

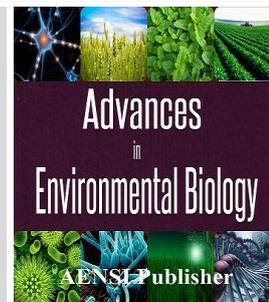


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The Effectiveness of the Occupational Consultation Based on the Multi-Orientations of Shafi Abadi Pattern (SMPVC) on the Reduction of the Occupational Decision-Making Problems of MARAND boy High School Students During 2013-2014 Educational Years

¹Barat Faraghi Dastjerd and ²Abdollah ShafieAbadi

¹Department of Education Sciences, Science and Research branch, Islamic Azad university Tehran, Iran.

²PHD, Department of Education, Science and Research branch, Islamic Azad university Tehran, Iran.

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ABSTRACT

The main purpose of the present study was to investigate the occupational consultation effectiveness based on the ShafiAbadi multi-orientations pattern on the reduction of the occupational decision problems and its elements among the boy high school grade. The statistical population of the present study included the third high school boy students of MARAND Town during 2013-2014 educational years. The research sample included about 30 third grade high school students that have been taken up by the cluster-based sampling method. Then among 5 classes of the third grade high schools (including 85 students), three classes were selected randomly and the questionnaire of the occupational decision problems (CDDQ) was achieved on these students (Gatti et al, 1996). After correcting and scoring, about 30 people had obtained the highest grade that they have been taken up as the sample of the study. These 30 people were randomly substituted in two 15 groups that in the end of the study they have been categorized into two experimental and control groups in this study. The students of the experimental group have been carried out a six-session (90 min for one week) occupational consultation as the ShafiAbadi multi-orientations method but in control group, there was no observed any interventions in this case. In the end of the sixth session, the questionnaire of the decision problems was again completed on these two experimental and control groups. After correcting and scoring, the obtained data of both tests have been analyzed and the results of the study were confirmed. Hence the obtained results of the study represented the fact that the occupational consultation based on the ShafiAbadi multi-orientations method on the reduction of the decision problems and its elements was very effective in this related study.

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INTRODUCTION

The process of the decision-making plays a key role in the occupational consultation. People having better decision-making power can allocate better features of their occupational issues in compare to people with weak decision-making cases. They can also choose better decisions for their daily life matters particularly in choosing an occupation suitable and if people do not learn how to make their decisions, they will confront with many economical, social, personality and politically problems. Often the process of decision-making and occupational choice take place when there is little readiness for achieving a task and many young people do not know how to select or take their occupations up having many different problems in this pavement [4]. Many young people allocate only their own information for choosing an occupational situation. The occupational decision process is a complex and intriguing subject coming with too many problems. These problems orient people towards wrong decision-making cases or they will have many interruptions for their decisions in the future time leading to have unsuitable consequences in this regard. The process of the occupational decision-making is very complex and complicated issue and this complexity hardens the process of decision-making for many people. Thus, they

Corresponding Author: Barat Faraghi Dastjerd, Department of Education Sciences, Science and Research branch, Islamic Azad university Tehran, Iran.
E-mail: ashafiabady@yahoo.com

cannot make their own decisions ideally. These problems have been called as a minor path for the decision-making model. These problems may be taken place as two ways:

- a- Prevention of the decision-making and undetermined decisions
- b- Making unsuitable decisions and little idea

Ander, Scott, Angel and Newton stated that during these years most students have changed their own educational and occupational plans trying to reach to their ideal occupational status. Moderately these students change their decisions for three to four times annually. Zonker stated that more half of students change their occupational purposes when they are studying in the college. Now, these people may not know the lack of confidence is a normal and natural case happening to them and they may also get dazzled and perplexed during the educational years. This deficiency is coming from their sensations and feelings being intensified by their peers and consultants in this case. They may imagine that when young people participate in the college, they have been represented their own occupational situations before. Also, the high schools and universities can be seen as the occupational situation. Due to the changing economy, technical progressions and high rate of unemployment, the education of the occupational path should be seen as an imperative case interacting with schools in this pavement. The research-based studies have shown that about 50% or higher of these students have got their own occupational problems in this pavement. The lack of any decision-making regarding to the occupational path is one of these important challenges coming from many various factors.

Students with many decisions can be confronted during their educational years such as what field they want to take up? Is it necessary to continue the studies? What job can they take up for their future? These decisions regarding to consider the nature of the job world such as the basic technological progressions and the appearance of the global economy can be seen that make the decisions complex in this regard. Hence, today's students are confronting with many various occupational path problems along with the lack of confidence and risky issues in the job world. And many students do not have enough knowledge and experience for taking their own decisions consciously. The recent realities and obtained results of little studies have shown the fact that our young generation has many various problems regarding to the occupational decision problems. Hence, carrying out many different studies can be considered as the main and fundamental way of reaching to the main purpose potentially. ShafiAbadi multi-orientations method is one of the most essential and fundamental concepts of the personal psychology being used in providing the students' requirements and it have been originated from O'Hara and Tiedemann theory. Due to the native and local nature of the used method and the occupational selection based on the same method, it is considered as one of the most active and target-based methods that has been ever applied. This activates the life happiness raising the power of the decision-making of people in the path of the occupational growth affairs and this is one of the most important motivations of the present study and the researcher. Hence, the main question of the study is whether the occupational consultation based on ShafiAbadi multi-orientations pattern or method is effective in the reduction of the boy high school students' problems or no?

In the field of the occupational consultation based on the multi-orientations of ShafiAbadi method, Fekri, ShafiAbadi, Nouranipour and Ahghar in a study titling " the investigation and comparison of the effectiveness of ShafiAbadi multi-orientations method with the limitation and adaptation theory of Gotfredson on the entrepreneurship skills and entrepreneurship behaviors of students in MA course of Islamic Azad University of Tehran, they showed that it is very effective method in this pavement. The statistical population of the study includes the whole humanistic students participated voluntarily in the entrepreneurship classes. The number of these students is 45 people having lowest grades in the entrepreneurship skills questionnaire. They are taken up as randomly in the present study in three groups of observation and experimental 1 and 2 groups. The group 1 experimental received is consisted of an eight 1.30min sessions based on ShafiAbadi multi-orientations and the group experimental 2 is also consisted of an eight sessions 1.30min based on Gotfredson adaptation and limitation theory and in the observation group, there is no found any intervention. The results showed that both methods are effective in increasing the entrepreneurs skills efficiently and the occupational consultation based on ShafiAbadi multi-orientations method is effective in compare to Gotfredson adaptation and limitation method increasing the interpersonal opportunities and entrepreneurship thinking issues and the opportunity recognition opportunities determining the behavior approaches among the students. The same groups were investigated again after one month in order to get ensure of the sustainable results. The results represent the functionality sustainability between both groups over the time. Anyway, the sustainability of the scores in relation to the entrepreneurship skills and entrepreneurship behavior with ShafiAbadi multi-orientation method is higher efficiently. The results of the educational sessions testing also showed that about 60% of the subjects had higher effectiveness of ShafiAbadi method in education of entrepreneurship and 40% had reported the highest degree of the related process. Shojaati showed that both methods can increase the hope and future orientation efficiently. There is a difference between the effectiveness of both methods in increasing the hope and future orientation and the effectiveness of ShafiAbadi method is higher than Gotfredson adaptation and limitation method. MasihiBidgholi showed that there is a significant difference between both experimental and control groups and the occupational consultation variables and educational motivation are very effective among

students. Tork showed that there is a significant difference between the experimental and control group regarding to the occupational maturity variable and the occupational self-efficacy. Also the results showed that the occupational consultation based on the multi-orientations has increased the occupational maturity and the self efficacy. Vaezi [25] showed that the psychological rehabilitating interventions based on the multi-orientations of the occupational satisfaction has been also increased among people participated in the related course. Due to the degree of the effectiveness based on the multi-orientations, ShafiAbadi suggested that the occupational educations should be applied in the field of ability-making of staffs. A study led by Akbia [2], it is shown that the occupational consultation based on ShafiAbadi multi-orientations method can increase the occupational tendency of students. Fekri, ShafiAbadi, Nouranipour and Ahghar [17] showed that the related method can increase the skills of the entrepreneurship among the housewives. Jazayeri [6] showed that the occupational consultation based on the occupational narration is very effective for reducing the occupational consultation problems. Mobassem [23] showed that the self-training plan is also effective in reducing the occupational consultation problems. Bavi *et al* found out that the education of the occupational decisions skills is very effective in students' occupational decision-making process but it does not influence on the reduction of the occupational decision-making affairs.

METHODS AND MATERIALS

Statistical population:

The statistical population of the present study includes the whole boy high school students of the third grade of MARAND Town during 2013-2014 educational years.

Volume and sampling method:

The volume of the study is 30 people. The study sample is taken up by the clustering sampling method among the third grade high school students. The questionnaire of the occupational decision problems (CDDQ) is also achieved on 85 students and 30 of these students had obtained the highest grades in this case. These students are considered as the sample of the study and then 30 students are categorized into two 15 people groups randomly and one of these groups is considered as the experimental and the next one is considered as the control group.

Measurement tool:

The questionnaire of the occupational decision making problems (CDDQ) is applied to gather the related data of the study. This questionnaire is established based on the occupational decision-making theory including three main sources of the occupational decision-making problems evaluating the lack of readiness, lack of information and lack of unsuitable information in this case.

Measurement of the validity of the occupational decision-making problems questionnaire (CDDQ):

This questionnaire was designed by Gati *et al* in order to categorize the appeared occupational decision-making problems being introduced as an instrument to include the whole occupational decisions problems. The validity coefficient is ranging from 0.29 for the minor functional beliefs to 0.90 for the minor scales of the lack of information regarding to the occupations.

Determination of the reliability of the occupational decision-making problems questionnaire:

The reliability of the structure and the occupational decision-making problems has been constructed by Gati *et al* in 1996 for analyzing the students' response to CDDQ, Career Decision-Making Scale and Career Decision-Making Self Efficacy Scale (Tyler and Bets, 1996). The correlation between CDDQ and CDS is positive (0.77) and the correlation between this questionnaire with CDMSES is negative (-0.25 to -0.50).

Data statistical analysis:

T-independent test is used to testify the difference between the score means of the pre test of experimental group and post test of the control group. The scores of the pre and post tests and T-dependent test are applied for testifying the differences between the scores in both experimental and control groups.

Results:

The results of table 1 indicated that the difference between the means, pre test scores of both groups are not significant. The results of the same table show that the difference between the means, pre test scores of the experimental group is significant with the sores of the post test in five percent level. Also the results show that the difference between the means, scores of the pre test in control group is not significant in compare to the post test scores of the study. Finally, the results showed that the difference between the means, scores of pre test of experimental group with post test scores of control group is significant in one percent level. Hence, this difference has been originated from the independent variable effect on the experimental group. Thus, the second

hypothesis is confirmed; therefore, we conclude that the occupational consultation based on the ShafiAbadi multi-orientations method is very effective in increasing the readiness of students regarding to their occupational affairs.

Table 1: Results of the difference between means, pre and post tests for the problems, lack of readiness regarding to the occupational decision-making.

Indices / subjects	Volume of sample	Mean	Deviation of the means difference	Degree of measured T	DF	Sig
Experimental group	15	287.73	9.69	0.08	28	0.92
Control group	15	288.60				
Experimental group	15	212.33	9.01	8.19	28	0.000
Control group	15	286.26				
Experimental group	15	61.06	2.27	0.35	28	0.72
Control group	15	60.26				
Experimental group	15	84.20	2.20	4.32	28	0.000
Control group	15	57.73				

In the descriptive analysis of the statistical indices such as the mean and deviation, the scores of both groups have been specified in relation to the element of the occupational decision-making problems phase that it is not observed any considerable difference between the pre and post test of the related groups but the statistical indices of both groups showed significant and considerable difference towards each other. In the inferential analysis of the obtained results from T-independent tests and correlation, it is shown that the difference between the score means of both groups are not significant but the difference between the both groups of the pre test is significant and the hypothesis is confirmed. Hence, we conclude that the occupational consultation based on the same method is very effective in the reduction of students' problems. In the comparison of the domestic and international studies, it is specified that the present study is coincident with the studies of ShafiAbadi and Sayadi [14], Akbia [2], Tork [5], Fekri *et al* [17], Fekri *et al* [17], Ekrami [3], Mobasem [23], Abdolghani [16], Ghasemi [21], Sabouri *et al*, KhasMohammadi [7], Jazayeri [6], Vaezi [25], Shojaati [9], MasihiBidghol [24], Fekri *et al* [17-20], Valikhani. Also it is coincident with some international studies such as Tin, Campel, Gati *et al*, RandozTinzeli, Rush, Mano, Elbion and Fogarti, Street, Amir and Gati and Clayman, Liz, Morgan and Ness, Elbion and Fogarti, Gati and Saka, Gati and Saka, Di Fabio and Kenny, Fowad and Cutter and Cuntamenni, Zu and Santos and Amir and Gati. Shojaati in his study concluded that the effectiveness of the occupational consultation based on SMPVC method is very effective than Gattfredson adaptation and limitation theory. MasihiBidgholi [24] in his study titling the effectiveness of the occupational consultation based on SMPVC method and students' educational motivation concluded that the application of the related method is very effective on students' educational motivation and their occupational decision-making issues. Valikhani in his study titling the effectiveness of two interventions and the feedback of the occupational tendencies questionnaire with strong feedback concluded that both methods are effective on the educational effectiveness in this case.

The results of Jazayeri [6] study represented the fact that the occupational consultation is very effective on the reduction of the students' decision-making problems. Di Fabio and Kenny investigated the increase of the emotional intelligence and the occupational path decision-making among the high school students. Fowad and Cutter and Kantamenni investigated the effect of the occupational decision-making and the results showed that the occupational decision-making problems have been reduced and the effectiveness has been also increased. Amir and Gati investigated the factors of the decision-making problems and concluded that the participants with more occupational plans have lowest occupational problems showing the most sophisticated decision-making process effectively. Morgan Vense in a study titling the investigation of the occupational decision-making problems of the first year college students concluded that students with their occupational planning try to change their occupational strategies in compare to students that never want to change their plans and these latter students will experience lowest self efficacy in their occupational issues. Hence, there is a reverse significant relationship between the occupational decision-making problems and the self efficacy of the occupational decision-making. But the results of the present study are not compatible with the results of some carried out studies in Iran and abroad such as Bavi *et al*, Karimi, Abdolghani, Cross and Haggi. Bavi *et al* concluded that the education of the occupational decision-making skills is very effective in increasing the self efficacy of the occupational decision-making of students but it does not influence on the reduction of the occupational decision-making disability. Karimi concluded that the education of the occupational skills is very effective on the increase of the self efficacy of students significantly but it does not influence on the reduction of the occupational non-decision-making issues. Cross and Haggi investigated an intervention with eight sessions on the students' occupational decision-making and found out that the related intervention does not influence on the occupational decision making. In the representation of the conclusion, it can be stated that the decision-making of the occupational path is the phase that everyone has to pass it potentially while some people make decide easily without having any problems but others may face with some problematic affairs in this pavement. It is necessary to specify and determine the second group's problems firstly and then the interventions should be

supplemented in this case. Along this, ShafiAbadi multi-orientations method has shown its various benefits and it can be effective for reducing the students' occupational problems.

The inferential analysis of the obtained results from T-independent tests and correlation test showed that the difference between the means scores of both groups in the pre test phase is not significant but the difference of the means of both groups in post test is significant. Hence the hypothesis is confirmed in this case. We concluded that the occupational consultation based on SMPVC method is very effective in increasing the readiness of students regarding to their occupational decision-making process. In the contrastive comparison of the domestic and international studies, it is specified that this result is coincident with the results of Ekrami [3], Ghasemi[21], Jazayeri [6] and some other international studies such as Hijazi and Tatar and Gati, Cleyman *et al*, Pelk and Tin.

Ekrami [3] concluded that the education of the interpersonal psychology theory elements is very effective in the reduction of the students' occupational decision-making problems. Also this education is very effective in the reduction of the occupational decision-making problems scales (the lack of readiness, lack of information and unsuitable information). There is no observed any significant difference between the reduction of the occupational decision-making problems and the lack of information and the unsuitable information. The results of the present study are compatible with some carried out studies such as Karimi [22], Ghasemi [21], Mobassem [23] but it is not coincident with some international studies such as Tin. Mobassem [23] concluded that the education of the self efficacy through the educational-treatment plans is very effective in reducing the students' occupational decision-making problems and its elements (lack of information and unsuitable information). Ghasemi [21] showed that the education of occupational targeting is very effective on the participants' occupational selection and their sub-scales such as attitude, expectations and ability of achieving a task. Also this education can reduce the occupational decision-making problems and its subscales such as the lack of information and unsuitable information. However in relation to the influence of the related education on the subscale "the lack of readiness", the related hypothesis is not confirmed. Ekrami [3] showed that the education of the interpersonal psychological theory elements is very effective on the reduction of the students' occupational decision-making problems. And also there is no found any significant difference between the reduction of the occupational decision-making problems and the subscales of the lack of information and unsuitable information but this has been significant regarding to the "the lack of readiness" subscale. In the representation of the results, it can be stated that having readiness in achieving the affairs has the highest importance potentially. Since the multi-orientations is very effective in growing the occupational selection, hence this readiness can be obtained during the whole events taking place before reaching to the decision-making process. But sometimes this readiness does not obtain due to some reasons and the person gets complicated regarding to his own readiness. Indeed, the same person is not able to achieve tasks during his occupational path growth being prohibited of the professional maturity occupationally. Hence, the occupational consultation based on SMPVC method is very effective on increasing the readiness of the occupational decision-making process.

Conclusion:

Many psychologists and experts have been paid attention and emphasized on the importance of the decision-making in human beings life time. The existence of some decisions in the life can determine and evaluate their future clearly. Among this, the importance of the occupational decision-making plays a key role for everyone potentially. But the studies have shown that some people have problematic issues regarding to the occupational decision-making problems. Based on this, most theories about the occupational issues have been carried out all about the same occupational decision-making problems. Hence, most of these theories have given some approaches for guiding and conducting the occupational issues by the related experts and specialists. But unfortunately it should be mentioned that there have been still some problems seen between the young people. In the recent years, Gati *et al* have been struggled and tried many different challenges regarding to the occupational issues. Gati *et al* grouped the occupational decision-making problems into three cases of the lack of information, unsuitable information. They have carried out the most considerable struggles regarding to find an effective recovery healing the same process potentially. In our country, most carried out studies have been subjected to the international theories regarding to the occupational decision-making problems but the recent realities show that these problems exist yet. Since the scientific-based studies and applications of these international studies have been led to various conclusions and consequences, hence the researcher of the study tries to apply a native and local theory for treating and healing the students' occupational decision-making problems. Based on a study titling the effectiveness of the occupational consultation based on SMPVC method has been carried out and finally, the results of the present study showed that the whole occupational decision-making problems can be treatable and recoverable through allocating the occupational consultation issues.

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