

# THE INTERNATIONAL JOURNAL OF HUMANITIES & SOCIAL STUDIES

## The Effect of Personal Success Perception on Career Planning

**Dr. Adnan Çelik**

Professor /Selçuk University, Beyşehir A.Akkanat Faculty of Business, Konya, Turkey

**Dr. Ömer Okan Fettahhoğlu**

Assistant Professor /Kahramanmaraş Sütçü İmam University,  
Faculty of Economics and Administrative Sciences, Kahramanmaraş, Turkey

**Sevda Demir**

Lecturer /Osmaniye Korkut Ata University, Bahçe Vocccational School, Osmaniye, Turkey

### **Abstract**

*The purpose of this study is to explore whether there is a relationship between the perception of personal success and career planning and inquire whether there are any interactions between these factors. According to researches done in this field, it is understood that those who have been engaged in career planning have a better perception of success. In our studies, on the contrary, we tried to test the following hypothesis: people who have a higher perception of success may be more successful in career planning. The research was conducted on 350 students studying in the department of economics and administrative sciences at a public university. According to the collected data, it has been detected that there is a positive and meaningful relation between the perception of personal achievement and career planning; and that the sub-dimensions of personal success have an impact between 14% ( $R^2 = .138$ ) and 35% ( $R^2 = .349$ ) upon career planning.*

**Keywords:** Personal Success Perception, Career, Career Planning,

### **1. Introduction**

The idea that being successful enlivens human life has always been an attractive concept. For this reason, individuals have pursued success both in their careers and social lives. Success is about reaching to the objective within a desired period of time. In this perspective, individuals should set realistic goals before them; it is important to choose applicable ways to achieve these goals. Individuals pursue a business that will bring them personal growth, apart from earning a living and benefiting from social opportunities. This is exactly what many people define as a 'career' (Hirsh and Jackson, 1997:5). That is why, explaining people the ways of reaching success has become a natural policy especially for the departments of human resources.

It is only natural for a person who has succeeded in career planning step by step to have a higher perception of success. In this case, these individuals think that they have taken the right steps and succeeded in reaching their goals. This outcome indicates that a successful career planning has been made by that individual. Yet, this question comes to mind at this point: "did all employees make an efficient career planning?" Considering that career planning is conducted on the basis of an individual or an organizational level, it might be assumed that every employee has applied an efficient career planning. Yet the results show that, not every employee succeeds in career planning and passes the stages of a career easily.

Looking from the perspective of an organization, inconvenient use of the resources that are supplied for training and development programs and lack of career management regarding the personnel etc. might be considered as primary factors that cause the failure of career planning (Noe, 1999:327-328). From the perspective of an individual, on the other hand, wrong choice of objectives and inability to determine strengths and weaknesses might cause the failure of career planning.

Considering all these factors, it is confirmed that people who succeed in career planning might have a higher perception of success. Yet the important point is to determine whether people with high perception of success are able to make precise career planning or not. Because people with a higher perception of success, compared to other individuals, are likely to have more self-confidence, motivation, ambition and a capacity to cope with challenges. For this reason, it is relevant to make an assumption that they could be more successful in career planning.

Considering previous research on the issue, the assumption that individuals who have succeeded in making career plans are likely to have a better perception of success has been analyzed and this assumption has been supported by research findings. The determining factor of this research is to explore the assumption that indicates people with a higher perception of achievement are more successful in career planning. It is considered that the findings of this study shall contribute to the literature and other researchers who wish to pursue research on this issue.

## 2. Theoretical Framework

### 2.1. Perception of Personal Success

Success can be defined as reaching to a goal that was determined by wish and that was achieved by following a disciplined work. (Kurtuldu, 2010:165). In other words, success means making a difference in order to reach a better position by working continuously and putting great effort. According to a previous study, successful people are defined as joyful, flexible, sociable, ambitious, outgoing, reasonable and optimistic. On the contrary, unsuccessful people are defined as introverted, calm, docile, incompatible, bored, pessimistic or aggressive. Desire for success is one of the most important aspects that make people powerful and this desire is regarded as infinite because success triggers to complete new achievements.

Personal success, on the other hand, is defined as overcoming challenges and defining oneself as competent. Personal failure, on the other hand, is the perception of oneself as incompetent and unsuccessful. Individuals engage in physical and intellectual activities in order to succeed or to put effort, be patient, make plans, repeat, organize, observe, decide, solve problems and evaluate the process (Kurtuldu, 2010:165). The individual may have negative impressions about himself/herself as a result of developing negative views about other people. Sometimes the prominence of emotions such as guilt, not being loved and failure ends up in the depression of the individual by decreased self-esteem (Erdoğan, 2009:76).

In order to reach academic goals, it is important to comprehend the relation between personality and success. Setting a goal means that an individual has clarified the position he/she wishes to get. Becoming successful, on the other hand, means reaching a particular goal that was previously set (Sekman, 2008:18).

First, individuals must set long-term career goals, compare those goals with the objectives of the institution and become aware of his/her responsibilities in order to achieve personal success.

Perception of personal success may differ from one individual to another depending on their personality types. Meyer Friedman and Rosenman, two cardiologists, have first come up with the idea of Type A and Type B personalities. The idea first emerged when the upholsterer that fixed the chairs in the lounge suggested that those chairs were only worn down on the front edges of the seats. This situation clarified that coronary patients were anxious as they waited and had a hard time while seated. Friedman and Rosenman used this observation as a starting point and concluded that their patients had two types of behaviors. In their research, they found that people who show differences in terms of their emotions, physicality and mentality interpret situations and concepts differently from one another. These differences set the bases of personality. Personality has an impact on the relationship between people and leads their emotions, ideas and behaviors. Type A behavior individuals are very competitive, impatient, dedicated for work and sensitive about time. Type B behavior individuals, on the other hand, are less in conflict with time, more balanced and relaxed about life (Durna, 2010:277).

In our study, dimensions of personal achievement are categorized in terms of ambition, sense of superiority and personal responsibilities whereas our questions are categorized through this categorization.

### 2.2. Career Planning

The concept of career has been in use since the 16<sup>th</sup> century, but it gained recognition in the 20<sup>th</sup> century especially with the white-collar worker class. Its first academic use appears in Anne Roe's 1956 essay entitled "The Psychology of Occupations" and the term has been detailed in Donald E. Super's book "The Psychology of Career" in 1957 (Erdoğan, 2009:3).

Although the concept of career has been on the rise since 1980s, developments regarding the concept are rather new in Turkey. Having derived from the French term '*carrier*', the concept is defined as the challenged that an individual should overcome in an occupation and the ways he or she should follow in this pursuit (Gümüştekin and Gültekin, 2010:6). In the dictionary of Turkish Language Association, the term is defined as "degree, success and expertise gained in an occupation through time and hard work. Making a career, on the other hand, is defined as working in the field of expertise, specializing and mastering (www.tdk.gov.tr).

The concept of career is defined as the "experiences that an individual gains throughout life regarding business or non-business activities" (Schilling, 2012:726). In another words, career refers to activities, behaviors and attitudes regarding business activities as well as goals and values gained throughout a lifetime (Bernardin, 2002:194).

In fact, 'career' is an extensive concept including any attitudes and evaluations of an individual regarding their business as well as desires and necessities of the individual and their consistency to the organization's demands. Planning that is made by an individual regarding his or her interests and abilities should be considered as the first stage of a successful career planning (Gümüştekin and Gültekin, 2010:6).

Making a choice about different career alternatives and outcomes under different circumstances is a controversial topic. For instance, employment termination can sometimes be considered as an opportunity for a fresh start and individuals may choose an indirect way to career. Because this circumstance may be a better fit for the individual's life-style (Schilling, 2012:726).

Career has been considered differently depending on countries and organizations; therefore it has become a topic in different studies. Some countries make career planning while evaluating individuals one by one whereas in some countries departments of human resources are in charge of career planning. In Japan, for example, each manager of the departments in some organizations creates separate career charts for each personnel and implements these charts in the process of development. On the other hand, this case is totally different in European Union countries. In countries like Germany, France, Netherlands and Portugal career planning is made by human resources departments for all the staff members as a whole and the top managers are only consulted on the matter. Career planning and management in Turkey is done by very few organizations and they are not properly conducted in general. According to previous research, only 42% of companies are attentive in career planning whereas this rate reaches up to 90% in the USA.

Considering this data, it is understood that career and activities like career planning etc. are not given enough importance in Turkey (Kılıç, 2008:25; Seçer, 2013:37).

Given the evolving and developing competitiveness in the 20<sup>th</sup> century, businesses have become prominent with their modern management and planning approaches and started to pursue success with the application of personal and organizational career planning. With the concept of career being acknowledged; concepts of career stages, career planning and management, career development, career choice, career plateau and career counseling have been brought into the literature (Eryiğit, 2007:2; Seçer, 2013:36).

The concept of career planning can be defined as the self-evaluation of the individual; determining strengths and weaknesses; setting goals in accordance with one's own background, interests and abilities as well as developing actions in order to reach these goals (İbiş, 2011:8). Initially, the idea of career planning is thought to be about the question of "what occupation fits the most for an individual" (Rauduvaite and Lasauskiene, 2013:175).

With the acknowledgment of the concept of career, career management has been brought into the literature. Career management is defined as the planning of career development activities for the purpose of guiding individuals for testing their opportunities and capabilities (Yumuşak and Çoban, 2012:78).

Today, two aspects of career management are important. Firstly, it enables the individual to control his or her career more efficiently. Secondly, it enables companies to help their employees by understanding the challenges their workers face and the career choices they make (Greenhaus, Callanan & Godshalk, 2010:13). Frankly, the purpose of career management is to enable individuals to perform their abilities and talents as well as to use their information in line with the work they are engaged in; and increase the motivation, activity and efficiency of the individual by combining these qualities with the objectives of the business in an ever-growing and developing competitive environment (Sav, 2008:12).

Considering that career planning is a process through which individuals and organizations are being guided in order to reach their goals in the future; it enables individuals and organizations decide on where they wish to find themselves in near and far future and therefore get rid of the indecisiveness; and go through a successful planning and implementation process by evaluating the opportunities they encounter with in accordance with their objectives throughout this phase.

The reasons why career management has gained importance among organizations can be summarized with the following points: innovations in the businesses and the complications that are brought with them, the constant upgrade of information and talents, the need for horizontal mobility such as rotation and transfer due to excessive number of employees and thus the inability to promote them during the same terms, decrease in the release rate of the employees and the necessity to increase workers' motivation and engagement (Kılıç and Öztürk, 2010:985-986).

In short, today organizations should enable their personnel to be more compatible with the economic progress and have them to develop necessary capacities and talents in order to survive, to cope with competitive powers, be more productive and work efficiently. They require an active career planning to do this. For this reason, organizations develop new career planning by not only revealing and developing the personal and occupational talents of their employees, but also by increasing the engagement of their qualified employees and meeting with their expectations that will create a union of individual and the organization.

In this study, the dimensions of individual career planning are categorized as the "self-evaluation of the individual", "defining individualistic opportunities", "setting individual goals" and "creating a career planning".

*Self-evaluation of the individual:* initially refers to the self-evaluation of the individual regarding his or her strengths and weaknesses (Anafarta, 2001:5).

*Defining individualistic opportunities:* It refers to evaluating the career opportunities that an individual may reach within the organization or irrespective of the organization (Fındıkçı, 2000:346).

*Setting individual goals:* It is about setting goals that are in line with the personal values of the individual in order to reach the objectives (Aytac, 1997:157).

*Creating a career planning:* It is a stage at which individuals start to take action in order to reach their objectives. However, in order for the career planning start, the required environment is necessary to be attained (Tunç and Uygur, 2001:74).

### 2.3. Previous Research on Personal Achievement and Career Planning

The relationship between the perception of personal achievement and career planning is very limited in the literature. In Turkish literature, those who pursue personal career planning is analyzed in terms of their outcomes regarding the perception of personal success. In our study, however, the opposite relation has been studied and individuals who have high perception of success are questioned whether they have the ability to conduct a more successful career planning or not. For this reason, our study has a different approach compared to previous research and it is assumed that findings shall contribute to the literature.

In Erdoğan's study (2009), individualistic career planning and its relation to perceptions of personal success has been studied and a meaningful result with an affirmative relation has been achieved in terms of the statistics between sub-dimensions (between  $r = .159$   $r = .615$ ;  $p < .01$ ). Moreover, it has been detected that individualistic career planning has 37% impact ( $R^2 = .369$ ) on the perception of achievement.

In Seçer's study (2013), the assumption that personal career planning brings personal success has been tested. A statistically meaningful and an affirmative relation has been detected between the sub-dimensions (between  $r = .032$ ,  $p < .05$  and  $r = .471$ ;  $p < .01$ ) and the results suggested that personal career planning has 57% impact ( $R^2 = .568$ ) on personal success.

Sav (2008) has studied the impact of demographic differences in personal career planning and reached to the conclusion that women get more influenced than men in this matter.

All previous studies indicate that perception of success have an impact on individuals' attitudes, approaches and opinions on different issues. In this respect, perception of success has an important role (Kurtuldu, 2010:166). The primary point of our study is to evaluate the efficiency of the perception of personal success upon career planning process by proving the positive relationship between the perception of success and career planning. Besides, it is aimed to evaluate the impact of demographics upon career planning. In short, the following sections will deal with the implementation process of our study in one of the public universities and determine how the perception of personal achievement of college students influences career planning stages.

Four hypotheses have been applied in order to make a difference from previous studies:

- Hypothesis <sub>1</sub>: There is a positive relationship between the perception of personal success and career planning.
- Hypothesis <sub>2</sub>: Perception of personal success has an influence on career planning.
- Hypothesis <sub>3</sub>: Differences in demographic features create a significant difference in the perception of personal success and its sub-dimensions.
- Hypothesis <sub>4</sub>: Differences in demographic features create a significant difference in the sub-dimensions of career planning.

The research model that is formed in line with these hypotheses can be seen in Figure 1.

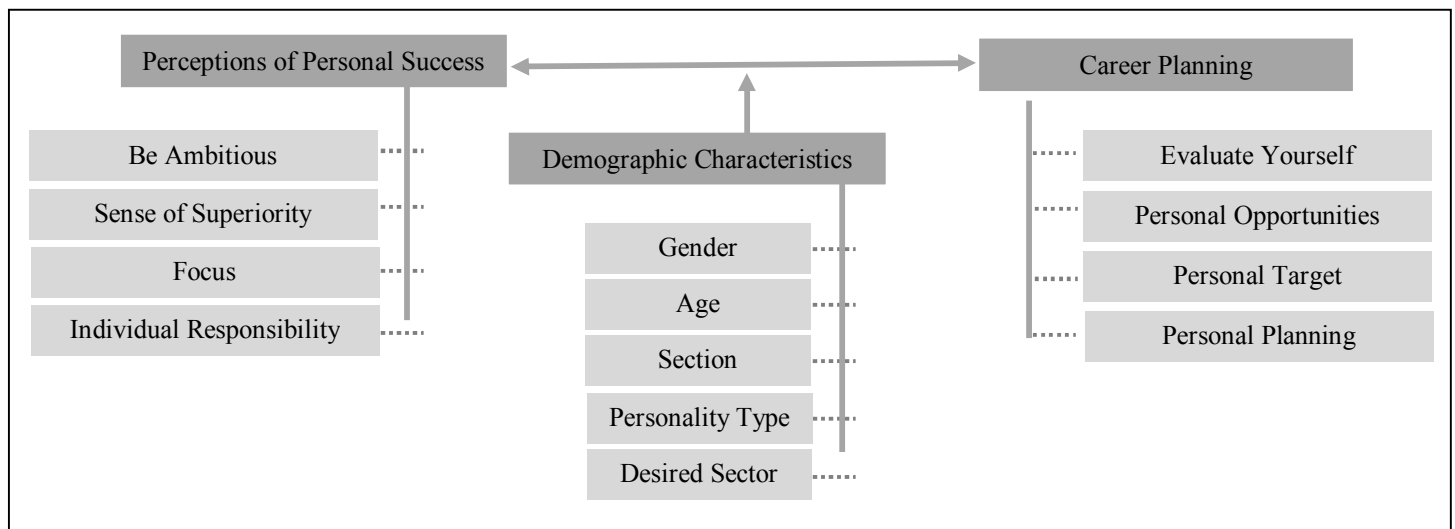


Figure 1: Model of Study

### 3. Methodology

#### 3.1. The objective of the Research and its Significance

The purpose of this research is to detect to what extent the perception of personal achievement has an impact on career planning of college students regarding their future.

This is a quantitative research model. The theoretical background has been created with the use of foreign and native literature review and data collection has been made through questionnaires.

#### 3.2. The Main Target Group of the Research

The target group of the research includes 750 students studying in the department of economics and administrative sciences at one of the public universities. 500 questionnaires have been distributed with the application of a random sampling and 350 turnarounds have been achieved (%70).

#### 3.3. Measurement Techniques Applied in the Research

Measurement technique that was used in Erdoğan's study (2009) was applied in our research in order to measure the perception of personal success and career planning. The relevant measurement consists of 47 questions with 29 of them being about career planning and 18 about the perception of personal achievement.

The measurements were created in five evaluation scales in accordance with the Likert type scale (1: Strongly disagree, 2: Disagree, 3: Neither agree nor disagree, 4: Agree, 5: Strongly agree).

Five different questions were included in the questionnaire in order to explain the demographics of the participants as "gender, age, department, intended working field in the future and personality types".

### 4. Research Findings

Findings obtained from the questions asked in order to determine demographic characteristics of the people within the scope of the research related to their genders, age distributions, departments which they have studied, sectors in which they would like to work and personality types are presented in Table 1.

<b>Gender</b>	<b>N</b>	<b>%</b>	<b>Age</b>	<b>N</b>	<b>%</b>
Female	197	56,3	Less than 18	2	0,6
Male	153	43,7	18-20	95	27,1
<b>Quotient</b>	<b>N</b>	<b>%</b>	21-23	180	51,4
Business	155	44,3	24-26	69	19,7
Economics	75	21,4	27-29	4	1,1
Public Administration	38	10,9	<b>Sector Desired To Study</b>	<b>N</b>	<b>%</b>
International Relations	82	23,4	Public Sector	203	58,0
<b>Personality Types</b>	<b>N</b>	<b>%</b>	Private Sector	115	32,9
Type A Personality	208	59,4	Free	32	9,1
Type B Personality	142	40,6	<b>N:350</b>		

Table 1: Demographic Features

According to findings obtained, 56, 3% of the people participating in the research are women and 43,7% are men. When looked into age distribution, it is determined that the ages of 21-23 (51,4 %) and 18-20 (27,1%) are seen to be accumulated. In department distribution seen in education, it is seen that 44,3% of those are in business department, 21,4% are in economics department and 23,4 are in international affairs department and 10,9 are in public administration department. When looked into the sectors which are wanted to be worked, it is determined that 203 (58%) people wants to work in public sector, 115 (32,9%) people want to work in private sector and 32 (9,1%) want to work in their own workplaces. And finally, in the question asked in order to determine what characteristics of personality that the participants have, it is found that 208 (59, 4%) people have Type A personality characteristics and 142 (40,6%) people have Type B personality characteristics.

#### 4.1. Definitive Factor Analysis and Reliability Findings

Factor analysis were performed in order to put forward structure validity of scale which is used for personal success, and in order to determine factor loads by adhering to the work performed by Erdoğan (2009) before and general differences in the literature, by measuring through four main dimension ( being ambitious, superiority feeling, focusing and taking personal responsibility).

In order to examine suitability of data before starting factor analysis, Kaiser Meyer Olkin parameter and Bartlett Sphericity test were calculated. In order to measure the reliability of the questions addressed, Cronbach Alfa scores were examined. Findings obtained are presented in Table 2.

<b>Items (1. Being Avid, 2. Sense Of Superiority, 3. To Focus, 4. Take Individual Responsibility)</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
PPS 1. I spend more than enough to guarantee the success	,759			
PPS 2. In my work, I would like to be faster and better than others	,753			
PPS 3. I'm very diligent in my work and friends say that I work hard	,591			
PPS 4. I venture to study long hours to accomplish	,595			
PPS 5. To be assigned a difficult position makes me proud and happy	,513			
PPS 6. I never postpone the works I need to do	,508			
PPS 7. I would be in a better position in five years	,501			
PPS 8. They say that I'm quite convincing and impressive		,516		
PPS 9. I believe that I am dominated in my work		,605		
PPS 10. I see myself as a strong person in guiding others		,587		
PPS 11. I'd like to do the difficult tasks			,521	
PPS 12. I prefer to do tasks that require creativity			,634	
PPS 13. I would like to do jobs which satisfies the performance incentive			,710	
PPS 14. When I'm interested in a task I am concentrate only with this			,701	
PPS 15. Rather than group work, I prefer individual responsibility				,849
PPS 16. I fulfill my responsibilities in hard work myself				,814
PPS 17. When I take a job, I fulfill the requirements in the most appropriate way				,841
PPS 18. I struggle with the obstacles I encounter when fulfilling my responsibilities				,810
<b>Explained Variance</b>	30,992	10,123	7,048	6,585
<b>Reliability</b>	,784	,729	,632	,693
<b>Total</b>	<b>54,747</b>			
Kaiser Meyer Scale Reliability	,847			
Bartlett's Sphericity Test Chi-Square	1560,834			
Sd	120			
P Value	,000			

Table 2: Factor and Reliability Analysis of Personal Success Perception Scale

The scale which is used for measuring the perception of personal success contains total 18 question suggestions. As a result of factor analysis performed, four different factor dimensions were reached and in the direction of literature, they were called as “*being ambitious*”, “*sense of superiority*”, “*focusing*” and “*taking personal responsibility*”. Question suggestions which were separated into four dimensions were determined to have explained 54,747% of the variance.

As is seen in Table 3, it was determined that the reliability of dimension of “*being ambitious*” is 784, the reliability of dimension of “*sense of superiority*” is 729, the reliability of dimension of “*focusing*” is 632 and the reliability of dimension of “*taking personal responsibility*” is 693. It was seen that reliability rates of obtained are at acceptable level in terms of social sciences. (KMO=,847, Ki-square=1560,834, p=0,000).

Factor analysis were performed in order to put forward structure validity of career planning scale, and in order to determine factor loads by adhering to the work performed by Erdoğan (2009) before and general differences in the literature, by measuring through four main dimension ( being ambitious, sense of superiority, focusing and taking personal responsibility).

In order to examine suitability of data before starting factor analysis, Kaiser Meyer Olkin parameter and Bartlett Sphericity test were calculated. In order to measure the reliability level of the questions addressed for measuring the perception of personal success, Cronbach Alfa scores were examined. Findings obtained are presented in Table 3.

Items (1. Self-Assessment, 2. Individual Opportunities, 3. Individual Targets, 4. Individual Plans )	1	2	3	4
CP 1. I know what my capabilities are	,614			
CP 2. I know myself well and know my needs	,503			
CP 3. I can easily adapt to changes in my environment	,592			
CP 4. To able of selecting my career gives me a sense of freedom and independence	,336			
CP 5. Realization of my talents and usage of them in appropriate areas motivates me	,670			
CP 6. I'd like to come to a position that will make a difference in the projects	,727			
CP 7. In addition to my personal value judgments I respect others	,706			
CP 8. In addition to my personal value judgments of others, I respect		,694		
CP 9. The field of career I chose responds to my individual expectations		,654		
CP 10. The field I study shows me the way about my career opportunities		,516		
CP 11. Internet allows me to gain a global perspective for career opportunities		,532		
CP 12. The socio-economic environment, is an important factor in career opportunities		,525		
CP 13. I'm interested in the environmental career opportunities in my country and the world		,549		
CP 14. I know what I need to do to reach my career goal			,763	
CP 15. Consistence of work and company's career plan is important for me			,501	
CP 16. Career planning helps me to plan for my career			,716	
CP 17. In my university I am provided opportunities to reach my career goal			,679	
CP 18. I keep my vision in my personal career goals in mind			,518	
CP 19. Being aware of my talent, is affective in my target career trend			,643	
CP 20. To identify my career goal helps to achieve my goal			,706	
CP 21. I made my plan related to my career				,750
CP 22. Planning and developing my career increases my productivity and activity				,594
CP 23. Doing big career plans has an important role to be permanent in my work				,518
CP 24. I am full of knowledge about my career ways				,594
CP 25. I am aware of the problems that may arise for individual career plans				,524
CP 26. I have information about the techniques used in individual career planning				,667
CP 27. I am full of knowledge about positive effects of career planning				,579
CP 28. I made my individual career plan according to my specific goals				,501
CP 29. Whether it is related to career planning and the ability to or not only promoted that I am aware that there is a career investment for the development				,507
<b>Explained Variance</b>	32,50 2	7,935	5,346	3,761
<b>Reliability</b>	,853	,778	,740	,825
<b>Total</b>	<b>49,544</b>			
Kaiser Meyer Scale Reliability	,929			
Bartlett's Sphericity Test Chi-Square	4428,887			
Sd	465			
P Value	,000			

Table 3: Factor and Reliability Analysis of Career Planning Scale

The scale which is used for measuring the perception of personal success contains total 29 question suggestions. As a result of factor analysis performed, four different factor dimensions were reached and in the direction of literature, they were called as “*Evaluating*”

himself”, “individual opportunities”, “Individual Goals” and “individual plans”. Because Number 4 question suggestion gets values close to each other in Evaluating Himself dimension and because factor interval is less than 0,5, it was removed from the analysis. Question suggestions which were separated into four dimensions were determined to have explained 49,544 % of the variance. As is seen in Table 3, it was determined that the reliability of dimension of “Evaluating himself” is (.853), the reliability of dimension of “Individual Opportunities” is (.778), the reliability of dimension of “Individual goals” is (.632) and the reliability of dimension of “individual plans” is (.825). It was seen that reliability rates of obtained are at acceptable level in terms of social sciences. (KMO=,847, Ki-Square=1560,834, p=0,000).

#### 4.2. Definitive Findings related to variables

Definitive statistical findings related to variables are in Table 4.

	N	Min.	Max.	X	S
Perceptions of Personal Success (PPS)	350	1,77	5,00	3,9159	,49158
Career Planning (CP)	350	1,74	5,00	4,8051	,52875

Table 4: Descriptive Findings Regarding The Variable

As a result of the analysis, averages of individual success perception (X=3,92, S=.49) and career planning (X=4,81, S=.53) are found. All values are above the average. When maximum points that may be obtained are taken into consideration, it is seen that the highest average belong to career planning.

#### 4.3. Findings related to relations between Demographic Characteristics and Variables:

Findings related to relations between the perception of personal success and demographic characteristics of career planning are presented in Table 5 and in Table 6 separately.

Demographic Features	Dimensions of Personal Achievement Perception					p	Result
	Being Avid	Sense Of Superiority	To Focus	Take Individual Responsibility			
Gender	t = ,455	t = ,470	t = ,372	t = ,051	p>0,05	refusal	
Age	F = ,307	F = 2,759	F = 2,503	F = ,513	p>0,05	refusal	
Quotient	F = ,401	F = ,068	F = ,832	F = ,433	p>0,05	refusal	
Sector Desired To Study	F = 4,534	F = 1,141	F = ,796	F = ,458	p>0,05	refusal	
Personality Type	t = ,059	t = ,255	t = ,066	t = ,068	p>0,05	refusal	

Table 5: Perception of Personal Achievement by Demographic Characteristics of the Relationship between Sub Dimension

According to findings obtained, it was determined that there is no meaningful relation (p>0,05) between sub-dimensions of personal success and differences in demographic characteristics statistically. That is, it is possible to say that differences in demographic characteristics do not cause any difference in the sub-dimensions of personal success perception.

According to these results, the **Hypothesis** <sub>3</sub> “differences in demographic characteristics cause a meaningful difference in the sub-dimensions of personal success perception” has been declined.

Demographic Features	Career Planning Dimensions				p	Result
	Self-assessment	Individual Opportunities	Individual targets	Individual plans		
Gender	t = ,240	t = ,812	t = ,471	t = ,842	p>0,05	Refusal
Age	F = 2,730	F = 2,475	F = 1,603	F = 1,969	p>0,05	Refusal
Quotient	F = ,648	F = ,216	F = 1,086	F = ,295	p>0,05	Refusal
Sector Desired To Study	F = ,248	F = 1,543	F = ,743	F = 2,118	p>0,05	Refusal
Personality Type	t = ,480	t = ,201	t = ,532	t = ,801	p>0,05	Refusal

Table 6: Career Planning By Demographic Characteristics of the Relationship between Sub Dimensions

According to findings obtained, it was determined that there is no meaningful relation (p>0,05) between sub-dimensions of career planning and differences in demographic characteristics statistically. That is, it is possible to say that differences in demographic characteristics do not cause any difference in the sub-dimensions of career planning perception.

According to these results, the **Hypothesis** <sub>4</sub> “differences in demographic characteristics cause a meaningful difference in the sub-dimensions of career management perception” has been declined.

#### 4.4. Findings Related to Relations between Variables

Findings of Correlation analysis made in order to examine the relations between variables are presented in Table 7.

N: 350		1	2	3	4	5	6	7	8
Perceptions of Personal Success (PPS)	(1) Be Ambitious	Person Corr. Sig (2-tailed)	1						
	(2) Sense of Superiority	Person Corr. Sig (2-tailed)	,441** ,000	1					
	(3) Focus	Person Corr. Sig (2-tailed)	,575** ,000	,448** ,000	1				
	(4) Individual Responsibility	Person Corr. Sig (2-tailed)	,354** ,000	,299** ,000	,407** ,000	1			
Career Planning (CP)	(5) Evaluate Yourself	Person Corr. Sig (2-tailed)	,520** ,000	,462** ,000	,428** ,000	,312** ,000	1		
	(6) Personal Opportunities	Person Corr. Sig (2-tailed)	,548** ,000	,504** ,000	,462** ,000	,373** ,000	,634** ,000	1	
	(7) Personal Target	Person Corr. Sig (2-tailed)	,439** ,000	,420** ,000	,400** ,000	,285** ,000	,558** ,000	,657** ,000	1
	(8) Personal Planning	Person Corr. Sig (2-tailed)	,514** ,000	,432** ,000	,405** ,000	,299** ,000	,640** ,000	,705** ,000	,669** ,000

\*\* p < 0,01, \* p < 0,05.

Table 7: The Results of the Correlation between Variables

It was determined that there is a meaningful relation in the positive direction at the medium level between “being ambitious” dimension which is sub-dimension of personal success perception and “evaluation himself” which is sub-dimension of career planning (r = ,520, p < ,01), “individual opportunities” dimension (r = ,548, p < ,01), “individual goals” dimension (r = ,439, p < ,01) and “individual plans” dimension (r = ,514, p < ,01).

It was determined that there is a meaningful relation in the positive direction at the medium level between “Sense of superiority” dimension which is sub-dimension of personal success perception and “evaluating Himself” dimension which is sub-dimension of career planning (r = ,462, p < ,01), “individual opportunities” dimension (r = ,504, p < ,01), “individual goals” dimension (r = ,420, p < ,01), “individual plans” dimension (r = ,432, p < ,01).

It was determined that there is a meaningful relation in the positive direction at the medium level between “Focusing” which is sub-dimension of personal success perception and “Evaluating Himself” dimension which is sub-dimension of career planning (r = ,428, p < ,01), “individual opportunities” dimension (r = ,462, p < ,01), “individual goals” dimension (r = ,400, p < ,01), “individual plans” dimension (r = ,405, p < ,01).

It was determined that there is a meaningful relation in the positive direction at the weak level between “Taking individual responsibility” which is sub-dimension of personal success perception and “Evaluating Himself” dimension which is sub-dimension of career planning (r = ,312, p < ,01), “individual opportunities” dimension (r = ,373, p < ,01), “individual goals” dimension (r = ,285, p < ,01), “individual plans” dimension (r = ,299, p < ,01).

According to the results obtained, the **Hypothesis 1** “There is a positive relation between the perception of personal success and career planning” has been accepted.

4.5. Findings of Regression Analysis of Variables.

Regression analysis was made in order to research whether sub-divisions of personal success perception which are the main hypothesis of the research have an effect on career planning. According to data obtained, sub-divisions of personal success have effect on career planning in between the internals of %14 (R<sup>2</sup>= ,138) and %35 (R<sup>2</sup>= ,349). Findings are in Table 8.

Model	Coefficient				Sig.
	Beta (β)	S.Error	Beta (β)	t	
Being avid dimension R= ,349 R <sup>2</sup> = ,349 F= 186,549, p= ,000	,527	,039	,591	13,658	,000
Feelings of superiority dimension R= ,283 R <sup>2</sup> = ,283 F= 137,624, p= ,000	,390	,033	,532	11,731	,000
Focus dimension R= ,247 R <sup>2</sup> = ,247 F= 113,903, p= ,000	,421	,039	,497	10,673	,000
Individual Responsibility Taking dimension R= ,138 R <sup>2</sup> = ,138 F= 55,823, p= ,000	,286	,038	,372	7,471	,000
A.Predictors (Contant), Career Planning					
<b>Anova<sup>a</sup>:Sig.,,000<sup>b</sup></b>	<b>Coefficient<sup>a</sup>: Sig.,,000<sup>b</sup></b>				

Table 8: Regression Analysis Findings

According to findings obtained, it was determined that individuals are affected positively [(β=,591),( p<0.01)] from “being ambitious dimension”, [(β=,532),(p<0.01)]from “sense of superiority dimension”, [(β=,497),( p<0.01)] from “Focusing dimension”



and $[(\beta=,372), (p<0.01)]$  from “taking individual responsibility dimension” while planning their career. That is, it is possible to say that increase occurring in sub-dimensions of personal success causes an increase in career planning in the positive direction. According to data above, the Hypothesis<sub>2</sub> “Sub-dimensions of personal success perception have effects on career planning.” has been accepted.

Findings we obtained from the study are supported with the findings ( $R^2=,568$   $p < 0.00$ ) obtained in the study made by Seer (2013) and with the findings ( $R^2=,369$   $p < 0.01$ ) obtained in the study made by Erdođan (2009).

## 5. Conclusion and Suggestions

Career planning is an important concept for both employees and businesses. Especially while making individual career planning, individuals’ success perceptions being at high level become important for their achieving purposes and focusing on correct goals. In this study is aimed at finding whether there is a relation between career planning of university students on the verge of graduation and their perception of personal success and at measuring what interaction there is between variables.

According to data obtained as a result of the research, a meaningful relation at the medium level in the positive direction was found between sub-dimensions of personal success perception and career planning. These findings show that perceptions of individual success should be taken into consideration while making career planning. Therefore, it is necessary to think that career planning and perception of personal success are elements completing each other.

Perception of personal success was examined by dividing it into 4 different factor group, “being ambitious”, “sense of superiority”, “focusing” and “taking personal responsibility”. Determining superiorities and weaknesses of individuals in these factor groups is important in terms of revealing their stronger perceptions of personal success. Therefore, detailed examinations of each dimension should be put forward. In addition, individuals seeing in which stage they are deficient will be able to provide their success feelings to be much stronger.

And, career planning was examined in 4 different factor groups, which are called as “Individuals evaluating themselves”, “defining individual opportunities”, “Determining Individual Goals” and “forming individual career plans”. In order for individual career planning to be able to be made successfully, an individual has to analyze his condition in factor groups well and has to act accordingly. Otherwise, goals in career planning will not have been determined correctly. In such case, he will fail in his career development aimed at his future life.

When we consider both of these concepts together, it may be said, in general, that more self-confidence shows up in people whose personal success perception is high while making career planning. In the studies researching relations between career planning and personal success perception (Erdođan, 2009 and Seer, 2013), it was stated that there are meaningful relations in the positive direction between these two concepts. These findings coincide with the results obtained in our research.

As this study was conducted to examine the relation between personal success perception and career planning of the students who are on the verge of graduation from one of public universities, it is thought that application of the research in different sectors is important with regard to spread of results to the general. Studies that are to be made in this field are thought to contribute to the field in order to improve career planning and the perceptions of personal success components.

It is possible to say that making further research on whether demographic characteristics would cause any differences in this issue will contribute to the literature.

## 6. References

- i. Anafarta, N. & Özgenlik S.K. (2001). Örgütsel Kariyer Planlamaya İlişkin Bir Yöntem Önerisi. Çukurova Üniversitesi Sosyal Bilimler Enstitüsü Dergisi. 8(8):1-15.
- ii. Aytaç, S. (1997). Çalışma Yaşamında Kariyer Yönetimi, Planlaması, Geliştirilmesi, Sorunları. İstanbul: Epsilon Yayınları.
- iii. Bernardin, J. (2002). Human Resource Management: An Experiential Approach. Irwin Professional Pub. Boston.
- iv. Durna, U. (2005). A Tipi ve B Tipi Kişilik Yapıları ve Bu Kişilik Yapılarını Etkileyen Faktörlerle İlgili Bir Araştırma. İktisadi ve İdari Bilimler Dergisi. 19(1):275-290.
- v. Erdođan, H.T. (2009). Bireysel Kariyer Planlama ile Kişisel Başarı Arasındaki İlişkiye Yönelik Dumlupınar Üniversitesi’nde Bir Uygulama. Yüksek Lisans Tezi. Dumlupınar Üniversitesi. Sosyal Bilimler Enstitüsü. Kütahya.
- vi. Eren G.G. & Gültekin, F. (2010). Stres Kaynaklarının Kariyer Yönetimi Etkileşimi: Borsa Aracı Kurum Çalışanları Üzerinde Bir Uygulama. Akademik Bakış Dergisi. (20):1-21.
- vii. Eryiğit, N. (2007). Örgütsel Kariyer Planlama Sürecinde İnsan Kaynakları Yönetiminin Etkinliği. Yüksek Lisans Tezi. Selçuk Üniversitesi. Sosyal Bilimler Enstitüsü. Konya
- viii. Fındıkçı, İ (2000). İnsan Kaynakları Yönetimi. Alfa Basım Yayım Dağıtım. İstanbul.
- ix. Greenhaus, J. H., Callanan, G. A., & Godshalk, V. (2010). Career Management. United States of America: SAGE Publications, Inc.
- x. Hirs, W. & Jackson, C. (1997). Başarılı Kariyer Planlaması “Successful Career Planning” (B. TOKSÖZ, Çev.). Ankara: İnkılap Kitabevi.
- xi. İbiş, E. (2011). Öğrencilerin Üniversite Bölüm Tercihleri İle Kariyer Yönelimleri Arasındaki İlişkiye Dair Bir Araştırma. Yüksek Lisans Tezi. İstanbul Üniversitesi. Sosyal Bilimler Enstitüsü. İstanbul.
- xii. Kılıç, G. & Öztürk, Y. (2010). Kariyer Yönetim Sistemi ve Örgütsel Bağlılık Arasındaki İlişki: Beş Yıldızlı Otel İşletmelerinde Bir Araştırma. Ege Akademik Bakış. 10 (3): 981-1011.

- xiii. Kılıç, G. (2008). Kariyer Yönetimi ve Örgütsel Bağlılık Arasındaki İlişki: Beş Yıldızlı Otel İşletmelerinde Bir Araştırma. Doktora Tezi. Gazi Üniversitesi Eğitim Bilimleri Enstitüsü. Ankara.
- xiv. Kurtuldu, M.K. (2010). Piyano Öğrencilerinin Başarı Algılarının Sınıf, Başarı Düzeyi ve Mezuniyet Değişkenine Yönelik Karşılaştırılması. E-journal of New World Sciences Academy. 5(3):164-171.
- xv. Noe, R.A. (1999). İnsan Kaynaklarının Eğitim ve Gelişimi (C. ÇETİN, Çev.) İstanbul: Beta Basım Yayım Dağıtım.
- xvi. Rauduvaite, A. & Lasauskiene, J. (2013). Factors Determining Personal Career Planning and Choices of Profession Among Future Teachers of Music. Procedia- School and Behavioral Sciences. (83):175-179.
- xvii. Say, D. (2008). Bireysel Kariyer Planlamada Etkili Olan Faktörler ve Üniversitelerin Etkisi Üzerine Bir Araştırma. Yüksek Lisans Tezi. Süleyman Demirel Üniversitesi. Sosyal Bilimler Enstitüsü. Isparta.
- xviii. Schilling, E. (2012). Non Linear Careers Desirability and Coping. Equality, Diversity and Inclusion. An International Journal. 31(8):725-740.
- xix. Seçer, H. (2013). Bireysel Kariyer Planlama ve Kişisel Başarı Algısı Arasındaki İlişki ve Pamukkale Üniversitesi'nde Bir Araştırma. Yüksek Lisans Tezi. Pamukkale Üniversitesi. Sosyal Bilimler Enstitüsü. Denizli.
- xx. Sekman, M. (2008). Başarı Üniversitesi. 13. Baskı. İstanbul: Alfa Yayınları.
- xxi. Tunç, A. & Uygur, A (2001). Kariyer Yönetimi Planlaması ve Geliştirme. Ankara: Gazi Kitabevi.
- xxii. Yumuşak, S. ve Çoban, M. (2012). Kariyer Yönetiminin Motivasyona Etkisi: Bandırma İlçesinde Bankacılık Sektöründe Bir Uygulama. Yönetim ve Ekonomi Araştırmaları Dergisi. Sayı:18. ss:76-87. Doi: <http://dx.doi.org/10.11611/JMER23>
- xxiii. [http://www.tdk.gov.tr/index.php?option=com\\_bts&arama=kelime&guid=TDK.GTS.51e0016bacf379.68712304](http://www.tdk.gov.tr/index.php?option=com_bts&arama=kelime&guid=TDK.GTS.51e0016bacf379.68712304), (03.07.2015).