

## Characteristics of Career Choice Related to Maternity Leave

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### Abstract

The aim of this work is to define what are main characteristics of career change choice of Generation Y females who have relation with maternity leave. Analysis of scientific literature and interview method are used in this study. Data were collected and finalized using qualitative content analysis process. Main research findings show that there are major differences in characteristics, which influence career choice in the context of maternity leave.

**Key words:** *Career choice, career decision making process, maternity leave*

### Anotacija

Šio darbo tikslas – apibrėžti, kokios yra pagrindinės Y kartos moterų keičiančių karjeros kryptį ir turinčių ryšį su motinystės atostogomis kontekstu, charakteristikos. Šiame tyrime naudoti mokslinės literatūros ir interviu metodai. Duomenys rinkti ir apibendrinti naudojantis kokybinės turinio analizės procesu. Pagrindiniai tyrimo rezultatai rodo, kad yra reikšmingų charakteristikos skirtumų tarp „, su motinystės atostogų kontekstu ir jo neturinčių.

**Reikšminiai žodžiai:** *karjeros pasirinkimas, karjeros sprendimų priėmimo procesas, motinystės atostogos.*

### Introduction

Career decision is one of most important decisions in person's lifetime (Lent & Brown, 2020). This decision plays a key role in individuals social, emotional, and economical situation (Gati & Kulcsár, 2021). Career decision has long term effect on person self-satisfaction (Amir & Gati, 2006) and standard of living (Kulcsar et al., 2020). Individuals must accept changes in the environment and adapt their career accordingly (Savickas, 2012). Career counsellors could be part of this process and play a guiding role in career decision making process (Gati et al., 2019). Career counsellors apply variety of methods and techniques to support individuals thought the process. Counsellor helps to make better decision and reduces a risk of regret of choice.

Career decision making process is under research for more than a century with a close link to make recommendations for the work of career counsellors. The first one presenting career decision making process was Parsons in 1909. Original Parsons model consists of 3 components: clear understanding of oneself, knowledge of different work and true reasoning for choice. Typically, the initial topic of discussion in career counselling follows Parson's theory by identifying reasoning for career indecision and decision goals (Brown & Rector, 2008). Since 1909 career services evolved offering variety of new professions. Furthermore, economic and technological changes affected work as such and accelerated competition and challenges among career decision makers (Blustein et al., 2019). Parsons (1909) formula is still useful, but has several limitations, particularly considering rapid world changes. Following, Lent and Brown (2020) introduced context as a component in career decision making process, adding it to Parsons model.

There are other theories and practices available about achieving good career choice. Main theories include Dawis and Lofquist (1984) Theory of Work Adjustment, Person – Environment P-E fit approach by Holland (1997) and other focusing on process of making career choice (Gati et al., 2010, 2012; Ebner et al., 2018; Gadassi et al. 2012, 2013; Gati and Levin, 2012). Person – Environment fit theory focuses on person's profile and its personality fits to work environment (Holland, 1997), while Theory of Work Adjustment emphasizes person's abilities and skills and the job requirements. Main target of Theory of Work is to match person's needs with job needs to reach mutual satisfaction (Dawis and Lofquist, 1984).

Career decision making process orientated approach focuses on steps and difficulties involved in career decision making process. The main target for counselling is to help individuals make the best choice possible (Phillips & Jome, 2005). Identification of stoppers, challenges, and support to



make career related decision is complex and involved multiple dimensions (Kulcsar et al., 2020; Gati & Levin, 2012). Xu and Bhang (2019) in their work on summarizing research and literature on career indecision topic summed up five leading factors: neuroticism/negative affectivity, choice/commitment anxiety, need for information, lack of readiness, and interpersonal conflicts.

Most recent research by Xu and Flores (2023) proposes a four-stage career decision process model, which involves four interlinked macro stages and micro steps within each stage. Four main stages are broad exploration, reduce confusion and contain ambiguity, implement the choice and reevaluate the choice. Individuals in Stage III proactively and strategically implement the choice and advance their career in the chosen educational/occupational area and in Stage IV reevaluate the choice and if needed even could start the process from Stage I again. All stages and model foregrounds decision uncertainty.

The goal of this paper is to identify what are career choice characteristics and how those characteristics relate in the unique research context of maternity leave. In this research work career decision making process model dimensions are used. Respondents who participated in the interview are females from 28 to 39 years old, who were born between 1980 and 2003 (Hurst & Good, 2009). Individuals belong to generation Y (Krahn & Galambos, 2014). Therefore, it is necessary to emphasize that the work takes into account two other influencing elements – gender and generation Y values and beliefs.

The remaining section of this paper is structured as follows: In Literature Review section theoretical background of the study is presented. Methodology section presents research method and participant's profile. The Results section covers outcome of the research, which follows with Conclusion section.

## Literature Review

Over the past century, career development and career decision- making process has been a central topic for career development research (Gati & Kulcs'ar, 2021; Xu & Bhang, 2019). In Literature review section author explores and highlights career choice characteristics considering Generation Y and gender differences.

**Career choice characteristics.** An important characteristic of career choice is the way, or the style individual is making a career decision. Researchers categorized decision making styles into the following groups: rational, compliant, emotional, impulsive, fatalistic, intuitive, and agonizing (Gadassi et al., 2012). It is believed that decision style is stable personal characteristic. However, researchers Singh and Greenhaus (2004) and Shiloh et al. (2002) proved that single decision-making style only partially explains decision making process and in fact more than one style is dominant for each individual in consideration.

Career decision making process (CDMP) was developed by Gati et al. (2010), which considers personality-related factors and situational influences regarding decision – making behavior. Considering criticism of single approach to decision making style, Gati et al. (2010) proposed model, which focuses on the career decision making process considering multidimensional characteristics, rather than decision making styles. Based on systematic literature analysis, researchers included 11 dimensions to the model.

CDMP model was developed further in the following years: In 2010, Mashiah-Cohen argued that intuitive aspect of decision making was not sufficiently included in CDMP model. Following, twelfth dimension of *using intuition* was included in the model. Since 2012 this model consists of 12 dimensions, which define differences in career decision making styles (Gadassi et al., 2012). It consists of *information gathering, information processing, locus of control, effort invested in the process, procrastination, speed of making the final decision, consulting with others, dependence on others, desire to please others, aspiration for an ideal occupation, willingness to compromise and using intuition* (Ebner et al., 2018; Gati et al., 2010).



Ebner et al. (2018) tested the CDM model with German sample. The main finding revealed that proactive personality is positively related to information gathering and efforts invested to make decision. Open people tend to compromise in career decision making process, and those who are extravert tend to consult the others on career choices. Furthermore, satisfaction in life is positively associated with aspiration for an ideal job.

Considering findings of studies done by Gadassi et al. (2012, 2013), six dimensions are more adaptive for career decision making and represent more adaptive career decision making profile. Those six dimensions are the following: Comprehensive *Information gathering*, a more internal *Locus of control*, less *Procrastination*, greater *Speed of making the final decision*, less *Dependence on others*, and less *Desire to please others* (Willner et al., 2015). Career Decision – Making Adaptability score system was developed considering these six dimensions (Gati and Levi, 2012)

**Characteristics of Generation Y.** The Generation Y born date range: 1980 – 2003 (Hurst & Good, 2009). Members of Generation Y often referred to as Millennials (Kultalahti & Viitala, 2014). Generation Y was raised in a time of economic growth and expansion. According to Hurst & Good (2009), 16 percent of individuals of Generation Y were grown in poverty. Individuals participating in this research are Lithuanians, who had their childhood in Lithuania. During World War II Lithuania was occupied by Soviet Union. In 1990-1991, Lithuania restored sovereignty, so Generation Y was the one witnessing the events. Generation Y has seen more hardships than other generations. They are patriotic, have strong sense of morality, are willing to fight for freedom, values family, and home (Hurst & Good, 2009).

According to author Brown (2004), Generation Y is keen to have an intellectual challenge at work, always wants to be successful and can invest a lot of effort to make a difference. They target to have employer who will invest time to their professional development. Generation Y cares about better world, so always looks for meaningful work. They are very responsible and always achieve personal targets (Kultalahti & Viitala, 2014).

Furthermore, generation Y also referred to as internet generation, who is connected via social media with each other all the time (Wiedmer, 2015; Gursoy et al., 2008). This generation was grown surrounded by technology, so they feel comfortable using internet, mobile phones and computers (Smith, 2010). Generation Y is not afraid of change at work, so always searches for better way and possibility to work (Hart & Brossard, 2002).

Regarding work environment, they are more people oriented and at work want supervision, clear structure of tasks and set personal goals (Cennamo & Gardner, 2008; Kultalahti & Viitala, 2014). The Generation Y expects ability to contribute, be involved in management and decision-making process at work (Eisner, 2005). They do not tolerate slow pace of work and want to get immediate feedback on their work (Wieck, 2008).

Following explanation, the conclusion is that individual's career choice will be closely related to the main characteristics and values of his own generation (Prawitasari, 2018). Generation Y can be described as active technology and internet users, high willingness to be involved in management and decision-making process, can be trusted as they have high responsibility feeling and target to achieve best results.

**Career choice gender related characteristics.** In this study all participants are females, so it is important to highlight main characteristic differences of career choice related to gender. There are gender related differences as tolerance of stress and personal view to our own career. Researchers Gaule and Piacentini (2018) and Robinson (2011) in their studies highlight, that females tend to face more challenges in career such as anxiety and social exclusion compared to man. Moreover, according Waaijer (2017), females also hold more negative views of their career prospects compared to male.

Furthermore, there are gender differences in career choice related to competence factors, such as gender differences in actual or perceived ability and background (Morgan et al., 2001). On the



side, there are gender differences in work values investigated by researcher Rowe and Snizek (1995). Findings show that women tend to place more importance on good atmosphere at work and positive relations with a coworker, where men place more value on benefits and rewards, such as salary, bonus and status.

In addition, Kamas and Preston (2012) research find out that females are less confident in evaluation of self-performance, compared to man. Also, females' confidence level has effect on decision to compete and could partially have effect on high – level competitive occupations and lower wages. Moreover, according to Morgan et al. (2001) research, women reported interpersonal work goals more and high pay and status work goals less frequently compared to man.

Family situation also plays important role in career choice process. For example, Seo et al. (2021) in their study have been exploring the association of personal and contextual factors of doctoral students across disciplines with their career decision making. In the preliminary model, Major and Marriage were significantly associated with doctoral students' career choices among the personal factors. Furthermore, Frintner et al. (2018) found that spouse or family-related circumstances and abilities to manage their working schedule were significantly more important in their job selection to married residents, than to single residents. Also, Gomez et al. (2021) confirmed, that women tend to go through career choice process relatively more decisive than male counterparts when they are supported by their family, school and teachers.

Following reasoning, it can be concluded that women have a harder time making risky decisions, avoid confrontation, are more family oriented and seek good relationships and environment at work.

## Methodology

Interview study was conducted during the period of 2022 March to 2023 February. Qualitative question-based discussions with respondents took place online through Google Meet application. Each meeting scheduled separately on one-on-one bases. The duration of each interview varied from 90 to 120 minutes. This study covers only part of the analysis of interviews and focuses on impact of characteristics for career choices impacted by the maternity leave.

Qualitative content analysis (QCA) method was used to analyze content of respondents answers. It is noteworthy that QCA method is traditionally widespread in such disciplines as sociology, psychology, educational research (Schreier et al., 2020). This method also proved to be suitable for search for causal impact explanations (Gläser & Laudel, 2019; Creswell & Poth, 2016; Patton, 2014).

Questions were composed as direct and open-ended questions. Interviews yield in-depth responses about respondents' experiences, perceptions, feelings, and knowledge. Collected data consist of sufficient context to be analyzed and interpreted (Patton, 2014). Observations capture people's personal perspective and experiences. For the beginning of the interview sociodemographic information was collected: Gender, age, work experience and education. The second set of questions has been focusing on exploring emotional background and personal circumstances. The third set of questions has been focusing on process and situations impacting career-related choices.

**Participants.** In this study the convenience sampling was used because the respondents of interest were accessible geographically (Miles & Huberman 1984). The author of the article is an independent self-employed career consultant. All the participants were clients reached on their own initiative for career advice service. It is important to highlight that this type of sample might display selection biases. However, the findings provide insights to advance the discussion and provide deeper understanding of career related choices impacted by maternity leave.

Demographic data collected during interviews to describe the sample, are presented in Table 1. 19 people have been interviewed in total. All participants are females, and their age varies from 26 to 39 years old. To achieve diversity in career choices, interviews have been taken one on one





and with agreement on sharing life experiences openly. Participants have work experience in different industry sectors, such as service, manufacturing, communication etc. For distribution of career areas there was used Standard Industrial Classification (SIC), which has 10 major economic activities (Siccode, 2023).

Main target of this study is to understand career related choice in the context impacted by maternity leave. Based on respondents' answers, the 3 categories for maternity leave context relation were placed. The first group (Group X) of respondents are females currently on maternity leave period (11%); females, who know that they are already pregnant and making career choices considering maternity leave period (21%); females, who are already back to work from maternity leave period (16%). To be more specific, this maternity leave period was no later than 2 years in the previous year period. No context of maternity leave has 10 respondents (53%). In this work it is referred to as Group Y.

**Table 1:** Demographic characteristics of study participants (N = 19)

Age	31.8 (26 to 39)
Female gender	19 (100%)
Time in workforce (years)	9 (2 to 18)
No maternity leave context (Group Y)	10 (53%)
Maternity leave context (Group X)	9 (47%)
On maternity leave	2 (11%)
Planning maternity leave	4 (21%)
Was on maternity leave in 2 years period	3 (16%)
Education	
College, professional school	3 (16%)
Bachelors	9 (47%)
Masters	4 (21%)
Doctoral degree	1 (5%)
Accelerated program graduates	2 (11%)
Distribution in career areas	
Agriculture, Forestry, And Fishing	0 (0%)
Mining	0 (0%)
Construction	0 (0%)
Manufacturing	3 (16%)
Transportation, Communications, Electric, Gas, And Sanitary Services	2 (11%)
Wholesale Trade	0 (0%)
Retail Trade	1 (5%)
Finance, Insurance, and Real Estate	4 (21%)
Services	8 (42%)
Public Administration	1 (5%)

*Source: Created by article author based on interview data. Age and time in workforce presented as mean; Data presented as n (%)*

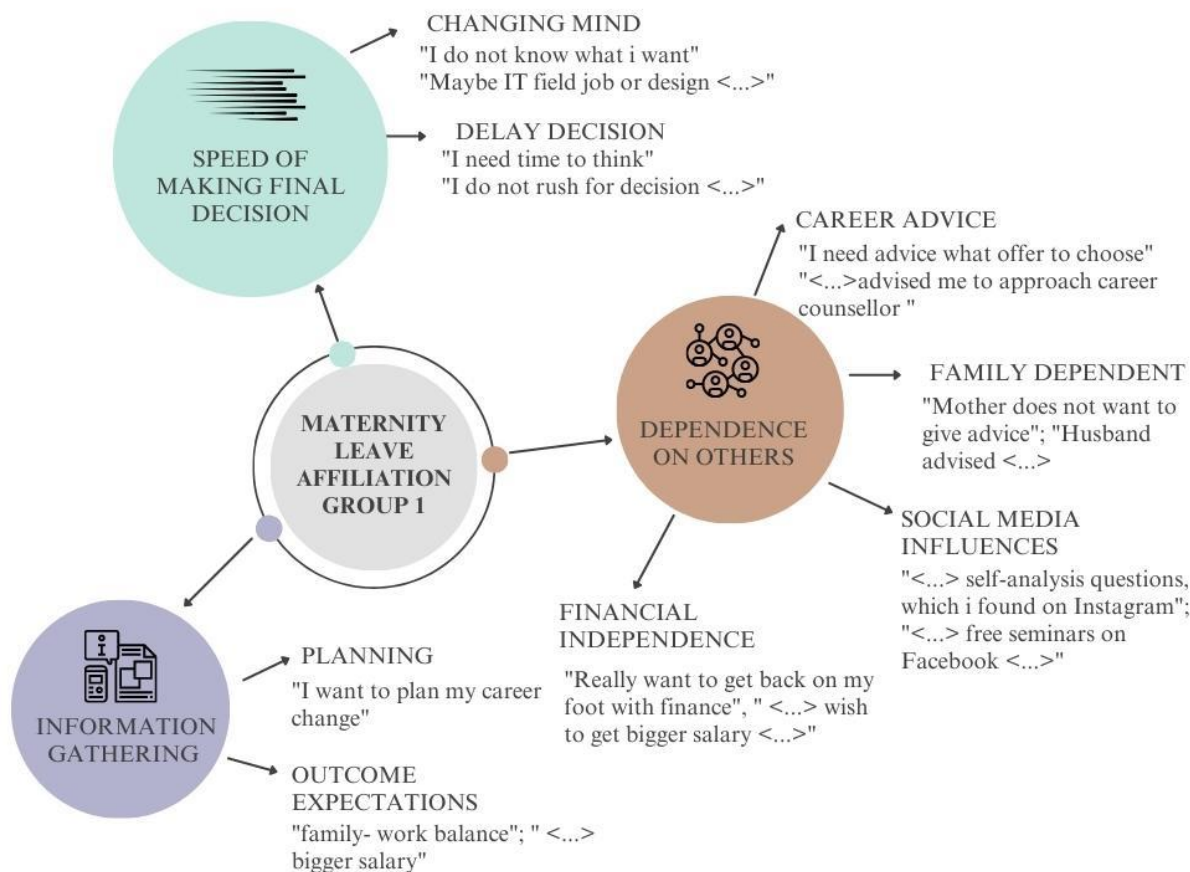
No identifying data are presented in this research, all quotes presented anonymous. The answers of participants have been recorded, so original sentences and vocabulary are used in this work to present the data.

## Results

Results will be presented considering two groups of respondents. They were grouped based on presence of maternity leave context. At the end of result section, the main career decision-making process characteristics of each group were highlighted. Individuals marked in citation with symbol "X", who belong to Group X and "Y" who belong to group Y. Characteristics are



categorized considering detailed explanations of individuals stories for career decision making process. Females have been assigned to first group of respondents if they have maternity leave context. To be more specific, woman, during the interview date, is on maternity leave; planning maternity leave, because aware of her pregnancy; was on maternity leave in two years period, but currently working full time. Analysis of description of first group showed the following three dominant dimensions of career choice process characteristics: *Speed of making final decision, information gathering, dependence on others* (see Fig. 1).



**Fig. 1:** Main characteristics of career related choice of Females with maternity leave context (Group X)  
 Source: Created by paper author based on Interview answers

Dimension *speed of making decision* covers two main characteristics, which are *changing mind* and *delay decision*. Respondents of group X admit that they have difficulties to make decision for a long time: *Already one year passed of my maternity leave and I have not decided yet what career I want to proceed after maternity leave period will be over <...> (X<sub>1</sub>); I think I will find a new job during my maternity leave, but I am already over a year back to my company <...>I am not happy to be back, but cannot make decision what job to look for (X<sub>2</sub>); I was thinking of IT companies and jobs, but my background is designer and maybe it would be better to stick to the field of my education (X<sub>7</sub>)*. Majority of respondents in this group during the interview in one way or another tend to change their minds about career they want to proceed. According to the females: *I give enough time for myself to think <...>I do not want to make rushed decision (X<sub>5</sub>); I need time to think and make decision <...> discussion on career choice we can schedule after few months*. This kind of procrastination of career decision and giving yourself long time intervals to think shows intention to delay decision and fair to make commitment.

Females who have context with a maternity leave also have been noted to have strong link to *dependence on others*. Dimension *dependent on others* based on answers are categorized to four following characteristics: *Career advice, family dependent, social media influences, financial independence*. It was noted that individuals of group X actively seek career advice: *I participated in Europass organized online seminar on career change, which was advertised on Facebook <...>(X<sub>8</sub>); I want to get support on making right career decision. My husband advised me to approach career counsellor as I am not sure, what I want to do with my career (X<sub>2</sub>); <...> I received 2 job offers and cannot decide which job would fit me more. I want to get advice from outside. Hope you could help me <...> (Y<sub>1</sub>)*. A distinctive characteristic of this group is that they all mentioned the element of family in one aspect or another in the conversation, which shows strong dependence on family: *Mother does not want to give advice because she thinks that her advice is always ignored (Y<sub>1</sub>); My daughter is already independent and I could go back to work, if I want to at any time (X<sub>3</sub>); Husband advised to decide what I will work after maternity leave and go to study if needed. He says that maternity leave could be a good time to change profession <...> (X<sub>4</sub>)*. Females noted financial dependence fact on joined family income during maternity leave period and expressed wish and willingness for financial independence, as one of reasoning for career change. Social media channels and social media influences were noted during conversations as well: *One of my wishes is to get bigger salary, as after I return from maternity, my salary remained to the same level as it was before maternity leave (X<sub>2</sub>); During the second year of maternity leave, maternity pay was very low, so I always had to ask my husband for additional money. Really I want to get back on my foot with finance (Y<sub>1</sub>); I saw several win stories from career change on social media, also there are so many ladies starting their own business during maternity leave, so maybe I could be success story as well (X<sub>4</sub>); Europass organizes quit often free seminars on Facebook (X<sub>8</sub>); I try to understand what career would fit me by doing tests and answering self-analysis questions, which I found on Instagram on career guidance related profiles (X<sub>1</sub>)*.

The third most dominant dimension for group X is *information gathering*, which is separated into two following characteristics: *planning* and *outcome expectations*. Females during interview demonstrated and showed their efforts to plan career change. They gather information, do self – analysis, read social media with a target to achieve better career choice: *I have been looking for new job opportunities not only on job advertisement channels, but also on social media (X<sub>10</sub>); I want to plan my career change with least effect to my financials (X<sub>1</sub>)*. Respondence during interviews could identify clearly the expectations for the interview and for career change itself: *I want to work from home as it would be easier to take care of child during his sick and flue periods (X<sub>3</sub>); I want to get bigger salary (X<sub>2</sub>); I do not want to work overtime as I did before (Y<sub>1</sub>)*. However, none of the participants from group X could identify what exactly career path they would like to take. Outcome expectations are focused on financial and family – work balance aspects only.

Analysis of descriptions of the second group showed the following three dominant dimensions of career choice process characteristics: *information gathering, dependence on others, aspiration for an ideal occupation*. The second group of respondents do not have context with the maternity leave, but also seek career change.

Dimension - *aspiration for an ideal occupation* - has one main characteristic, which is *seeking perfection*. This group of respondents showed desire to have ideal job and during interviews listed requirements for future employers, working place and work conditions. It is important to note that ideal position or job description could not be identified, however value-based conditions for company were specified: *I want to work in international corporation, which has modern office and flexible working conditions. I want to work from home for majority of time, so for me it is important that company would have home office option (Y<sub>2</sub>); Employer should invest to employee training. I want to make sure that my future employer will give me opportunities to grow and do career (Y<sub>3</sub>); Benefit package for me is important as well as team building activities and events funded by the*



company (Y<sub>6</sub>). Furthermore, respondents highlight that career change main intension is to embrace work conditions and that career decision will be made only when perfect employer will be found and matched to their needs: *I want to make sure that company is right for me first, only afterwards I will make decision. I don't have the luxury of taking career risks, so I have to make sure the company is perfect and meets my requirements (Y<sub>2</sub>); My current job conditions are acceptable for me, but I know it could be better. As at this employer I did not have pay or position change for more than 2 years, it is time to look for better (Y<sub>7</sub>).*

Another key dimension applicable to the Group Y is *dependence on others*, where it can be separated into 3 main characteristics: *asking for answer, social media influences, family dependent*. All of the respondents mentioned during interview that they use social media, such as Instagram, Facebook and LinkedIn: *The best place to find the newest job advertisements for me is LinkedIn (Y<sub>8</sub>).* Group Y females stand out for their assertiveness, they boldly ask and want to get answers to career change and job search questions: *I need to know what position would fit my skills (Y<sub>10</sub>); I have list of questions prepared regarding my career considerations (Y<sub>2</sub>).* In addition, there was an emphasis on the pressure that the respondents receive from the circle of close people. The type of pressure is negative, the girls emphasized the fear of making mistakes and issues of low self-esteem, which demonstrates *the family dependent* characteristic of the respondents: *I feel family pressure to make career decision as soon as possible (Y<sub>10</sub>); I am not sure if I will be able to learn what is needed at new employer (Y<sub>4</sub>).*

*Information gathering* dimension is the third main one highlighted for group two. *Information gathering* usually turns out as a characteristic of *active planning*. Females in group Y are not only actively asking questions and want to get answer, but they also actively plan their career change, know steps required to take and aligns their financial needs with a career change plan: *I have savings planned for 6 months expenses, so I need to make sure that I will find perfect employer and settle in a new position during this period. I cannot afford the risk of not being the right employer (Y<sub>3</sub>); My plan is to close this financial year and start with a new job from February (Y<sub>7</sub>); I am currently unemployed, so actively looking for a job. I dedicated myself one year to get into IT field <...>I just need to decide which position would fit my skills (Y<sub>8</sub>).*

## Conclusions

In this work author investigates characteristics of carrier change decision making process related to maternity leave context. Research is based on Gati et al. (2010) proposed dimensions of career decision making process model. Analysis of scientific literature and interview method are used to get better understanding of the characteristics, which are related to the individuals career decision process. Data are collected and finalized using qualitative content analysis process. 19 females took part in the survey, 9 of whom are planning to, are already or have been on maternity leave in period of 2 years (Group X) and 10 have no maternity leave related context (Group Y). It is important to note that all participants are females and belong to generation Y (age 28 to 39).

Generation Y are described as active technology and internet users, have high willingness to be involved in management and decision-making process, can be trusted as have high responsibility feeling and target to achieve the best results (Hurst & Good, 2009; Kultalahti & Viitala, 2014; Wiedmer, 2015; Gursoy et al., 2008; Smith, 2010; Cennamo & Gardner, 2008), where females in general tend to avoid career decisions, have strong family orientation and always seek good relationship and environment at work (Gaule & Piacentini, 2018; Robinson, 2011; Waaijer, 2017; Kamas & Preston, 2012; Morgan et al., 2001)

Comparing characteristics of career change related choices between maternity leave context related (Group X) and not related groups (Group Y) revealed that between top 3 dimensions – *information gathering* and *dependence on others* were dominant for both groups. Females were characterized as family dependent and social media influenced. Participants from maternity leave related group expressed expectation for financial independence and higher need of career advice,





while maternity leave not related females care more to get the necessary answers and on the contrary, financial needs are not dominant in the responses. In conclusion, maternity leave related group has higher dependence on family and finance, compared to not maternity leave related group.

Considering information gathering dimension, main difference between the groups is presented as characteristic of planning. Maternity leave not related group is characterized as active planners, due to their action-based approach. Females not only create the plan but actively implement actions without delays, while females from Group X are involved in passive planning, where attention is focused on building outcome expectations for career change for the future.

The main difference arises in the following unique for specific group dimensions. For group Y on *aspiration for an ideal occupation* dimension and for group X - *speed of making final decision*. Maternity leave related group females can be characterized as the ones who are continuously changing minds about their career decision. They also tend to delay decision regarding career change, while not maternity related group females have dominant characteristic of seeking perfection in their future career and company.

In conclusion, the reasons for seeking a career change differ between groups, and therefore, the characteristics describing the decision-making process also differ. Women associated with maternity leave do not rush the process of choosing a career change path, because they know that the change will not be instantaneous, so they have more time to hesitate and switch their minds. On the contrary, females who have no context related with maternity leave, want to take action now, so the dominant dimension of decision-making is action and the pursuit perfection in the topic of future work.

Summing up the results of the study, it can be highlighted that females career change decision making process can be characterized in general as dependent on family and influenced by social media. Furthermore, females are actively involved in information gathering process with a characteristic of planning. The most important outstanding characteristics of maternity leave related group is tendency to change mind, delay career decision, focus on career decision outcome expectations, need of additional career advice and financial independence target, where in maternity leave not related group clearly noticeable characteristics are active action based planning and focus on perfection in future occupation.

The study of characteristics has considerable practical relevance to career consultants. The counsellors should pay attention to the context of female clients and clarify their maternity leave related context as there are significant differences between maternity leave context related and not related groups. Pre-known characteristics make it possible to define the boundaries of career-related options in advance and accelerated speed of career change choice process.

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## Karjeros pasirinkimo charakteristikos, susijusios su motinystės atostogomis

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### Santrauka

Karjeros pasirinkimas yra vienas iš svarbiausių sprendimų žmogaus gyvenime. Karjeros pasirinkimo procesui įtaką daro ne tik asmenybės bruožai ir charakteris, bet ir lytis, karta, kuriai priklausome, asmeninio gyvenimo įvykių kontekstas. Šio darbo tikslas – apibrėžti, kokios yra pagrindinės Y kartos moterų keičiančių karjeros kryptį ir turinčių ryšį su motinystės atostogomis kontekstu, charakteristikos. Šiame tyrime naudoti mokslinės literatūros ir interviu metodai. Apklausoje dalyvavo 19 moterų, iš kurių 9 planuoja, jau yra arba buvo nėštumo ir gimdymo atostogose ir 10 neturi su motinystės atostogomis susijusio konteksto.

Apibendrinant mokslinėje literatūroje minimas charakteristikas, Y kartos atstovai apibūdinami kaip aktyvūs technologijų ir interneto vartotojai, turintys didelį norą dalyvauti valdymo ir sprendimų priėmimo procese, jais galima pasitikėti, jaučiantys didelę atsakomybę ir siekiantys geriausių rezultatų (Hurst & Good, 2009; Kultalahti & Viitala, 2014; Wiedmer, 2015; Gursoy ir kt., 2008; Smith, 2010; Cennamo ir Gardner, 2008). Moterys apibūdinamos kaip vengiančias karjeros sprendimų, turinčios tvirtą orientaciją į šeimą ir visada siekiančios gerų santykių ir darnios aplinkos darbe (Gaule ir Piacentini, 2018; Robinson, 2011; Waaijer, 2017; Kamas ir Preston, 2012; Morgan ir kt., 2001).

Šiame tyrime duomenys rinkti ir apibendrinti naudojantis kokybinės turinio analizės procesu. Pagrindiniai tyrimo rezultatai rodo, kad yra reikšmingų charakteristikos skirtumų tarp moterų turinčiu ryšį su motinystės atostogų kontekstu ir jo neturinčiu. Su motinystės atostogomis sąsają turinčių moterų grupė pasižymi karjeros sprendimo atidėliojimu; moterys linkusios persigalvoti; daug dėmesio skiria norimo karjeros pokyčio rezultato apibrėžimui; turi finansinių tikslų; joms reikalingas patarimas. Su motinystės atostogomis sąsają neturinčios moterys pasižymi veiksmu pagrįstu planavimu ir aukštais, tobulumo siekiančiais, reikalavimais naujam darbui

