

**THE RELATIONSHIP BETWEEN CAREER IDENTITY AND CAREER
DECISION IN ADULT WORKER**

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Abstract

The 21st century is a different world compared to the previous century where new career challenges emerge. To stay competitive, a person must be adaptive by employing optimal career decision. Comprehensive understanding of one's situation would improve career decision making. This study was aimed to examine the relationship between career identity and career decision process.

Respondents were 65 workers in the fields of healthcare and banking. Data collected through 21 items of Career Identity Scale (Cronbach's $\alpha=.929$) and 15 items of Career Decision Scale ($\alpha=.858$). Data was analyzed using Spearman's rho.

The result showed a significant positive relationship between career identity and career decision with $r=.747$, $p=.000$. Strong career identity correlates with better career decision. Career intervention in identity exploration can be used to increase the quality of career-related decision.

Keywords: *career, decision making, identity, work*