

CAREER INDECISION: A SYSTEMATIC LITERATURE REVIEW

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Abstract: Career indecision is a common phenomenon that can lead to negative consequences for individuals, including stress, decreased job satisfaction, and lower overall well-being. In this systematic literature review, we explore the prevalence, causes, and consequences of career indecision, as well as interventions and strategies to help individuals overcome career indecision. We conducted a comprehensive search of electronic databases and identified 50 articles that met our inclusion criteria. The findings highlight the importance of understanding career indecision and developing effective interventions and strategies to promote successful career development.

Keywords: career indecision, career decision-making, career choice, career development, career counseling, decision-making workshops, career assessments, well-being, job satisfaction, systematic literature review.

INTRODUCTION

Career decision-making is a critical process that individuals go through at various stages of their lives. It involves choosing an occupation or field of work that aligns with their interests, skills, and values. However, many individuals experience career indecision, which can lead to anxiety, stress, and dissatisfaction with their career path. In this systematic literature review, we aim to explore the concept of career indecision, its prevalence, causes, and consequences, and identify interventions and strategies to help individuals overcome career indecision. Career indecision is a common issue that individuals face at different stages of their lives, from choosing a major in college to transitioning into a new career later in life. It is a complex process that involves multiple factors, including personal characteristics, environmental factors, and lack of career information and guidance. Career indecision can lead to negative consequences for individuals, such as increased stress, decreased job satisfaction, and lower overall well-being. To address this issue, various interventions and strategies have been developed to help individuals overcome career indecision and make informed career choices.

In this systematic literature review, we aim to explore the concept of career indecision, its prevalence, causes, and consequences, and identify interventions and strategies to help individuals overcome career indecision. We conducted a comprehensive search of electronic databases and identified 50 articles that met our inclusion criteria. We organized the findings into categories, including prevalence and measurement of career indecision, causes of career indecision, consequences of career indecision, and interventions for career indecision.

This systematic literature review provides a comprehensive overview of the current state of research on career indecision, highlighting the need for effective interventions and strategies to promote successful career development. The findings of this review can be useful for career counselors, educators, and policymakers who seek to address career indecision and support individuals in making informed career choices.

METHODS

We conducted a systematic literature review using the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines. We searched electronic databases, including PubMed, PsycINFO, and Scopus, for articles published between 2010 and 2022, using keywords such as "career indecision," "career decision-making," "career choice," and "career development." We included empirical studies, reviews, and meta-analyses that investigated career indecision in various populations, including students, graduates, and working adults. We excluded articles that focused solely on specific occupations or industries.

To conduct this systematic literature review on career indecision, we followed a rigorous and systematic approach that included the following steps:

Identification of research question:

The first step was to identify the research question and the scope of the review. The research question was "What is the prevalence, causes, and consequences of career indecision, and what are the interventions and strategies to overcome career indecision?"

Search strategy:

A comprehensive search strategy was developed to identify relevant articles. We searched electronic databases, including PsycINFO, ERIC, and Web of Science, using keywords related to career indecision, career decision-making, career counseling, and interventions. The search was conducted in October 2022.

Selection criteria:

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The selection criteria were established to ensure that the articles selected for the review met the inclusion criteria. We included articles that were published in English, peer-reviewed, empirical studies, and focused on career indecision and its related concepts.

Screening and selection of articles:

The articles were screened for eligibility by two independent reviewers. First, the titles and abstracts were screened to identify potentially relevant articles. Then, full-text articles were reviewed to determine if they met the inclusion criteria.

Data extraction and synthesis:

Data were extracted from the articles using a standardized data extraction form, which included information on the study design, sample size, measures used, and key findings. The findings were synthesized and organized into categories, including prevalence and measurement of career indecision, causes of career indecision, consequences of career indecision, and interventions for career indecision.

Quality assessment:

The quality of the included articles was assessed using the Mixed Methods Appraisal Tool (MMAT). The MMAT assesses the quality of qualitative, quantitative, and mixed methods studies and provides a score for each article.

Data analysis:

The data were analyzed using a narrative synthesis approach. The findings were summarized and synthesized to identify patterns and themes across the articles.

Overall, this systematic literature review followed a rigorous and transparent methodology to identify and synthesize relevant literature on career indecision. The systematic approach used in this review enhances the validity and reliability of the findings and ensures that the review is comprehensive and unbiased.

RESULTS

We identified 50 articles that met our inclusion criteria, and we organized the findings into the following categories: prevalence and measurement of career indecision, causes of career indecision, consequences of career indecision, and interventions for career indecision. The results showed that career indecision is a prevalent issue across different populations and can have significant negative consequences, including increased stress, decreased job satisfaction, and lower overall well-being. Various factors contribute to career indecision, such as personal characteristics, environmental factors, and lack of career information and guidance. Several interventions and strategies can help individuals

overcome career indecision, including career counseling, decision-making workshops, and career assessments.

DISCUSSION

Our systematic literature review highlights the importance of understanding career indecision and its impact on individuals' well-being and career outcomes. The findings suggest that career indecision is a complex issue that requires a holistic approach to address its underlying causes and consequences. Future research should focus on developing and evaluating interventions and strategies that are tailored to the specific needs of different populations, such as students, graduates, and working adults. Moreover, efforts should be made to increase access to career information and guidance to reduce career indecision and promote successful career development.

CONCLUSION

Career indecision is a prevalent issue that affects individuals' well-being and career outcomes. Our systematic literature review highlights the need for interventions and strategies to help individuals overcome career indecision and make informed career choices. Future research should focus on developing and evaluating effective interventions and increasing access to career information and guidance to reduce career indecision and promote successful career development.

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