

PalArch's Journal of Archaeology of Egypt / Egyptology

DETERMINANTS OF CAREER CHANGE OF OVERSEAS FILIPINO PROFESSIONALS IN THE MIDDLE EAST

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Jeffrey P. Uy, Genaro V. Japos, Ivy Corazon A. Mangaya-ay, Eduardo P. Malagapo. Determinants of Career Change of Overseas Filipino Professionals in the Middle East. – PalArch's Journal of Archaeology of Egypt/Egyptology 17(1), 173-186. ISSN 1567-214X

Keywords: Career Change, Determinants, Overseas Filipino Professionals, Middle East.

ABSTRACT

The notion of "one life-one career" is no longer relevant. The era of digitalization has significantly changed the way things are done. This study uses Rhodes and Doering's (1983) integrated model of career change. We determined which of the independent variables, singly or in combination, predicts the career change of Overseas Filipino Professionals. Among the 12 factors, only the current position in the company has a significant coefficient ($\beta = 6.94$) at a p-value of .003. This means that employees with a higher position in the company, the greater the propensity that they will change career. The personality traits do not show a statistically significant relationship with career change having a p-value above 0.05 ($p=.919$). This means that career change is not affected by personality traits. With the six facets of job satisfaction, only the work at present job has a significant ($\beta = 2$) at a p-value of .001. This means that when people are satisfied with their present work, the more they will be ready for a career change. With the 23 factors combined, only the current salary and work in present job has a significant ($\beta = 3.368$ and 2.512) at a p-value of .040 and .001 respectively. This means that when people are satisfied with their present work, they tend to have a decent and higher salary compared to their previous company.

INTRODUCTION

The lives of workers are changing in the global economy of the 21st century, and employees in modern organizations often feel less secure in maintaining long-term jobs (Liu, Englar-Carlson, & Minichiello, 2012). The notion of “one life-one career” is no longer relevant (Arthur & Rousseau, 1996; Carless & Arnup, 2011). Understanding the phenomenon of career transition is becoming critical due to the changing nature of work (Terblanche, 2020). Career change is among the most critical decisions in a person's life (Kesse, 2015). Despite this, there has been a limited understanding of the determinants of career change (Rhodes & Doering, 1983). Carless & Arnup (2011) added that career change is still not well understood in this modern day.

A career change in this study refers to a transition to a new occupation that is not part of a career progression (Rhodes & Doering, 1983). Carless & Arnup (2011) elaborated that career change can be a change of work position in a different occupation category or field, where new training is undertaken, making the previous skills and responsibilities largely irrelevant. In a study, Ibarra (2004) gave examples of career change like when a litigator leaves law to run a non-profit organization or a corporate employee starts his or her own business. For a clearer understanding of job change, Rhodes & Doering (1983), and Schyns, Torka, & Gossling (2007) defined job change as a transition to a similar job or a job that is part of a normal career path.

Moreover, Ibarra (2004) identified two significant gaps in the literature on career change. These gaps are the lack of recent empirical research on career change and the absence of a theory on the determinants and process of non-institutionalized work role transitions.

Research on stress shows that one category of life change that poses a threat to survival is the thought of changing jobs (Barlow, n.d.). According to the Holmes Rahe Stress Scale taken from the American Institute of Stress, one of the 20 most stressful things in life is career change, just behind the death of a close friend. Thus, career change has created challenges for individuals in the 21st century (Kulcsar, Dobrean, & Gati, 2019).

Findings from the Bureau of Labor Statistics, as cited by Hering (2019), revealed that the average number of jobs for people ages 18 to 48 is 11.7 times. Stahl (2018) also added that 75% of Americans had changed careers at least once, and about 33% are thinking about it.

From the survey by YouGov on behalf of HSBC (2017) between March and April 2017, the UAE has about 235 foreign nationals where the majority were in the age ranging from 35-54, mainly working in financial, construction, engineering, marketing, and media and creative firms. The main reasons for working were to improve earnings, improve quality of life, and take a new challenge.

In a 2019 article, De Leon referred to the recent study made by the EON Group. As revealed, there are about 750,000 Filipinos in the UAE, and the majority of them are in architecture, engineering and construction fields, tourism and hospitality, customer service, health and medicine, and marketing and advertising. Several professionals have postgraduate degrees. Moreover, the majority of them earn salaries between Dh3,000 – Dh7,999. However, Maceda (2017) revealed that Filipino ex-pats in UAE struggled the most with indebtedness, intoxication, illicit relationship, illegal recruitment, and fraudulent documents.

We are in a significant and compelling transformation as we enter into the so-called Industry 4.0 (Marr, 2018). As cited by Ceniza-Levine (2020), AI, Robotics, and Big Data add brand-new jobs and make other jobs obsolete, which are some of today's big disruptive innovations. She added that today's professionals need to know how to change

careers proactively, not just a job search in the same career – an original career choice may cease to exist or become unrecognizable.

In a survey report from Job list's Midlife Career Crisis cited by Profita (2020), the top 5 reasons people change careers are better pay (47%), too stressful (39%), better work-life balance (37%), wanted a new challenge (25%), and no longer passionate about the field (23%). The report also revealed that most people, after they made the change, are happier (77%), more satisfied (75%), more fulfilled (69%), and less stressed (65%).

While we struggle to find the right career, the recent impact of COVID-19 has been unprecedented. According to Lock (2020), the coronavirus (COVID-19) pandemic affecting over 100 million people worldwide has predicted employment loss in the tourism and travel industry. In the US, a good number of people who lost their jobs in the past 4 weeks expected to surpass all of the jobs created since mid-2009, the end of the last recession (The New York Times, 2020).

In the UAE, according to the YouGov survey as cited by Khaleej Times (2020), 64% of UAE residents worry about job loss and pay cuts. The pandemic makes job seeking really tough. The lockdown has forced many industries to close their operations, to reduce the workforce, or to freeze new hiring. While this is the case, some employers have taken advantage of the crisis. Employers are hiring new talent, exploring new opportunities, and planning for rapid growth (Chowdhury & Champion, 2020).

In addition, Dison (2017) observed that many professionals think that the only path in life is becoming a full-time employee. There are few to limited written accounts for second careers of Overseas Filipino Professionals working in the United Arab Emirates.

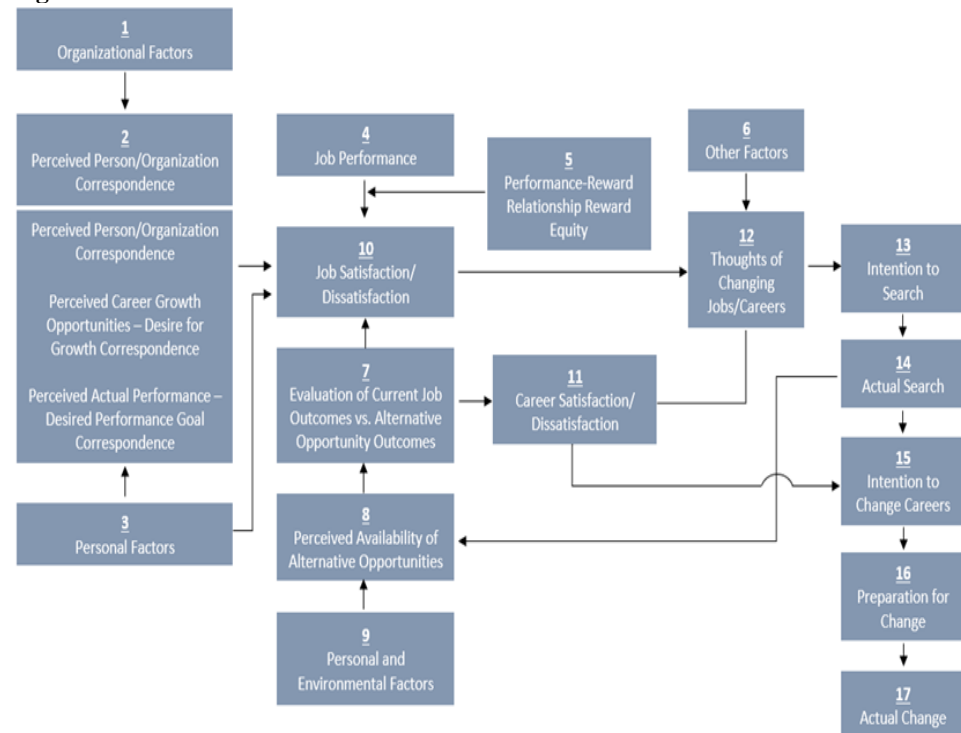
In the light of the preceding discussions, observations, and current trends, the researcher would like to explore the correlates of a career change among the Overseas Filipino professionals. This study would like to re-contextualize the Rhodes and Doering's Integrated Career Change Model that would test its applicability in today's generation with correlation to existing studies to show patterned relationship.

Theoretical framework

In this study, the model of integrated career change by Rhodes & Doering (1983) was used as a framework to identify the determinants of career change. This model reflects the individual and organizational factors that influence perceived fit, which then influences job satisfaction. Changing jobs or careers are triggered when one feels dissatisfied. The model itself draws from turnover theory, particularly that of Mobley, Horner, & Hollingsworth (1978), and is consistent with other turnover research (Price J. L., 1977; Bluedorn, 1982b; Steers & Mowday, 1982). The integrated model (Figure 1) provides a framework for the identification of an individual's motivation to change career. Organizational factors are depicted in blocks 1, 2, 5, and 6. Environmental influences are included in block 9. Lastly, personal factors are shown in block 3 to influence job satisfaction in block 10. In summary, the first portion of the model (blocks 1, 2, 3, 4, 5, 7, 8, 9) consists of the determinants of job satisfaction and thoughts of changing jobs/ careers. If these factors combine to yield job dissatisfaction of an individual, then the withdrawal process is initiated. The process begins with thoughts of changing jobs/ careers (block 12), followed by placement of intention to search (block 13), actual search (block 14), intention to change (block 15), preparation for change (block 16), and lastly, actual change (block 17). The preparation phase includes such activities as taking courses and putting aside money for financial support. The actual change process begins with leaving the old job and is not completed until the new job/career is entered.

Factors hypothesized in the model to influence job satisfaction include person/organization correspondence, personal characteristics, job performance, and the evaluation of current job outcomes. Personal factors include age, tenure, gender, and education (Martin, 1979; Mobley, Horner, & Hollingsworth, 1978; Price, 1977; Weaver, 1978). Pay, integration, routine, and upward mobility are organizational factors.

Figure 1: Theoretical Framework.



Source: [Adapted from (Rhodes & Doering (1983) Integrated Career Change Model)]

Block 1 – Organizational factors

Job satisfaction

In Rhodes & Doering's (1983) model of career change, job dissatisfaction is likely to lead to thoughts about career change. Some studies (Blau, 2000; Blau and Lunz, 1998; Carles and Bernath, 2007; Donohue, 2007) have similar findings that feeling dissatisfied at work leads to thoughts about changing careers. However, the finding of Carles and Arnup (2011) revealed that job dissatisfaction was not an antecedent of career change. The 38-item abridged Job Descriptive Index (JDI) from Bowling Green State University (BGSU) was used to measure job attitudes in relation to present job, job in general, work on present job, pay, opportunities for promotion, and supervision. Researchers on job satisfaction have widely adopted the Job Descriptive Index (JDI) designed by Smith, Kendall, & Hulin (1969) to measure five organizational and individual outcomes related to job satisfaction, namely work, pay, supervision, co-worker, and supervision.

Job Security. Carless & Arnup (2011) found that lack of job security led to career change. This is contrary to the findings of Lewis & Thomas (1987) and Doering & Rhodes (1989) that there is scant evidence to suggest that job security is an antecedent of career change.

Salary. Higher salary is not related to career change (Carless & Arnup, 2011). Similar findings by Markey & Parks (1989) revealed that seven out of ten workers who voluntarily changed careers reported higher earnings in their new career.

Promotion. In a survey by North American Workers cited by Gurchiek (2008), workers were most likely to change careers if they could not see opportunities for advancement with their current employer. Likewise, a survey by Randstad's 2015 Employer Branding Survey cited by Scale (2015) revealed that employees left jobs for career growth more than money. Abdulla, Djebarnie, & Mellahi (2011) further explained that promotion opportunity is a significant determinant of job satisfaction in the UAE organizations.

Block 3 - Personal factors

Personality traits

There is an important role of personality traits in determining the career satisfaction of an individual (Tan & Yahya, 2011). Still, there have been limited studies on personality and career change and none that has used the five-factor model as a framework (Carless & Arnup, 2011). This study uses the 10-item short form of the Big-Five Factor Inventory (BFI-10s) adapted from Rammstedt & Oliver (2007) to measure the personality traits of an individual such as openness, agreeableness, conscientiousness, extraversion, and neuroticism. Carless & Arnup (2011) further revealed that a high level of extraversion and openness to experience were more likely to change careers.

Demographics

Age. In a study, Carless & Arnup (2011) found that younger individuals were more likely to change occupations than older individuals. This finding is consistent with previous studies by Blau (2000), Blau & Lunz (1998), Harper (1995), Parrado, Caner, & Wolff (2007), and Breeden (1993) As found, as individuals age, they become less likely to change careers. Furthermore, the workers who most often changed careers were less than 30 years old in contrast to older workers who have gained substantial experiences.

Gender. Males are more likely to change careers (Carless & Arnup, 2011). Similarly, other studies found that males change their careers more frequently than females (Parrado, Caner, & Wolff, 2007). Moreover, Carless & Arnup (2011) cited the findings of other studies that gender caused no differences in intentions to change careers (Carless & Bernath, 2007; Markey & Parks, 1989). On the contrary, Grandy (1998) observed that field switching was more frequent for females than males. Women's stress and depressive symptoms were most strongly correlated with perception of barriers to a career change (Heppner, Cook, Strozier, & Heppner, 1991; Fernandez, Fouquereau, & Heppner, 2008).

Marital Status. Carless & Arnup (2011) found that marital status has no effect on career change, which is a contention supported by Blau (2000), Blau & Lunz (1998), and Carless & Bernath (1993). As argued by some researchers, single individuals are more likely to change careers (Breeden, 1993; Markey and Parks, 1989); Parrado, Caner, & Wolff (2007) found that married workers are less likely to change careers due to the risks and consequences associated with changing jobs.

Children. According to Carless & Arnup (2011), individuals with dependent children are less likely to change occupations. Neopolitan (1980) added that lack of dependents was an important factor that mid-career individuals cited as a factor influencing their decision to change careers. On the contrary, Griffeth, Hom, & Gaertner (2000) contended that the number of children is negatively related to job turnover.

Education. According to human capital theory Becker (1962), higher levels of education increase the individuals' opportunity cost of leaving their career and tend to keep them in the career longer than their less-educated counterparts. More educated workers have a wider range of tasks they can perform and learn a greater repertoire of job skills via on-the-job training compared to less-educated individuals. On the contrary, the findings of

Carless & Arnup (2011) revealed that more educated employees are more likely to change careers than those with limited education. Employees with a high level of education are more able to learn the knowledge and skills required in a new career.

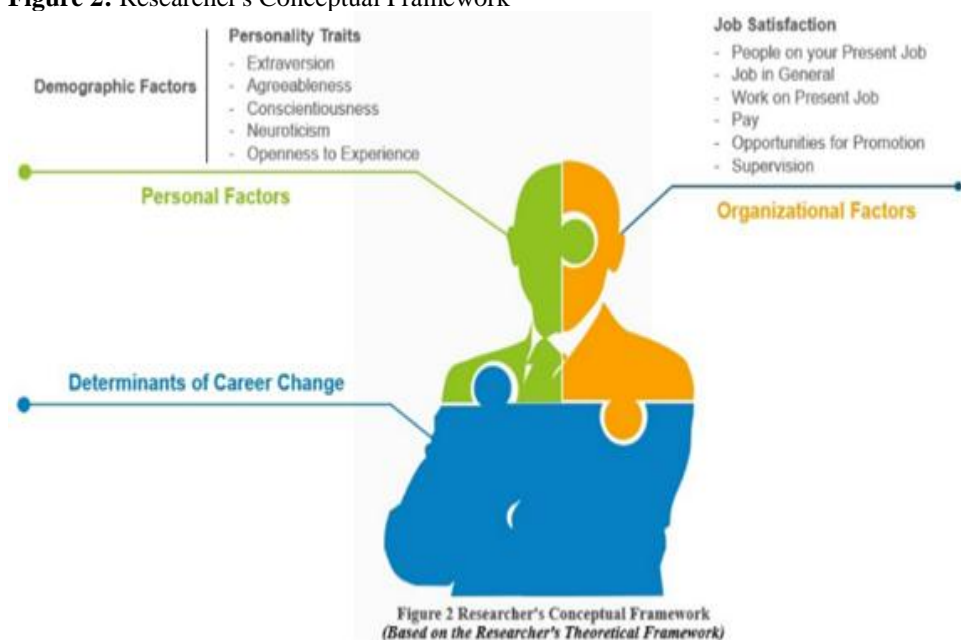
Block 16 – Preparation for change Readiness

Preparedness for change refers to the individuals' wish to achieve a higher task demand according to their level of desires (Schyns, Torka, & Gossling, 2007; Schyns, 2004). According to Salmela-Aro, Mutanen, & Vuori (2012), career preparedness is viewed as a motivator enabling individuals to adjust to a working environment, make plans, establish intrinsic goals, strive to improve the future and evaluate opportunities and competencies in achieving these work goals. Readiness includes assessments that measure the individual's degree of preparedness to make a career decision (Johnstone, 1999; Kulclsar, Dobrea, & Gati, 2020). A 19-item career transition inventory adapted from Fernandez, Fouquereau, & Heppner (2008) is used to measure readiness, confidence, and decision independence.

Conceptual framework

Using Rhodes & Doering's (1983) model of integrated career change, this study is limited to the determinants of career change as follows: individual factors (values, preparedness, demographics, motivation, traits, job satisfaction and attitude) and organizational factors (job security and salary). These variables are explained in the succeeding theoretical and empirical discussions.

Figure 2: Researcher's Conceptual Framework



Source: Based on the Researcher's Theoretical Framework.

Research objectives

This study determines which of the independent variables, singly or in combination, predicts the determinants of career change of Overseas Filipino Professionals.

METHODOLOGY

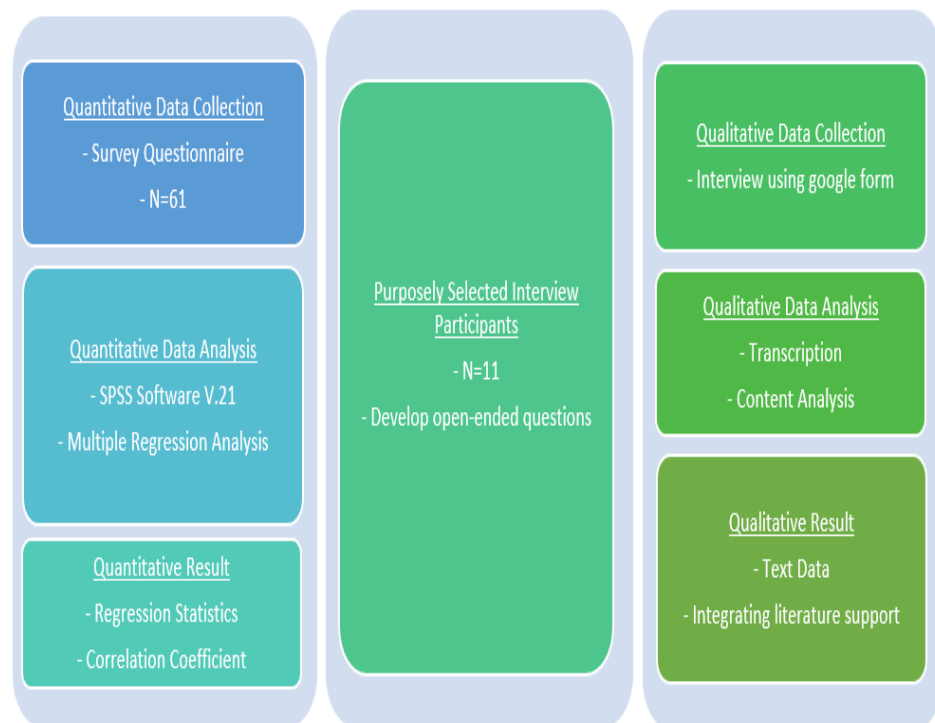
Research environment

EPM & Associates is a management consulting firm that provides educational institutions expertise on organizational restructuring, policy design, and implementation that provides career development opportunities for working professionals through graduate programs (EPM & Associates, 2020). EPM & Associates currently has 150 active students which are used as a population for this survey. These students are classified as Overseas Filipino Professionals working in the Middle East who are selected as respondents having experience change in their careers.

Research design

This study uses the descriptive inferential method wherein quantitative research is conducted to analyze data, and then qualitative research is performed to give more insights into the results (Creswell, 2014).

Figure 3: Data Collection Procedure.



Respondents of the study

Quantitative Phase. The researcher collected survey responses from 150 Overseas Filipino Professionals taken from the active students of EPM & Associates. The researcher obtained the respondents' written informed consent to participate in the study.

Qualitative Phase. The researcher used purposeful sampling to identify 11 Overseas Filipino Professionals for interview using google form. Purposive sampling allows for the selection of participants who can provide the needed information by virtue of their knowledge and experience were chosen (Acosta & Acosta, 2017; Landreneau & Creek, 2009; Teddlie & Yu, 2007; Tongco, 2007; Bernard, 2002). During transcription of

responses and data analysis phases, the participants were contacted via telephone for clarification or elaboration, and verification of the accuracy of the information.

Sampling design and selection of respondents

Sampling is important for an empirical study that uses a positivistic approach (Shah, 2009; Hussey & Hussey, 1997).

Quantitative Phase. Random sampling was done from the 150 active students of EPM & Associates who experienced career change. Using R Software, the sample size was computed at 3% relative error with 95% level of confidence for 150 active students of EPM & Associates using the mean and SD from pilot test results (N15) which is 75.8 and 11.64474 respectively. In this, 61 respondents are required where random sampling is performed. In the beginning, we have gathered 108 responses from the 150 active students of EPM & Associates. After qualifying the responses, 77 respondents were randomly selected for testing.

Qualitative Phase. A purposive, non-probability sampling method was deemed the most appropriate in determining the explanations of individuals who change career on the inferential data obtained.

Research instruments

Quantitative phase

Block 16 – Preparation for Change. A 17-item self-made questionnaires were developed to measure the respondent's perception of career change. A management consultant assisted in working on these items. Ideas were taken from the review of related literature. Perceptions of the respondents were measured using a 5-point Likert Scale.

Block 3 – Personal Factors. A 10-item short-form of the Big-Five Factor Inventory (BFI-10s) adapted from Rammstedt & Oliver (2007) was used to measure the respondents' personality traits in terms of openness, agreeableness, conscientiousness, extraversion, and neuroticism. Perceptions of the respondents were measured using a 5-point Likert Scale. The BFI-10 scale would consist of one true-scored and one false-scored item.

Block 10 – Job Satisfaction. The 38 items abridged Job Descriptive Index (JDI) from Bowling Green State University (BGSU) designed by Smith, Kendall, & Hulin (1969) was utilized to measure the respondents' satisfaction the present job, job in general, work on present job, pay, opportunities for promotion, and supervision. Perceptions of the respondents were measured using a 5-point Likert Scale.

Qualitative phase

Unlike quantitative research that uses survey questionnaires to ensure uniformity, this study had the researcher as the main instrument of data collection for the qualitative aspect. Hence, the researcher practiced extreme caution by using open-ended questions (Luayon-Gerodias, 2014).

Data gathering

Quantitative Phase. Data were collected through survey questionnaires distributed via the online platform (Google Form). The survey links were attached to emails, WhatsApp, and Facebook Messages distributed to the randomly selected from the 150 active students of EPM & Associates. The survey included the respondents' demographic profile and their perceptions of the independent variables.

Content validity and reliability

The researcher pilot tested the questionnaires to a group of 15 respondents to establish content validity and reliability (Creswell, 2014).

The test of reliability for dependent variable determinants of career change yielded a Cronbach's Alpha of 0.90, indicating high reliability. All the values of the item scale when deleted are high ranging from .884 to .922, suggesting that all items are to be retained. A computation of Cronbach Alpha on each variable showed that the internal consistency is high, indicating the instrument when used on other groups of people may yield the same results. On the whole, the index of reliability is .90, indicating that the whole instrument is eligible as a data collection tool for the objectives of the study.

The long version Big Five Inventory (BFI-44) that was shortened to 10-item version, the BFI-10 used in this study to measure personality traits as one of the independent variables has a reliability of 85% which still retains a significant level of reliability and validity which is sufficient for a time constraint research (Rammstedt & Oliver, 2007).

Moreover, the Job Descriptive Index (JDI) to measure job satisfaction in this study has a Cronbach's Coefficient Alpha ranging from .88 to .92 which indicates that the questionnaire has good reliability (Tasios & Giannouli, 2017).

Qualitative Phase. In the qualitative phase, the main source of data was the responses of the respondents during the online interview using google form.

Data analysis techniques/ statistical treatment

Quantitative Phase. Data were analyzed using descriptive and inferential statistics processed through the Statistical Package for the Social Sciences (SPSS) Software V21 x 64 and R Software. Pearson correlation was used to measure the direction and strength of the relationship between two random variables (Benesty, Chen, & Huang, 2008). The behavior of data was tested for assumptions of parametric tests such as normality, homogeneity of variances, linearity, and independence. This is conducted before testing the data using correlation and regression. In order to identify which of the independent variables best predicts the dependent variable, a multiple regression analysis was performed.

Method on analysis of data behavior

OLS regression was used to test the determinants of career change in relation to demographic factors. In the OLS model, the dependent variable is career change while demographic factors as predictor variables. The data qualifies for an OLS regression since all the predictor variables are linearly correlated, and there is no evidence of multicollinearity (VIF lies between 1-10). Furthermore, there is no autocorrelation (Durbin Watson Statistic = 1.745), and it satisfies homoscedasticity in the scatterplot showing no obvious pattern. Finally, the values of the residuals are normally distributed; and there are no significant outliers (Cook's Distance = .301).

For the personality traits as predictor variables, the data qualifies for an OLS regression since all the predictor variables are linearly correlated, and there is no evidence of multicollinearity (VIF lies between 1-10). Furthermore, there is no autocorrelation (Durbin Watson Statistic = 1.849), and it satisfies homoscedasticity in the scatterplot showing no obvious pattern. Finally, the values of the residuals are normally distributed; and there are no significant outliers (Cook's Distance = .265).

Lastly, for the predictor variable of job satisfaction, this data qualifies for an OLS regression since all the predictor variables are linearly correlated, and there is no evidence of multicollinearity (VIF lies between 1-10). Furthermore, there is no autocorrelation (Durbin Watson Statistic = 1.816), and it satisfies homoscedasticity in the scatterplot showing no obvious pattern. Finally, the values of the residuals are normally distributed; and there are no significant outliers (Cook's Distance = .112).

Having satisfied the test of assumptions of linearity, multicollinearity, homoscedasticity, and outliers, the researcher used a parametric test for the analysis of data.

Compliance with research ethics protocol

The researcher collected data from human subjects through recorded interviews and questionnaires. The respondents were chosen by their knowledge and experience of the topic and willingness to participate by signing the **Informed Consent Form**.

The respondents were oriented on the nature and purpose of the study, the reasons for their selection, the benefits, and risks involved, their rights as respondents such as to end their involvement without the need of explanation, to answer those questions they want to, and to refuse to answer some items.

The researcher treated the respondents' answers as confidential and kept their identity anonymous. The respondents permitted the recording of the interviews, and they read the printed copy of the transcript for review and confirmation or validation. Their ideas and suggestions were included in the discussion.

The researcher obtained a Certificate of Compliance with Research Ethics Protocol from an Ethics Review Committee accredited by the Philippine Health Research Ethics Board.

RESULTS AND DISCUSSIONS

This study examined the influences of selected variables to explore the determinants of career change for students of EPM & Associates working in the Middle East who have experienced career change. This research was further conducted to develop a model and recommendation for career change based on the respondents' perceptions. The researcher is currently a Project Management Practitioner that manages a project in a construction set-up which also experienced career change.

The demographic factors significantly ($p=.027$) predict career change which explains 35.5% of the latter. Among the 12 factors, only the current position in the company has a significant coefficient ($\beta = 6.94$) at a p-value of .003. This means that employees with a higher position in the company, the greater the propensity that they are ready for a career change. Research from Gallup report showed that managers are at an increased risk of stress and burnout, which increases the level of job dissatisfaction (Hicks, 2019). Faletahan, van Burg, Thompson, & Wempe (2020) found that burnout is relatively associated with job turnover and reduces organizational commitment and job satisfaction. From the data of Indeed Hiring Lab, as cited by Indeed Career Guide (2020), most of the employed professionals don't seek career growth with their current organization but rather opted to take roles with a different employer. These are typically the people who saw a dead end in their career and looking for career advancement (Shinidman, 2015). Further findings suggest that the main drivers for the career transition evolve around the need to respond to a "calling" and lack of work-life balance (Crowder & Mouratidou, 2020). Furthermore, interviewees commonly visualized career change as an opportunity that would uplift their capability and enhancement to their career that is challenging and not boring.

Table 1: Regression Analysis using Demographic Factors.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .596 ^a | .355 | .194 | 11.63114 |

a. Predictors: (Constant), Savings, YrsUAE, Marital, CCx, Sex, YrsCC, Educ, Xcom, Curpo, Gen, Child, Salary

b. Dependent Variable: TCCReady

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | 3576.334 | 12 | 298.028 | 2.203 | .027 ^b |
| | Residual | 6493.601 | 48 | 135.283 | | |
| | Total | 10069.934 | 60 | | | |

a. Dependent Variable: TCCReady

b. Predictors: (Constant), Savings, YrsUAE, Marital, CCx, Sex, YrsCC, Educ, Xcom, Curpo, Gen, Child, Salary

The personality traits do not show a statistically significant relationship with career change having a p-value above 0.05 ($p=.919$). This means that career change is not affected by personality traits. This is supported by the findings from Carless & Arnup (2011) revealed that general self-efficacy was unrelated to a career change. However, Heppner, Multon, & Johnson (1994) explained that self-efficacy is a key attribute that facilitates career change. Similarly, “McKinney and Wolins (1960) found that high levels of sociability, ascendance, and neuroticism were linked to turnover” (Faletehan, van Burg, Thompson, & Wempe, 2020). Faletehan et al. (2020) further stated that individuals are more likely to have desires for a more satisfying career by having a high level of activity that is open to new experiences. Some of the interviewees change careers because of a situational requirement and not directly related to personality. An individual can change career regardless of its personality.

Table 2: Regression Analysis using Personality Traits.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .596 ^a | .355 | .194 | 11.63114 |

a. Predictors: (Constant), Savings, YrsUAE, Marital, CCx, Sex, YrsCC, Educ, Xcom, Curpo, Gen, Child, Salary

b. Dependent Variable: TCCReady

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | 3576.334 | 12 | 298.028 | 2.203 | .027 ^b |
| | Residual | 6493.601 | 48 | 135.283 | | |
| | Total | 10069.934 | 60 | | | |

a. Dependent Variable: TCCReady

b. Predictors: (Constant), Savings, YrsUAE, Marital, CCx, Sex, YrsCC, Educ, Xcom, Curpo, Gen, Child, Salary

Job Satisfaction significantly ($p=0.001$) predicts career change which explains 49.9% of the latter. Among the 6 factors, only the work at present job has a significant ($\beta = 2$) at a p-value of .001. This means that when people are satisfied with their present work, the more they will be ready for a career change. The study from Carless & Arnup (2011) found that job dissatisfaction was not an antecedent of career change. Conversely, Carless & Arnup (2011) revealed that feeling dissatisfied at work leads to thoughts about changing careers. Similar finding from Brahmanna & Dewi (2020) showed that lower turnover intentions were due to higher employee satisfaction. With a low job satisfaction may have resulted in high job turnover (Wang, et al., 2020). Interestingly, the majority of the respondents who experienced a change in their careers are in middle adulthood. Studies found that job satisfaction of the average employee deteriorates dramatically in midlife (Schwandt, 2015). Individuals who are at age range of 40 or 45 to 65 years who feels successful in midlife are experiencing high stress that leads to emotional exhaustion (Mak, 2020). All of the interviewees are happy when they change careers. They found a job that is more interesting, financially fulfilling, environment friendly, better team collaboration, and feels support an appreciation from the management.

Table 3: Regression Analysis using Job Satisfaction

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .707 ^a | .499 | .444 | 9.66380 |

a. Predictors: (Constant), TJS_Supervision, TJS_Pay, TJS_Promotion, TJS_PeopPresJob, TJS_JobGen, TJS_WorkPresJob

b. Dependent Variable: TCCReady

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | 5026.927 | 6 | 837.821 | 8.971 | .000 ^b |
| | Residual | 5043.007 | 54 | 93.389 | | |
| | Total | 10069.934 | 60 | | | |

a. Dependent Variable: TCCReady

b. Predictors: (Constant), TJS_Supervision, TJS_Pay, TJS_Promotion, TJS_PeopPresJob, TJS_JobGen, TJS_WorkPresJob

All the independent variables significantly ($p=.001$) predict career change which explains 71.1% of the latter. Among the 23 factors, only the current salary and work in present job has a significant ($\beta = 3.368$ and 2.512) at a p-value of .040 and .001 respectively. This means that when people are satisfied with their present work, they tend to have a decent and higher salary compared to their previous company. This increases their ability to be ready for a career change. This explains the idea that individuals with higher performance tend to voluntary leave the job having more external job opportunities and much more desirable to external companies (Nyberg, 2010). There is a significant influence on salary satisfaction with turnover intention (Brahmanna & Dewi, 2020). The top reason why people change careers is relative to have better pay, as stated by Joblist’s Midlife Career Crisis Survey Report (Profita, 2020). In contrary, in a survey conducted by LinkedIn, as cited by Shinidman (2015), people don’t change careers because of monetary compensation, a good relationship with their superiors, and the level of challenges at the workplace. But rather, they are looking for the opportunity to grow.

Findings revealed that employees with a higher position in the company, the greater the propensity that they are ready for a career change. Adding to this, when people are satisfied with their present work, the more they will be ready for a career change.

However, career change is not affected by personality traits. The significant inferential data yielded findings that require further qualitative investigation involving online interviews. Several interviewees commonly visualized career change as an opportunity to grow. At the same time, few of them change careers because of a situational requirement. Interestingly, all of the interviewees expressed happiness when they change careers.

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