

This chapter on method includes details about the sample of the study, measures or tools used (the means for validating these tools), design, details about the statistical analysis used. The chapter provides a comprehensive sketch about the data, sources of data collection, parameters on which the data would be collected, method of data analysis to meet the aim of the research. The entire process is divided in three phases. In phase 1 the researcher wanted to explore the role of antecedents (personality, interest, work motivators, social support system, socio economic status, gender and work experience) in the career planning process of youth. In the phase 2 the researcher wanted to explore the indirect relationship between the career planning and the consequences (work engagement, happiness and career satisfaction) which would be influenced through the presence of mediators (strategies for networking, who are in your network, who do you contact in your career network and why, does having people from different domain help and organizational career management). And in the last phase, which is phase 3 the direct relation between the career planning and career consequences (work engagement, happiness and career satisfaction) is studied. It was hypothesized that the results obtained would be different in the case of two groups. Keeping in view the basic aim of research the research questions and hypotheses had been formulated and can be found in the section 1.8 to 1.9.

Sample

A total of 200 samples were used for the final analysis. The population from which the sample is derived represents the youth of the nation. As explained in chapter 1 context of the study- section 1.1 and before. The age group of the sample ranges from 19-32 years. The average age of respondent is 24.67.

The sample is further bifurcated into groups on the basis of years of experience the respondents had. Please find below the criterion used for defining the two groups.

Group-1 had people with the work experience of 0-2 years these were individuals who have just joined work, or were pursuing their masters have done summer jobs or internships. This group had a total sample size of 115. And group-2 had people with work experience of 4-6 years these individuals had fairly good amount of knowledge about the market, had changed jobs or shifted industry. The sample size of this group was 85.

Purposive sampling was used for the present research. As there was already an inclusion criteria set for the sample it was beneficial to undergo purposive sampling. In the purposive sampling technique there is no way to ensure that the sample is truly representative. But in current research efforts were made to incorporate the best representative sample for each group.

Gender is also taken as an antecedent of career planning in the research work. The total no of females in the study are 109 and males are 91. The age range for group 1 was 19-32 years and the average age for this group was 23.45. For the group 2 the age range was 22-35 and the average age range for this group was 26.32 years.

Data was collected from various sectors in the work fields. In the initial phase of data collection, samples were obtained from professional youth like doctors, teachers, marketing personnel in the education industry, lawyers, engineers, social workers, BPO executives, graphics, animations designers and CA's. The data collected from each sector was not equal so no division was done on sector basis. Each respondent was met personally and was explained the purpose of the study, also an assurance for maintaining the confidentiality of their responses was provided. Respondents were mostly contacted after their work hours or over the weekends. Because of which rapport was easier to form. Three residential institutions were also contacted for data collection they were: young working women hostel (YWCA), hostel of a medical college for resident doctors, working women hostel of a central university. Prior

permission from authorities was required for entry, as well as for data collection from these institutions. The norms of the institution were fully abided. There was no predetermined time limit for completing the questionnaire but it took an average of 45 minutes to complete. After the data collection, a brief coding was done to segregate and put the sample into two groups. It was followed by data entry in statistical package (IBM SPSS v.21), and the analysis. An important information regarding the samples demographics is, a good percentage of the respondents were not from the tier 1 cities they had moved to a tier 1 city example (Delhi NCR) in search of better work/future opportunities.

Measures

There were two types of measures used in the present research investigation: the standardized measures and some were developed during the course of the present research. The decision to construct some measures for the present research work was done after a thorough review of literature. Although scales or measures existed for the dimensions researched in the current work; example for networking a scale by Wolff and Moser (2006) with 44 items, scale to assess socio-economic status by (Tiwari & Ambrish, 2010); Survey of Perceived Organizational Support (SOPS) shorter version having 17 items and the Career Planning Scale by Liptak. These scales either had too many items or the items were not tapping the essence of career planning and related constructs. It finally, led to the generation of measures for networking, socio economic status, career planning and organizational career management by the present researcher. Number of items were written and evaluated for their relevance by experts; these items were finalized and administered. After the administration the principal component analysis PCA following the varimax rotation method was run, items with the sufficient loading were finally absorbed.

In a similar manner standardized tools for personality, interest, work motivation, perceived social support, and socio economic system were also shortlisted and administered. Before the final analysis of data, the data was screened for outliers, normalcy of data was checked both visually by plotting along with the skewedness and kurtosis criterion of $< \pm 3.29$ Field (2009). This led to the removal of three items from the data to be finally analysed which had skewedness and kurtosis indices above the normative standards.

Post cleansing the data (removing outliers and checking for normalcy), two multivariate procedures were followed one for the standardized tools and one for tools constructed during the course of study. The confirmatory factor analysis (CFA) was used to evaluate the construct validity of the standardized measures while principal component analysis (PCA) was used for the measures constructed. The details followed for the procedures have been reported in the section below respectively. The section is divided into two parts the former part-a) presenting information about the standardized tools used for the research and the latter part-b) for the tools which were formed for the present research.

a) Standardized tools:

Eysenck's Maudsley Personality Inventory (MPI Short): For assessing the personality types, a shorter version of a personality scale- MPI was used. The scale was developed by Eysenck (1959) it measures the two basic types of personality dimensions: neuroticism and extraversion. The shorter version of the scale consists of 12 items in total. Each dimension comprised 6 items with no reverse scoring. The options for responses were in the format of 'Yes', '?' and 'No' and their corresponding score as (2, 1, 0). CFA was conducted for validating the scale using the maximum likelihood (ML) method. This was run on the (R) software (3.1.2 version)

using Lavaan package (0.5-17 Beta release). There were two models run to check its suitability for the present research. A satisfactory fit index was achieved when two items were removed one by one. These were N11 and E12. The second model was a better fit as indicated by Chi square difference test. The details of variance fit indices can be found in the table below. The factor loadings on the final items of the scale have been reported in appendix B. The test –retest reliability as reported in the manual was .78. The cronbach alpha calculated on the current sample for the personality scale is .45 and on dimensions is (.61) for neuroticism and (.40) on extraversion respectively.

Table 2.1 showing the goodness of fit of the original personality scale and the modified version of the scale after CFA was run			
Fit indices	Model 1	Model 2	
CFI	.75	.86	Chi Difference (1 & 2)= .00039***
TLI	.69	.81	
CHISQ	97.97	51.28	
DF	53	34	
P	.000	.029	
RMSEA	.06	.05	
SRMR	.10	.06	
CHI/DF	1.84	1.50	

Self Directed Search SDS form R: The SDS form R developed by Holland (1994) was used for assessing the areas of interest of the respondents. It is a self-report interest inventory that yields scores on six area of interest: realistic, investigative, artistic, social, enterprising and conventional. The SDS assessment booklet had four sections

in total: activities, competencies, occupation and self estimates. However, only one of the sections of the assessment was used for the present research work - the activities section. The activities section has 11 items each, corresponding to the interest area, in total 66 items were used when interest was assessed. The response options are in the forced choice format of 'like' or 'dislike'. Has no reverse scoring. For the present research CFA was done for validating the scale using the maximum likelihood (ML) method. This was run on the (R) software (3.1.2 version) using Lavaan package (0.5-17 beta release). There were three models run to check the suitability for the present research. A satisfactory fit index was achieved only after removing 4 items from the dimensions of realistic; 6 items from the investigative; 7 items from artistic; 2 items from social; 5 items from enterprising and 3 items from conventional interest areas one by one after checking the significance level and factor loading at each stages of model fit. These are R16, R19, R20, R22; I28, I29, I30, I31, I32, I33; A36, A38, A41, A42, A43, A44, A45; S48, S49; E58, E62, E64, E65; & C72, C74, C78. The details of variance fit indices are mentioned in the table below and the factor loading on the items after the complete CFA analysis have been reported in appendix C.

Test-retest reliability ranges from 0.76 to 0.89 for this interest inventory in the manual. The internal consistencies (KR-20s) range from 0.90 to 0.94 (Holland et al., 1994). The cronbach alpha score for the dimensions of interest on the sample of the study are realistic .78, investigative .76, artistic .72, social .77, enterprising .71 and conventional .77. And the overall cronbach alpha scores for the complete scale on the current sample is .84.

Table 2.2 showing the goodness of fit of the original interest scale and the modified version of the scale after CFA was run

FIT INDICES	Model 1	Model 2	Model 3	
Interest				
CFI	.66	.73	.86	Chi Difference (2 & 3)= .00015****
TLI	.64	.72	.85	
CHISQ	3431.97	2395.07	897.90	
DF	2064	1580	650	
P	.000	.000	.000	
RMSEA	.05	.05	.04	
SRMR	.08	.07	.06	
CHI/DF	1.66	1.50	1.38	

Work Motivation Scale: for assessing work values the work motivation scale was used. The scale was developed by Braddy (2008) as a self-report instrument to be used in career development. It has four dimensions: survival and safety motives, affiliation motives, self-esteem motives, and fulfilment motives. The scale consists of 32 statements related to work environments and situations. A Likert-type rating was used for responses (5 very important-1-not important). CFA was performed for validating the scale using the maximum likelihood (ML) method. This was run on the (R) software (3.1.2 version) using Lavaan package (0.5-17 Beta release). There were three models run to check the suitability for the present research. A satisfactory fit index was achieved when four items were removed from the dimension of survival and safety motives (ENB79, WC, 80, WC 88, WC 104); four items from self esteem motives (TO83, TO91, TO107, MO108) and four items from the fulfilment motive (MI 85, MI109, SO 86, SO 110). Items were removed one by one after checking the

model fit. The details of variance fit indices are available in the table below and the factor loading of the final items used for analysis have been reported in appendix D.

A reliability coefficient ($r = .89$) had been reported in the manual. The cronbach alpha score for the complete scale is .84. And for each dimension is: survival & safety motives .61, affiliation motives .75, self esteem motive .62, fulfilment motive .61.

Table 2.3 showing the goodness of fit of the original work motivation scale and the modified version of the scale after CFA was run				
FIT INDICES	Model 1	Model 2	Model 3	Chi Difference (2 & 3)= 4.99***
Work Motivation				
CFI	.64	.69	.76	
TLI	.61	.65	.72	
CHISQ	960.79	716.78	384.07	
DF	399	293	164	
P	.000	.000	.000	
RMSEA	.08	.08	.08	
SRMR	.08	.08	.07	
CHI/DF	2.40	2.44	2.34	

Multidimensional Scale of Perceived Social Support was used for measuring the perceived social support system. The scale was developed by Zimet, Dahlem, Zimet and Farley (1988). It has three factors relating to the sources of social support family (Fam), friends (Fri) or significant other (SO). The responses for the scale are on a 7 point rating scale from (1-very strongly disagree to 7- very strongly agree) and has 12 items in total. For the present research CFA was done for validating the scale using

the maximum likelihood (ML) method. This was run on the (R) software (3.1.2 version) using Lavaan package (0.5-17 Beta release). There was no modification or elimination required to achieve the model fit for this scale. A satisfactory fit index was achieved in the first run only. The details for the same are included in the table below. The factor loading of all the items of the scale have been reported in appendix E.

The cronbach alpha 0.88, and the test-retest reliability of 0.85 was reported by the author (Zimet et.al, 1988). The cronbach alpha value obtained for the sample of the study is .91. And for the three factors family, friends and significant others the cronbach alpha values are 0.86, 0.87, and 0.88 respectively.

Table 2.4 showing the goodness of fit of the original social support system scale after CFA was run	
FIT INDICES Perceived Social Support	Model 1
CFI	.94
TLI	.93
CHISQ	131.10
DF	51
P	.000
RMSEA	.08
SRMR	.04
CHI/DF	2.57

Utrecht Work Engagement Scale-9 (UWES-9): was used to measure work engagement. Utrecht work engagement scale-9 (UWES-9) is a shorter version of the Utrecht work engagement scale developed by (Schaufeli, Bakker & Salanova 2006).

The scale measures work engagement on three dimensions- vigour, dedication and absorption. The responses on the scale are obtained on a six point rating scale ranging from (0=never to 6 always everyday) mapping the feeling and the frequency of the feeling about one’s job. For the present research CFA was conducted for validating the scale using the maximum likelihood (ML) method. This was run on the (R) software (3.1.2 version) using Lavaan package (0.5-17 beta release).There was no modification or elimination required to achieve the model fit for this scale also. A satisfactory fit index was achieved in the first run only this is because of model fit values obtained. CFI is .90, TLI .86 and the SRMR .06 all meeting the criteria of good model fit. The details of various fit indices have been reported in a table below and the factor loading of item is reported in appendix.

The cronbach alpha of the total nine item scale varied between .85 and .92. The cronbach alpha for the current sample is .87 for the overall scale and for each dimension is: vigor .64, dedication.84 and absorption.73 respectively.

Table 2.5 showing the goodness of fit of the original work engagement scale after CFA was run	
FIT INDICES Work Engagement	Model 1
CFI	.91
TLI	.86
CHISQ	95.45
DF	24
P	.000

RMSEA	.12
SRMR	.06
CHI/DF	3.97

Oxford Happiness Questionnaire (OHQ): was used to measure happiness. The scale was developed by Hills and Argyle (2001); has eight items in total, and it gives a composite score of happiness. The scale has a six point response pattern, ranging from 1=strongly disagree; 2=moderately disagree; 3=slightly disagree; 4=slightly agree; 5=moderately agree; 6=strongly agree. It also has items which have reversed scoring. For the present research CFA was done for validating the scale using the maximum likelihood (ML) method. This was run on the (R) software (3.1.2 version) using Lavaan package (0.5-17 Beta release). There were number of times the model fit was run to check its suitability and fit but after the removal of item “I find beauty in things” also there was not much change evident in the fit indices. Hence satisfactory fit index was not achieved for this scale. Though; the details of variance indices are reported for the two models. The factor loading have been reported in appendix for the scale which varied from .38 to .73.

The cronbach alpha reported in the manual was .91. And the cronbach alpha value for the current sample is .69.

Table 2.6 showing the goodness of fit of the original Oxford Happiness scale and the modified version of the scale after CFA was run			
FIT INDICES	Model 1	Model 2	
Oxford Happiness Questionnaire			

(OHQ)			Chi Difference (1 & 2)= .09 not significant
CFI	.61	.61	
TLI	.45	.42	
CHISQ	124.16	113.32	
DF	20	14	
P	.000	.000	
RMSEA	.16	.10	
SRMR	.11	.12	
CHI/DF	6.20	8.09	

Career Satisfaction Scale developed by Lounsbury et al. 2007 is a six-item scale used for measuring career satisfaction, with items assessing satisfaction with career progress and trajectory, career advancement, future career prospects and career as a whole. Each career satisfaction item is placed on a five-point response scale with verbally opposing anchors at each end (e.g. ‘I am very satisfied with the way my career has progressed so far’ vs. ‘I am very dissatisfied with the way my career has progressed so far’). This is one of the items from the total six items scale showing it’s bipolar opposites. The scale also had two items which had reversed scoring. For the present research CFA was done for validating the scale using the maximum likelihood (ML) method. This was run on the (R) software (3.1.2 version) using Lavaan package (0.5-17 Beta release). There was no modification or elimination required to achieve the model fit for this scale. A satisfactory fit index was achieved in the first run only. The details for the same can be found below. The factor loading have been reported in appendix H.

Coefficient alpha for the career satisfaction scale was .81 as reported by the author.

And the cronbach alpha calculated for the sample of the study is .76.

Table 2.7 showing the goodness of fit of the original Career satisfaction scale after CFA was run	
FIT INDICES Career Satisfaction	Model 1
CFI	.91
TLI	.85
CHISQ	33.80
DF	9
P	.000
RMSEA	.11
SRMR	.05
CHI/DF	3.75

Career Networking Scale: There were no scales existing to tap the career networking behaviour of youth that would help in the mapping their career planning attitudes. After the review of literature a scale was constructed for tapping networking behaviour in youth. Initially we started with 18 items falling under 4 dimensions. The principal component analysis following varimax rotation method was run, which resulted in a four factor solution for the career networking scale explaining 55 percent of variance of the construct. Presented below are the 4 factors along with the items and factor loadings. The last column of the table showcases the cronbach alpha values obtained for the current sample.

Table 2.8 showing the factors, items and factor loadings of the final career networking scale

Items	Dimension Names along with Factor Loading			
	Strategies for networking	Who are in your Network	Who do you contact in your career network and why	Does having people from different domain help
Helps in providing emotional support	.45			
Go to network at networking events	.75			
Socialize in informal sense (coffee, lunches, drinks or party)	.70			
Send emails /festive greeting text or drop a call	.76			
One -on-one specific agenda meets	.64			
Present or Ex Boss Manager/ Team leader		.531		
Friends from		.560		

college/ schools or social network				
People from same community or other interest groups		.69		
Co-Workers /subordinates from current/former jobs		.75		
Internal Clients and Customers		.71		
Help in getting the job done			.64	
Helps in advancing your career			.62	
Contacting people when you find some interesting information/opportunity and article which could be of use to them.			.50	
Your own domain			.62	
Mostly from your domain and a small number from a			.64	

different domain				
Different domain				.86
largely from different domain and few from your own domain				.83
equal mix from both the domain				-.60
Cronbach Alpha = .81	.76	.72	.73	.70

Career Planning Scale: In the same way a scale for the assessing the career planning pattern of youth was also constructed as there was no scale existing for mapping this behaviour for the current sample. The initial scale had five items representing the construct of career planning. The principal component analysis following varimax rotation method was run, which resulted in showing a loading of .6 and above for the four items in the scale and only one of the items in the scale had a loading of .3 which was considered as too low and was eliminated. The data obtained after this analysis shows the 51 percent of variance of the construct for career planning. Presented below is the final scale with their factor loadings and the cronbach alpha values.

Table 2.9 showing the factors, items and factor loadings of the final career planning scale	
Items	Factor Loading
Were you sure about the course/program	.74

that you had to enrol in for your career	
Did you have enough choices in respect of the colleges for your career planning	.60
Do you keep yourself updated with all the latest Certification/ Exams/ Developmental program for your career in the chosen area	.68
Did you plan well in advance and had done your homework for your career planning.	.79
Cronbach alpha =.67	

Organizational Career Management: For assessing the organizational career management from the framework of career growth in a youth life had no particular scale. So it was decided after the review of literature that a scale for the same should be constructed. A five item tool was constructed and the principal component analysis following varimax rotation method was run. The data obtained from it showed a high loading of .6 and above on each item of the scale and demonstrated 60 percent of variance of the construct organizational career management. Presented below is the final scale with the factor loading on the items and the cronbach alpha value for the current sample.

Table 2.10 showing the factors, items and factor loadings of the final organizational career management scale	
Items	Factor Loading
Do you have exposure to other business opportunity/units/departments in your	.67

Organization?	
Does your organization spend on learning and development of their employee?	.79
Do you get enough opportunities to experience new/varied/different work- other than your profile?	.73
Does your organization play a proactive role in your career growth?	.83
Does your organization have initiatives/policies/program to facilitate the employee career growth?	.81
Cronbach Alpha .83	

Socio Economic Status Scale: There was already a scale existing for tapping the socio economic status by Kapoor and Singh (1998) however the scale was not suitable for the population of the study. To overcome such dilemma a new scale was constructed for the sample of study. There were initially 5 items formulated to tap the information about the socio economic status after running the principal component analysis following varimax rotation. Only 4 items were retained for the final analysis demonstrating a loading of .4 and above explain 39 percent of variance of the construct. Presented below is the final scale with the loading on each item and the cronbach alpha values for the current sample is .67.

Table 2.11 showing the factors, items and factor loadings of the socio economic status scale	
Items	Factor Loading

Do you stay with your family	.50
Do you contribute to the family income	.75
Do others contribute to the family income?	.75
At any point in your life has money played an important role to take any career decision?	.41
Cronbach Alpha .67	

Design

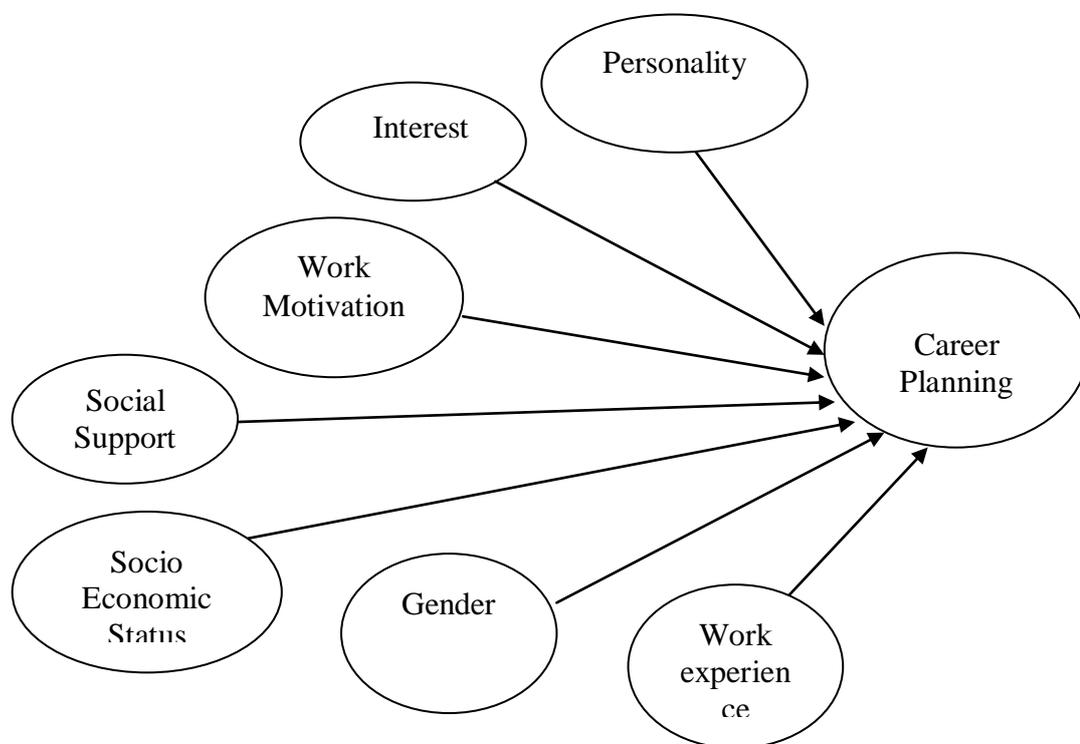
The study had been planned in three phases, the design and a brief explanation of each phase can be found below:

Phase 1 Exploring the antecedents of career planning process of youth.

In the present study there were seven antecedents: personality, interest, work motivation, social support system, socio economic status, gender and work experience have been used as the predictors of career planning process. Multiple regressions stepwise- backward method is used for predicting how much of variance can be explained by the antecedents of career planning. The use of the backward method for analysis is beneficial for exploratory form of research. The nature of present research work is exploratory. There are number of existing theories on career development/planning but most of these theories promote single antecedent or combination of two. There is no research work existing wherein the process of career planning is understood more holistically. Taking all the antecedents together and having an indigenious model suitable for the given population. This is what is attempted in the current work.

There is empirical evidence existing in literature supporting the impact of a given antecedent example social support (Ali & McWhirter, 2006; Ali et al., 2005; Ali & Saunders, 2009; Gushue, 2006; Gushue & Whitson, 2006; Metheney et al., 2008; Wettersen et al., 2005). However not even a handful researches exist wherein other important antecedents are compositely studied (Weinert et al., 2001). This lead to formation of research question about antecedent of career planning and hypothesis.

Figure 2.3.1 Proposed Model for Phase 1

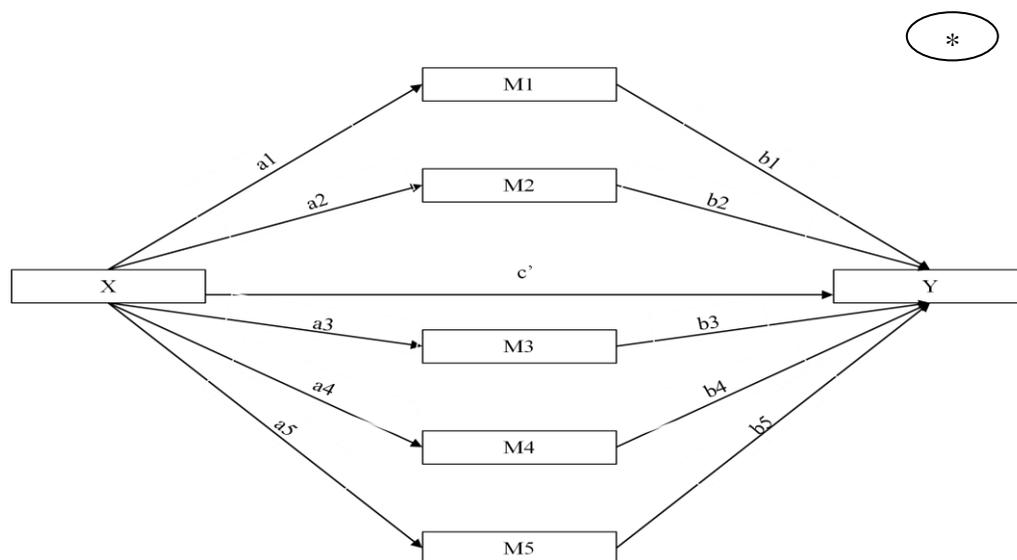


Phase 1: Predictors or the antecedents are (Personality, Interest, Work Motivation, Social support system, Socio Economic Status, Gender and Work Experience) and the consequent or the dependent variable is career planning the proposed model is explored for a total of 200 youth (N=200).

Phase 2: exploring the role of career planning on the consequences through the mediators

In phase two of the research the effect of career planning on the consequences through the mediators is explored. The figure 2.3.2 is a sample representation of the equation to be formulated when comparing the two groups of youths. The two groups of youth are divided on the years of experience they hold group=1 has a sample of (N=115) and group=2 has (N=85) as its sample. The independent variable career planning is common for all the 6 equation. There are five mediators in the study and they are common for all the six times the parallel multiple mediation is run. The mediators are: strategies for networking, who are in your network, who do you contact in your career network and why, does having people from different domain help and organizational career management. The consequences or the dependent variables in the study are work engagement, happiness and career satisfaction.

Figure 2.3.2 Proposed Model for Phase 2



* These six models will be explored for the 2 groups of youth separately.

Phase 2: The predictor is career planning outcome variables are (work engagement, happiness and career satisfaction) and the mediator are (strategies for networking,

who are in your network, who do you contact in your career network and why, does having people from different domain help and organizational career management) the equation would be observed for two groups separately.

Phase 3 Exploring the Consequences of Career Planning

In phase 3 we have explored the consequences of career planning. In this stage career planning has been treated as a predictor. Work engagement, happiness and career satisfaction were treated as criteria or the dependent variable. These equations are to be observed separately for both the groups. The two groups of youth are divided based on the years of experience they holds group=1 has a sample of 115 and group=2 has 85 as its sample. The (c') represent the direct relation which is derived when the parallel multiple- mediation is run.

Data Analysis

The basic descriptive statistics like mean, standard deviation, averages, and frequency analyses were computed followed by correlation analysis, regression techniques like backward stepwise regression method; parallel multiple mediation method (Hayes, 2013) are used. Two types of effect size are used in the study for correlation and for regression. The validations of the tools were done with help of CFA (Confirmatory Factor Analysis) and PCA (Principal Component Analysis) techniques. Cronbach alpha coefficients were also calculated for the current sample.

The Backward Stepwise Regression method was used for analysis in phase 1. To explore the antecedents of career planning process of youth. The backward stepwise regression method or also known as the exploratory multiple regression is used in the case of research where the one wants to explore the relationship between the number of independent and a dependent variable. It is also suggested by Field (2009) as a

better technique in comparison to other stepwise regression methods. Researchers also suggest backward stepwise regression method to be used when one does not have a theory to support the phenomena but wish to explore how the independent variable would affect the dependent variable or (Agresti & Finlay, 1986; Menard, 1995), how the various combination of independent variables effect the dependent variable (Wittink, 1988, p. 259; Lomax, 2001, p. 258-259). The backward stepwise method begins with all the predictor in the model unlike the forward method which starts with a constant. Then removing the least useful predictor one at a time, with the least statistical significance. Continuing the same process until the threshold of the significance for the F change values reaches $p < .05$.

Parallel multiple mediation model: In the research work, parallel multiple mediation is used in phase 2 to explore the role of career planning on the criteria work engagement, happiness and career satisfaction through the mediator networking and organizational career management. In the parallel multiple mediation model the antecedent variable X influences the criterion variable Y directly as well as indirectly through the two or more mediators wherein no mediator casually influences the other. In the parallel multiple mediator model Figure 2.3.2 (a) is the coefficient for X in a model predicting M from X, and (b) and (c') are the coefficients in a model predicting Y from both M and X, respectively.

The direct effect of X on Y in the path analysis is represented by c'. The indirect effect is calculated as the product of a and b in the model. When the number of mediators increases one calculate the total indirect effect of X after summing all the specific indirect effects. The total effect (c) of X on Y is the sum of direct and total indirect effect.

The interpretation of the output generated by the process can be best understood with the help of total, direct and specific indirect effect. It is also important that one observes the sign of the effect. It is the sign/direction of the effect along with the effect size of the indirect effect of X on Y in the process output which is of paramount significance.

In comparison to the simple mediation model the parallel multiple mediation model is used in the research work because it is more effective as a technique it save time or time efficient. In the simple mediation model one has to run the linear equation or the causal model a number of times; if the number of mediators is more than one. Whereas in the case of parallel multiple mediation one has the flexibility of including up to ten mediators in a single equation. The specific effect derived in the case of parallel multiple mediation models can be used to analyze and compare the result in a more comprehensive manner unlike in the simple mediation model. The process output derived from this analysis can give extensive insights regarding effects in a single integrated model.

