

Parental Support and Growth Mindset as Predictors of Career Maturity in Early Adult Women in Indonesia: Bootstrap Linear Regression Analysis

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Abstrack

This study investigates the influence of parental support and a growth mindset on career maturity among early-adult women in Indonesia. Previous research has rarely examined the simultaneous contributions of internal and external factors to career maturity in this demographic group. Using a quantitative correlational design, 385 women aged 18–25 years participated through purposive sampling. Instruments included the Career Maturity Inventory–Revised (CMI-R), the Career-Related Parent Support Scale, and the Growth Mindset Scale. Data were analyzed using linear regression bootstrap. Results indicated that parental support ($\beta = 0.439$, $p < 0.001$) and growth mindset ($\beta = 0.315$, $p < 0.001$) significantly predicted career maturity, explaining 29.19% of the variance ($R^2 = 0.445$). These findings highlight the role of family support and cognitive beliefs in shaping women's career readiness. Practical implications include the need for career counselors and parents to create supportive environments that foster career exploration and decision-making. Limitations include reliance on self-report measures and a non-random sample. Future studies are recommended to use longitudinal designs and include broader demographic groups.

Keywords: career maturity, emerging adulthood woman, growth mindset, parental support

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INTRODUCTION

Early adulthood is the phase in which individuals begin to step out of their familiar comfort zone (Purnama et al., 2023). Early adulthood, or emerging adulthood, is a transitional phase between adolescence and adulthood, characterized by the exploration of identity, love, work, and one's outlook on life. This stage of development occurs in the age range of 18-25 years (Arnett, 2000). During this time, many individuals are beginning to reflect on their interest in a career. At this stage, individuals learn to differentiate between the various career options they prefer (Hurlock, 1997). A career is not just a job, but a series of steps in various major occupations that are lived throughout a person's life. Thus, success in a career is not only related to the type of work it pursues, but also to the process it goes through to achieve that success (Dani et al., 2022).

When making career decisions in early adulthood, many people lack a clear life goal or feel dissatisfied with their current circumstances. As a result, they are faced with a variety of choices that make decisions more complex (Purnama et al., 2023). Especially for women, nowadays they often face various challenges in their career journey (Ardani et al., 2025). This is supported by the results of pre-research which show that women sometimes experience challenges in their careers such as being the subject of jokes that lead to sexual or bearing a double burden, namely working in the office and having to do work at home after returning home. They revealed that conditions like this often affect their performance and well-being at work.

Career selection is closely related to maturity in choosing a career, so those who have career maturity are those who are able to complete their career development tasks (Qur'ani & Sawitri, 2022). Career-related issues are often related to the chosen field of education, which in turn will affect future job choices (Syamsu & Hengki, 2021). Workers who choose the right career tend to feel more satisfied with their jobs (Pratiwi et al., 2021). Some of the characteristics that can identify career maturity include the ability to plan for the future, willingness to take responsibility, and awareness in considering various aspects before making decisions (Aini & Nastiti, 2024).

However, nowadays, especially women in early adulthood, often feel unsure about their career choices. Many of them are hesitant, do not understand the world of work in depth, and are worried about career path decisions that will be taken in the future (Asri et al., 2021). Low career maturity can make it difficult for women to determine future success, especially if women are not aware of the obstacles that come from within themselves or from the surrounding environment. Women who have reached a certain level of career maturity tend to be better able to formulate career options that align with their awareness and readiness. Thus, it is hoped that obstacles, both internal and external, can be detected early (Purwandika & Ayriza, 2020).

According to Super (1980), career maturity is the success of individuals in overcoming career development tasks at a certain stage of development optimally (Super, 1980). According to Crites (1973) career maturity is the level of development of a person in facing career development tasks that are appropriate to their age. Maturity in career can be recognized through good planning, which is then followed by concrete steps to achieve career goals (Kamilah et al., 2020).

Savickas & Porfeli (2011) put forward the dimension of career maturity based on Crites' theory, namely: (1) Concern, which provides an overview of the extent to which individuals can be involved in career decision-making. (2) Curiosity, which provides an idea of how far individuals can explore and learn about the job and the necessary conditions. (3) Confidence, which provides an idea of how confident a person is in



making realistic career decisions. (4) Consultation, which measures the extent of an individual's ability to seek help for career decision-making.

Women's career maturity can be influenced by both internal and external factors. One of the very important things in the career maturity process is parental support, which acts as an external factor, allowing women to optimize their career potential (Anggreni, 2021). According to Turner et al., parental support is any form of assistance they provide to children in the process of educational and career development. This support can have a considerable influence on children's self-efficacy, which later plays an important role in making decisions related to their careers and education (Turner et al., 2003).

In addition, internal factors also affect the maturity of women's careers, one of these internal factors is the growth mindset. Carol Dweck revealed that the growth mindset is the belief that a person's abilities, intelligence, and talents can be developed through effort, learning, and perseverance. People with a growth mindset do not see failure as a sign of the limits of ability, but as (Dweck, 2006). A growth mindset in women is needed so that women have the desire to continue learning and exploring the career world so that individuals are expected to be better prepared when facing the world of work (Reskido, 2023).

Although there has been extensive research on career maturity, there have been few specific studies using early adult women as research participants. Previous research has also found that internal factors can affect career maturity among college students, most of whom are around 18-22 years old, a period that falls within early adulthood. Research that combines internal and external factors on career maturity in early adult women is also rare.

Although much research has been conducted on career maturity, studies specifically examining young adult women in Indonesia are still limited. Furthermore, there has been little research that simultaneously examines the role of external factors, such as parental support, and internal factors, such as growth mindset, in predicting career maturity. In fact, the socio-cultural context in Indonesia shows that young adult women often face gender pressures, dual role demands, and family expectations that can influence their career decision-making process.

Therefore, this study makes an original contribution by filling a gap in the literature by integrating psychosocial and cognitive approaches, drawing on the career development theories of Super and Crites and Dweck's concept of growth mindset. This study is also reinforced by the latest literature from the past three years, providing a more relevant empirical picture of the career readiness of young adult women in Indonesia.

METHOD

This study uses a quantitative, correlational design to test the relationship among the three variables. Participants in the study were 385 women aged 18–25 years who met the inclusion criteria, had both parents, had at least a high school education, and were willing to complete questionnaires. Sampling was carried out using a purposive sampling approach, and in determine the number of sample members, the Cochran formula was used with an error level of 5%. Data was collected through the distribution of online questionnaires using Google Forms.

The research instruments consisted of three psychological scales that had undergone a trial process before being used for the original sample collection. Career maturity was measured using the Career Maturity Inventory–Revised (CMI-R), which has a Cronbach's alpha of 0.86. The adaptation of this measuring instrument has



undergone a translation and back-translation process to ensure the authenticity of its meaning, and has been validated through expert judgment by experts in Industrial and Organizational Psychology (IOP). After that, a trial was conducted on 24 statements, and the item-rest correlation values ranged from 0.230 to 0.754, with a Cronbach's Alpha reliability of $\alpha = 0.940$. After eliminating items that did not meet the criteria (<0.3), 22 items were found to meet the criteria for the original sample, and Cronbach's alpha increased to $\alpha = 0.945$.

Parental support was measured using a scale constructed based on the theory of Turner et al. (2003). This scale initially contained 32 items, but after an item-rest correlation analysis, 25 items with adequate correlations (above 0.3) remained. The final result showed a Cronbach's Alpha reliability value of 0.914. For the 25 statements, the item-rest correlation values ranged from 0.136 to 0.756, and Cronbach's alpha was 0.915. After eliminating items that did not meet the criteria (<0.3), 22 items met the criteria for the original sample, and Cronbach's alpha increased to $\alpha = 0.924$.

Growth mindset was measured using the Growth Mindset Scale developed by Dweck (1999) and adapted into Indonesian by Rahmania et al. (2022). After testing 8 statements, the item-rest correlation scores ranged from 0.342 to 0.733, and Cronbach's Alpha reliability was $\alpha = 0.781$. These findings indicate that the scale has excellent reliability and that all items are adequately correlated; therefore, no items were eliminated.

The correlation test used in this study is Spearman's rho. This test was selected based on the results of the normality test, which showed that the data were not normally distributed, so a non-parametric method was chosen. For this reason, this study used a bootstrap linear regression approach, as that is a regression analysis for data with deviates from normality assumptions. All data processing was performed using SPSS 25.0 and JASP 0.17.00.

RESULTS AND DISCUSSION

Results

Results of descriptive analysis:

Table 1.
Career Maturity

| Category | Score range | Frequency | Percentage |
|-----------|---------------------|-----------|------------|
| High | $X \geq 81$ | 70 | 18% |
| Currently | $73 \leq X \leq 81$ | 303 | 79% |
| Low | $X \leq 73$ | 12 | 3% |
| Sum | | 385 | 100% |

Based on the table above, the categorization of career maturity variables shows that early adult women aged 18–25 years, comprising 70 respondents (18%), have a high level of career maturity, with a score of $X \geq 81$. Then as many as 303 respondents or 79% had a career maturity level in the medium category with a score of $73 \leq X \leq 81$. And as many as 12 respondents (3%) had a low career maturity level, with a score of $X \leq 73$.



Table 2.
 Parent Support

| Category | Score range | Frequency | Percentage |
|-----------|---------------------|-----------|------------|
| High | $X \geq 81$ | 91 | 24% |
| Currently | $73 \leq X \leq 81$ | 285 | 67% |
| Low | $X \leq 73$ | 36 | 9% |
| Sum | | 385 | 100% |

Based on the table above, the categorization of parental support variables shows that early adult women aged 18–25 years, comprising 91 respondents (24%), have a high level of parental support, with a score of $X \geq 81$. Then, as many as 258 respondents or 67% had a level of parental support in the medium category with a score of $74 \leq X \leq 81$. And as many as 36 respondents, or 9%, had a low career maturity level with a score of $X \leq 74$.

Tabel 3.
 Growth Mindset

| Category | Score range | Frequency | Percentage |
|-----------|---------------------|-----------|------------|
| High | $X \geq 81$ | 67 | 18% |
| Currently | $73 \leq X \leq 81$ | 305 | 79% |
| Low | $X \leq 73$ | 13 | 3% |
| Sum | | 385 | 100% |

Based on the table above, it can be seen that the categorization of parental support variables shows that early adult women in the age range of 18 – 25 years, as many as 67 respondents or 18%, have a high level of growth mindset with a high category with a score of $X \geq 30$. Then, as many as 305 respondents, or 79%, had a growth mindset level in the moderate category, with a score of $26 \leq X \leq 30$. And as many as 13 respondents or 3% had a low growth mindset with a score of $X \leq 74$.

Table 4.
 First Hypothesis Test

| Model | R | R ² | F | 95% CI | | t | p |
|----------------|-------|----------------|---------|--------|--------|-------|---------|
| | | | | Lower | Upper | | |
| H ₁ | 0.667 | 0.445 | 152.879 | 4.260 | 30.653 | 5.575 | < 0.001 |

The results of this study support three hypotheses that generally align with previous studies. The results of the first hypothesis test showed that a correlation coefficient value of $r = 0.667$, an $r^2 = 0.445$, and an F calculation of 152.879. The bootstrap 95% confidence interval for the standardized regression coefficient ranges from 4.260 to 30.653 and $t = 5.575$ with a significance of < 0.001 ($p < 0.001$).

Table 5.
 Second Hypothesis Test

| Variabel | R | R ² | β | 95% CI | | t | p | Description |
|--------------------|-------|----------------|---------|--------|-------|-------|---------|-------------|
| | | | | Lower | Upper | | | |
| X ₁ – Y | 0.613 | 0.376 | 0.439 | 0.341 | 0.639 | 9.597 | < 0.001 | Positif |



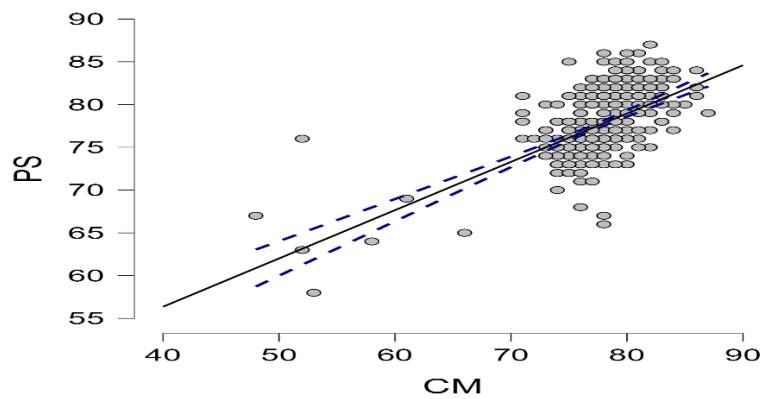


Figure 1. Scatter Plot Parental Support vs. Career Maturity

The results of the study for the second hypothesis yielded a correlation coefficient $r = 0.613$, $r^2 = 0.376$, and $\beta = 0.439$. The bootstrap 95% confidence interval for the standardized regression coefficient ranges from 0.341 to 0.639 and $t = 9.597$ with a significance of < 0.001 ($p < 0.001$). Scatter plots tend to form an upward pattern from the lower left to the upper right.

Table 6.
 Third Hypothesis Test

| Variabel | R | R ² | β | 95% CI | | t | p | Description |
|--------------------|-------|----------------|---------|--------|-------|-------|---------|-------------|
| | | | | Lower | Upper | | | |
| X ₁ - Y | 0.557 | 0.311 | 0.315 | 0.432 | 1.301 | 6.881 | < 0.001 | Positif |

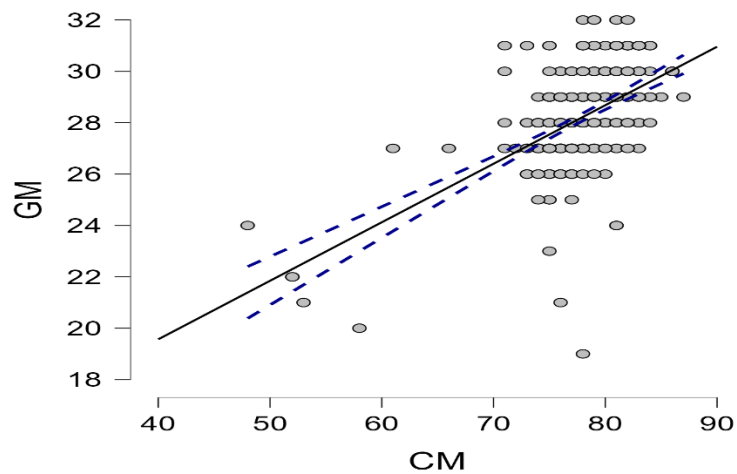


Figure 2. Scatter Plot Parental Support vs. Growth Mindset

The results of the study for the third hypothesis yielded a correlation coefficient $r = 0.557$, $r^2 = 0.311$, and $\beta = 0.315$. The bootstrap 95% confidence interval for the standardized regression coefficient ranges from 0.432 to 1.301 and $t = 6.881$ with a significance of < 0.001 ($p < 0.001$). Scatter plots are scattered but still show an upward trend, though the trend is looser than that of the parental support variable.



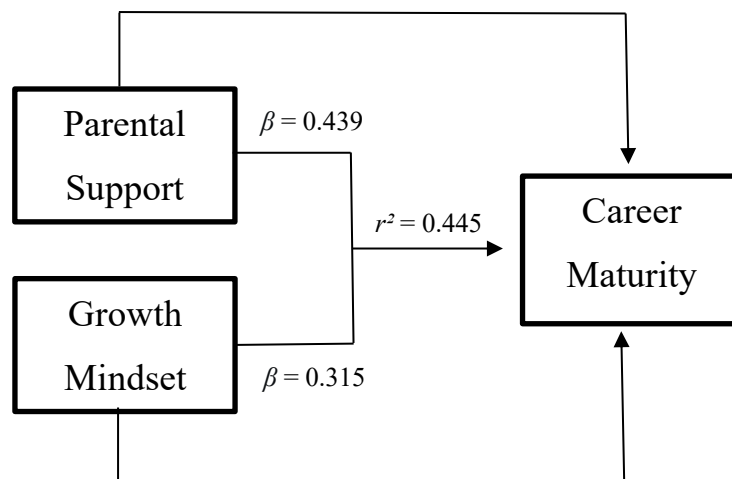


Figure 3. Path Diagram Structural Relationship Between Two Predictors

Table 7.
 Effective Donation

| Variable | β | R | Effective Donation |
|------------------|---------|-------|--------------------|
| Parental Support | 0.439 | 0.613 | 19,27% |
| Growth Mindset | 0.315 | 0.557 | 9,92% |

The table above shows that each independent variable makes an effective contribution to career maturity. Parental support and a growth mindset influence career maturity by 29.19%. Parental support contributes 19.27% to career maturity, while the remaining 80.73% is influenced by other factors. In addition, a growth mindset contributes 9.92% to career maturity, while the remaining 90.08% is influenced by other factors.

Discussion

The results of this study's three hypotheses generally support the results of previous studies. The results of the first hypothesis test show a significant relationship between parental support and growth mindset and career maturity among young adult women. So it can be concluded that the higher the parental support and growth mindset of early adult women, the higher their level of career maturity, and vice versa.

The scatter plot depicting the relationship between parental support and career maturity tends to form an upward pattern from the lower left to the upper right. The points are not densely arranged because $r = 0.613$, but they clearly show a positive relationship. There are no curved patterns or extreme outliers that disrupt the direction of the relationship. The regression line on the plot shows a positive slope, indicating that career maturity increases with parental support. This indicates that the higher the level of parental support, the higher the respondents' career maturity. The results of this study are in line with the results of a study conducted by Safinah et al., (2023) which shows that there is a positive and significant relationship between parental support and career maturity. The high level of career maturity is greatly influenced by positive support from parents. Such support includes verbal praise, ample time spent with the child, affection,



and consistent attention. Some behaviors that reflect parental support include practical help, learning from others, social encouragement, and emotional stimulation (Herin & Sawitri, 2017).

The second scatter plot shows the relationship between growth mindset and career maturity. The data points are scattered but still show an upward trend, though it is looser than that of the parental support variable. This is in line with $r = 0.557$, indicating a moderate positive relationship. The regression line shows a positive slope, but not as high as the relationship with parental support. There is no nonlinear pattern, indicating that the relationship remains linear. This shows that the higher the growth mindset, the higher the career maturity, and vice versa. The results of this study are in line with the results of research conducted by Reskido (2023) which shows that there is a positive and significant relationship between growth mindset and career maturity. Individuals who develop a growth mindset will experience career progress. This is because career maturity cannot happen quickly; it requires extensive preparation so that a person is truly ready and mature to pursue a career. A growth mindset is a skill that can be improved by practicing and getting used to it. This skill greatly affects a person's readiness for a career. Through these skills, individuals can recognize their strengths and weaknesses and increase self-awareness.

Based on the results of the descriptive analysis, it can be seen that the career maturity level among early adult women is mostly in the medium category. This means that the majority of respondents already have sufficient understanding and career readiness, but are not fully mature in aspects such as concern, curiosity, confidence, and consultation. In line with research conducted by Hayaturrahmah et al., (2025) which says that career maturity is a person's ability to make appropriate and consistent career choices, based on a deep understanding of the various aspects needed in making these decisions. This shows that the level of career maturity in the medium category indicates that individuals have a basic understanding of their careers but still need development in consistency, long-term planning, and the stability of their career decisions.

Then, the results of the descriptive analysis of parental support variables among early adult women showed that the majority fell into the medium category. In this case, support is associated with career knowledge and encouragement, such as seeking information and giving advice. If the support is in the medium category, it can be interpreted as indicating that the parents have given basic attention but have not been fully involved in helping the child develop long-term aspirations and career plans. This is also still in line with the results of previous research conducted by Wibowo (2022) which found that the pattern of parental support tends to be at a moderate level and affects children's career maturity. The results of this study also differ from those of previous research, which found no relationship between growth mindset and career maturity. Thus, the results of this study are consistent with previous findings, in which parental support and a growth mindset both contribute to increased career maturity.

CONCLUSION

This study provides empirical evidence that parental support and growth mindset simultaneously predict career maturity among early-adult women in Indonesia, thereby filling the research gap identified in the introduction regarding the limited integration of external and internal factors in this population. The findings demonstrate that parental support and growth mindset significantly contribute to career maturity, reinforcing theoretical perspectives from Super, Crites, and Dweck on the importance of both



psychosocial and cognitive determinants in career development. This study makes an original contribution by examining these relationships within the Indonesian socio-cultural context, where early adult women often face gender expectations, dual-role demands, and strong familial influence, yet remain underrepresented in empirical research on career development. Theoretically, this research expands career maturity models by highlighting how family-based external support and personal belief systems operate together to shape young women's readiness for career decision-making. In practice, the results underscore the urgency for career counselors, educators, and families to create environments that simultaneously strengthen supportive interactions and foster adaptive mindsets. Future research needs to examine mediation models, such as self-efficacy and career adaptability, to better understand the mechanisms linking a growth mindset to career maturity. In addition, qualitative studies are recommended to explore which forms of parental support are most meaningful and culturally resonant for Indonesian young adult women as they navigate career development.

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