

Chapter 3

Results &

Interpretation

The chapter on results and interpretations is divided into three phases as mentioned in chapter 2 in the section on design of the study. First the results obtained about the antecedents (personality, interest, work motivation, social support system, socio economic status, gender and work experience) of career planning are presented. In the second phase antecedent - career planning is exerting its effect through the mediators (networking and organizational career management) on the consequences is presented. And in the final section the consequences or the direct relationship between career planning and consequences (work engagement, happiness and career satisfaction) are presented. The first section begins with the descriptive statistics table for all the variables used in the study. This is followed by a table of correlation and then a separate table for depicting values obtained after the backward stepwise regression method is run. The second section has tables and figures of parallel multiple mediated models. In the last section one can find the descriptive statistics tables along with the correlation tables and figures depicting the direct relationship between career planning and the consequences (work engagement, happiness and career satisfaction).

The results presented below are for the total sample of 200 for Phase1. However; for the phase 2 of the study the results are presented separately for both the group-1 and group-2 in all the tables. Group-1 had people with the work experience of (0-2) years (this group consists of youth who have just joined work, or are still pursuing their masters but have done summer jobs or internships etc). This group had a total sample size of 115. And group-2 had youth with work experience of (4-6) years (those with fairly good knowledge about the market had changed jobs or shifted industry etc) and it had 85 samples.

Phase 1: Antecedents of Career Planning

In the section below the tables and results are presented for the antecedents of career planning. The section begins with the descriptive statistics obtained for each variable

followed by a correlation table and then a regression tables. The criterion variable in hypothesis 1 was career planning and the predictor/antecedent were: personality, interest, work motivation, social support system,socio economic status and gender respectively. In each section below the tables corresponding to its values and results are presented.

Table 3.1 Descriptive summary table showing mean and standard deviation of (personality, interest, work motivation,social support system,socio economic status and career planning) N=200

Dimension N=200	Mean	Standard Deviation
Career Planning	14.23	3.25
Extroversion	6.58	2.36
Neuroticism	5.83	3.29
Realistic	2.94	2.20
Investigative	3.14	1.73
Artistic	2.68	1.39
Social	6.02	2.47
Enterprising	4.86	2.19
Conventional	3.58	2.44
Survival Safety Motive	16.32	2.55
Affiliation Motive	31.76	4.46
Self Esteem Motive	14.90	2.65
Fulfilment Motive	17.27	2.18
Significant Others	21.88	5.89
Family	22.90	4.99
Friends	21.61	5.25
Socio Economic Status	5.91	1.21

The table above showed the descriptive statistics for: career planning and the antecedents of career planning (personality, interest, work motivation, social support system and socio economic status).

Career planning has 4 items in total and rated on a 5 points likert scale, with the maximum score to be obtained on the scale was 20 and the minimum of 4. The mean and the standard deviation for career planning scores are 14.23 (SD 3.25) respectively. Personality has two dimensions, the score ranges from 0-10 for each dimension and the maximum a respondent

could obtain on any of the two dimensions was 10 and the minimum 0. The dimension of extraversion had mean and standard deviation of 6.58 (SD 6.02) and for neuroticism the mean and standard deviation of 5.83 (SD 3.2). This means that respondents had a higher score on extraversion in comparison to neuroticism.

The table above shows the descriptive statistics of the variable interest. It has six dimensions/ interest areas realistic, investigative, artistic, social, enterprising and conventional. The score ranged from 0-9. The interest area- realistic has mean & standard deviation of: 2.94 (SD 2.20). For investigative the mean and standard deviation values are 3.14 (SD 1.73). The interest area -artistic has mean & standard deviation of 2.68 (SD 1.39). For social the mean and standard deviation values are 6.02 (SD 2.47). The interest area- enterprising has mean & standard deviation of 4.86 (SD 2.19). For conventional, as an interest area, the mean and the standard deviation derived from the scores of the respondents were 3.58 (SD 2.44).

The table above showed the descriptive statistics of the variables: work motives. Work motives have four dimension survival and safety motives, affiliation motives, self esteem motive & fulfilment motive. The maximum score that could be obtained on three dimensions survival and safety motives; self esteem motive & fulfilment motive are 20 and the minimum as 5 and 40 as maximum and a 5 as minimum on the affiliation motive. For the survival and safety motives, the mean and SD are 16.32 (SD 2.55). For the mean and standard deviation values for affiliation motive are 31.76 (SD 4.46). The mean and standard deviation values for self esteem motive are 14.90 (SD 2.65). For the fulfilment motives mean and SD are 17.27 (SD 2.18).

Social support have three dimension significant others, family and friends. The maximum score that could be obtained on any dimension was 28 and the minimum was 4. There were four items in each dimension and has a 7 point Likert rating. The mean value and standard deviation for dimension significant others are 21.88 (SD 5.89). For family the mean and

standard deviation values are 22.90 (SD 4.99). The mean value and standard deviation for dimension friends are 21.61 (SD 5.25). This shows that the family has a slightly higher mean score than the other two variables in the study.

The table above showed the descriptive statistics of the variables socio economic status. The maximum scores on the scale of socio economic status that could be obtained by the respondent were 8 and the minimum as 2. The mean and standard deviation obtained after a frequency analysis are 5.91(SD 1.21) respectively.

Table 3.2 Coefficient of correlation between the antecedents (personality, interest, work motivation, social support system, socio economic status) and career planning N=200.

Dimension	Correlation Values
Extroversion	.123*
Neuroticism	-.119
Realistic	.064
Investigative	.124
Artistic	-.045
Social	.138
Enterprising	-.016
Conventional	.117
Survival Safety Motive	-.021
Affiliation Motive	.046
Self Esteem Motive	.044
Fulfilment Motive	.085
Significant Others	.218**
Family	.053
Friends	.014
Socio Economic Status	-.088
** p < 0.01 ; * p < 0.05 (2-tailed).	
Effect size (Cohen, 1988): r= 0.1(small); 0.3 (moderate); 0.5 (large)	

The table above shows the correlation values of career planning and personality dimensions (extraversion & neuroticism). The data above shows that there is a positive correlation

between career planning and extroversion (.123). However, there was a negative correlation found between career planning and neuroticism (-.119). Both the correlation values obtained fall under the magnitude of small effect as per the Cohen (1988) criterion.

The correlation values of career planning and the six areas of interest shows that there is a positive correlation between career planning and four area of interest [Realistic (.06), Investigative (.12), Social (.13) and Conventional (.11)] and a negative correlation in two of the areas of interest [Artistic (-.04) & Enterprising (-.016)] . As per the Cohen (1988) criterion, the effect size for the three value of the correlation obtained fall under the magnitude of small effect is investigative, social and conventional. The other three interest dimensions: realistic, artistic and enterprising had an extremely minuscule effect. The values obtained were not found significant for any dimension.

Next is the correlation coefficient of career planning of the four work motives. The results show that there is a positive correlation between career planning and three work motives (affiliation, self esteem and fulfilment motive) their corresponding values are (.04, .04, .08 respectively) and negative correlation between survival and safety motives (-.02). As per the Cohen (1988) criterion, the effect size for the correlation obtained for all the four dimensions is extremely small, too little to even be put under the criteria of small effect. It is also not found significant for any of the 4 dimension.

The results also shows that there is a positive correlation between career planning and all three dimension of social support (significant others, family and friends) and its corresponding values are (.21, .05, .014) respectively. Though; it was found to be significant only for the dimension of significant others and career planning at .01 levels. And the effect size for dimension of social support fall under the magnitude of small effect as per Cohen (1988) criterion. Rest of the effect sizes are minuscule.

The values of socio economic status and career planning depict that there is a negative correlation between socio economic status and career planning at (-.08). And it is also found to be non significant for the entire sample. As per the Cohen (1988) criterion, the effect size for the value of the correlation obtained is extremely low to be put under the magnitude of small effect.

For the regression analysis the step wise backward method is used. The backward method is said to be used when one plan to do an exploratory form of research. Please refer to the section 2.4 in the chapter on method for a write up on backward method.

Table 3.3 Backward stepwise method regression model of antecedents (personality, interest, work motivation, social support system, socio economic status) of career planning N=200

Dimensions	Beta	t	Sig	Tolerance	VIF
Constant		4.223	.000	.000	.000
Extroversion	.140	1.834	.068	.813	1.230
Neuroticism	-.090	-1.241	.216	.911	1.098
Realistic	-.005	-.062	.951	.610	1.640
Investigative	.070	.811	.419	.641	1.560
Artistic	-.089	-1.146	.253	.795	1.257
Social	.117	1.446	.150	.729	1.372
Enterprising	-.018	-.209	.835	.611	1.635
Conventional	.145	1.688	.093	.640	1.561
Survival Safety Motive	-.011	-.125	.901	.664	1.507
Affiliation Motive	.025	.255	.799	.493	2.029
Self Esteem Motive	-.028	-.298	.766	.553	1.808
Fulfilment Motive	-.002	-.020	.984	.555	1.803
Significant Others	.302	3.199	.002	.532	1.880
Family	-.072	-.693	.489	.444	2.250
Friends	-.113	-1.152	.251	.494	2.026
Socio Economic Status	-.025	-.399	.725	.877	1.140
Gender	.004	.049	.961	.692	1.445

Work experience	-.038	-.506	.614	.844	1.185
R = .375 R ² = .141 *p < .05 Unstandardized beta coefficients are reported in the table Effect Size f ² = .16 (medium effect) 95% Confidence Interval (.062 to .28)					

The interpretation of the stepwise backward method is similar to the other regression analysis in SPSS. To assure that there is no multicollinearity among variable tolerance and VIF (variable inflation factor) were also assessed at this stage. The ideal ranges of tolerance .2 and VIF >10 were met. Therefore representing no multicollinearity issues in the current model.

In the backward method as described in the analysis section number 2.4, all the predictor are first put together as independent variables and the software excludes the predictor based on the criterion that the removal of the predictor would not affect the observed data and the model fit. In our case we accepted the first model after running the analysis where the R² value is .14 i.e. 14% of variability in career planning can be accounted by the predictors of this model. Though there are 13 more models which were generated by the software but none of those had significant F change values of >.05. Except for the first model and the Durbin Watson value is 1.835 which falls into the acceptable range between 1 to 3 (Field, 2009).

Durbin–Watson test is a test for serial correlations between errors in regression models. Specifically, it tests whether adjacent residuals are correlated, which is useful in assessing the assumption of independent errors. The test statistic can vary between 0 and 4 with a value of 2 meaning that the residuals are not correlated. A value greater than 2 indicates a negative correlation between adjacent residuals, whereas a value below 2 indicates a positive correlation Durbin and Watson’s (1951). The Durbin Watson is one of the criteria used to draw conclusions about a population based on a regression analysis done on a sample (Berry, 1993). The Anova table though shows that the significance level for all the models is less than .05 level (which means model is a significant fit of the data overall). But the acceptable

model in the given case is only model 1 where the predictor variable are socio economic status, survival and safety motives, affiliation motives, self esteem motives and fulfilment motive, gender, significant others, family, friends, extroversion , neuroticism, realistic, investigative, artistic, social, enterprising, conventional and work experience . The effect size (f^2) for the regression model is medium and the 95% of confidence interval computed for this model is certainly above zero (.062 - .28).

Phase 2: Exploring the role of career planning on the criteria variables: work engagement, happiness and career satisfaction through the mediator (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) in two groups of youth. Here in the section below X (the independent variable) is common for all the six equation of regression which is career planning. The criterion variables/dependent variables (Y) are: work engagement, happiness and career satisfaction and they vary with each equation pertaining to the group scores obtained on each dimension. The set of 5 mediators remain common in the case of all the six equation. The groups are bifurcated on the the basis of years of experiences at workplace. Group one constituted of youth with work experience of 0-2 years and group two with work experience of (4-6) years. Please refer to the section of parallel multiple mediation in chapter on method, to understand, the how the scores on (c'), (a), (b) and (c) were obtained. In the figure as well as table below un-standardized regression coefficients are reported, the bootstrap sample size is 1000 in this analysis, CI= confidence interval and the BC is bias corrected (this will be referred often in the results below).

The results in the section below are presented as suggested by the Hayes in his book on mediation: An Introduction to mediation, moderation, and conditional process

analysis (2013). At the end of this section a matrix is created with summaries about the direction of effect whether direct, indirect total or specific effects and about the confidence interval, significance. The section begins with a descriptive and correlation table for the mediators.

Table 3.4 Descriptive statistics career planning and networking

Dimension	Mean		Standard Deviation	
	Group 1 (N=115)	Group 2 (N=85)	Group 1 (N=115)	Group 2 (N=85)
Career Planning	14.22	14.24	3.30	3.21
Netfir	14.05	14.58	4.09	3.68
Netsec	15.06	15.64	4.17	3.75
Netthr	16.17	16.50	3.46	2.78
Netfor	8.9	9.04	1.96	1.66

The table above showed the descriptive statistics of the variables: networking and career planning for two groups of sample of the study. The score ranges from a minimum of 3 to a maximum of 25 for networking. It could be observed that there is not much difference in the mean scores of both the group members on networking. Career planning has 4 items in total and has to be rated on a 5 points likert scale, with the maximum score to be obtained on the scale as 20 and the minimum of 4. The mean and the standard deviation scores of the groups 1 and 2 are 14.22 (SD 3.30) and 14.24 (SD 3.21) respectively. It depicts a high score on career planning for both the groups.

Table 3.5 Coefficient of correlation between networking and career planning

Group/Dimension	Networking
Group 1	
NetFir	.151
Netsec	.434**

Netthr	.526**
Netfor	-.056
Group 2	
Netfir	.259*
Netsec	.459**
Netthr	.539**
Netfor	-.014
**p>.01 (2-tailed); *p>.05(2-tailed).	
Effect size (Cohen, 1988): r= 0.1(small); 0.3 (moderate); 0.5 (large)	

The table above shows the correlation coefficients for networking and career planning. The data shows that there is a positive correlation between networking and career planning for both the groups except for the dimension Netfor the values along with its significance level can be found in the table. And as per the Cohen (1988) criterion, the effect size for the value of the correlation obtained can be interpreted from the last row of this table.

Table 3.6: Descriptive statistics career planning and OCM

Dimension	Mean		Standard Deviation	
	Group 1 (N=115)	Group 2 (N=85)	Group 1 (N=115)	Group 2 (N=85)
Career Planning	14.22	14.24	3.30	3.21
OCM	15.52	15.05	4.30	4.60

The table above showed the descriptive statistics of the variables: OCM and career planning for the two group of sample of the study. The mean score ranges from a minimum of 4- to maximum of 25 for OCM. The mean and SD for OCM for group 1 and group 2: are 15.52 (SD 4.30) and 15.05 (SD 4.60). This shows that there is not much difference in the mean scores of both the group members on OCM. Career planning has 4 items in total and has to be rated on a 5 points Likert scale, with the maximum score to be obtained on the scale as 20 and the minimum of 4. The mean and the standard deviation scores of the groups 1 and 2 are

14.22 (SD 3.30) and 14.24 (SD 3.21) respectively. It depicts a high score on career planning for both the groups.

Table 3.7: Coefficient of correlation between OCM and career planning

Group	OCM
Group 1	.240**
Group 2	.475**
**p>.01 (2-tailed)	
Effect size (Cohen, 1988): r= 0.1(small); 0.3 (moderate); 0.5 (large)	

The table above shows the correlation values of OCM and career planning. The data shows that there is a positive correlation between OCM and career planning for both the groups. The values along with its significance level can be found in the table. As per the Cohen (1988) criterion, the effect size for the value of the correlation obtained for OCM for the group 1 fall under the magnitude of small effect and for the group 2 falls under the magnitude of close to large effect.

M4	-	-	-		-	-	-		-	-	-		-	-	-		-	-	-	b_4	.29	.20	.51	
M5	-	-	-		-	-	-		-	-	-		-	-	-		-	-	-	b_5	.16	.10	.00	
Constant	M_1	11.41	2.00	.	M_2	1.42	2.07	.	M_3	1.08	1.05	.00	M_4	8.48	.98	.	M_5	11.07	2.00	.00	Y	14.35	6.14	.05
		$R^2 = .022$ F(1,113) =1.80 p=.1818				$R^2 = .002$ F(1,113) =.17 p=.68				$R^2 = .073$ F(1,113) =.472 p=.49				$R^2 = .003$ F(1,113) =.255 p=.612				$R^2 = .05$ F(1,113) =5.36 p=.02				$R^2 = .37$ F(6/108) =3.25 p=.005		

The indirect effect in this case of group 1 is positive for all the specific as well as total indirect effect. But the 95% BC bootstrap confidence interval for all the indirect effect straddles zero which means the path of influence is not different from zero. The total effect which is derived from summing the direct and the total indirect effect (.6047 +.1401) =.7448 is positive. This means two people who differ by one unit in career planning are reported to differ by .7448 units on work engagement. And its 95% BC CI is also statistically different from zero (.2419 to1.247) and the p value is .004. From this one could conclude that career planning is not exerting any effect through the mediator on the work engagement of youth who belong to the group 1.

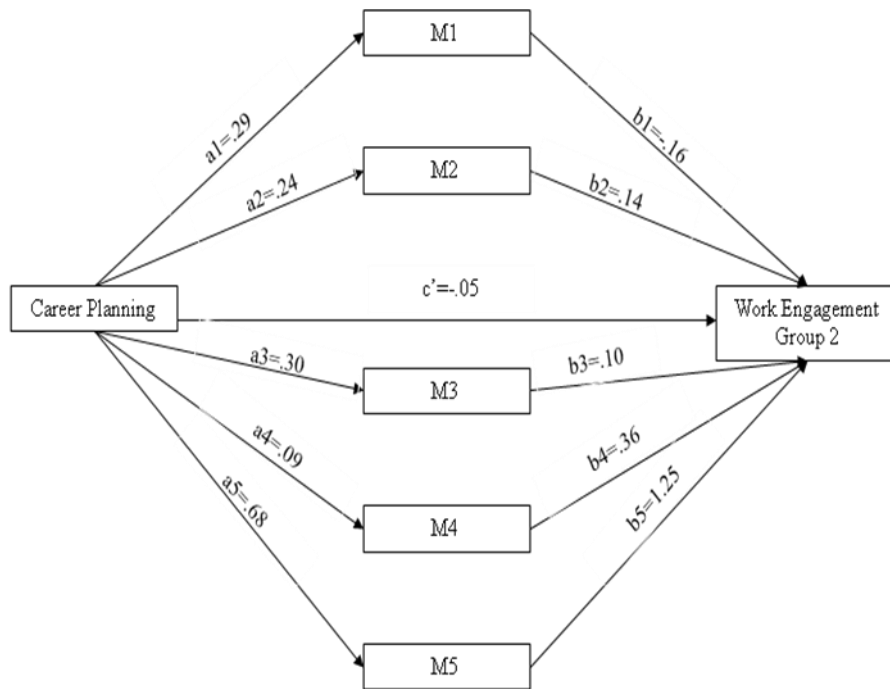


Figure 3.2 parallel multiple mediation model depicting direct and indirect effect of career planning on work engagement through five mediators for group2.

Table 3.9 depicting parallel multiple mediation: regression coefficients, standard errors, and significance level for the mapping the direct and indirect effect of career planning on the consequences work engagement through the 5 mediators for group2.

		M ₁			M ₂			M ₃			M ₄			M ₅			Y (Absorption)							
Antecedent		Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p					
X (Career Planning)	a ₁	.29	.13	.03	a ₂	.24	.10	.09	a ₃	.30	.09	.00	a ₄	.09	.12	.15	a ₅	.68	.12	.00	c'	-.05	.05	.57
	M1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₁	.16	.17	.27	.16	.04	.54
	M2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₂	.14	.19	.29	.14	.09	.62
	M3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₃	.10	.20	.50	.10	.00	.83
	M4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₄	.36	.26	.55	.36	.06	.51

M5	-	-	-		-	-	-		-	-	-		-	-	-		-	-	-	<i>b</i> ₅	1. 25	.2 6	.0 0	
Con stant	<i>t</i> ₁	10 .3 5	2 .0 3	. 0 0	<i>t</i> ₂	1 2. 1 2	2 .0 0	. 0 0	<i>t</i> ₃	1 2. 1 4	1 .0 0	. 0 0	<i>t</i> ₄	7. 7 3	.8 7 0	. 0 0	<i>t</i> ₅	5.8 1 8 5	1 .0 0	. 0 0	<i>t</i> _Y	14 .3 5	8. 21	.0 7
		R ² =.067 F(1,83) =4.65 p=.0339				R ² =.04 F(1,83) =2.90 p=.092				R ² =.12 F(1,83) =10.20 p=.002				R ² =.03 F(1,83) =2.36 p=.12				R ² =.22 F(1,83) =28.92 p=.00				R ² =.37 F(6/78) =6.07 p=.00		

The total indirect effect and the specific indirect effect generated through the mediators i.e., 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 had positive effect of career planning on work engagement. Strategies for networking were the only mediators, through which career planning was effecting work engagement negatively. However the path of influence generated through the mediator organizational career management and the total indirect specific effects were statistically different from zero. As 95% BC bootstrap confidence interval was entirely above zero for these only and the 95% BC CI were (.4556 to 1.4510) and (.5046 to 1.3918) respectively. For the other mediators the CI straddled zero hence the path of influence generated through this cannot be claimed as different from zero. The total effect is both positive and statistically different from zero (c=.8506, p= .01) 95% BC CI (.1407 to 1.5604) this means two people who differ by one unit in career planning are reported to differ by .8506 units in their work engagement. From this we could conclude there is a positive and significant indirect effect which is exerted by career planning on work engagement of youth of group 2 through the mediator OCM.

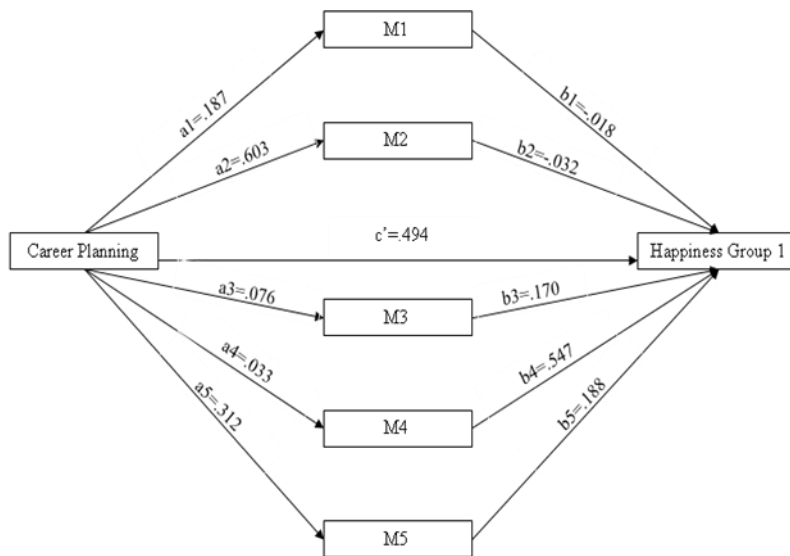


Figure 3.3 parallel multiple mediation model depicting direct and indirect effect of career planning on happiness through five mediators for group1.

Table 3.10 depicting parallel multiple mediation: regression coefficients, standard errors, and significance level for the mapping the direct and indirect effect of career planning on the consequences happiness through the 5 mediators for group 1.

Antecedent		M ₁			M ₂			M ₃			M ₄			M ₅			Y (Happiness)					
		Coeff	SE	P	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	P			
X (Career Planning)	a ₁	.18	.13	.18	a ₂	.60	.48	a ₃	.07	.16	.68	a ₄	.03	.31	a ₅	.31	.13	c'	.49	.24	.04	
	M1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₁	.01	.20	.92
	M2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₂	.03	.20	.87
	M3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₃	.17	.29	.57
	M4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₄	.54	.42	.20

M5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b_5	.18	.19	.34			
Constant	M ₁	11.41	2.00	.00	M ₂	1.42	.00	.00	M ₃	1.50	1.57	.00	M ₄	8.48	.98	.00	M ₅	11.07	2.01	8.48	11.92	6.24	.05	
		R ² =.022 F(1,113) =1.80 p=.18				R ² =.002 F(1,113) =.170 p=.68				R ² =.0053 F(1,113) =.473 p=.493				R ² =.057 F(1,113) =5.36 p=.022				R ² =.0031 F(1,113) =.025 p=.614				R ² =.139 F(6,108) =2.58 p=.022		

The indirect effect of career planning on happiness through specific mediators as well as total indirect mediators is positive in the case of group 1. But the 95 % BC bootstrap CI for all the five mediators along with the total indirect effect straddles zero. Hence the path of influence cannot be claimed as different from zero. However the total effect is statistically different from zero i.e. career planning does affect happiness in a positive manner their values are (c=.578, p=.01, CI.1292 to 1.0284). It means two people of group 1 who differ by one unit in career planning are reported to differ by .578 units on happiness. Thus, this shows that career planning is not exerting any effect on happiness through the mediator on the youth of group1.

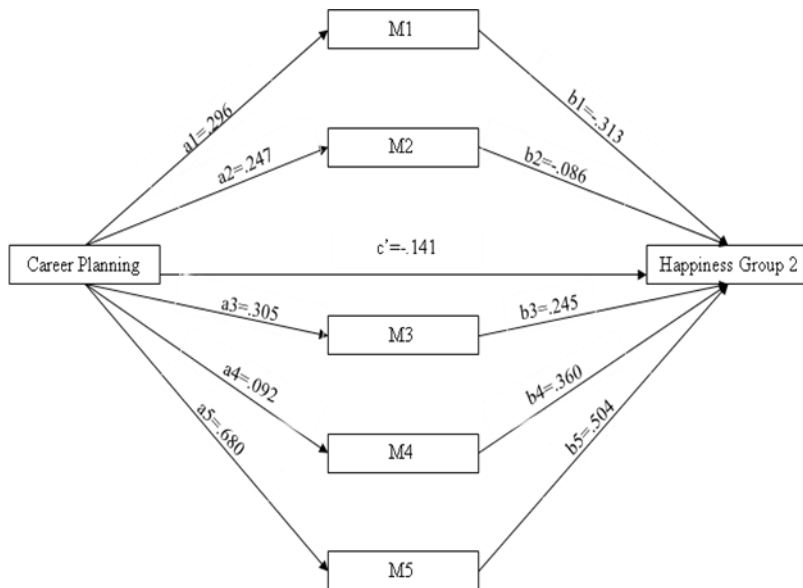


Figure 3.4 parallel multiple mediation model depicting direct and indirect effect of career planning on happiness through five mediators for group2.

Table 3.11 depicting parallel multiple mediation: regression coefficients, standard errors, and significance level for the mapping the direct and indirect effect of career planning on the consequences happiness through the 5 mediators for group 2.

Antecedent		M ₁			M ₂			M ₃			M ₄			M ₅			Y (Happiness)							
		Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p					
X (Career Planning)	a ₁	.29	.13	.03	a ₂	.24	.14	.09	a ₃	.30	.10	.02	a ₄	.09	.16	.22	a ₅	.68	.12	.00	c'	-.14	.20	.49
M1		-	-	-		-	-	-		-	-	-		-	-	-		-	-	-	b ₁	.31	.18	.08
M2		-	-	-		-	-	-		-	-	-		-	-	-		-	-	-	b ₂	.08	.16	.65
M3		-	-	-		-	-	-		-	-	-		-	-	-		-	-	-	b ₃	.24	.27	.33

																				8				
M4	-	-	-		-	-	-		-	-	-		-	-	-	<i>b</i> ₄	.36	.39	.336					
M5	-	-	-		-	-	-		-	-	-		-	-	-	<i>b</i> ₅	.50	.14	.000					
Constant	<i>t</i> _{M1}	10.35	2.00	.00	<i>t</i> _{M2}	12.12	.00	<i>t</i> _{M3}	12.41	1.40	.00	<i>t</i> _{M4}	7.73	.87	.00	<i>t</i> _{M5}	5.81	1.08	.02	<i>t</i> _Y	17.825	4.00	.000	
		$R^2 = .067$ F(1,83) =4.65 p=.03				$R^2 = .044$ F(1,83) =2.90 p=.09				$R^2 = .12$ F(1,83) =10.20 p=.002				$R^2 = .03$ F(1,83) =2.36 p=.127				$R^2 = .225$ F(1,83) =28.92 p=.000				$R^2 = .219$ F(6/78) =4.50 p=.0006		

The indirect effect of career planning on happiness through mediator organizational career support and the total indirect effect generated by the mediator both are positive. There 95% BC bootstrap CI is above zero (.0612 to .6409) and (.1455 to .6289) respectively. Because of this the path influence generated can also said to be statistically different from zero. But the CI for Net1, 2, 3, 4 straddles zero hence the path of influence cannot be claimed as different from zero through the indirect effect though all effect mediated by mediators are positive except net 1 and 2. The total effect of career planning on happiness is also positive and is statistically different from zero ($c=.4791$, $p=.01$; CI .0800 to .8782). This means two people who differ by one unit in career planning in group 2 are reported to differ by .4791 units on happiness. Also from the results obtained one could conclude that OCM is the only mediator through which career planning is able to exert positive indirect effect on happiness of youth of group2.

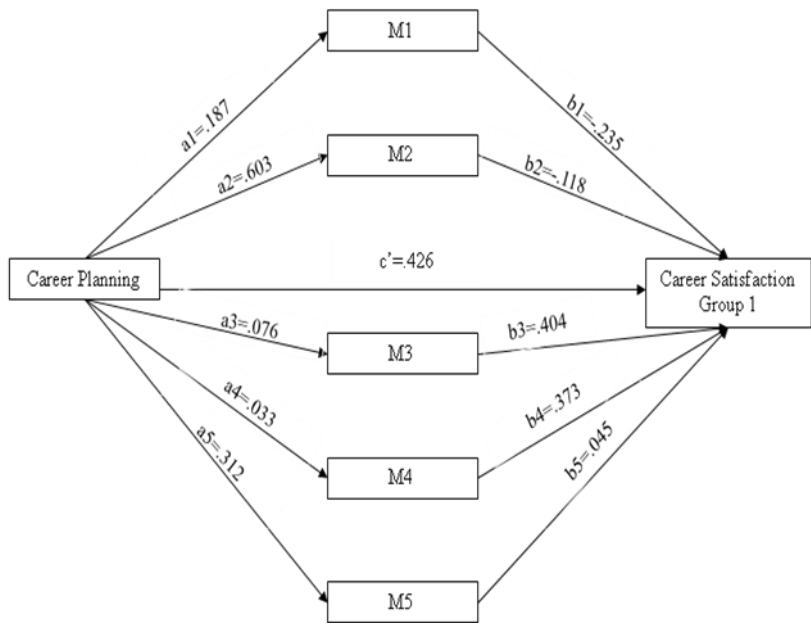


Figure 3.5 parallel multiple mediation model depicting direct and indirect effect of career planning on career satisfaction through five mediators for group1.

Table 3.12 depicting parallel multiple mediation: regression coefficients, standard errors, and significance level for the mapping the direct and indirect effect of career planning on the consequences career satisfaction through the 5 mediators for group 1.

		M ₁			M ₂			M ₃			M ₄			M ₅			Y (Career Satisfaction)			
Antecedent		Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	
X (Career Planning)	a ₁	.18	.13	.18	a ₂	.60	.16	a ₃	.07	.68	a ₄	.03	.61	a ₅	.31	.13	c'	.42	.08	.02
	M1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₁	.26	.11	.14
	M2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₂	.12	.13	.33
	M3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₃	.40	.20	.05

																		³	0	0	0			
M4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	<i>b</i> ₄	.37	.26	.15			
M5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	<i>b</i> ₅	.04	.12	.07			
Constant	ⁱ ₁	11.41	2.00	.00	ⁱ ₂	4.21	.00	0.00	ⁱ ₃	5.10	1.05	.00	ⁱ ₄	8.48	.91	.00	ⁱ ₅	11.07	2.08	8.48	ⁱ _Y	9.51	3.50	.07
		R ² =.022 F(1,113) =1.80 p=.18				R ² =.002 F(1,113) =.170 p=.68				R ² =.0053 F(1,113) =.473 p=.493				R ² =.057 F(1,113) =5.36 p=.022				R ² =.0031 F(1,113) =.025 p=.614				R ² =.188 F(6,108) =3.32 p=.004		

The direct effect of career planning on career satisfaction is positive i.e. career planning exerts positive influence on career satisfaction and the CI values are statistically above zero. Same results are evident in the case of the total effect which is derived from summing the direct and the total indirect effect ($c' = .4327$.) and its ($p = .03$.) and the (CI .0348 to .8305). This mean two people who differ by one unit in career planning are reported to differ by .8305 on work engagement. Though, the indirect effect of career planning on career satisfaction through specific mediators (net 3, 4, organizational career management) as well as total indirect mediators is positive. But the 95 % BC bootstrap CI for all the five mediators along with the total indirect effect straddles zero hence the path of influence cannot be claimed as different from zero. This means that career planning is not exerting any effect through the mediator on career satisfaction of youth who belong to the group 1.

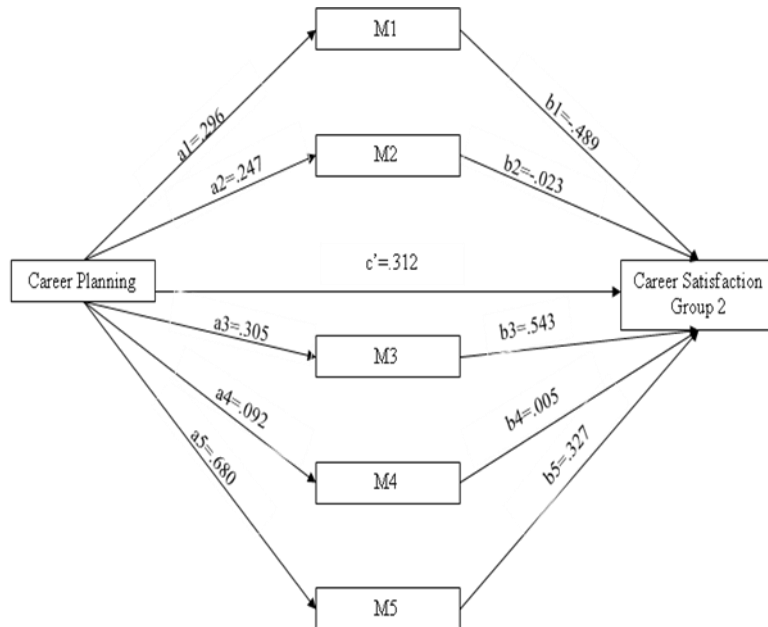


Figure 3.6 parallel multiple mediation model depicting direct and indirect effect of career planning on career satisfaction through five mediators for group2.

Table 3.13 depicting parallel multiple mediation: regression coefficients, standard errors, and significance level for the mapping the direct and indirect effect of career planning on the consequences career satisfaction through the 5 mediators for group 2.

		M ₁			M ₂			M ₃			M ₄			M ₅			Y (Career Satisfaction)		
Antecedent		Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p	Coeff	SE	p
X (Career Planning)	a ₁	.29	.137	.033	a ₂	.24	.105	a ₃	.30	.092	a ₄	.09	.160	a ₅	.68	.120	c'	.31	.102
M1		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₁	.48	.160
M2		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₂	.02	.168
M3		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	b ₃	.54	.230

																					2			
M4	-	-	-		-	-	-		-	-	-		-	-	-	<i>b</i> ₄	.00	.24	.09					
M5	-	-	-		-	-	-		-	-	-		-	-	-	<i>b</i> ₅	.32	.14	.02					
Constant	<i>t</i> _{M1}	10.35	2.00	.00	<i>t</i> _{M2}	1.21	2.11	.00	<i>t</i> _{M3}	1.41	1.44	.00	<i>t</i> _{M4}	7.73	.87	.00	<i>t</i> _{M5}	5.81	1.08	.02	<i>t</i> _Y	10.83	2.76	.00
		$R^2 = .067$ F(1,83) =4.65 p=.03				$R^2 = .044$ F(1,83) =2.90 p=.09				$R^2 = .12$ F(1,83) =.10.20 p=.002				$R^2 = .03$ F(1,83) =2.36 p=.127				$R^2 = .225$ F(1,83) =28.92 p=.000				$R^2 = .256$ F(6/78) =5.50 p=.0001		

The total effect derived is positive and significant ($c = .5511$, $p = .002$) and 95% BC CI (.0023 to .8996) is different from zero. This means two people who differ by one unit in career planning are reported to differ by .5511 units on career satisfaction in group2. The indirect effect of career planning on career satisfaction through mediator organizational career management, net 3 and the total indirect effect generated by the mediator are positive. There 95% BC bootstrap CI is above zero (.0464. to .4887); (.0292 to .3942) and (.0167to.5010) respectively. Because of this the path influence generated can also said to be statistically different from zero. But the CI for Net1, 2, and 4 straddles zero hence the path of influence cannot be claimed as different from zero through the indirect effect though net 4 is positive. Hence we could conclude from this that career planning is exerting a positive and a significant effect on career satisfaction of youth (group2) through the mediators.

Table 3.14: Summary of direct, indirect total and specific effects for the parallel multiple mediation models:

Effect	Total effect	Direct effect	Indirect effect	Specific Indirect effect
X=Predictor (Career Planning)				
M ₁ Strategies for networking				
M ₂ Who are in your network				
M ₃ Who do you contact				

<p>in your career network and why</p> <p>M₄ Does having people from different domain help</p> <p>M₅ Organizational Career Management system:</p> <p>Y=Criterion Variable</p> <p>Work Engagement; Happiness, Career Satisfaction.</p>				
<p>Work Engagement (Group 1)</p>	<p>Positive (diff from zero) (SIG)</p>	<p>Positive (diff from zero) (SIG)</p>	<p>Positive (not diff from zero) (N.SIG)</p>	<p>Positive (Net: fir, sec, thr, for, OCM) (not diff from zero) (N.SIG)</p>
<p>Work Engagement (Group 2)</p>	<p>Positive (diff from zero) (SIG)</p>	<p>Negative (not diff from zero) (N.SIG)</p>	<p>Positive (diff from zero) (SIG)</p>	<p>Positive (Net: sec, thr, for); Negative (Net fir)(not diff from zero) (N.SIG)</p>
				<p>Positive (OCM) (diff from zero) (SIG)</p>
<p>Happiness (Group 1)</p>	<p>Positive (diff from zero) (SIG)</p>	<p>Positive (diff from zero) (SIG)</p>	<p>Positive (not diff from zero) (N.SIG)</p>	<p>Positive (Net: 3, 4, OCM); Negative (Net 1,2)(not diff from zero) (N.SIG)</p>
<p>Happiness (Group 2)</p>	<p>Positive (diff from zero) (SIG)</p>	<p>Positive (not diff from zero) (N.SIG)</p>	<p>Positive (diff from zero) (SIG)</p>	<p>Positive (Net: 3, 4); Negative (Net 1,2)(not diff from zero) (N.SIG)</p>
				<p>Positive (OCM) (diff from zero) (SIG)</p>
<p>Career Satisfaction (Group 1)</p>	<p>Positive (diff from zero) (SIG)</p>	<p>Positive (diff from zero) (SIG)</p>	<p>Positive (not diff from zero) (N.SIG)</p>	<p>Positive (Net: 3, 4 OCM); Negative (Net 3,2)(not diff from zero) (N.SIG)</p>

Career Satisfaction (Group 2)	Positive (diff from zero) (SIG)	Positive (not diff from zero) (N.SIG)	Positive (diff from zero) (SIG)	Positive (Net 4); Negative (Net 1,2)(not diff from zero) (N.SIG)
				Positive (OCM, net 3) (diff from zero)(SIG)

Phase 3 Exploring the Consequences of Career Planning

In the section below the tables and result are presented for the consequences of career planning. The section begins with the descriptive statistics obtained for each variable used in the hypothesis H3, H4, H5 followed by a correlation table. The criterion/consequence variables were: work engagement, happiness and career satisfaction and predictor was career planning in each section below the tables corresponding to its values and results are presented.

Table 3.15 Descriptive statistics work engagement and career planning

Dimension	Mean		Standard Deviation	
	Group 1 (N=115)	Group 2 (N=85)	Group 1 (N=115)	Group 2 (N=85)
Career Planning	14.22	14.24	3.30	3.21
Work Engagement	38.49	38.47	9.51	9.45

The table above showed the descriptive statistics of the variables: work engagement and career planning for the two group of sample of the study. The score ranges from a minimum of 0- to maximum of 54 for work engagement. The mean and SD for work engagement dimensions for group 1 and group 2: are 38.49 (SD 9.51) and 38.47 (SD 9.45). This shows there is not much difference in the mean scores of both the group members on work engagement. Career planning has 4 items in total and has to be rated on a 5 points Likert scale, with the maximum score to be obtained on the scale was 20 and the minimum of 4. The

mean and the standard deviation scores of the groups 1 and 2 are 14.22 (SD 3.30) and 14.24 (SD 3.21) respectively. It depicts a high score on career planning for both the groups.

Table 3.16 Coefficient of correlation between work engagement and career planning

Group	Work Engagement
Group 1	.259**
Group 2	.289**
**p>.01 (2-tailed)	
Effect size (Cohen, 1988): r= 0.1(small); 0.3 (moderate); 0.5 (large)	

The table above shows the correlation values of work engagement and career planning. The data shows that there is a positive correlation between work engagement and career planning for both the groups the values along with its significance level can be found in the table. As per the Cohen (1988) criterion, the effect size for the value of the correlation obtained for work engagement for both the groups fall under the magnitude of small effect.

The direct effect of career planning on work engagement is positive i.e. career planning exerts positive effect on work engagement ($c'=.60$) in the case of youth of group 1 keeping the mediators constant. The direct effect is also statistically different from zero with $p= (.02)$ with 95% BC confidence interval of (.0772 to 1.132). The results show that career planning does exert direct, positive and significant effect on the work engagement of group 1 youth. Wherein; the direct effect of career planning on work engagement is negative in the case of group 2. It means that career planning exerts negative effect on work engagement ($c'=-.0576$) and the effect is not statistically different from zero ($p=.8713$) the 95% BC CI is (-.7633 to .6481) for the group 2.

Table 3.17 Descriptive statistics happiness and career planning

Dimension	Mean		Standard Deviation	
	Group 1 (N=115)	Group 2 (N=85)	Group 1 (N=115)	Group 2 (N=85)
Career	14.22	14.24	3.30	3.21

Planning				
Happiness	28.83	29.05	6.91	5.64

The table above showed the descriptive statistics of the variables: happiness and career planning. The score ranges from 8-48. The mean and SD for happiness: group 1 and 2 is 28.83 (SD 6.91) and 29.05 (SD 5.64) respectively. It shows there is not much difference in the mean scores of both the group members. Career planning has 4 items in total and has to be rated on a 5 points Likert scale, with the maximum score to be obtained on the scale as 20 and the minimum of 4. The mean and the standard deviation scores of the groups 1 and 2 are 14.22 (SD 3.30) and 14.24 (SD 3.21) respectively. This depicts a high score of career planning for both the groups.

Table 3.18 Coefficient of correlation between happiness and career planning

Group	Happiness
Group 1	.277**
Group 2	.273*
** p < 0.01 ; * p < 0.05 (2-tailed).	
Effect size (Cohen, 1988): r= 0.1(small); 0.3 (moderate); 0.5 (large)	

The table above shows the correlation values of happiness and career planning. The data above shows that there is a positive correlation between happiness and career planning for both the groups (.27, .27 respectively the former group1 is significant at .01 level and the later at .05 level). And as per the Cohen (1988) criterion, the effect size for the values of the correlation obtained fall under the magnitude of small effect for both the groups on happiness.

The direct effect of career planning on happiness is both positive and statistically different from zero i.e. career planning does exerts positive effect on happiness directly ($c^2=.494$, $p=.04$, CI=.0152 to .9735) in the case of group 1. Though the direct effect of career planning on happiness is positive($c^2=.1419$, $p=.49$; CI-.2661 to .5499) but the confidence interval

straddles zero that means that the path generated through this cannot be said to be different from zero for the group 2.

Table 3.19 Descriptive statistics career planning and career satisfaction

Dimension	Mean		Standard Deviation	
	Group 1 (N=115)	Group 2 (N=85)	Group 1 (N=115)	Group 2 (N=85)
Career Planning	14.22	14.24	3.30	3.21
Career Satisfaction	21.06	21.89	5.25	5.20

The table above showed the descriptive statistics of the variables: career satisfaction and career planning. The score ranges from 6-30 for the scale and the maximum a respondent could obtain was 30 and the minimum as 6. The mean and SD for career satisfaction group 1 and 2- is 21.06 (SD 5.25) and 21.89 (SD 5.20) respectively. This shows there is not much difference in the mean scores of both the group members. Career planning has 4 items in total and has to be rated on a 5 points Likert scale, with the maximum score to be obtained on the scale as 20 and the minimum of 4. The mean and the standard deviation scores of the groups 1 and 2 are 14.22 (SD 3.30) and 14.24 (SD 3.21) respectively. It depicts a high score on career planning for both the groups.

Table 3.20 Coefficient of correlation between career satisfaction and career planning

	Career Satisfaction
Group 1	.272**
Group 2	.341**
**p>.01 (2-tailed)	
Effect size (Cohen, 1988): r= 0.1(small); 0.3 (moderate); 0.5 (large)	

The table above shows the correlation values of career satisfaction and career planning. The data above shows that there is a positive correlation between career satisfaction and career planning for both the groups (.27, .34 respectively both are significant at .01 level). As per the Cohen (1988) criterion, the effect size for the value of the correlation obtained fall under

the magnitude of small effect for the group 1 in the case of career planning affecting career satisfaction and for the group 2 it fall under the magnitude of medium effect.

The direct effect of career planning on career satisfaction is positive i.e. career planning exerts positive influence on career satisfaction and the CI values are statistically above zero ($c' = .46$, $p = .02$, CI .0541 to .7989). Wherein, the direct effect of career planning on career satisfaction is similar as the result for the group 1 i.e. positive but the confidence interval straddles zero ($c' = .3125$, $p = .12$, CI -.0885 to .7134) which means path generated because of this effect is not different from zero.

Summary of the Results & Interpretation:

The regression model generated with backward stepwise regression method in the first phase of study signify that all the predictors of career planning explains 14% of variance in career planning process of youth. The effect size calculated with the help of R^2 i.e. the Cohen f^2 is medium and the 95% CI is also above zero that means all the variables taken as the predictor of career planning have medium effect on career planning process of youth.

The total effect is positive in the case of both the groups and the 95% BC bootstrap CI is above zero for all the equation of career planning on criterion variables through the mediators. The total indirect effect is positive in the case of both the groups however the 95% BC bootstrap CI is above zero only in the case of group 2 for all the equations.

In specific indirect effect the elaborative understanding regarding the effect size along with the direction of the effects and 95% BC bootstrap CI can all be found in the section & tables above.

The cumulative findings are summarized here: in the specific indirect effect organizational career management is the only mediator through which positive effect of career planning is exerted on all the criterion variables. However the 95% BC bootstrap CI is only achieved in the case of group 2 that is career planning is able to exert its positive effect on criterion

variables through organizational career management system in group 2. Because of this the path of influence generated can also be said to be statistically different from zero. This same effect is also evident in the case of group 2 for the specific indirect -who do you contact in your career network and why; the path of influence generated because of this is above zero and is significant. Though some of the specific indirect effects are positive but the path of influence generated because of those are not different from zero. Thus, it could be concluded that organizational career management is the mediator mainly through which the career planning affects the criterion variables in the study.

The direct effect is positive in the case of group 1 for all the three equations where the antecedent is career planning and the criterion variables are (work engagement, happiness and career satisfaction). It is also significant i.e. 95% of BC CI is above zero for all the equations. Whereas the direct effect is negative; in the case of only one equation in group 2 when career planning is exerting its effect on work engagement. However the direct effect is positive in the case of the other equations when career planning is exerting its effect on happiness and career satisfaction on the group 2. Though in the case of group 2 for all the direct effects the CI is not above zero hence the path of influence generated is not different from zero. The confidence interval and the significance level of each effect can be found in appendix as well in the explanation under each table in the section above.