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**A Comprehensive Study on Career Calling:
Understanding the Role of Socioeconomic Factors and
Work Volition Across Cultures**

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Abstract

A COMPREHENSIVE STUDY ON CAREER CALLING: UNDERSTANDING THE ROLE OF SOCIOECONOMIC FACTORS AND WORK VOLITION ACROSS CULTURES

Work as a calling has been present in many different cultures and traditions throughout history, offering both positive and potential challenges. Understanding the concepts associated with career calling becomes pivotal for improving the experience, especially for vulnerable groups. To better understand what affects career calling experience and how to enhance the calling experience of vulnerable groups, this study aimed to investigate the relationship between socioeconomic status and work volition with career calling experience across six nations; (N = 2491 college students): India, Turkey, China, Italy, the United States, and The Netherlands. Our observations reveal that having a stronger sense of work volition and having a higher individual socioeconomic status are linked to a higher career calling experience across different cultures. Furthermore, work volition emerges as a universally positive factor, positively impacting the calling experience regardless of socioeconomic background. These insights contribute to a better understanding of the factors shaping career calling, providing practical implications for fostering positive outcomes and addressing the needs of vulnerable groups.

Keywords: Career Calling; Socioeconomic Status; Work Volition; Cross-Cultural Study

A Comprehensive Study on Career Calling: Understanding the Role of Socioeconomic Factors and Work Volition Across Cultures

Introduction

Career calling has gained increasing attention in the vocational psychology field. Career calling is a comprehensive approach that explores personal meaning and purpose within one's profession (Duffy et al., 2018). This innate call holds the power to become a fundamental part of an individual's identity, giving their life a deep sense of meaning and purpose by motivating them to engage more deeply in work-related activities and to make sacrifices for the greater welfare of others (Gerdel, Dalla Rosa, & Vianello, 2022).

Despite recent studies providing more focus and empirical data on career calling in diverse settings, many theories in vocational psychology and studies about calling originate from North American viewpoints and Western cultural frameworks. Consequently, questions arise regarding the applicability of these theories to socially and culturally diverse populations. To address this gap, this study aims to explore cultural differences by collecting data from six countries identified as both Western and non-Western.

The primary goal of the current study is to delve into the relationship between economic constraints, work volition, and career calling, particularly focusing on the association between these variables across various cultural contexts. Existing literature on career calling underscores its positive associations with vocational and well-being outcomes, including heightened levels of work meaning, work commitment, job satisfaction, and overall well-being (Duffy et al., 2011; Duffy et al., 2013; Dobrow et al., 2023). While studies acknowledge the positive outcomes associated with career calling, it is essential to recognize the existence of individuals who have a sense of calling but are unable to live it out. This is particularly relevant for those without sufficient access to financial and social opportunities, as their career choices may be influenced by factors beyond personal passion and calling. Therefore, an important question emerges concerning how practitioners can facilitate the development of a sense of calling and foster relevant well-being outcomes, especially for those who come from diverse social and cultural backgrounds.

The Work Calling Theory (WCT) proposes that to be able to live out a calling, individuals need to perceive a calling and have access to relevant opportunities (Duffy et al., 2018). Research has shown that having higher socioeconomic status is associated with greater access to educational and occupational resources, leading to increased career adaptability, better job matches, and a higher likelihood of living out one's calling (Blustein et al., 2002; Hu et al., 2012; Duffy et al., 2013). In addition, research has shown that work volition, defined as an individual's capacity to make career-related decisions despite barriers, mediates the relationship between perceiving and living a calling (Duffy & Autin, 2013). Furthermore, studies indicate that work volition mediates the relationship between socioeconomic status and various work-related outcomes, including career adaptability, decent work, and work meaning (Song & Lee, 2023; Yoon & Han, 2021). Therefore, this study conducted a comprehensive analysis to explore the relationship between career calling, socioeconomic status, and work volition across different cultures. Employing data collected from six different countries, we examined the correlations between career calling, socioeconomic status, and work volition. Additionally, we investigated the potential moderating role of the interaction between work volition and socioeconomic status on career calling. The selected countries provided a diverse sample, enhancing the generalizability and cross-cultural applicability of our findings.

While socioeconomic factors can significantly impact the opportunities available to individuals, work volition emerges as a mediator in navigating and shaping one's career path. Acknowledging these interconnections, addressing disparities in socioeconomic access, promoting autonomy in career decision-making, and recognizing the influence of cultural factors become pivotal steps in fostering an inclusive and supportive environment for individuals to pursue and realize their career callings.

As societies become increasingly aware of these dynamics, concerted efforts to create inclusive and supportive career ecosystems can contribute to a more equitable and fulfilling professional landscape for individuals across diverse backgrounds. This study aims to contribute to this evolving discourse by shedding light on the interplay between career calling, socioeconomic status, and work volition in diverse cultural contexts, offering valuable insights for researchers and practitioners of career development.

CHAPTER 1

Review of Literature

Career Calling: The Concept of Work as a Calling

The concept of work as a calling has been present in many different cultures and traditions throughout history. Although there is no exact definition of career calling today, it is generally examined in two categories: The neoclassical approach, which is related to more religious and spiritual motivation, and the modern approach, which offers a more expansive view of the term by emphasizing self-fulfillment and the search for meaning through one's work (Thompson & Bunderson, 2019; Gazica & Spector, 2015).

The neoclassical conception of calling relates to other-oriented ideals such as doing work that benefits society, having a duty, and feeling destined to do a specific job (Dik, Duffy, & Eldridge, 2009). This view of calling is linked to the traditional, religious origins of the concept and traces its roots back to a branch of Christianity known as Protestantism (Thompson & Bunderson, 2019). The Protestant Work Ethic can be defined as a system of values and beliefs that sees work as a gift from God. According to these rules, every person has a destiny to do a particular job. Therefore, everyone should find the profession they are meant to do, and they should work for the common good to be a blessing to others. (Furnham, 1990).

According to Weber (1930), the idea of calling was first presented to society by protestant reformers as an idea that God "calls" someone to a profession that can be pursued in a meaningful and prosocial way. It is claimed that the concept grew more secular after the Protestant Reformation by retaining the core parts of destiny, duty, and discovery without requiring a specific belief and expanding to society to connect individuals to their professions (Thompson & Bunderson, 2019). While the idea of calling has its roots in the Protestant Reformation, the concept has been mentioned in different ways in various philosophical and religious systems from different cultures, such as Islam, Buddhism, Hinduism, and Confucianism. Research suggests that the experience of finding meaning and purpose in one's work and seeing one's profession as a personal identity is not limited to some specific cultures. Instead, work as a calling can be seen as a universal human experience that cuts across all religious and cultural boundaries (Vianello et al., 2022).

Definition of Calling

While the neoclassical concept of calling is more related to values such as discovering one's destined job and contributing to the common good, in contrast, the modern view of calling puts the focus more on the individual. It emphasizes having a sense of self-fulfillment, meaningfulness, and happiness through one's work (Thompson & Bunderson, 2019). This idea has been adopted by many people who seek a deeper connection with their jobs and a sense of fulfillment in their professional lives. Recently, Duffy et al. (2018) introduced the Work as a Calling Theory (WCT) to provide a more adaptable and contemporary approach to understanding the concept of work as calling. The WCT defines calling as a work approach that includes (a) discovering personal meaning and purpose in their profession, (b) finding a way to make contributions to the common good and to help others, and (c) experiencing the feeling of being internally or externally driven toward that work (Duffy et al., 2018).

Scholars frequently see calling as a multifaceted concept with various elements. Vianello et al. (2018) proposed a synthesis by examining the definitions of calling used in neoclassical and modern approaches. They identified the components of career calling as passion, sacrifice, transcendent summons, prosocial orientation, pervasiveness, purposeful work, and identity. It is suggested that these components are interconnected, shaping the calling structure (Vianello et al., 2018). Considering these identified components, Gerdel et al. (2022) defined career calling as a passionate, transcendent call to pursue a job in a specific domain that becomes a fundamental part of a person's identity by giving their life a deep meaning and purpose. This call inspires individuals to engage in activities related to their jobs more and make sacrifices from their lives for the welfare of others (Gerdel, Dalla Rosa, & Vianello, 2022).

Perceiving a Calling and Living a Calling

To better understand the concepts related to career calling, it is important to address the link between perceiving and living a career calling.

Perceiving a calling refers to the person's perception of their calling and how strongly they feel called to that particular career. In contrast, "living a calling" refers to the extent to which a person is currently involved in their job to connect the work they feel passionate about (Duffy & Autin, 2013). Therefore, it is possible to have a sense of calling but not be able to live out of it such as unemployed individuals. It is also common for people who feel that they have

been called to a particular career path to report that they are currently working in a different job than the one that supports their calling (Duffy et al., 2011). Given that people associate their calls with their identities, those who are unable to answer their calls may experience dissonance with their current professional roles, which can lead to feelings such as increased stress, regret, and dissatisfaction (Dobrow et al., 2023).

Previous research has demonstrated that living a calling has a stronger connection with work-related outcomes such as job satisfaction, work meaning, and commitment to one's job (Duffy et al., 2012). It has been discovered that while living a calling was more strongly correlated with life satisfaction, the link between perceiving a calling and life satisfaction was negative when they were not able to live their calling (Duffy et al., 2012). Furthermore, Gazica and Spector (2015) discovered that individuals without a sense of calling exhibit more favorable outcomes in terms of job satisfaction, life satisfaction, and health-related factors, which include elevated levels of work engagement and career commitment, along with lower levels of stress and withdrawal intentions, than those who do perceive a calling but find themselves unable to pursue it. These findings suggest that, paradoxically, those without a clear sense of calling may experience better overall well-being and occupational outcomes than those who perceive a calling but face barriers in its pursuit.

Therefore, it was suggested that it is crucial to transform the perceived calling into a living one since even if someone perceives a calling, they may not be able to experience the benefits until they truly live out that calling (Duffy, Allan, Autin, & Bott, 2013). In addition, the WCT proposes two predictors essential for living out a calling: perceiving a calling and having access to relevant opportunities (Duffy et al., 2018).

Outcomes of Calling

Prior research shows that seeing work as a calling has positive implications for individuals and society. Literature has demonstrated that career calling is favorably connected with a variety of occupational and well-being outcomes. It was discovered that individuals who perceive their work as a calling tend to experience greater levels of work meaning and commitment to their job (Duffy et al., 2011). Additionally, those who find meaning and purpose in their work, are more likely to be engaged and motivated about their job which makes them experience higher productivity and job performance (Duffy et al., 2018). Another study

conducted by Duffy et al. (2013), revealed that individuals who view their work as a calling tend to have higher levels of job satisfaction. In addition to increased job satisfaction, the study also uncovered individuals identifying their job as a calling experienced lower levels of stress and burnout (Duffy et al., 2013). Career calling can also foster personal growth and a sense of life meaning, contributing to their overall well-being and mental health (Duffy et al., 2014). Additionally, people who experience a sense of calling in their professional lives, frequently feel compelled to make a positive impact on the world. They are more likely to contribute to the common good which can lead to greater social and economic advantages for the society (Bunderson & Thompson, 2009).

Having a career calling can bring many positive impacts, however, it is also beneficial to consider the potential drawbacks of having a sense of calling. Duffy et al. (2018) suggested that workaholism, burnout, and organizational exploitation might be the unfavorable effects of having a calling. People highly passionate about their jobs might be more likely to overwork and spend less time with family and friends or become isolated from those who do not share their career interests. Overworking can lead to physical and emotional exhaustion as well as a higher risk of burnout (Duffy et al., 2018). Another potential negative impact of a career calling is the risk of exploitation. People with a strong sense of calling may be more likely to tolerate poor working conditions or low-paid jobs because they feel they are doing what they are passionate about, rather than just working for money. According to research conducted with zookeepers, people who follow their passion or their calling may find themselves in a situation where they must accept lower-paying jobs because they feel compelled to work there to fulfill their moral duty (Bunderson & Thompson, 2009). This may result in a situation where companies take advantage of workers who are willing to make sacrifices to pursue their professions. As a result, this can lead some vulnerable groups to experience unfavorable outcomes of calling more than others, such as people with low socioeconomic status. Therefore, it is beneficial to understand the concepts associated with this experience to reduce the negative consequences of pursuing a calling and facilitate the calling experience of vulnerable groups.

Mediators and Moderators of Calling

Working as Calling Theory (WCT) suggests that having a perception of a calling does not result in living out that calling without access to opportunities. According to this view, several mediators and moderators connect perceiving a calling to living a calling (Duffy et al., 2018). A study conducted by Duffy and Autin (2013) found that socioeconomic and educational resources as mediators that might explain the link between perceiving a calling and living a calling. In this study, it was observed that while the salary and education level did not make a difference between the groups in terms of perceiving a calling, people with high income and greater access to education were more likely to experience living a calling. Furthermore, research suggests that the perception of a calling may be the same between employed and unemployed individuals (Duffy et al., 2015). As a result, even though perceiving a calling may not differ by social class, educational level, or employment status, having higher-paid occupations or access to those job opportunities due to educational and economic resources may enable individuals to live out their calling.

Scholars discovered that work volition partially mediates the relationship between perceiving and living a calling (Duffy & Autin, 2013). Research conducted in Korea with working adults demonstrated that work volition mediated the relationship between perceiving a calling and the positive results of calling more than living a calling. In this study, it has been found that those with a strong feeling of calling are more likely to feel able to make decisions when pursuing their careers despite external obstacles, which results in a higher sense of job and life satisfaction (Ahn, Kim, & Lee, 2017). Therefore, focusing on internal resources can be a light for those who perceive a calling but are not able to experience their calling due to external barriers.

As a result, while recognizing and pursuing a career calling can have numerous beneficial outcomes for individuals, it is also important to consider the potentially unfavorable consequences of calling. To better understand how to minimize the negative aspects of pursuing a career calling and how to enhance the calling experience of vulnerable groups, this study aimed to investigate the relationship between the concepts of socioeconomic status and work volition with career calling experience.

CHAPTER 2

Career Calling Across Cultures

The concept of a calling emphasizes the importance of internal and external sources, highlighting elements such as meaningfulness, helping others, and feeling self-fulfillment through work (Duffy et al., 2014). How these sources are valued is greatly influenced by culture. Individuals are often influenced by cultural expectations when choosing their professions and their perceptions regarding a particular job can vary depending on their cultural values (Wesarat et al., 2014). According to Dik and Duffy (2009), while the notions of calling and vocation are relevant across cultures, there might be cultural variances in how these concepts are expressed. Consequently, the functions and driving factors of a career calling can vary across cultures, depending on which values hold greater importance in a specific cultural context.

Hofstede (1984) claimed that organizations are culturally embedded entities, and he identified five fundamental cultural dimensions shaping work-related values across different countries: power distance, uncertainty avoidance, individualism, masculinity, and long-term orientation. Based on these cultural dimensions, individualistic cultures place a greater emphasis on autonomy and personal initiative which elevates the individual above the group, whereas collectivistic cultures emphasize collective identity and group solidarity (Hofstede, 1980). Moreover, these cultural dynamics are suggested to be correlated with socioeconomic variations. Hofstede (2001) suggests that individualism is related to wealth. Research has revealed that individuals with lower socioeconomic status exhibit greater awareness of others' feelings and a tendency to show more altruistic behaviors (Ishii & Eisen, 2020). Scholars explained this tendency by highlighting their limited access to education and additional resources, stating that this limitation makes individuals with lower socioeconomic status more dependent on other people (Ishii & Eisen, 2020). This perspective offers an alternative explanation for why some cultures place more emphasis on group solidarity and collective identity.

Therefore, in collectivistic cultures, job satisfaction may be more directly correlated with pro-social behaviors such as serving the needs of society, whereas, in individualist cultures, the emphasis is more on finding meaningfulness and purpose in one's work (Dik & Duffy, 2009). In line with this, a study that assessed the cross-cultural validity of career calling revealed that while prosociality was high in India, which identified as a collectivist society, this value was low

in the Netherlands, which is regarded as an individualist country (Vianello et al., 2022).

Moreover, in a study that examined the relationship between career calling and life satisfaction among undergraduate students, it was discovered that while work volition was the dominant mediator in the calling-satisfaction link among South Koreans, for students from the United States, work hope was the significant mediator of this relationship (Ahn, Kim, & Lee, 2021). Expanding on this insight, another study suggested that work volition might be highly connected with positive outcomes of calling in South Korea because their work culture places significant importance on values such as patience, self-discipline, and persistence in the face of difficulties (Ahn, Kim, & Lee, 2017).

In addition to all of this, even though the idea of calling is considered more prevalent in Western countries due to its connection with Protestantism, a study conducted by Vianello et al. (2022) discovered that the level of career calling in WEIRD (Western, Educated, Industrialized, Rich, and Democratic) countries is lower than the level in non-WEIRD countries. Researchers addressed this connection by pointing to non-WEIRD countries as having lower socioeconomic status and access to opportunities, and individuals living in those countries may feel higher levels of calling about their current profession due to the inability to change their social status (Vianello et al., 2022).

In conclusion, recognizing the cultural context is crucial for understanding how individuals perceive, and pursue their careers. This study aims to facilitate a more comprehensive and contextually relevant exploration of the multifaceted nature of a career calling in our globalized and culturally diverse world.

Socioeconomic Status:

The impact of socioeconomic status on career choices and work life has become more evident in recent years. As a result, studies examining the influence of socioeconomic status on career development started to receive greater attention. Socioeconomic status (SES) is defined as a method of classifying people's overall economic and social standing (Baker, 2014). Many factors are considered when categorizing people in terms of their social and economic position in society. These variables are divided into two categories; objective SES (OSS) and subjective SES (SSS) factors (Autin et al., 2017). One of the factors that have an impact on OSS is

education. People with higher levels of education are more likely to be employed and have greater chances to earn a salary (Galobardes et al., 2006). That brings us to one of the most significant variables linked to SES, which is income. Income often refers to the amount of money a person earns from different sources, including salaries and investments. However, it can also be assessed as the total earnings of the households. People with higher income have better access to resources for health and possibilities for accommodation which raises their socioeconomic level (Baker, 2014). Occupation is another factor that influences socioeconomic status. Occupation may affect health and well-being due to its connection with the work environment and work-related stress. People who work in low-status jobs might have bad work conditions that affect their health and socioeconomic status (Galobardes et al., 2006).

While OSS measures include education, occupation, and income, subjective socioeconomic status relates to how people perceive their economic and social standing. The SSS refers to people's perception of their position on the social ladder and whether they have equal rights to access resources when they compare themselves with others (Hoebel et al., 2017). However, OSS measurements (education, occupation, income) are considered insufficient for determining a person's social position because they do not account for factors such as the person's family heritage, social privilege, or the skills gained by two people with the same level of education due to their living conditions and social environment (Autin et al., 2017). For instance, in comparison to OSS, SSS has been found to have a stronger relationship with adult health outcomes (Quon & McGrath, 2014). Additionally, it was discovered that SSS was more significantly associated with psychological functioning and health-related variables than objective socioeconomic factors (Adler et al., 2000). As a result, SSS claimed to be a more accurate indicator of a person's social position than OSS, possibly because it allowed more insight into the individual's cognitive perception of their socioeconomic resources by taking into consideration both previous and expected prospects (Singh-Manoux et al., 2005).

Research shows that socioeconomic status has an impact on shaping one's career opportunities and outcomes. For instance, how young adults build their job experience is discovered to be related to their opportunities to express their passions, and talents in the work-life (Blustein et al., 2002). Therefore, it may also affect an individual's career calling experience due to its effects on the career-seeking process, and their experiences while pursuing that career. Blustein et al. (2002), found that young adults from a high SES background were more likely to

demonstrate their interests and talents in their working life, while respondents from a low SES background tended to work in jobs that would ensure their economic status. They also showed that people with high SES had greater access to external resources, and higher levels of career adaptability compared to people with low SES (Blustein et al., 2002).

In another research, it is demonstrated that higher SES students were more likely to report a better job match than students with lower SES backgrounds due to their perception of having more resources and, consequently, having less employment uncertainty (Hu, Hood, Creed, & Shen, 2022). Expanding on this idea, another study highlighted self-efficacy as a crucial element in finding meaning in work and it was claimed that this aspect becomes especially important for people with lower socioeconomic status who typically have less control and fewer educational opportunities (Shim, Dik, & Banning, 2022).

In addition, researchers indicated that college students with higher perceived social status were more likely to exhibit high levels of efficacy and career certainty when making career decisions (Thomson & Dahling, 2012). Furthermore, a study conducted with teenagers revealed that those who experience high levels of financial stress show lower levels of work hope (Thompson et al., 2015).

While socioeconomic status affects individuals' career choices, it also has an impact on people's career development and calling experience while pursuing their chosen careers. Previous studies have indicated a significant relationship between career calling and SES variables, particularly with the level of education and income. According to a study, those with higher incomes and educational levels are more likely to live out their calling (Duffy et al., 2013). Other studies have shown that people from lower social classes perceived less work meaning than people from higher social groups, implying that coming from a lower social class may prevent people from seeing their work as meaningful (Allan, Autin, & Duffy, 2014; Autin & Allan, 2020). A recent study has shown that the primary source of meaningfulness in work is self-efficacy, which is the sense of control and impact on one's career. Given that LSES workers frequently have less power over their work and educational advantages, they explained this relationship as the cause of the lower level of meaning in work for LSES employees (Shim, Dik, & Banning, *Experiencing Meaningful Work as a Lower Socioeconomic Status Worker: An Interpretative Phenomenological Analysis*, 2022). Additionally, Autin et al. demonstrated that people from higher subjective social status were more likely to have higher levels of work

volition and career adaptability over the years which may be due to having higher SES perception allows people to feel like they have greater access to external resources that supports work volition and career adaptability (Autin et al., 2017).

In summary, research indicates that socioeconomic status (SES) plays a significant role in career development. Since people from different socioeconomic backgrounds have different needs for their career development process, current career development theories may not adequately address the experiences, especially those with low SES. Therefore, considering the needs of individuals from diverse socioeconomic backgrounds can enable them to align their career choices with their aspirations and abilities, thereby enhancing their ability to live out their career calling.

Work Volition

People may encounter numerous challenges while choosing and maintaining their profession, frequently due to economic, family, or personal reasons. They might face external obstacles that limit progress in their careers, such as a lack of employment opportunities brought on by the state of the economy or prejudice based on their ethnicity, gender, or sexual orientation (Duffy, et al., 2012). The Psychology of Working Theory (PWT) was developed by Blustein (2006) in response to the notion that people who face barriers to obtaining job opportunities do not receive equal representation in the current career development theories. The PWT centers on the idea that people can fulfill their three sets of fundamental needs through work: the need for survival and power, the need for social interaction, and the need for self-determination. Moreover, their definition of work may vary depending on their volition to satisfy these needs (Blustein et al., 2008).

Work volition is defined as "a person's perceived capacity to make occupational choices despite constraints" (Duffy et al., 2012, p.401). According to Blustein (2006), facing obstacles such as racism, sexism, lower socioeconomic status, and physical or mental disabilities might diminish one's sense of power over their career route. Additionally, the PWT identifies economic limitations and discrimination as significant factors that have a direct and adverse impact on work-related outcomes (Duffy et al., 2016). For instance, research has shown that perceived socioeconomic limits have an adverse impact on the meaning of work and that individuals who have lower socioeconomic backgrounds may experience more difficulties in accessing

meaningful work (Yoon & Hahn, 2021; Autin & Allan, 2020). The PWT proposes two main elements that affect access to meaningful work social class and work volition. Accordingly, the theory suggests that individuals facing fewer economic constraints tend to perceive a higher level of volition, enabling them to adapt to their circumstances. Consequently, they are more inclined to experience decent work (Duffy et al., 2016). Furthermore, it has been proposed that those who face fewer constraints and have a stronger sense of volition are more likely to feel a greater level of work-related well-being in their professional lives (Blustein, 2006; Duffy & Dik, 2009).

According to Duffy et al. (2012), people who exhibit a higher level of work volition are more likely to remain optimistic about their professional lives when faced with challenges. They maintain the belief that there are several professional pathways they can follow and feel confident that they can overcome challenges to form a career path aligned with their aspirations. On the other hand, a person with a low work volition might perceive a limited spectrum of job options and more familial, structural, and economic barriers. For instance, they might experience conflicts between their family and career plans, which can pressure them to step into jobs that do not align with their personal preferences (Duffy, Diemer, & Jadidian, 2012).

Therefore, the perceived ability to overcome obstacles when making professional decisions may play a more crucial role in people's career development processes, especially when it comes to external barriers such as having low income and poor working conditions that are difficult to solve.

Many studies conducted in recent years highlighted the interconnection between an individual's sense of volition and a range of favorable work-related outcomes. Recent discoveries have revealed a strong correlation between work volition and key predictors of job satisfaction, particularly in the domains of work self-efficacy, perceived organizational support, and core self-evaluations (Duffy et al., 2013). Moreover, the research conducted by Duffy et al. (2013), showed that one's sense of choice in their professional life has a crucial impact on their level of job satisfaction. In a different study, work volition was found as a significant predictor of work meaning and person-organization fit. According to the study, those who perceive a high level of choice in their career decision-making perceive a better fit to their work environment and greater meaning at work, which leads to higher job satisfaction (Duffy et al., 2015).

Earlier research has shown a connection between work volition and career adaptability. It was suggested that individuals who perceive a higher sense of choice in their career are more

willing to adapt to changes and perform to their strengths in their career. Furthermore, it has shown that the relationship between career adaptability and social status is mediated by work volition and people from better socioeconomic backgrounds are more likely to have greater levels of work volition and career adaptability over time (Autin et al., 2017).

Another study revealed that the connection between academic and economic constraints significantly influences individuals' future perceptions of decent work only when mediated by work volition (Song & Lee, 2023). Therefore, it was claimed that even if individuals experience fewer constraints in their lives, they may not hold positive expectations about their future work if they exhibit lower levels of work volition.

In addition, a study conducted by Yoon and Han (2021) offers valuable insights into the role of work volition in mediating the relationship between socioeconomic constraints and the perception of work meaning. According to their findings, work volition serves as a psychological resource for individuals to overcome various disadvantages, including socioeconomic obstacles. The study suggests that individuals with higher levels of work volition are more inclined to pursue meaningful work, making them more engaged in overcoming barriers when seeking employment.

The PWT emphasizes work volition as a critical component that mediates the impacts of external obstacles due to its relation to using psychological resources to cope with those obstacles (Duffy et al., 2012). Given that facing challenges like discrimination and financial constraints negatively affects work-related outcomes (Duffy et al., 2016), it is recommended that practitioners support non-privileged individuals in better understanding their sociopolitical context and how to foresee and overcome obstacles to promote work volition (Duffy et al., 2012).

As we covered in the previous chapter, scholars have suggested that in order to experience the positive aspects associated with a career calling, the process of transforming the perceived calling into a lived experience is required (Duffy et al., 2013). Work volition is found to act as a mediating factor between perceiving and living a career calling (Duffy et al., 2013). Accordingly, a different study shows that work volition mediates the association between perceiving a calling and favorable work outcomes. Based on the findings, individuals with a strong sense of calling are more likely to pursue their desired careers despite obstacles by adopting proactive work attitudes, which makes them feel capable of making choices when

pursuing their career and ultimately leads to a greater sense of satisfaction (Ahn, Kim, & Lee, 2017).

In conclusion, studies highlight the critical role that work volition plays in career development and demonstrate its strong correlation with several work-related outcomes. The Psychology of Working Theory (PWT), in response to the underrepresentation of individuals facing barriers in existing career development theories, posits that work volition serves as a critical mediator in overcoming external obstacles while pursuing a desired career (Duffy et al., 2012). Therefore, practitioners need to get a deeper understanding of work volition to support underprivileged individuals by giving them the tools to anticipate activities linked to their desired careers and overcome barriers in order to advance their work experience.

CHAPTER 3

3.1 Statement of Problem and Hypotheses

This study investigates the impact of work volition and socioeconomic status (SES) on the experience of a career calling across diverse cultural contexts. Several studies demonstrate the influence of socioeconomic factors on accessing career opportunities and experiencing work outcomes (Blustein et al., 2002; Thomson & Dahling, 2012; Hu et al., 2022). Given this, it is reasonable to hypothesize that SES also plays a pivotal role in shaping an individual's career calling experience.

Our first Hypothesis (H1) posits that SES positively correlates with the experience of a career calling across cultures. The rationale behind this hypothesis is grounded in the idea that individuals from varying SES backgrounds encounter different levels of exposure to diverse career paths. The study expects that lower SES may lead to limited access to diverse work opportunities and education, potentially impacting the pursuit of careers aligned with personal passions and a sense of profound purpose. Additionally, we expect to see similar effects of SES in different cultural contexts on the experience of a career calling.

The component of work volition refers to individuals' perception of their ability to make decisions about their careers despite the constraints (Duffy et al., 2012). Considering the concept of work volition, Hypothesis 2 (H2) suggests that SES positively correlates with work volition across cultures. This hypothesis posits that individuals with a high SES background may perceive fewer barriers when making decisions about their careers which might result in a greater level of work volition.

Additionally, Hypothesis 3 (H3) proposes that work volition positively correlates with the experience of a career calling. This hypothesis emphasizes the connection between the ability to make career-related decisions and the overall sense of calling. The strength of this relationship is expected to vary across cultures, reflecting potential cultural differences in how work volition influences the overall sense of a career calling.

Individuals with a robust sense of work volition are expected to report a heightened experience of a career calling. While our theoretical background does not provide sufficient information to assert specific cultural differences, existing research indicates that in certain cultures, work volition positively influences the experience of a career calling because their work

cultures highly value virtues such as patience, self-discipline, and the pursuit of goals despite facing challenges (Ahn, Kim, & Lee, 2017). Consequently, the impact of work volition on career calling may vary across different cultural contexts.

The fourth hypothesis (H4) introduces the moderating role of work volition in the relationship between SES and the experience of a career calling across diverse cultures. This hypothesis is rooted in the idea that work volition can work as a psychological resource to overcome several disadvantages, such as socioeconomic barriers while experiencing a career calling (Yoon & Han, 2021). The hypothesis posits a relationship, suggesting that the influence of socioeconomic status on the experience of a career calling will decrease when work volition is higher. This moderating effect is expected to remain consistent across various cultural contexts.

In summary, by examining these hypotheses, the study aims to contribute valuable insights into how SES influences career-calling experiences across cultures, investigating the role of work volition as a potential moderator in this relationship.

3.2 Method

This study utilized data collected as part of a larger research project investigating the relationship between culture and the concept of calling. Specifically, the study draws upon the research paper titled 'Is Calling Conceptualized Equivalently across Cultures? A Comparative Study across Six Countries,' conducted by Vianello et al.

In the original study, data collection took place in each country using an online survey hosted on the Qualtrics platform. Participants provided informed consent before engaging in the study. The consent form outlined the purpose of the research, the voluntary nature of participation, and confidentiality assurances. The approval covered data collection in the Netherlands, the United States, India, Italy, China, and Turkey ensuring compliance with ethical standards and participant protection through careful consideration of national-specific regulations. Each country involved in the study had at least one dedicated research coordinator responsible for overseeing the data collection process. The coordinators ensured that the study adhered to ethical guidelines and maintained consistency across diverse cultural contexts. Participants were recruited through convenience sampling, specifically targeting active college students enrolled in bachelor's or master's degree programs in business, administrative studies, or

economics.

All measures in the study were translated into the mother tongue languages of the respective countries involved by using the translation-back-translation approach developed by Brislin (1970). Given the diversity of languages in India, the survey was administered in both English and Hindi to two distinct samples. In summary, the methodology adopted for this study reflects a meticulous and culturally sensitive approach to data collection. The procedures were designed to ensure uniformity across diverse cultural contexts while maintaining ethical standards.

3.3 Participants

Within the framework of this research project, 2,490 selected college students voluntarily participated in the survey, encompassing a cross-section of people from six different nations: the Netherlands, the United States, India, Italy, China, and Turkey. The participants, whose ages ranged from 17 to 58, helped to create a diverse representation of individuals at various phases of their educational and professional journeys.

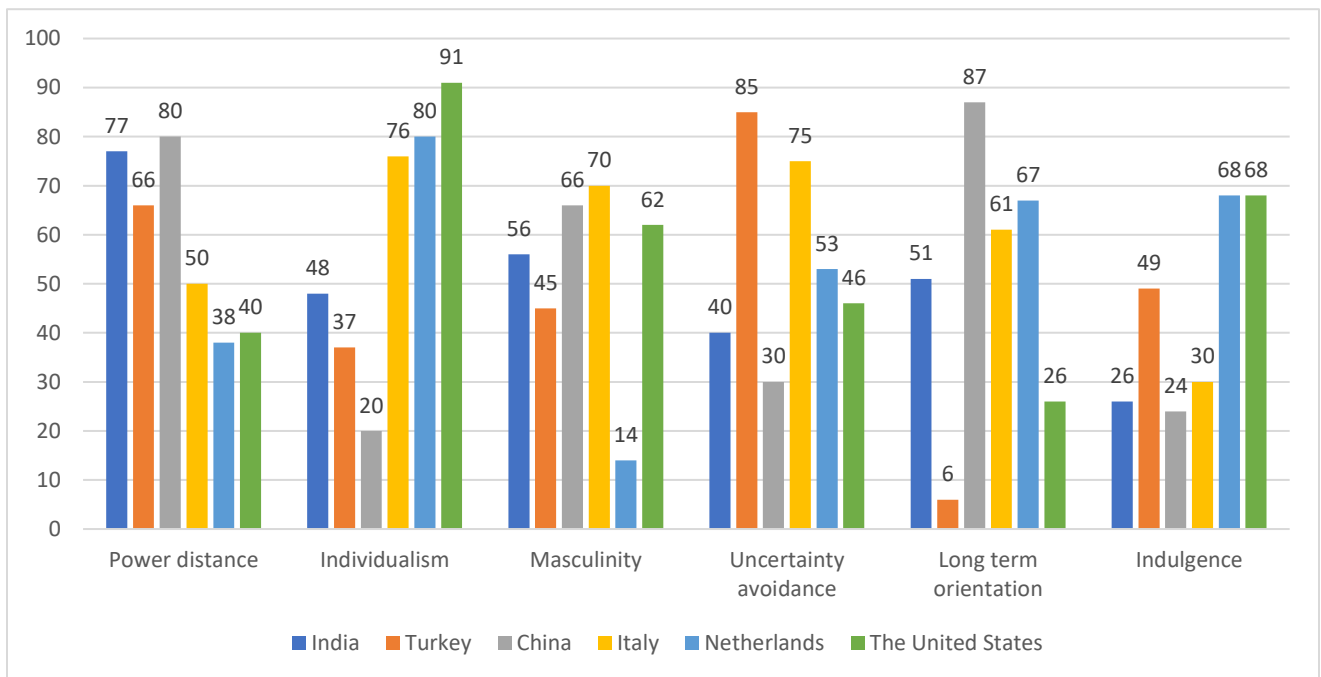
Linguistic diversity was a paramount consideration in survey administration, with participants responding in their respective countries' official languages. The survey was conducted in Hindi and English in India, Turkish in Turkey, Chinese in China, Italian in Italy, English in the United States, and Dutch in the Netherlands. Notably, Indian participants were provided with the option to respond in either Hindi or English, accommodating linguistic preferences.

The selection of countries in this study was purposeful and guided by Hofstede's cultural dimensions, a framework designed to comprehend cultural differences in the workplace. Hofstede's cultural dimensions include Power Distance, Individualism vs. Collectivism, Masculinity vs. Femininity, Uncertainty Avoidance, Long-Term Orientation vs. Short-Term Normative Orientation, and Indulgence vs. Restraint. According to this theory, each country is positioned relative to others depending on their scores on these dimensions. For example, in cultures with high power distance, acceptance of hierarchical order is higher. According to this approach, power distance tends to be higher in East European, Latin, Asian, and African countries, and lower in Western countries. Similarly, developed, and Western nations typically

display a strong tendency toward individualism, while less developed and Eastern countries tend to emphasize collectivism (Hofstede, 2011). This approach is in line with the complexity and multidimensionality of cultural impacts on the investigated topic. Therefore, these cultural dimensions were considered in our study while selecting the nations, which include three Western (Italy, the United States, and the Netherlands) and three non-Western (India, Turkey, and China) countries, to maximize cultural diversity and provide an extensive global perspective on the subject.

Figure 1.

Cultural heterogeneity of the countries according to Hofstede's Cultural Dimensions



In summary, the demographics of the participants were carefully studied to achieve a broad representation in terms of age, gender, language, and cultural background. This deliberate variation strengthens the study's generalizability and comprehensiveness, offering a solid basis for an insightful understanding of the research questions.

3.4. Measures

Unified Multidimensional Calling Scale

"The Unified Multidimensional Calling Scale (UMCS)" was used to measure Calling in this study. UMCS was originally developed in Italian by Vianello et al. (2018) and then translated into US English. To ensure linguistic and cultural relevance across the diverse study locations, an adapted English version was created collaboratively by a small, multicultural team of experts proficient in English. This adaptation process aimed to maintain the integrity of the original measure while addressing linguistic nuances and cultural variations. The UMCS has been found to have high psychometric qualities and to be invariant over time and across different study fields (Vianello et al., 2018). Thus, the design allows for the comparison of correlations across cultures. The original UMCS, which consists of 22 items, assesses seven aspects of Calling: Passion, Pervasiveness, Purposeful Work, Transcendent Summons, Prosocial Orientation, Identity, and Sacrifice. This scale is renowned for its extensive coverage of constructs, which addresses both external (transcendent summons, prosocial orientation, and sacrifice) and internal (passion, pervasiveness, purposeful work, and identity) aspects of Calling.

The following are the examples of items that are classified under each dimension of calling: "I am pursuing this line of study because I believe I have been called to do so" (Transcendent summons), "Meeting society's needs is an important part of my academic and professional career" (Prosocial Orientation), "I see my academic and professional career as a path to purpose in life" (Purposefulness), "What I study is part of who I am" (Identity), "Even when I am not studying, I often think about my courses" (Pervasiveness), "I am passionate about what I am studying" (Passion), "I would keep studying this subject even in the face of severe obstacles" (Sacrifice).

MacArthur Scale of Subjective Social Status

The MacArthur Scale of Subjective Social Status is used to assess subjective social status (Adler et al., 2000). The scale was created to measure SSS in adults by asking the individual to place themselves in their society compared to others through education, income, and occupation. (Adler et al., 2000). In this study, we used the Youth Version (MacArthur SSS Scale – Youth) of

the scale developed by Goodman et al. (2001). For this item, we asked participants to imagine a 10-rung 'social ladder' and indicate their family status on the ladder from 1 (bottom) to 10 (top) by following the instructions: " Imagine that this ladder pictures how your society is set up. At the top of the ladder are the people who are the best off (they have the most money, the highest amount of schooling, and the jobs that bring the most respect). At the bottom, there are the people who are the worst off (they have the least money, little or no education, no job, or jobs that no one wants or respects). " Then, participants were asked to place themselves on the ladder. The example item is: "Now assume that the ladder is a way of picturing your school. At the top of the ladder are the people in your school with the most respect, the highest grades, and the highest standing. At the bottom are the people whom no one respects, whom no one wants to hang around with, and who have the worst grades. Where would you place yourself on this ladder?"

Work Volition Scale

The Work Volition Scale (WVS) by Duffy was developed by Duffy et al. (2012) to measure individuals' perceived ability to make decisions about their careers despite barriers. WVS includes items specifically designed for those who work; thus, Duffy et al. (2012) developed a student version of this test, which is called Work Volition Scale-Student Version (WVS-SV), based on the idea that students considering their future jobs can experience work volition differently. Because our sample in this study was composed of students, we used WVS-SV to measure work volition. This scale was selected as eligible for use in this study as it has been displayed to be appropriate for use in various racial/ethnic and gender groups (Duffy, Diemer, & Jadidian, 2012). Participants are asked to respond on a 7-point Likert scale, ranging from 1 (strongly disagree) to 7 (strongly agree). In this study, only the Volition subscale, which has four items, is used to evaluate general volition in career decision-making. The example items are: "I will be able to choose the jobs I want" and " I feel that I will be able to change jobs if I want to".

3.6 Results

3.5.1 Preliminary Analysis

All statistical analyses were performed using JASP. In total, 2,490 respondents participated in the survey, providing valuable insights into the variables under investigation.

The first step in our preliminary analysis involved examining the descriptive statistics of all participating countries. The majority of respondents fall within the young age group in the sample. The mean age was 22 years (SD = 3.7) across all countries. Descriptive statistics, including means, standard deviations, and minimum and maximum amounts by countries are presented in Table 1.

Generally, the samples exhibit similar numbers in terms of age and gender distribution. Notably, there is a higher percentage of males in India-HI (f = 133, %60.2), India-EN (f = 253, %68.9), and The Netherlands (f = 205, %61) while China demonstrates a higher percentage of females (f = 145, %74).

Table 1.

Demographic characteristics of participants by Countries

Sociodemographic variables	India - Hindi	India - English	Turkey	China	Italy	United States	Netherlands
Total sample size	252	393	486	317	352	354	336
N (%) men	133 (60.2%)	253 (68.9%)	265 (54.9%)	50 (26%)	153 (51%)	140 (39.5%)	205 (61%)
N (%) women	87 (39.4%)	111 (30.2%)	216 (44.7%)	145 (74%)	147 (49%)	213 (60.2%)	129 (39%)
Age							
Min	19	20	18	17	18	18	17
Max	50	42	36	60	58	50	32
M	24.53	24.89	21.89	19.92	22.05	22.44	19
SD	4.51	3.33	1.85	3.27	3.72	3.93	1.45

Additionally, internal consistencies for each scale and each country were evaluated using Cronbach's alpha in this study. The results indicated that the internal reliability of the UMCS for the entire dataset was $\alpha=0.94$. Moreover, internal consistencies were consistently robust across all countries, exceeding a threshold of 0.91. This suggests a high level of reliability in the measurement of Calling across diverse cultural and demographic contexts.

The findings of the study unveiled that the internal reliability of the Work Volition scale within the entire dataset was 0.86. Notably, the internal consistencies demonstrated stability across all countries, surpassing a threshold of 0.77, with China registering the lowest value. The results suggest the assessment of Work Volition was notably reliable across diverse cultural and demographic contexts, affirming its applicability in various international settings.

Table 2 provides a detailed presentation of the internal reliability results for the UMCS and Work Volition scales across countries.

Table 2.

Reliability Statistics of the UMCS and Work Volition Scales

Item	UMCS	Work Volition
	Cronbach's α	
India-HI	0.927	0.812
India-EN	0.938	0.876
China	0.934	0.771
Turkey	0.942	0.863
Italy	0.919	0.868
Netherlands	0.915	0.795
USA	0.949	0.912

The analysis revealed variations in career calling scores across cultures. Specifically, within the category of non-Western countries, India-HI reported the highest mean in career calling ($M = 3.79$, $SD = 0.59$). Following closely were India-EN ($M = 3.67$, $SD = 0.62$), China ($M = 3.67$, $SD = 0.55$), and Turkey ($M = 3.50$, $SD = 0.72$). Conversely, Western countries, specifically The United States ($M = 3.49$, $SD = 0.69$), Italy ($M = 3.43$, $SD = 0.60$), and the

Netherlands ($M = 3.19$, $SD = 0.55$), displayed comparatively lower career calling scores.

In addition, the Netherlands showed the highest mean work volition score ($M = 3.91$, $SD = 0.65$), followed closely by India-HI ($M = 3.86$, $SD = 0.75$). In contrast, Italy exhibited the lowest mean work volition score ($M = 3.19$, $SD = 0.94$) among other countries.

In this research, each country's socioeconomic status was evaluated independently, and no direct comparisons were made between the countries.

Table 3 presents descriptive statistics for Calling, Work Volition, and Socioeconomic Status scores across countries.

Table 3.

Descriptive Statistics of All Countries

		India - Hindi	India - English	Turkey	China	Italy	United States	Netherlands
Calling	Min	1.82	1	1	2.07	1.39	1.5	1.04
	Max	5	5	5	5	4.64	5	5
	<i>M</i>	3.79	3.67	3.5	3.67	3.43	3.49	3.19
	<i>SD</i>	0.59	0.62	0.72	0.55	0.60	0.69	0.55
SES - Family	Min	2	1	1	2	2	1	1
	Max	10	10	10	10	10	10	10
	<i>M</i>	6.79	7.09	7.32	5.20	6.68	5.95	7.16
	<i>SD</i>	1.55	1.54	1.56	1.55	1.58	1.93	1.68
SES - Individual	Min	1	3	1	2	1	1	1
	Max	10	10	10	10	10	10	10
	<i>M</i>	7.67	7.49	7.02	6.41	7.02	6.85	6.85
	<i>SD</i>	1.55	1.50	1.70	1.54	1.64	1.72	1.50
Work Volition	Min	1.5	1	1	1	1	1	2
	Max	5	5	5	5	5	5	5
	<i>M</i>	3.86	3.62	3.62	3.49	3.19	3.69	3.91
	<i>SD</i>	0.75	0.83	0.95	0.70	0.94	0.89	0.65

3.5.2 Testing of Hypothesis

In this study, Pearson's correlation analysis was conducted to test hypotheses 1, 2, and 3. The primary aim was to explore the correlations among variables: Calling, Work Volition, Family Socioeconomic Status, and Individual Socioeconomic Status.

Our first hypothesis (H1) suggests that socioeconomic status (both family and individual) will positively correlate with career calling across cultures.

Correlation analysis results regarding individual socioeconomic status showed a statistically significant positive correlation with career calling in the total sample ($r = 0.237, p < 0.01$). This relationship, characterized by a small effect size, implies that people who stated their socioeconomic status as higher than others tend to exhibit a stronger sense of calling in their careers.

In contrast, the correlation analysis revealed a different pattern for the relationship between family socioeconomic status and calling. No statistically significant correlation was observed in the total sample between family socioeconomic status and career calling for the total sample in our findings ($r = -0.021, p = 0.319$). This lack of association suggests that, overall, family socioeconomic status may not play a substantial role in shaping the perception of a calling in one's career.

Additionally, in this study, we hypothesized a positive correlation between socioeconomic status and work volition (H2) across cultures. Suggesting that individuals from a high economic background may encounter fewer obstacles when making career decisions, leading to a greater level of work volition.

The results showed a small but significant positive correlation between family socioeconomic status and work volition in the total sample ($r = 0.152, p < 0.01$). This result indicates that individuals from families with higher socioeconomic status tend to show greater levels of work volition.

Furthermore, we also observed a positive correlation between individual socioeconomic status and work volition in the total sample ($r = 0.230, p < 0.01$). The findings from the total sample showed a statistically significant association between individual socioeconomic status and work volition, characterized by a small effect size in the relationship. The result validates our hypothesis (H2), indicating that those with higher socioeconomic status may exhibit greater capacity to make career-related decisions despite barriers.

In addition to these, we proposed that there will be a positive correlation between work volition and career calling (H3). The correlation analysis result coming from the total sample supported our hypothesis (H3) by showing a modest yet meaningful positive correlation, signifying that individuals with higher work volition also tend to experience a heightened sense of calling ($r = 0.241, p < 0.01$).

Lastly, in this study, we proposed that work volition will moderate the relationship between socioeconomic status and the experience of a career calling across cultures (H4).

Two hierarchical multiple regression analyses were conducted to test the hypothesis. In the initial step (Model 0), we included Work Volition, Family Socioeconomic Status, and Individual Socioeconomic Status as independent variables. Subsequently, in the second step (Models 1 and 2), we introduced an interaction term to explore the moderating effect of Work Volition on the relationship between socioeconomic status and the sense of a career calling. This step was undertaken twice: in the first model, the interaction term between Work Volition and Family Socioeconomic status (Model 1), and in the second model the interaction term between Work Volition and Individual Socioeconomic status was investigated (Model 2).

The model without the interaction term (Model 0) indicated significant relationships between all variables and the experience of a career calling. Specifically, work volition was positively related to the sense of a career calling ($\beta = 0.202, SE = 0.016, p < 0.001$), suggesting that individuals with higher levels of work volition are more likely to perceive a stronger career calling. Family socioeconomic status demonstrated a significant main negative effect on calling ($\beta = -0.111, SE = 0.008, p < 0.001$), while individual socioeconomic status exhibited a significant positive relationship ($\beta = 0.216, SE = 0.008, p < 0.001$). These variables together explain 10% of the variance in career calling ($R^2 = .10, F = 83.24, p < .001$).

However, with the introduction of the interaction term into the model, particularly in the first model (Model 1), the findings revealed no significant interaction effect between work volition and family socioeconomic status on the experience of a career calling ($\beta = -0.025, SE = 0.008, p > 0.05$). In simpler terms, it suggests that the influence of family socioeconomic status on career calling does not appear to vary based on the level of work volition.

Moreover, the second hierarchical regression analysis showed a similar pattern. Specifically, there was no significant interaction between work volition and individual socioeconomic status impacting the experience of a career calling ($\beta = -0.138, SE = 0.009, p >$

0.05).

The accompanying table (Table 4) highlights that although work volition, family socioeconomic status, and individual socioeconomic status all independently contribute to explaining career calling ($R^2 = 0.101$), the addition of the effect of the interaction term between work volition and socioeconomic status did not contribute to explaining career calling ($\Delta R^2 = .00$).

Table 4.

The Effect of the Interaction Between Work Volition, and Socioeconomic Status on Calling

Model		<i>b</i>	<i>SE</i>	β	<i>t</i>	<i>p</i>	R^2	<i>F</i>	ΔR^2
Model 0	(Intercept)	2.633	0.079		33.395	< .001			
	WKVOL	0.152	0.016	0.202	9.749	< .001			
	SES_fam	-0.041	0.008	-0.111	-5.285	< .001			
	SES_ind	0.086	0.008	0.216	10.184	< .001	.101	83.24, <i>p</i> < .001	
Model 1	(Intercept)	2.593	0.207		12.554	< .001			
	WKVOL	0.163	0.057	0.218	2.881	0.004			
	SES_fam	-0.035	0.030	-0.094	-1.140	0.255			
	SES_ind	0.085	0.008	0.216	10.156	< .001			
	WKVOL *SES Family	-0.002	0.008	-0.025	-0.210	0.834	.101	62.415, <i>p</i> < .001	.00
Model 2	(Intercept)	2.404	0.223		10.794	< .001			
	WKVOL	0.218	0.063	0.292	3.475	< .001			
	SES_fam	-0.041	0.008	-0.111	-5.311	< .001			
	SES_ind	0.119	0.031	0.300	3.775	< .001			
	WKVOL *SES Individual	-0.010	0.009	-0.138	-1.097	0.273	.101	62.74, <i>p</i> < .001	.00

In contrast to our initial hypothesis (H4), which posited that work volition would function as a moderator in the relationship between socioeconomic status and the experience of a career calling, the regression analyses did not support this assertion. The statistical outcomes, as indicated by the non-significant interaction effects between work volition and both the socioeconomic status of the family ($\beta = -0.025$, $SE = 0.008$, $p > 0.05$) and socioeconomic status of the individual ($\beta = -0.138$, $SE = 0.009$, $p > 0.05$) suggest that work volition does not significantly moderate the influence of SES on the experience of a career calling.

3.5.3 Cross-Cultural Differences

Pearson's correlation analysis was performed on data from each country to explore potential cultural differences. Table 5 presents the correlation between career calling, work volition, and socioeconomic status (Family and Individual), across countries.

Firstly, when investigating the correlation between individual socioeconomic status and career calling in our analysis, a positive relationship emerged in all nations supporting H1. The effect size of this correlation was characterized as small for India-HI ($r = 0.176$, $p < .01$), India-EN ($r = 0.127$, $p < .05$), and Netherlands ($r = 0.166$, $p < .01$) and it was small to moderate for China ($r = 0.225$, $p < .01$), Turkey ($r = 0.265$, $p < .001$), Italy ($r = 0.274$, $p < .001$) and USA ($r = 0.257$, $p < .001$). These findings partially supported our hypothesis (H1) regarding the positive influence of socioeconomic status on the sense of career calling across cultures.

Results are slightly different for family socioeconomic status. Aside from India-EN and China, there was no notable correlation between family socioeconomic status and the sense of career calling. In the case of India-EN, a small yet negative correlation was observed ($r = -0.131$, $p < .05$), suggesting a negative relationship between family socioeconomic status and the perception of a career calling. Conversely, for China, the correlation was positive and significant ($r = 0.158$, $p < .05$).

The study also investigated the correlation between work volition and socioeconomic status. The results indicated a positive correlation between work volition and individual socioeconomic status across all countries. The strength of this relationship varied, being characterized as small for India-EN ($r = 0.162$, $p < .01$) and Turkey ($r = 0.194$, $p < .001$), small to moderate for India-HI ($r = 0.230$, $p < .001$), Italy ($r = 0.206$, $p < .001$) and the Netherlands ($r = 0.255$, $p < .001$) and moderate to large for China ($r = 0.379$, $p < .001$) and the USA ($r = 0.324$, $p <$

.001). In contrast, the correlation between work volition and family socioeconomic status varied across countries, with no significant correlation for India-EN ($r = 0.027, p > .05$) and India-HI ($r = 0.118, p > .05$), a positive but small correlation for Italy ($r = 0.128, p < .05$), the Netherlands ($r = 0.120, p < .05$), and the USA ($r = 0.133, p < .05$), and a positive moderate correlation for Turkey ($r = 0.220, p < .001$) and China ($r = 0.310, p < .001$).

Lastly, a positive correlation was consistently observed between career calling and work volition across all countries. The strength of this relationship varied across countries. Specifically, this relationship was characterized as small for Turkey ($r = 0.191, p < .001$), Italy ($r = 0.18, p < .01$), and the Netherlands ($r = 0.158, p < .01$). In contrast, the effect size was moderate for the USA ($r = 0.279, p < .001$), and moderate to large for India-EN ($r = 0.374, p < .001$) and China ($r = 0.368, p < .001$), and for India-HI ($r = 0.5, p < .001$).

The consistent positive correlation between career calling and work volition across countries not only supports our hypothesis (H3: Work volition positively correlates with calling across cultures) but also emphasizes the cross-cultural relevance of this association. The varying effect sizes in different nations indicate that while the relationship is universal, the strength of the connection may be influenced by cultural and contextual factors.

These variations in correlation emphasize the significance of considering cultural and contextual factors when examining the complex relationships between work-related variables and the experience of a career calling across diverse regions.

Table 5.
Correlation of Study Variables by Countries

Countries	Calling with WKVOL	Calling with SES_fam	Calling with SES_ind	WKVOL with SES_fam	WKVOL with SES_ind
Total sample	0.241***	-0.021	0.237***	0.152***	0.230***
India-HI	0.5***	-0.009	0.176**	0.118	0.230***
India-EN	0.374***	-0.131*	0.127*	0.027	0.162**
China	0.368***	0.158*	0.225**	0.310***	0.379***
Turkey	0.191***	0.006	0.265***	0.220***	0.194***
Italy	0.18**	-0.083	0.274***	0.128*	0.206***
Netherlands	0.158**	0.054	0.166**	0.120*	0.255***

USA	0.279***	0.05	0.257***	0.133*	0.324***
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*p < .05, ** p < .01, *** p < .001

Two hierarchical multiple regression analyses were performed separately for each country to investigate potential cultural differences in the interaction between work volition and socioeconomic status (H4).

Table 6 displays the regression analysis illustrating the cross-cultural differences in the effects of work volition, SES, and the interaction effect between work volition and family and individual socioeconomic status.

In our investigation into the impact of the interaction between work volition and socioeconomic status on career calling, the results indicate that predictors individually contribute significantly to career calling experience. Work volition was always a positive and significant predictor of career calling in all countries with β ranging from ($\beta = .475, p < .001$) to ($\beta = .123, p < .05$).

When examining the role of the socioeconomic status of the family in predicting career calling experience, different patterns were observed across different cultural contexts. In the India-EN sample, the family socioeconomic status was identified as a significant predictor of career calling, revealing a negative association ($\beta = -0.170, p < .001$). Similarly, in the Italian sample, the socioeconomic status of the family also exhibited a negative association ($\beta = -0.137, p < .05$). In contrast, our analysis did not identify the socioeconomic status of the family as a significant predictor in the remaining countries included in the study.

Lastly, individual socioeconomic status was consistently found to be a positively significant predictor in many of the sampled nations, with β coefficients ranging from ($\beta = .264, p < .001$) to ($\beta = .098, p < .001$). Notably, in the India-HI and China samples, individual SES did not demonstrate statistical significance as a predictor of career calling.

Additionally, we observed that the socioeconomic status of the family and work volition explain more variation in career calling in India (16% and 25%) and China (20%) compared to the other countries.

However, as illustrated in Table 6, the interaction between work volition and family socioeconomic position was not found to be statistically significant in any of the nations included in our study. Specifically, in India-HI ($\beta = -0.142, p = 0.721$), India-EN ($\beta = 0.188, p = 0.536$),

China ($\beta = 0.382, p = 0.340$), Turkey ($\beta = 0.018, p = 0.951$), Italy ($\beta = -0.226, p = 0.477$), Netherlands ($\beta = -0.201, p = 0.581$), and the US ($\beta = 0.085, p = 0.731$), the moderation effect did not demonstrate statistical significance.

Table 6.

Regression Analysis Results of Work Volition and Family Socioeconomic Status by Country

Model		India - Hindi	India - English	China	Turkey	Italy	Netherla nds	United States
Model 0	WKVOL	.475**	.341**	.408**	.160**	.145*	.123*	.216**
	SES_fam	-0.023	-0.170**	.007	-0.080	-0.137*	.010	-0.031
	SES_ind	.104	.098**	.062	.249**	.264**	.132*	.196**
	R^2	0.251	.155	0.191	0.096	0.110	0.042	0.108
	F	22.84**	21.6**	15.21**	16.88**	12.17**	4.82	14.10**
Model 1	WKVOL	.56*	.208	.232	.148	.310	.234	.170
	SES_fam	-.021	-0.295	-0.280	-0.090	-0.009	.164	-0.095
	SES_ind	.104	.096	.068	.249**	.265**	.128*	.199**
	WKVOL * SES - Family	-0.14	.188	.382	.018	-0.226	-0.201	.085
	R^2	.25	.156	0.195	0.096	0.112	0.043	0.109
	F	17.09* *	16.27**	11.63**	12.63**	9.24**	3.68**	10.58**
Model 2	WKVOL	1.149**	.497*	.331	.433*	.160	.543*	-0.084
	SES_fam	-0.124*	-0.168**	.006	-0.075	-0.137*	-0.008	-0.018
	SES_ind	.806*	.235	-0.035	.494*	.275	.677*	-0.491
	WKVOL * SES - Individual	-1.086*	-0.226	.147	-0.408	-0.021	-0.771	1.610
	R^2	.266	0.156	0.192	0.101	0.110	0.052	0.115

	<i>F</i>	18.52**	16.31**	11.38**	13.34**	9.09**	4.52*	11.27**
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* $p < .05$, ** $p < .001$

In the second model, we investigated the interaction effect between work volition and the individual's socioeconomic status across various cultures. The results consistently aligned with our earlier model findings, revealing a lack of significant interaction between work volition and individual socioeconomic status across cultures, except for India-HI.

Specifically, the moderation effect was not statistically significant in India-EN ($\beta = -0.226, p = 0.470$), China ($\beta = 0.147, p = 0.746$), Turkey ($\beta = -0.408, p = 0.109$), Italy ($\beta = -0.021, p = 0.951$), Netherlands ($\beta = -0.771, p = 0.061$), and the US ($\beta = 0.402, p = 0.108$). However, in India-HI, a negative moderation effect was observed between work volition and socioeconomic status on the sense of career calling ($\beta = -1.086, p = 0.037$). In India-HI, Work Volition reduces the strength of the relationship between individual socioeconomic status and calling.

CHAPTER 4

Conclusion

This research aimed to investigate interconnections among variables of Work Volition, and Socioeconomic Status and their effect on sense of career calling across different cultures. The study used quantitative research approaches to identify the complex dynamics between the variables by encompassing data collected from 2490 participants from 6 different countries.

Initially, we hypothesized that socioeconomic status would positively correlate with the sense of calling across cultures. The results provided partial support for this hypothesis. Specifically, individual socioeconomic status emerged as positively correlated with career calling across all cultures. This result implies that, regardless of culture, individuals with higher socioeconomic status tend to exhibit a stronger sense of career calling, underscoring the relevance of individual socioeconomic factors in the context of one's calling. On the other hand, family's socioeconomic status showed a statistically meaningful correlation with career calling only in two countries: China exhibited a positive correlation whereas India-EN showed a minor but negative correlation.

These findings imply that family socioeconomic status does not appear to play a substantial role in calling; nevertheless, it may influence individuals' sense of calling within specific cultural contexts. For instance, the observed minor negative correlation between family socioeconomic status and career calling in the India-EN sample may be attributed to several factors specific to the cultural and socioeconomic context of India. According to a study conducted with Indian students, family income is one of the major factors influencing their career decisions. The study revealed that students who rely on their families for financial support

during their education, usually feel pressured to conform to their parents' preferences regarding career choices (Ray, Bala, & Dasgupta, 2020). This financial dependency could restrict individuals from pursuing their own career aspirations, leading to a negative correlation between family socioeconomic status and career calling. Therefore, cultural variances underscore the importance of considering different aspects of socioeconomic status when exploring its impact on career calling.

The following study question examined the connection between socioeconomic status and work volition. The results indicated a positive relationship between work volition and individual socioeconomic status, regardless of cultural background. This finding implies that individuals with higher socioeconomic status tend to exhibit greater work volition, emphasizing the potential influence of economic factors on one's ability to make career decisions despite barriers. Furthermore, we observed a positive relationship between work volition and family socioeconomic status in the total sample. However, this relationship varied by country, indicating that individuals from wealthier families may exhibit higher levels of work volition in some cultures.

The third research question in this study focused on determining whether work volition positively correlates with career calling. Our theory (H3) is confirmed by the consistent positive association that has been observed between work volition and career calling in all nations. These results suggest that individuals with a greater capacity to make career-related decisions despite challenges tend to experience a higher level of career calling. The varying effect sizes across different nations indicate that while the relationship between work volition and career calling is universal, the strength of this connection may be influenced by cultural and contextual factors.

Addressing the last research question on whether work volition functions as a moderator

in the relationship between socioeconomic status (SES) and the experience of a career calling, our outcomes suggest that overall basis, the moderating effect of work volition on socioeconomic status and calling is not statistically significant, except for India-HI. The non-significant moderating effect indicates that work volition positively impacts the sense of career calling, regardless of whether individuals have high or low socioeconomic status. Moreover, the relationship between socioeconomic status and career calling is not significantly affected by individuals' level of work volition.

In the specific case of India-HI, the observed negative moderation effect between work volition and socioeconomic status on the sense of career calling implies that the typical positive relationship between these variables and career calling might be weakened or reversed under certain conditions within this cultural context.

In summary, these findings contribute to a deeper understanding of the complex relationships between work volition, socioeconomic level, and one's career calling. The relationship between these variables underscores the importance of decision-making capacity and socioeconomic factors in shaping vocational experiences, while the cultural variations highlight the need for a context-sensitive approach in interpreting and applying these findings.

Discussion

The studies about career calling have grown significantly in recent years, however, the representation of individuals with diverse cultural and socio-economic backgrounds within calling theories is still limited. This study aimed to contribute to this gap by investigating the connection between socioeconomic status (SES) and Work Volition, exploring their influence on Career Calling across six cultures.

Research showed that individuals with higher economic status report better job matches, greater work meaning, and career adaptability (Hu et al., 2022; Allan, Autin, & Duffy, 2014; Autin & Allan, 2020; Blustein et al., 2002). Therefore, we hypothesized that socioeconomic status would also positively influence career calling experience across cultures. The results partially supported our hypothesis, revealing a consistent positive correlation between higher individual socioeconomic status and a stronger sense of career calling. This connection persisted regardless of whether individuals belonged to Western or non-Western cultures. Additionally, this study uncovered the relationship between family socioeconomic status and career calling across cultures. While individuals with higher socioeconomic status consistently reported a stronger sense of calling, the influence of their family's socioeconomic background exhibited cultural variability. This finding suggests that a family's financial situation may have a different impact on shaping career-calling experiences in different cultural contexts.

The impact of social status on access to opportunities was previously discussed in the PWT (Blustein, 2006). According to this viewpoint, having a higher social class and, therefore, facing fewer financial limitations, may contribute to a stronger feeling of volition (Duffy et al., 2016). Building on this notion, in this study, we examined the relationship between work volition and socioeconomic status. We found that, overall, there is a positive connection between these two factors. This association suggests that, in general, people with higher socioeconomic status tend to show a greater ability to make career-related decisions despite obstacles. This finding aligns with previous research suggesting that people with higher social status are likely to have higher levels of work volition (Duffy et al., 2016; Autin et al., 2017).

When examining differences between countries, our findings partially supported our hypothesis suggesting a positive relationship between work volition and socioeconomic status

across cultures. We discovered that the association between work volition and individual socioeconomic status was consistently positive across all nations. Findings show a universal link between having higher socioeconomic status and having a greater capacity to make career choices despite barriers. Furthermore, our study revealed a significant pattern in the association between work volition and family socioeconomic status across nations, except India. The consistent positive association observed in most nations implies that, in general, the socioeconomic background of the family can influence the capacity to make decisions about one's career. Nonetheless, the absence of a significant correlation in India highlights the cultural variability in how family socioeconomic status may impact work volition.

Building on existing literature that links work volition with work outcomes such as job satisfaction (Duffy et al., 2013), work meaning (Duffy et al., 2015), and career adaptability (Autin et al., 2017), this study examined the connection between work volition and career calling across diverse cultures. The results showed that individuals with higher levels of work volition show a stronger sense of career calling. The strength of the relationship between work volition and career calling varied across countries, supporting our hypothesis. Our findings aligned with previous research suggesting that work volition is related to living a calling (Duffy & Autin, 2013; Duffy et al., 2016), and in certain cultures, work volition positively influences the experience of career calling (Ahn, Kim, & Lee, 2017).

Additionally, in this study, we explored the interaction between work volition and socioeconomic background and the effect of this interaction on career calling. While existing studies have illuminated the mediating effects of work volition on connections between socioeconomic status and career-related facets like career adaptability (Autin et al., 2017) and work meaning (Yoon and Han, 2021), our focus was on investigating whether work volition

moderates the relationship between socioeconomic status and the concept of a career calling. The results did not align with our hypothesis, which proposed that work volition plays a moderating role between the variables. Instead, the findings indicated that socioeconomic status significantly impacts career calling, regardless of an individual's level of work volition. These results challenge the notion suggested by Yoon and Han (2021) that work volition acts as a psychological resource, mitigating the influence of external barriers, such as socioeconomic constraints, on pursuing one's desired career.

Limitations and Future Directions

There are some limitations in this study. Firstly, despite our effort to represent various cultural dimensions by collecting samples from different countries, the data collection was limited to only six countries. The results may not be universally applicable to other nations or different demographic samples, considering the number and diversity of countries included in the study. More geographic, racial, and ethnic diversity among participants is necessary for future research to assess cultural variations between groups and investigate interaction effects depending on these demographic features.

Secondly, the study's participant pool, composed of university students, limits the exploration of variations in a broader context. Therefore, the outcomes may lack generalizability to populations beyond this specific academic group, such as working adults and unemployed individuals. Future research should consider broadening the participant pool to encompass a more comprehensive representation of the workforce.

Thirdly, the study employed a cross-sectional design, capturing a snapshot of data at a specific point in time. Considering that the concept of a career calling is a continuous journey

and individuals' socioeconomic status changes their lives, along with their evolving capacity to make career-related decisions, a longitudinal approach could provide a more dynamic understanding of how these relationships evolve.

Fourthly, while our study provides valuable insights into the relationship between the mechanisms within the proposed career research framework, future studies need to delve deeper into these findings. For instance, it is crucial to examine specific aspects of socioeconomic status that contribute to the observed greater work volition. Similarly, future studies should empirically investigate the reasons behind the observed correlation between a higher level of work volition and an increased sense of career calling.

Lastly, our study exclusively concentrated on work volition as a moderator in the relationship between socioeconomic status and career calling. Future research might consider exploring alternative moderators that could offer additional insights into the dynamics between socioeconomic status and the sense of a career calling.

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