

# Development and evaluation of a scale for measuring self-efficacy in career choice in Mexican students

**María del Carmen Ramírez<sup>1</sup>,  
José Enrique Canto<sup>2</sup>**

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<sup>1</sup> General Administration of Academic Development,  
*Autónoma* University of Yucatan

<sup>2</sup> School of Psychology, *Autónoma* University of Yucatan

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**Mexico**

[rdorant@uady.mx](mailto:rdorant@uady.mx)

[crodiri@uady.mx](mailto:crodiri@uady.mx)

## Abstract

**Introduction:** In recent years, researchers have begun to study the role that Self-Efficacy beliefs play in career choice processes, as well as to study the effectiveness of occupational exploration and career selection (Hackett & Betz, 1995). The purpose of this investigation was to develop and evaluate a Self-Efficacy Scale for career selection using tasks which were culturally significant for high-school students of Mexico.

**Method:** The sample was composed of 343 students from two high schools. An instrument was designed based on the Spanish version of the Career Decision-Making Self-Efficacy Scale (Betz & Taylor, 1983). The final version of the instrument was made up of 55 items distributed in five subscales: Self-Awareness, Occupational Information, Goal Selection, Problem Solving, and Planning.

**Results:** The instrument as developed revealed five factors which explain 42.2% of the total variance, distributed as follows from Factor 1 (Self-Awareness) to Factor 5 (Planning): 30.4%, 3.9%, 2.7%, 2.8%, and 2.4%, respectively. It was clearly observed that the first Factor (Self-Awareness) is what explains the variance for the most part. Moreover, it was found that the instrument has a high reliability total (Cronbach alpha of 0.95), and factor reliabilities varied from 0.79 (Self-Awareness) to 0.88 (Planning).

**Conclusion:** The inclusion of culturally tasks appropriate to the high-school students resulted in a better reproduction of the theoretical structure of Self-Efficacy in career selection. The theoretical approach established the existence of five dimensions which define self-efficacy, and such dimensions were recreated by combining both original and new items. Nonetheless, it is important to observe that the Self-Awareness Factor is very weighty when it comes to an explanation of Self-Efficacy in career selection. The instrument demonstrated robust reliability.

**Keywords:** Self-Efficacy, career selection, Self-Efficacy measurement, secondary school.