



## **ROLE OF PERCEIVED EVENTS IN UNIVERSITY GRADUATES' JOB SEARCH SELF-EFFICACY AND SUCCESS**

**Guan, Y., Zhou, X., Zheng, Y., Wen, S., Fu, Y., Hu, N., Fu, A., Han, Y., and Wang, Z.**

Job search is a critical step in university graduates' school-to-work transition, and job search success plays a vital role in shaping their long-term career success (Saks, 2018). Given that university graduates are generally unfamiliar with the labor market situation and have limited professional networks to seek support (Boswell et al., 2011), they need to regulate themselves to meet job search challenges effectively. According to social cognitive career theory (Lent & Brown, 2013), job search self-efficacy (JSSE), the belief that one is capable of performing the tasks required to obtain employment (Kanfer & Hulin, 1985), is an essential self-regulatory resource that leads to job search success (Boswell et al., 2011). While individual differences in traits and abilities have been established as significant antecedents of JSSE (Kanfer et al., 2001), SCCT also emphasizes that JSSE is not static and can be changed by the ongoing learning experience in job search.

In the fields of life events and career events, both quantitative and qualitative approaches have been used to define and measure events. On the one hand, quantitative indicators such as frequency are adopted to represent the strength of events (e.g., Bright et al., 2009). On the other hand, the happenstance learning theory (Krumboltz, 2009), chaos career theory (Bright & Pryor, 2005), as well as event system theory (Morgeson et al., 2015) offer important insights into the categories, valence, and dimensions of events. While diverse theoretical perspectives highlight the significance of developing an integrative framework to understand perceived job search events and their effects, little empirical progress has been made in this area.

This study aims to address the above research gaps by theorizing and examining perceived job search events in a comprehensive way. To capture the qualitative and quantitative aspects of job search events, we focused on university graduates' job search





process via a two-stage design. Participants were first asked to describe typical positive and negative job search events, which were then coded into different categories to capture their content. In addition, the dimensions of these events, such as their frequency, criticality, controllability, novelty, and disruptiveness, were also rated by the participants. The purpose of this study was to offer a unified framework to understand the categories and dimensions of perceived job search events, as well as the extent to which JSSE mediates the relations between event dimensions and job search outcomes, after controlling for baseline levels of JSSE and several important individual differences characteristics.

**Guan, Y., Zhou, X., Zheng, Y., Wen, S., Fu, Y., Hu, N., Fu, A., Han, Y., and Wang, Z. (2022). Role of perceived events in university graduates' job search self-efficacy and success. *Journal of Vocational Behavior*, 136, 103741.**

