



Career Choices of Youth: Parents' Guidance, Support, and Career Aspirations

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Abstract

Schooling of a child starts at home. So, parents' guidance and support play a significant role in defining and affecting their children's career aspirations. Providing guidance and support to their children is a cognitive process regarding selection of a particular career in future. This study was focuses on parents and their children because parents inspire their children to strive for a better future. They take care of their children's wants and needs. The main objectives of this study were to analyze the effects of parent's guidance and support on their children career aspirations and investigate the effects of parent's qualification, residence, and profession on their children career aspirations. The study was descriptive in nature and survey method was used. The sample was drawn by using the convenient sampling techniques. Sample was taken from the district of Sahiwal, Punjab, consisting of 400 students of twelve grade level and 40 schools from government higher secondary schools. Self- constructed questionnaire was used to collect data from students. The analysis was completed on SPSS. Result of the study founded that parent's guide and support their children without gender discrimination. Parents have equal career aspiration for their sons and daughters. Parents guidance have positive effects on children career aspirations. Parents support have also positive effects on children career aspiration. Parents qualification have a positive impact on children career aspiration. It was recommended that parents need to adopt positive behavior that is associated with their children career aspirations Government may need to arranged awareness programmed for rural area's parents. Social media could also play an important role on this topic, their programs will provide awareness to parents that show how parents career aspirations change their children life goals and what its effect on students' future life.

Keywords: Career Aspirations, Guidance and Support, Parents, Twelve Grade Students

Introduction

Essential guidance of youth begins from their home, along these lines, if the parents are profoundly qualified, the youth might get incredible bearing and motivation from their parents. Adulthood is an indispensable season of future in calling progression wherein livelihood wants are critical. Child's livelihood aspirations move from dream speculations to logically consistent and functional choices during the optional school years, especially in the upper assessments and they are huge starting boundaries for calling improvement in adulthood. Contrasted and other recognized factors forming youth' employment aspirations, family, especially the work of parents, will undoubtedly be considered as fundamental in the game plan of child's calling yearning (Humayon et al., 2018; Liu et al, 2015; Archer et al., 2014; McMahan and Rixon, 2007).

Parent's parents' guidance and support about their children's future career are basic as these potential outcomes might possibly affect truly and, perhaps more fundamentally, by suggestion the way where parents draw in with their children career at various levels and in a few cases with scholarly accomplishment. In the adulthood youth search for course of action of their career issues from their accomplished parents and endeavor to avoid those aspirations which unsatisfactory for their folks. parents routinely set high, but hopeful, standards for school achievement that are acknowledged to convince their youth toward productive career, for instance, the two dads and moms were viewed as the most grounded impacts on career yearning. Parents are in this manner saw as an imperative wellspring of help and backing in youth' informative and vocation interests. Their exercises develop youth' feelings in their own abilities to successfully play out a given assignment. Along these lines, in career advancement of child's parents experience are essential cause of impact (Vryonides and Gouvias, 2012; Gottfredson, 2002).

One more part of the writing shows that parents will overall expect higher future returns for youth whom they see as being progressively talented. Parents might regard scholastic achievement as the main part of their child's improvement considering which, their exhibition in school goes probably as a mediator for capacity. Various investigations have demonstrated that parents would be advised to goals of future benefit from child's who had discovered genuine accomplishment at school—the youth execution related to their capacities and potential (Chi and Rao, 2003).

Parents guidance support and career aspirations associate with their child academic achievement, while disappointment is viewed because of absence of effort on the child's part. Charlton (2012) also says that Parents' aspirations for their child's procuring Potential is constrained by two factors: (i) the openness of new monetary possibilities and (ii) the child's capacity. Exactly when parents learn of the presence of future monetary possibilities or discover their child's potential for scholarly accomplishment, they are presumably going to shape aspirations for the child's vocation prospects. This, accordingly, spurs parents to enroll their child

in a school that will give nice quality guidance and help them with ensuring about an unrivaled occupation in future.

Salamat, Akhter and Zaheer (2020) stated that Career aspirations remembers a psychological system for respect to decision of a particular career or work for future and its association with educational execution of youth. The early choice of scholastic career ties an individual in a career forever. It is a no Table assumption that in develop country like Pakistan, where youth is dependent upon parent's aspirations to make decisions for themselves, an enormous part of the youthful skip into a long lasting after parent's aspirations or a custom of family, or captivation by an ideal. Barely vocation is picked deductively subordinate inclination testing or using other mental measures. Thusly, it is crucial for know whether these shows are continuing, or millennial age have gotten independent to pick their scholarly career evenhandedly and sensibly.

Background of the study

Parents' guidance, support and career aspiration play a significant role in defining and affecting their children's aspirations, accomplishment, and attainment, restricting our perception of the essence and formation of these essential aspirations. To understand variations in students' aspirations, accomplishment, or completion, researchers typically must look at their parents' career aspirations (Dimitrova, et al., 2018).

Kiani (2010) claims that they are successful persuaders in a wide range of career choice fields. Children's career aspirations have been linked to parental assistance and a critical factor, as has been assumed. Research that stabilizes children's situations, especially parental assistance, has an intervening effect, acting like a cradle against any problem in the pace of career and educational turn of events.

Many parents are ignorant of the numerous aspects that will affect their children's educational and career aspirations. Workplace ethics, family values, and gender stereotyping in the home may have a more significant impact than previously thought. Any culture, including families, has a distinct way of life that impacts the lives of children. While many people perceive their career choice as personal, evidence shows that various factors such as family, education, culture, and economic and social factors are expected to affect child final decision. Students say their parents influenced their career and educational aspirations (Ferry, 2006; Kniveton, 2004).

Parental aspirations are one of the most common types of parental aspirations in children, according to Ross (2016), for students transitioning from secondary school to primary school, parental aspirations for their children play a significant role. Parents who communicated the importance and value of schooling to their children and discussed strategies increased their children's motivation, which resulted in improved overall school performance and achievement.

Children as activists close to them, such as parents, were also described in Havighurst's (1964) theory vocational growth model (as quoted in Jungen, 2008). Roe (1957) claimed that a child's

upbringing style has the most significant impact on his or her career preference, especially when it comes to decisions involving a person-oriented career. She eventually concluded that the most influential aspect was a child's loyalty to her parents. The most detailed theory of career aspirations is Gottfredson's (1981), which identifies seven main factors that affect a child's education and career choice, including social status, ethnicity, history, maturity, aspirations, competencies, and values.

Significant Factors for Selection of Career

There are a couple of components that are vital in the career choice interaction. It is extremely fundamental for the parents to comprehend and think about these elements while choosing the career choice. The job of parents in child advancement is extremely critical and, in this manner, there are significant variables that a parent should consider prior to settling on any official choice. Following are the elements characterize the significance of job of parents in child improvement (Celik,2019; Ginevra et al., 2013).

Aptitude: The child's feeling reflects his character, qualities, and shortcomings. Consequently, a deliberately planned inclination test can uncover a ton of data regarding the understudy that can help in taking an all-around educated career choice.

Interest: It is undeniably challenging to go through your time on earth working in a field that you are not interested by. Consequently, the parent should investigate the interests of their child and think about it while short listing career choices.

Availability of the Course: The courses driving towards an ideal career ought to be accessible effectively in the locality and ought not trouble the students. These three points were important in selection of a career,(<https://idreamcareer.com/blog/role-of-parents-in-career-planning>).

- **Informed Decision over Herd Mentality:** It is exceptionally simple for a child to get influenced by parents' tension into picking a career that the larger part is selecting instead of the one which is best for him/her. Now and again, even the parents get drawn to a career decision that is moving and this winds up hampering the understudies' exhibition. Thus, a parent should be educated pretty much all the vocation decisions and picked the ones that are best for their child.
- **Scope:** Career scope informs us concerning different fields and callings that are open in the wake of seeking after a specific course. The bigger the degree, the better are the odds of discovering the job that suits the child most.
- **Remuneration:** Even if not the main, compensation of career holds significance in one's life. No one jumps at the chance to obtain peanuts. The compensation should coordinate with the child's aspirations and ought to empower a fulfilled and agreeable life.

Statement of Problem

Parent's guidance and support is essential in determining child's career aspirations. So, the purpose of this research was to learn about parents' guidance and support for their children and how these guidance and support influenced their children's career aspirations at grade students. This research focuses on parents and their children because parents inspire their children to strive for a better future. They take care of their children's wants and needs. According to different research the common consensus is that parental guidance and support have a favorable effect on children's career aspirations. In addition to their effect on motivation, parents impact a child's career aspirations through their actions and engagement. A study by Geneva, Nota, and Ferrari (2015) found that parents' support marks can influence students' career choices. (Plenty, and Jonsson,2021; Basler, and Kriesi,2019; Ginevra, Nota, and Ferrari, 2013; Fan and Williams, 2010). Parents in Pakistan have ambitions for their children to pursue their dreams in the fields of parents' choice. Parents have different goals for their children that show their interest in children career. Moreover parents profession, qualification and residence also significantly impact on students career aspirations. As a result, the research looks at what parents want for their children in career growth. Topic of the study was "Career choices of youth: parents' guidance, support, and career aspirations".

Research Questions of the Study

This study was conducted to answer the following questions.

- i.** Do parents differentiate between son and daughter regarding their guidance, support and career aspirations?
- ii.** What is effect of parent's guidance on career aspirations at higher secondary level?
- iii.** What is effect of parents support on career aspirations at higher secondary level?
- iv.** Does Career aspirations of parents for their children connected to their qualification?

Research Methodology

This research was descriptive in nature and survey method was used for collection of data. The convenience sampling method was used to select sample of study. Students of government and private of higher secondary schools from district Sahiwal, in Punjab, were the population of study. According to government record, there were 177 higher secondary schools in district Sahiwal, from which 40 schools (20 female and 20 male; 20 rural and 20 ruban) and 400 students (10 from each school) of 12th class were taken by using convenient sampling technique. Self-constructed questionnaire consisting of three demographic variables and 16 statements about parents' guidance and support and career aspirations was used for collection of data. questionnaire was first pilot tested using sample of 43 students and then validated using appropriate statistical measures. validity of the instrument was determined by expert review and face validity for use of language and readability, it was previewed by college lecturers and senior teachers from English and education department. Data was collected through personal visits of schools with the help of teachers. In the process of data collection, only children were taken as

participants because children provided information about their parent’s guidance and support and career aspirations of their parents. Students’ provided information was considered correct. Data was analyzed by applying percentage, frequencies, and regression analysis.

Results of the Study

The data was presented in the form of Tables after analysis and interpreted it.

Table 1: Detail of respondent’s gender

Demographic Variable	Frequency	Percent
Male	200	50.0
Female	200	50.0
Total	400	100.0

Table 1 is about the detail of gender of the respondents. According to Table, 200 respondents were female and 200 were male. So, equal weight is given to both male and female respondents.

Table 2: Detail of respondent’s nature of school

Demographic Variable	Frequency	Percent
Private	20	50.0
Public	20	50.0
Total	40	100.0

Detail about respondent’s nature of school can be seen in Table 2. Frequency of both private and public schools was equal (Private=20 and public=20). So, equal weight is given to both private and public schools.

Table 3: Detail of respondent’s area of school

Demographic Variable	Frequency	Percent
Urban	20	50.0
Rural	20	50.0
Total	40	100.0

Detail about respondent’s area of school can be seen in Table 3. Frequency of both urban and rural schools was equal (urban=20 and rural=20). So, equal weight is given to both urban and rural schools.

Table 4: Parents attitude about guidance

Statement	Gender	Sig	Mean	t-value	SEM
My parents’ guide me to complete homework	M	0.215	2.63	0.734	0.200
	F		2.45	0.724	0.152
My parents’ guide me to choose best combination of subjects	M	0.732	3.93	0.694	0.214
	F		3.74	0.694	0.174
My parents’ guide me to learn time management skills	M	0.853	2.26	0.365	0.218
	F		2.15	0.364	0.176
My parents allow me to learn daily life skills	M	0.819	3.65	0-.161	0.197
	F		3.69	0-.161	0.162

$p < 0.05$, **SEM**= Standard Error of Mean

Table 4 is about parents' attitude about guidance of their children. In statement about guiding to complete homework, Mean, t-value and SEM of male and female (M and F= 2.63 and 2.45, $t = 0.734$ and 0.724 , $SEM = 0.200$ and 0.152) shows that there is no significant difference between the views of male and female students about guiding to complete their homework, also ($sig = 0.215 > 0.05$) shows the same. It means that parents tried to guide their child to complete their homework without discrimination of gender. In statement about guiding to choose best combination of subjects, Mean, t-value and SEM of male and female (M and F= 3.93 and 3.74, $t = 0.694$ and 0.694 , $SEM = 0.214$ and 0.174) shows that there is no significant difference between the views of male and female students about choose to best combination of subjects, also ($sig = 0.732 > 0.05$) shows the same. It means that parents tried to guide their child to choose best combination of subjects without discrimination of gender. In statement about guiding to learn time management skills, Mean, t-value and SEM of male and female (M and F= 2.26 and 2.15, $t = 0.365$ and 0.364 , $SEM = 0.218$ and 0.176) shows that there is no significant difference between the views of male and female students about to learn time management skills, also ($sig = 0.853 > 0.05$) shows the same. It means that parents tried to guide their child to learn time management skills without discrimination of gender. In last statement about guiding to allow them to learn daily life skills, Mean, t-value and SEM of male and female (M and F= 3.65 and 3.69, $t = 0.161$ and 0.161 , $SEM = 0.197$ and 0.162) shows that there is no significant difference between the views of male and female students about guiding to allow them to learn daily life skills, also ($sig = 0.819 > 0.05$) shows the same. It means that parents tried to guide their child to allow them to learn daily life skills without discrimination of gender

Table 5: Parents attitude about support

Statement	Gender	Sig	Mean	t-value	SEM
My parents support me to learn daily life skills	M	0.584	4.07	0.642	0.171
	F		3.92	0.649	0.148
My parents' support me to face social problems	M	0.836	2.67	-1.022	0.199
	F		2.94	-1.025	0.164
My parents' support me when I face problem	M	0.778	2.05	0.002	0.129
	F		2.05	0.002	0.106
My parents always motivate me to do new things	M	0.768	3.56	0.241	0.216
	F		3.49	0.239	0.170

$p < 0.05$, **SEM**= Standard Error of Mean

Table 5 is about parents' attitude about support of their children. In statement about parents support to learn daily life skills, Mean, t-value and SEM of male and female (M and F= 4.07 and 3.92, $t = 0.642$ and 0.649 , $SEM = 0.171$ and 0.148) shows that there is no significant difference between the views of male and female students about parents support to learn daily life skills, also ($sig = 0.584 > 0.05$) shows the same. It means that parents support to learn daily life skills without discrimination of gender. In 2nd statement about parents support to face social problems,

Mean, t-value and SEM of male and female (M and F= 2.67 and 2.94, t= -1.022 and -1.025, SEM= 0.199 and 0.164) shows that there is no significant difference between the views Of male and female students about parents support to face social problems, also (sig= 0.836>0.05) shows the same. It means that parents support to face social problems without discrimination of gender. In 3rd statement about parents support them when they face any problems, Mean, t-value and SEM of male and female (M and F= 2.05 and 2.05, t= -0.002 and 0.002, SEM= 0.129 and 0.106) shows that there is no significant difference between the views Of male and female students about parent’s support when they face any problems, also (sig= 0.778>0.05) shows the same. It means that parents support them when they face any problems without discrimination of gender. In 4th statement about parents support about motivate them to do new things, Mean, t-value and SEM of male and female (M and F= 2.05 and 2.05, t= -0.002 and 0.002, SEM= 0.129 and 0.106) shows that there is no significant difference between the views Of male and female students about parent’s motivation when they motivate them to do new things, also (sig= 0.778>0.05) shows the same. It means that parents motivate their child when they to do new things without discrimination of gender.

Table 6: Parents views about their career aspiration

Statement	Gender	Sig.	Mean	t-value	SEM
My parents allowed me to adopt any profession of my choice	M	0.684	4.00	0.000	0.191
	F		4.00	0.000	0.157
My parents advised me to join a noble profession	M	0.719	4.47	-0.898	0.077
	F		4.55	-0.897	0.062
My parents provide information about trendy professions	M	0.474	2.77	1.086	0.223
	F		2.46	1.078	0.176
My parents allow me to visit workplace of my parents	M	0.719	2.70	-0.156	0.198
	F		2.74	-0.157	0.167
My parents always respond my questions related to profession	M	0.790	3.79	-0.150	0.209
	F		3.83	-0.149	0.168
My parents allowed me to read newspapers to broad my vision	M	0.871	4.49	0.091	0.096
	F		4.48	0.092	0.079
My parents allowed me to use internet to broad my vision	M	0.960	3.12	0.975	0.192
	F		2.88	0.972	0.154
My parents advised me to visit professional institutes	M	0.855	4.00	0.262	0.188
	F		3.94	0.259	0.145

$p < 0.05$, **SEM**= Standard Error of Mean

Table 6 is about children’s views about their parent’s career aspiration. In statement about parents aspiration that their parents allow them to adopt any profession of their choice, Mean, t-value and SEM of male and female (M and F= 4.00 and 4.00, t= 0.000 and 0.000, SEM= 0.191 and 0.157) shows that there is no significant difference between the views Of male and female

students about parents aspiration that their parents allow them to adopt any profession of their choice, also (sig= 0.684>0.05) shows the same. It means that parents aspiration shows that their parents allow children to adopt any profession of their choice without discrimination of gender. In 2nd statement about parents' aspiration that their parents advised them to join a noble profession Mean, t-value and SEM of male and female (M and F= 4.47 and 4.55, t= -0.898 and -0.897, SEM= 0.077 and 0.062) shows that there is no significant difference between the views Of male and female students about parents' aspiration that their parents advised them to join a noble profession, also (sig= 0.719>0.05) shows the same. It means that parents aspiration shows that their parents advised them to join a noble profession without discrimination of gender. In 3rd statement about parents' aspiration that their parents provided information about trendy professions, Mean, t-value and SEM of male and female (M and F= 2.77 and 2.46, t= 1.086 and 1.078 SEM= 0.223 and 0.176) shows that there is no significant difference between the views Of male and female students about parents' aspiration that their parents provided information about trendy professions, also (sig= 0.474 > 0.05) shows the same. It means that parents aspiration shows that their parents provided information about trendy professions, without discrimination of gender. In 4th statement about parents' aspiration that their parents allowed them to visit workplace of their parents, Mean, t-value and SEM of male and female (M and F= 2.70 and 2.74, t= -0.156 and -0.157, SEM= 0.198 and 0.167) shows that there is no significant difference between the views Of male and female students about parents aspiration that their parents allowed them to visit work place of their parents, also (sig= 0.719>0.05) shows the same. It means that parents aspiration shows that their parents allowed them to visit workplace of their parents, without discrimination of gender. In 5th statement about parents aspiration that their parents always responded their questions related to profession, Mean, t-value and SEM of male and female (M and F= 3.79 and 3.83, t= --0.150 and -0.149, SEM= 0.209 and 0.168) shows that there is no significant difference between the views Of male and female students about parents aspiration that their parents always responded their questions related to profession, also (sig= 0.790>0.05) shows the same. It means that parents aspiration shows that their parents always responded their questions related to profession,, without discrimination of gender. In 6th statement about parents aspiration that their parents allowed them to read newspapers to broad their vision, Mean, t-value and SEM of male and female (M and F= 4.49 and 4.48 t= 0.091 and 0.092, SEM= 0.096 and 0.079) shows that there is no significant difference between the views Of male and female students about parents aspiration that their allowed them to read newspapers to broad their vision, also (sig= 0.871>0.05) shows the same. It means that parents aspiration shows that their parents allowed them to read newspapers to broad their vision without discrimination of gender. In 7th statement about parents aspiration that their parents allowed them to use internet to broad their vision, Mean, t-value and SEM of male and female (M and F= 3.12 and 2.288 t= 0.975 and 0.972, SEM= 0.192 and 0.154) shows that there is no significant difference between the views Of male and female students about parents aspiration that their parents allowed them to use internet to broad their vision, also (sig= 0.960>0.05) shows the same. It means that parents aspiration shows that their parents allowed them to use internet to broad their

vision without discrimination of gender. In 8th statement about parents aspiration that their parents advised them to visit professional institutes, Mean, t-value and SEM of male and female (M and F= 4.00 and 3.94 t= 0.262 and 0.259, SEM= 0.188 and 0.145) shows that there is no significant difference between the views Of male and female students about parents aspiration that their parents advised them to visit professional institutes, also (sig= 0.855>0.05) shows the same. It means that parents aspiration shows that their parents advised them to visit professional institutes without discrimination of gender.

Table 7: Regression analysis about effect parents’ guidance on Career Aspiration

Regression weights	Beta Coefficient	R Square	F	p-value
GU → CA	0.121	0.015	1.946	0.165

$p < 0.05$, Guidance=Library, CA= Career Aspirations

In Table 7, effect of parents’ guidance on career aspiration is represented. It is evident that guidance significantly predicted on career aspiration (F=1.946, $p < 0.165$), which indicates that the guidance can play a significant role to increase career aspiration (b=0.0.121). These results clearly direct the positive effect of the guidance on career aspiration. Moreover, the $R^2=0.015$ portrayed that it 0.01% variance in career aspiration.

Table 8: Regression analysis about effect of parents’ support on Career Aspiration

Regression weights	Beta Coefficient	R Square	F	p-value
SU → CA	0.121	1.000	28.19	0.000

$p < 0.05$, SU=Support, CA= Career Aspiration

In Table 8, effect of parents’ support about career aspiration is represented. It is evident that support of parents significantly predicted on career aspiration (F=28.19, $p > 0.000$), which indicates that the support plays a significant role to increase career aspiration (b=0.201). These results clearly direct the positive effect of the guidance on career aspiration. Moreover, the $R^2=1.000$ portrayed that it 1.0% variance in career aspiration.

Table 9: Regression analysis about effect parents’ qualification on Career Aspiration

Regression weights	Beta Coefficient	R Square	F	p-value
PQ → CA	0.037	0.001	0.175	0.676

$p < 0.05$, PQ=Parents Qualification, CA= Career Aspirations

In Table 9, effect of parent’s qualification on career aspiration is represented. It is evident that parent qualification significantly predicted on career aspiration (F=0.175, $p < 0.676$), which indicates that the parent qualification plays a significant role to increase career aspiration (b=0.037). These results clearly direct the positive effect of the parent qualification on career aspiration. Moreover, the $R^2=0.001$ portrayed that it 0.001% variance in career aspiration.

Discussion

The key purpose of this paper was to search out of parent's guidance and support and career aspirations for their children for twelve grade students. The current study describes that parent are not discriminate between their sons and daughters for providing them guidance and support on career aspirations. Hampton and Keys (2016) studies result suggested that parents' gives equal importance to their children either they are male or female in providing support and guidance. This finding supported by Udoh and Sanni (2012), findings who describes that boys and girls have equal opportunities of study from their parents side. they said both gender are independent in decision making and thinking about their career as parents have same career aspiration for sons and daughters. But different previous studied contradict from the result that parent gives preferences their sons on their daughter. Their study result shows that sons get better guidance and support from their parents instead daughters. Furthermore, parents are worries about the career aspirations of their sons rather than daughters. Having more concerns for career aspirations of children negatively affect the academic grades of children. (Ross, 2016; Wang and Hill, 2014). This study findings says parents' qualification have a positive impact on student's career aspiration. This study result is like Alphonse (2016) and Kitivo (1989) study who says that parent's qualification has a significant influence on students educational and career aspirations. This research has some unique findings as effects of parents guidance on career aspiration and effects of parents support on career aspirations as researcher found not researches on these objectives but some researchers are available on separate aspects of guidance and support of children.

Conclusion

Findings of the study describes that parent provide guidance and support to their children without gender discrimination on career aspirations. Parents have equal career aspiration to their sons and daughters. So, this act of parents positively impacts on both gender study goals. Findings of this study indicate that the guidance can play a significant role to increase career aspiration. These findings clearly direct the positive effect of the guidance on career aspiration. This study findings predicts that the support plays a significant role to increase career aspiration. These results clearly direct the positive effect of the guidance on career aspiration. Moreover, qualification of parents has a positive impact on student's career aspiration.

Recommendations

Based on findings, it is recommended that parents need to adopt positive behavior that is associated with their children career aspirations. School should be arranged parents' teacher and students meeting which shows importance of parent's guidance and support on children career aspiration. Government may need to arrange awareness programmed for rural area's parents. Social media could also play an important role on this topic; their programs will provide awareness to parents that show how parents career aspirations change their children life goals

and what its effect on students' future life. A further detailed study on big sample and on other educational level may be conducted.

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