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ZNAČAJ PRIVRŽENOSTI I MOTIVA POSTIGNUĆA PREDANOSTI KARIJERI STUDENATA DRUŠTVENO-HUMANISTIČKIH PROFESIONALNIH USMJERENJA

Apstrakt: Karijera predstavlja bitan aspekt u razumijevanju identiteta pojedinca. Koncept kojim se objašnjava važnost karijere u životu pojedinca naziva se karijerna predanost. Cilj ovog rada bio je ispitati doprinos motiva postignuća i dimenzija privrženosti u objašnjavanju karijerne predanosti. Uzorak ovog istraživanja činila su 324 studenta Filozofskog i Edukacijsko-rehabilitacijskog fakulteta u Tuzli. Karijerna predanost je mjerena Career Commitment Scale – CCM (Carson & Bedeian, 1994) prevedena na bosanski/hrvatski/srpski jezik. Privrženost je mjerila Inventar iskustava u bliskim odnosima prilagođenom za odnos sa roditeljima (Kamenov i Jelić, 2006). Motiv postignuća utvrđivao se Skalom općeg motiva postignuća (Dunderović, 2005). Rezultati ispitivanja pokazuju da dimenzije privrženosti i motiv postignuća zajedno objašnjavaju 20% varijance karijerne predanosti. Motiv postignuća i dimenzija izbjegavanja značajno su doprinosili objašnjavanju karijerne predanosti, dok dimenzija anksioznosti nije značajan prediktor. Sigurni ispitanici se značajno razlikuju od nesigurnih prema motivu postignuća i karijernoj predanosti. Rezultati se razmatraju u okviru sociokognitivne teorije učenja i karijere.

Ključne riječi: karijera, karijerna predanost, motiv postignuća, privrženost, dimenzija izbjegavanja, dimenzija anksioznosti

IMPORTANCE OF ATTACHMENT AND ACHIEVEMENT MOTIVE FOR THE CAREER COMMITMENT OF HUMANITIES AND SOCIAL SCIENCES STUDENTS

Abstract: Career is an important aspect when it comes to understanding an individual's identity. The concept which explains the importance of career in one's life is called career commitment. The aim of this paper was to examine the contribution of the achievement motive and attachment dimensions in explaining career commitment. The research sample consisted of 324 students of Faculty of Philosophy and Educational-rehabilitational Faculty in Tuzla. Career Commitment was measured with Career Commitment Scale – CCM (Carson & Bedeian, 1984) which was translated on the bosnian/croatian/serbian language.

Parent attachment was measured with the Experiences in close relationship inventory that was modified to assess the relationship with parents (Kamenov and Jelić, 2006). The achievement motive was assessed with the General achievement motive scale (Dunderović, 2005). The results show that attachment dimensions and the achievement motive explain 20% of the career commitment variance. The Achievement motive and avoidance dimension contribute significantly in explaining career commitment, while the anxiety dimensions was not a significant predictor. Safely attached respondents significantly differ from unsafe respondents when it comes to the achievement motive and career commitment. The results are discussed in the framework of the social-cognitive theory of learning and career.

Keywords: career, career commitment, achievement motive, attachment, avoidance dimension, anxiety dimension