

VOCATIONAL BEHAVIOR: TYPES AND MEASUREMENT

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Appendix A

DESCRIPTIONS: CAREER DEVELOPMENT SCALES AND ADDITIONAL VARIABLES

Scale I. Change in Equity

This scale examines degree of carry-over of (1) pay rate, (2) worker benefits and (3) experience or training from one position to the next. A job move may involve loss of tenure, seniority, or profit-sharing; a move from training may involve loss of college credits, or gain in relevant experience in one's field. Raw scores range from -3 to +3.

Scale II. Realism of Subject's Reasons for Move

This scale consists of eight categories of reasons for making a move, equally weighted in the total. The general categories are: (1) advancement, (2) way of life, (3) better use of talents, (4) better use of interests, (5) dissatisfactions, (6) automatic termination, (7) forced termination and (8) knowledge of next position. The reasons in the first five categories must be suggested by the subject, and are from his point of view. The criterion of realism for these first five reasons is whether or not the dissatisfying aspects of the subject's prior job or training were remedied or lessened by the move. Raw scores range from -2 to +7.

Scale IIIA. Improvement in Use of Abilities

Subject's abilities were compared with abilities required for average performance in each job or training-objective, as rated in Estimates of Worker Trait Requirements for 4,000 Jobs (U.S. Department of Labor, 1956) and the Revised Minnesota Occupational Rating Scales (Paterson, Gerkin, and Hahn, 1953). Both positive and negative discrepancies were weighted by squaring the deviations from the occupational norms. Raw scores range from 0 (perfect fit) to 40.

Scale IIIB. Improvement in Goodness of Fit in Terms of Measured Interests

Scores on the Strong Vocational Interest Blank, administered in 1962, were examined and each job or training-objective held by a subject was assigned the median standard score within the group containing that type of job. The discrepancy score is the degree to which the subject's grade on the appropriate group median differs from "A", as follows: median grade of A = discrepancy score of 0; B+ = 1; B = 2; and B-, C+ and C = 3.

Scale IV. Progress Toward Goal

Goals stated by a subject in 1962 were compared with his previous and subsequent positions. Raw scores range as follows: in exact position = 0; in specific, highly advanced, related training, or in direct line for specific position = 1; in specific occupational area = 2; in related training or general occupational area = 3; in completely unrelated field = 4.

Scale VA. Improvement in Socioeconomic Status

General socioeconomic demands and expectations -- including the importance of maintaining family status -- are reality considerations for subjects whose

families are in middle and upper level occupations. The socioeconomic level of the subject's family and his wife's family were rated on the Hamburger Revision of the Warner Occupational Scale (1958). The discrepancies between the employment level of the subject and the levels of the two families were treated separately.

Scale VB. Improvement in Educational Level

Discrepancies between the educational levels attained by subjects on the one hand, and by fathers and fathers-in-law on the other, rated on a revision of the Heyde Educational Level Scale (LoCascio, 1965) were handled in the same way as socioeconomic discrepancies.

On the scales involving discrepancies (IIIA through VB), a move score shows the difference between prior and next position. T scores were computed from the raw progress scores, and each subject's average progress score per move on each scale was calculated. In addition, scores on the seven scales were summed to produce a total career development score for each subject.

Four additional variables were studied:

(1) Number of moves encompasses the number of times a subject changed from one full-time military, educational or occupational position to another. A part-time or summer vacation job was not included unless it constituted the only activity in which the subject was engaged and he had no immediate plan concerning his next position. Scores ranged from 1 to 16.

(2) Number of times unemployed includes all unemployment except periods of illness or disability. Scores range from 0 to 6.

(3) Number of months unemployed includes all unemployment except periods of illness or disability. This figure was prorated to a base of 82 months (the length of time between graduation and interview) for those subjects who did not graduate in June, 1955.

(4) Number of months not self-supporting was determined by comparing the subject's income to criteria figures from "Modest but Adequate Budgets for City Workers' Families" (Conference on Economic Progress, 1962). This figure was prorated to a base of 82 months for those subjects who did not graduate in June, 1955.

Appendix B

DEFINITIONS OF COPING BEHAVIORS

The behaviors and definitions below are based on descriptions in "The Definition and Measurement of Career Behavior: A First Formulation", published in Personnel Guid. J., 1963, 41, 775-780.

(1) Floundering: movement to a position which is not the logical next step for the one being vacated. Floundering may also be defined psychologically as movement to a job for which one lacks the psychological requirements or for which one is no better suited than for the vacated, and at least somewhat unsuitable, job.

(2) Trial: movement from one related job to another, the next job having some characteristics of the preceding job but lacking others. Trial may be characterized by a zeroing in on a field or specialty. Trial should, in due course, lead to establishment, and when it fails to do so it takes on some of the characteristics of floundering. Trial may also be defined as movement into a job for which one has some of the desirable psychological characteristics, to a greater degree than was true of the vacated job.

(3) Instrumentation: behavior which enables the individual to prepare for or enter a regular adult occupation in which he can achieve a degree of self-fulfillment. It differs from floundering and stagnation in that it is goal-directed, from trial in that it does not imply questioning of the goal.

(4) Establishment: achievement of stability in an occupation in which one can function as a normal adult, and which does not involve stagnation. Establishment may be psychologically defined as stabilization in an occupation for which one has the requisite abilities and interests, as shown by tests and inventories.

(5) Stagnation: remaining on a job or in an occupation longer than is good for the individual concerned. It is not just remaining static, it is, instead, remaining in a deteriorating situation. Stagnation involves staying in a job or occupation for which one is not suited by abilities and interests, or a job which will not permit the individual to establish and support a family or to take a normal adult place in society.

Table 1
 INTERCORRELATIONS OF PRESUMED MEASURES OF CAREER BEHAVIOR
 N = 113 to 129

	II	TTA	TTB	IV	VA	VB	No. Moves	No. Times Unemployed	No. Mos. Unemployed	No. Mos. Not Self-Supporting
Scale I Change in Equity	.41 ^a	-.27 ^b	.23 ^b	.16	.29 ^b	.26 ^b	-.38 ^c	-.20 ^a	-.18 ^a	.04
Scale II Realism of Reasons for Move		.01	-.05	.12	.06	.50 ^c	-.44 ^c	-.37 ^c	-.36 ^c	.07
Scale IIIA Improvement in Use of Abilities			-.36 ^c	.01	-.21 ^a	-.05	.02	.00	.02	-.01
Scale IIIB Improvement in Goodness of Fit to Interests				.36 ^c	.28 ^b	.05	-.05	.08	.07	.08
Scale IV Progress Toward Goal					.60 ^c	.14	-.44 ^c	.02	.03	-.02
Scale VA Improvement in Socioeconomic Level						.16	-.34 ^c	.00	.02	-.03
Scale VB Improvement in Educational Level							-.47 ^c	.02	.04	.18 ^a
No. of Moves								.27 ^b	.22 ^a	-.15
No. of Times Unemployed									.93 ^c	-.13
No. of Months Unemployed										-.06

^ap = .05 or better
^bp = .01 or better
^cp = .001 or better

Table 2
INITIAL AND FINAL DISCREPANCIES ON CAREER DEVELOPMENT
SCALES IIIA THROUGH VB

Comparison	Initial Discrep.		Final Discrep.		r_{12}	Gain
	N	\bar{X}_1 s ₁	\bar{X}_2 s ₂			
(IIIA) Difference between S's scores on 8 abilities and those required for average performance on job. Range: 0 (no discrepancy) to 40	123	10.235 6.903	9.943 5.835		.327	.292
					Difference between means not significant	
(IIIB) Difference between S's median score in group in which his job falls and a score of "A" on Strong Voc. Interest Blank. Range: 0 (median = "A") to 3 (median grade equivalent to B-, C+ or C)	127	1.842 1.230	1.685 1.193		.603	.157
					Difference between means not significant	
(IV) Difference between S's job or training program and the goal he stated at time of data collection. Range: 0 (in exact position desired) to 4 (completely unrelated field)	122	3.484 .787	1.992 1.433		.123	1.492
					Difference significant at .001 level	
(VA) Difference between socio-economic level of S's job and level of his father's. Range: 0 (6 levels below father) to 12 (6 levels above father)	118	4.923 1.628	5.974 1.758		.665	1.051
					Difference significant at .001 level	
(VA) Difference between socio-economic level of S's job and level of father-in-law's. Range: 0 (6 levels below in-law) to 12 (6 levels above in-law)	75	4.693 1.785	5.733 1.847		.724	1.040
					Difference significant at .001 level	
(VB) Difference between S's educational level and father's. Range: 0 (5 levels below father) to 12 (7 levels above father)	121	6.099 1.675	6.917 1.599		.876	.818
					Difference significant at .001 level	
(VB) Difference between S's educational level and father-in-law's. Range: 0 (5 levels below in-law) to 12 (7 levels above in-law)	56	5.285 1.659	6.000 1.758		.922	.715
					Difference significant at .001 level	

Table 3
 PERCENTAGE OF CAREER MOVES JUDGED AS
 FLOUNDERING, TRIAL, INSTRUMENTAL, OR ESTABLISHING BEHAVIOR

<u>Judgments</u>	External Socioeconomic		Internal Socioeconomic	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
Floundering	295	.49	262	.43
Trial	226	.37	257	.43
Instrumental	58	.10	59	.10
Establishing	23	.04	25	.04
Totals:	<u>602^a</u>	<u>1.00</u>	<u>603^a</u>	<u>1.00</u>

^aAll moves made over seven-year period by 130 Ss except for moves within military service and those occasioned by military draft.

Table 4
 CORRELATIONS BETWEEN SCORES ON CAREER DEVELOPMENT
 SCALES AND DICHOTOMIZED JUDGMENTS^a FOR EACH MOVE^b

	N	Dichotomized Judgments of Each Move			
		External Socioeconomic	External Psychological	Internal Socioeconomic	Internal Psychological
Scale I Change in Equity	608	.256	.258	.212	.216
Scale II Realism of Reasons for Move	608	.556	.545	.537	.537
Scale IIIA Improvement in Use of Abilities	468	-.005	.020	.035	.025
Scale IIIB Improvement in Goodness of Fit to Interests	480	.058	.062	.079	.071
Scale IV Progress Toward Goal	475	.355	.356	.331	.345
Scale VA Improvement in Socioeconomic Level	403	.306	.332	.282	.332
Scale VB Improvement in Educational Level	608	.217	.171	.174	.164
External Socioeconomic	608	-----	.889	.866	.811
External Psychological			-----	.801	.825
Internal Socioeconomic				-----	.893

^aNegative = floundering and stagnation; Positive = trial, instrumentation and establishment
^bExcluding moves within the military service and those occasioned by military draft.

Note: A correlation coefficient of .088 is significant at the .05 level, .115 at the .01 level and .148 at the .001 level, two-tailed test.

Table 5
 NEGATIVE-POSITIVE MODAL BEHAVIOR AND FINAL STATUS
 OF 116 SUBJECTS^a

^b Modal Behaviors	^c Final Status		
	Negative	Positive	
Negative	20	23	43
Positive	1	58	59
Binodal	5	9	14
Totals:	26	90	116

^aExcluding 10 Ss who were in military service, 2Ss who were disabled, 2 Ss who had moved only once.

^bMode based on all moves except those within military service and those occasioned by military draft.

^cFinal status in external socioeconomic terms.