

Marjaana Gunkel, Christopher Schlaegel*

The Influence of Personality on Students' Career Decisiveness – A Comparison between Chinese and German Economics and Management Students**

Within the last decade, the relation between personality and career decisiveness has received increased attention. This study examines the country-specific influence of the Big Five personality traits on career decisiveness and its determinants, namely career related adaptability, career-related optimism, and career-related knowledge, among 406 Chinese and German economics and management students. The results show that personality traits affect career decisiveness and its determinants and that the effects partly differ across countries. The findings, their implications, and further research directions are discussed and suggestions for career counseling are made.

Key words: career decisiveness, country comparison, personality traits

* Marjaana Gunkel, Otto-von-Guericke-University Magdeburg, Universitätsplatz 2, 39106 Magdeburg, Germany. E-mail: marjaana.gunkel@ovgu.de.

Christopher Schlaegel, Otto-von-Guericke-University Magdeburg, Universitätsplatz 2, 39106 Magdeburg, Germany. E-mail: christopher.schlaegel@ovgu.de.

** Article received: July 7, 2009

Revised version accepted after double blind review: April 15, 2010.