

Job-Seeking Anxiety Resilience and Family Influence on Career Decision-Making among Senior Undergraduate Students in Southern Thailand during the COVID -19 Pandemic

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ABSTRACT

Objective: A study of job-seeking anxiety, resilience quotient and family influence on career decision-making is apparently lacking; especially in regards to the impact of the financial crisis during the COVID-19 pandemic, and other factors, such as the political climate currently in Thailand. This study aimed to determine job-seeking anxiety, resilience quotient and family influence on career decision-making and related factors among senior, undergraduate university students.

Materials and Methods: A cross-sectional descriptive study was conducted in a university in Southern Thailand; from May to October, 2020. Two hundred and seventy-one participants completed questionnaires regarding personal and parental demographic characteristics, resilience, family influence scale, job-seeking self-perception and job-seeking anxiety.

Results: The prevalence of job-seeking anxiety among participants was low (40%), moderate (50%) and high (10%). In univariate analysis, factors significantly associated with job-seeking anxiety were: female gender ($p=0.03$), effects of the COVID-19 pandemic, economics and the current, political situation Thailand ($p=0.03$), resilience quotient ($p<0.001$) and job-seeking self-perception ($p<0.001$). The predictors of job-seeking anxiety, from multivariate analysis, were: resilience quotient ($\beta = -1.169$, $P<0.001$) and job-seeking self-perception ($\beta = 2.232$, $P<0.001$).

Conclusion: Our study provided evidences that a significant proportion of senior, undergraduate students had experienced job-seeking anxiety, with the protective factor of job-seeking anxiety being individual resilience quotient. This information could be used as an effective management strategy for providing mental health promotion, and prevention for senior, undergraduate university students.

Keywords: COVID-19; family influence; job-seeking anxiety; resilience quotient (Siriraj Med J 2021; 73: 363-372)

INTRODUCTION

Anxiety is a normal, individual response when experiences trigger or insecure situations occur, unless it is persistent, overwhelming and unmanageable. Anxiety disorders can cause distress as well as have debilitating

impacts on daily activities and mental health.¹ According to a report, issued in 2016 by department of mental health ministry of Public Health of Thailand, it was found that an estimated 140,000 people; above 18 years old, were diagnosed with anxiety disorders.²

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The last year of study in university appears to be the most difficult time when students face pressures from both study and career planing. The discription of a career is the job or profession that someone does for a long period of their life. Therefore, the concerns about career's and job-seeking can cause some stress and anxiety for senior students³, in accordance with establishing personal goals and self-identity. Besides job-seeking and self-perception, previous studies have shown that influences by family⁴ (i.e., family status, education and parents' expectations) and socio-demographic factors (i.e., gender and academic major) were associated with job-seeking stress, depression and suicide ideation.⁵

Moreover, in 2019 the youth unemployment rates increased rapidly from 3.7 to 3.9 percent⁶, in particular because of the impact of the financial crisis caused by the COVID-19 pandemic. The COVID-19 pandemic also can be stress factors for public health actions; such as social distancing, which can increase increase stress and anxiety, due to the impact on temporality closures of some business.

One of the important factors in coping with both stress and hardship is resilience. Resilience quotient (RQ) is defined as: the individual process of adapting using emotional stability, will power and coping skills to recover from trauma, tragedy, threats and stressful circumstances.⁷

Although, the issue of job-seeking has become the most important concern and cause for anxiety for university students, few studies in Thailand about job-seeking anxiety related resilience quotient and family influence on career decision-making have been published; especially during the COVID-19 pandemic. Therefore, the purposes of this research were to examine job-seeking anxiety and to determine the associations between job-seeking anxiety, resilience quotient and family influence on career decision-making among senior, undergraduate

students, in Prince of Songkla University, during the COVID-19 pandemic in order to provide mental health promotion and prevention in the future.

MATERIALS AND METHODS

A cross-sectional descriptive study was conducted, using online questionnaires, at the Prince of Songkla University, HatYai Campus, Thailand; from May to October, 2020. The study protocol was approved by the Office of Human Research Ethics Committee (HREC) Prince of Songkla University (REC.63-236-9-2). Action, informed consent was obtained from participants prior to enrollment into the study.

The Student Affairs personnel of Prince of Songkla University, who were instrumental in distributing the online survey using convenience sampling to 584 senior, undergraduate students in Hatyai campus (Fig 1) within 13 faculties; classified into 4 groups 1.) Pure Science; including, the Faculty of Science 2.) Applied Science and Technology; including, the Faculty of Engineering, Faculty of Natural Resources, Faculty of Agro-Industry and Faculty of Environmental Management 3.) Health Sciences; including, Medical Technology, Faculty of Traditional Thai Medicine and the Faculty of Veterinary Science 4.) Social Science and Arts; including, Faculty of Law, Faculty of Economics, Faculty of Liberal Arts, Faculty of Management Sciences, and International college. The inclusion criteria were senior students who were willing to participate in our study, aged above 18, and had enrolled in the Faculty of Veterinery Science, in the academic year of 2015, and in other Faculties in the academic year of 2017; and were able to read and understand Thai. We excluded 313 students, who were unintened for job seeking, suspended, planned for further study (n=233), had job commitments to scholarship (n=29) and informed unwilling to answer (n=51). The total of 271 participants were enrolled into the study.

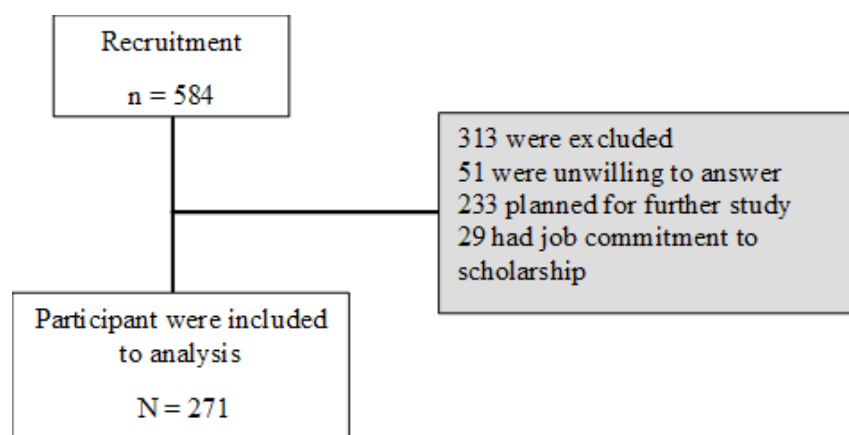


Fig 1. Flow diagram of participant enrolment.

Measurement

All participants completed the seven parts of the online questionnaires: personal demographic data, parental demographic data, the effect of the COVID-19 pandemic, economics and the current political situation in Southern Thailand on job-seeking, Thai resilience questionnaires (Thai-RQ), Family Influence Scale (FIS) for evaluation of familial influence to job-seeking, Job-seeking self-perception questionnaires and Job-seeking anxiety questionnaires, by themselves. All questionnaires were sent online to senior, undergraduate students by the Student Affairs department.

The effect of the COVID-19 pandemic, economics and current political situation in Thailand on job-seeking was used to evaluate the opinion of current conflicts and situations toward job seeking. Which was developed by the research and measured by a question scoring of likert scale; 1 to 5. The scores of 1 or 2 were interpreted as low, 3 as moderate, and 4 or 5 as a high effect. The Item Objective Congruence (IOC) Index for content validity assessment was 1.00.

The 20-item, Thai-RQ⁸, which was developed by the Department of Mental Health, Ministry of Public Health, Thailand, was used to assess personal resiliency consisting of 3 domains: emotional stability, will power and coping skills. Each answer was scored on a scale of 1 to 4. The total scores ranged from 20 to 80. The scores 20-54, 55-69, 70-80 indicated low, normal, and high resilience quotient, respectively. The reliability of the Thai-RQ, assessed by Cronbach's alpha, was 0.75.

Measurement of family influence to job-seeking by Fouad⁹ was conducted by the Thai version of the Family influence scale (FIS). This consists of 22 questions; including, 8-items of information support, 5-items on financial support, 4-items of family expectations, and 5-items on values and beliefs. Each answer was scored on a scale of 1 to 5. The family influence level was classified as: low (<27), moderate (27-34), and high (>34) by the total sum. The Cronbach's alpha of FIS was 0.798.¹⁰

Job-seeking, self-perception questionnaires that were modified from factors associated with anxiety of job application questionnaire composed of 15 items. The reliability of this questionnaire assessed by Cronbach's alpha was 0.886.³ The questions included 6-items of personal perceptions, 4-items of experience and abilities perceptions, and 5-items on job perceptions. Each answer was scored on a scale of 1 to 5. The scores 15-35, 36-55, 56-75 indicated low, moderate, and high levels, respectively. The Job-seeking anxiety questionnaire, an instrument for measuring severity of job-seeking anxiety, consisted of 25 items; which represented: mood, thoughts, and

physical symptom responses. Each answer was scored on a scale of 1 to 5. The scores 25-58, 59-91, 92-125 indicated normal to low, moderate, and high levels of job seeking anxiety, respectively. The Cronbach's alpha of this test was 0.9³

Statistical analysis

R software version 3.5.1 was used to perform analysis.¹¹ Descriptive statistics were performed using mean and standard deviation (SD). Univariate analyses for associations of independent variables with job-seeking anxiety were analyzed using an independent sample *t* test, one-way analysis of variance (one-way ANOVA), Kruskal-Wallis test, Pearson's correlation and Spearman correlation. Cohen's conventions criteria¹² were used to evaluate the degree of association, a correlation coefficient of 0.10 (represente a weak or small association), 0.30 (represent a moderate correlation and 0.50 or higher (represent a strong or large correlation). Significant factors obtained from univariate analysis were analyzed using multiple linear regressions, to examine factors predicting job seeking anxiety. A p-value of less than 0.05 was considered statistically significant.

RESULTS

Of the 584, senior undergraduate students in Prince of Songkla University; who were recruited into our study, two hundred and seventy-one participants met the inclusion criterias. [Table 1](#) shows resilience quotient, family influence scale, job-seeking self-perceptions and job seeking anxiety status. The majority of participants had a moderate level of resilience quotient, family influence scale, job-seeking self-perceptions and job seeking anxiety status.

The mean age (SD) of participants was 21.78 (0.76) years; range 20-25 years. Most of them were female, lived in other provinces outside of Songkhla, studied in the applied Science department; mean GPAX (SD) = 2.86 (0.45), and had no underlying diseases. Their field of study coupled with job interest was principally matched. Their families' status was mostly co-habiting partner, and income was approximately between 10,000-39,999 Baht per month. The effect of economics and the current political situation, including COVID-19, on their job-seeking anxiety was almost, entirely high. Baseline data regarding socioeconomic status is presented in [Table 2](#).

[Table 2](#) presents a comparison of the demographic data, and current political situation as well as effects of COVID-19, in relation to job-seeking-anxiety. (moods, cognition and physical symptom responses). Female gender was significantly associated with higher job-

TABLE 1. Resilience quotient, family influence scale, job-seeking self-perceptions and job seeking anxiety status of participants.

	Resilience quotient (RQ)		Family influence scale (FIS)		Job-seeking self-perceptions		Job seeking anxiety	
	n	%	n	%	n	%	n	%
Low	71	26	8	3	45	17	108	40
Moderate	181	67	195	72	174	64	136	50
High	19	7	68	25	52	19	27	10
Mean (S.D.)	58.7 (7.84)		73.54 (11.74)		46.79 (10.64)		65.02 (18.63)	
Min - Max	31-80		44-110		19 - 71		30-115	

seeking anxiety and physical symptom responses. Past history of mental illness was only associated with greater mood responses. Paternal career and family income were significantly associated with cognition effects. Economics and current political situations (as well as those relating to COVID-19) were significantly associated with higher job-seeking anxiety, moods and cognition. By contrast, age, faculty, hometown, GPAX, field of study and job interest match, family status, parental education and maternal career were not associated with job seeking anxiety ($P > 0.05$).

Table 3 demonstrates correlation between resilience quotient, family influence scale, job-seeking self-perception and job-seeking anxiety. Resilience quotient were significantly associated with job-seeking anxiety with high degree of negative correlation. ($r > 0.5$). Although, significantly factors positively correlated with job-seeking anxiety with low degree of association were the family's information support, values and beliefs ($r < 0.30$). Family expectations was only associated with cognition with low degree of association ($r < 0.30$). Furthermore, the family's financial support and summary of family influence scale were not associated with job-seeking anxiety. Personal, experience and abilities and job perceptions, which represented job-seeking self-perception, were significantly, positively correlated with job-seeking anxiety and its consequences.

Table 4 shows predictors for job-seeking anxiety. Gender, economics and the current political situation (Including effects from COVID-19), resilience quotient and job-seeking self-perception were entered into multiple linear regression to analyze with job-seeking anxiety.

The final model presents the associations of resilience quotient and job-seeking self-perception on job-seeking

anxiety. These factors explained 41.7% of the variance of the job-seeking anxiety score. Job-seeking self-perception was the strongest predictor for job-seeking anxiety ($\beta = 2.232$, $P < 0.001$).

DISCUSSION

This study aimed to explore job-seeking anxiety in senior, undergraduate student, and identify each sociodemographic factor related to job-seeking anxiety. Anxiety levels can be classified using class interval scales as low, moderate and high. The prevalence of job-seeking anxiety was similar to the study by Ua-ariyapanichkul et al³, which also studied senior university students. We found that most participants had moderate to high level of job-seeking anxiety (60%). This finding showed that job-seeking anxiety was a problem after graduation, for university students.

In regards to sociodemographic factors, females were considered a significant variable to job-seeking anxiety. This finding was similar to previous study performed by Fengsu Hou et al¹³ that females were experiencing more severe stress and anxiety symptoms than male gender especially in Covid-19 situation. Moreover, resulting from gender differences in regards to a comparison of lay-off rates in Thailand (Q2 of 2019 and 2020) were 2.3% in women and 1.5% in men¹⁴ that might result in an anxious with job seeking.

Particularly during the COVID-19 pandemic, the financial situation has become a crisis. In consequence, unemployment rates sharply increased in double-time in Q2 of 2019 and 2020¹⁵, causing anxiety in senior, university students. In this study, the perspectives on COVID effects were mostly in the high level (82.29%).

TABLE 2. Comparison of the demographics data and current conflict situation (COVID-19) in relation to job-seeking-anxiety and its effects (moods, cognition and physical symptoms responses).

	Total		Mean (SD)	Overall		Job-seeking anxiety			Physical symptoms					
	(N=271)	%		Statistic	P*	Moods	Cognition	Physical symptoms	Statistic	P*	Statistic	P*		
			(df)			Mean (SD)	Statistic	P*	Mean (SD)	Statistic	P*	Mean (SD)	Statistic	P*
Gender				t (269)	0.03		t (269)	0.18		t (269)	0.11		t (269)	0.013
Male	75	27.68	61.0 (19.10)			19.0 (6.28)			17.8 (6.26)			24.2 (8.99)		
Female	196	72.32	66.5 (18.30)			20.2 (5.81)			19.2 (6.12)			27.2 (8.80)		
Age				t (269)	0.63		t (269)	0.72		t (269)	0.69		t (269)	0.63
<22 years old	101	37.27	65.7 (19.20)			20.0 (5.88)			19.0 (6.53)			26.7 (8.75)		
>22 years old	170	62.73	64.6 (18.30)			19.7 (6.01)			18.7 (5.98)			26.2 (9.07)		
Group of Faculty				F (4,266)	0.42		F (4,266)	0.6		F (4,266)	0.27		F (4,266)	0.4
Pure Science	10	3.69	65.7 (19.40)			20.2 (6.71)			19.4 (7.43)			26.1 (3.17)		
Applied Science	146	53.87	63.3 (18.50)			19.5 (5.84)			18.2 (5.94)			25.7 (0.75)		
Health Science	12	4.43	66.6 (23.40)			21.4 (7.24)			20.4 (7.48)			24.8 (3.42)		
Social Science and Arts	103	38.01	67.2 (18.10)			20.2 (5.91)			19.5 (6.20)			27.5 (0.82)		
Hometown				t (269)	0.77		t (269)	0.37		t (269)	0.64		t (269)	0.76
Songkhla	104	38.38	64.6 (16.90)			19.4 (5.91)			18.6 (5.99)			26.6 (7.98)		
Other	167	61.62	65.3 (19.70)			20.1 (5.98)			19.0 (6.31)			26.2 (9.51)		
GPAX				F (4,266)	0.70		F (4,266)	0.71		F (4,266)	0.68		F (4,266)	0.65
<2.5	63	23.25	64.8 (18.30)			19.6 (5.58)			19.0 (6.26)			26.3 (8.75)		
2.5-2.99	104	38.38	65.3 (17.60)			19.6 (5.60)			19.0 (5.73)			26.7 (8.71)		
3-3.49	78	28.78	63.6 (18.70)			20.0 (6.23)			18.2 (6.15)			25.4 (8.66)		
>3.5	26	9.59	68.7 (23.20)			21.0 (7.41)			19.9 (7.81)			27.8 (11.14)		
Underlying disease				t (269)	0.35			0.71			0.26			0.16
No underlying disease	238	87.82	64.6 (18.90)			19.9 (6.03)			18.7 (6.29)			26.1 (9.01)		
Underlying disease	33	12.18	67.8 (16.60)			19.5 (5.39)			20.0 (5.21)			28.4 (8.27)		

TABLE 2. Comparison of the demographics data and current conflict situation (COVID-19) in relation to job-seeking-anxiety and its effects (moods, cognition and physical symptoms responses). (Continue)

	Total		Mean (SD)	Overall		Job-seeking anxiety			Physical symptoms				
	(N=271)	%		Statistic	P*	Moods	Cognition	Physical symptoms	Statistic	P*	Statistic	P*	
				(df)		Mean (SD)	Statistic	P*	Mean (SD)	(df)	Mean (SD)	(df)	P*
Field of study and Job interest match				M	0.97			0.22			0.71		0.52
Yes	169	62.36	65.0 (18.70)			20.4 (6.04)			18.6 (6.01)		25.9 (9.07)		
No	102	37.64	65.1 (18.70)			19.5 (5.89)			18.9 (6.29)		26.6 (8.89)		
Family status				t (269)	0.56			0.7			0.77		0.46
Cohabiting partner	192	70.85	64.6 (18.30)			19.8 (5.96)			18.8 (6.16)		26.1 (8.83)		
Other	79	29.15	66.0 (19.50)			20.1 (5.97)			19.0 (6.26)		27.0 (9.23)		
Father's education				F (6,264)	0.53			1.00			0.31		0.32
Uneducated	5	1.85	71.2 (12.10)			20.4 (5.03)			21.6 (3.71)		29.2 (5.67)		
Primary school	61	22.51	61.3 (17.00)			19.5 (5.88)			17.3 (5.35)		24.5 (8.4)		
Secondary school	71	26.20	66.0 (19.20)			19.6 (5.63)			19.3 (6.03)		27.1 (9.09)		
Vocational education	54	19.93	64.3 (19.60)			20.0 (6.08)			18.9 (6.57)		25.44(9.02)		
Bachelor's degree	73	26.94	67.0 (19.20)			20.1 (6.40)			19.5 (6.82)		27.4 (9.19)		
Master's degree and higher education	7	2.58	67.3 (14.10)			20.4 (6.27)			17.6 (4.58)		29.3 (9.67)		
Father's career				F (5,265)	0.20			0.59			0.048		0.39
Employee/laborer	52	19.19	60.7 (15.30)			19.2 (5.52)			17.2 (5.11)		24.3 (7.33)		
Government and state enterprise	64	23.62	66.7 (18.50)			20.2(6.01)			19.5 (6.75)		27.0 (8.90)		
Agriculturist	57	21.03	66.7 (20.00)			20.4 (6.30)			19.3 (6.31)		27.1 (9.43)		
Business owner	64	23.62	63.3 (19.30)			19.1 (5.84)			18.0 (5.96)		26.1 (9.43)		
Other/ unemployment	34	12.55	69.0 (19.20)			20.6 (6.20)			20.9 (6.22)		27.6 (9.42)		

TABLE 2. Comparison of the demographics data and current conflict situation (COVID-19) in relation to job-seeking-anxiety and its effects (moods, cognition and physical symptoms responses). (Continue)

	Total		Mean (SD)	Overall		Job-seeking anxiety			Physical symptoms					
	(N=271)	%		Statistic	P*	Moods	Cognition	Physical symptoms	Statistic	P*	Statistic	P*		
				(df)		Mean (SD)	Statistic	P*	Mean (SD)	Statistic	P*	Mean (SD)	(df)	P*
Mother's education				F (6,264)	0.09			0.19			0.06			0.26
Uneducated	4	1.48	65.5 (17.20)			20.8 (5.85)			17.8 (6.4)			27.0 (7.53)		
Primary school	65	23.99	59.7 (18.40)			18.5 (5.93)			17.1 (5.61)			24.1 (9.06)		
Secondary school	70	25.83	66.7 (20.40)			20.3 (6.00)			19.4 (6.27)			27.1 (9.99)		
Vocational education	44	16.24	67.7 (15.30)			20.6 (5.52)			19.4 (5.78)			27.8 (6.42)		
Bachelor's degree	79	29.15	65.2 (18.00)			19.7 (6.13)			19.1 (6.32)			26.5 (8.74)		
Master's degree or higher	9	3.32	75.3 (21.40)			23.3 (5.34)			22.9 (7.93)			29.1 (11.25)		
Mother's career				F (5,265)	0.15			0.26			0.08			0.41
Employee/laborer	57	21.03	60.8 (16.40)			18.6 (18.61)			17.5 (5.83)			24.7 (8.12)		
Government and state enterprise	50	18.45	70.1 (17.10)			21.1 (21.14)			20.8 (6.39)			28.1 (8.47)		
Agriculturist	42	15.50	65.5 (19.10)			20.2 (20.19)			18.8 (5.76)			26.5 (9.71)		
Business owner	68	25.09	64.9 (20.80)			20.0 (20.03)			18.5 (6.57)			26.4 (9.76)		
Other/ unemployment	54	19.93	64.6 (18.40)			19.4 (19.43)			18.8 (5.90)			26.4 (8.47)		
Family income (baht)				F (4,266)	0.15			0.2			0.03			0.53
<10,000	41	15.13	68.0 (21.30)			20.8 (6.77)			19.7 (6.64)			27.4 (9.83)		
10,000-39,999	159	58.67	63.3 (18.50)			19.5 (5.76)			18.1 (5.96)			25.7 (8.95)		
40,000-69,999	39	14.39	70.1 (18.60)			21.2 (5.85)			21.2 (6.49)			27.7 (9.15)		
70,000	32	11.81	63.4 (14.60)			18.7 (5.76)			18.2 (5.64)			26.5 (7.40)		
Economic and current situation (COVID-19)				F (3,267)	0.03			0.02			0.02			0.15
Low (1-2)	10	3.69	51.8 (17.10)			14.8 (5.47)			15.5 (5.17)			21.5 (7.60)		
Moderate (3)	38	14.02	61.6 (15.10)			19.2 (4.65)			17.0 (4.60)			25.5 (8.61)		
High (4-5)	223	82.29	66.2 (19.00)			20.2 (6.08)			19.3 (6.36)			26.7 (9.01)		

df = Degree of freedom. * P was based on an independent sample *t* test (*t*), one-way ANOVA (*F*), or Mann-Whitney U test (*M*) as appropriate.

TABLE 3. Mean, standard deviation and bivariate correlation of study variables.

	Resilience quotient (RQ)		Family influence scale (FIS)			FIS total Score	Job-seeking self-perceptions				Job-seeking anxiety			
	Mean (SD)	RQ total score	Information support	Financial support	Family expectation		Values and Beliefs	Personal perceptions	Experience and abilities perceptions	Job perception	Job-seeking perceptions total score	Moods	Cognition	Physical symptoms
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
(1) 58.70 (7.84)	-													
(2) 28.48 (5.34)	r = 0.265 P < 0.001	-												
(3) 17.67 (2.77)	r = 0.152 P = 0.12	r = 0.504 P < 0.001	-											
(4) 13.89 (3.20)	r = -0.059 P = 0.332	r = 0.250 P < 0.001	r = 0.384 P < 0.001	-										
(5) 13.50 (5.31)	r = -0.129 P = 0.033	r = 0.198 P = 0.001	r = 0.191 P = 0.002	r = 0.473 P < 0.001	-									
(6) 73.54 (11.74)	r = 0.082 P = 0.181	r = 0.731 P < 0.001	r = 0.656 P < 0.001	r = 0.691 P < 0.001	r = 0.717 P < 0.001	-								
(7) 16.27 (4.26)	r = -0.261 P < 0.001	r = -0.157 P = 0.010	r = -0.086 P = 0.158	r = 0.067 P = 0.272	r = 0.046 P = 0.449	r = -0.053 P = 0.388	-							
(8) 13.34 (3.52)	r = -0.271 P < 0.001	r = -0.143 P = 0.018	r = -.0120 P = 0.048	r = 0.128 P = 0.036	r = 0.025 P = 0.681	r = -0.047 P = 0.438	r = 0.629 P < 0.001	-						
(9) 14.00 (4.26)	r = -0.321 P < 0.001	r = -0.231 P < 0.001	r = -0.113 P = 0.064	r = 0.140 P = 0.021	r = 0.205 P = 0.001	r = -0.001 P = 0.991	r = 0.505 P < 0.001	r = 0.572 P < 0.001	-					
(10) 46.79 (10.64)	ρ = -0.318 P < 0.001	ρ = -0.200 P = 0.001	ρ = -0.120 P = 0.048	ρ = 0.131 P = 0.032	ρ = 0.108 P = 0.077	ρ = 0.035 P = 0.569	ρ = 0.860 P < 0.001	ρ = 0.851 P < 0.001	ρ = 0.808 P < 0.001	-				
(11) 19.84 (5.95)	r = -0.511 P < 0.001	r = -0.197 P = 0.001	r = -0.084 P = 0.167	r = 0.061 P = 0.318	r = 0.153 P = 0.012	r = -0.024 P = 0.699	r = 0.398 P < 0.001	r = 0.475 P < 0.001	r = 0.539 P < 0.001	ρ = 0.545 P < 0.001	-			
(12) 18.82 (6.18)	r = -0.556 P < 0.001	r = -0.181 P = 0.003	r = -0.048 P = 0.436	r = 0.146 P = 0.016	r = 0.173 P = 0.004	r = 0.024 P = 0.688	r = 0.331 P < 0.001	r = 0.295 P < 0.001	r = 0.468 P < 0.001	ρ = 0.421 P < 0.001	r = 0.704 P < 0.001	-		
(13) 26.36 (8.94)	r = -0.467 P < 0.001	r = -0.177 P = 0.003	r = -0.116 P = 0.057	r = 0.051 P = 0.404	r = 0.125 P = 0.039	r = -0.037 P = 0.542	r = 0.273 P < 0.001	r = 0.225 P < 0.001	r = 0.292 P < 0.001	ρ = 0.305 P < 0.001	r = 0.564 P < 0.001	r = 0.740 P < 0.001	-	
(14) 65.02 (18.63)	r = -0.576 P < 0.001	r = -0.208 P = 0.001	r = -0.098 P = 0.107	r = 0.092 P = 0.130	r = 0.166 P = 0.006	r = -0.017 P = 0.777	r = 0.368 P < 0.001	r = 0.358 P < 0.001	r = 0.467 P < 0.001	ρ = 0.460 P < 0.001	r = 0.824 P < 0.001	r = 0.912 P < 0.001	r = 0.905 P < 0.001	-

Note: solid numbers, in bold, are statistically significant (P<0.05)

TABLE 4. Predictors of job-seeking anxiety.

Predictors*	Job-seeking anxiety				
	r ²	β	Standard error	p-value	95%CI
Resilience quotient (RQ)	0.332	-1.169	0.12	<0.001	-1.39, -0.94
Job-seeking self-perceptions	0.417	2.232	0.35	<0.001	1.55, 2.92
Constant		103.008	9.28	<0.001	84.74, 127.25

* This model was adjusted for gender, economics and current the political situation (Including COVID-19).

Likewise, the COVID-19 pandemic represented as a positive variable on job-seeking anxiety.

Next, overall grade point average representing the average value of the accumulated final grades earned in courses over time at university. This factor showed to be non relevant in job-seeking anxiety, which was also indicated in a previous study; explaining that not all the subjects were concordant to career options. Furthermore, academic major's and matching between fields of study and job interest was considered insignificant, due to more career options being available nowadays. This can makes it unnecessary to apply for a job related to a particular field of study.³

Participations who had history of mental illness was found to be marginal significant to job seeking anxiety. The relatively, small amount of participants in this study might lead to the difficulty in identifying these predictors. Otherwise, the results were possibly associated to job-seeking anxiety. Similarly to a previous study, psychological abnormalities appeared to be a clearly positive factor on job-seeking anxiety, and depression in university students.¹⁶

When considering family influence: we found that family's information support, values and beliefs were associated to an increase in job-seeking anxiety. Surprisingly, parental expectations did not have an influence on child anxiety, likewise to a previous study^{3,17}, in believing expectations decreased by child's age. Moreover, the ages of last years undergraduate students were mature enough and reasonable for self-judgment. In the same way, no differences were found on indices of family status in these ages.

A significant effect of family income on job-seeking anxiety was found. Meanwhile, the cognition part of job-seeking anxiety seemed to be related with senior university students whose fathers were unemployed

was especially found. Eventually, University students who suffered from financial stress were also pressured to apply for a job.

The results of this study showed a certainty in the negative correlation between anxiety and each part of Resilience Quotient. Previous studies revealed that the score of Resilience Quotient was strongly, inversely related to scores of anxiety¹⁸ using emotional stability, will power and coping skills.⁷

Self-perceptions in the meaning of understanding their personal, job, and experiences and abilities in job-seeking positively correlated with anxiety states. In other words, anxious participants were more conservative in their estimations of their action capabilities, which was concordant in a previous study.¹⁹

Meanwhile, gender, Job-seeking self-perceptions, Resilience quotient (RQ), Economics and current situations (COVID-19) were associated with job-seeking anxiety. However, the only effect of the Job-seeking self-perceptions and Resilience quotient (RQ) could predict job-seeking anxiety. These findings were similar to the study of Sood S, et al.²⁰ that resilience and psychological well-being associated with perceived distress of university Students During COVID-19. Self-esteem and anxiety of job applications by Tiensirirerk P²¹, that showed the similarity between self-esteem and resilience quotient as protective factors for anxiety.

There were some limitations of this study. First, response rates using online-survey were slightly low as they were indicated in the research by Fincham J^{22,23}, in that response rates for an online survey were approximately 25-30%. The response rates varied depending on types and time of surveys. Besides, this data was collected during the semester and during the COVID-19 situation. Another difficulty was being unable to encourage and identify non-response groups for reanswering.

In addition, small sample sizes were also limited by the large amount of the excluded group, who planned for further study. We suggest examining their anxiety level and impact of job-seeking anxiety on this decision-making. All variables were collected using self-report questionnaires, without clinical interviews, and use of a cross-sectional study, which might not be able to detect changes of anxiety over time. Therefore, a longitudinal study is also suggested to clarify this.

In conclusion, we recommend that the Student Affairs Department create an effective management strategy, for providing mental health promotion and prevention for university students. As roles of universities on resilience and mental health promotion were remarkably mentioned in previous studies, elimination of any discrimination towards gender, religion, race and other identities should be done. Not only settings in the university, but also the quality of teaching and mentoring should be emphasized, so as to promote a mentally healthy environment afterwards.

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