

ҚАЗАҚСТАН РЕСПУБЛИКАСЫ ҒЫЛЫМ ЖӘНЕ ЖОҒАРЫ БІЛІМ МИНИСТРЛІГІ

«Л.Н. ГУМИЛЕВ АТЫНДАҒЫ ЕУРАЗИЯ ҰЛТТЫҚ УНИВЕРСИТЕТІ» КЕАҚ

**Студенттер мен жас ғалымдардың
«GYLYM JÁNE BILIM - 2023»
XVIII Халықаралық ғылыми конференциясының
БАЯНДАМАЛАР ЖИНАҒЫ**

**СБОРНИК МАТЕРИАЛОВ
XVIII Международной научной конференции
студентов и молодых ученых
«GYLYM JÁNE BILIM - 2023»**

**PROCEEDINGS
of the XVIII International Scientific Conference
for students and young scholars
«GYLYM JÁNE BILIM - 2023»**

**2023
Астана**

УДК 001+37
ББК 72+74
G99

«GYLYM JÁNE BILIM – 2023» студенттер мен жас ғалымдардың XVIII Халықаралық ғылыми конференциясы = XVIII Международная научная конференция студентов и молодых ученых «GYLYM JÁNE BILIM – 2023» = The XVIII International Scientific Conference for students and young scholars «GYLYM JÁNE BILIM – 2023». – Астана: – 6865 б. - қазақша, орысша, ағылшынша.

ISBN 978-601-337-871-8

Жинаққа студенттердің, магистранттардың, докторанттардың және жас ғалымдардың жаратылыстану-техникалық және гуманитарлық ғылымдардың өзекті мәселелері бойынша баяндамалары енгізілген.

The proceedings are the papers of students, undergraduates, doctoral students and young researchers on topical issues of natural and technical sciences and humanities.

В сборник вошли доклады студентов, магистрантов, докторантов и молодых ученых по актуальным вопросам естественно-технических и гуманитарных наук.

УДК 001+37
ББК 72+74

ISBN 978-601-337-871-8

**©Л.Н. Гумилев атындағы Еуразия
ұлттық университеті, 2023**

PERSONALITY AS THE FACTOR THAT AFFECTS HIGH SCHOOL STUDENTS' CAREER DECISION-MAKING PROCESS: LITERATURE OVERVIEW

A. Serikkyzy

L.N. Gumilyov Eurasian National University, Astana

aibotaserikkyzy@gmail.com

Supervisor: A. Abibulayeva

The career decision-making procedure can be defined as the process that a person goes through when contemplating career options. Career decision-making (CDM) is a process of individual experience while exploring career opportunities, researching and evaluating viable professions, and choosing the one most compatible with their interests and abilities. [1] CDM is a multistage and dynamic process [2]. Therefore, some people go through this process easier, while many others experience difficulties or issues at various stages of CDM. Through this process, a person will consider a variety of factors such as interests, skills, personality, ability, values, etc. These factors can influence their decision in different ways. Since the process of selecting a suitable career path requires careful thinking and analysis of available options, it is clear that personality exerts considerable influence on this process. Personality shapes how people think about the world around them and plays an important role in shaping a person's behavior, thoughts and feelings. So it is significant to understand the role that personality plays in shaping career development.

Personality refers to the enduring characteristics and behavior that comprise a person's unique adjustment to life, including major traits, interests, drives, values, self-concept, abilities, and emotional patterns [3].

Many studies have shown that personality traits play an important role in shaping career choices. Personality includes main aspects – qualities like self-concept, self-identity, abilities, and values which influence the way people think and act; and characteristics that constitute individual differences which are exhibited through observable behavioral patterns. Psychologists have studied the connection between personality and job choice for a long time.

How does personality affect career decision-making? A person's personality reflects his/her innate tendencies and preferences which in turn affect the way he/she behaves in different situations. While some people are more prone to leadership roles others prefer to pursue more socially engaging roles. Similarly, some personalities are more suited to jobs that require them to work alone while others thrive well in teams. As one of the factors that affect students' career decision-making difficulties, researchers give the most attention to proactive personality [4]. A proactive personality is a stable tendency for individuals to take initiative to affect their surroundings. As an example, proactive personalities seek opportunities to develop themselves, exhibit high motivation and energy, and have the willingness to take risks to achieve goals. It is important to find the alternative that best matches the goals and characteristics of the individual when making career decisions. In addition to collecting occupational data, the process requires individuals to clarify and explain their preferences and abilities. Many deliberating individuals have difficulty defining their preferences [5]. Therefore, the decision-maker must include his/her personality in the decision-making process to determine an ideal job match.

Career indecision is often a result of a lack of information about oneself or difficulties in defining one's preferences [6]. In contrast to occupational information, which can be obtained from exploring the environment, clarifying the individual's career preferences requires intensive introspection, and it is unlikely that individuals begin their career decision process with a clear set of career preferences. Indeed, one of the major challenges of career counseling is to help clients define their

preferences [7] by transforming past experiences (successes and failures, satisfying and frustrating experiences) into specific preferences (or dislikes) for work-relevant activities and a self-understanding of one's skills, capacities, interests, and values [8]. Self Exploration is a life-long activity that requires individuals to engage in active experiences through which they develop vocational and self-schemas, thus becoming better-informed decision-makers [9]. The science of personality has been greatly influential in the career development field by providing psychologists with useful tools for career-related assessment.

Last but not least, relying on the individual's preferences in the decision-making process is based on the assumption that these preferences are stable and coherent. However, people typically do not have a stable set of dispositions and personality styles, but rather a dynamic, variable system of preferences, interests, values, and beliefs, leading to changes in one's occupational aspirations at different stages of life. Furthermore, people's preferences are constructed at least to some extent and are influenced highly by situational components [10], including the means used for eliciting interests [11] and preferences [12]. As a result, evaluation of the influence of personal preferences on job choice among diverse populations should be based on a strong theoretical foundation taking into account both personal and organizational factors influencing the career

Self-concept and self-identity in CDM

Self-concept refers to "the individual's subjective view of himself or herself". An individual's self-concept varies as a function of their experiences as well as interactions with other people in their lives. Given the importance of an individual's self-concept in determining one's career development (e.g., career choices, work attitudes, and behaviors) it is important to understand how individuals' self-concepts are formed and developed over the course of their lives. Global self-esteem relates to people's perceptions of themselves in terms of self-concept [13]. According to Rosenberg, self-esteem is a person's subjective assessment of their worth and value [14]. Later, a sense of self-worth operationalized as personality traits were added to the notion of self-esteem. Self-esteem can be seen as representing adaptivity, which is the personality attribute of preparedness and desire to adapt to professional changes, according to the career construction theory [15]. We know that people with high self-esteem can plan their future effectively, set realistic goals, and actively participate in achieving those goals from prior research on university students [16]. However, those with poor self-esteem frequently underrate their capabilities and don't react appropriately to pressured situations. Therefore, a high level of self-concept is extremely important for job success because it helps a person to view himself as a worthy and valuable person that is capable of accomplishing a variety of tasks and meeting various

Work Values and CDM

Work values are one of the most important factors for career choice. They play a role in people's decisions about what type of work to pursue and how they go about finding a job [17]. Career decision-making is the process of choosing the type of job a person wants and how to obtain it. The decision-making process can be affected by several different things, including personality traits and work values. Values are a significant factor in people's lives and they affect how they behave in various situations. Having a strong set of work values can guide an individual's choice of career and help them make important career decisions.

Conclusion

According to previous research, personality has significantly influenced an individual's career perception. Personality traits such as self-esteem, self-concept, values, abilities, and motivation shape the typology of a person and play an important role in the career decision-making process. This article aimed to go through a relevant and fundamental literature review to give a more detailed explanation of the relationship between personality and career decision-making. In conclusion, personality is undoubtedly an essential factor that influences the career decision-making process. Our personality traits shape our interests, values, and motivations, which, in turn, guide us towards certain careers while discouraging us from others. Knowing one's personality type and how it relates to different career options can be a crucial step in making informed and fulfilling career choices. However, it is important to note that

personality is not the only factor that should be considered in career decision-making, and other factors such as education, skills, and job availability should also be taken into account. Ultimately, a balanced approach that considers all relevant factors will lead to the best career decisions and the greatest potential for success and fulfillment in one's chosen profession.

References

1. Gati, I., & Asher, I. (2001). The PIC model for career decision making: Prescreening, in-depth exploration, and choice.
2. Zhou, D., & Santos, A. (2007). Career decision-making difficulties of British and Chinese international university students. *British Journal of Guidance & Counselling*, 35(2), 219-235.
3. APA Dictionary of Psychology (2022), personality definition,
4. Bateman, T. S., & Crant, J. M. (1993). The Proactive Component of Organizational Behavior: A Measure and Correlates. *Journal of Organizational Behavior*, 14, 103-118
5. Gati I., Krausz M., Osipow S.H., (1996) Validity of the Career Decision-Making Difficulties Questionnaire: Counselor versus Career Counselor Perceptions
6. Gati I., Krausz M., Osipow S.H., (1996) Validity of the Career Decision-Making Difficulties Questionnaire: Counselor versus Career Counselor Perceptions
7. Osipow, S.H., & Winer, J. (1996). Career assessment and the Career Decision Scale. *Journal of Career Assessment*, 4, 117-130.
8. Van Esbroeck, R. Tibos, K., & Zaman, M. (2005). A dynamic model of career choice development. *International Journal for Educational and Vocational Guidance*, 5, 5-18.
9. S. J. Lopez, J. L. Magyar-Moe, S. E. Petersen, J. A. Ryder, T. S. Krieshok (2006).
10. J. W. Payne, J. R. Bettman, E. J. Johnson, (1993), The adaptive decision maker
11. Crites J.O., (1969), Vocational Psychology The Study of Vocational Behavior and Dev
12. J. W. Payne, J. R. Bettman, D. A. Schkade, (1999). Measuring constructed preferences: Towards a building code
13. M. R. Leary, R. F. Baumeister, (2000), The nature and function of self-esteem: Sociometer theory
14. M. Rosenberg, (1965), Self-esteem scale
15. (Park et al., 2018)
16. V. Zeigler-Hill, M. T. Wallace, (2012), Self-esteem instability and psychological adjustment
17. N. Doyle, M. MacLachlan, (2017), Positive psychology and well-being at sea

UDK 178.11.56

PROBLEMS OF ACADEMIC DISHONESTY AMONG UNIVERSITY STUDENTS

Niyazbekova Gulnar Orakkhanovna

1st year master's degree student of the faculty of Social Sciences,
L.N. Gumilyov Eurasian National University.

Academic supervisor - Abdykhalykova Zh.Ye.

The growing role of science in social progress and its penetration in all areas of people's lives, dependence of the quality of training of the future specialist on the research orientation of the educational process made scientific training and scientific research a pressing challenge. In recent years, there has been an increasing interest in the phenomenon of academic dishonesty among the higher education institutions. The relevance of this problem is stated in many scientific research of foreign authors. This is also a current and active issue in Kazakhstan. Since the one of the main objectives of the educational process in education is forming the professional competencies of future