

Grade 10 Students Career Choice in Sibutu Municipality: A Causal Model

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Abstract

Choosing a career or certain profession must be carefully planned and should be based on individual interests and preference. However, there are instances that parents will decide or influence their children career according to their preference or in other case influence by counselling and training opportunities. This study made use of descriptive and survey method of research among 280 Grade 10 Students from 1 private and 5 public secondary schools to determine and analyze the factors that influence student's career choice. The result of the study showed that the 280 respondents have the abilities and potentials of choosing their careers. Parents and teachers were "Very Much" influential compared to other variables. The parent's monthly income is directly affected by the parent's occupation. The mother educational background affects mother's occupation while father's job affects parent's monthly income. Fathers educational attainment also affect student's "Career Choice", while mother's educational attainment and father's occupation affects the father's educational attainment. On the basis of causal model presented in the study, the model that is best fit to students' career choice is the linear regression equation model. Furthermore, students' career choice is greatly influenced by their preference and abilities. Based on the findings, the researcher recommends that career guidance programs and services must be stressed out as an integral part in the six secondary schools considering the best careers that promises better jobs in the future.

Keywords: *Career Choice, Causal Model, Demographic Profile, Career Guidance Programs and Services*

Introduction

Nowadays, more and more Filipinos are enlightened to reach their success. And the belief of having an established and permanent status for a brighter future is through education. Filipinos then are wiser enough to suit the best equalizer which can bring them to the top if not to the most engaging one. In the K to 12 curriculum of the Philippine education, the school provides a career guidance program for the in – coming senior high school in preparation for their career choice.

Senior high school students need professional advice especially in the choice of their careers. It is in this period where the students are advised to prepare for their future worthwhile occupations. Choosing the perfect career is one of the most important and crucial decision a person has to make. This can be the one of the measures whether an individual will be successful in the future or not. At this stage, self-realization, role tryouts, occupational explorations in schools, and finding the first job is the tentative step. It is at this stage when the teenager needs guidance in the proper selection of their desired career. Where, they will arrive at the right decision considering their innate capacities, educational privilege offered to the students and other resources that society makes available for them to be more efficient and effective. Guan, Capezio, Restubog, Read, Lajom, and Li (2016) cited the idea of Salazar-Clemeña (2002) that parents is an influential person to their children in terms of decision making and viewing education that could advance their family welfare. They further said that traditional beliefs influence parental support and career adaptability. Career counselling and value-based clarification interventions among graduating students is necessary. Research findings conducted by Su, M.S., Chang, T.C., Wu, C.C., and Liao, C.W. (2016) revealed that personal factors, family, school, and career exploration are the main and significant factors affecting students' career decision.

According to the theory of vocational development by Super (2005), the student should first become aware of the need for a career. So every graduating student needs wise choice in decision making, Bautista (1997) stated that at this stage, a student must take important in vital decision in the selection of a career which will determine his future success. On the other hand, Ferry (2006) asserts that context, personal aptitudes, and educational attainment are factors that thought to influence the individual occupational choice. He further said that developmental milestone is critical in adolescent stage particularly in career decision making. Choosing a career needs guidance, trainings and exposure. Personal aptitudes, educational background, demand of work, and family are very important to consider in choosing a career. Savickas (2002); Savickas & Porfeli, (2012) as cited by Guan et.al (2016) mentioned that career construction theory posits higher level of career adaptation to different vocational development and trainings.

Based on the preceding discourse as the backdrop of this study, the researcher would like to know and take into consideration the causal model that best fits the Grade 10 student' career choice of Sibutu municipality. The result of this study will help the school officials in coming up with relevant and effective, integrated career information of guidance programs in public secondary school in the Municipality of Sibutu as guide for students in choosing their career; career preferences so much so that they would be able to integrate the importance and consequences of this careers in their program of instruction vis-à-vis teaching-learning situation. This will also give ideas on the significance and primordial participation of the roles as parents in guiding their sons and daughters in choosing their careers or the right practice of profession.

Statement of the problem

This study aimed to determine and analyze a set of factors that influenced students' choice of career of the 6 secondary schools in Sibutu municipality School Year 2015-2016

Specifically, it sought to answer the following problems:

1. What is the demographic profile Grade 10 students'?
2. What is the most preferred career of the grade 10 students'?
3. Who influence their choices of career?

4. What is the level of career choices of grade 10 students' based on the following variable:
 - 1.1 Classmates;
 - 1.2 Club/Organization;
 - 1.3 Datus;
 - 1.4 Guidance Counselor;
 - 1.5 Neighbors;
 - 1.6 Peer Groups;
 - 1.7 Relatives;
 - 1.8 Religious Leader; and
 - 1.9 Teachers?
5. Is there any significant relationship between the demographic profile and their career choice?
6. What factors that have the direct and indirect effect in the six (6) models presented?
7. Which of the models best fit the Grade 10 students' Career Choice?

Casual Models for Students' Career Choice

Model 1

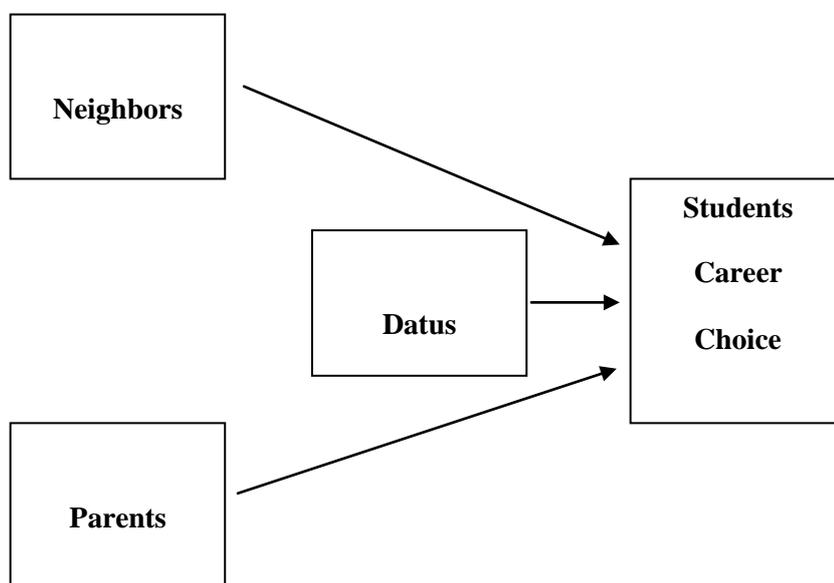


Figure 1: showing the direct effect of neighbors, parents and datus to students' career choice.

Model 2

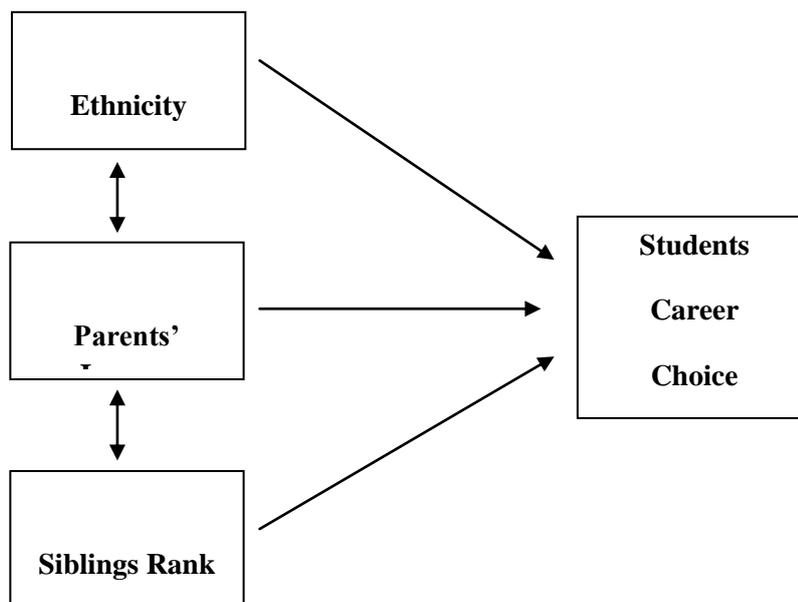


Figure 2: Showing the relationship of ethnicity, parents' income and sibling's rank to students' career choice.

Model 3

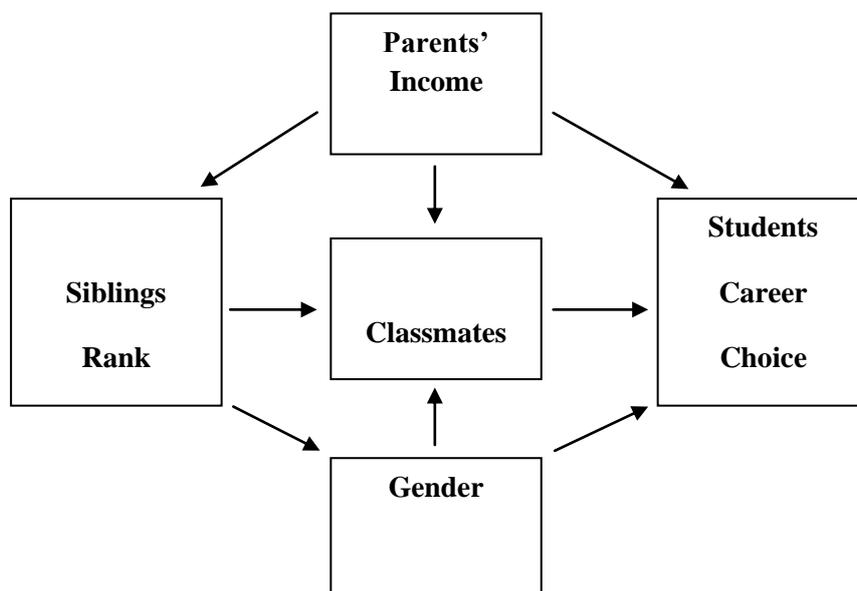


Figure 3: The different arrows shown in this figure are treated as the indirect effects of parents' income, sibling ranks and gender in relation to classmates for students' career choice.

Model 4

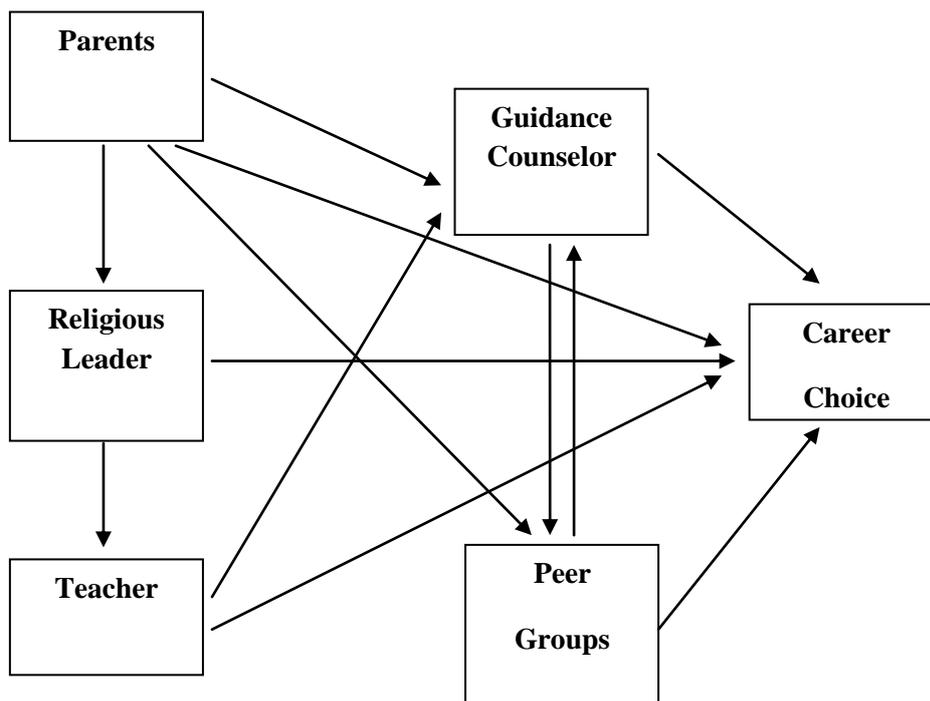


Figure 4: Parents, religious leaders and teachers have the direct effects to students' career choice, while guidance counselor and peer groups have both direct and indirect effects.

Model 5

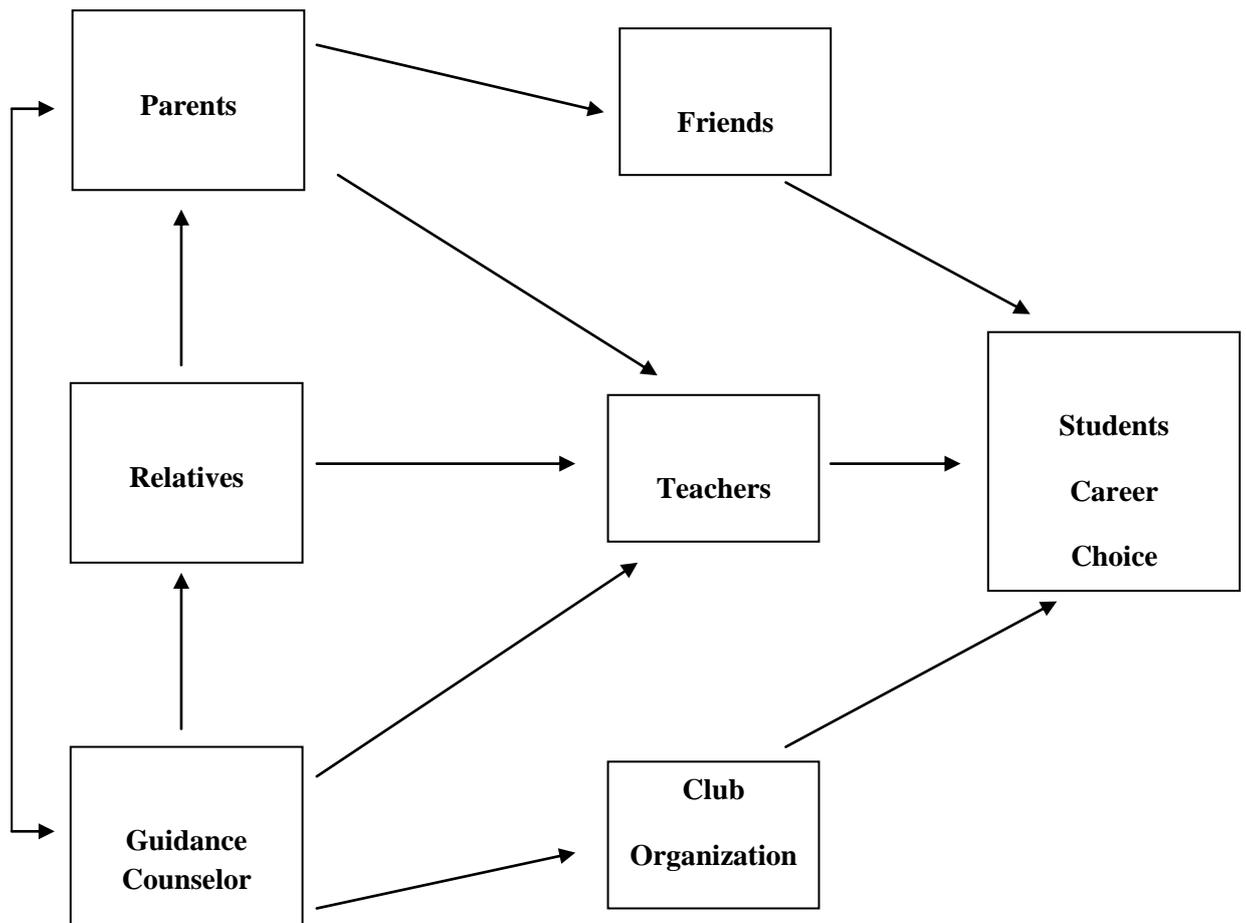


Figure 5: Showing the direct effects and relationships among parents, relatives, guidance counselor, teachers, club/organization and friends as determinants to students' career choice.

Model 6

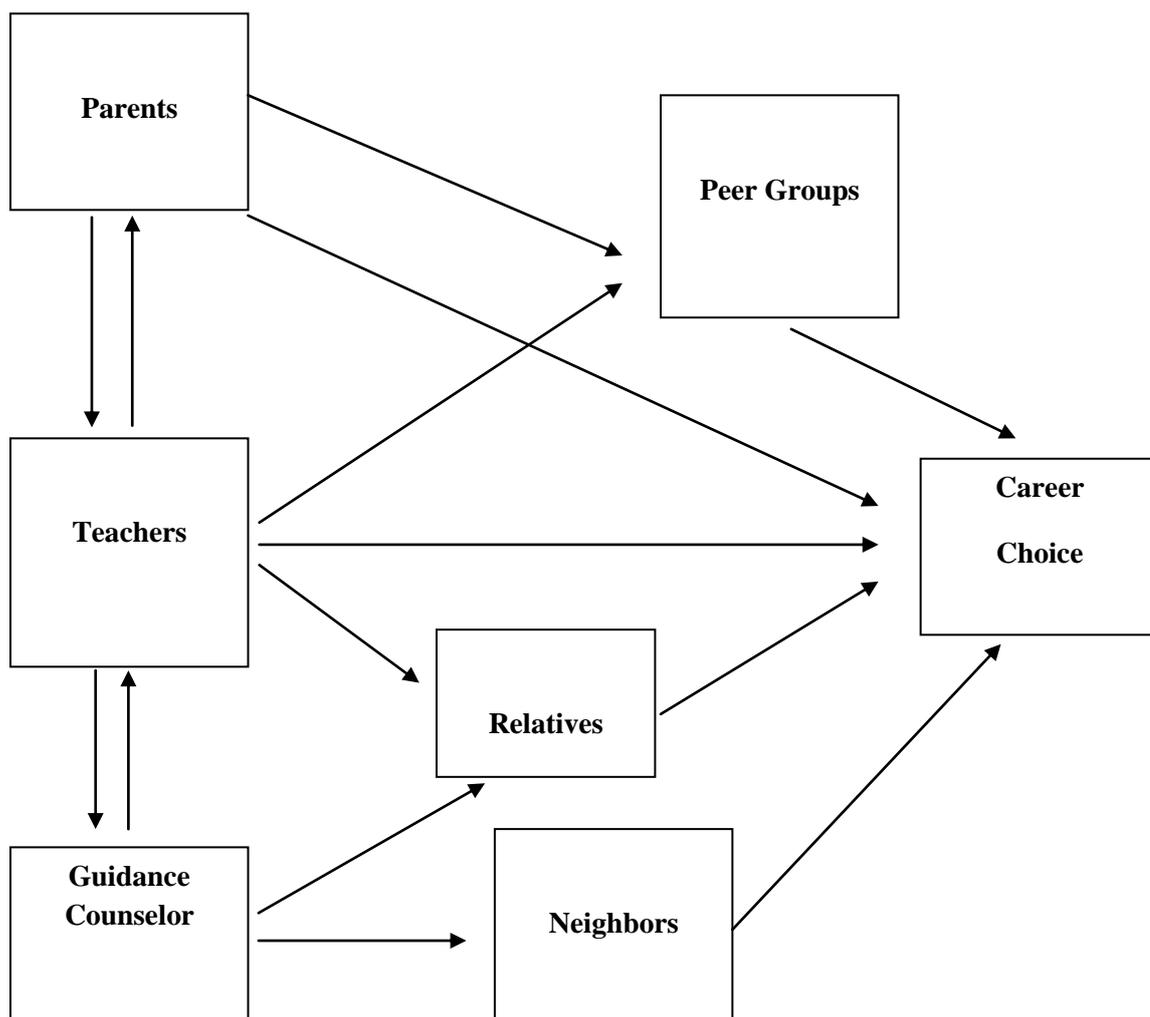


Figure 6: Showing the direct and indirect effects between teachers, parents and guidance counselors on students' career choice. However, peer groups, relatives and neighbors affects directly the students' career choice.

Methodology

Participants

This study was participated by the 280 Grade 10 Students from one (1) private and five (5) public secondary schools in Sibutu Municipality, Tawitawi, Philippines. Sibutu is one the inter-island in Tawitawi predominantly Tausug tribes. The study determines and analyzes a set of factors that influence student's career choice.

Research Design

This study utilized the descriptive method of research through survey. The main source of data was to answer the survey questionnaire by the respondents. The design specifically determined and analyzed a set of factors that influenced the students' career choice. It also determined the relationship of different variable of the study which measures the different levels that significantly contribute to be the key determinants of a casual model of the grade 10 students' career choice in Sibutu Municipality.

Research Instrument

The instrument used in study was adopted with few modification from the research instrument of Shehana Ladja (2013) in her thesis entitled "Causal Model of Fourth Year High School Student in Bongao Municipality". Since the instrument was adopted, the validity and reliability has been previously established and there is no need for the researcher to validate the reliability of the instrument.

Data Gathering Procedure

After the successful proposal defense, the researcher sought permission to administer the instrument to the respondent through a letter duly noted by the thesis adviser and the Dean of the Graduate School, MSU-TCTO, addressed to the six secondary school principals in Sibutu Municipality seeking permission to conduct the study to the 280 grade 10 students. With permission granted, two days after, the researcher personally administered the questionnaire to the respondents and was able to collect the survey questionnaire and later brought to statistician for analysis and statistical treatment.

Statistical Treatment of Data

The data gathered through the instruments used in this study were tabulated and tallied. In processing the data, a hypothetical mean range was assigned to the scales under dimension of the questionnaire. The weighted mean of each item in the research instrument was computed using the following formula:

$$U = \frac{\sum fx}{N}$$

Where:

U= weighted mean

\sum = "the sum of"

F= the number of response under each scale

X= weight assign to each scale

To determine the significant relationship between the demographic profiles of the respondents and their careers choice, a Correlation Analysis of the IBM SPSS ver. 22 was utilized. To determine the model (fit) for the grade 10 students' career choice, the linear regression Model of IBM SPSS ver. 22 was used. And the Analysis of Variance (ANOVA) was used in some cases to determine and execute the variables in the statistical treatment.

Results and Discussion

The data of this paper which were drawn from the questionnaire conducted in the six (6) schools in the municipality of Sibutu categorized as public and private schools to determine the "Causal Model of Grade 10 students' Career Choice". The data were presented in tabular form as a summary for better understanding. The data gathered includes the respondent's demographic profile gender, age, ethnic origin, child count in the family, birth order, parents' (occupation, monthly income, educational attainment), and the persons influencing their choice, which are treated as the exogenous variables (independent variables) and the pupils' respondents' career choice, as the endogenous variables (dependent variable) in this study. All these variables were subjected for the statistical treatment particularly the Regression Analysis of the IBM SPSS ver.22, which is required for the path analysis.

There were 280 pupils considered in this study comprising six (6) high schools of the Sibutu municipality. Results revealed the following:

A. Demographic Profile

1. Majority or 88.2% of the grade 10 students were coming from the five (5) public schools while only 11.8% were from one (1) private school.
2. Of the six (6) schools, only Notre Dame of Sibutu is a private school that has 11.8% or 33 of the respondents. Ranges of 3.9% to 30.0% of the respondents were from the five (5) public schools and majority (30%) of them was from MSU-TCTO Tandubanak High School.
3. Of the 280 Grade 10 students by gender, 59.3% were coming from the female students and 40.7% were male students of the six (6) schools of Sibutu Municipality.
4. Most (69.3%) of student's age range is between 16 to 17 years old and only 2 of these 280 students are in the range of 20 to 21 years.
5. Student-respondent's ethnic origin that majority (84.6%) of them are "Sama", followed by 12.1% who are "Tausug", the badjao tribe comprise only 1.8% as respondent and 1.4% Visayan.
6. Most (45.7%) of the students in Sibutu municipality chose MSU-TCTO as their most preferred school when in College, 19.3% said that they will be Mahardika Institute of technology (MIT), 10.4% of them opted to be in Tawi-Tawi Regional Agricultural College (TRAC) while other almost 26% of them want to go outside of Tawi-Tawi colleges, such as in Zamboanga City, Iligan City, Marawi City, and Luzon Schools.
7. Most (48.9%) common count of the children in the families in Sibutu is between 4 to 6 children and about 2.9% of these families whose children exceeds a dozen.
8. The number of the boys in family commonly range only from 0 to 2 which is about 51.4% as indicated in Table 2.6, while 3 of these families or 1.1% having between 9 to 11 boys.
9. Almost similarly situated in the case of number of boys where the number of girls in the family commonly ranges in count from 3 to 5 or 45.7% from the total respondents, and a case of 2 families or having 9 to 11 girls.
10. The student-respondent ranking of birth order in the family from being first child to the 11th child were most (22.1%) of them are being "first child", the second, third and fourth

are statistically evenly distributed. Of the 280 respondents, 2 of them are being the 11th kid in the family.

11. It is 185 (66.1%) respondents whose father's occupation is "farming" particularly seaweeds farming, 12.1% of them whose parents are working in the government agencies while from 0.4% to 4.3% of the respondents whose parents are housekeeper, fisherman, businessman, Overseas Filipino Worker, etc.
12. Majority (83.2%) of the mother are "housewife or housekeeper" and about 16.8% of the mother's occupation that helped generate income for the family.
13. Most (22.5%) of the student's father educational attainment are high school graduate, while 19.3% of them whose father is a collages graduate. Approximately, about 45% of the fathers are in "no schooling, part elementary, elementary grad, and part high school", as detailed in
14. Comparatively, the student's mother educational attainment are statistically no difference with the father's educational attainment as regards to the percentage distribution.
15. About 21.1% (majority) of the student's parents monthly income ranged only from Php 2,000.00 to Php 3,000.00, the lowest income that is "less than Php500.00 a month" comprises about 18.2% of the parents which is almost equally (18.6%) to those parents whose monthly incomes is ranging from Php6, 000.00 and more.
16. Student's parents' monthly income was mainly sourced from farming, fishing, self-employment; salary in others (includes OFW). Majority (62.5%) of the income was generated from "farming", followed logically down by income from "salary", "others" (OFW, skilled-related works, etc) and "fishing".

B. Preferred Career Choice of the Respondents

Below is the summary of the responses where student-respondents were asked about their preferred career when they reach College.

1. Of the 26 different careers, there are at least eight of these careers commonly chosen and ranked usually from 1- as top choice, followed sequentially down to five as least priority. The basis of this ranking in the "average number of choice". The "average number of choice" for "Education" which is 31 that is consistently from "First choice", while that of the "Military Career" is only 27.6 on the average of the five choices. But, in the column for "First Choice" it found out that 28.9% of the student-respondent chooses "Military Career", while only 21.4% who choose "Education" as their first choice.
2. Students career choice was based on his/her potential and ability towards the chosen course where 25.4% of them said so; 15.4% said that it was their parents who wanted to take the course; and 13.2% said that they were inspired by their teachers.

C. Influence of Respondents Career Choice

1. On the average, the parents and teachers are rated as "Very Much" influencing; the "friends", classmates', relatives' and barkadas' influence rated as "Much", rated as "Moderately" are the imam or religious leaders, guidance counselor, neighbors and datus.
2. Monthly income of the parent (column: Parent Monthly Income) is significantly related to the careers "Marine Merchant ($r = 0.182$ with $p\text{-value} = 0.002$), "Military Career" ($r = 0.175$, $p\text{-value} = 0.03$), and "Social Services" ($r = 0.197$, $p\text{-value} = 0.003$). The mother educational attainment (col.: Mother Education, with $r = 0.129$, value = 0.031) and the primary source of income (col.: Source #1income, with $r = 0.133$, $p\text{-value} = 0.026$) are significantly related to the student's choice of the "Military Career; and also the "Social Services". With $r = -0.133$, $p\text{-value} = 0.026$) significantly related to the father's occupation (col.: Father Occupation). The rest of the demographic variables have no significant relationship to the student' career choice.

D. Model of Fit for Students Career Choice

To determine the model (fit) for the Grade 10 student's career choice of the six (6) high school in the municipality of Sibutu, the Linear Regression model of the IBM SPSS v.22 was utilized – the path analysis, at a pre-set 0.05 level of significance.

The path analysis started by using the Grade 10 student's most preferred course (Career Choice) when they reached college. The top five course chosen (Education, Military Career, Nursing, Social Services and Computer Service) were used as the Career choice and served as endogenous variable (or dependent variable), while the demographic variables (Father Occupation, Mother Occupation, Father Educational Attainment, and Parents' Monthly Income) and influencing variable (Parents, Teachers, Friends, Imam/Religious Leaders, and Relatives) served as the exogenous variables (or the independent variables). These variables were utilized for the reason that their relationship towards one another is significant. First regression analysis was used to determine the effects of the endogenous variable. Summary of findings are shown below:

1. The model summary informed us that only 7.5% (coefficient of multiple determination r squared = 0.075) of the exogenous variables the "Demographic Profile" and Influencing Persons" variables accounted for by the endogenous variable, the "Career Choice".
2. The analysis of variance (ANOVA) was found to be significant (Sig. = 0.020) which meant that the exogenous variables ("Demographic Profile" and influencing Persons") effect to the Career Choice is significant at 0.05 level of significance.
3. The regression coefficients indicated that of the ten (10) exogenous variables only the father's educational attainment (Father Educ. Attainment) with p-value = Sig = 0.023 and parent's income (Parent Monthly Income) with p-value = sig = 0.015 since they are lower than the preset 0.05 level of significance, and thus, indicated that only these variables (Father Educ. Attainment and Parent Monthly Income) have a direct effect to the career choice of the grade 10 students in the municipality of sibutu.

The succeeding figure illustrates the relationships of the variables used to model I Linear Regression as a requisite to a path analysis.

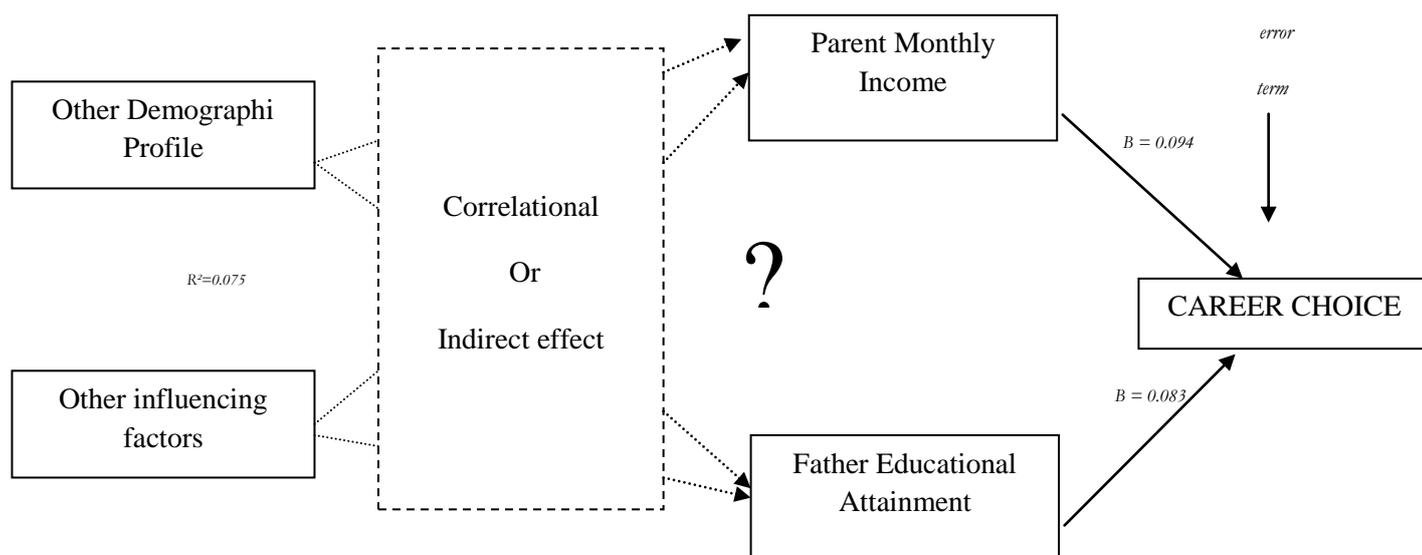


Figure 7. Initial Model Summary for the Exogenous Variable (Career Choice) and Endogenous Variables (Demographic Profile and Influencing Variables) for the Grade 10 Students of Sibutu

Based from Figure 7, the variables (?) were assumed that they may have a correlational effect and a hypothetical direct effect to any of the exogenous variables and thereby influencing the student's Career Choice. In the figure, the "Other Demographic Profile" includes mother educational attainment, mother occupation, father occupation, while the "Other Influencing Factors" includes Imam/Religious Leaders, parents, teachers, friends a relatives.

Since the First Regression Analysis found out that two of the exogenous variables have a direct effect to the endogenous variable, a series of experiment were conducted to determine if the remaining variables or just mere correlational effect.

Regression Analysis

After a series experiment (regression analysis), summary of Regression Analysis (second experiment) where parents' monthly income (PaMoIncome) was set to be the endogenous variable against the exogenous variables mentioned in the first Regression Analysis. The model summary manifested that only 33.8% (coefficient of multiple determination $r^2 = 0.338$) of the exogenous variables (the "Demographic Profile" and influencing Persons" as considered the model variables) was accounted for by the endogenous variable, the parents' monthly income "PaMoIncome". Analysis of variance (ANOVA) was said to be significant (Sig. = 0.000) which meant that the exogenous variables ("Demographic Profile" and Influencing Persons") effect to the parents' monthly income is significant at 0.05 level of significance.

The summary of the regression coefficient indicated that of the eight (8) exogenous variables there are four (4) found to have a direct effect (in red arrows) to the parents' monthly income (ParentMoIncome), namely father's occupation (FatherOccuwih a p-value of sig = 0.000); the mother's occupation (MotherOccu with a p-value of sig = 0.000); the mother's educational attainment (motherEducAttainwith a p-value of sig = 0.01), and one from them the "Other Influencing Variables" the imam or religious leaders (ImamRelLead_inf with a p-value = Sig = 0.035). The father's educational attainment (fatherEducAttain) is not considered since it was a co-regressor (dashed red arrow) with the parent's monthly income (see first Regression Analysis results). The "Other Influencing Variables" are found to have a correlational effect only.

Figure 8 below, shows the relationship of the variables used to model in Linear Regression analysis making use of the parents' monthly income (ParentMoIncome) as the endogenous variable. The red arrow indicates a direct effect while the gray arrow indicates a correlational effect.

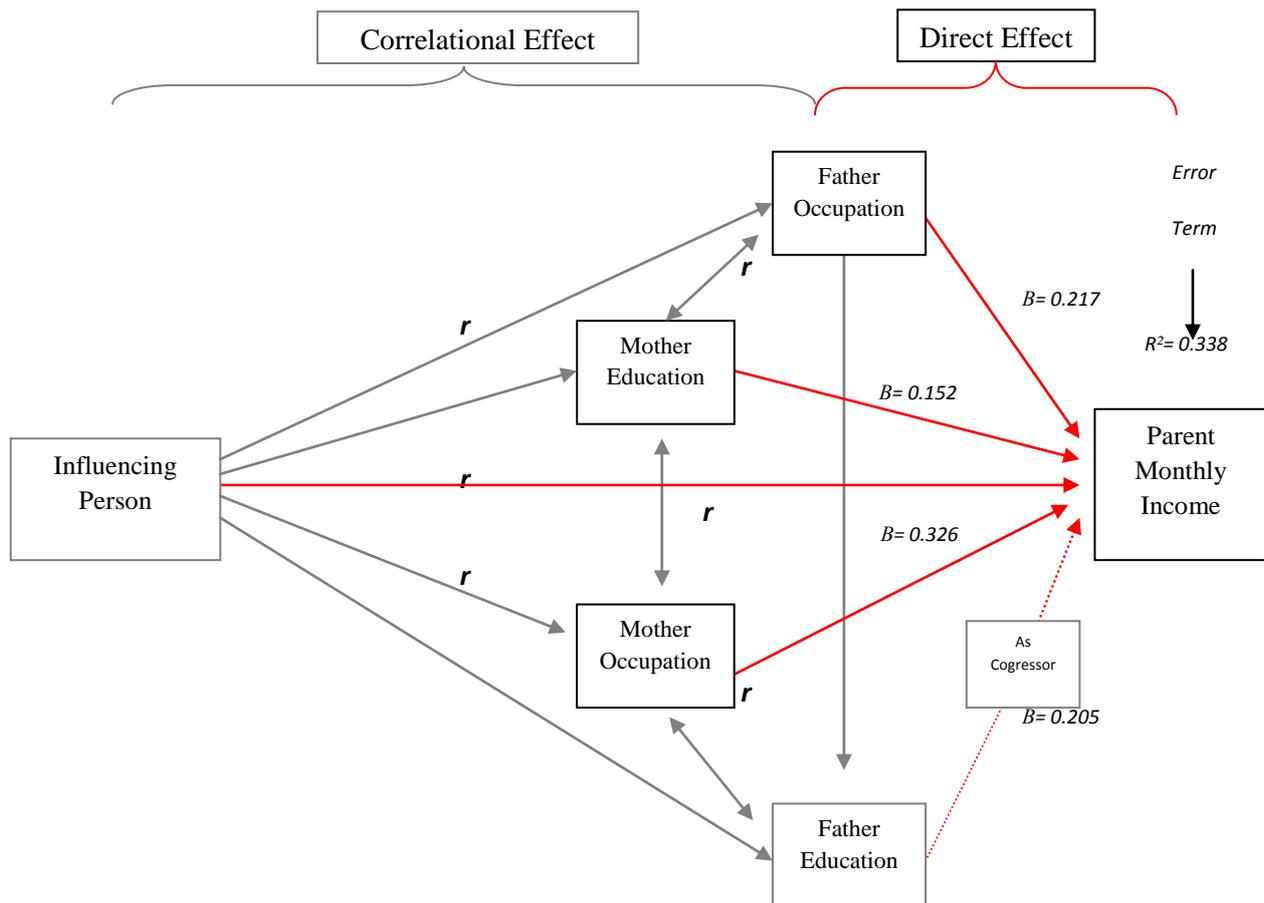


Figure 8. Model Summary for the Exogenous Variable (Parents Monthly Income) and Endogenous Variables (Demographic Profile and Influencing Variables) for the Grade 10 Students of Sibutu the regression analysis was making use of the father educational attainment (FatherEducAttain) as the endogenous variable against the exogenous variables mentioned in the first Regression Analysis.

The model summary evidenced that only 39.5% (coefficient of multiple determination $r^2 = 0.395$) of the exogenous variables (the “Demographic Profile” and Influencing Person” as considered in the model variable) was accounted for by the endogenous variable, the father educational attainment (FatherEducAttain). The ANOVA analysis was found to be significant (Sig. = 0.000) which meant that the exogenous variables (“Demographic Profile” and Influencing Persons”) effect to the father’s educational attainment is significant at 0.05 level of significance.

Regression coefficients of Exogenous Variables

1. Results indicated that of the eight (8) exogenous variables there are two (2) found to have a direct effect (in red arrows) to the father’s educational attainment (fatherEducAttain), namely father’s occupation (FatherOccu with a p-value of sig = 0.013); and the mother’s educational attainment (MotherEducAttain with a p-value of sig = 0.000. The parent’s monthly income (ParentMoIncome) is not considered since it was a co-regressor (dashed red arrow) with the father’s educational attainment (see first Regression Analysis results). The “Other Influencing Variable” is found to have a correlational effect only.

Figure 9 below, shows the relationships of the variables used to model in Linear Regression analysis making use of the father’s educational attainment (FatherEducAttain) as the endogenous

variable. The red arrow indicates a direct effect while the gray arrow indicates a correlational effect.

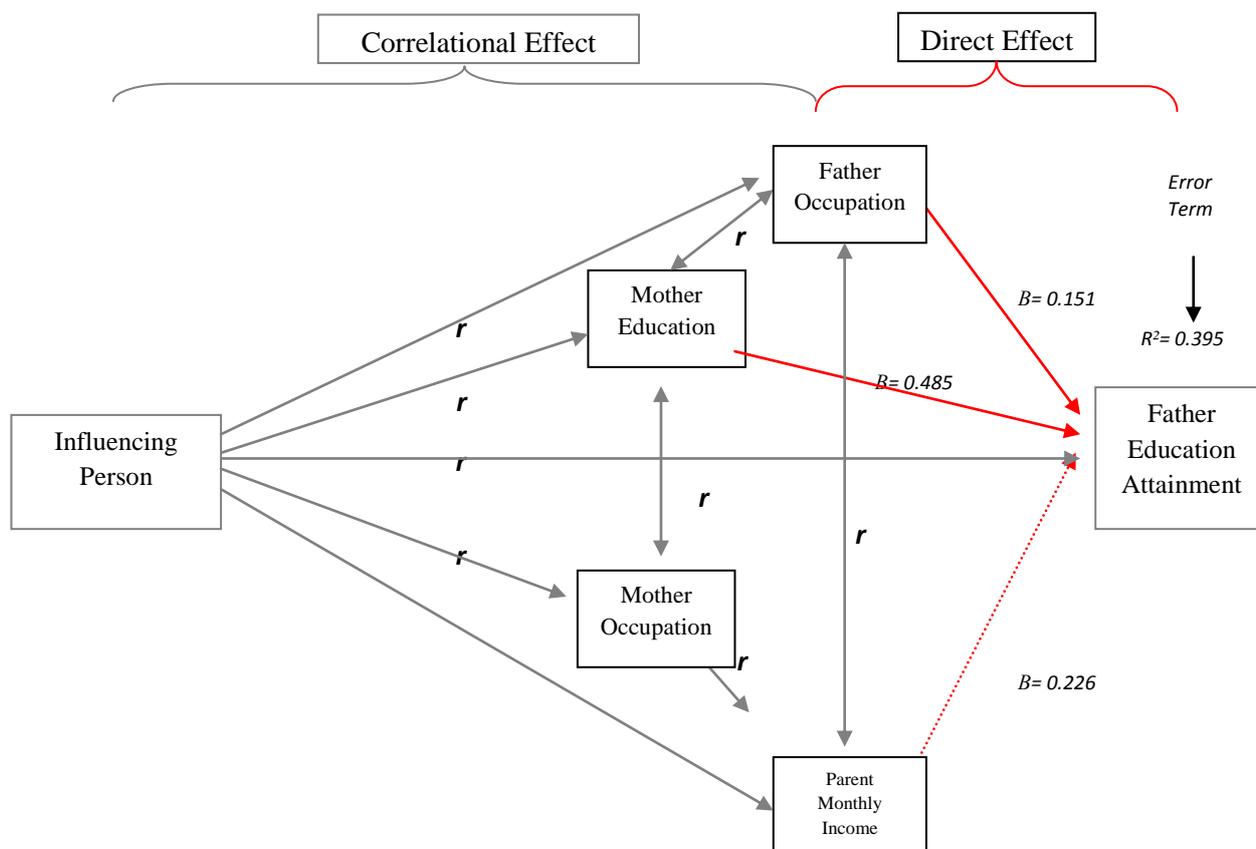


Figure 9. Model Summary for the Exogenous Variable (Father Educational Attainment) and Endogenous Variable (Demographic Profile and Influencing Variables) for the Grade 10 Student of Sibutu to further determine if other exogenous variables such as the mother occupation (MotherOccu) and the mother educational attainment (MotherEducAttain) have a direct, indirect or just a correlational effect to the endogenous variable, the father occupation (FatherOccu), the experiment was continued at 0.05 level of significance.

2. Only 6.9% (coefficient of multiple determination $r^2 = 0.069$) of the exogenous variables the mother occupation (MotherOccu) and the mother educational attainment (MotherEducAttain) in the model was accounted for by the endogenous variable, the father occupation (FatherOccu).
3. The summary of the ANOVA shows that the model is significant (Sig. = 0.000) which meant that the exogenous variables the mother occupation (MotherOccu) and the mother educational attainment (MotherEducAttain) with the endogenous variable, the father occupation (FatherOccu) at 0.05 level of significance.
4. The regression coefficients indicated that of the 3 (2) exogenous variables the mother occupation (MotherOccu) and the mother educational attainment (MotherEducAttain) have direct effect to the endogenous variable, the father occupation (FatherOccu). This relationship is indicated in red arrows in the succeeding figure (Figure 10). The red arrow indicates a direct effect while the gray arrow indicates a correlational effect.

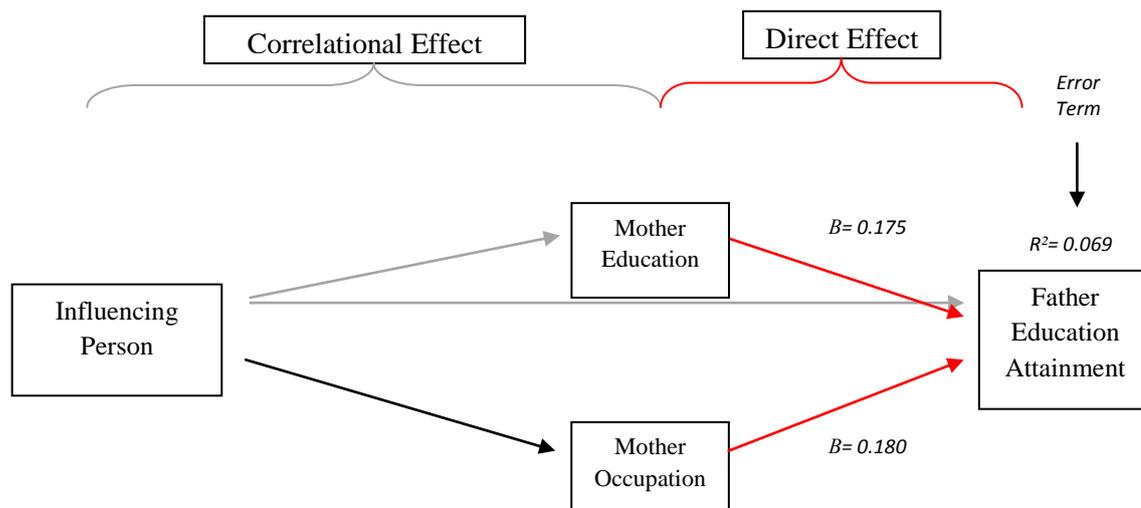


Figure 10. Model Summary for the Exogenous Variable (Father Occupation) and Endogenous Variables (Mother's Educational Attainment and Mother's Occupation) for the Grade 10 Students of Sibutu also the mother educational attainment (MotherEducAttain) was used as exogenous Variables versus the mother occupation (MotherOccu) as the endogenous variable at 0.05 level of significance.

5. Only 8. 6% (coefficient of multiple determination r squared = 0.069) of the exogenous variables the mother educational attainment (MotherEducAttain) has been accounted for by the mother occupation (MotherOccu) as the endogenous variable in the model.
6. ANOVA results indicated that the model is significant (Sig. = 0.000) which means that the exogenous variables the mother educational attainment (MotherEdcAttain) is significant as predictor of the mother's occupation (MotherOccu) a 0.05 level of significance.
7. Mother education attainment (MotherEducAttain) has direct effect to the mother's occupation (MotherOccu). The red arrow indicates a direct effect while the gray arrow indicates a correlational effect as can be seen in the succeeding figure.

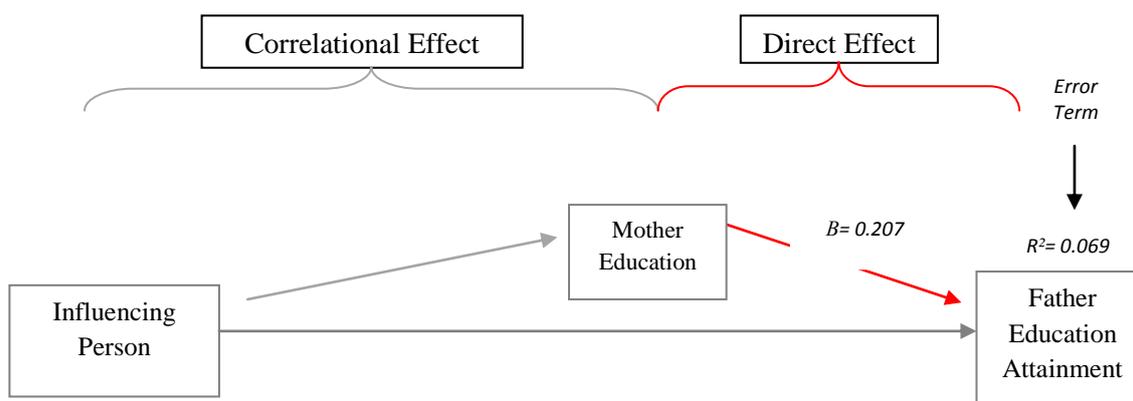


Figure 11. Model Summary for the Exogenous Variable (Mother's Educational Attainment) and Endogenous Variables (Mother's Occupation) for the Grade 10 students of Sibutu.

Thru the series of experiments conducted using Linear Regression Analysis of the IBM SPSS ver22, the succeeding figure (Figure 12) is the conclusion of the model for the “Causal Model of Grade 10 Student’s Career Choice in Sibutu Municipality”. The red arrow indicates a direct effect while the gray arrow indicates a correlational effect. Figure 12 summarizes the path effect of the different exogenous variables to the endogenous variable, the career choice. It can be interpreted as based from the available data from the questionnaire served to 280 grade 10 students in 6 high schools of Sibutu municipality that the “Career Choice” of these students was directly influenced by their father’s educational attainment and their parent’s monthly income. These effects are discussed as follows:

On the parent’s monthly income:

1. The parent’s monthly income was directly affected by the parent’s occupation (father and mother), the mother’s educational attainment and the Imam or religious leaders.
2. The mother’s education has a direct effect to the mother’s occupation in which the mother’s occupation also has the direct effect to the father’s occupation and father’s occupation also have a direct effect to the parent’s monthly income.
3. The influencing variables such as parent, teacher, friends, and relatives have no effect (direct or indirect to the parent’s monthly income except for the variable imam/religious leaders that also has a direct effect to the parent’s monthly income.

On the father’s educational attainment

1. In this model, the father’s educational attainment has a direct effect to the student’s “Career Choice”.
2. The mother’s educational attainment and father’s occupation also have a direct effect to the father’s educational attainment.
3. On the other hand other exogenous variables (“influencing persons”) do not have a direct effect to the father’s educational attainment but they were significantly correlated to the father’s educational attainment.

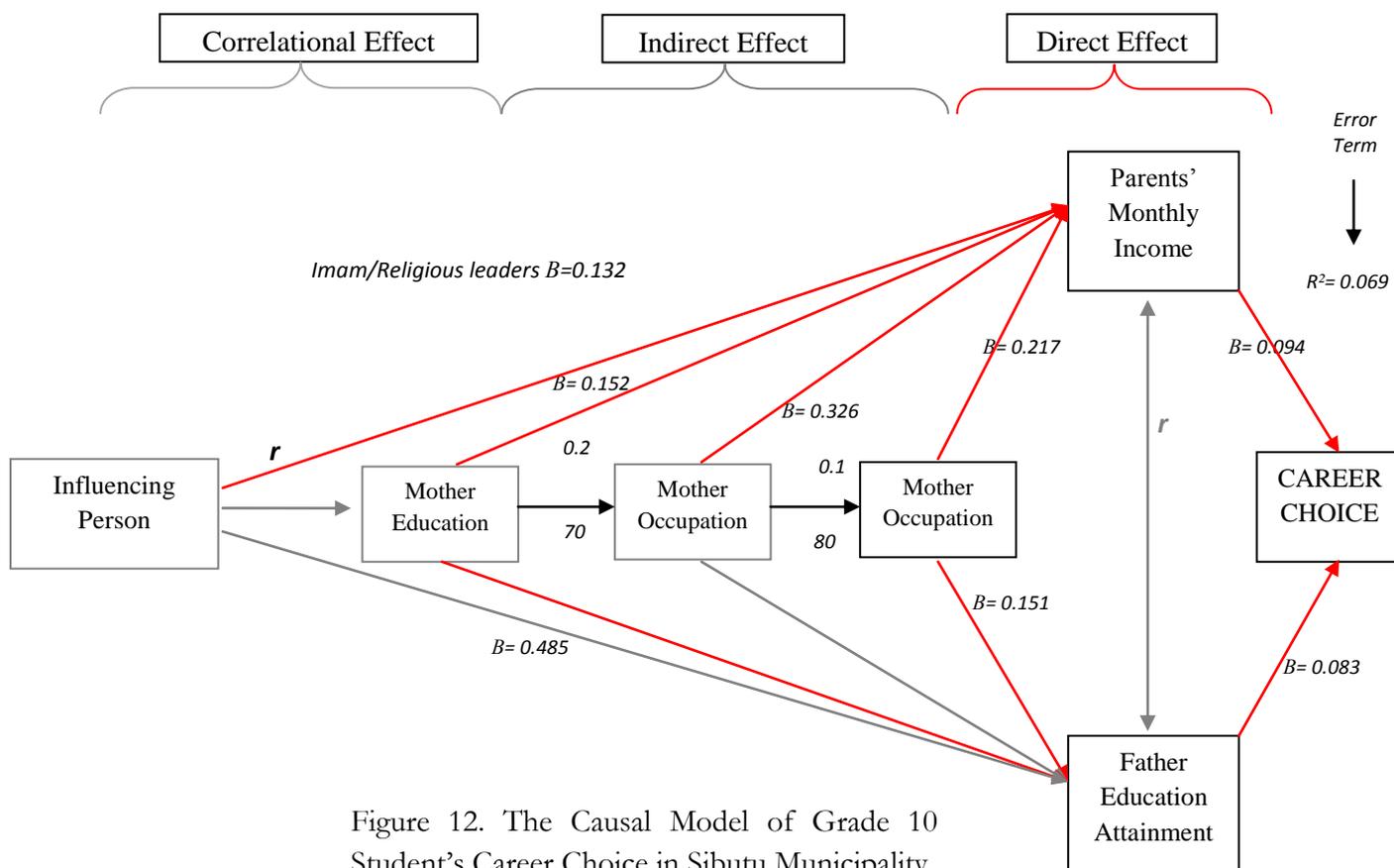


Figure 12. The Causal Model of Grade 10 Student’s Career Choice in Sibutu Municipality

Graphically, the model presented in figure 12 is *schematically different* from those 6 hypothetical models presented in the statement of the problem, although the career choice set as endogenous variable (dependent variable) and exogenous variables (independent variables) were based from those models.

With this model, the grade 10 students' career choice in Sibutu municipality can be best predicted by the Regression Equation model (using the Unstandardized Coefficients as modeled by the following linear regression equation).

Model: $Y_{\text{predicted}} = B_0 + B_1 * x_1 + B_2 * x_2 + B_3 * x_3 + \dots + B_n * x_n + e$

Where:

$Y_{\text{predicted}}$ is the predicted student's career choice;

B_0 is the constant term (0.241);

$B_1, B_2, B_3, \dots, B_n$ are the beta coefficients; and

e is the error term (0.075)

Therefore, Career Choice = $0.241 + B_1 * x_1 + B_2 * x_2 + B_3 * x_3 + \dots + B_n * x_n + 0.075$

Summary of Findings

The main purpose of the study was to determine and analyze a set of factors that influenced students' career choice in Sibutu municipality. On the basis of the data gathered, the following were the findings: Majority with 88.2% of the grade 10 students was coming from the five (5) public secondary schools, while only 11.8% was from one (1) private school. MSU-TCTO Tandu-Banak High School has found to be the highest number of respondents with 30%. There were 59.3% of the female respondents and 40.7% of the male according to gender. The range of students' age was between 16 to 17 years old and only 2 respondents were said to be 20 to 21 out of 280 respondents. The majority participants of the study concluded were "Sama" with 84.6%. Most of the students in Sibutu Municipality chose MSU-TCTO as their preferred school when going to college with 45.7%. 48.9% were the most common count of children in the families. The number of boys in the family commonly ranged only from 0 to 2 which was about (51.4%). The number of girls in the family commonly ranged from 3 to 5 or (45.7%). Students-Respondents' ranking in the family from being first child to the eleventh child were 22.1% with statistically evenly distributed. The highest fathers' occupation was farming with 66.1%. 88.2% was concluded as the highest mothers' occupation of the respondents known as "house wife or house keeper". Most (22.5%) of the students' fathers' educational attainments were high school graduate. The students' mothers' educational attainment was statistically no difference to the fathers' educational attainment as regards to the percentage distribution. Majority of the students' parents' monthly income ranged from PhP 2,000.00 to PhP 3,000.00. "Farming" was being generated as the highest source of income with 62.5%. Secondary source of income was also evident with 11.7% like that of sari-sari store and other options.

Out of the 26 different careers, there were 8 of these were commonly chosen. Thus "Education" was consistently ranked as the top priority with 31% from "first choice" to "fifth choice". On the other hand the "Military Career" has found to be the "first choice" with 28.9% compared to "Education" with 21.4%. The most influential choice of career was the students themselves that is according to their potentialities and abilities with 25.4%. There were 11 distinct persons believed and identified for the level of career choice. Out of these, "Parents" rated as the highest influencing individual with 90%. Parents and teachers were rated "very much" with regards to the interpretation and level of impact to students' career choice.

The monthly income of parents was significantly related to the career "Marine Merchant" ($r=0.182$ with $p\text{-value}=0.002$), "Military Career" ($r=0.175$, $p\text{-value}=0.0003$) and "Social Service" ($r=-0.197$, $p\text{-value}=0.003$). Also, the mothers' educational attainment (with $r=0.129$, $p\text{-value}=0.031$) and the primary source of income (with $r=0.133$, $p\text{-value}=0.026$) were significantly related to the students' choice of the "Military Career" and "Social Services", (with $r=-0.133$, $p\text{-value}=0.26$). The outcome was significantly related to fathers' occupation.

The Linear Regression Model of the IBM SPSS V.22 was utilized - the path analysis, at a pre-set 0.05 level of significance 7.5% (Coefficient of Multiple Determination $r\text{-squared}=0.075$) of the exogenous variables the "demographic profile" and "influencing person" accounted by the endogenous variable, the "career choice". The analysis of variance was found to be significant ($\text{sig.}=0.020$) and the effect to the career choice was significant at 0.05 level of significance. The fathers' educational attainment (with $p\text{-value}=\text{sig}=0.023$) and parents' income (with $p\text{-value}=\text{sig}=0.15$) have a direct effect to the career choice.

Since the first Regression Analysis found out that two (2) of the exogenous variables have a direct effect to the endogenous variables, a series of experiment were conducted to determine if the remaining variables can have a direct effect to the other variable or just a mere correlational effect. 33.8% (Coefficient of Multiple Determination $r\text{ squared}=0.338$) of the exogenous

variables was accounted for by the endogenous variable, the parents' monthly income. The Analysis Variance was said to be significant ($\text{sig}=0.000$) and the effect to the parents' monthly income was significant at 0.05 level of significance. Out of eight (8) exogenous variables, there were four (4) found to have a direct effect to parents' monthly income namely, fathers' occupation (with p-value of $\text{sig}=0.000$); mothers' occupation (with p-value of $\text{sig}=0.000$); mothers' education attainment (with p-value $\text{sig}=0.01$) and Imam or Religious leader (with a p-value= $\text{sig}=0.035$). 39.5% (Coefficient of the Multiple Determination $r^2=0.395$) of the exogenous variable was accounted for by the endogenous variable, the fathers' education attainment. The analysis of variance was found to be significant ($\text{sig}=0.000$) and its effect to fathers' educational attainment was significant at 0.05 level of significance. There were only two (2) found to have a direct effect to the fathers' educational attainment, namely the fathers' occupation (with a p-value of $\text{sig}=0.013$) and the mothers' educational attainment (with a p-value of $\text{sig}=0.000$).

To determine if other exogenous variables such as the mothers' occupation and mothers' educational attainment have a direct, indirect or just a correlation effect to the endogenous variable, the fathers' occupation, the experiment was continued at 0.05 level of significance. Only 6.9% (Coefficient of Multiple Determination $r^2=0.069$) of the exogenous variable was accounted for by the endogenous variable. The Analysis of Variance said to be significant ($\text{sig}=0.000$). Both exogenous and endogenous variables have an effect at 0.05 level of significance. The regression coefficient indicated that the three (3) exogenous variables have the direct effect to the endogenous variables, the fathers' occupation.

The mothers' educational attainment was also used as exogenous variables versus mothers' occupation as the endogenous variables at 0.05 level of significance. 8.6% (Coefficient of Multiple Determination $r^2=0.069$) of the exogenous variables has been accounted for by the mothers' occupation as the endogenous variable. The mothers' educational attainment was considered as predictor of the mothers' occupation at 0.05 level of significance. The mothers' educational attainments have direct effect to mothers' occupation.

Best model fitted for grade 10 students' career choice.

Based from the questionnaire served to 280 grade 10 students in 6 high schools of Sibutu municipality, the "Career Choice" of these students was directly influenced by their fathers' educational attainment and their parents' monthly income.

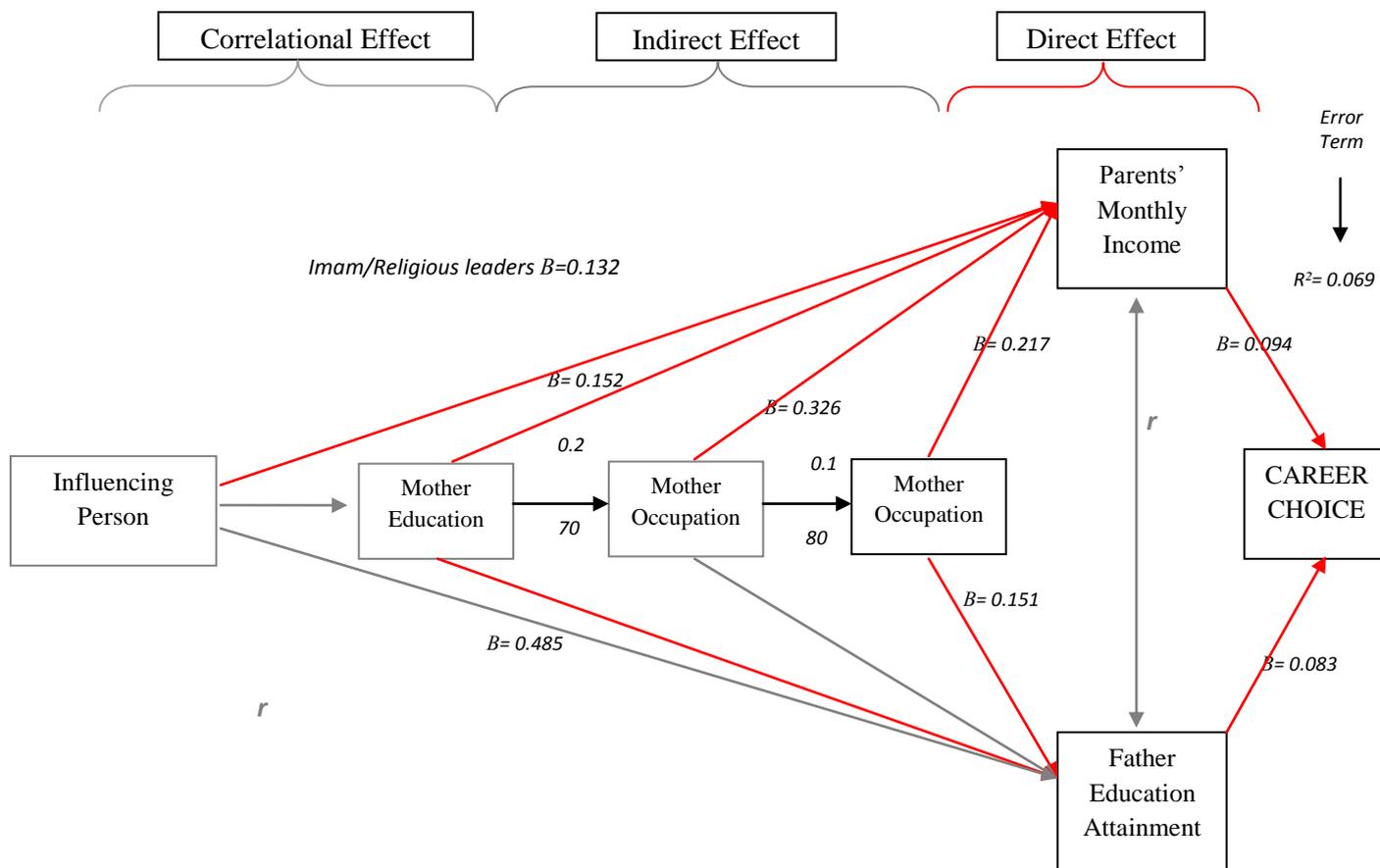


Figure 12. The Causal Model of Grade 10 Student's Career Choice in Sibutu Municipality

Conclusion and Recommendation

On the basis of the findings of this study, it was revealed that the students' career choices were greatly influenced by their own potentialities and abilities. The students' were somehow able to choose their choices of career in line with their self-interest and preference. Notwithstanding, the greatest participation of parents and teachers were found to be significant also in terms of students' career choice. This means, though students of today can generally decide their own aspiration and personal beliefs basing from their own knowledge, understanding and skills, the ideas of decision-making in relation to choose the right vocation or seeking the best career can be hopefully determined and addressed by most influential persons like those of teachers and parents. Furthermore, the best fit model for students' career choice must involve many factors and analyze through regression analysis. Career choice must be carefully planned based on individual skills and abilities, preference and work demand. As such it is recommended that career guidance programs and other job seeking related services must be regularly conducted among the six (6) secondary schools in Sibutu Municipality. Every secondary school must have a guidance counselor to supply those senior high students with enough pertinent information and proper interpretations concerning their abilities, aptitudes, interest, needs, temperament and personal characteristics to help them make crucial decision. Career choice examination must be also conducted among senior high school students for them to be guided with their career preference. Orientation and seminar on career guidance must be conducted every year. Brown, Roche, Abrams, Lamp, Telander, Daskalova, Tatum, and Massingale (2017) research findings suggested that efforts to develop effective support-building interventions promoting positive

educational and career development is encourage in order to promote greater academic persistence.

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