

The Relationship between Gender Identity Development and Career
Decision-Making Process among High School Learners

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DECLARATION

I declare that this research report is my own, unaided work. It has not been submitted before
for any other degree or examination at this or any other university.

Lara Letlhogonolo Rammutla

Date

DEDICATION

To my two treasures, Kelebone and Neo, you are the inspiration behind everything that I do. I love you dearly. Mom

To my dearest mother, Kgomotso, you truly are a woman of noble character.

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ABSTRACT

According to Erikson (1968), adolescents and young people are greatly engaged in the process of identity development with the intentions to evade a state of diffusion and role confusion. Not much research in the areas of identity formation and career development has explored the possible relationship between these two phenomena. The purpose of this study was to investigate whether there is a relationship between gender identity formation (identity statuses) and career decision-making process among high school learners. In addition the study explored if there are gender differences between males and females on identity statuses, as well as on career decision-making process. A sample of 156 Grade 12 learners participated in the study. The Revised Extended Objective Measure of Ego Identity Status (Bennion & Adams, 1986) and the Study Choice Task Inventory were administered to the learners. Findings of the study showed correlation between the identity statuses of Diffusion, Foreclosure and Moratorium for males and females and the career decision-making process. No statistically significant differences were found between males and females on the variables, namely, identity statuses and aspects of career decision-making processes. Implications for theory and practice and recommendations for future research are provided.

Key Words: Adolescence, identity statuses, gender, decision-making process, study choice, decisional task

TABLE OF CONTENTS

Title Page	I
Declaration	II
Dedication	III
Acknowledgements	IV
Abstract	V
Table of Contents	VI
Reference and Appendices	VIII
List of Tables	IX
List of Figures	X
 CHAPTER ONE: INTRODUCTION AND RATIONALE	 1
1.1 Rationale	3
1.2 Overview of the study	4
 CHAPTER TWO: LITERATURE REVIEW	 6
2.1 What is Identity?	6
2.2 Marcia' Ego Identity Statuses	9
2.3 Gender Differences on Identity Formation	14

2.4	Career Decision-making Process	19
-----	--------------------------------	----

CHAPTER THREE: METHODS **27**

3.1	Aims of the Study	27
-----	-------------------	----

3.1.1	General Aim	27
-------	-------------	----

3.1.2	Specific Aims	27
-------	---------------	----

3.2	Research Design	28
-----	-----------------	----

3.3	Sample	29
-----	--------	----

3.4	Instruments	32
-----	-------------	----

3.4.1	The Revised Extended Version of the Objective	32
-------	---	----

Measure of the Ego Identity Statuses (EOM-EIS II)

3.4.2	The Study Choice Task Inventory (SCTI)	33
-------	--	----

3.5	Data Analysis	36
-----	---------------	----

3.6	Ethical Considerations	36
-----	------------------------	----

CHAPTER FOUR: RESULTS **38**

4.1	Overview of Data Analysis	38
-----	---------------------------	----

4.2	Correlation between Gender Identity Statuses and	39
-----	--	----

Career Decision-making Process

4.3	Gender Differences in the Formation of an Identity	42
-----	--	----

4.4	Gender Differences on the Process of Career	43
	Decision-making	
CHAPTER FIVE: DISCUSSION AND CONCLUSION		44
5.1	Correlation between Gender Identity Development	44
	And Career Decision-making Process	
5.2	Comparison of Males and Females on Identity Statuses	48
5.3	Comparison between Males and Females on Career	49
	Decision-making Process	
5.4	Practical Implications of the Results	50
5.5	Limitations of the Study	53
5.6	Suggestions for Future Research	55
5.7	Conclusion	57

REFERENCES	59
-------------------	-----------

APPENDICES	66
-------------------	-----------

Appendix 1A: Background Information Sheet	67
---	----

Appendix 2A: EOM-EIS II	68
-------------------------	----

Appendix B: SCTI	73
------------------	----

Appendix C: Principal Information Letter	81
--	----

Appendix D: Principal Consent Form	83
------------------------------------	----

Appendix E: Parent Information Letter	84
---------------------------------------	----

Appendix F: Parent Consent Letter	86
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Appendix G: Participant Information Sheet	87
---	----

Appendix H: Participant Assent Form	89
-------------------------------------	----

Appendix I: GDE Information Letter	90
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LIST OF TABLES

Table 1:	Background Information of the Participants	30
Table 2:	Participants' Parental Education	31
Table 3:	Participants' Parental Occupation	32
Table 4:	Relationship between Identity Statuses and Career Decision-making in Females	40
Table 5:	Relationship between Identity Statuses and Career Decision-making in Males	41
Table 6:	Distribution of Mean Scores on Identity Statuses and t-test Results	42
Table 7:	Comparison of Male and Female Scores on the Career Decision-making Process	43

LIST OF FIGURES

Figure 1:	Tasks in the Career Decision-making Process	23
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