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Personality as a Determinant of Career Choice: A Cross-cultural Study

The present study examined the cultural influence (Eastern versus Western) on personality and career choice. One hundred and eighty one participants from Eastern culture, with mean age of 26.6 completed a 20-minute online questionnaire that consists of the demographic questionnaires, 50-item Set International Personality Item Pool Big-Five Factor Markers and Personality-Related Position Requirement Form. The results were compared with Western participants in Robyn (2012)'s study. Consistent with the hypotheses, results revealed that cultural difference and these differences influence the correlation between personality and career choice, personality remains a valid predictor of career choice. These findings were discussed in relation to implications of the dependence and interdependence culture in Eastern and Western societies respectively.