

Effects of Parental Support, Bicultural Acceptance, and Self-Esteem on Career Attitude Maturity of Multicultural Adolescents

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Abstract

At a time when children of multicultural families have begun to enter adolescence in Korea, this study examined the effects of parental support and bicultural acceptance on the career attitude maturity of multicultural adolescents. This study tried to derive the implications related to the career path of multicultural adolescents by verifying the effects of self-esteem on the relationship between parental support, bicultural acceptance, and career attitude maturity. Using the 8th Multicultural Adolescent Panel Survey data (MAPS), the relative influence of antecedent variables on career attitude maturity was confirmed by hierarchical regression analysis of the data from 1,197 respondents. Model 1 included gender and parental support, Model 2 added bicultural acceptance to Model 1, and Model 3 added self-esteem to Model 2. As a result of the study, in Model 1, women had higher career attitude maturity than men, and the more supportive their parents were, the more positive the level of career attitude maturity. The adjusted R² of Model 1 was .058, which did not have much influence. In Model 2, gender, parental support, and bicultural acceptance had statistically significant effects on career attitude maturity, and the amount of change in F was also significant. The adjusted R² of Model 2 was .132. In Model 3, parental support was not statistically significant, and gender, bicultural acceptance, and self-esteem had statistically significant effects on career attitude maturity. The amount of change in F was statistically significant and the adjusted R² was .185. That is, it was confirmed that the more the women, the more the bicultural acceptance, and the higher the self-esteem, the more prepared and determined the career path. Based on the research results, the implications related to career preparation of multicultural adolescents were presented.

Keywords: *Multicultural adolescent, Parental support, Bicultural acceptance, Self-esteem, Career attitude maturity, MAPS*

1. INTRODUCTION

This study examined the effects of parental career-related support, bicultural acceptance, and self-esteem on the career attitude maturity of multicultural adolescents. Korea has begun to enter a multicultural society with a rapid increase in the number of immigrants since the mid-2000s. Multicultural families consisting of married immigrant women account for a large proportion of the multicultural phenomenon in Korea. As the children of these multicultural families grow, the proportion of multicultural adolescents continues to increase, and we are facing a time to prepare a career path and social advancement for them. The number of children from

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multicultural families increased from 44,258 in 2007 to 264,626 in 2019. And the number of high school students aged 16 to 18 was 1,341 in 2007, but in 2019 it increased more than ten times to 16,993 [1].

In order to respond to these changes, the government is seeking ways to support multicultural adolescents' social advancement by introducing tasks such as "increasing career awareness and expanding career experience opportunities of multicultural adolescents," "expanding career activity centers for career guidance and counseling in schools," "nurturing next-generation specialists and revitalizing youth internship," and "supporting the operation of vocational education and training institutions" in the 3rd Basic Plan for Multicultural Family Policy. Of course, career preparation is a common task that must be performed for all adolescents, not just for multicultural adolescents. Career preparation, of course, is a common task not only for multicultural youth but also for all adolescents. However, multicultural adolescents need more customized support because they have a higher rate of dropout compared to non-multicultural adolescents, they consult with their parents more than with outside resources when they have concerns, and they experience serious adaptation problems when they enter the country [2].

Recently, job insecurity among young people has been reported to be at a serious level. In June 2020, the youth unemployment rate was 10.7% and the number of youth unemployed is about 400,000 [3]. These social issues related to social advancement also act as burdens and stressors for multicultural adolescents who are exploring and preparing for their careers. Therefore, systematic support for multicultural adolescents should be provided so that they can enter society by identifying their interests and aptitudes and planning their careers well.

Adolescence is a time to plan and prepare for a career in consideration of one's interests, aptitudes, values, and desires. In the process of preparing young people for their career, not only their personal aptitudes and interests, but also environmental factors such as school and parents' expectations and support have an important influence. According to the 2014 School Career Education Survey, it is reported that parents have a great influence on the career path of adolescents [4]. In other words, parents' attitude toward their children or their guidance and support for career path affects adolescents' career choices. However, since multicultural adolescents live in different environments where their native cultures are different, they grow up by experiencing different languages, cultures, and values of their parents. Therefore, the degree of acceptance of this dual culture directly or indirectly affects the school adaptation or career decisions of multicultural adolescents [5]. Since this is a different aspect from the situation of non-multicultural adolescents who do not have or have few opportunities to interact with various cultures, it is necessary to understand how multicultural adolescents accept the different dual cultures of their parents and how the degree of bicultural acceptance affects their career decisions.

In addition, self-esteem, which recognizes oneself as a valuable being in adolescence and forms a sense of self-identity, is a major factor in determining not only school adaptation but also career decision-making. It is reported that people with high self-esteem actively seek career paths and improve career attitude maturity by making efforts to acquire skills and abilities needed for career paths [6, 7]. Therefore, this study aims to provide specific implications of career guidance for multicultural adolescents who need to specify their career identity and prepare for their career, by identifying the level of career attitude maturity of multicultural adolescents and investigating the relative effects of parental support for careers, bicultural acceptance, and self-esteem on career attitude maturity.

2. THEORETICAL BACKGROUND

2.1 Bicultural Acceptance

When children grow up in an environment where they encounter two different cultures, they can grow up with dual language and dual cultural competencies, but conversely, there is a possibility of experiencing confusion in values and identity in adolescence. Therefore, it is necessary for multicultural adolescents to positively accept dual culture so that there is no confusion in collective identity because they grow up while experiencing different languages and cultures of their parents. From the point of view of cultural adaptation, bicultural acceptance means that two different cultures have two directions, and that these two cultures do not have a hierarchy [8]. That is, it does not mean that one culture is dominant or inferior, but rather that it embraces two different cultures in an equal sense. Therefore, bicultural acceptance has a positive effect not only on the self-identity and group identity of adolescence, but also on career decision-making based on language skills and understanding of multiculturalism. According to previous studies, bicultural acceptance not only buffers the will to drop out of school but also affects the career attitude maturity [9, 10].

2.2 Self-Esteem

Self-esteem refers to the overall representation of oneself that evaluates the degree of self-respect in terms of positive and negative judgments [11]. Self-esteem is more important than respect from others because it considers oneself valuable and feels capable, useful, and important [12]. Self-esteem is an antecedent factor affecting positive life attitudes, and it has been suggested in previous studies that adolescents' self-esteem affects academic achievement, problem-solving ability, and career attitude maturity [13, 14].

2.3 Parental Support

Adolescence is a time when family support and protection is needed, and unlike childhood, it is a stage to prepare for independence. Therefore, conflict with parents is inevitable in the process of relying on them and preparing for independence from them. However, parents' interest and support are indispensable factors in adolescence in terms of academic achievement, career guidance, and in realizing self-identity and occupational identity. Parents' support for adolescent children, such as parents' trust in their children, continuous efforts to communicate with them, and interest in their studies and careers, etc., is positive not only in academic achievement, self-efficacy, and life satisfaction, but also in the formation of self-identity. In addition, parental support is an antecedent factor that affects the career attitude maturity in which adolescents prepare for independence and decide their career path [15-17].

2.4 Career Attitude Maturity

Career attitude maturity refers to the degree to which one's career-related actions are consistent with the expected actions of the peer group, and means the level of career development [18]. Career attitude maturity is a complex concept that includes determinism in career-related decision-making, career purpose, independence, and confidence in and planning for one's own career path [19]. Since career attitude maturity is closely related to career preparation, studies on high school and college students in the early and late youth years are dominant. A sense of identity, career barriers, occupational value, and efficacy are being discussed as antecedent factors affecting career attitude maturity [20-23].

3. RESEARCH METHOD

3.1 Research Questions

The research questions are as follows.

First, parental support will affect career barriers perceived by multicultural adolescents.

Second, bicultural acceptance of multicultural adolescents will affect their career attitudes.

Third, self-esteem will affect the career attitude of multicultural adolescents.

3.2 Research Subjects and Measurement of Major Variables

The subjects of this study were 1,197 multicultural adolescents who responded to the 8th Multicultural Adolescent Panel Survey. The scale used in the multicultural panel survey was used for this study. The bicultural acceptance, including ten items on 4-point scale, was extracted and modified from the Korean and Mongolian cultural attitude measures of Noh and Hong (2006). It consists of 10 questions, such as whether you enjoy the cultures of Korea and foreign parent's country, or whether you have an affinity for both countries. It means that the higher the score, the more interested in the dual culture [24]. The reliability was .783.

Self-esteem is composed of items from the scale of Rosenberg, M. (1965) and consists of 9 items on a 5-point scale, with a higher score indicating higher self-esteem [25]. It consisted of whether you consider yourself worthwhile, whether you can do your job well, and whether you are satisfied with yourself. The reliability was .881.

Career attitude maturity was used by modifying and supplementing the career attitude measure developed by Lee and Han (1997) [26]. It included 4 items of career readiness and 4 items of career determination on a 5-point scale. Career readiness is a question that asks if you are interested in counseling or career-related information or explanation. Career determination is a question that asks if there is something you want to do and have decided on your career path. The reliability was .795.

Parental support is career-related support, and a total of 6 items were used with 3 items each for parental support in the Korean version of the Parent Career-Related Behavior Scale (K-PCB) of Cho et al. (2013) [27]. The reliability of father's support was .89 and the reliability of mother's support was .85.

The questions consist of whether the parents provide information, choice opportunities, and advices regarding career paths.

3.3 Analysis Method

Descriptive statistics were used for the average of respondents' general characteristics and major variables, and the relative effects of antecedent variables on career attitude maturity were analyzed through hierarchical regression analysis. For statistics, SPSS 23 Version was utilized.

4. RESEARCH RESULT

4.1 General Characteristics of Respondents

The general characteristics of respondents are shown in Table 1. By gender, 587 (49%) were male and 610 (51%) were female. The average age was 16.96 years old, and the residential areas were distributed throughout the country, but the Gyeonggi-do and Incheon area had the highest rate with 25.2%. The average number of household members was 4.58, and the average monthly income of the family was 2,760,200 won. This is not much compared to the median income of a four-person household in 2018 of 4,519,000 won. When asked whether they had visited their parents' country of foreign origin, 80.6% answered that they had no experience of visiting. Table 2 shows the country of origin and educational background of the parents of multicultural adolescents. In the case of multicultural families, most of them were composed of married immigrant women,

so 3.3% of mothers were from Korean, but most of their fathers were from Korea (96.5%). Among mothers' countries of origin, Japan was the most common at 34.9%, followed by the Philippines at 26% and China at 24.6%. In the case of fathers from foreign countries, Japan accounted for the most at 1.4%. The educational background of mothers from multicultural families was found to be higher than that of fathers. 41.6% of mothers of multicultural adolescents had a college degree or higher, while 16.9% of their fathers had a college degree or higher.

Table 1. General Characteristics of Respondents

Item		Frequency (%)	Item		Frequency (%)
Gender	Woman	610(51)	Residential Area	Seoul	117(9.8)
	Man	587(49)		Kyonggi/Incheon	302(25.2)
Visiting Experience of Foreign Parent's Country	Yes	232(19.4)		Choongcheong /Kangwon	240(20.1)
	No	965(80.6)		Kyongsang	280(23.4)
Age	16.96(Min: 16/ Max: 20) (SD: .352)			Jeonra/Jeju	258(21.6)
No of Household	4.58(Min: 2/ Max: 10) (SD: 1.245)		Income per Month	2,760,200(Min: 500,000/ Max:12,000,000) (SD:1,267,140)	

Table 2. General Characteristics of Parents

Item		Frequency (%)	Item		Frequency (%)
Father's Country of Origin N=1,197	Korea	1107(96.5)	Mother's Country of Origin N=1,197	Korea	39(3.3)
	China (Han race, etc.)	2(.2)		China (Han race, etc.)	84(7.0)
	China (Chosun race)	1(.1)		China (Chosun race)	211(17.6)
	Vietnam	2(.2)		Vietnam	25(2.1)
	Philippine	4(.4)		Philippine	311(26.0)
	Japan	16(1.4)		Japan	418(34.9)
	Taipei	1(.1)		Taipei	49(4.1)
	Etc.	14(1.2)		Etc.	60(5.0)
Father's Educational level N=1,147	Under Middle School	360(31.4)	Mother's Educational Level N=1,195	Under Middle School	133(11.1)
	High School	594(51.8)		High School	565(47.3)
	College	70(6.1)		College	303(25.4)
	University	113(9.9)		University	189(15.8)
	Graduate School	10(.9)		Graduate School	5(.4)

4.2 Descriptive Statistics and Correlations of Key Variables

Table 3 shows the descriptive statistics of major variables. Career attitude maturity on a 5-point scale was

3.1 at a moderate level. Career determination (3.21) was higher than career readiness (2.98). As for the parental support, mother's support (2.81) was higher than father's support (2.63). The bicultural acceptance was 2.91 on a 4-point scale, which was higher than the average. Self-esteem was 3.8 on a 5-point scale, indicating an above-average score.

As shown in Table 4, the correlation coefficients between variables were not high except for parental support. In particular, father's support and bicultural acceptance showed a low correlation.

Table 3. Mean of Key Variables

	N	Minimum	Maximum	Mean	Std. Deviation
Career Attitude Maturity	1,197	1.25	4.25	3.0974	.49101
Career Determination	1,197	1.50	4.50	3.2139	.67458
Career Readiness	1,197	1.00	4.00	2.9810	.54597
Father's Support	1,149	1.00	4.00	2.6258	.77300
Mother's Support	1,189	1.00	4.00	2.8172	.68905
Bicultural Acceptance	1,197	1.00	4.00	2.9189	.41906
Self-Esteem	1,197	1.00	5.00	3.8001	.67171

Table 4. Correlation Coefficient between Key Variables

	Career Attitude Maturity	Father's Support	Mother's Support	Bicultural Acceptance	Self-Esteem
Career Attitude Maturity	1				
Father's Support	.184**	1			
Mother's Support	.222**	.622**	1		
Bicultural Acceptance	.293**	.058*	.123**	1	
Self-Esteem	.367**	.257**	.301**	.276**	1

*p<.05, **p<.01

4.3 Effects of Parental Support, Bicultural Acceptance, and Self-Esteem on Career Attitude Maturity

The multicollinearity of the regression analysis was confirmed by the tolerance and variance inflation factor. In the case of tolerance, the requirement was satisfied and the VIF (variance inflation factor) met the requirement. So, there was no problem of multicollinearity. A hierarchical regression analysis was conducted to confirm the relative effects of parental support, bicultural acceptance, and self-esteem on career attitude maturity [Table 5].

Model 1 confirmed the influence of gender and parental support. Model 1 was statistically significant. In terms of gender, females had higher career attitude maturity than males, and parents' career guidance had a positive effect on career attitude maturity. The effect of Model 1 on career attitude maturity was not significant with an adjusted R^2 of .058.

Model 2 was analyzed by adding bicultural acceptance to Model 1. All antecedent variables had an effect on career attitude maturity. The adjusted R^2 was .132, and the change in F value was also statistically significant. The more the women, the more the parental support related to career guidance, and the more positive the bicultural acceptance, the higher their career attitude maturity. Model 3 was analyzed by adding self-esteem to Model 2.

The influence of gender on career attitude maturity was statistically significant in Models 1, 2, and 3 in

common, but parental support was not statistically significant in Model 3. However, bicultural acceptance was still affecting career attitude maturity in Model 3.

The amount of change in F value in Model 3 with self-esteem added was statistically significant, and self-esteem explained career attitude maturity. The overall influence of Model 3 was an adjusted R² of .185 and showed statistical significance at the significance level of .001. That is, in the case of women, it was confirmed that the higher the bicultural acceptance and the higher the self-esteem, the higher the career attitude maturity.

Table 5. Effects of Antecedent Variables on Career Attitude Maturity

	Model 1		Model 2		Model 3	
	β	t	β	t	β	t
Gender (Female=0)	-.088	-3.036**	-.069	-2.451*	-.086	-3.172**
Father's Support	.088	2.391*	.074	2.075*	.049	1.428
Mother's Support	.175	4.764***	.091	2.502*	.052	1.475
Bicultural Acceptance			.278	9.448***	.203	6.849***
Self-Esteem					.267	9.101***
Constant	2.640	42.554	1.821	17.847	1.498	14.161
R Square	.061		.136		.189	
Adjusted R Square	.058		.132		.185	
F Value	24.424		42.054		52.633	
F Sig.	.005		.000		.000	

*p<.05, **p<.01, ***p<.001

5. CONCLUSION

As Korea has rapidly entered a multicultural society since the mid-2000s, and the children of multicultural families have grown up, the need to guide the careers of multicultural adolescents has been highlighted. Therefore, this study tried to derive effective implications related to career guidance for multicultural adolescents by identifying the relative effects of antecedent factors that affect career attitude maturity, using the multicultural adolescent panel survey data.

The results of this study are as follows

First, 1,197 multicultural adolescents responded to the 8th Multicultural Youth Panel Survey, with 587 (49%) men and 610 (51%) women. The average age was 16.96 years old, and residential areas were distributed throughout the country. The average number of household members was 4.58, and the average monthly income of the household was 2,760,200 won.

Second, the average of career attitude maturity was 3.1 on a 5-point scale, which was at a moderate level. As for parental support for career path, mother's support (2.81) was higher than father's support (2.63). The average of bicultural acceptance was 2.91 on a four-point scale, which was higher than average. The average self-esteem was 3.8 on a five-point scale, which was above the middle score.

Third, hierarchical regression analysis confirming the relative effect of antecedent variables on career attitude maturity showed that in Model 3, gender, bicultural acceptance, and self-esteem had a statistically significant effect on career attitude maturity. The amount of change in F value in the model was statistically significant, and the adjusted R² was .185. That is, the more the women, the more positive the bicultural acceptance, and the higher the self-esteem, the higher the career readiness and determination.

Based on the research results, the implications related to the career preparation of multicultural adolescents are presented as follows.

First, the factor of gender should be considered in career preparation and career decision-making. In the case of young men in Korea, there may be external factors, such as military enlistment, that can delay career decisions. However, a cooperative approach between related ministries is required to minimize the influence of gender differences in the process of shaping one's job identity, which is one of the major identities of adolescents, and preparing for career paths.

It can be judged that this is not limited to multicultural adolescents, as previous studies conducted on general adolescents also reported that female students' career attitude maturity was higher than that of male students [28]. Therefore, it will be necessary to support male students' career attitude maturity so that they can develop similarly to female students.

Second, it is worth noting that the level of career attitude maturity is not high in multicultural adolescents. The average of career attitude maturity reported in other previous studies is around 3.5, higher than the results of this study [20, 21]. It is needed to examine closely whether this phenomenon is caused by the specificity of multicultural adolescents or a result of data reliability. However, the results of this study indicate that there should be customized support for multicultural adolescents to plan and make good decisions about their careers.

Third, since bicultural acceptance has a positive effect on career attitude maturity, more supports should be given to accepting different languages and cultures of parents as they are. In addition, efforts for inclusion and integration of local community, including schools, should be made in parallel so that multicultural adolescents can naturally accept and express their dual culture.

Fourth, parental support had a significant effect in Models 1 and 2, but the influence was offset when self-esteem was included in Model 3. This is not to say that parental support is meaningless, but that while parental support has an influence, but self-esteem, including a sense of self-worth and belief in one's own abilities, has a greater influence in determining and preparing for a career path of multicultural adolescents. Accordingly, various educational courses to discover their aptitudes and hobbies and promote their sense of self-worth should be conducted so that multicultural adolescents can solidify their identity in their career path.

Finally, this study has a limitation in that it does not fully consider various variables that can affect the career attitude maturity of multicultural adolescents because of using previously constructed data. In addition, the implication of the study has a limitation without close examination of existing statistical data of non-multicultural youth. It is necessary to confirm the influence of various variables through follow-up studies, and comprehensive research should be presented to guide the careers of multicultural adolescents as a member of Korean society.

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