

The Cameroon Public Service and Career Choice Management: From a Cognitive Dissonance Perspective

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Abstract: The head of state of Cameroon, his Excellency president Paul Biya in his speech to the youths each year, reminds the youths to be actively engaged in self-employment careers. Despite this call, most youths still crave to adhere to the public service. With this mind-set, most of them failed to carry out career choice preparedness effectively. This article sets out to investigate the impact of the Cameroon public service on the youth career choice management on one hand, and on the other hand, to mitigate this impact through the application of some proposed career choice management strategies. This is a quantitative type of research with a cross-sectional survey study design carried out using the non-experimental method. Our instrument for data collection is the five-point Likert questionnaires and our study population are the student-teachers of Enieg and Eniet in the Wouri division of the littoral region. The technique used for data analysis is the descriptive statistic carried out using the SPSS software version 20. The findings show that two major attributes of the Cameroon public service influence youths' career choice management. These attributes in the prevailing order were determined to be the civil servants' professional status, the civil servants' financial status, (Borchert, 2002, Kouatchou, 2023). Career choice management strategies can be used to reinforce self-efficacy skill that will have implications for future career planning.

Key points: Career Choice, Career Preference, Public Service, Private Sector.

INTRODUCTION

Career selection is one of the many important choices students will make in determining future plans. This decision would impact them throughout their lives, (Kum, 2019). The essence of who the student is will revolve around what the student wants to do with their life-long work (Borchert, 2002). The whole journey begins with career choice management. Career choice and career-preference are components of career choice management. Career choice management is a proactive, ongoing process of planning, developing, and actively managing one's career path. It involves setting goals, identifying opportunities, and acquiring necessary skills. Career choice management is specifically focused on the initial decision-making process of selecting a career path.

The transition period from school life to professional life is very difficult to manage.

The selection of a career is one of the utmost imperative decisions an individual always makes. It necessitates appropriate guidance from an appropriate person, (Kum, 2019). Every youth round the world must cross this bridge that I called here the transition period. One of the main obstacles that stand on this bridge is career choice management. In Cameroon, the youths embrace this period differently following the social cultural, context of their environment or the opportunity that is at hand, (Kouatcho, 2023).

The head of state, his Excellency president Paul Biya in his speech to the youths each year, reminds the youths to be actively engaged in self-employment careers. He stated that whatever the government's determination and the country's available financial resources, these will never suffice

to offer every young person a job in the public service. Despite this call, most youths still crave to adhere to the public service. With the socio-economic context of the Cameroon where job vacancy and professionalization are not at its optimum, most youths find themselves joining the public service unconditionally. This article sets out to investigate the impact of the Cameroon public service on the youths' career choice on one hand, and on the other hand, to mitigate this impact through the application of some proposed career choice management development strategies.

Despite this call by the Head of state of Cameroon each year, most youths are still fascinated by the Cameroon public service unconditionally, (kouatchou, 2023) especially those youths aspiring to join the public service by the end of their training like the student-teachers of ENIEG and GTTC in particular and the Student-Doctors and Nurses in general as well as those found in other ministries all over the territory of Cameroon. The head of state of Cameroon made this statement because the government is unable to absorb this massive number of youths into the public service. Many of them are therefore unemployed after their training.

Borchert, (2002), states that many factors affect career choices of high school students and that, identifying these factors would give parents, educators, and industry an idea as to where students place most of their trust in the career selection process. In his literature review, he (Borchert, 2002) showed that three areas of a student's life affect the career choices they make: environment, opportunity, and personality. This career choice selection comes at a period where most youths leave colleges and universities to integrate the professional milieu.

It is a period of uncertainty, confusion and disillusion. This is a period where the young student must take a very important decision concerning his future career. Most often, these youths arrived at this junction unprepared; their decisions are tainted by many extraneous variables or factors, (Borchert, 2002) and when this happened, only one option is left for these youths; take the opportunity that is at hand, he concluded. Opportunity is therefore our main concern here because in the context of our study, this opportunity is provided by the Cameroon public service when it launches her public competitive examinations.

Likewise, this is also the belief of Kouatchou, (2023), who claims that many youths in Cameroon are fascinated by the Cameroon public service. In his study, he tackles the problems faced by youths in finding a job in Cameroon. He explains that the fascination that the youths have for the public service is due to their perception and social representation and that this influences employment policy and professional training. From his conclusion, we can agree with him that the youths are fascinated by the Cameroon public service. This is the general atmosphere that reigns in Cameroon.

To go further, the Cameroon public service employment chart shows that the number of employees in the whole country triples every year since independence in 1960, (INS, 2025).

This makes the state the number one employer followed by the Cameroon Development Corporation (CDC). In 1960, the embryonic colonial civil service was to experience rapid growth with the country's accession to autonomy and independence. Official statistics as of June 30, 1974, show 13,494 State employees for the former Eastern Cameroon alone and 17,154 employees for the entire Republic, (INS, 2025). By March 31st, 1976, these figures had risen to 36,659. And as of 31 December 1982, the Cameroonian public service had 40,200 tenured civil servants and 7,704 contract employees. More recently, between 2010 and 2020, the number of civil servants nearly doubled, increasing from 197,471 to 340,957. The National Institute of Statistics (INS) of Cameroon reports that the number of civil servants and state employees increased from 197,471 in 2010 to 340,957 by June 2020.

From those facts and statistics mentioned above, six factors can be used to trace the origin of what can be described as elements of fascination. These factors are the Cameroon Civil Servants' professional status, the Cameroon Civil Servants' family Background, the Cameroon Civil Servants' social status, the subject's Personality profile, The Subject's Academic Profile and the Subject's Self-Efficacy Profile. How do these factors or attributes constitute an element of fascination? Details developments are given in the next paragraphs below.

The Cameroon Civil Servants Professional Status

These are elements of fascination such as The Civil Servants Dress Code, Stable Salary Guaranty, Office Work (white collar job), Work Hours/Schedule, Associated Natural Advantages, and Social Security Advantages. We believe all these elements act as a catalyst that pulls most youths to crave for the public service. This mindset was implanted following the country's historical profile.

Socially, the Republic of Cameroon is a bilingual country where the two official languages are English and French. These languages are a heritage from the colonial masters, France and Britain. Cameroon was colonized by Germany in July 1884 by Dr Natchigal and was placed under the protectorate of Germany. (Fonkeng, 2007 as cited in Ngalim, 2014). Later after the First World War in 1918, Cameroon was administered by France and Britain.

These Europeans administrators practice the autocratic governing policy where they employed some local natives to supervise the work on the plantations while they have their coffee. These local natives were dressed in shirt and short trousers and were working for the white men. They benefited certain privileges that were not given to everybody, then that is how the idea of the white-collar job was born. These individuals who were serving the European explorer could not carry out self-employed activities such as farming and fishing which were the two most prolific sources of income during that period. They started being dependence on the wages they were being paid for the daily survival.

From this moment, it therefore became imperative and a privilege for a Cameroonian to work in the public sectors. The history of Cameroon presents numerous interventions from European powers, and these play a great role in the country's diversity, (Ngalim, 2014). In a nutshell, a historical survey of Cameroon reveals that foreign influences have played a big role in the history of Cameroon. This is evident from the League of Nations to the United Nations Organization in the former French and British Cameroons as mandated and Trusteeship territories, (Fonkeng, 2007 as cited in Ngalim, 20014).

Today, the researcher presumes that it was within this atmosphere that was born the so-called matricule syndrome. The *matricule syndrome* is a local connotation that means becoming a civil servant or working for the government. This practice has thus given birth to a lot of social stereotypes and stigmatization. In Cameroon, those who work in the public service are called civil servants or *fonctionnaire* in the French language. These 'fonctionnaires' are distributed in their various ministries most of which operate in uniforms or have a particular dress code. This is the case of the police, the armed force and the national gendarmerie. This uniform seems to attract most youths. Civil servants are paid by the state using the state's revenue. This makes it possible for the civil servants to have a Stable Salary Guaranty every month and throughout their terms of service. Most youth see this as a good reason to join the public service.

The ironic part of this fact is that, although the salary is stable, it is very difficult in Cameroon to persuade a youth that salary alone cannot makes him financially independent or a millionaire. This limitation of the youths in terms of financial ambitions brings most African countries in general and Cameroon in particular to stay underdeveloped. The youths seem to be contempt with salary-related job activities.

Ideological Heritage from the Colonial Masters

Based on the ideological heritage from the colonial masters, most youths see the public service as the only sector that provide Office Work (white collar job). White collar job is not a guaranty for a sustainable financial life, but the mindset seems to choose white collar job from financial independence job such as agriculture, information and communication technology and engineering works. In the public service, Work Hours or Schedule is very relaxing where in most ministries, workers work for eight hours a day and benefit from a long weekend and public holidays. This attribute readily attracts many lazy youths who think leisure comes before work (Vince Lombardi, 2014).

In the same manner, each time an employee of the public service is assigned to a duty post of responsibility, he or she benefits from all sorts of Associated Natural Advantages. These advantages seem to motivate most youths to join the public service. These advantages go from free accommodation, service cars, cooks and caregivers just to name a few. But all these take an end when the appointment is terminated.

Social Security Advantage Allocated To the Public Service's employees

There is a Social Security Advantage allocated to each employee of the public service who is eligible for a retirement pension. This aspect is not always respected in the private sectors since most of these employers are clandestine industries or institutions. Most youths therefore believe they will gain more in joining the public service than joining the private sector or being self-employed. This is because they want to benefit from their retirement pension. From those facts presented above, we can retain that there are attributes that seem to promote fascination behaviours while at the same time hindering career choice preparedness.

The Social Cognitive Theory in relation with environmental influence

The Social Cognitive Theory, (Albert Bandura, 1991), stipulates that people learn and behave by considering the interaction of personal factors, environmental influences, and their own actions, (Bandura, 1991). When this happens, there is change of behavior. Related to our hypothesis; the civil servants' physical environment influence youths' career choice management, we are tempted to believe that the influence comes by change of behaviour as described by the theory. It is not just a simple imitation of behaviour; it is a cognitive learning process.

The Social Cognitive Career Theory in relation with personal and social factors

Likewise, the Social Cognitive Career Theory by Lent, Herkett and Brown (1994), stipulates that there is interplay of personal, social, and environmental factors in developing career interests (Lent, Herkett and Brown, 1994). This theory equally supports our hypothesis which states that the civil servants' financial status influences career choice management. Considering the social factor, financial status is one of the social aspects that play a fundamental role in shaping career choice. The parents exert a lot of influence on their offspring based on numerous attributes of which financial stability is an outstanding point. The theory we term as the social cognitive theory and the social cognitive career theory describing the linkage between the students' career choice and the physical environment and financial status respectively, is illustrated in table two.

Career Choice Management, Career Preference and Career Management:

Career choice management is a proactive, ongoing process of planning, developing, and actively managing one's career path. It involves setting goals, identifying opportunities, and acquiring necessary skills. Career choice management is specifically focused on the initial decision-making process of selecting a career path. Career choice management is the starting point. The components of career choice management are career preference and career management. In the context of our study, career choice management refers to the process of choosing either the public service or the private sector as a career path. Practically, the youths who are aspiring to join the public service (like the grade one teachers) and the youths who are aspiring to work in the private sector, are said to be carrying out career choice management.

Career preference, on the other hand, refers to an individual's inclination or liking towards certain career fields or specific jobs, often based on their interests, values, and personality. In essence, career preference is a component of career choice management, influencing the direction one chooses to manage their career. In either case whether the decision is to join the public service or work in the private sector (career choice management), Career preference pertains to a particular job that fits one aspiration. Career preference involves the mobilisation of physical, intellectual and psychological aptitudes to decide and selected the best job that fits ones' aspiration and competence, (Watson, 2011). He also states that career preference depends on Academic Achievement, Economic Conditions,

Interest, Educational Background of the Family, Guidance of Teachers, Financial Solvency, Lack of readiness and lack of information.

Lastly, Career management on its part is a proactive, ongoing process of planning, developing, and advancing one's career. Essentially, career management is the doing, and career preference is the knowing what to do. Career management is a broader, ongoing process of planning, developing, and achieving career goals. Career management encompasses the entire journey, while career choice management is the starting point.

Additionally on the perspective of career choice management, many authors have carried out studies on career choices and their findings show many converging points in terms of career choice determiners. Mr. Sangyub Ryu of Hankuk, University of Foreign Studies in February 2017 carried out a study titled '*Motivation to Choose a Public Service Career in Developing Countries*'. The major objective was to examine five public officials from five different developing countries in Asia to find motivation factors to choose public service careers. His major findings show that based on the case analysis, factors such as social recognition of the job, strong bureaucratic power and network, and family-oriented culture were significant drivers for individuals when they choose their career. Public service motivation factors, such as social contribution or serving to public, however, were not the prior reason to choose public service career in the study.

Likewise, Mafain Gilbert Yonghabi in 2023 carried out a study title "*The effects of family background on career choice of students in secondary schools in the Bamenda III Municipality*". The major objective was to investigate the extent at which family background factors influence career choice of students in the Bamenda III Municipality. His major findings show that family background factors influence career choices of students in secondary schools in Bamenda III Municipality. These factors include socioeconomic status of parent, parents' level of education and family size.

Lastly, Tambe Nchong Eyong Anastasia in 2021 carried out a study title "*Decision Making and Career Choice Development: The Case of Government Bilingual High School Ebolowa South Region Of Cameroon*". The major objective was to determine how decision-making influences career choice development among high school students in Government Bilingual High School Ebolowa. His major findings show that the family has a significant role in influencing students' career choices. Parental education and careers, parental encouragement and advice are critical in students' choices of careers. It can also be concluded that schools play a pivotal role in students' choices of careers. Career guidance, career guidance teachers, class teachers, the subjects' students do at school, gender and the location of the school were found to influence students' choices of careers.

The pertinence for the study of this phenomenon is that this massive number of youths not being able to be recruited in the public service becomes jobless, frustrated. While most of them may become armed robbers, bandits and street children, many also suffer from cognitive dissonance disorder. According to Festinger (1957), cognitive dissonance refers to the state of having inconsistent thoughts, beliefs, or attitudes, especially as relating to behavioral decisions and attitude change. Most youths when they graduate from the state institutions such as ENIEG and GTTC, they may go for more than seven years without ever being absorbed into the public service. This is very dangerous to the health of the concerned because the process induces a lot of cognitive dissonance to the individual not being recruited through the numerous years. Therefore, we have two issues at hand here that is worth studying; the inability to effectively carry out career choice preparedness due to fascination attributes and its related consequences which is cognitive dissonance.

In a conclusive manner therefore, we wish to clarify that the will to serve one's nation is not restricted or forbidden by any law. It is a privilege for any citizen to serve his/her nation. But this should be done in a more professional manner. This practice of craving for the public sector unconditionally is very frustrating because at the end of the day, most of these youths who are admitted into some institutions like the GTTC and ENIEG are not absorbed into the public service by the ministry of public service and administrative reforms (Minfopra) by the end of their training course. Consequently, the situation creates an entire atmosphere of corruption, incompetency, underdevelopment, inefficiency and high rate of unemployment.

Talking about fascination and the willingness to join the public service, is it a taboo for one to be willing to join the public service of his nation? The answer is no! It is a fundamental right if not an obligation for any given citizen to join the public service of his country and serve his nation to comply with his patriotic assignment or obligations. So where is the problem if youths are craving to join the public service? We shall now situate the problem link to the Cameroon public service and career choice management as it is stated in the next paragraphs below.

STATEMENT OF THE PROBLEM

According to sociolinguistic profile and development of Cameroon, (SPDC, 2024), research problems refer to those issues (matters, questions, topics, subject, problems, concerns, disputes) which occupy the minds of researchers and then spur them to embark on different research projects with the hope of resolving those problems through the creation of new knowledge. In a similar perspective, Chi and Glasser (1985 as cited in Poirier Proulx, 1999, p31) defined a problem as a situation in which an individual wants to achieve a goal and seeks for means to achieve this goal.

The problems that spurred the researcher's mind are rooted within the context of Cameroon public service attributes. These attributes are the civil servants' financial status and the civil servants' physical environment. How and when do these attributes become problematic? These attributes start becoming a problem when those factors that promote fascination dominate over those factors that promote career choice management. This is because, when this happens, it does not permit the youths to effectively carryout career choice management. Hence these attributes become problematic when it does not permit the youths to effectively carryout career choice preparedness.

How is it a problem? It is a problem because carrying out career choice management is crucial for achieving both personal fulfillment and professional success, (Holland, 1992). It helps individuals align their career paths with their interests, skills, and values, leading to increased job satisfaction and motivation, (Holland, 1992). Effective career management also supports career growth, skill development, and contributes to a more fulfilling personal life. When this does not happen, the public service becomes their only option, (Kouatchou, 2023). This explains the massive number of youths craving to join the public service unconditionally every year despite the cries of the Head of state asking the youths to get engaged in self-employed activities. These student-teachers who are aspiring to join the public service at the end of their training course are well placed to identify those factors that have pushed them to choose the public service as their potential employer. This is why they shall constitute our target population. Parralle to the work of Borchert, (2014), whose work was set out to determine which of the three factors: environment, opportunity, and personality; mostly influence career choice selection, our study will be orientated on investigating the impact of the Cameroon public service on career choice selection on one hand, and on the other hand, how this influence can be mitigated.

The general objective of our study is to investigate the impact of the Cameroon public service on youths' career choice management. This is in relation with the reality that despite the numerous calls by the Head of state of Cameroon and the non-absorption of recruited student-teachers into the public service by the end of their training course; many of them still crave to join this same public service at all costs. We presume that most youths are fascinated by the Cameroon public service due to some irrational and unfounded attributes or factors such as the Cameroon civil servants' professional status, the Cameroon civil servants' family background and the Cameroon civil servants' social status. We have elaborated three research questions:

1. To what extent do the youths consider the Civil Servants' physical environment in making their career choice?
2. To what extent do the youths consider the Civil Servants' financial status in making their career choice?
3. Does academic profile impacts career choice preparedness?

METHODOLOGY

The current study was done as a cross-sectional study survey and a quantitative research project to gather the information that might be used to describe the attitudes, habits, and features of a population based on the chosen samples. The research sample was selected from a population of 120 student-teachers at ENIEG, and GTTTC in the Wouri division of the littoral region of Cameroon. The population was targeted using the purposive sampling design because these are the youths who are aspiring to join the public service, (Patton, 2002). The average age of participants was 21 years (SD = 1.41).

The field work was carried out in May 2025 when the questionnaires were handed out to the participants. The student-teachers who volunteered to answer the questionnaires were instructed on how to proceed while being as subjective as possible. Later, the questionnaires were collected for analysis. First, descriptive analysis was carried out followed by the chi square test on the analysis of variance using the SPSS version 20. Our population of study is presented on table one.

Table 1: Socio-demographic characteristics of the respondents

Variables	Dimension	Frequency	Percentage
Gender	Male	51	42.5
	Female	69	57.5
	Total	120	100.0
Age	Mean	Median	SD
	23.31	23	0.754
Departments	GTTC	11	9.2
	ENIEG	91	75.8
	ENIET	18	15.0
	Total	120	100.0

Most of the items were measured on an ordinal scale, especially a 5-point Likert scale. The scale was defined from very negative to very positive order of magnitude. On the scale, 1 indicated Strongly Agree, 2 indicated Agree, 3 indicated, Undecided, 4 indicated Disagree, and 5 indicated strongly Disagree. The study employed both types of data – primary and secondary data. Primary data were collected from the respondents through May 2025 using a structured questionnaire. In contrast, secondary data were obtained from various relevant secondary sources including relevant books, journal articles, dissertations, and Enieg achieves.

Primary data were analyzed by using frequency distributions, percentages and central tendency. Because of the ordinal character of data, the study reasonably used median to measure the extent to which the Cameroon public service impacts career choice management.

Chi-square (x²) test was used to find out the significance of association between students’ career choice and several selected independent variables which were Working Tools, Work Remuneration, Work Environment, and Work Advantages. Primary data were analyzed by using frequency distributions, percentages and central tendency. The study tried to validate the following research hypotheses as in Table 2.

Table 2: Research Hypotheses Vs Null Hypotheses

No	Research Hypothesis	Null Hypothesis	Statistical Test
Ha1	There is an association between the Cameroon Civil Servants’ physical environment and career choice management	There is no association between the Cameroon Civil Servants’ physical environment and career choice management	Chi-square
Ha2	There is an association between the Civil Servants’ financial status and career choice management	There is no association between the Civil Servants’ financial status and career choice management	Chi-square
Ha3	There is an association between the subject’s academic profile and career choice preparedness	There is no association between the subject’s academic profile and career choice preparedness	Chi-square

FINDINGS: Quantitative findings

Research question 1: To what extent do the youths consider the Civil Servants' physical environment in making their career choice?

Table 3: influence of the Civil Servants' physical environment on career choice management

Variables	Dimensions	Mean	Median	SD	Rating
RH1: The Civil Servants' physical environment impacts career choice management	The extent to which the youths consider the Civil Servants Dress Code in making their career choice	4.47	5.00	0.721	Very much
	The extent to which the youths consider the Civil Servants service cars in making their career choice	3.63	3.00	0.788	Moderately
	The extent to which the youths consider the Civil Servants beautiful offices in making their career choice	4.28	4.00	0.724	Much
	The extent to which the youths consider working in the city in making their career choice	4.10	4.00	0.782	Much

Research question 2: To what extent do the youths consider the Civil Servants' financial status in making their career choice?

Table 4: influence of the Civil Servants' financial status on career choice management

Variables	Dimensions	Mean	Median	SD	Rating
RH2: The Civil Servants' financial status impacts career choice management	The extent to which the youths consider the Civil Servants stable salary in making their career choice	3.75	3.00	0.872	Very much
	The extent to which the youths consider the Civil Servants salary during vacation in making their career choice	4.24	4.00	0.879	Much
	The extent to which the youths consider the Civil Servants retirement pension in making their career choice	4.35	4.00	0.644	Much
	The extent to which the youths consider the Civil Servants mission bonuses in making their career choice	4.47	5.00	0.721	Moderately

Research question 3: Does academic profile impacts career choice preparedness?

Table 5: influence of the subject's academic profile on carer choice preparedness

Variables	Dimensions	Mean	Median	SD	Rating
RH3: The subject's academic profile impacts carer choice preparedness	The extent to which Intellectual skills promotes career choice preparedness	4.07	4.00	0.725	Much
	The extent to which Physical skills promotes career choice preparedness	4.44	4.00	4.99	Much
	The extent to which Social skills promotes career choice preparedness	3.82	4.00	1.167	much

DISCUSSION

The Influence of the Civil Servants' Physical Environment on Youths' Career Choice Management

In summary, the quantitative research finding on table 3 indicates that the youths give a lot of consideration to the civil servants dress code when making career choice management, the rating being very much with median 5.00 and the mean 4.47. Likewise, beautiful offices are also an important aspect for the youths when they consider joining the public service with a median 4.00. However, there is a moderate consideration for service cars as the median reads 3.00.

The Influence of the Civil Servants' Financial Status on Career Choice Management

In summary, the quantitative research finding on table 4 indicates that the youths give a lot of consideration to the civil servants stable salary with median value 3.00 and much consideration for salary during vacation and retirement pension. However, a moderate consideration is given for mission bonuses.

Strategy on Career Choice Preparedness Based on the Subject's Academic Profile

In summary, the quantitative research finding on table 5 indicates that the youths give equal consideration to intellectual skills, physical skills, and social skills as strategies that promote career choice preparedness.

Qualitative findings:

The study reveals that public sector is the students' main career choice compared to private sector. The prevailing of this choice is the civil servants dress code, the civil servant's retirement pension and the civil servants' stable salary. The study indicates that the youths consider these factors highest in making their career choice. The study reveals that public sector's jobs are preferred among the youths mainly due to job prestige, job security, the scope of promotion, and the scope of pension.

The study also reveals that the public sector is mostly preferred choice among the youths because of several material benefits including the civil servants' dress code, the civil servants' stable salary, the civil servants' service car, mission bonuses, retirement pension, working in the city, salary during vacation, and the beautiful offices. The study indicates that all these attributes have significant association with the career choice management. As such, the study opines that such factors have effects on determining the youths' career choice. This finding is consistent with the findings indicated by Borchert, (2002), and Kouatchou, (2023)

The weakness of our method of data collection is that some respondents might not have been very subjective due to the qualitative nature of the questionnaire. The strength of our method of data collection lies in the fact that all the respondents are youths aspiring to join the public service by the end of their training. The results reflects the reality or the existence of the phenomenon of the matricule syndrome which is so obvious to the point where the head of state of Cameroon keeps on calling on the youths to get engaged in self-employed activities, (Biya, 2025).

IMPLICATIONS OF THE FINDINGS

The implications of these findings are that, the Cameroon public service attributes influence the youths' career choice preparedness. These attributes do not permit the youth to carryout career choice preparedness effectively. As such, the study suggests that the youths should undertake the career development courses or training as a strategy for career choice preparedness. With regard to the youths' career choice management, the study proposes two theories; the social cognitive theory and the social cognitive career theory. These theories try to indicate that the youths' career choice is not determined by their personal interests alone; rather they are determined by the interplay of several factors such as those studied in this article; the environmental and the financial factors.

RECOMMENDATIONS

The paper recognizes the need for undertaking a further study, especially a qualitative study in order to find out on career choice preparedness strategies in relation with factors related to fascination and the civil servants. Career choice preparedness strategies in relation with the subjects' personality, the

subjects' academic profile, and the subjects' self-efficacy profile are the most prominent potential domains of exploitation.

Career choice management is a lifelong struggle that requires a lot of pro active action and determination. Many factors affect the process of career choice selection. Hence from here, we are suggesting further study in this domain that looks at the impact or influence of other factors such as the civil servants' family background, the civil servants' social status, the subject personality, the subject academic profile, and the subject self-efficacy profile.

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