

Recruiting Quality Academics: The Relationship of Passion, Role Model, Workplace Flexibility, and Career Decision-Making Self-Efficacy

ABSTRACT

Consequently, this may lead to the nation aspiration of becoming higher education hub in the region. Thus, understanding individuals' interest towards pursuing academic career may lead to the recruitment of quality academics. A quantitative study was carried out involving 463 third year undergraduate students in selected universities. Passion, role model, and workplace flexibility had been found to significantly predict the intention to pursue academic career based on social cognitive career theory. In addition, career decision-making self-efficacy was found to be a significant intervening role that motivate further one's confidence in pursuing academic career. Factor analyses led to the identification of new variables which significantly predict the criterion variables. However, the strength of relationship between each variable to criterion variable differs. Passion, supportive role models, and perceived workplace flexibility were found to be significantly predicting intention to pursue academic career. On the other hand, perceived workplace flexibility was found to have less influence when compared to the other two variables. Meanwhile, career decision-making self-efficacy of assessing personal and occupational features and career decision-making self-efficacy of gathering occupational information were well reported to partially mediate the relationship of passion and supportive role models, and the criterion variable.