

# Research on the Relationship Between Parent-Child Career Congruence and College Students' Future Time Insight and Career Adaptability

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**Abstract :** This study explores the relationship between parent-child career congruence, future time insight and college students' career adaptability. It conducts a questionnaire survey on 300 undergraduates and uses descriptive statistics, correlation analysis and multiple regression analysis methods. data processing. The results show that there is a significant positive relationship between parent-child career congruence and career adaptability, and that future time perspective plays a partial mediating role in this relationship. Specifically, the study found that when students have a higher sense of identification with their parents' career choices and their career goals are consistent with their parents' career paths, they show higher adaptability in their careers, while students with a strong sense of future time show higher adaptability in their careers. Students can more effectively plan their career paths, thus improving their adaptability in the process of career development. Through these findings, this study provides a new perspective for understanding family influencing factors in the career development process of college students, and provides an important reference for educators and career guidance experts to develop more targeted guidance strategies.

**Keywords:** Parent-Child Career Congruence; Future Time Insight; Career Adaptability; Career Development of College Students; Regression Analysis

## 1 Introduction

### 1.1 Research Background and Importance

Family impacts on individual career choices and career adaptation have been an

increasingly important research direction in the field of career development research. Career adaptability is defined as an individual's ability to respond effectively and adjust during times of change, challenge, or uncertainty in their careers. These competencies matter more than ever in today's rapidly changing job market [1]. The influence of the family, more so parents, on the career development in children has received huge attention in the past from scholars. It is thought that the career congruence of parent and child, or the similarity between offspring's choice tendencies and parental career paths, is one of the critical elements influencing career adaptability. This research will focus on the role of parent-child career congruence in undergraduates' career adaptability, and test whether future time insight can mediate such an influence process [2]. Research shows that parents' participation in career choices, career values and career goal setting can significantly affect their children's career adaptability [3].

In addition, future time insight, as an individual's perception and preparation for future career planning, also plays a key role in the development of career adaptability [4]. College students with strong future time insight tend to show a higher sense of autonomy and goal in career planning, thus enhancing their career adaptability. Existing research has found that future time insight can not only help individuals better adapt to career changes, but also promote career development by enhancing self-efficacy and career planning abilities [5].

### 1.2 Research Objectives

Through a questionnaire survey of 300 college students, we will try to answer the following questions: First, does parent-child career consistency have a significant impact on

college students' career adaptability? Second, is the relationship between parent-child career consistency and career adaptability mediated by future time perspective? This study provides empirical evidence for improving career development theory and provides a practical reference for guiding college students to use family resources to improve their career adaptability in career guidance.

## **2. Literature Review**

### **2.1 Review of Research on Parent-Child Career Congruence**

Parent-child career congruence refers to children choosing careers that are befitting of their parents' careers and values. This area of research has received enormous attention in the last few years. Sawitri et al. (2019) examined the involvement of gender in parent-child career congruence. Their findings demonstrated higher levels of congruence of the female students on career congruence, therefore illustrating family influence and pointing out gender differences in career choice [6]. In addition, Ghosh and Fouad (2016) explored the impact of value consistency on career choices in Asian families, and research showed that the resonance of family values and intergenerational conflict play an important role in the career development process [7]. These studies show that parent-child career congruence not only affects children's career choices, but also involves the inheritance and conflict of family values and goals during career development.

### **2.2 Related Research on Future Time Insight and Career Adaptability**

In recent years, Future Time Perspective has been paid wide attention to as an individual's ability to anticipate and plan future careers. Culpepper and Austin have conducted research on the relationship between expectations of future external outcomes in career choice, which provides evidence that FTP is important in career choice, especially for choosing careers highly compatible with the environment [8]. Rudolph et al. (2018) conducted a meta-analysis on the antecedents and consequences of career future time insight, and the results showed that there is a significant association between FTP and

various career outcomes such as job satisfaction, organizational commitment, and job performance [9]. In addition, Henry et al. (2017) conducted a systematic review of the application of FTP in work situations, further confirming the key role of FTP in the development of career adaptability [10]. These studies show that future time insight not only helps individuals adapt in their careers, but also improves adaptability during career development by enhancing self-efficacy and career planning abilities.

## **3. Research Design and Methods**

### **3.1 Research Subjects and Sample Selection**

The subjects of this study are undergraduate students of a certain university, covering different majors and grades. The study adopted a random sampling method and finally determined 300 undergraduates as the research sample. The selection of samples was based on the principle of voluntariness, and the principles of anonymity and confidentiality were strictly adhered to during the data collection process to ensure the information security of the participants and the authenticity of the data.

### **3.2 Questionnaire Design and Scale Introduction**

Table 1 shows the components of the questionnaire and the corresponding number of scale items and scale types.

**Table 1. Components of the Questionnaire and the Corresponding Number of Scale Items and Scale Types**

| Section                        | Number of Items | Scale Type           |
|--------------------------------|-----------------|----------------------|
| Demographic Information        | 5               | Categorical          |
| Parental Career Consistency    | 10              | 5-point Likert scale |
| Future Time Perspective (ZTPI) | 15              | 5-point Likert scale |
| Career Adaptability (CAAS)     | 24              | 5-point Likert scale |

### **3.3 Data Collection and Analysis Methods**

Data was collected through an online questionnaire platform, and participants completed the questionnaire within the specified time. After data collection was completed, SPSS 25.0 software was used for analysis. The main steps of data analysis and their relationship are shown in Figure 1:

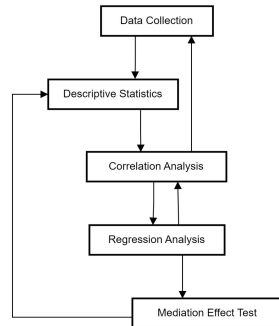
When testing the mediation effect, the test method proposed by Baron and Kenny is often used. The specific formula is as follows:

$$c' = c - ab \quad (1)$$

$c$  represents the total effect;  $a$  represents the influence of the independent variable on the mediating variable;

$b$  represents the influence of the mediating variable on the dependent variable;

$c'$  represents the direct effect; and  $ab$  represents the indirect effect.



**Figure 1. Data Analysis Process**

## 4. Data Analysis and Results

### 4.1 Descriptive Statistics Analysis

Before conducting hypothesis testing, descriptive statistics analysis was performed on the sample data to understand the basic characteristics of the sample and the preliminary distribution of each variable. Table 2 shows the results of the descriptive statistics analysis:

**Table 2. Descriptive Statistics of Key Variables**

| Variable                       | Mean | Standard Deviation | Minimum | Maximum |
|--------------------------------|------|--------------------|---------|---------|
| Parental Career Consistency    | 3.45 | 0.78               | 1.00    | 5.00    |
| Future Time Perspective (ZTPI) | 3.87 | 0.65               | 2.00    | 5.00    |
| Career Adaptability (CAAS)     | 4.02 | 0.59               | 2.50    | 5.00    |

### 4.2 Hypothesis Testing and Result Analysis

This study uses Pearson correlation analysis and multiple regression analysis to test the hypothesis and examine the impact of parent-child career consistency on future time perspective and career adaptability.

Pearson correlation analysis formula:

$$r = \frac{\sum (X_i - \bar{X})(Y_i - \bar{Y})}{\sqrt{\sum (X_i - \bar{X})^2 \sum (Y_i - \bar{Y})^2}} \quad (2)$$

In the formula,  $r$  represents the Pearson correlation coefficient,  $X_i$  and  $Y_i$  are the sample values of the two variables, and  $\bar{X}$   $\bar{Y}$  are the sample means.

**Table 3. Pearson Correlation Coefficients**

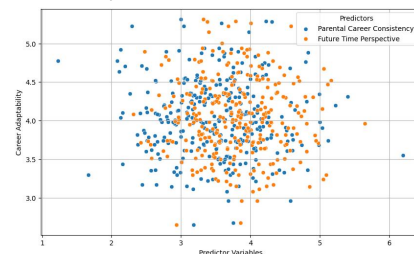
| Variables                      | 1      | 2      | 3      |
|--------------------------------|--------|--------|--------|
| 1. Parental Career Consistency | 1      | 0.42** | 0.38** |
| 2. Future Time Perspective     | 0.42** | 1      | 0.56** |
| 3. Career Adaptability         | 0.38** | 0.56** | 1      |

Note: \*\* $p < 0.01$

Table 3 shows the Pearson correlation coefficient between each variable. The significant positive correlation shows that there is a close connection between parent-child career consistency, future time insight and career adaptability, which provides an important basis for subsequent regression analysis.

Multiple regression analysis formula:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \delta \quad (3)$$



**Figure2. Scatter Plot of Predictors vs. Career Adaptability**

Figure 2 shows the relationship between the independent variables (parent-child career consistency and future time perspective) and the dependent variable (career adaptability). The distribution of the scatter plots indicates that these two predictor variables are positively correlated with career adaptability, that is, as parent-child career consistency or future time perspective increases, career adaptability also tends to increase. This finding suggests that these factors may play an important role in understanding how students adapt to their career development process.

## 5. Conclusion

This study focuses on the relationship between parent-child career congruence, future time insight and career adaptability, aiming to explore the impact of family background on college students' career development adaptability. The data collected through the questionnaire survey were subjected to descriptive statistics, correlation analysis and multiple regression analysis. The results showed that there is a significant positive correlation between parent-child career

consistency and college students' career adaptability. At the same time, future time insight plays a partial mediating role in this relationship, which means that parent-child career congruence not only directly affects career adaptability, but also indirectly improves students' career adaptability by enhancing their time perception of the future. Specifically, the study found that when students have a higher sense of identification with their parents' career choices and their career goals are consistent with their parents' career paths, they show higher adaptability in their careers. This resilience includes their confidence and ability to make career choices, plan, and respond to career challenges. In addition, future time insight, as a mediating variable, can significantly affect students' career adaptability. Students with a strong sense of future time are often more able to effectively plan their career path, thereby improving their adaptability in the process of career development. These findings not only enrich the research on family influencing factors in career development theory, but also provide practical guidance strategies for educators and career guidance experts to help students better adapt to future career challenges.

## **6. Research Limitations**

Although this study made important findings in exploring the relationship between parent-child career congruence and college students' career adaptability, there are still some limitations that need to be improved in future research. First, the limitation of the sample is an issue that needs attention. The sample of this study was limited to students at a certain university and mainly focused on the undergraduate population, which may limit the breadth and generalizability of the findings. Therefore, future research can consider expanding the sample scope to cover more universities and different educational levels to ensure that the research results have higher external validity.

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