

The Relationship among Personality Traits, Career Decision-Making Styles and Career Self-Efficacy of Overseas Chinese College Students in Taiwan

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The purpose of the study was to explore the relationship between personality traits, career decision-making styles and career self-efficacy for overseas Chinese college students in Taiwan. We also examined whether the relationship between personality traits and career self-efficacy was mediated by career decision-making styles. The study gathered information through questionnaire surveys. The instruments applied were Personality Scale, Career Decision-making Styles Scale and Career Self-Efficacy Scale. The sample consisted of 266 students. The obtained data were analyzed by descriptive statistics, one-way MANOVA, multiple regression analysis and Path Analysis. The main results were as follows:

1. The overseas Chinese college students in different grades of personality traits of Conscientiousness, Extraversion, Agreeableness and Neuroticism varied significantly. And, there were significant differences in overseas Chinese college students' personality traits of Openness to Experience, Conscientiousness, Extraversion, Agreeableness and Neuroticism under different majors.
2. There were significant differences in overseas Chinese college students' career decision-making style of Rational Type under different grades. And, there were significant differences in overseas Chinese college students' career decision-making style of Rational Type and Intuitive Type under different majors.
3. There were significant differences in overseas Chinese college students' career self-efficacy of Accurate Self-Appraisal, Planning and Gathering Occupational Information under different grades. And, there were significant differences in overseas Chinese college students' career self-efficacy of Goal Selection, Accurate Self-Appraisal, Problem Solving, Planning and Gathering Occupational Information under different majors.

4. The predictabilities of Rational Type, Openness to Experience, Extraversion, Intuitive Type, Dependent Type and Agreeableness on career self-efficacy were significant. Among which the Rational Type is the most predictable.
5. The personality traits of Openness to Experience, Conscientiousness, Extraversion and Neuroticism has direct effect on career self-efficacy, and the career decision-making style of Rational Type, Intuitive Type and Dependent Type partially mediated the effect between the personality traits of Openness to Experience, Conscientiousness, Extraversion, Neuroticism and career self-efficacy.

Baced on the result, suggestions for career guidance and future researches were discussed and proposed.

Keywords : Overseas Chinese College Students, Personality Traits, Career Decision-Making Style, Career Self-Efficacy