useful or useless. Eisenberg and Berkowitz (1990) further suggested that based on the utility of information, seekers can refine or re-identify their informational needs and follow a new approach to seek the information. Hence, information-seeking behavior of students has a vital role in determining the receipt of informational support during the job search process. Since the objective of this study was only to examine the impact of informational support on use of job search strategies, the information-seeking behavior of the students were not measured. It is likely that the relationship between informational support and focused search strategy was influenced by information-seeking behavior of the students. Future studies can be conducted to investigate the effect of information-seeking behavior on receipt of informational support by the job seekers.

7.6.17 Discussion of Result for H6B

The study found support for the stated hypothesis that informational support positively impacts exploratory search strategy. The path analysis revealed that the job related information, when available readily through the social ties, would lead to perusal of all the available information. In a competitive job market condition, where the number of job applicants are more than the number of available job positions (Kuriakose & Joseph, 2016), the job seekers do not skip or let go off on any job lead or job related information that are shared with them. This is particularly done to ensure that the final choice made is the best possible selection of all the given alternatives. Thus, students with informational support tend to examine all the job related
information to explore their alternatives before arriving at a final choice; indicating the use of exploratory search strategy.

7.6.18 Discussion of Result for H6C

The study did not explain the predicted negative impact of informational support on haphazard search strategy. This finding can once again be attributed to the information-seeking behavior of the students which is largely driven by the perceived informational need. Since the haphazard job seekers lack dedication to pursue the job related information and follow a random approach in their job search, they are less likely to identify the need for information or solicit the same. Thus, it can be concluded that the students with haphazard search strategy did not seek for information, leading to no linkages between receipt of information (i.e. informational support) and haphazard search strategy.
Figure 7.4: Structural Model 2
7.7 Testing of Structural Model 2

7.7.1 Goodness of Fit for Structural Model 2

The proposed research model 2 is presented in Figure 7.4. It examines the impact of focused, exploratory, and haphazard job search strategies on job search outcomes such as number of job offers, percentage of job search success (i.e. ratio of number of offers received to number of applications submitted), and pre-entry fit perceptions. To test the proposed relationships in model 2, a structural model was built using Amos (version 20) and the model fit indices were assessed. The model fit indices obtained for structural model 2 are: CMIN/DF=2.926, GFI=0.993, AGFI= 0.954, CFI= 0.994, NFI= 0.990, TLI= 0.966, RMSEA= 0.062. CMIN/DF and RMSEA were found to be below the maximum recommended value of 3 and 0.08 respectively. GFI, AGFI, CFI, NFI, and TLI were found to be above the minimum recommended value of 0.90. Thus, the values showed a good fit of the hypothesized model to the data.

7.7.2 Hypotheses Testing for Structural Model 2

Model 2 examined twelve relationships i.e. the impact of the three job search strategies on the four job search outcomes considered for the study. Here too the structural parameter estimates i.e. path coefficients and p-values were used to assess the direction and significance of the proposed relationships as suggested by Hair et al. (2010). The positive or negative sign of the standardized regression weight depicts the direction (positive or negative) of the structural path. A p-value less than 0.05 are noted as significant (Anderson et al., 2016). A path coefficient with an absolute value of less than 0.10 indicates small effect on the dependent construct and a value of around 0.30 and greater than or equal to 0.50 signifies medium and large effect respectively (Kline, 2015). The structural model 2 with its path coefficients are presented in Figure 7.5.
The results of the structural equation modeling for Model 2 are presented in Table 7.3 and the path coefficients are presented in Figure 7.5. The path coefficients and p-values in Table 7.3 indicates that out of twelve proposed relationships four were significant at less than 0.01 level.
and three were significant at less than 0.05 level. Five hypotheses in model 2 were not significant; hence, those proposed relationships were not supported.

Table 7.3: Summary of Structural Equation Modeling Results for Model 2

<table>
<thead>
<tr>
<th>Hypotheses</th>
<th>Relationships</th>
<th>Estimate</th>
<th>Critical Ratio (t-value)</th>
<th>p-value</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>H7A</td>
<td>FSS \rightarrow No. of Offers</td>
<td>-0.118</td>
<td>-2.831</td>
<td>0.116</td>
<td>Not Supported</td>
</tr>
<tr>
<td>H7B</td>
<td>FSS \rightarrow Percentage of Success</td>
<td>0.133</td>
<td>3.112</td>
<td>0.002</td>
<td>Supported</td>
</tr>
<tr>
<td>H7C</td>
<td>FSS \rightarrow PJF</td>
<td>0.212</td>
<td>3.650</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H7D</td>
<td>FSS \rightarrow POF</td>
<td>0.345</td>
<td>6.288</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H8A</td>
<td>ESS \rightarrow No. of Offers</td>
<td>0.875</td>
<td>30.898</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H8B</td>
<td>ESS \rightarrow Percentage of Success</td>
<td>-0.220</td>
<td>-2.776</td>
<td>0.006</td>
<td>Supported</td>
</tr>
<tr>
<td>H8C</td>
<td>ESS \rightarrow PJF</td>
<td>0.082</td>
<td>1.209</td>
<td>0.227</td>
<td>Not Supported</td>
</tr>
<tr>
<td>H8D</td>
<td>ESS \rightarrow POF</td>
<td>0.330</td>
<td>0.511</td>
<td>0.609</td>
<td>Not Supported</td>
</tr>
<tr>
<td>H9A</td>
<td>HSS \rightarrow No. of Offers</td>
<td>0.021</td>
<td>1.149</td>
<td>0.251</td>
<td>Not Supported</td>
</tr>
<tr>
<td>H9B</td>
<td>HSS \rightarrow Percentage of Success</td>
<td>-0.881</td>
<td>-1.203</td>
<td>0.229</td>
<td>Not Supported</td>
</tr>
<tr>
<td>H9C</td>
<td>HSS \rightarrow PJF</td>
<td>-.236</td>
<td>-5.495</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H9D</td>
<td>HSS \rightarrow POF</td>
<td>-0.106</td>
<td>-2.626</td>
<td>0.009</td>
<td>Supported</td>
</tr>
</tbody>
</table>

CMIN/DF=2.926, GFI=0.993, AGFI= 0.954, CFI= 0.994, NFI= 0.990, TLI= 0.966, RMSEA= 0.062
7.8 Results of Structural Model 2

H7A that tested for negative relationship between focused search strategy and number of job offers was not supported. The path coefficient (-0.02) though negative, with a p-value greater than 0.05 showed no significant relationship between focused search strategy and number of job offers. Thus, the hypothesized relationship that focused search strategy negatively impacts the number of job offers received by the job seekers was not supported. As the study did not examine segregation of job seekers following different job search strategies, it could so happen that the number of students following focused search strategy as compared to the others could be few. Given the scenario of a competitive job market in India, this however needs to be examined in future studies.

H7B that tested for the positive relationship between focused search strategy and percentage of success was supported. The path coefficient (0.13) is greater than 0.10 and depicts a small effect of focused search strategy on percentage of success. The p-value is less than 0.05. Thus, it supports the prediction that focused search strategy positively impacts the percentage of job search success.

H7C that tested for the positive relationship between focused search strategy and pre-entry person-job fit perception was supported. The path coefficient (0.21) is close to 0.30 and the p-value is less than 0.01. Thus, the prediction that focused search strategy positively impacts pre-entry person-job fit perception was supported.

H7D that tested for the positive relationship between focused search strategy and pre-entry person-organization fit perception was supported. The path coefficient (0.35) is greater than 0.30 and the p-value is less than 0.01. Thus, the prediction that focused search strategy positively impacts pre-entry person-organization fit perception was supported.
H8A that tested for the positive relationship between exploratory search strategy and number of job offers was supported. The path coefficient (0.88) is greater than 0.50 and the p-value is less than 0.01. Hence, it proved the prediction that exploratory search strategy positively impacts the number of job offers.

H8B that tested for the negative relationship between exploratory search strategy and percentage of success was supported. The path coefficient (-0.22) is negative and close to -0.30 and the p-value is less than 0.05. Hence, the prediction that exploratory search strategy negatively impacts the percentage of job search success was proved.

H8C that tested for the negative relationship between exploratory search strategy and pre-entry person-job fit perception was not supported. The path coefficient (0.08) is too small to prove any effect and the p-value is greater than 0.05. Hence, the prediction that exploratory search strategy negatively impacts pre-entry person-job fit perception was not supported.

H8D that tested for the negative relationship between exploratory search strategy and pre-entry person-organization fit perception was not supported. The path coefficient (0.03) is too small to prove any effect and the p-value is greater than 0.05. Thus, the prediction that exploratory search strategy negatively impacts pre-entry person-organization fit perception was not proven.

H9A that tested for the negative relationship between haphazard search strategy and number of job offers was not supported. The path coefficient (0.04) is too small to prove any effect and the p-value is greater than 0.05. Hence, the prediction that haphazard search strategy negatively impacts number of job offers was not proven.
H9B that tested for the negative relationship between haphazard search strategy and percentage of success was not supported. The path coefficient (-0.88) is although negative and greater than 0.50 but the p-value is greater than 0.05 i.e. insignificant. Hence, the prediction that haphazard search strategy negatively impacts percentage of job search success was not supported.

H9C that tested for the negative relationship between haphazard search strategy and pre-entry person-job fit perception was supported. The path coefficient (-0.24) is negative and close to -0.30 and the p-value is less than 0.01. Hence, it proved the prediction that haphazard search strategy negatively impacts pre-entry person-job fit perception.

H9D that tested for the negative relationship between haphazard search strategy and pre-entry person-organization fit perception was supported. The path coefficient (-0.11) is negative and greater than -0.10 and the p-value is less than 0.05. Hence, it proved the prediction that haphazard search strategy negatively impacts pre-entry person-organization fit perception.

7.9 Discussion of Results for Structural Model 2

7.9.1 Discussion of Result for H7A

The result failed to explain the proposed hypothesis that use of focused search strategy is negatively related to number of job offers received by the entry-level job seekers. Although the direction of path coefficient for this relationship was negative, the p-value was insignificant. This finding is consistent with the results reported by Crossley and Highhouse (2005) where a negative but insignificant impact of focused search strategy on number of job offers was found. Further, the p-value was found to be close to 0.10. Thus, it is likely that the students using focused approach applied selectively for a few job openings only, leading to fewer job offers. Similarly, as the time gap between phase 1 and phase 2 was small i.e. 3 months only, the
predicted negative relationship between focused search strategy and number of job offers did not hold significant. Had the study been conducted with a wider time gap between phase 1 and phase 2, the results would have probably been different. Future studies are therefore recommended to use a wider gap between the measurement points to yield enriching results.

7.9.2 Discussion of Result for H7B

The results supported the hypothesis that focused search strategy positively impacts the percentage of success i.e. most of the job applications submitted would be converted into job offers. Past studies on job search strategies have reported the impact of each strategy on the number of job offers (Crossley & Highhouse; Koen et al., 2010) and number of applications submitted (Taggar & Kuron, 2016) as quantitative job search outcomes, but these studies did not measure the ratio of number of offers received to number of applications submitted. The present study is apparently the first of its kind to investigate the impact of each strategy on percentage of job search success as a quantitative job search outcome. The result was consistent with the assumption that as students using focused search strategy applies only for the jobs they perceive to be qualified for and do not submit over-qualified or under-qualified job applications (Taggar & Kuron, 2016); the likelihood of receiving the job offers would be higher.

7.9.3 Discussion of Result for H7C

The results supported the hypothesis that focused search strategy positively impacts pre-entry person-job fit perception. This finding is consistent with the conceptualization of focused search strategy which suggests that the job seekers using this strategy clearly outline their employment related goals (i.e. nature and type of jobs they aspire for) that are in sync with their knowledge, motivation, interest, abilities, and skills and appear to be fulfilling their needs and expectations from the job (Stevens & Turban, 2001). Since the job seekers with focused strategy
apply selectively for the jobs they are suitable and qualified for, the perception of person-job fit with the offers they receive is likely to be higher. This finding is also consistent with the results reported by Crossley and Highhouse (2005), which showed that focused search strategy positively impacts job satisfaction that is determined by the person-job fit perception. Thus, the result confirmed that the positive impact of focused search strategy on pre-entry person-job fit perception holds well amongst the entry-level job seekers in the Indian context.

7.9.4 Discussion of Result for H7D

The findings supported the hypothesis that focused search strategy positively impacts pre-entry person-organization fit perception. This finding is also consistent with the conceptualization of focused search strategy which suggests that the job seekers using this strategy cautiously screens the potential employer and apply for jobs only in the organizations they perceive to be congruent with their own values and belief system. Past studies have widely measured person-job fit perception (i.e. needs-supplies and demands-abilities fit perceptions) as an outcome of job search strategies and employment quality indicator (Saks & Ashforth, 2002; Koen et al., 2010) but despite the operationalization of job search strategies as a method of job search, scholarly investigations have overlooked the growing importance that are attached to organizational culture, organizational value system, and employer brand by the job seekers (Jain & Bhatt, 2015). In this regard, the results of this study confirms that the entry-level job seekers with focused search strategy assess the compatibility between the organizations’ value and belief system and the same of their own before applying for a given job; leading to person-organization fit perception.
7.9.5 Discussion of Result for H8A

The hypothesis that exploratory search strategy positively impacts the number of job offers was supported by the SEM results. This finding is consistent with the results reported by Crossley and Highhouse (2005) and Koen et al. (2010) where positive impact of exploratory search strategy was found on the number of job offers received by the employed and unemployed job seekers respectively. Since the job seekers with this strategy apply widely to a variety of job openings by sending out several job applications, the number of jobs being offered to them tends to be higher. This finding confirms that the positive impact of exploratory search strategy on number of job offers equally holds well amongst the entry-level job seekers in India.

7.9.6 Discussion of Result for H8B

The results supported the hypothesis that exploratory search strategy negatively impacts the percentage of job search success. Since the job seekers following exploratory strategy are open to the opportunities that are not necessarily in alignment with their academic background, knowledge, and expertise, likelihood of such job applications being rejected is higher; leading to lesser number of job offers with respect to the number of job applications submitted. The present study is apparently the first of its kind to investigate the impact of each strategy on percentage of job search success as a quantitative job search outcome. The result was consistent with the assumption that as students using exploratory strategy submit large number of over-qualified job applications (Martinez, Lengnick-Hall, & Kulkarni, 2014; Taggar & Kuron, 2016), the likelihood of many job applications being declined and not being converted into job offers are high.
7.9.7 *Discussion of Result for H8C*

The results failed to explain the predicted negative impact of exploratory search strategy on pre-entry person-job fit perception. As the job seekers with exploratory strategy submit a large number of over-qualified job applications, the person-job fit perception is likely to deteriorate. In a competitive job market conditions like India, where there are more seekers (i.e. job seekers) than takers (i.e. employers or available job positions), the entry-level job seekers appear to be more concerned about finding some job as opposed to finding a job with best fit (Saks & Ashforth, 2002). Thus, the low path coefficient and insignificant p-value indicates that exploratory search strategy is not linked with pre-entry person-job fit perception amongst entry-level job seekers in India.

7.9.8 *Discussion of Result for H8D*

The findings did not support the predicted negative impact of exploratory search strategy and pre-entry person-organization fit perception. Since the job seekers with exploratory strategy look for variety of job alternatives available, it is likely that they do not search for specific type of employer or organization. However, the possible reason for this finding could be the small time gap between phase 1 and phase 2 in this study. It is likely that 3 months’ time is not adequate for establishing the predicted negative association between exploratory search strategy and pre-entry person-organization fit perception; leading to no linkages between the constructs. Future studies are thus recommended to use a wider time gap while examining the impact of job search strategies on employment outcomes.
7.9.9 Discussion of Result for H9A

The findings did not support the predicted negative impact of haphazard search strategy on number of job offers. This finding is consistent with the results reported by Koen et al. (2010) where haphazard search strategy showed no linkage with the number of job offers. This is largely due to the random and unplanned approach of the job seekers using haphazard search strategy that lead to no or very less submission of job applications (Taggar & Kuron, 2016) and only a few or no job offers being received by them. Furthermore, since haphazard job seekers are susceptible to submitting the job applications that are not aligned with their knowledge and abilities, they are less likely to receive an offer within a given time gap of 3 months.

7.9.10 Discussion of Result for H9B

The findings did not support the hypothesized negative relationship between haphazard search strategy and percentage of job search success. Similar to the results for predicted impact of haphazard search strategy on number of job offers, no linkage was found between the use of haphazard search strategy and percentage of success. It is due to the fact that an under-qualified or over-qualified job application that does not match the requirements of a given job may not fetch a job offer within 3 months’ time. Thus, it is largely due to the random and unplanned approach of the job seekers using haphazard search strategy that no success in terms of the job applications being converted into job offers was achieved.

7.9.11 Discussion of Result for H9C

The results supported the prediction that haphazard search strategy negatively impacts pre-entry person-job fit perception. Although, Koen et al. (2010) reported no linkage between haphazard search strategy and person-job fit as one of the employment quality indicators
amongst the sample of unemployed job seekers, findings of this study is consistent with the conceptualization of haphazard search strategy. Steven and Turban (2001) suggested that the job seekers using haphazard search strategy have unclear employment goals and standards and they tend to settle for any first offer which comes their way. The results of this study confirmed that since the job seekers with haphazard strategy apply randomly to any job opening they come across, the perceived mismatch between abilities of job seekers and requirements of the job is ineludible.

7.9.12 Discussion of Result for H9D

The prediction that haphazard search strategy negatively impacts pre-entry person-organization fit perception was supported by the results. Findings of this study is consistent with the conceptualization of haphazard search strategy which suggests that the job seekers using haphazard search strategy have unclear employment goals and standards with respect to the job as well as the organization (i.e. employer) offering the job. The results of this study confirmed that since the job seekers with haphazard strategy apply randomly to the job openings at any organization, irrespective of its culture, vision, and value system (Stevens & Beach, 1996), incompatibility between the organizational beliefs and personal beliefs is likely to linger and adversely affect the pre-entry person-organization fit perception.

7.10 Summary of Results of Hypotheses Testing

The overall summary of results of hypotheses testing is presented in Table 7.4. Out of thirty hypotheses, twenty hypotheses were supported, nine hypotheses were not supported, and one hypothesis was open-ended (i.e. emotional support impacts exploratory search strategy), for which a negative relationship was found. The results indicated that most of the career planning
attitude components (i.e. career adaptability, career optimism, and perceived knowledge of job market) and social support types (emotional, financial, and informational) were linked with the three job search strategies. Specifically, all the individual level and situational antecedents included in this study were found to be positively related to exploratory job search strategy, except for emotional support. Most of these constructs were also found to be negatively related to haphazard search strategy. Further, the results also depicted the impact of job search strategies on both quantitative and qualitative job search outcomes examined in this study. Specifically, focused search strategy was found to positively impact the qualitative job search outcomes such as person-job fit and person-organization fit perceptions while exploratory search strategy was positively related to the number of offers received. In sync with the extant literature in the Indian context, career optimism once again failed to predict decisiveness pertaining to career and occupational choice that is characterized by the use of focused search strategy.

**Table 7.4: Summary of Results of Hypotheses Testing**

<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>Path coefficient</th>
<th>CR</th>
<th>p-value</th>
<th>Supported/Not supported</th>
<th>Conclusion</th>
</tr>
</thead>
<tbody>
<tr>
<td>H1A</td>
<td>0.73</td>
<td>17.708</td>
<td>***</td>
<td>Supported</td>
<td>CA is positively related to FSS</td>
</tr>
<tr>
<td>H1B</td>
<td>-0.12</td>
<td>-0.880</td>
<td>0.379</td>
<td>Not supported</td>
<td>CO is not positively related to FSS</td>
</tr>
<tr>
<td>H1C</td>
<td>0.23</td>
<td>2.881</td>
<td>0.004</td>
<td>Supported</td>
<td>PJK is positively related to FSS</td>
</tr>
<tr>
<td>H2A</td>
<td>0.52</td>
<td>2.929</td>
<td>0.003</td>
<td>Supported</td>
<td>CA is positively related to ESS</td>
</tr>
<tr>
<td>H2B</td>
<td>0.84</td>
<td>21.233</td>
<td>***</td>
<td>Supported</td>
<td>CO is positively related to ESS</td>
</tr>
<tr>
<td>H2C</td>
<td>0.54</td>
<td>5.146</td>
<td>***</td>
<td>Supported</td>
<td>PJK is positively related to ESS</td>
</tr>
<tr>
<td>H3A</td>
<td>-0.14</td>
<td>-1.561</td>
<td>0.119</td>
<td>Not Supported</td>
<td>CA is not negatively related to HSS</td>
</tr>
<tr>
<td>Hypothesis</td>
<td>Beta</td>
<td>t-value</td>
<td>p-value</td>
<td>Status</td>
<td>Description</td>
</tr>
<tr>
<td>------------</td>
<td>------</td>
<td>---------</td>
<td>---------</td>
<td>--------</td>
<td>-------------</td>
</tr>
<tr>
<td>H3B</td>
<td>-0.32</td>
<td>-2.877</td>
<td>0.004</td>
<td>Supported</td>
<td>CO is negatively related to HSS</td>
</tr>
<tr>
<td>H3C</td>
<td>-0.27</td>
<td>-4.599</td>
<td>***</td>
<td>Supported</td>
<td>PJK is negatively related to HSS</td>
</tr>
<tr>
<td>H4A</td>
<td>0.31</td>
<td>6.139</td>
<td>***</td>
<td>Supported</td>
<td>ES is positively related to FSS</td>
</tr>
<tr>
<td>H4B (open-ended hypothesis)</td>
<td>-0.22</td>
<td>-2.699</td>
<td>0.007</td>
<td>Negative relationship was found</td>
<td>ES is negatively related to ESS</td>
</tr>
<tr>
<td>H4C</td>
<td>-0.18</td>
<td>-4.770</td>
<td>***</td>
<td>Supported</td>
<td>ES is negatively related to HSS</td>
</tr>
<tr>
<td>H5A</td>
<td>0.33</td>
<td>11.998</td>
<td>***</td>
<td>Supported</td>
<td>FS is positively related to FSS</td>
</tr>
<tr>
<td>H5B</td>
<td>0.30</td>
<td>24.477</td>
<td>***</td>
<td>Supported</td>
<td>FS is positively related to ESS</td>
</tr>
<tr>
<td>H5C</td>
<td>-0.35</td>
<td>-3.735</td>
<td>***</td>
<td>Supported</td>
<td>FS is negatively related to HSS</td>
</tr>
<tr>
<td>H6A</td>
<td>0.03</td>
<td>0.937</td>
<td>0.349</td>
<td>Not Supported</td>
<td>IS is not positively related to FSS</td>
</tr>
<tr>
<td>H6B</td>
<td>0.37</td>
<td>8.183</td>
<td>***</td>
<td>Supported</td>
<td>IS is positively related to ESS</td>
</tr>
<tr>
<td>H6C</td>
<td>-0.21</td>
<td>-1.170</td>
<td>0.242</td>
<td>Not Supported</td>
<td>IS is not negatively related to HSS</td>
</tr>
<tr>
<td>H7A</td>
<td>-0.02</td>
<td>-2.831</td>
<td>0.116</td>
<td>Not Supported</td>
<td>FSS is not significantly linked with No. of offers</td>
</tr>
<tr>
<td>H7B</td>
<td>0.13</td>
<td>3.112</td>
<td>0.002</td>
<td>Supported</td>
<td>FSS is positively related to Percentage of Success</td>
</tr>
<tr>
<td>H7C</td>
<td>0.21</td>
<td>3.650</td>
<td>***</td>
<td>Supported</td>
<td>FSS is positively related to Pre-entry P-J Fit</td>
</tr>
<tr>
<td>H7D</td>
<td>0.35</td>
<td>6.288</td>
<td>***</td>
<td>Supported</td>
<td>FSS is positively related to Pre-entry P-O Fit</td>
</tr>
<tr>
<td>H8A</td>
<td>0.88</td>
<td>30.898</td>
<td>***</td>
<td>Supported</td>
<td>ESS is positively related to No. of offers</td>
</tr>
<tr>
<td>H8B</td>
<td>-0.22</td>
<td>-2.776</td>
<td>0.006</td>
<td>Supported</td>
<td>ESS is negatively related to Percentage of Success</td>
</tr>
<tr>
<td>H8C</td>
<td>0.08</td>
<td>1.209</td>
<td>0.227</td>
<td>Not Supported</td>
<td>ESS is not negatively related to Pre-entry P-J Fit</td>
</tr>
</tbody>
</table>
7.11 Test of an Alternate Research Model for Interaction Effect

Since most of the career planning attitude components and social support types were found to have positive impact on both focused and exploratory search strategy, it was decided to test an alternate research model for the interaction effect, if any, between focused and exploratory search strategies. Given the competitive job market conditions in India, it was expected that the students might frequently switch from focused to exploratory search strategy (Koen et al., 2016) and be at a transition stage. Therefore, to capture the impact of any interaction effect between focused and exploratory search strategies on the job search outcomes, an alternate structural model was constructed (see Figure 7.6) using Amos (version 20). The path coefficients and p-values were assessed and the model fit indices were evaluated. The results of the alternate model are presented in Table 7.5. The Model fit indices for the alternate model were: CMIN/DF= 7.19, GFI= 0.98, AGFI= 0.92, NFI= 0.98, TLI=0.91, CFI= 0.98, RMSEA=0.11. Although, GFI, AGFI, NFI, TLI, and CFI values were found to be above the minimum recommended value of 0.90, the CMIN/DF and RMSEA values were much above the recommended maximum values of 3 and
0.08 respectively. Thus, the results indicated that the alternate model does not adequately fit the data. Similarly, the results of path analysis presented in Figure 7.6 showed that none of the path coefficients were above the minimum effect benchmark of 0.10 and the p-values were all above 0.05; indicating insignificant relationships or no interaction effect of focused and exploratory search strategies on the job search outcomes considered in this study.

Figure 7.6: Alternate Model for Interaction Effect between FSS and ESS
Table 7.5: Summary of Results for Alternate Research Model

<table>
<thead>
<tr>
<th>Interaction Effects</th>
<th>Estimate</th>
<th>Critical Ratio (t-value)</th>
<th>p-value</th>
</tr>
</thead>
<tbody>
<tr>
<td>FSS*ESS</td>
<td>-0.029</td>
<td>-0.835</td>
<td>0.403</td>
</tr>
<tr>
<td>FSS*ESS</td>
<td>-0.053</td>
<td>-0.040</td>
<td>0.968</td>
</tr>
<tr>
<td>FSS*ESS</td>
<td>0.009</td>
<td>0.306</td>
<td>0.760</td>
</tr>
<tr>
<td>FSS*ESS</td>
<td>0.066</td>
<td>2.092</td>
<td>0.036</td>
</tr>
</tbody>
</table>

The results presented in Table 7.5 are consistent with the conceptualization of job search strategies which suggests that the three job search strategies as constructs are independent of each other. Although, Crossley and Highhouse (2005) and Koen et al. (2016) have argued that an individual with focused search strategy might switch to exploratory search strategy when unable to find employment over a period of time and individuals with exploratory strategy might become focused while evaluating the alternatives with respect to their needs, desires, and motivations, a time gap of three months between phase 1 and phase 2 can be deemed as too small for the job seekers to switch from one strategy to the other. The results of discriminant validity reported in chapter 6 also suggest that the focused and exploratory search strategies, although correlated, are distinct and independent of each other. Therefore, the apprehension regarding the interaction effect between focused and exploratory search strategies is disproved.

This chapter discusses the steps followed to test the research hypotheses and the results derived from SEM. The chapter also provides discussion of the results obtained via path analysis. The next chapter summarizes the results and discusses the implications of the findings followed by the limitations and direction for future research.