

Carolin Thoennissen, Angelika Guglhoer-Rudan, Sabine Walper
(LMU Munich)
& Eugenia Scabini (UCSC Milan)

JOB EXPLORATION AMONG YOUNG ADULTS IN GERMANY, ITALY AND SWEDEN



EARA 2008, Turino, Italy



- ✓ Differences of job exploration between countries
- ✓ Effects of economic situation and parental support
on job exploration
- ✓ Job exploration and personality/mood



1. Theorie

- Developmental tasks in young adulthood
- Job entry and situation on the labor market
- Parental support

2. Project & Sample

3. Results

- Country / Gender
- Student vs. Employees
- Assessment of economic situation
- Relationship to parents
- Personality

4. Discussion



- ☞ Job exploration as developmental task (Havighurst)
- ☞ Delayed due to prolonged education
- ☞ The labour market: considerable variations in unemployment rates among young adults (eurostat, 2008)
 - Germany: 10%
 - Sweden: 18.2%
 - Italy: 21.8%
- ☞ Perceived economic situation matters (Schulz & Wild-Werning, 1995; Krüger et al. 1986)
- ☞ Parental support (Jones, O'Sullivan & Rouse, 2004; Kracke, 2002)



Fakultät für Psychologie und Pädagogik	Centro Studi e Ricerche sulla Famiglia	Institute of Psychology	Grup de Recerca de Parella i Família
Ludwig- Maximilians- University Munich	Università Cattolica del Sacro Cuore Milan	Göteborg University	Universita Ramon Llull Barcelona
Germany	Italy	Sweden	Spain



1. Does job exploration vary across countries - with higher values where unemployment is high?
2. Does young men's and women's job exploration differ?
3. Is job exploration higher among students and apprentices than among employed young adults?
4. Does young adults' perception of economic conditions affect their job exploration – with higher exploration in risky conditions?
5. Is high job exploration linked to positive ties to parents – particularly in risky conditions?
6. Are personality issues important factors for job exploration and do this differ between countries?



	Milan	Munich	Gothenburg
N (all=1340)	572	546	222
Age Ø	25,0	24,4	24,3
♀	55.6%	58.5%	62.4%
Students	39.3% N=225	70.7% N=386	91.9% N=204
Student or academic degree	52.1%	79.7%	97.3%
Lives with parents	81.3%	29.1%	13.5%



Job exploration (Kracke)

- 6 Items, e.g. „I try to find out a lot about my vocational interests“ , Cronbach's Alpha = .832

Perceived economic conditions (Thönnissen & Walper)

- 6 Items, e.g. „In these days it is difficult for a job entrant to find a secure position.“ , Cronbach's Alpha = .737

Parental support (Furman)

- 3 Items for mother/father, e.g. „How much does your mother/ your father teach you how to do things that you don't know?, Cronbach's Alpha = .826

Relatedness ^{META} (Walper)

- All Items for mother and father- 3 Items **Support Seeking**; 4 Items **Individuation**, 3 Items **Denied Need of Attachment** ; Cronbach's Alpha = .826



Depressiveness (Radloff)

- 8 Items, e.g. "During the last week, I felt depressed", Cronbach's Alpha = .812

Self Esteem (Rosenberg)

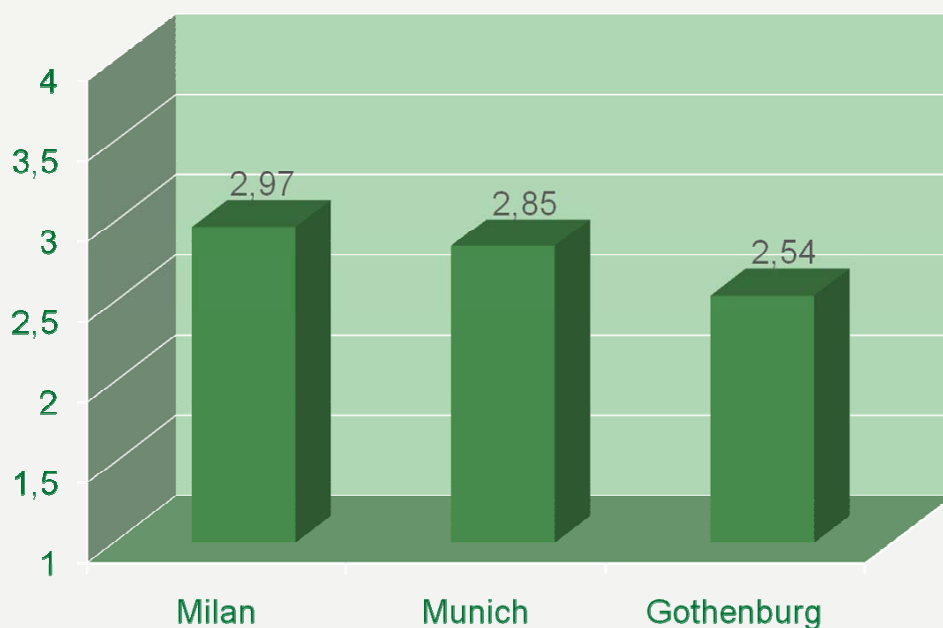
- 7 Items, e.g. "I have many good qualities", Cronbach's Alpha = .832

Risk Taking (based on Risk-Taking Scale Arnett)

- 14 Items, e.g. "I did shoplifting", Cronbach's Alpha = .694



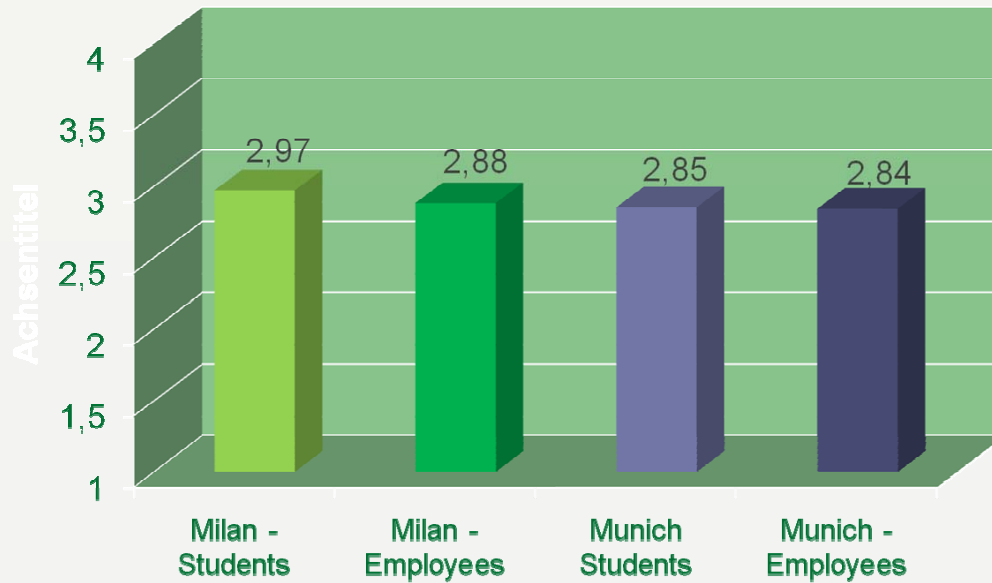
Differences in Job Exploration between Countries



Student Sample N=810



Differences in Job Exploration between Student vs. Employed



Sample: Milan and Munich



➡ No significant effects of perceived economic conditions on young adults' job exploration.



Correlations between Job Exploration and Relationship to Parents by Country (for Students Only)

COUNTRY	INSTRUMENTAL SUPPORT RECEIVED FROM PARENTS	RELATEDNESS TO PARENTS
Job exploration MILAN	.213** (n=207)	.134* (n=207)
Job exploration MUNICH	.069 (n=382)	.047 (n=354)
Job exploration GOTHENBURG	.130 (n=203)	.022 (n=187)

Student Sample



Differences in Correlations between Job Exploration and Personality Issues by Country

COUNTRY	DEPRESSIVE-NESS	NEGATIVE SELF ESTEEM	RISK TAKING
Job exploration MILAN	.064 N=568	.143** N=569	-.137** N=559
Job exploration MUNICH	-.134** N=536	-.171** N=538	-.130** N=539
Job exploration GOTHENBURG	-.113 N=220	-.167* N=221	.091 N=221



Predictors of Job Exploration by Country

Predictors	Milan (Beta)	Munich (Beta)	Gothenburg (Beta)
Age			
Gender			
Perceived economic Conditions			
Living together with parents			
Parental support	.206*		
Relatedness			
Depressiveness			
Neg. Selfesteem		-.159*	-.146*
Risk-taking	-.152*		



Are there differences in job exploration ...

➤ between countries?

- ✓ Job exploration is highest in Italy which also has highest rate of youth unemployment (estat, 2008)
- ✓ Job exploration lowest in Sweden: social-democratic welfare system (Byrgren, Duvander & Hultin, 2006)

➤ regarding gender?

- ✓ Job exploration is highest for Italian women: most difficulties balancing family (parenthood) and employment

➤ between students & employees?

- ✓ only in the Italian Sample: students' fear of unemployment



Are there links between Job Exploration and ... ?

➤ Relationship to Parents?

- ✓ Instrumental support provided by parents: important for Milan → should be replicated and analyzed with respect to additional dimensions of support
- ✓ Relatedness: important for Italian sample – due to famiglia lunga?

➤ Personality Characteristics?

- ✓ high depressiveness and negative self esteem: inconsistent findings → High personal resources as facilitator in Germany and Sweden. Italy: worries as motivation to explore?
- ✓ Risk-taking: seems to inhibit job exploration → security-orientation in Munich & Milan – not in Gothenburg?



THANK YOU

Contact:
c.thoennissen@lmu.de