

## **Undergraduates' Interest in Pursuing Academic Career:**

### **A Literature Review**

#### **ABSTRACT**

Prior to reviewing factors that may attract undergraduates to academic career choice, the study discusses some theories related to how career aspiration develops leading to career choice decision. Studies on Generation Y indicate that current undergraduates who are from this cohort depend on their relationship with role model when making career decision. Healthy relationship between mentor and mentee ensures a continuous guidance which leads to the positive decision making. In addition, a flexible work arrangement is preferable since this generation requires a career that provides work life balance. Noteworthy, undergraduates' career decision making self-efficacy may play a significant intervening role with regard to academic career. Information gathered from this study could benefit the recruitment exercise of future academicians in terms of recruitment initiatives, socialization strategies, and orientation structures. Hence, these may not only ascertain an ample number of academicians in the future but also enhance professional satisfaction and fulfilment within the academic profession.