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Self-Control and Job-Seeking Behaviors among Nepalese Fresh Graduates

Surendra Prasad Joshi¹, Rewan Kumar Dahal^{2*}, Binod Ghimire², Dipendra Karki²

¹ *Thames International College, Kathmandu, Nepal*

² *Tribhuvan University, Nepal Commerce Campus, Kathmandu, Nepal*

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Abstract:

This study sheds light on the crucial functions of impulse management and self-discipline (IMSD), emotional regulation and resilience (ERR), and cognitive control and focus (CCF) among college graduates in Nepal who participated in job-preparation courses and activities. Using quantitative methods, the consequences of self-control (SC) beliefs are examined in this study on job-search behavior. The questions pertaining to self-control practices and JSB were formulated using a five-point Likert scale. From October 2022 to March 2023, a comprehensive field survey was conducted in Kathmandu Valley, the capital metropolis of Nepal. The study employed regression analysis, 325 youthful job-seeking individuals' data were examined. Young Nepalese participants' involvement in CCF, ERR, and IMSD activities within the SC domain substantially and positively influenced their job search behavior (JSB), according to the findings of this study. It was discovered that increasing IMSD by one unit resulted in a rise of 0.364 units on JSB ($\beta = 0.632$, $p < 0.01$). Similarly, increasing ERR by 0.455 units was associated with improved JSB ($\beta = 0.593$, $p < 0.01$). Similarly, a one-unit increase in CCF was allied with a 0.118-unit increase in JSB ($\beta = 0.214$, $p < 0.01$). The study's findings provide insight into SC elements that affect teenagers' JSB and inform educational and policy initiatives to promote their employability. The educational and professional sectors must collaborate on a comprehensive policy. Knowing what causes impulsive behavior helps educators direct students toward career choices that align with their values and goals. Successful job searches and professional development require educators to integrate psychological dynamics with pedagogical support. This study takes a new method by focusing on the need for educators and professionals to work together to make policies that cover everything. It introduces the idea that teachers can use a student's impulsive behavior to help them choose a job that fits with their values. Also, it shows how important it is to combine psychological observations with pedagogical support, making for a more well-rounded approach to job hunting and professional growth. This holistic view adds a new dimension to the current conversation, which could help us learn more about job guidance and educational strategies.

Keywords: career, fresh graduates, job-seeking, unemployment.

Corresponding Author: Rewan Kumar Dahal, Ph.D., Tribhuvan University, Nepal Commerce Campus, Kathmandu, Nepal;
email: rewan.dahal@ncc.edu.np

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尼泊尔应届毕业生的自我控制与求职行为

摘要:

这项研究揭示了参与就业准备课程和活动的尼泊尔大学毕业生的冲动管理和自律 (IMSD)、情绪调节和恢复力 (呃) 以及认知控制和注意力 (CCF) 的关键功能。本研究使用定量方法, 探讨了自我控制 (SC) 信念对求职行为的影响。与自我控制实践和 JSB 有关的问题是使用五点李克特量表制定的。2022 年 10 月至 2023 年 3 月, 在尼泊尔首都加德满都谷地进行了全面的实地调查。该研究采用回归分析法, 对 325 名年轻求职者的数据进行了检查。根据这项研究的结果, 尼泊尔年轻参与者参与 SC 领域内的 CCF、呃和 IMSD 活动对他们的求职行为 (JSB) 产生了重大而积极的影响。结果发现, IMSD 增加 1 个单位会导致 JSB 增加 0.364 个单位 ($\beta = 0.632, p < 0.01$)。同样, 呃增加 0.455 个单位与 JSB 改善相关 ($\beta = 0.593, p < 0.01$)。同样, CCF 增加 1 个单位与 JSB 增加 0.118 个单位相关 ($\beta = 0.214, p < 0.01$)。该研究的结果深入了解了影响青少年 JSB 的 SC 要素, 并为提高青少年就业能力的教育和政策举措提供了信息。教育和专业部门必须合作制定全面的政策。了解导致冲动行为的原因有助于教育工作者引导学生选择符合他们价值观和目标的职业。成功的求职和职业发展需要教育工作者将心理动态与教学支持相结合。这项研究采用了一种新方法, 重点关注教育工作者和专业人士共同努力制定涵盖一切的政策的需要。它介绍了教师可以利用学生的冲动行为来帮助他们选择适合他们价值观的工作的想法。此外, 它还表明将心理观察与教学支持相结合, 为求职和职业发展提供更全面的方法是多么重要。这种整体观点为当前的对话增添了新的维度, 这可以帮助我们更多地了解工作指导和教育策略。

关键词: 职业, 应届毕业生, 求职, 失业。

1. Introduction

Transitioning from the educational sphere to the realm of employment is a pivotal moment in an individual's life, frequently presenting obstacles that necessitate a combination of cognitive abilities, emotional management, and personal restraint. Adolescence, a significant transitional stage between childhood and maturity, is characterized by alterations in motivated behavior and the emergence of mature social objectives (Crone & Dahl, 2012; Duckworth, 2009). During this developmental stage, young individuals must acquire cognitive skills such as conceptualizing and perspective-taking. These skills significantly enhance their understanding of intricate social circumstances (Crone & Dahl, 2012; Dahal, 2021; Duckworth, 2009).

When embarking on their journey to secure work, recent graduates encounter the complex endeavor of job-seeking. This process encompasses various actions intended to locate, apply for, and obtain appropriate job openings. The conceptualization of job exploration conducted by Kanfer et al. (2001) posited that it results from self-regulatory processes, emphasizing individuals' proactive role in overseeing their job-seeking endeavors. CCFs are essential in pursuing successful employment, as they facilitate processing contradictory information while upholding goal-directed behaviors (Bognar et al., 2023). Furthermore, self-control, which can be defined as the aptitude to regulate one's spirits, emotions, and actions following socially accepted norms, plays a significant role in an individual's capacity to exercise self-discipline and effectively manage impulsive behaviors (DeWall et al.,

2011; Ghimire et al., 2021).

The difficulties encountered by fresh graduates in their job search transcend the confines of scholastic obstacles. Moreover, their academic ranking and the availability of work possibilities influence them. According to the findings of Aryeetey and Baah-Boateng (2015), individuals in Ghana who have obtained a university education face a greater likelihood of being unemployed compared to those who have completed only secondary education. Conversely, Boateng et al. (2016) found that individuals who engage in vulnerable employment within the informal sector experience lower unemployment rates. Self-control, sometimes used synonymously with self-regulation, is significant concerning behavioral outcomes and overall well-being throughout one's life (Dahal, 2022). According to Berger et al. (2020), cognitive control is contingent upon effectively regulating negative emotions that arise from conflicts, as it encompasses the capacity to oversee, assess, and modify one's conduct in alignment with long-term objectives. A comprehensive job search entails more than simply restraining impulsive tendencies (Ghimire et al., 2023). It requires effectively managing emotions, behaviors, and impulses, ensuring that one's actions align with long-term objectives (Gillebaart, 2018; Baumeister & Exline, 2000). Searching for employment, which has been found to cause stress (Wang et al., 2017), involves a series of actions, tactics, and decisions that individuals make to get job possibilities. The impression of control over job search results is the key individual difference variable in job search research (Wanberg, 1997; Saks & Ashforth, 1999).

The study by Yu and Davis (2019) examined the impact of preparatory job search (PJS) practices on organizational attractiveness, explicitly focusing on the role of company familiarity. The study also indicated the moderating role of person-job fit in influencing the impact of company images on office attraction. This finding emphasized the need to include person-job fit and certain employer image types in recruitment efforts. Given these factors, there is considerable potential in examining the influence of cognitive control, emotional regulation, and self-discipline on the job-seeking activities of recent college graduates.

The study's significance is across several sectors. This research advances knowledge, informs practical interventions, promotes personal development, supports policy formulation, and increases the employability of young people entering the workforce by illuminating the psychological processes that underlie successful job-seeking. Examining the connection between these psychological traits and the outcomes of job searches can offer insights into ways to increase job-seeking effectiveness and help young people navigate the complexities of the present job market.

2. Literature Review

Self-determination theory (STD) (Ryan, 2009; Ryan & Deci, 2000) advocates that individuals are driven to do things that meet their psychological requirements for independence, capability, and affiliation. Using SDT to look for a job, Dubois et al. (2023) revealed that the need for competence and liberty is in line with the need for an excellent job. When looking for a job, cognitive control and focus show that a person takes responsibility for their career decisions, which fits the need for autonomy. According to Gross (1998), individuals who perceive their job search behaviors as self-determined and aligned with their objectives are more inclined to exhibit self-discipline and engage in acts that facilitate attaining their goals. The process model of emotion regulation offers a conceptual framework for understanding individuals' strategies for managing their emotions across various situations (Troth et al., 2018). Baumeister et al. (1998) noticed that the ego depletion theory says that willpower to control oneself is a limited resource that can be used over time. This makes it harder to control oneself and resist impulses.

When looking for a job, people must make many choices, divide up their cognitive resources, and deal with self-emotions, which can drain your ego. Social cognitive theory looks at how personal factors, behaviors, and surroundings affect each other. This theory says that people learn to do things by watching others do them and getting positive feedback (Bandura, 1986, 1999; Schunk, 2013). In looking for a job, role models, social support, and reinforcement from peers, mentors, or family members can help with cognitive control, emotional control, and self-discipline.

As young people move from school to work, they undergo a complicated mix of cognitive, social, and

self-controlling processes (Lent & Brown, 2013). In this move, cognitive control and attention are essential factors in a well-organized job search (Liu et al., 2014; McGurk & Mueser, 2021; Van Hoye, 2018). These steps help new graduates find good job chances, make their applications stand out, and manage their time well during the job search. However, social risk factors can make it harder to control your thoughts, which could lead to destructive behavior when you are a teenager (Brieant et al., 2021). Porthukaran et al. (2022) noted that the emotional journey of looking for a job comprises many feelings, from exhilaration and anticipation to foiling and failure (Dahal et al., 2023; Niven, 2022; Gagne et al., 2021; Theurel & Gentaz, 2018).

Emotional regulation refers to the deliberate management and adjustment of emotional reactions. The aforementioned practice aids recent graduates in maintaining composure, fostering a positive outlook, and adapting to unforeseen challenges. In the present circumstances, regulating emotions is paramount as it enables individuals to navigate the difficulties associated with job seeking effectively. Resilience is a factor that goes along with emotional control. It helps recent graduates overcome problems and seek work (Niven, 2022). Wang et al. (2017) revealed that cognitive reappraisal, communicative suppression techniques, and emotional factors like anxiety and job search self-efficacy significantly affect how people look for jobs. Their results showed how essential tactics for controlling emotions affect how college students look for jobs. Also, different ways of thinking about goals affect how people look for jobs. Wang and Yan (2018) revealed a favorable relationship between proficiency and performance approach objectives and JSB. Conversely, the study also discovered a negative association between performance-avoidance goals and JSB. Cognitive reappraisal strategies and job search self-efficacy mediate the association between goal orientation and JSB. This exemplifies the operational mechanism of this connection.

Lee and Jung (2022) revealed a significant correlation between adaptive and cognitive-emotional enforcement, job adaptability, and self-efficacy in professional decision-making. They also highlighted job adaptability's role as a middleman in this relationship. This helped to understand how emotion regulation affects career-related outcomes. It turns out that self-efficacy in the job hunt is a significant consequence influenced by various factors. Guan et al. (2013) showed that career worry and career control are strong predictors of job search self-efficacy. This indicates that these factors increase individuals' confidence in finding jobs (Hagger et al., 2021; Meadows, 2015). Individuals need self-discipline and control of their impulses to keep a structured job search schedule and avoid acting on impulses. Pearman and Storandt (2005) stated that staying self-disciplined while looking for a job requires controlling your feelings and impulses. This fits the idea that jobseekers

often break the rules and norms when looking for work, which is seen as a sign of personal control (Demazière, 2021). Ultimately, the intricate relationships between cognitive control, emotional regulation, and self-control impact how fresh graduates search for employment. Effective job search tactics depend on balancing short-term urges with long-term goals (Tice et al., 2001; Kroese et al., 2011). By figuring out how these psychological factors affect how people look for jobs, researchers and practitioners can develop ways to help

young people get jobs and be good at them.

Based on previous research and theories, the study came up with a complete way to look at the complex psychological processes that affect how people move from school to work. Combining ideas from different fields, like cognitive psychology, emotional regulation, and self-regulation, the study's conceptual approach aims to shed light on the factors driving successful job-seeking behaviors.

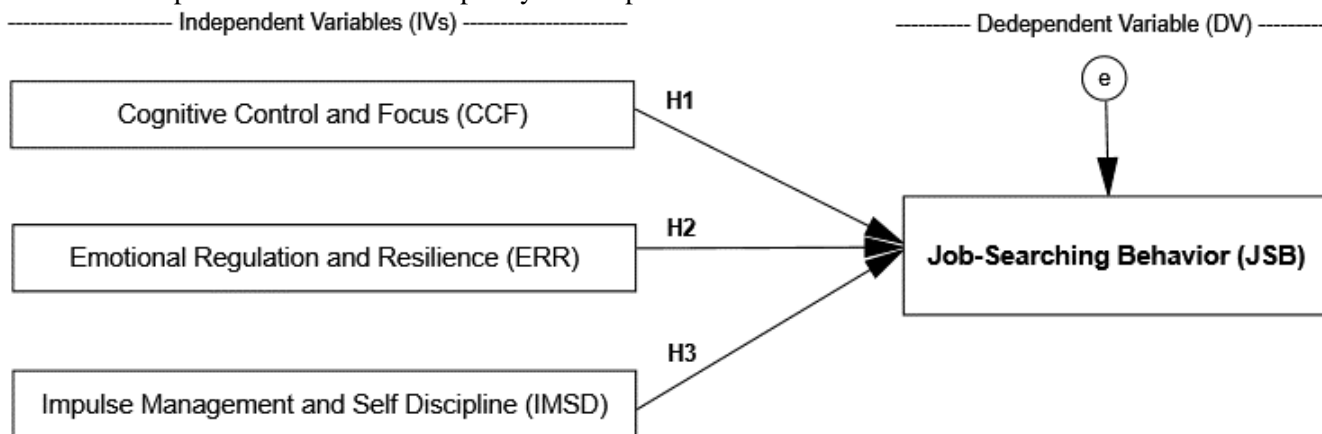


Figure 1. Conceptual framework

3. Study Hypotheses

H1: An individual's CCF positively and significantly affects JSB.

H2: An individual's ERR positively and significantly affects JSB.

H3: An individual's IMSD positively and significantly affects JSB.

4. Materials and Methods

The study employed primary data from the latest graduates of leading colleges/universities in Nepal. The analysis focused on individuals engaged in various job preparation activities and courses to boost their chances of finding employment from 2022 to 2023. Collecting information on the participants' demographic characteristics, self-control practices, and job-searching behaviors was completed using a structured survey instrument. The study employed strategies to ensure the preservation of participant anonymity and confidentiality. The survey instrument consisted of 16 questions, including two about general information about the participants, 11 about self-control practices, and three about an individual's job-searching behavior. The Likert scale, comprising five points, was employed to construct the questions related to self-control practices and JSB. A comprehensive field survey was

carried out in the capital city of Nepal, Kathmandu Valley, from October 2022 to March 2023. The objective of the survey was to gather required information from a sample of 600 respondents, chosen through a convenient sampling method. 325 survey instruments were appropriately administered, organized, and recorded for this study. According to Hair et al. (2018), a sufficient sample size of at least 200 responses is required in social science research to test hypotheses through the utilization of path analysis effectively. Therefore, the dataset employed in this research consisted of the gathered responses from a sample size of 325 individuals, with 107 identifying as male and 218 identifying as female. All participants were between the ages of 21 and 35.

The assessment of the hypothesized paths in this study occurred after the determination of the internal reliability through Cronbach's alpha (α) and convergent validity over construct reliability (CR) and average variance extracted (AVE), discriminant validity through the Fornell and Larcker (1981) criteria, and the assessment of the extent of standard method bias (CMB) through the Harman one-factor test. Table 1 displays the outcomes of the data screening process alongside the suggested threshold values.

Table 1. Reliability, validity, and common method bias insights (Developed by the authors)

Latent Variables	No. of Observed Variables	Alpha (α)	CR	AVE	Correlation and the square root of AVE (in bold)			CMB
					CCF	ERR	IMSD	
SC (IV): CCF	3	0.759	0.771	0.530	0.728			
ERR	3	0.796	0.803	0.579	0.700**	0.761		
IMSD	5	0.872	0.879	0.594	0.670**	0.665**	0.771	43.303%
JSB (DV):	3	0.866	0.802	0.578				
Threshold values:		≥ 0.70	≥ 0.70	≥ 0.50	The square root of AVE > Correlations			< 50.0 %

Continuation of Table 1

Suggested by:	Taber (2018)	Fornell and Larcker (1981)	Fornell and Larcker (1981)	Cho and Lee (2012)
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** A significant correlation is evident at the 2-tailed 0.01 level.

Table 1 displays the outcomes of the data screening procedure, showing that the recommended threshold values for the measurements were satisfied. Because the observable and latent variables showed good reliability and validity and were unaffected by common method bias, the study was able to conduct additional analysis.

5. Analysis and Outcomes

Following data screening tests and verification, the

study used confirmatory factor analysis (CFA) and path analysis (PA) to evaluate the standing of the hypothesized routes and the model's capacity to predict outcomes. Multiple correlation coefficients were calculated for each latent variable to achieve this. Figure 2 illustrates the depiction of both the standardization of estimates and the appropriateness of the underlying model.

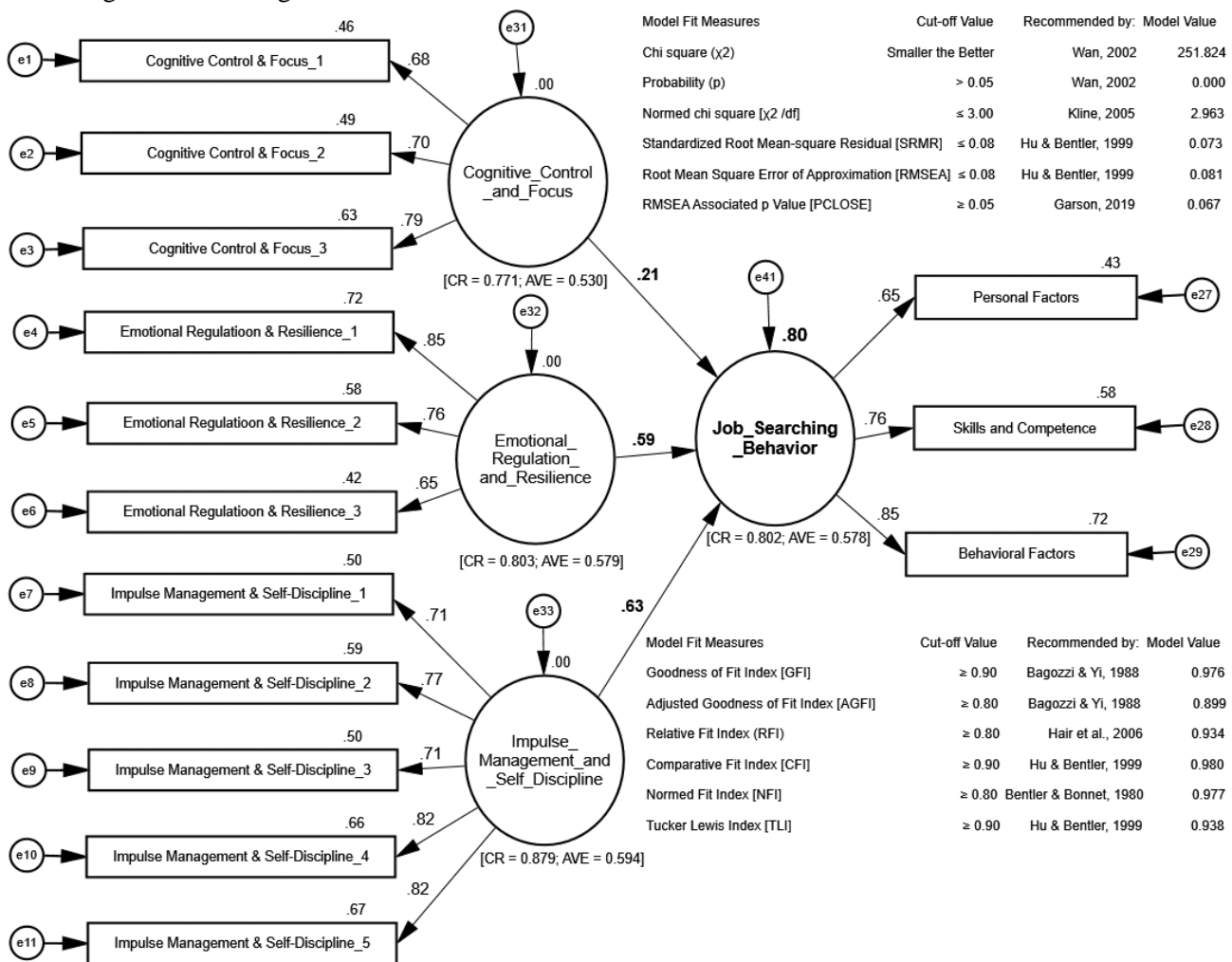


Figure 2. The study model of SC on JSB (Developed by the authors)

The findings illustrated in Figure 2 indicate a statistically significant association between the inclination towards SC and the JSB of fresh and young graduates in Nepal. The correlation between the variables accounted for nearly 80.0% of the change observed in the dataset. Moreover, the model employed

in the study demonstrated adequate and satisfactory fitness indices, as all metrics fulfilled the recommended threshold level. The parameter estimates for the hypothesized paths were obtained through path analysis and are displayed in Table 2.

Table 2. Validating the hypotheses (Developed by the authors)

Study Hypothesis Regression Path	Regression Estimates		Standard Error	Critical Ratio	p-value	Remarks
	Unstandardized	Standardized				
H1: Cognitive Control & Focus ---> JSB	0.118	0.214	0.027	4.303	***	Accepted
H2: Emotional Regulation & Resilience ---> JSB	0.455	0.593	0.055	8.252	***	Accepted
H3: Impulse Management & Self-Discipline ---> JSB	0.364	0.632	0.037	9.801	***	Accepted

Table 2 reveals that the CCF, ERR, and IMSD activities under the SC domain of the young Nepalese

individuals significantly and positively affected the JSB (i.e., H1, H2, and H3 were supported and accepted). The study's findings indicate that individuals with discipline, focus, and the capacity to resist immediate temptations are more likely to attain their long-term objectives. Empowering SC can significantly enhance graduates' possibilities of finding jobs that align with their aspirations and proficiencies. Hence, enhancing SC activities and JSB among fresh graduates necessitates the cultivation of goal-setting, time management, resilience, effective communication, and self-reflection skills.

6. Discussion

The study's results strongly demonstrate that the involvement of young Nepalese individuals in CCF, ERR, and IMSD activities within the SC domain significantly and positively influenced their JSB. Regarding JSB, the study found that improving IMSD by one unit led to a considerable increase of 0.364 units ($\beta = 0.632$, $p < 0.01$). Similarly, enhancing ERR by 0.455 units ($\beta = 0.593$, $p < 0.01$) was linked to better JSB. Likewise, a one-unit increase in CCF resulted in a 0.118 unit rise in an individual's JSB ($\beta = 0.214$, $p < 0.01$). This underscores these factors' significant role in positively shaping the JSB of young individuals.

This study positively impacted JSB's impulse management and self-discipline, providing congruent results with earlier research. According to Pearman and Storandt (2005), maintaining self-discipline when seeking employment entails managing one's emotions and impulses. Individuals need self-discipline and impulse control to maintain a disciplined job search schedule and avoid acting on urges. This supports the notion that jobseekers frequently withstand expectations and conventions while searching for employment, which is viewed as a sign of personal control (Demazière, 2021). According to the self-determination theory, individuals are more likely to be self-disciplined and act in a way that advances their goals if they believe their job search behaviors are self-determined and in line with their goals (Gross, 1998).

Troth et al. (2018) emphasized that managing emotions across various situations is paramount; this study showed the positive impact of emotional regulation and resilience on JSB. It supports fresh graduates in being composed, upbeat, and adaptable in facing obstacles. Controlling one's emotions becomes essential in coping with job search difficulties. This aligns with ego depletion, where self-control resources can be depleted over time (Baumeister et al., 1998), making emotional management increasingly challenging. Furthermore, the study underscores the interconnectedness of emotional control and resilience. This partnership equips recent graduates with the tools to overcome obstacles and conquer hurdles often accompanying the job search process. As Niven (2022) highlighted, emotional control is instrumental in helping graduates surmount challenges and secure employment opportunities.

The study's outcomes underscore a positive relationship between cognitive control and focused attention concerning JSB, corroborating prior scholarly investigations. The intricate phase of transitioning from academia to the workforce, mainly observed among young individuals, entails a multifaceted interplay of cognitive, social, and self-regulatory processes (Lent & Brown, 2013). Navigating this transition effectively necessitates a robust cognitive control mechanism and the capacity to sustain unwavering attention (McGurk & Mueser, 2021; Van Hove, 2018). A noteworthy discovery by Wang and Yan (2018) indicated that pursuing performance-avoidance goals detrimentally influences JSB. In contrast, embracing proficiency and performance approach goals positively predicts such behavior. The deployment of cognitive reappraisal techniques and the cultivation of job search self-efficacy further mediate the intricate relationship between goal orientation and job search conduct. This elucidates the intricate mechanisms that underlie this association, thereby providing valuable insights into the cognitive determinants and motivational underpinnings shaping job search behavior during the critical academic-to-professional transition.

7. Conclusion

This study examines an essential aspect of the job-searching process, shedding light on the crucial functions of impulse control and self-discipline. The findings corroborate prior studies and enhance the understanding of the complex dynamics present in this particular situation. The study highlights the importance of emotional regulation in maintaining self-discipline while pursuing employment. Central to this investigation is the understanding that maintaining a structured job search routine and curbing impulsive tendencies are of utmost importance to individuals in their pursuit of suitable opportunities. This phenomenon reveals more profound levels of personal agency and resiliency as jobseekers navigate societal expectations and norms, attesting to their proficiency in controlling their trajectories. The resonance with self-determination theory reinforces these ideas, highlighting the significance of internalizing job search endeavors as self-motivated and purposeful.

Emotional regulation and resiliency are crucial in determining the job search process, particularly for recent graduates. This study supports this notion, demonstrating that individuals pursuing employment greatly benefit from maintaining calm, optimistic, and adaptable attitude. In the competitive world of job searching, where setbacks and uncertainty are commonplace, the ability to control one's emotions becomes an invaluable asset. By employing strategies for emotional regulation, jobseekers can effectively maintain their self-control, allowing them to navigate the journey with more outstanding steadiness. In essence, mastering emotional regulation and cultivating resilience are not merely personal qualities but indispensable job search strategies. Armed with these

skills, individuals can confidently navigate the complexities of the job search, thereby increasing their chances of securing meaningful and rewarding employment. Cognitive, social, and self-regulatory processes interact complexly during the transition from academia to the workforce, particularly among young individuals. This transition requires a robust cognitive control mechanism and the capacity to maintain focused attention to be successfully navigated. It suggests that avoiding errors hurts job search behavior, while embracing mastery and performance objectives has a positive effect.

The study emphasizes for educators the need to empower students not only with academic knowledge but also with crucial soft skills. The emphasis on CCF, ERR, and IMSD activities within the SC domain emphasizes the need to incorporate the development of these skills into the curriculum. To better prepare students for the demanding job market they will ultimately enter, educators should focus on cultivating these characteristics. Educators who possess expertise in cognitive processes can provide valuable guidance on practical job market analysis, résumé development, and interview readiness. Educators who possess expertise in cognitive processes can provide valuable guidance on practical job market analysis, résumé development, and interview readiness. The study provides jobseekers with vital insights into the skills and mentality required for successful job searching. It highlights the importance of self-control skills, such as CCF, ERR, and IMSD, in the pursuit of meaningful employment. To improve their job search and professional prospects, jobseekers should actively cultivate these qualities. It is essential to take a self-directed and purposeful approach to the job search, including setting specific career objectives and maintaining a structured routine. In addition, it is essential to recognize the complexity of the transition from academia to the workforce and to be prepared to exercise cognitive control, maintain concentration, and acclimate to the competitive job market. Adopting a growth mindset that prioritizes learning from mistakes and setbacks can provide a significant advantage for jobseekers, allowing them to view challenges as opportunities for personal and professional development.

8. Limitations and Further Study

Although this study provides insightful information regarding the relationship between cognitive control, focused attention, and JSB, several limitations should be considered. First, the unique properties of the sample may limit the findings' generalizability. Second, establishing causal connections is complicated by the cross-sectional design. Using self-reported assessments for factors like JSB and cognitive control may generate biases. Another issue is common method bias from data gathering from a single source. The breadth of the investigation can leave out essential factors affecting JSB. Cultural and contextual characteristics could constrain generalizability. Issues with measurement

validity and publication bias may impact the findings. It is possible that extrinsic factors were not entirely under control. These limitations highlight the necessity for cautious interpretation and context-aware application, even while the study improves comprehension.

Authors' Contributions

Surendra Prasad Joshi (principal author) conceptualized the topic and developed the framework and survey questionnaire. Rewan Kumar Dahal (corresponding author), Binod Ghimire (co-author), and Dipendra Karki (co-author) have equal contribution to the literature review, data collection and analysis, writing and organizing the references, and editing.

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