

Development and Validation of a Development and Validation of a Measure of Perceived Career Value Discrepancy Between Indonesian Students and Significant Others

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Introduction

Career development knowledge has largely been derived from research conducted in Western, Educated, Industrialized, Rich, and Democratic contexts (Henrich et al., 2010). Although recent scholarship has begun to examine what does and does not translate to non-Western and developing contexts (e.g., Yao & McWha-Hermann, 2025), the field still pays limited attention to how collectivism and religion shape career decision-making and development. Indonesia offers a salient case: it has strong collectivist orientations (Hofstede's individualism score $\approx 5/100$) and pronounced religious commitments, factors known to influence young people's career aspirations (Sawitri & Creed, 2016). Prior Indonesian research highlights parental expectations and adolescent – parent career congruence as key drivers of aspirations and actions (Sawitri et al., 2013), yet most of this work centers on goal-setting rather than the underlying career values that guide decisions. While Abessolo et al. (2018) introduced a

career-value scale grounded in basic values, career orientations, and anchors, it may underrepresent collectivist value patterns that shape behavior in such contexts.

This study examines which values are most important in career decision-making among undergraduate and postgraduate students in regional Indonesia. We outline the development of a measure of perceived discrepancy and congruence between individuals' career values and those of significant others, and we consider how these value alignments relate to key Social Cognitive Career Theory variables, self-efficacy and outcome expectations, and selected career outcomes. By centering collectivist and religious value systems, the project provides a culturally responsive lens on career development and offers practical implications for family-engaged career guidance in Indonesia and comparable settings.

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