



The Relationship between Career Selection and Career Satisfaction

Belal Dahiam Saif Ghaleb

Sakarya University, Turkiye

Corresponding Email: ghalebbelal27@gmail.com

Received: 22-04-2024

Reviewed: 07-05-2024

Accepted: 23-05-2024

Abstract

Career selection and career satisfaction are integral factors that influence an individual's professional development and happiness. This study examines the complex, reciprocal relationship between these two concepts through a review of relevant literature. Career choice involves determining one's future career based on interests, abilities, values, and goals. Proper career selection positively impacts career satisfaction when there is alignment between the individual and their work. Conversely, dissatisfaction with one's chosen path may precipitate career changes. Career satisfaction relates to subjective well-being and success derived from work experiences and achievement of career goals. High satisfaction promotes motivation and productivity, while low satisfaction reduces commitment and performance. Personal characteristics, educational background, socioeconomic factors, and the social environment also shape career choice and satisfaction levels over time. Compatibility between career and individual personality traits or values typically enhances outcomes. Work environment quality, development opportunities, and work-life balance further mediate this relationship. A supportive culture, continuous training, and balanced responsibilities impact job fulfillment. Informed career selection centered on self-awareness establishes foundations for satisfaction and success. However, satisfaction likewise influences persistence or diversification from initial choices. Understanding this complex, mutual relationship optimizes career trajectories and organizational effectiveness.

Keywords: Career, Career Selection, Career Satisfaction, Career Choices, Individual's Career Development, Personal Characteristics

Introduction

Today, individuals aim to achieve success and satisfaction in their careers while making career choices in the complex and dynamic business world. Choosing a career is considered an important turning point in determining a person's future career, and various factors play an effective role in this process. One of the factors that a person considers when choosing a career is career satisfaction.

Career satisfaction refers to the level of satisfaction individuals feel because of their job experiences. Job satisfaction is a factor that directly affects the attitudes, performance, and motivation of employees towards their jobs. It is also strongly related to factors such as workplace commitment, productivity, and organizational performance. Career satisfaction is critical to workforce continuity and organizational success, encouraging individuals to stay in their jobs longer and potentially rise to higher levels. In this context, the relationships between career choice and career satisfaction are important in terms of both determining the career orientation of individuals and increasing the productivity of organizations in the business world. What factors people consider in their career choices and the effects of these factors on career satisfaction is a complex issue that needs to be better understood, both personally and in the business world.

This research aims to examine the relationships between career choice and career satisfaction and to emphasize the meaning of these relationships. It will also explore the potential applications of these relationships for the development of human resources policies and career counseling services in the business world. In the following sections, the theoretical foundations of the concepts of career choice and career satisfaction will be examined, previous studies will be reviewed, and the research method will be explained. In the analysis of the findings and the results section, the contributions and limitations of this research will be discussed.

This study will be an important resource for academics, managers and professionals working in the fields of workforce management, human resource management and career planning.

Description of Problem

Choosing a career is the process of turning to a career path, taking into account factors such as one's abilities, interests, values and goals. When a person chooses a career in line with his preferences and expectations, he can show more interest in this career and experience a higher career satisfaction. Career satisfaction, on the other hand, refers to the satisfaction, satisfaction, and happiness a person feels about his job. If a person chooses a career that he likes, is interested in, and can use his talents, he can love his job more, be more motivated and successful. This can increase career satisfaction. However, the relationship between career choice and career satisfaction is a complex process and many factors can affect this relationship. For example, factors such as job content, working conditions, salary, and promotion opportunities can have an impact on career satisfaction.

The Relationship between Career Selection and Career Satisfaction

Purpose of Study

The purpose of this study is to understand the relationships between these two concepts, as work and career life is an important area where people usually spend a large part of it and affects their quality of life. Understanding the relationship between the two concepts can be explained in the following ways:

Choosing the Right Occupation and Career Satisfaction: When an individual chooses a career that suits his/her personality traits, interests and abilities, this right choice can increase career satisfaction. Performing well and being happy at work increases the level of career satisfaction.

Wrong Choice of career and Career Satisfaction: If an individual chooses a career that is not suitable for his/her personal characteristics and abilities, there is a high probability of experiencing dissatisfaction at work. Failure at work, lack of motivation and unhappiness can negatively affect career satisfaction.

Career Development and Career Satisfaction: Job satisfaction increases when an individual finds opportunity for development and advancement in his chosen career. Advancement in one's career can make a person more motivated at work.

Work Environment and Career Satisfaction: Work environment and working conditions can also have an impact on career satisfaction. A positive and supportive work environment can help employees feel more satisfied with their jobs. Therefore, it is important for individuals to make the right career choices and maintain their satisfaction levels throughout their careers for long-term success and happiness. Employers and their recruitment processes should also consider and support these relationships to ensure that employees work in appropriate occupations and work environments.

Importance of Research

The relationship between career choice and career satisfaction plays an important role in individuals' work lives and affects their personal happiness and success levels. The importance of the relationship between these two concepts can be explained as follows:

Choosing the right Career is a fundamental step for career satisfaction: The choice of career should be made by considering factors such as one's abilities, interests, values and personality traits. Choosing the right career is the basis for a person to feel successful and satisfied at work. If a person works in a career that does not match their abilities and interests, career satisfaction will decrease.

Career satisfaction affects job performance: Employees with high career satisfaction are more motivated and show higher performance. Satisfaction can increase employee retention, job loyalty and productivity. Thus, career satisfaction has a significant impact on workplace performance and productivity. It has an impact on psychological and physical health: It has a positive effect on career satisfaction, general happiness and psychological health of the person. Individuals with fulfilling careers are generally less stressed and feel less negative impacts associated with their work life. Contributes to work-life balance: Career satisfaction plays an

important role in maintaining work-life balance. People with satisfying careers have more energy and desire to spend time outside of work and personal interests.

Increases motivation and commitment at work: Career satisfaction makes a person feel connected and dedicated to his work. This, in turn, increases the motivation in the workplace, helping the employee to make more effort and increase their commitment to the workplace. As a result, the relationship between career choice and career satisfaction plays an important role in individuals' work and personal lives. When the right career choice is made and career satisfaction is provided, individuals become happier, healthier, motivated and more likely to have a successful business life. Therefore, it is essential to be aware of this relationship and to consider personal suitability when making job choices and career planning.

Limitations of Study

This study is limited to the relationship between the concepts of career choice and career satisfaction, the factors affecting them, the effects of personality traits and other factors on career choice and career satisfaction.

Literature Review

Definitions of Career selection and Career Satisfaction

It is seen that individuals have to choose a career in order to continue their lives and meet their needs. According to Aytekin (2005), a career is a service performed independently and continuously, enabling the needs of the individual and the society to be met, learned based on knowledge, interest, talent, skill, and education, in return for which financial income is obtained. At the same time, the choice of career is to choose one of the careers that, the individual deems appropriate for his personal characteristics, abilities and skills, and to make a decision in one of them by making various evaluations on this subject (Doğan, 2005: 5).

At the same time, the career selection is one of the most important choices that a person will make throughout his life, as it affects his whole life. The career that a person will choose is extremely important in terms of determining his/her lifestyle, income, environment, people with whom he/she will interact (Yelboğa, 2008: 126; Ohiwerei & Nwosu, 2009: 1).

However, the choice of career is extremely important in terms of affecting the individual not only economically, but also spiritually such as being respected, being competitive, being happy and comfortable in private life, ensuring security/stability and technical/functionality, gaining independence, being an entrepreneur and being managerial. is important.

Career satisfaction is accepted as an indicator of subjective career success (Colakoglu, 2011). Because objective career success involves visible results, it is often based on a third-person perspective and therefore does not reflect an employee's own assessment of success. In this respect, subjective career success is taken into account in the evaluation of career satisfaction (Kong, Cheung, & Song, 2012). From the perspective of subjective career success, career satisfaction refers to the personal evaluations of employees regarding the satisfaction they get from their careers in the organization in terms of wages, advancement, reaching career

The Relationship between Career Selection and Career Satisfaction

goals and developing new skills (Karatepe, 2012; Wassermann et al., 2017). In addition, according to the basic claim of the person-environment fit theory, high harmony between the individual and his environment can produce positive outcomes such as high job satisfaction, career success and high job performance (Su et al., 2015).

In the above sections, definitions of career choice and career satisfaction are given. We can explain the relationship between the two concepts as follows: A person's choice of career essentially affects all areas of his life. As a matter of fact, if a person cannot choose a career that can provide career satisfaction - feel successful, pay for his work, see the rewards of his work, and feel peaceful while doing that job - he may not feel well psychologically. This situation reflects negatively on the person's family and other social relationships. As a matter of fact, a person who has had a tense time at work can reflect this tension to his wife and children when he returns home. In this case, if the person wants to be satisfied in his career, the first criterion he will pay attention to is to fully research his career and choose it accordingly.

Research Method

The research method employed in this study is a qualitative approach. Qualitative research is conducted in the field, within the community, rather than in a laboratory. In qualitative methodology, subjects are considered as sources of information, and the generated data are in the form of verbal or written descriptions of people and observed behaviors. A qualitative approach will be utilized to collect, manage, and analyze data qualitatively with the aim of obtaining insights into the research. In selecting a theory, researchers need to consider the paradigm. The paradigm encompasses values, assumptions, ethics, and norms that serve as standard rules for interpreting and drawing conclusions from research data. In the paradigm, aspects of ontology, epistemology, and axiology also need to be considered.

Results and Discussion

The Relationship between Career Selection and Career Satisfaction

The satisfaction level of an employee, who spends most of his life at the workplace where he works, affects his private life, personal health, and family life positively or negatively. While it is seen that a high level of job satisfaction contributes to the happiness of the employee in his work and social life, on the other hand, it is seen that the employee's feeling of burnout, experiencing stress, alienation from his job and moreover, wanting to leave the job, and accordingly, indifference and incompatibility towards the job increase. (Akinci, 2002: 7).

It is possible for the individual to be satisfied with the job he/she does, by choosing the right Career suitable for him/herself. For this purpose, individuals should investigate in detail the characteristics of the career such as employment conditions, working conditions and work environment, social relations at the workplace, duties undertaken, corporate training opportunities, wages and promotion opportunities (Erdoğan, 2008: 161). Because there is a close relationship between career choice and career satisfaction. While choosing a career includes the factors and personal preferences that an individual considers when choosing a

particular career, career satisfaction refers to an individual's satisfaction with his or her experiences in the chosen career or job. There are relationships between career choice and career satisfaction in the following ways:

Adaptation: The career chosen by an individual should be compatible with his/her personal characteristics, abilities, and interests. The right choices made regarding the choice of career enable the individual to be successful at work and thus increase the level of career satisfaction.

Relevant Experiences: The choice of career is also related to an individual's previous experiences and abilities. If a person chooses to work in a field in which he is interested or has previous experience, this increases the probability of success in the job and thus increases the level of career satisfaction.

Job Satisfaction: Correct choices regarding career choice affect an individual's job satisfaction. If a person works in a field of interest and works satisfactorily with dedication to his work, career satisfaction will also be high.

Success and Progress: The choice of career affects the individual's potential to progress and achieve success in the career path. If a person chooses a career where he can use his talents and improve himself, this contributes to the progress and success of the individual in his career.

Being Passionate: Choosing a career can enable an individual to work in a field that he or she is passionate about. Doing a job that he is passionate about provides great satisfaction and career satisfaction to the individual.

As a result, career choice and career satisfaction are important concepts that affect each other. Choosing the right career increases the level of success and career satisfaction of the individual, while high career satisfaction positively affects the job performance of the individual.

Occupational Choice and Factors Affecting Career Satisfaction

The relationship between career choice and career satisfaction is an important factor affecting the satisfaction level of individuals in business life. Choosing the right career can increase career satisfaction in the long run. There are many factors that affect the chosen career to be the right career for the person and to provide career satisfaction from that career. Some of these factors are described below.

1. Personality characteristics

The relationship between personality and career may be in the direction of harmony and incompatibility. When harmony occurs, the level of satisfaction, motivation and creativity of the person increases. If incompatibility occurs, the individual experiences job dissatisfaction and becomes alienated from his job over time and seeks other jobs. According to Köknel (1993), the most effective way to protect a person from being forced and tired in his working life is to choose a career suitable for his personality. When a person chooses a career suitable for his personality traits, he finds the opportunity to realize himself. As a matter of fact, Kasatura (1998) stated that in a study conducted at the Carnegie Institute of Technology, when the data of 10,000 people were examined, it was revealed that 85% of success depends on personality traits. According to Aytaç's (2001)

master's thesis, in James Soto Antony's study titled "Personality Occupation Suitability and Medical Career Desires of College Freshmen: A Test of Holland's Theory", the personality types of students who want to study medicine are determined by Holland's. As he stated in his personality typology, he has the characteristics of social and artistic type, especially the researcher type, and thus, he has obtained findings that support the theory.

2. Education, Culture and Economic Level of the Family

The family, which is accepted as the smallest unit of society, has an indispensable place in human life. The most possible place where a person can meet his needs is his family. The individual's satisfaction in his life, fulfilling his functions effectively and growing up as a person suitable for the society he lives in are first provided in the family environment.

There is a relationship between the choice of career of individuals and the economic level of their families. It is seen that the children of the families at the middle socio-economic level tend towards higher reputable careers (Kulaksızoğlu, 2000: 182). In addition, a relationship was found between the education level of the parents, especially the mother, and their orientation to high-level careers (Kuzgun, 2000:103). In addition, families have different future expectations about their child's career according to their economic level. Parents' satisfaction or dissatisfaction with their career is also a factor that affects children's career choices. As a matter of fact, Alliman-Brissett, Turner, and Skovholt (2004) found that the competence of adolescents to make professional plans and research, and to make professional decisions is related to the behavior of being a professional model, such as promoting parents' careers and talking to them about their jobs. In another study, as parents exhibit attitudes that will positively affect their children's professional development, their children become conscious of the importance of professional planning (Bearg, 1979), there is an increase in professional planning and research behaviors (Palmer & Cochran, 1988), and their professional indecision decreases (Kush & Cochran, 1993)) has been reached.

3. Social Environment

The environment of the person is also among the factors that affect the choice of career and career life. The occupational group of the person's environment can determine his career life. If those people express that they are satisfied with the career they are working in and are encouraging that person, it is normal for the person to choose the same career as them. If the situation is the opposite, that is, if the people around the person express that they are not satisfied with their career, it is natural for the person to prefer a career other than their career and strive for it. The schools where the person is educated also affect his choice of career. The fact that a student studying in the electrical department of a vocational high school starts a business in this field, and a student studying an imam-hatip is an imam, muezzin or teacher of the Qur'an course shows this effect.

4. Effect of Demographic Characteristics (Age, Gender, Etc.)

Demographic characteristics of people such as age and gender are influential factors in career choices. Whether a person is a man, or a woman affects many decisions in his life, as well as the career he chooses and his career life. As a matter of fact, the findings of a

study (Ramaci, Pellerone, Ledda, Presti, Squatrito, & Rapisorda, 2017) examining the gender role in career choice of a group of Italian high school students showed that male students were more confident in their military, technology and agricultural activities compared to female students, and they chose these occupations. It has been shown that students tend to fields such as nursing and teaching, which are considered as women's careers in their career choices.

It is seen in the society that the person prefers careers with less entrepreneurship at younger ages and prefers careers with high entrepreneurship due to socializing more with people and acquiring knowledge in different fields at older ages. In addition, entrepreneurship is risky for those who do not have a regular and sustainable income. For this reason, people can first find a regular job (civil servant, academician, worker) and then move on to careers with high entrepreneurship or do a second job with high entrepreneurship in addition to their regular job.

5. A person's interests and abilities

Human beings are different in terms of personality and character. This affects all the decisions he makes in his life. Career is one of them. It is known in the society that hard tempered people work in careers such as soldiers and police, and patient and compassionate people work in careers such as teaching, doctor and nursing. However, these are not general rules and there are people who work in many careers that are not suitable for their character.

6. Work Environment

The attractiveness, comfort and cleanliness of the work environment is also an important factor in choosing a career. As a matter of fact, employees in Turkey prefer desk jobs more due to their comfort (being away from adverse weather conditions, not carrying heavy loads, working in a clean place, etc.). Working environments such as garbage disposal and field work that do not meet these conditions are preferred because they are in a difficult situation in general or if their salary is high. These conditions affect the career satisfaction of individuals at the same rate. As a matter of fact, it is very difficult for a person who is exposed to bad smells and sights in garbage collection to be satisfied with his job. He does this job just to make a living. Likewise, it is very difficult for a person to be satisfied with these works due to dust in field work, adverse weather conditions, not being able to meet his needs such as toilet and ablution easily.

The fact that the above-mentioned environmental conditions and the social environment at work bring happiness to the person is also an important factor in career satisfaction. As a matter of fact, discussions at work and mobbing prevent the person from providing career satisfaction.

7. Income rate

Income from the career is also one of the factors that affect the choice of career and career satisfaction. As a matter of fact, people do not want to work in minimum wage jobs because

The Relationship between Career Selection and Career Satisfaction

their income level is low, and they always say that they are not satisfied with their job and cannot live on this wage.

8. Gaining Social Prestige

A person's career gives him prestige in society. However, in some careers the situation is the opposite. For example, while the respect for a head of state, doctor or imam is high, it is very low for garbage collectors, scrap dealers and a worker in a restaurant.

Whether a career gains prestige or not may vary depending on the task undertaken in that career, the income obtained from the career, the service provided by the career, and the person's reputation in the career.

9. Findings And Interpretation

Selection a career is the process of choosing a career by considering factors such as education, abilities, interests, values and personality traits of an individual. Choosing a career is a critical decision that determines a person's future career path and work life. This choice affects one's job satisfaction, motivation, and performance.

Career satisfaction is a measure of an employee's emotional and cognitive responses to his job and career. That is, an individual's job satisfaction is the level of job satisfaction and happiness at work. Career satisfaction is the tendency to provide long-term motivation and commitment at work.

The relationship between career choice and career satisfaction plays an important role in individuals' working lives. The relationship between these two concepts can affect both the individual's personal satisfaction and job performance. It is also an important issue that helps us understand how happy, satisfied, and satisfied individuals are in their work lives. The relationship between these two concepts is complex and multifaceted, because a person's career choice, career journey and the resulting satisfaction are shaped by the interaction of a number of factors. Here is an overview of this relationship:

First, a person should start his career journey by thinking about which career to choose. Factors such as interests, abilities, values, and personal characteristics are important factors that affect the choice of career. If the individual works in a field that he/she likes and is interested in, he/she will generally experience a higher career satisfaction. In addition, adaptability to the abilities and skills in the chosen career is also effective on career satisfaction. If a person works in a job where he uses his natural talents and skills, this usually brings higher success and satisfaction.

At the same time, career satisfaction is related to the opportunities for development and advancement in an individual's career. If a job offers advancement opportunities, training opportunities, and new responsibilities, it often increases the employee's career satisfaction.

The quality of the work environment, relations with colleagues and work culture also affect career satisfaction. A supportive and positive work environment often makes employees feel happier and more fulfilled.

Salary and reward systems in the career also play an important role in career satisfaction. A fair salary structure and performance-based rewards can encourage employees to be more committed to their jobs, which can increase career satisfaction. Finally, while job satisfaction expresses how satisfying an individual finds his/her job, perception of success includes an evaluation of how effectively and successfully the individual does his/her job. Both job satisfaction and perception of success can have an impact on career satisfaction.

As a result, there are complex and mutual interactions between career choice and career satisfaction. While choosing the right career can point to a career path that suits the abilities and interests of the individual, career satisfaction is an important result of this journey. Wrong career choice or negative work experiences can negatively affect career satisfaction, while a suitable career choice and positive work experiences can increase career satisfaction.

Conclusion, Discussion and Recommendations

The study covers a research area that examines the relationships between the career choice process of individuals and the career satisfaction they experience afterwards. These relationships can have significant effects on the happiness, satisfaction, and performance levels of individuals in their business life.

Career choice involves individuals choosing a career or career path, taking into account factors such as interests, abilities, values, and goals. This choice is a critical step that determines the future work life of individuals. Choosing the right career can help individuals achieve higher career satisfaction and job performance. For example, if an individual works in a field of interest, they may enjoy their job more, which can increase career satisfaction.

Career satisfaction, on the other hand, refers to the level of satisfaction, happiness and inner satisfaction that individuals get from their jobs. High career satisfaction can enable individuals to do their jobs better, be more motivated and achieve long-term success. When career satisfaction is low, negative effects such as loss of motivation, decrease in job performance and even the idea of job change can be seen.

The relationship between the two concepts can be complex. While choosing the right career can increase the career satisfaction of individuals, choosing a wrong career can lead to the opposite effects. For this reason, it is important for individuals to consider their interests, abilities, values, and goals when choosing a career. In addition, the balance between work and personal life also has an impact on career satisfaction. A good balance can increase career satisfaction, while mismatches between work and private life can lead to career dissatisfaction.

In addition, career satisfaction depends not only on the selection of career, but also on factors such as work environment, management style, working conditions. Factors such as individuals' experience at work, teamwork, promotion opportunities, and reward systems can also affect career satisfaction.

As a result, there is a mutual interaction between career choice and career satisfaction. Choosing the right career can increase career satisfaction when it is compatible with an

The Relationship between Career Selection and Career Satisfaction

individual's skills, interests, and values. However, career satisfaction is shaped not only by career choice, but also by factors such as experience at work, achievements, working conditions, and work-life balance.

Suggestions

Here are some suggestions for understanding and managing the relationship between career choice and career satisfaction:

- 1) The choice of career should be in accordance with the personal values, interests and abilities of the individuals. Knowing yourself and determining in which areas you are talented and what you enjoy is a fundamental step in choosing the right career.
- 2) Doing detailed research about careers helps to understand the realistic aspects of that career. Conversations with practitioners are important in understanding the daily routine of the job and establishing realistic expectations about the career.
- 3) The person can improve himself with the appropriate training and skill development processes for the chosen career. This provides career satisfaction in the long run.
- 4) Career paths can change over time. It is possible to give up your first chosen career or to evolve in a different direction. Being flexible and taking advantage of new opportunities is important for career satisfaction.
- 5) Experiencing the selected career in the real world helps you understand the realistic aspects of the job. Experiences such as internships or volunteer work can help you figure out if the job is right for you.
- 6) Being successful in the chosen career is important for career satisfaction. Self-development and increasing performance are important in terms of both personal satisfaction and professional progress.
- 7) Career satisfaction is not only about work, but also about personal life. Maintaining work-life balance can increase overall life satisfaction.
- 8) Getting mentoring or professional guidance on career choice and career management can help make better decisions.
- 9) Continuously improving in career and setting new goals can increase motivation and career satisfaction.

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