CHAPTER FOUR

BIVARIATE AND MULTIVARIATE ANALYSIS
Chapter 4 includes the Product moment coefficient’s of correlations; Stepwise-multiple correlations and Regression analysis. This chapter has been divided into two sections.

**Section I** includes the Product moment coefficients’ of correlations in case of:
- Total sample, Boys and Girls
- Decided and Tentative
- Arts, Commerce, Medical and Non-Medical

**Section II** include Stepwise-multiple correlations and Regression analysis of following groups
- Total sample, Boys and Girls
- Decided and Tentative

**SECTION I**

**BIVARIATE ANALYSIS**

The objective of this analysis was to find the relationship between the dependent variable of Career decision-making and the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement. In accordance with this objective, product – moment coefficients’ of correlations were worked out, to analyze the data.

The degree of association among the independent variables and also the association of each of the independent variables are examined by using correlation matrices.

For the sake of convenience, the results have been presented in three section viz: section 1a, 1b and 1c.

**Section 1a**

This section deals with the 8x8 inter-correlations matrices for all the variables under study for the Total sample, Boys and Girls, vide Tables 4.1a.1, 4.1a.2 and 4.1a.3 respectively.
Section 1b

This section presents 8x8 inter-correlation matrices on all the variables under study for Decided and Tentative groups.

Section 1c

This section presents 8x8 inter-correlation matrices on all the variables under study for the following sub-groups:

i) Arts group vide Table 4.lc.1
ii) Commerce group vide Table 4.lc.2
iii) Medical group vide Table 4.lc.3
iv) Non-Medical group vide Table 4.lc.4

Section 1a

This section deals with the discussion of significant coefficients of correlations between the dependent variable of Decidedness ($V_1$) and Indecision ($V_2$) and independent variable of Locus of control, Self esteem, Career choice anxiety and Academic achievement in case of Total sample, Boys and Girls. The results are presented vide Table 4.la.1, 4.la.2 and 4.la.3 respectively.

Table 4.la.1

<table>
<thead>
<tr>
<th>Var/Var</th>
<th>D</th>
<th>I</th>
<th>IC</th>
<th>CC</th>
<th>PO</th>
<th>SE</th>
<th>CCA</th>
<th>AA</th>
</tr>
</thead>
<tbody>
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<td>1. D</td>
<td>1.000</td>
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<td></td>
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<tr>
<td>2. I</td>
<td>-0.131**</td>
<td>1.000</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>3. IC</td>
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<td>1.000</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>4. CC</td>
<td>-0.053</td>
<td>0.044</td>
<td>-0.040</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. PO</td>
<td>0.004</td>
<td>0.053</td>
<td>-0.192**</td>
<td>0.124**</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. SE</td>
<td>0.177**</td>
<td>-0.259**</td>
<td>-0.055</td>
<td>-0.089*</td>
<td>0.005</td>
<td>1.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. CCA</td>
<td>-0.232**</td>
<td>0.164**</td>
<td>0.007</td>
<td>0.040</td>
<td>0.053</td>
<td>-0.365**</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td>8. AA</td>
<td>0.046</td>
<td>-0.087*</td>
<td>0.185**</td>
<td>-0.124**</td>
<td>-0.130**</td>
<td>0.038</td>
<td>-0.023</td>
<td>1.000</td>
</tr>
</tbody>
</table>

Note: *(.062) significant at 0.05 level, ** (.081) significant at 0.01 level
Discussion Based on Table 4.1a.1

In case of total sample vide Table 4.1a.1, the relationship of the criterion variable i.e. Decidedness and Indecision of Career decision-making with the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement was found as follows:

**Decidedness (V1) and Indecision (V2)**

The variable of Decidedness (V1) was found to be negatively and significantly correlated with Indecision (V2) at .01 level (r=-.131).

The negative relationship explains that higher certainty will lead towards lower Indecision and vice-versa.

**Relationship between Decidedness (V1) and independent variables (V3-V8) in case of Total Sample**

**Decidedness (V1) and Locus of control (V3-V5)**

None of the measures of Locus of control i.e. Individual control (V3), Chance control (V4) and Powerful others (V5) were found to be significantly correlated with Decidedness in Career decision-making.

The results thus indicate that Locus of control does not go hand in hand with a person's Decidedness in Career decision-making.

However, Denga (1984) found in his study on male Nigerian students that Locus of control was strongly associated with Career decision-making. He found that students with internal Locus of control were likely to choose their occupations based on intrinsic influences (i.e. interest and ability); whereas students with an external orientation were more likely to indicate that chance and good fortune influenced their career preferences.

**Decidedness (V1) and Self esteem (V6)**

Self esteem (V6) was found to have positive and significant relationship with Decidedness (V1) at 0.01 level (r=.177).

This result indicates that Self esteem does have a strong association with Decidedness in decision-making in the choice of a career in this study.
This result further got supported in a research study of Chiu (1990), who found that adolescents with firm career goals also had higher Self esteem.

A comprehensive review by Betz and Fitzgerland (1987) and Osipow and Fitzgerald (1996) supported that individuals with higher levels of Self esteem are more likely to make good matches between self and occupational role.

Munson (1992) in his study found that high Self esteem students have more explicit conceptions of themselves relative to Career decision-making than low Self esteem students.

Chartrand, et al. (1994) studied the issue of vocational Indecision concerning undergraduates and concluded that career Decidedness was significantly related to Self esteem.

Research indicates that students with low Self esteem will be delayed in their Career decision-making. Betz and Voyten (1997) found that low levels of Self esteem may delay a student from taking a decision related to career goal attainment.

Gordan (1998) studied career Decidedness of 249 undergraduates at large south eastern US University with representation from all four years, the results showed that career Decidedness was positively and significantly related to Self esteem.

Zamostny and colleagues (2002) found that career Decidedness was related to anxiety, interpersonal relations, Self esteem and family problems.

Creed et al (2002) found that students with high level of Self esteem showed higher levels of career planning, career exploration, were more decided about their career decision and had more career goals. On the other hand, those with low levels of Self esteem had lower levels of Career decision-making knowledge and were more indecisive.

Decidedness ($V_1$) and Career choice anxiety ($V_7$)

The variable of Career choice anxiety was found to have negative and significant relationship with Decidedness at .01 level ($r=-.232$).
The negative correlation on Career choice anxiety explain that this variable contributes negatively towards decision making with regards to choice of a career.

Taylor and Betz (1983) found that undecided students were more anxious than Decided students.

Fuqua and Hartman (1983) concluded that inability to make a career decision is often related to anxiety.

Callahan and Greenhaus (1992) described indecisiveness as reflecting a more permanent inability to form a career decision, perhaps rooted in a personality disorder like anxiety.

Dysfunctional career thoughts have been found to be negatively correlated with having a disability (decision making, confusion, commitment, conflict, anxiety) by college students (Dipeolu 1997).

Barlow’s (2000) model of vulnerability for anxiety suggests that persons coping with career Indecision, who perceive control over their career choice context, both the personal and environmental facets, are likely to experience lower choice anxiety as they increase their level of coping. Individual who perceived low control, in contrast, would not be expected to reduce their choice anxiety, as much if at all.

Germeijs and Verschueren (2006) studied the effect of some personal and environmental factors on Career decision-making and found that Career decision-making was related to anxiety and low Self esteem.

**Decidedness (V₁) and Academic achievement (V₈)**

Absence of significant correlation between Decidedness (V₁) and Academic achievement (V₈) implies that in the present study, Decidedness is independent of Academic achievement.

The results of this study got further support by research findings of Osipow and Waddell (1980) and Roger (1980), who also did not find any significant correlations between Academic achievement and Career decision-making scores.
According to Hany and Goldstein (1992) career decisiveness among college students varied with academic performance and intellectual characteristics of students.

Healy and Mourtan (1987) found that career development is linked to academic achievement through several mechanisms including career development skills and career anxiety.

Academic achievement is usually linked with intelligent individuals who pursue their occupational goals through college. Vocational goals of bright individuals are usually well defined within the realm of their abilities, interests and capacity to succeed. Although these individuals maintain realistic goals, they usually aspire for more prestigious occupational choice because they know their ability level and try to taper the occupational goals they hold into a realistic educational plan (Bregman and Killen, 1999).

According to Bandura and Pastorelli (2001) as adolescents mature, they begin to formulate occupational choices, widely influenced by academic performance, college education and socio economic status.

Strage et al. (2002) found that students with high academic achievement were able to identify in which courses they felt they could get a good grade.

Mc Kenney and his colleagues (2003) examined data from 548 job postings in a college recruitment program and found that Academic achievement was related to Career decision-making.

Relationship between Indecision (V2) and independent variables (V3-V8) in case of Total Sample

Indecision (V2) with Locus of control (V3-V5)

No significant relationship was found between the variables of Indecision (V2) and Locus of control (V3-V5). Thus Locus of control is not associated with Indecision with regards to choice of a career.

Taylor (1982); Fuqua and Hartman (1983) found that career Indecision correlated with external Locus of control.
Taylor and Popma (1990) in their study on 203 female and 204 male college students found that Locus of control was not a significant predictor of vocational Indecision.

Healy (1991) discovered that attributing career success to internal, unstable causes related positively to Career decision-making, whereas attributing success to external, stable causes related negatively to Career decision-making.

**Indecision ($V_2$) and Self esteem ($V_6$)**

The variable of Self esteem ($V_6$) was found to be significantly and negatively correlated with Indecision ($V_2$) at 0.01 level ($r = -0.259$). This indicates that high Self esteem leads to less Indecision in making career related choices.

Korman (1967) in his study found that individuals lacking in Self esteem are less likely to make good matches between self and occupational role. Osipow (1983) found that Self esteem and other self concept measures play a pivotal role in Career decision-making.

**Indecision ($V_2$) and Career choice anxiety ($V_7$)**

The variable of Career choice anxiety ($V_7$) was found to have positive and significant relationship with Indecision ($V_2$) at 0.01 level ($r = 0.164$). This indicates that Career choice anxiety has a strong association with Indecision in choice of a career. It means high Career choice anxiety leads to more Indecision.

Brown and Strange (1981) found that anxiety was consistently related to career indecision.

Fuqua *et al.* (1988) also highlighted the special role of anxiety in the career Indecision.

Seaworth and Newman (1989) focused on identifying correlates of career Indecision and found that anxiety was a major cause of career Indecision.
Indecision (V₂) and Academic achievement (V₈)

Between the variables of Indecision (V₂) and Academic achievement (V₈) significant but negative relationship was observed in this study at .01 level (r=−.087). This is indicative of the fact that Academic achievement affects the decision making in the choice of a career. It means higher level of Academic achievement amounts to less of Indecision and vice versa.

Conclusions based on Table 4.la.1

The hypothesis of this analysis was that (i) there exists positive and significant relationship of Career decision-making with Self esteem, Locus of control and Academic achievement i.e. Decidedness and Indecision and independent variables of Locus of control, Self esteem and Academic achievement in case of total sample . (ii) There exists negative relationship between the criterion variable of Career decision-making and independent variables of career choice anxiety in case of total sample.

The results of co-efficient of correlations for total sample vide table 4.la.1 reveal that among the measures of Career decision-making, Decidedness (V₁) was found to have positive and significant relationship with Self esteem (V₆) and negative but significant relationship with career choice anxiety.

Indecision (V₂) was found to have positive and significant relationship with Career choice anxiety and negative but significant relationship with Self esteem and Academic achievement.

Both the measures of Career decision-making i.e. Decidedness (V₁) and Indecision (V₂) were not found to be significantly correlated with Locus of control measure.
Therefore:

i) The hypothesis of positive and significant relationship between the criterion variable of Career decision-making i.e. Decidedness and Indecision with the independent variables of Locus of control, Self esteem and Academic achievement got a partial support in case of total sample.

ii) The hypothesis of negative relationship between the criterion variable of Career decision-making and independent variable of Career choice anxiety got full support in case of total sample.

Table 4.1a.2
8x8 Intercorrelation matrix for the Boys (N=305) on the Variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement

<table>
<thead>
<tr>
<th>Var/Var</th>
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<th>IC</th>
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<th>PO</th>
<th>SE</th>
<th>CCA</th>
<th>AA</th>
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<td>1. D</td>
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<tr>
<td>2. I</td>
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<td>1.000</td>
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<td>3. IC</td>
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<tr>
<td>4. CC</td>
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<td>5. PO</td>
<td>-0.016</td>
<td>0.063</td>
<td>-0.394**</td>
<td>0.109</td>
<td>1.000</td>
<td></td>
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</tr>
<tr>
<td>6. SE</td>
<td>0.155**</td>
<td>-0.173**</td>
<td>-0.105</td>
<td>-0.012</td>
<td>-0.003</td>
<td>1.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. CCA</td>
<td>-0.266**</td>
<td>0.169**</td>
<td>0.071</td>
<td>-0.012</td>
<td>-0.001</td>
<td>-0.284**</td>
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<tr>
<td>8. AA</td>
<td>0.006</td>
<td>-0.082</td>
<td>0.199**</td>
<td>-0.066</td>
<td>-0.074</td>
<td>0.010</td>
<td>0.026</td>
<td>1.000</td>
</tr>
</tbody>
</table>

Note: *(.113) correlation is significant at the 0.05 level (2 tailed)
**(.148) correlation is significant at 0.01 level (2 tailed)
Table 4.1a.3
8x8 Intercorrelation matrix for the Girls (N=332) on the Variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement

<table>
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<th>Var/Var</th>
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<th>PO</th>
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<td></td>
</tr>
<tr>
<td>2. I</td>
<td>-0.235**</td>
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<tr>
<td>3. IC</td>
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<td>1.000</td>
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<td>4. CC</td>
<td>-0.085</td>
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<td>1.000</td>
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<td></td>
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</tr>
<tr>
<td>5. PO</td>
<td>0.024</td>
<td>0.021</td>
<td>-0.184**</td>
<td>0.121*</td>
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</tr>
<tr>
<td>6. SE</td>
<td>0.207**</td>
<td>-0.320**</td>
<td>-0.065</td>
<td>-0.139*</td>
<td>0.034</td>
<td>1.000</td>
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<td></td>
</tr>
<tr>
<td>7. CCA</td>
<td>-0.208**</td>
<td>0.154**</td>
<td>0.001</td>
<td>0.079</td>
<td>0.095</td>
<td>-0.429**</td>
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<td>0.092</td>
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<td>0.085</td>
<td>-0.142**</td>
<td>-0.155**</td>
<td>0.014</td>
<td>-0.041</td>
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</tbody>
</table>

Note:
* (.113) correlation is significant at the 0.05 level (2 tailed)
** (.148) correlation is significant at 0.01 level (2 tailed).

Discussion Based on Tables 4.1a.2 and 4.1a.3 respectively

In case of Boys and Girls, vide Tables 4.1a.2 and 4.1a.3, the relationship of the criterion variable i.e. Decidedness and Indecision of Career decision-making with the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement was found as follows:

Decidedness (V1) and Indecision (V2)

In case of Boys, no significant relationship was observed between Decidedness (V1) and Indecision (V2). However, in case of Girls, the variable of Decidedness (V1) was negatively and significantly correlated with Indecision (V2) at .01 level (r=-0.235).

The negative relationship explains that higher Decidedness in case of Girls will lead towards lower Indecision and vice-versa.
Relationship between Decidedness ($V_1$) and independent variables ($V_3-V_8$) in case of Boys and Girls

Decidedness ($V_1$) and Locus of control ($V_3-V_5$)

None of the measures of Locus of control i.e. Individual control ($V_3$), Chance control ($V_4$) and Powerful others ($V_5$) were found to be significantly correlated with Decidedness in Career decision-making.

The results thus indicate that Locus of control in the present sample of Boys and Girls does not go hand in hand with a person’s Decidedness in Career decision-making.

Decidedness ($V_1$) and Self esteem ($V_6$)

Self esteem ($V_6$) was found to have positive and significant relationship with Decidedness ($V_1$) at 0.01 level in case of Boys ($r=0.155$) and Girls ($r=0.207$).

The result indicates that Self esteem was significantly related to career decidedness in the present sample of Boys and Girls.

Decidedness ($V_1$) and Career choice anxiety ($V_7$)

The variable of Career choice anxiety was found to have negative and significant relationship with Decidedness at .01 level in case of Boys ($r=-0.266$) and Girls ($r=-0.208$).

The negative correlation on Career choice anxiety explain that this variable contributes negatively towards decision making with regards to choice of a career in the present sample of Boys and Girls.

Decidedness ($V_1$) and Academic achievement ($V_8$)

Absence of significant correlation between Decidedness ($V_1$) and Academic achievement ($V_8$) implies that in the present sample of Boys and Girls, Decidedness is independent of Academic achievement.
Relationship between Indecision (V2) and independent variables (V3-V8) in case of Boys and Girls

Indecision (V2) with Locus of control (V3-V5)

No significant relationship was found between the variables of Indecision (V2) and Locus of control (V3-V5) in case of Boys and Girls. Thus Locus of control is not associated with Indecision with regards to choice of a career in the present sample of Boys and Girls.

Relationship between Indecision (V2) and Self esteem (V6)

The variable of Self esteem (V6) was found to be significantly and negatively correlated with Indecision (V2) at 0.01 level in case of Boys (r=-.173) and Girls (r=-0.320). This indicates that high Self esteem leads to less Indecision in making career related choices of Boys and Girls.

Indecision (V2) and Career choice anxiety (V7)

The variable of Career choice anxiety (V7) was found to have positive and significant relationship with Indecision (V2) at 0.01 level in case of Boys (r=.169) and Girls (r=.154). This indicates that Career choice anxiety has a strong association with Indecision in choice of a career in the present sample of Boys and Girls. It means high Career choice anxiety leads to more Indecision.

Indecision (V2) and Academic achievement (V8)

No significant relationship was observed between the variable of Indecision (V2) and Academic achievement (V8) in case of Boys and Girls.

Conclusions based on Table 4.1a.2 and 4.1a.3

The hypothesis of this analysis was that (i) there exists positive and significant relationship of Career decision-making with Self esteem, Locus of control and Academic achievement i.e. Decidedness and Indecision and independent variables of Locus of control, Self esteem and Academic achievement in case of boys and girls. (ii) There exists negative relationship
between the criterion variable of Career decision-making and independent variable of career choice anxiety in case of boys and girls.

The results of co-efficient of correlations for Boys and Girls vide tables 4.1a.2 and 4.1a.3 reveal that among the measures of Career decision-making, Decidedness ($V_1$) was found to have positive and significant relationship with Self esteem ($V_0$) and negative but significant relationship with career choice anxiety.

Indecision ($V_2$) was found to have positive and significant relationship with Career choice anxiety and negative but significant relationship with Self esteem in the present sample of Boys and Girls.

Both the measures of Career decision-making i.e. Decidedness ($V_1$) and Indecision ($V_2$) were not found to be significantly correlated with Locus of control measure and Academic achievement.

Therefore:

i) The hypothesis of positive and significant relationship between the criterion variable of Career decision-making i.e. Decidedness and Indecision with the independent variables of Locus of control, Self esteem and Academic achievement got a partial support in case of boys and girls.

ii) The hypothesis of negative relationship between the criterion variable of Career decision-making and independent variable of Career choice anxiety got full support in case of boys and girls.

Section lb

This section includes the coefficient of correlations of criterion variable of Career decision-making viz. Decidedness and Indecision with independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement in case of Decided and Tentative groups. The results are presented vide tables 4.lb.1 and 4.lb.2.
### Table 4.lb.1
8x8 Intercorrelation matrix for the Decided Group (N=495) on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement

<table>
<thead>
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<th>IC</th>
<th>CC</th>
<th>PO</th>
<th>SE</th>
<th>CCA</th>
<th>AA</th>
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</thead>
<tbody>
<tr>
<td>1. D</td>
<td>1.000</td>
<td></td>
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<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. I</td>
<td>-0.209**</td>
<td>1.000</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>3. IC</td>
<td>-0.067</td>
<td>0.068</td>
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<td></td>
</tr>
<tr>
<td>4. CC</td>
<td>-0.048</td>
<td>0.057</td>
<td>-0.022</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. PO</td>
<td>-0.044</td>
<td>0.012</td>
<td>-0.193**</td>
<td>0.161**</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. SE</td>
<td>0.109*</td>
<td>-0.245**</td>
<td>-0.063</td>
<td>-0.084</td>
<td>0.024</td>
<td>1.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. CCA</td>
<td>-0.129**</td>
<td>0.155**</td>
<td>0.013</td>
<td>0.051</td>
<td>0.074</td>
<td>-0.359**</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td>8. AA</td>
<td>0.117**</td>
<td>-0.086</td>
<td>0.105*</td>
<td>-0.127**</td>
<td>-0.114*</td>
<td>0.064</td>
<td>-0.001</td>
<td>1.000</td>
</tr>
</tbody>
</table>

Note:
* (.088) correlation is significant at the 0.05 level (2 tailed)
** (.115) correlation is significant at 0.01 level (2 tailed)

### Table 4.lb.2
8x8 Intercorrelation matrix for the Tentative Group (N=132) on the Variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement

<table>
<thead>
<tr>
<th>Var/Var</th>
<th>D</th>
<th>I</th>
<th>IC</th>
<th>CC</th>
<th>PO</th>
<th>SE</th>
<th>CCA</th>
<th>AA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. D</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. I</td>
<td>0.761**</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. IC</td>
<td>-0.035</td>
<td>0.03</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. CC</td>
<td>-0.050</td>
<td>-0.047</td>
<td>-0.317**</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. PO</td>
<td>0.173*</td>
<td>0.135</td>
<td>-0.342**</td>
<td>0.011</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. SE</td>
<td>0.102</td>
<td>-0.030</td>
<td>-0.046</td>
<td>-0.109</td>
<td>-0.033</td>
<td>1.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. CCA</td>
<td>-0.252**</td>
<td>-0.142</td>
<td>0.034</td>
<td>-0.015</td>
<td>-0.064</td>
<td>-0.270**</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td>8. AA</td>
<td>-0.076</td>
<td>-0.139</td>
<td>0.230**</td>
<td>-0.111</td>
<td>-0.170</td>
<td>-0.113</td>
<td>-0.070</td>
<td>1.000</td>
</tr>
</tbody>
</table>

Note:
* (.74) correlation is significant at the 0.05 level (2 tailed)
** (.228) correlation is significant at 0.01 level (2 tailed)
Discussion based on Table 4.lb.1 and 4.lb.2

Decidedness (V₁) and Indecision (V₂)

Decidedness (V₁) was found to have negative significant relationship with Indecision (V₂) at .01 level in case of Decided group (r=-.209). The negative correlations means that Decidedness and Indecision are inversely correlated in case of Decided group.

Significant positive relationship between Decidedness (V₁) and Indecision (V₂) was found in case of Tentative group (r=.761) at .01 level. The positive correlations between Decidedness and Indecision in case of Tentative students explains that they are neither certain about their choices nor totally undecided.

Relationship between Decidedness (V₁) and the Independent variables (V₃-V₈) in case of Decided and Tentative groups

Decidedness (V₁) and Locus of control (V₃-V₅)

None of the measures of Locus of control i.e. Individual control (V₃), Chance control (V₄) and Powerful others (V₅) were found to be significantly correlated with Decidedness in Career decision-making in case of Decided group.

The results of correlation between Decidedness (V₁) and measures of Locus of control viz; Individual control (V₃) Chance control (V₄); Powerful others (V₅) reveal that Decidedness correlated significantly and positively only with Powerful others (V₅) at .05 level (r=.173) in case of Tentative group.

Decidedness (V₁) and Self esteem (V₆)

Self esteem (V₆) found to have significant positive correlation with Decidedness (V₁) at .05 level in case of Decided group (r=.109).

No relationship was observed between Decidedness and Self esteem for the Tentative group.
Decidedness (V₁) and Career choice anxiety (V₇)

Significant but negative relationship was observed between Decidedness (V₁) and Career choice anxiety (V₇) at 0.01 level for Decided (r=-.129) and Tentative (r=-.252) groups.

Decidedness (V₁) and Academic achievement (V₈)

Significant and positive relationship was observed between Decidedness (V₁) and Academic achievement (V₈) at .01 level (r=.117) in case of Decided group.

No relationship was observed between Decidedness and Academic achievement for the Tentative group.

Relationship between Indecision (V₂) and Independent variables (V₃-V₈) in case of Decided and Tentative groups

Indecision (V₂) and Locus of control (V₃-V₅)

No significant relationship between Indecision (V₂) and Locus of control viz Individual control (V₃), Chance control (V₄) and Powerful others (V₅) was found in case of Decided and Tentative groups.

Hence Locus of control is not associated with Indecision in the choice of a career in case of Decided and Tentative groups.

Indecision (V₂) and Self esteem (V₆)

Indecision (V₂) was negatively correlated with Self esteem (V₆) at .01 level in case of Decided group (r=-.245).

Indecision (V₂) and Self esteem (V₆) do not correlate significantly in case of Tentative group.

Indecision (V₂) and Career choice anxiety (V₇)

Indecision (V₂) was positively correlated with Career choice anxiety (V₇) at .01 level in case of Decided group (r=.155).
However, Indecision and Career choice anxiety did not correlate significantly in case of Tentative group.

**Indecision (V2) and Academic achievement (V8)**

No significant relationship was observed between Indecision (V2) and Academic achievement (V8) in any of the groups i.e. Decided and Tentative.

**Conclusions based on Tables 4.lb.1 and 4.lb.2**

The hypothesis groups that i.e. Decided and Tentative groups exhibit similar pattern relationship between criterion variable of Career decision-making and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement as exhibited in case of total sample, got support to a large extent.

**Section 1c**

This section includes the coefficient of correlations of criterion variable of Career decision-making viz. Decidedness and Indecision with independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement in case of four sub groups i.e. Arts, Commerce, Medical and Non-Medical. The results are presented vide tables 4.lc.1 through 4.lc.4.

The discussion of the coefficient of correlations of the groups was done vide Table 4.lc.5. This table summarizes only the significant correlations between dependent and independent variables as reported vide Table 4.lc.1 through 4.lc.4 in case of all the groups.
### Table 4.lc.1
8x8 Intercorrelation matrix for the Arts sub group (N=187) on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement

<table>
<thead>
<tr>
<th>Var/Var</th>
<th>D</th>
<th>I</th>
<th>IC</th>
<th>CC</th>
<th>PO</th>
<th>SE</th>
<th>CCA</th>
<th>AA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. D</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. I</td>
<td>0.012</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. IC</td>
<td>0.001</td>
<td>-0.073</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. CC</td>
<td>-0.088</td>
<td>0.011</td>
<td>-0.431**</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. PO</td>
<td>0.019</td>
<td>0.137</td>
<td>-0.505**</td>
<td>0.132</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. SE</td>
<td>0.257**</td>
<td>-0.297**</td>
<td>-0.019</td>
<td>-0.129</td>
<td>0.088</td>
<td>1.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. CCA</td>
<td>-0.242**</td>
<td>0.080</td>
<td>-0.021</td>
<td>0.097</td>
<td>0.013</td>
<td>-0.349**</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td>8. AA</td>
<td>0.149*</td>
<td>-0.084</td>
<td>0.186*</td>
<td>-0.129</td>
<td>-0.149*</td>
<td>0.193**</td>
<td>0.193**</td>
<td>1.000</td>
</tr>
</tbody>
</table>

Note:
*(.138) correlation is significant at the 0.05 level (2 tailed)
**(.208) correlation is significant at 0.01 level (2 tailed)

### Table 4.lc.2
8x8 Intercorrelation matrix for the Commerce sub group (N=155) on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement

<table>
<thead>
<tr>
<th>Var/Var</th>
<th>D</th>
<th>I</th>
<th>IC</th>
<th>CC</th>
<th>PO</th>
<th>SE</th>
<th>CCA</th>
<th>AA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. D</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. I</td>
<td>-0.245**</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. IC</td>
<td>-0.050</td>
<td>0.078</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. CC</td>
<td>0.040</td>
<td>0.085</td>
<td>-0.383**</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. PO</td>
<td>-0.067</td>
<td>-0.107</td>
<td>-0.312**</td>
<td>0.073</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. SE</td>
<td>0.204**</td>
<td>-0.214**</td>
<td>-0.041</td>
<td>-0.028</td>
<td>0.021</td>
<td>1.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. CCA</td>
<td>-0.270**</td>
<td>0.089</td>
<td>0.035</td>
<td>-0.080</td>
<td>0.029</td>
<td>-0.283**</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td>8. AA</td>
<td>-0.015</td>
<td>0.012</td>
<td>0.319**</td>
<td>-0.121</td>
<td>-0.202*</td>
<td>0.007</td>
<td>-0.009</td>
<td>1.000</td>
</tr>
</tbody>
</table>

Note:
*(.159) correlation is significant at the 0.05 level (2 tailed)
**(.208) correlation is significant at 0.01 level (2 tailed)
### Table 4.lc.3
8x8 Intercorrelation matrix for the Medical sub group (N=135) on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement

<table>
<thead>
<tr>
<th>Var/Var</th>
<th>D</th>
<th>I</th>
<th>IC</th>
<th>CC</th>
<th>PO</th>
<th>SE</th>
<th>CCA</th>
<th>AA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. D</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. I</td>
<td>-0.166</td>
<td>1.000</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>3. IC</td>
<td>0.052</td>
<td>0.092</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. CC</td>
<td>-0.077</td>
<td>-0.014</td>
<td>-0.041</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. PO</td>
<td>0.695</td>
<td>0.190</td>
<td>0.008</td>
<td>0.025</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. SE</td>
<td>0.051</td>
<td>-0.111</td>
<td>-0.107</td>
<td>-0.118</td>
<td>-0.036</td>
<td>1.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. CCA</td>
<td>-0.255**</td>
<td>0.321**</td>
<td>0.038</td>
<td>0.037</td>
<td>0.123</td>
<td>-0.355**</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td>8. AA</td>
<td>-0.246**</td>
<td>-0.108</td>
<td>0.127</td>
<td>-0.041</td>
<td>-0.118</td>
<td>-0.073</td>
<td>0.017</td>
<td>1.000</td>
</tr>
</tbody>
</table>

**Note:**
* (.174) correlation is significant at the 0.05 level (2 tailed)
** (.228) correlation is significant at 0.01 level (2 tailed)

### Table 4.lc.4
8x8 Intercorrelation matrix for the Non Medical sub group (N=160) on the variables of Career decision-making, Locus of control, Self esteem, Career choice anxiety and Academic achievement

<table>
<thead>
<tr>
<th>Var/Var</th>
<th>D</th>
<th>I</th>
<th>IC</th>
<th>CC</th>
<th>PO</th>
<th>SE</th>
<th>CCA</th>
<th>AA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. D</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. I</td>
<td>-0.221**</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. IC</td>
<td>0.018</td>
<td>-0.048</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. CC</td>
<td>-0.026</td>
<td>0.048</td>
<td>-0.280**</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. PO</td>
<td>-0.007</td>
<td>0.029</td>
<td>-0.204**</td>
<td>0.062</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. SE</td>
<td>0.149</td>
<td>-0.381**</td>
<td>-0.051</td>
<td>-0.072</td>
<td>-0.083</td>
<td>1.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. CCA</td>
<td>-0.173*</td>
<td>0.233**</td>
<td>-0.125</td>
<td>0.091</td>
<td>0.066</td>
<td>-0.472**</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td>8. AA</td>
<td>0.144</td>
<td>-0.143</td>
<td>0.208**</td>
<td>-0.158*</td>
<td>-0.095</td>
<td>-0.034</td>
<td>0.008</td>
<td>1.000</td>
</tr>
</tbody>
</table>

**Note:**
* (.159) correlation is significant at the 0.05 level (2 tailed)
** (.208) correlation is significant at 0.01 level (2 tailed)
Table 4.lc.5
Summary Table : Significant Coefficient of Correlation between the Dependent Variables Viz: Decidedness (V1) and Indecision (V2) with the Independent Variables of Locus of control (V3- V5), Self esteem (V6), Career choice anxiety (V7) and Academic achievement (V8) in case of four sub groups i.e. Arts; Commerce; Medical and Non-Medical

<table>
<thead>
<tr>
<th></th>
<th>Arts</th>
<th>Commerce</th>
<th>Medical</th>
<th>Non-Medical</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>D</td>
<td>I</td>
<td>D</td>
<td>I</td>
</tr>
<tr>
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</tr>
<tr>
<td>I</td>
<td>-</td>
<td>-</td>
<td>- .245**</td>
<td>- .221**</td>
</tr>
<tr>
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<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>CC</td>
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<td>-</td>
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</tr>
<tr>
<td>PO</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>SE</td>
<td>.257**</td>
<td>- .297**</td>
<td>.204*</td>
<td>- .214*</td>
</tr>
<tr>
<td>CCA</td>
<td>-.242**</td>
<td>- .270**</td>
<td>-.255**</td>
<td>0.321**</td>
</tr>
<tr>
<td>AA</td>
<td>.149*</td>
<td>-</td>
<td>-.246**</td>
<td>-</td>
</tr>
</tbody>
</table>

Note:
*correlation is significant at the 0.05 level (2 tailed)
**correlation is significant at 0.01 level (2 tailed)

Discussion based on Table 4.lc.5
The objective of this analysis was to see whether the sub groups i.e. Medical; Non-Medical; Arts and Commerce exhibit similar pattern of relationship as observed in case of total sample.
The overall picture that emerges after the careful scrutiny in case of Decidedness (V1) is as under.
Decidedness (V1) and Indecision (V2)
Decidedness (V1) was found to have negative significant relationship with Indecision (V2) at .01 level in case of Commerce (r=-.245) and Non-Medical (r=.221) sub groups. The negative correlations mean that Decidedness and Indecision are inversely correlated in case of Commerce and Non-Medical sub groups.
Relationship between Decidedness ($V_1$) and the Independent variables ($V_3$-$V_8$) in case of four sub groups

Decidedness ($V_1$) and Locus of control ($V_3$-$V_8$)

None of the measures of Locus of control i.e. Individual control ($V_3$), Chance control ($V_4$) and Powerful others ($V_5$) were found to be significantly correlated with Decidedness in Career decision-making in case of four sub groups i.e. Arts, Commerce, Medical and Non-Medical.

Decidedness ($V_1$) and Self esteem ($V_6$)

Significant positive correlation at .01 level was observed in case of Arts group ($r = .257$) and Commerce ($r = .204$) sub groups only. No relationship was observed in case of Non-Medical and Medical sub groups.

Decidedness ($V_1$) and Career choice anxiety ($V_7$)

Significant but negative relationship was observed between Decidedness ($V_1$) and Career choice anxiety ($V_7$) at 0.01 level for all the sub groups viz. Medical ($r = -.255$); Non-Medical ($r = -.173$); Arts ($r = -.242$) and Commerce ($r = .270$).

Decidedness ($V_1$) and Academic achievement ($V_8$)

Decidedness ($V_1$) was found to have negative correlation ($r = -.246$) significant at .01 level with Academic achievement in case of Medical sub group.

Significant and positive relationship was also observed between Decidedness ($V_1$) and Academic achievement ($V_8$) at .05 level ($r = .149$) in case of Arts sub group.

No relationship was observed between Decidedness and Academic achievement for the rest of the sub groups viz. Non-Medical and Commerce.
Relationship between Indecision (V2) and Independent variables (V3-V8) in case of four sub groups

Indecision (V2) and Locus of control (V3-V5)

No significant relationship between Indecision (V2) and Locus of control viz Individual control (V3), Chance control (V4) and Powerful others (V5) was found in any of the sub groups i.e. Medical; Non-Medical; Arts and Commerce.

Hence Locus of control is not associated with Indecision in the choice of a career in case of four sub groups.

Indecision (V2) and Self esteem (V6)

Indecision (V2) was negatively correlated with Self esteem (V6) at .01 level in case of Non-Medical (r=-.381); Arts (r=-.297) and Commerce (r=-.214) sub groups.

Indecision (V2) and Self esteem (V6) did not correlate significantly in case of Medical sub group.

Indecision (V2) and Career choice anxiety (V7)

Indecision (V2) was positively correlated with Career choice anxiety (V7) at .01 level in case of Medical (r=.321) and Non-Medical (r=.233) sub groups.

Indecision and Career choice anxiety did not correlate significantly in case of Arts and Commerce sub groups.

Indecision (V2) and Academic achievement (V8)

No significant relationship was observed between Indecision (V2) and Academic achievement (V8) in any of the sub groups i.e. Medical; Non-Medical; Arts; and Commerce.

Conclusions based on Table 4.1c.5

The hypothesis of this analysis was that the sub groups i.e. Medical; Non-Medical; Arts and Commerce exhibit similar pattern relationship between criterion variable of Career decision-making and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement as exhibited in case of total sample. It got support to a large extent.
OVERALL CONCLUSIONS OF BIVARIATE ANALYSIS

Decidedness (V_1) and Indecision (V_2)

In case of total sample, Decidedness (V_1) and Indecision (V_2) were negatively and significantly correlated with each other at .01 level. Similar relationship was also observed in case of Decided group at .01 level; Non-Medical and Commerce sub groups at .01 level and Girls at .01 level. It was only in case of boys, Medical and Arts sub groups where no significant relationship was observed between Decidedness (V_1) and Indecision (V_2).

Relationship between Decidedness (V_1) and the Independent variables (V_3-V_8)

Decidedness (V_1) and Locus of control (V_3-V_5)

In case of Decidedness (V_1), significant and positive correlation was observed only in case of Tentative group from the subscales of Locus of control i.e. Powerful others (V_5) at .05 level.

In case of all other groups, no significant correlation was observed between Decidedness (V_1) and Locus of control measures (V_3-V_5).

These results are almost similar to the correlations in case of total sample, where no significant correlation was observed between Decidedness (V_1) and Locus of control measures (V_3-V_5) except in case of Tentative group.

Decidedness (V_1) and Self esteem (V_6)

Decidedness (V_1) was found to have positive and significant correlations with Self esteem (V_6) in case of total sample at .01 level. Similar relationship was observed in case of Decided group at .01 level; Arts at .01 level and Commerce sub groups at .05 level; Boys and Girls at .01 level. It was only in case of Tentative group; Medical and Non-Medical sub groups where no significant relationship was observed between Decidedness (V_1) and Self esteem (V_6).
Decidedness ($V_1$) and Career choice anxiety ($V_7$)

Decidedness ($V_1$) was found to have negative and significant correlations with Career choice anxiety ($V_7$) in case of total sample at .01 level. Similar results were found in case of Decided and Tentative groups at .01 level; Medical at .01 level; Non-Medical at .05 level; Arts and Commerce sub groups at .01 level; Boys and Girls at .01 level.

This confirms the hypothesis of similarity of various groups with total sample.

Decidedness ($V_1$) and Academic achievement ($V_8$)

In the present sample, no significant correlation was obtained between Decidedness ($V_1$) and Academic achievement ($V_8$). Similar relationship was also observed in case of Decided and Tentative groups; Non-Medical and Commerce sub groups; Boys and Girls except in case of Medical sub group where negative and significant relationship was observed between Decidedness ($V_1$) and Academic achievement ($V_8$) and Arts sub group where positive and significant relationship was observed between Decidedness ($V_1$) and Academic achievement ($V_8$).

Relationship between Indecision ($V_2$) and Independent variables ($V_3$-$V_8$)

Indecision ($V_2$) and Locus of control ($V_3$-$V_5$)

In the present sample, none of the measures of Locus of control i.e. Individual control ($V_3$), Chance control ($V_4$) and Powerful others ($V_5$) were found to be significantly correlated with Indecision in Career decision-making. Similar results were obtained in case of all the groups viz Total sample, boys and girls, Decided and Tentative groups and four sub groups i.e. Arts, Commerce, Medical and Non-Medical.

Hence, the hypothesis of similar pattern as in case of total sample got full support.
Indecision (V2) and Self esteem (V6)

When Indecision (V2) was correlated with Self esteem (V6), negative and significant relationship was observed in case of total sample at .01 level. Similar relationship was observed in case of Decided group at .01 level; Non-Medical at .01 level; Arts at .01 level and Commerce sub groups at .05 level; Boys and Girls at .01 level except in case of Tentative group and Medical sub group where no significant relationship was found between Indecision (V2) and Self esteem (V6).

Indecision (V2) and Career choice anxiety (V7)

In case of total sample, positive and significant relationship between Indecision (V2) and Career choice anxiety (V7) was observed at .01 level. The hypothesis of similarity of pattern of relationship between the total sample and various groups i.e. positive and significant relationship between Indecision (V2) and Career choice anxiety (V7) was confirmed in case of Decided group at .01 level; Medical and Non-Medical sub groups at .01 level; Boys and Girls at .01 level except in case of Arts and Commerce sub groups where no significant relationship was observed between Indecision (V2) and Career choice anxiety (V7).

Indecision (V2) and Academic achievement (V8)

Between the variables of Indecision and Academic achievement significant but negative relationship was observed in case of total sample at .05 level. The hypothesis of similarity between the total sample and the various groups did not get support in the absence of any significant relationship between Indecision (V2) and Academic achievement (V8).

The hypothesis of relationships of the dependent and independent variables as observed in case of Decided and Tentative groups; Medical; Non-Medical; Arts and Commerce sub groups; Boys and Girls being similar to the sample, got support to a large extent.
Regression is a technique that can be used to investigate the effect of one or more predictor variables on an outcome variable. Regression allows us to make statements how well one or more independent variables will predict the outcome of dependent variable. Multiple regression provides a powerful method to analyze multivariate data. It is used to test for the relationship between a dependent variable and any number of independent variables. The Step Wise procedure is an extension of Multiple regression. The advantage of Step Wise procedure is that it can quickly sort through a large number of potential predictors, and return a model consisting of only significant predictor. There are two important methods that provide important predictors, the Step Up method and the Step Down method. Step Up method enters the variables into the model one at a time in order determined by the strength of their correlation with the criterion variable. The effect of adding each is assessed as it is entered, and variables that do not significantly add to the success of model are excluded. The Step Down method first includes the most significant predictor and so on until all the significant predictors are included in the model, leaving out the insignificant predictors.

The objective of this analysis was to find whether each of the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement has anything to contribute to the prediction of criterion variable i.e. Career decision-making, as well as to see whether independent variables taken conjointly or independently have any contribution to make towards the prediction of criterion variable. In accordance with this objective, Stepwise method of regression was employed in the present investigation.
In this study, the scale used to find the Career decision-making of the subjects comprised of two variables viz. Decidedness ($V_1$) and Indecision ($V_2$). These two variables were treated as dependent variable. Hence, the multiple correlation and regression analysis was done separately for these two variables.

The purpose of this analysis was to find the predictors separately for both the dependent variables from among the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

The multiple regression analysis was thus done separately for:

(a) Total sample (N=637)
(b) Boys (N=305)
(c) Girls (N=332)
(d) Decided (N=495)
(e) Tentative (N=132)

The results are being presented vide table 4.II.1 through 4.II.9
Table 4.11.1
Stepwise multiple regression analysis for Decidedness (V_i) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement in case of Total sample (N=637).

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of Estimate</th>
<th>R Square Change</th>
<th>F</th>
<th>df1</th>
<th>df2</th>
<th>Sig. F</th>
<th>Level of Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.054</td>
<td>.052</td>
<td>2.002</td>
<td>.054</td>
<td>36.199</td>
<td>1</td>
<td>635</td>
<td>.000</td>
<td>.01</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>.064</td>
<td>.061</td>
<td>1.994</td>
<td>.010</td>
<td>6.654</td>
<td>1</td>
<td>634</td>
<td>.010</td>
<td>.01</td>
<td></td>
</tr>
</tbody>
</table>

a Predictors: (Constant), CCA  
b Predictors: (Constant), CCA, SE  
c Dependent Variable: Decidedness

Discussion based on Table 4.11.1

(Group: Total sample, Dependant variable; Decidedness (V_i))

Table 4.11.1 presents the values of R, R square, Adjusted R square, R square change, F ratios and degrees of freedom in case of the criterion variable of Decidedness (V_i) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

Stepwise method of regression analysis was used to find significant predictors of Decidedness (V_i) from the independent variables in case of the total sample. In the stepwise multiple regression method (as per SPSS, Program 11.5 version) only those independent variables are included in the regression analysis which are significantly correlated with the criterion variable. Therefore the effect of adding each independent variables towards prediction of criterion variable i.e. Decidedness is assessed and the variables that do not contribute significantly are excluded.

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From the table 4.11.1, it is clear that regressor introduced in the first step was Career choice anxiety. Its introduction gave an R value of .232. (R is a measure of correlation between the observed value and the predicted value of the criterion variable). Here R is the correlation between the levels of Career choice anxiety reported by students in the sample and the levels predicted by them by the predictor variables. The value of R square was found to be .054. R square is the square of this measure of correlation and indicates the proportion of variance in the criterion variable i.e. Decidedness ($V_1$) which is accounted for by the predictor variable i.e. Career choice anxiety. In essence, this is a measure of how good a prediction of the criterion variable we can make by knowing the predictor variables. However, R square tends to over estimate the success of model when applied to real world, so an adjusted R square value is calculated which takes into account the number of variables and the number of participants on which the study is based. The value of adjusted R square was found to be 0.052. This implied that 5.2% of the variance in Decidedness ($V_1$) was caused by the variable of Career choice anxiety.

The variable introduced in the second step was Self esteem. It's introduction gave an R value of 0.253. The value of R square was found to be 0.064. The value of adjusted R square came to be 0.061. This means indicated that 6.1% of the total variance was explained by Career choice anxiety and Self esteem conjointly. Thus, introduction of the variable of Self esteem brought about 0.010 units of increment in the value of R square. This indicates an additional 1.0% of the total variance in the dependent variable was explained by the addition of Self esteem.

In order to see whether these increases in the percentage of total variance after each addition were significant or not, the F values were calculated. The F value was found to be 6.654 which is significant at 0.01 level. This means that increase in the prediction value after the addition of the Self esteem was significant. This signifies that in the present study, only Career choice anxiety and Self esteem contributed conjointly as well as independently towards the prediction of Decidedness ($V_1$) in case of total sample.
Table 4.1.2

Stepwise multiple regression analysis for Indecision (V2) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement in case of Total sample (N=637).

<table>
<thead>
<tr>
<th>Model</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of Estimate</th>
<th>R Square Change</th>
<th>F</th>
<th>df1</th>
<th>df2</th>
<th>Sig. F</th>
<th>Level of Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.259(a)</td>
<td>0.067</td>
<td>0.065</td>
<td>4.752</td>
<td>0.067</td>
<td>45.519</td>
<td>1</td>
<td>635</td>
<td>0.000</td>
</tr>
<tr>
<td>2</td>
<td>.270(b)</td>
<td>0.073</td>
<td>0.070</td>
<td>4.740</td>
<td>0.006</td>
<td>4.110</td>
<td>1</td>
<td>634</td>
<td>0.043</td>
</tr>
</tbody>
</table>

a Predictors: (Constant), SE

b Predictors: (Constant), SE, AA

c Dependent Variable: Indecision

Discussion based on table 4.1.2

(Group: Total sample, Dependant variable; Indecision (V2))

Table 4.1.2 presents the values of R, R square, Adjusted R square, R square change, F ratios and degrees of freedom in case of the criterion variable of Indecision (V2) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

In case of total sample stepwise regression method was used to find significant predictors of Indecision (V2) from the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement. As in the stepwise method, variables are entered one at a time in order determined by the strength of their correlation with the criterion variable. Therefore in the model 1, Self esteem emerged as a significant predictor, the value of R being 0.259. The value of R square and adjusted R square was 0.067 and 0.065 respectively. This implied that 6.5% of the variance in the Indecision (V2) was caused by the variable of Self esteem. The F value was 45.519 which was significant at .01 level as per the F table.
In the model 2, when Academic achievement was entered, the value of adjusted R square rose to 0.07 and the F value was 4.110 (significant at .01 level). This value indicated that 7% of the total variance was explained by Self esteem and Academic achievement conjointly. Thus, the introduction of Academic achievement brought about 0.006 units of increment in the value of R square. This explains that additional .6% of the variance in the Dependent variable i.e. Indecision was caused by addition of Self esteem. This signifies that in the present study, only Self esteem and Academic achievement contributed conjointly as well as independently toward the prediction of Indecision (V2) in case of total sample.

Table 4.II.3
Stepwise multiple regression analysis for Decidedness (V1) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement in case of Boys (N=305).

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>Adjusted R Square</th>
<th>R Square</th>
<th>Std. Error of the Estimate</th>
<th>F</th>
<th>Sig. F</th>
<th>Level of Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.266(a)</td>
<td>0.071</td>
<td>0.068</td>
<td>2.109</td>
<td>0.071</td>
<td>23.048</td>
<td>1 303</td>
</tr>
</tbody>
</table>

a Predictors: (Constant), CCA
b Dependent Variable: Decidedness
c SEX = Boys

Discussion based on table 4.II.3

(Group: Boys, Dependant variable; Decidedness (V1))

Table 4.II.3 presents the values of R, R square, Adjusted R square, R square change, F ratios and degrees of freedom in case of the criterion variable of Decidedness (V1) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

From the table 4.II.3, it is clear that only one variable i.e. Career choice anxiety come out as predictor for Decidedness (V1) in stepwise regression
analysis removing all other variables i.e. Locus of control, Self esteem and
Academic achievement (Taking model 1) in case of Boys. The value of R
carre to be 0.266. The value of R square and adjusted R square being 0.07
and 0.068 respectively. This implied that 6.8% of the variance in Decidedness
(V1) was caused by the variable of Career choice anxiety in case of Boys. The
F value was 23.048 which is significant at 0.05 and .01 level. This signifies
that in the present sample of Boys only Career choice anxiety contributed
towards the prediction of dependent variable of Decidedness (V1).

Table 4.II.4
Stepwise multiple regression analysis for Indecision (V2) and
independent variables of Locus of control, Self esteem, Career choice
anxiety and Academic achievement in case of Boys (N=305).

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
<th>R Square Change</th>
<th>F</th>
<th>df1</th>
<th>df2</th>
<th>Sig. F</th>
<th>Level of Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.173(a)</td>
<td>0.030</td>
<td>0.027</td>
<td>5.106</td>
<td>0.030</td>
<td>9.300</td>
<td>1</td>
<td>303</td>
<td>0.002</td>
<td>.05 and .01</td>
</tr>
<tr>
<td>2</td>
<td>.215(b)</td>
<td>0.046</td>
<td>0.040</td>
<td>5.071</td>
<td>0.016</td>
<td>5.154</td>
<td>1</td>
<td>302</td>
<td>0.024</td>
<td>.05</td>
</tr>
</tbody>
</table>

a Predictors: (Constant), Self esteem
b Predictors: (Constant), SE, Career choice anxiety
c Dependent Variable: Indecision
d SEX = Boys

Discussion based on table 4.II.4

(Group: Boys, Dependant variable; Indecision (V2)

Table 4.II.4 presents the values of R, R square, Adjusted R square, R
square change, F ratios and degrees of freedom in case of the criterion
variable of Indecision (V2) and independent variables of Locus of control, Self
esteem, Career choice anxiety and Academic achievement.

Stepwise method of regression analysis was used to find significant
predictors of Decidedness (V1) from the independent variables of Locus of
control, Self esteem, Career choice anxiety and Academic achievement in case of Boys.

From the table 4.11.4, it is clear that regressor introduced in the first step was Self esteem, its introduction gave an R value of .173. The value of R square was found to be .030. The value of adjusted R square was found to be 0.027. This implied that 2.7% of the variance in Indecision ($V_2$) was caused by the variable of Self esteem in the present sample of Boys.

The variable introduced in the second step was Career choice anxiety its introduction gave an R value of 0.215. The value of R square was found to be 0.046. The value of adjusted R square came to be 0.040. This value indicated that 4% of the total variance was explained by Self esteem and Career choice anxiety conjointly. Thus, introduction of the variable of Career choice anxiety brought about 0.016 units of increment in the value of R square. This indicates an additional 1.6% of the total variance in the dependent variable was explained by the addition of Career choice anxiety.

In order to see whether these increases in the percentage of total variance after each addition were significant or not, the F values were calculated. The F value was found to be 5.514 which is significant at 0.05 and .01 level. This means that increase in the prediction value after the addition of the Career choice anxiety was significant. This signifies that in the present study, only Self esteem and Career choice anxiety contributed conjointly as well as independently toward the prediction of Indecision ($V_2$) in case of Boys.
Table 4.11.5
Stepwise multiple regression equations for Decidedness (V_1) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement in case of Girls (N=332).

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R²</th>
<th>Adjusted R²</th>
<th>Std. Error of Estimate</th>
<th>R² Change</th>
<th>F</th>
<th>df1</th>
<th>df2</th>
<th>Sig. F</th>
<th>Level of Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.208(a)</td>
<td>0.043</td>
<td>0.040</td>
<td>1.896</td>
<td>0.043</td>
<td>14.929</td>
<td>1</td>
<td>330</td>
<td>0.000</td>
<td>.05 and .01</td>
</tr>
<tr>
<td>2</td>
<td>.245(b)</td>
<td>0.060</td>
<td>0.054</td>
<td>1.88</td>
<td>0.17</td>
<td>5.922</td>
<td>1</td>
<td>329</td>
<td>0.015</td>
<td>.05</td>
</tr>
</tbody>
</table>

a Predictors: (Constant), Career choice anxiety
b Predictors: (Constant), CCA, Self esteem
c Dependent Variable: Decidedness
d SEX = Girls

Discussion based on table 4.11.5
(Group: Girls, Dependent variable; Decidedness (V_1))

Table 4.11.5 presents the values of R, R square, Adjusted R square, R square change, F ratios and degrees of freedom in case of the criterion variable of Decidedness (V_1) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

In case of Girls stepwise regression method was used to find significant predictors of Decidedness (V_1) from the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement. In the model 1, Career choice anxiety emerged as a significant predictor, the value of R being 0.208. The value of R square and adjusted R square was 0.043 and 0.040 respectively. This implies that 4% of the variance in the Decidedness (V_1) was caused by the variable of Career choice anxiety in the present sample of Girls. The F value was found to be 14.929 which was significant at .01 level as per the F table. In the model 2, when Self esteem was entered, the value of adjusted R square rose to 0.054 and the F value was 5.922 (significant at .05 and .01 level). This value indicated that 5.4% of
the total variance was explained by Career choice anxiety and Self esteem conjointly. Thus, the introduction of Self esteem brought about 0.17 units of increment in the value of R square. This explains that additional 1.7% of the variance in the Dependent variable i.e. Decidedness (V₁) was caused by addition of Self esteem. This signifies that in the present study, only Career choice anxiety and Self esteem contributed conjointly as well as independently toward the prediction of Decidedness (V₁) in case of Girls.

Table 4.II.6
Stepwise multiple regression analysis for Indecision (V₂) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement in case of Girls (N=332).

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>Adjusted R Square</th>
<th>Std. Error of Estimate</th>
<th>R Square Change</th>
<th>F</th>
<th>df1</th>
<th>df2</th>
<th>Sig. F</th>
<th>Level of Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.320(a)</td>
<td>0.103</td>
<td>0.100</td>
<td>4.378</td>
<td>0.103</td>
<td>37.729</td>
<td>1</td>
<td>330</td>
<td>0.000</td>
</tr>
</tbody>
</table>

a Predictors: (Constant), Self esteem
b Dependent Variable: Indecision
c SEX = Girls

Discussion based on table 4.II.6
(Group: Girls, Dependant variable; Indecision (V₂))

Table 4.II.6 presents the values of R, R square, Adjusted R square, R square change, F ratios and degrees of freedom in case of the criterion variable of Indecision (V₂) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

From the table 4.II.6, it is clear that only one variable i.e. Self esteem come out as predictor for Indecision (V₂) in stepwise regression analysis removing all other variables i.e. Locus of control, Career choice anxiety and Academic achievement (Taking model 1) in case of Girls. The value of R came to be 0.320. The value of R square and adjusted R square being 0.103 and 0.100 respectively. This implied that 1% of the variance in Indecision (V₂)
was caused by the variable of Self esteem in case of Girls. The F value was 37.729 which is significant at 0.05 and .01 level. This signifies that in the present sample of Girls only Self esteem contributed towards the prediction of dependent variable of Indecision (V2) from the variables of Locus of control, Career choice anxiety and Academic achievement.

Table 4.II.7
Stepwise multiple regression analysis for Decidedness (V1) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement in case of Decided (N=495).

<table>
<thead>
<tr>
<th>Model</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>R</th>
<th>Error of Estimate</th>
<th>R Square Change</th>
<th>F</th>
<th>df1</th>
<th>df2</th>
<th>Sig. F Change</th>
<th>Level of Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.129(a)</td>
<td>0.017</td>
<td>.015</td>
<td>1.322</td>
<td>0.017</td>
<td>8.289</td>
<td>1</td>
<td>493</td>
<td>0.004</td>
<td>.05 and .01</td>
</tr>
<tr>
<td>2</td>
<td>.174(b)</td>
<td>0.030</td>
<td>0.026</td>
<td>1.315</td>
<td>0.014</td>
<td>6.928</td>
<td>1</td>
<td>492</td>
<td>0.009</td>
<td>.05 and .01</td>
</tr>
</tbody>
</table>

a Predictors: (Constant), CCA  
b Predictors: (Constant), CCA, AA  
c Dependent Variable: Decidedness  
d GROUP = Decided

Discussion based on table 4.II.7

(Group: Decided, Dependant variable; Decidedness (V1))

Table 4.II.7 presents the values of R, R square, Adjusted R square, R square change, F ratios and degrees of freedom in case of the criterion variable of Decidedness (V1) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

In case of the Decided group, stepwise regression method was used to find significant predictors of Decidedness (V1) from the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement. In the model 1, Career choice anxiety emerged as a significant predictor, the value of R being 0.129. The value of R square and adjusted R
square was 0.017 and 0.015 respectively. This implies that 1.5% of the variance in the Decidedness (V_i) was caused by the variable of Career choice anxiety in the Decided group. The F value was 8.289 which was significant at .05 and .01 level as per the F table. In the model 2, when Academic achievement was entered, the value of adjusted R square rose to 0.026 and the F value was 6.928 (significant at .05 and .01 level). This value indicated that 2.6% of the total variance was explained by Career choice anxiety and Academic achievement conjointly. Thus, the introduction of Academic achievement brought about 0.014 units of increment in the value of R square. This explains that additional 1.4% of the variance in the Dependent variable i.e. Decidedness (V_i) was caused by addition of Academic achievement. This signifies that in the present study, only Career choice anxiety and Academic achievement contributed conjointly as well as independently toward the prediction of Decidedness (V_i) in case of the Decided group.

Table 4.11.8

<table>
<thead>
<tr>
<th>Model</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Error of Estimate</th>
<th>R Square Change</th>
<th>F</th>
<th>Sig. F</th>
<th>Level of Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.245(a)</td>
<td>0.060</td>
<td>0.058</td>
<td>3.816</td>
<td>0.060</td>
<td>31.412</td>
<td>1 493 0.000 .05 and .01</td>
</tr>
</tbody>
</table>

a Predictors: (Constant), Self esteem
b Dependent Variable: Indecision
c GROUP = Decided

Discussion based on table 4.11.8

(Group: Decided, Dependant variable; Indecision (V_2)

Table 4.11.8 presents the values of R, R square, Adjusted R square, R square change, F ratios and degrees of freedom in case of the criterion
variable of Indecision ($V_2$) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

From the table 4.II.8, it is clear that only one variable i.e. Self esteem come out as predictor for Indecision ($V_2$) in stepwise regression analysis removing all other variables i.e. Locus of control, Career choice anxiety and Academic achievement (Taking model 1) in case of Decided group. The value of $R$ came to be 0.245. The value of $R$ square and adjusted $R$ square being 0.060 and 0.058 respectively. This implied that 5.8% of the variance in Indecision ($V_2$) was caused by the variable of Self esteem in case of Decided group. The $F$ value was 31.412 which is significant at 0.05 and .01 level. This signifies that in the Decided group only Self esteem contributed towards the prediction of dependent variable of Indecision ($V_2$) from the variables of Locus of control, Career choice anxiety and Academic achievement.

### Table 4.II.9

Stepwise multiple regression analysis for Decidedness ($V_1$) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement in case of Tentative (N=132).

<table>
<thead>
<tr>
<th>Model</th>
<th>$R$</th>
<th>$R$ Square</th>
<th>Adjusted $R$ Square</th>
<th>Std. Error of Estimate</th>
<th>$R$ Square Change</th>
<th>$F$</th>
<th>df1</th>
<th>df2</th>
<th>Sig. $F$</th>
<th>Level of Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.252(a)</td>
<td>0.063</td>
<td>0.056</td>
<td>2.793</td>
<td>0.063</td>
<td>8.796</td>
<td>1</td>
<td>130</td>
<td>0.004</td>
<td>.05 and .01</td>
</tr>
</tbody>
</table>

a Predictors: (Constant), Career choice anxiety  
b Dependent Variable: Decidedness  
c GROUP = Tentative

**Discussion based on table 4.II.9**

(Group: Tentative, Dependant variable; Decidedness ($V_1$))

Table 4.II.9 presents the values of $R$, $R$ square, Adjusted $R$ square, $R$ square change, $F$ ratios and degrees of freedom in case of the criterion
variable of Decidedness \( (V_1) \) and independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement.

From the table 4.II.9, it is clear that only one variable i.e. Career choice anxiety come out as predictor for Decidedness \( (V_1) \) in stepwise regression analysis removing all other variables i.e. Locus of control, Career choice anxiety and Academic achievement (Taking model 1) in Tentative group. The value of \( R \) came to be 0.252. The value of \( R \) square and adjusted \( R \) square being 0.063 and 0.056 respectively. This implied that 5.6% of the variance in Decidedness \( (V_1) \) was caused by the variable of Career choice anxiety in case of Tentative group. The \( F \) value was 8.796 which is significant at 0.05 and .01 level. This signifies that in the Tentative group only Career choice anxiety contributed towards the prediction of dependent variable of Decidedness \( (V_1) \) from the variables of Locus of control, Self esteem and Academic achievement.

In case of Tentative group, none of the independent variables i.e. Locus of control, Self esteem, Career choice anxiety and Academic achievement contributed significantly towards the prediction of criterion variable of Indecision \( (V_2) \). Hence, in case of Tentative group no discussion is been presented.

OVERALL CONCLUSIONS BASED ON MULTIVARIATE ANALYSIS

The objective of this analysis was to find whether each of the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement has anything at all to contribute to the prediction of criterion variable of Career decision-making.

The hypothesis to be verified for this analysis was that Locus of control, Self esteem, Career choice anxiety and Academic achievement contribute significantly towards the prediction of Career decision-making, both independently as well as conjointly, in case of Total sample, Boys, Girls, Decided and Tentative groups.

In accordance with the objective stated above, stepwise multiple correlations and multiple regression coefficients were computed separately for
all the groups of Total sample, Boys, Girls, Decided and Tentative groups. A different set of predictors for criterion variables of Decidedness and Indecision were found, which are as follows:

**Total Sample**

(i) **Decidedness** ($V_1$): The significant predictors of Decidedness ($V_1$) were Career choice anxiety ($V_7$) at .01 level and Self esteem ($V_6$) at .01 level.

(ii) **Indecision** ($V_2$): Self esteem ($V_6$) .05 level and Academic achievement ($V_5$) at .05 level were significant predictors of Indecision ($V_2$).

**Boys**

(i) **Decidedness** ($V_1$): Career choice anxiety ($V_7$) at .01 level was found to be significant predictor of Decidedness ($V_1$).

(ii) **Indecision** ($V_2$): The significant predictors of Indecision ($V_2$) were Self esteem ($V_6$) at .01 level and Career choice anxiety ($V_7$) at .05 level.

**Girls**

(i) **Decidedness** ($V_1$): Career choice anxiety ($V_7$) at .01 level and Self esteem ($V_6$) at .05 level were significant predictors of Decidedness ($V_1$).

(ii) **Indecision** ($V_2$): The significant predictor of indecision ($V_2$) was Self esteem ($V_6$) at .01 level.

**Decided Group**

(i) **Decidedness** ($V_1$): The significant predictors of Decidedness ($V_1$) were Career choice anxiety ($V_7$) at .01 level and Academic achievement ($V_7$) at .01 level.

(ii) **Indecision** ($V_2$): Self esteem ($V_6$) at .01 level was the significant predictor of Indecision ($V_2$).
Tentative Group

(i) *Decidedness (V₁):* The significant predictor of Decidedness (V₁) was Career choice anxiety (V₇) at .01 level.

(ii) *Indecision (V₂):* No significant predictor of Indecision (V₂) was found in case of Tentative group.

On the basis of above conclusions, the hypothesis of significant contribution of the independent variables of Locus of control, Self esteem, Career choice anxiety and Academic achievement towards the prediction of Career decision-making variables i.e. Decidedness and Indecision both independently as well as conjointly with other variables except in Locus of control got support to a large extent in case of Total sample, Boys, Girls, Decided and Tentative groups.