

An empirical investigation on the relationship between parenting styles and employees' career adaptability

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ABSTRACT

The purpose of this study is to determine the relationship between parenting styles and employees' career adaptability. The statistical population includes all employees in Polyacrid's Factory of Isfahan in 2012. The proposed study selects a sample of 321 employees using cluster sampling. The study has used a based on Baumrind's theorem, which maintains three groups of permissive, authoritarian and authoritative in Likert scale. The results of our study have indicated that there is definitely a difference in parenting style among various members in terms of career concern, career curiosity and career confidence but such relationship does not exists in terms of career control. In addition, the study explains that people with permissive parenting style have less career concern, career curiosity and career confidence than those with permissive parenting style do.

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1. Introduction

Parenting styles and employees' career adaptability has been a subject of research among many researchers . Zhao et al. (2012) investigated the mediating impact of three kinds of career-specific parenting behaviors including lack of engagement, support, and interference, on the relationship between paternal job insecurity and youths' career self-efficacy based on some data from a sample of undergraduate students and their fathers. They reported that paternal job insecurity was positively associated with lack of engagement and negatively associated with support. However, according to their survey, the relationship between paternal job insecurity and interference was not significant but the relationship between paternal job insecurity and career self-efficacy was mediated by lack of engagement for sons and mediated by support for daughters.

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Gholamali Lavasani et al. (2011) investigated relationship between parenting style, social support on psychological well – being method. Using a sample data of 398 female students in grade two from public high schools in Tehran, participants completed measures of Baum rind's parenting style (1991), Vaux's social support (1988) and Ryff's psychological well-being(1998). The results revealed that perceive of authoritarian and permissive parenting style were significantly negative compared with psychological well-being. In addition social support showed significantly positive compared with psychological well-being. However, authoritative parenting style did not predict psychological well-being.

Rinaldi and Howe (2012), in another word, investigated mothers' and fathers' parenting styles and relationship with toddlers' externalizing, internalizing, and adaptive behaviors. Their findings disclosed mothers' and fathers' self-reported parenting styles could describe 44% of the variance in youngsters' externalizing behaviors. More specifically, permissive parenting by mothers and authoritarian parenting by fathers uniquely and substantially forecasted toddlers' externalizing behaviors, while authoritative paternal parenting was predictive of adaptive behaviors.

Trinkner et al. (2012) described that both law and society scholars and developmental psychologists have concentrated on the legitimacy of authority figures in various domains including police versus parents. They tried to build a bridge between these two fields by investigating the relationships among parenting style, the perception of parental legitimacy, and changes in delinquency over a long time. They reported that authoritative parenting was positively associated with parental legitimacy, while authoritarian parenting was negatively related to parental legitimacy. In addition, parental legitimacy was negatively associated with future delinquency.

Hatamy et al. (2011) examined the relationship between parenting styles and attachment styles in those who had infidelities in their marital life by examining 90 participants including 48 women and 42 men who came to the welfare centers in Tehran province from Oct. 2009 to Oct. 2010. They used parental Authority Questionnaire (PAQ) and Adult Attachment style Questionnaire (AAQ) to perform the survey. The result of analyzing the data revealed that the attachment style of those who had infidelity in their marital life were preventing attachment style. In addition, the result of Pearson correlation test revealed that there was a positive relationship between authoritarian parenting style and avoidant attachment style. Nakayama (2011) performed a comprehensive investigation on relationship between parenting style and parental monitoring with information communication technology among Japanese junior high school students and their parents. They reported that parenting style was differently influenced the intention to use advanced monitoring systems between parents and children; the significant predictor of parents' intention to use was their tendency of control and that of children's to use is their perceived responsiveness.

Markazi et al. (2011) examined the association between parenting self-efficacy and parenting style's and self- regulation learning in adolescent girls of Tabriz. They reported that parenting self-efficacy and adolescent girls' self-regulation including motivational beliefs, self-regulation learning strategies were significantly correlated. They also reported that between adolescent girls self-regulation such as motivational beliefs and strategies Learning self-regulation in terms of parenting style's were some differences.

Zabihi Hesari and Hejazi (2011) studied the mediating role of self esteem in the relationship between the authoritative parenting style and aggression. They implemented a structural model to study the mediating role of self-esteem in the relationship between an authoritative parenting style and aggression. They reported that the causal impact of an authoritative parenting style on self-esteem was positive while the impact on aggression was negative. The causal effect of self-esteem on aggression was also found to be negative.

Cramer (2011) reported that parenting styles had a direct impact on the development of healthy narcissism, but the impact on the development of maladaptive narcissism depended on the child's initial proclivity towards narcissism. In addition, the use of denial was positively related to the presence of maladaptive narcissism, but not with healthy narcissism.

In this paper, we study the relationship between parenting styles and employee person's career adaptability. The organization of this paper first presents details of the proposed study in section 2. Section 3 presents our findings and finally concluding remarks are given in the last to summarize the contribution of this work.

2. The proposed study

The proposed study of this paper designs a questionnaire based on Baumrind's theorem, which maintains three groups of permissive, authoritarian and authoritative. The statistical population includes all employees in Polyacid's Factory of Isfahan in 2012. The proposed study selects a sample of 321 employees using cluster sampling. The questionnaire consists of thirty questions, 10 for permissive, 10 for authoritarian and 10 for authoritative and all questions are Likert scale. The survey uses another type of questionnaire for adaptability of carrier path, which consists of 40 questions. The questionnaire consists of four groups, where each group includes ten questions in Likert scale. Four different groups of questionnaire are associated with career concern, career control, career confidence and career curiosity, respectively. Measuring Cronbach alpha for these four items yielded 0.728 for career concern, 0.642 for career control, 0.55 for career curiosity and 0.905 for career confidence with an overall value of 0.884. After two weeks, we have repeated the survey and the results of Cronbach alpha was 0.77 for career concern, 0.81 for career control, 0.78 for career curiosity, 0.71 for confidence and overall Cronbach value was 0.76 for career adaptability. The proposed study of this paper considers the following hypotheses,

1. There is meaningful difference on various parenting styles of permissive, authoritarian and authoritative in terms of career concern.
2. There is meaningful difference on various parenting styles of permissive, authoritarian and authoritative in terms of career control.
3. There is meaningful difference on various parenting styles of permissive, authoritarian and authoritative in terms of career curiosity.
4. There is meaningful difference on various parenting styles of permissive, authoritarian and authoritative in terms of career confidence.

We first present details of our findings on each components of the survey in terms of basic statistics such as mean and standard deviation and Table 1 summarizes the results of our survey.

Table 1
Basic statistics for different components of the survey

Component	Frequency	Min	Max	Average	Standard deviation
Career concern	321	0	40	28.89	4.86
Career control	321	0	37	20.90	5.22
Career curiosity	321	8	36	24.06	3.67
Career confidence	321	0	35	12.54	6.00
Permissive	42	6	35	23.94	4.33
Authoritarian	49	3	37	23.12	5.36
Authoritative	130	3	40	31.24	4.23

As we can observe from the results of Table 1, career concern maintains the highest ranking followed by career curiosity and permissive.

3. The results

3.1. Parenting style and career concern

The first hypothesis of this survey is associated with the relationship between parenting style and career concern. Table 2 shows details of statistical observations associated with this hypothesis.

Table 2

The results of testing the relationship between parenting style and career concern

	Sum of Square	Mean of square	Degree of freedom	F	P-Value
Among group	223.014	111.507	2		
Inside group	7336.314	23.070	318	4.38	0.009
Total	7559.327		320		

As we can observe from the results of Table 2, F-value is statistically meaningful when the level of significance is five percent, which means there is definitely a difference in parenting style among various members in terms of career concern. The results of Tukey test yields a mean difference of -2.22 with P-value of 0.017 between authoritative parenting style and permissive parenting style. Therefore, we can conclude that people with permissive parenting style have less career concern than those with authoritative parenting style do.

3.2. Parenting style and career control

The second hypothesis of this survey is associated with the relationship between parenting style and career control. Table 3 demonstrates details of statistical observations associated with this hypothesis.

Table 3

The results of testing the relationship between parenting style and career control

	Sum of Square	Mean of square	Degree of freedom	F	P-Value
Among group	2.95	1.47	2		
Inside group	874.43	27.48	318	0.054	0.948
Total	7559.327		320		

As we can observe from the results of Table 3, F-value is not statistically meaningful when the level of significance is five or even ten percent, which means there is no difference in parenting style among various members in terms of career control.

3.3. Parenting style and career curiosity

The third hypothesis of this survey is associated with the relationship between parenting style and career curiosity. Table 4 shows details of statistical observations associated with this hypothesis.

Table 4

The results of testing the relationship between parenting style and career curiosity

	Sum of Square	Mean of square	Degree of freedom	F	P-Value
Among group	89.70	44.85	2		
Inside group	4237.87	13.327	318	3.36	0.036
Total	4327.58		320		

As we can observe from the results of Table 4, F-value is statistically meaningful when the level of significance is five percent, which means there is definitely a difference in parenting style among various members in terms of career curiosity. The results of Tukey test yields a mean difference of -1.58 with P-value of 0.027 between authoritative parenting style and permissive parenting style. Therefore, we can conclude that people with permissive parenting style have less career curiosity than those with authoritative parenting style do.

3.4. Parenting style and career confidence

The last hypothesis of this survey is associated with the relationship between parenting style and career confidence. Table 5 presents details of statistical observations associated with this hypothesis.

Table 5

The results of testing the relationship between parenting style and career confidence

	Sum of Square	Mean of square	Degree of freedom	F	P-Value
Among group	228.704	144.352	2		
Inside group	11256.826	35.399	318	4.07	0.018
Total	11545.530		320		

As we can see from the results of Table 5, F-value is statistically meaningful when the level of significance is five percent, which means there is definitely a difference in parenting style among various members in terms of career confidence. The results of Tukey test yields a mean difference of -2.15 with P-value of 0.032 between authoritative parenting style and permissive parenting style. Therefore, we can conclude that people with authoritative parenting style have less career confidence than those with permissive parenting style do.

4. Conclusion

In this paper, we have presented an empirical study to find out the relationship between various parenting styles of permissive, authoritarian and authoritative in terms of career concern, career control, career curiosity and career confidence. The study has used a based on Baumrind's theorem, which maintains three groups of permissive, authoritarian and authoritative in Likert scale. The results of our study have indicated that there is definitely a difference in parenting style among various members in terms of career concern, career curiosity and career confidence but such relationship does not exist in terms of career control. In addition, we have concluded that people with authoritative parenting style have less career concern, career curiosity and career confidence than those with permissive parenting style do.

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