

How to Prepare Own Child for Career Path Success? Analyzing the Educational Components of Parents for Career Path Success from Childhood: A Sample of Qualitative Content Analysis

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Purpose: Parenting plays an important role in the correct guidance of children to their career path succeed. Therefore, the current research was conducted with the aim of analyzing the educational components of parents for career path success from childhood.

Methodology: This research in terms of purpose was applied and in terms of implementation method was qualitative from type of exploratory. The population of this research was all the documents including books and articles about the career path success from childhood in the range of 2013 to 2022 years. According to the inclusion criteria number of 15 books and articles were selected as samples with the purposive sampling method. Data was collected by taking notes from documents. Also, to analyze the data used from Hsieh and Shannon (2005) content analysis method.

Findings: The findings indicated that the educational components of parents for career path success from childhood had 6 comprehensive codes, 14 organizing codes and 56 primary codes. In this study, comprehensive codes include fostering love to learning (with 2 organizing codes of setting the context for learning and practical learning opportunities), group activity training (with 3 organizing codes of learning manners, integrating teamwork skills in everyday life and preparing to solve teamwork conflicts), training resourcefulness and resourcefulness (with 3 organizing codes of teaching the art of positive skepticism, exposing the child to resourceful and resourceful models and fostering resourcefulness skills), developing an intellectual perspective (with 2 organizing codes of providing new experiences and training of foresight), preparation for networking and conversation in the labor market (with 2 organizing codes of fostering reflective performance and fostering practical and communication skills) and age-appropriate understanding from the labor market (with 2 organizing codes of child's mental preparation for the future labor market and practical preparation for the future labor market). Finally, the pattern of comprehensive and organizing codes of educational components of parents for career path success from childhood was drawn.

Conclusion: According to the findings of this study, for the career path success can use from the identified comprehensive and organizing codes in this research and provide the ground for their realization.

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1. Introduction

Finding a job and growing and developing a career has always been one of the most important human concerns. Raising and preparing children who can have a suitable job position in society and at the same time be useful for society is one of the most important concerns of parents (Sadeghi Dehkordi, Yousefi and Torkan, 2022). For today's organizations, specialized, experienced, committed and interested in work and profession human resources are considered a valuable asset, and human resource managers always try to hire competent and elite people. Because this prevents the bad consequences of employing incompetent, unqualified employees and wasting the organization's costs (Goudarzi, Varastehfar and Baghai Sarabi, 2023). It becomes very difficult for some people to find a job, and this change of procedure from the financial productivity of children to finding a job in adulthood, despite the many benefits it has, is also accompanied by disadvantages, such as difficulty in finding a job, delay in acquiring work skills, and excessive reliance on the family. However, there are still many families whose children have left the world of work or remain on its sidelines. Therefore, one of the important factors among these is the role of parents in the success of their children's career path (Watson, Nota and McMahon, 2015). What is worrying is that some parents seek to fulfill their career dreams in the career path of their children, but the optimal mode of raising independent, responsible and successful children is not only satisfying for others, but they are also satisfied with the activity they do. In fact, next to the important decision of marriage and choosing the right life partner, choosing a job is a very important and influential choice. Therefore, those who fit their jobs have higher life satisfaction (Liu, McMahon and Watson, 2015). Considering this point, parents should help their children to know their interest and then develop the potential abilities they need for that career path in the future. As a result, acquiring important skills in the early years of life is very important and parents should keep in mind that although biological, emotional, social and educational development has many common points, the future world of work contains many differences and depends on other dimensions of development in It affects the whole life (Maree, 2018).

In the new perspective, career path management is a tool for implementing human resources development programs and its purpose is to create a balance between the needs of the individual and the organization in order to provide the conditions for the employees and the organization to agree between the formation of the psychological contract related to the responsibility of career development by providing a clear perspective. and job security to reach a balance, and it is worth considering that the career path is considered one of the key and important pillars in the field of human capital (Farahi, Soltani and Nasrollahi, 2019). The career path theory was created by Savickas (1997) in response to society's need for an appropriate approach to career choice in the current century. This theory is conceptualized with a constructivist and holistic view of human development in the form of adaptation or compromise with the work environment to integrate the person and the environment (Mohamadi, Nilforooshan and Salimi, 2015). Career path refers to the development of a career and career or the stability and stability of a career over time, which is defined as a pattern of work-related experiences that bridges the gap between a person's life path and career path (Yu, Zhu, Foo and Wiklund, 2022). A career path is the successive and evolving stages of people's work experiences over time, which usually occur in the form of a social set or specific outcomes. The series of jobs that people undertake in the organization should not be accidental and random, but the career path of the individual in the organization should be planned based on a correct logic and according to a certain goal (Sotuneh, Tabari, Gholipour-Kanani and Bagherzadeh, 2021). Career path success is a continuous process of preparing, implementing and monitoring career plans that are carried out by individuals alone or in agreement with the career path system (DeJong, Schepers, Lages and Kadic-Magljajic, 2021). Successful career path behaviors include a set of behaviors to prepare a person in order to improve skills and capabilities for future job needs. Therefore, career success behaviors mean learning a set of skills and abilities that people will need in the future (Jafari, ShariatNejad, Mousavi and ValiNejad, 2020).

Career path success is the core of human resource development activities in its evolution, which is known as a continuous process of planning and directing activities towards work and personal life goals (Zhu, Zhou and

Sosik, 2022). The success of the career path indicates lifelong employment in an organization and stable climbing of the ladder of different jobs by an individual in the organization, which is defined as the accumulation of desirable results in a job that helps the individual to experience better jobs and in higher ranks. Shariat Nejad and Asgari Zahabi, 2022). The period of formation and evolution of career path success is divided into three periods. The first period is development as career path planning (1950-1960), in this period, the organization and managers were only focused on the individual's needs, but despite focusing on the individual's needs, they did not have much support from the management and the organization. The second period is the development with the support of managers (1970-1980), in this period, guidance and guidance in the path of career development were considered, and its weaknesses can be expressed as the lack of knowledge of managers and the lack of priority in the path of career development. The third period is the strategic development of career path success (1990), in which the idea of development and success of career path was proposed with an emphasis on the needs of the organization. Because organizations faced many challenges and environmental changes (Farahi et al, 2019). Career path success has two objective or external and mental or internal aspects. The objective aspect includes the evaluation of the status of salaries and benefits, the group and base of the person in the organization and the amount of promotions, and on the other hand, the subjective aspect includes the overall satisfaction with the job, satisfaction with the affairs and tasks that the person does during the time at work, perceived career success and satisfaction with life (Golparvar and Mirzaie, 2016). In order to achieve the success of the career path, the competencies of the career path are needed, such as motivations, behaviors, skills and aspects of the social role and knowledge, the application of which leads to the realization of effective and superior performance in the job (Hakak, Fathi Chegeni and Sepahvand, 2021).

The investigations showed that no research was found in Iran that investigated the success of the career path in children, and accordingly, the most important related researches in this field are described. Although there are relatively many non-Iranian researches in this field that are introduced in the methodology section. Hosseinian and Baghbani (2022) while researching the factors affecting the implementation of career development path planning, including three dimensions of support based on needs (with components of autonomy and independence, security and stability, and work-life balance), support based on talents (with components of technical competence) and operational, managerial competence and creativity and entrepreneurship) and value-based support (with the components of pure challenge and service and sacrifice). Farahi et al (2019) conducted a research on the model of the career development path and concluded that this structure has 11 dimensions of education, changes, career evaluation and promotion, support and guidance, relationships, promotion and career turnover, lifestyle, promotion, not paying attention to Individual, education, evaluation, job changes and job analysis. Fatemi Aghda, Tabataba'i-Nasab and Sabokro (2018) while conducting a research on cognitive theories of the path of career development for this structure according to experts, 12 criteria including comprehensiveness, generalizability, clarity, content-oriented, process-oriented, result-oriented, practicability, foresight, emphasis on the individual, they identified emphasis on the environment, emphasis on the organization and emphasis on the job. Seyed Javadian, Hasan Gholipour, Gholipour, Haji Karimi and Karimi Jafari (2017) while researching the design of the career path adaptability model concluded that the effective factors in this model include career self-efficacy, personality, active personality, emotional intelligence, spirituality, and job tenacity., self-esteem, religious motives, having meaning in life, goal orientation and self-regulation.

In Iran, there have been researches about the success of the career path, but these researches did not pay attention to children and the role of parents' educational components. Therefore, on the one hand, considering the importance of career path success in people's lives and that this path should start from childhood in the form of a process, and on the other hand, the role of the family in the career path success is irreplaceable, so it is necessary to determine that educational components What are the parents for the success of children's career path? Undoubtedly, the results of such research can pave the way for more research in this field and contribute greatly to the richness of the literature on the educational components of parents that

are effective in the success of the career path. Since no research was found in Iran about the educational components of parents for the success of the career path from childhood, therefore there are many gaps in this field and conducting this study can help to fill some of the gaps. Another important point is that this study and similar studies in this field can help professionals and career path planners and even managers and education officials in recognizing the excellence of the career path and success in this field, and to know the current situation and provide solutions to improve success. Find a career path. Parenting plays an important role in guiding children to succeed in their career path. Therefore, the current research was conducted with the aim of analyzing the educational components of parents for the success of the career path from childhood.

2. Methodology

This research was applied in terms of purpose and exploratory in terms of qualitative execution method. The population of this research was all the documents including books and articles about the success of the career path from childhood in the range of 2013 to 2022. According to the criteria for entering the study, 15 books and articles were selected as samples with the purposeful sampling method. Since in Iran, no research was found about the success of the career path from childhood, 15 foreign books and articles related to the research field were selected according to the inclusion criteria; So that these criteria included being published in the last 10 years and having a component for career success from childhood. Also, the exclusion criteria included not having valid publications and undergraduate theses. In Table 1, the authors, year and title of the researches reviewed in the present study were reported.

Table 1. Authors, year and title of researches reviewed in this research

Title	Year	writers	Row
Parental influence on child career development in mainland China: A qualitative study	2015	Liu, McMahon and Watson	1
Evolving stories of child career development	2015	Watson, Nota and McMahon	2
Parental support in adolescents' career development: Parents' and children's perceptions	2015	Ginevra, Nota and Ferrari	3
A review of assessment in child career development	2016	Stead, Schultheiss and Oliver	4
Child career development in family contexts	2016	Liu and McMahon	5
Child career development in developing world contexts	2016	Bakshi	6
Career development learning in childhood: Theory, research, policy, and practice	2016	Crause, Watson and McMahon	7
Career exploration and development in childhood: Perspectives from theory, practice and research	2016	Watson and McMahon	8
Career construction materials: the story of a career development curriculum in a Turkish school	2018	Briddick, Sensoy-Briddick and Savickas	9
Spheres of influence: What shapes young people's aspirations at age 12/13 and what are the implications for education policy?	2018	Archer, DeWitt and Wong	10
Promoting career development and life design in the early years of a person's life	2018	Maree	11
Fostering hope and career adaptability in children's career development	2018	Peila-Shuster	12
Back to the future: Child career development	2019	Watson and McMahon	13
Career exploration as a foundation for career developmental learning and academic success in childhood	2022	Oliveira and Araujo	14
Intrapersonal, social, environmental-societal influences and career development learning during childhood	2022	Maria	15

Data were collected by taking notes from documents including books and articles of the last 10 years. For this purpose, a guide checklist and a detailed study of the texts were used, which had questions for guidance, which prompted the researcher to focus on the texts related to the role of parents in the growth and success

of the child's career path and take notes on key and important phrases. It should be noted that at the same time as the data was collected, the analyzes were also done. In other words, the mutual interaction between what is known and what should be known and the back and forth between data and analysis was done, and this work is the essence of achieving validity and reliability. Therefore, in this research, the simultaneous collection and analysis of data and frequent movement back and forth between data and codes were done. In addition, for the validity and reliability of the results, the methods of usefulness, contextual integrity, researcher's position, report method and triangulation of researchers were used. Usefulness is a criterion that indicates that the findings of the qualitative research are useful and clarifying the research being studied, and considering that the purpose of this research was to achieve the educational components of career success from childhood with the focus on parents, therefore, it can be used in the direction of knowledge to Counselors and clients can be useful and effective in improving the conditions and how to raise successful children in the career path. The meaning of contextual integrity is that the phenomenon under study should be studied according to the context under study, and in order to meet this goal, all the variables were taken into account in the current research to describe the context under study more fully. The researcher's position means that the researcher, by understanding his position, does not unconsciously influence the interpretation of the texts. In this research, the researcher tried to avoid any bias in the selection of samples, analysis and interpretations by being aware of his position, and in addition, with the help of another expert in the analysis, he avoided any unknowing influence on the interpretations and analyses. The meaning of reporting method or reporting style is the same style that other experts and users can understand the results of the research well, and in this research, an effort was made to make qualitative reports in the form of tables and graphs to make it easy to understand. The meaning of triangulation of researchers is that different people do data coding and analysis, and in this study, data coding and analysis were done by students, professors and a qualitative research coding expert.

After identifying the sources that should be analyzed, these sources were studied and coded line by line, and these codes were approved by the supervisors and advisors. At this stage, the coherence and congruence of the data in terms of meaning and concept were checked together, and at the same time, clear and specific distinctions were made between the content, and the organizing and comprehensive codes were revised. Primary, organizing, and comprehensive codes were done by students, professors, and a coding expert, and the content analysis method of Hsieh and Shannon (2005) was used to analyze the data.

3. Findings

In this research, 15 documents, including books and articles about the success of the career path from childhood, were examined and analyzed using the content analysis method. In Table 2, the results of content analysis and analysis of parental educational components for the success of the career path from childhood were reported.

Table 2. Results of content analysis and analysis of parents' educational components for the success of the career path from childhood

universal code	Organizer code	Initial code
Cultivating a love of learning	Setting the context for learning	Planning to study
		Sensitivity to children's learning weaknesses
		Demonstrating passion for learning by parents
	Hands-on learning opportunities	Support for learning
		Turn learning into a game
		Asking questions instead of judging when you misbehave
		Allowing yourself to make mistakes and take risks

		Going to nature, museum and library
		Two-person research
Group activity training	Learning manners	Learn how to apply
		Learning to understand the views of others
		Learning to wait
		Teaching turn and rotation activities
	Integrating teamwork skills into everyday life	Doing collaborative activities
		Helping with daily activities
		Encouragement to consult
	Preparing to resolve teamwork conflicts	Teaching unacceptable behaviors
		Understanding the effect of lack of impulse control on others
		Finding a better way to talk
Asking the child to behave better		
Accepting criticism from others		
Teaching tact and cleverness	Teaching the art of positive skepticism	Gathering documentation before accepting an opinion or opinion
		Increasing media literacy
		Attention to the positive and negative dimensions of a phenomenon
		Accepting responsibility for decisions
	Exposure of the child to resourceful and clever models	Parents themselves should seek to achieve their goals step by step
		Seeing people who are their best selves
		Parents have the power to manage time and goals
	Developing resourcefulness skills	Teaching problem solving skills in everyday life
		Teaching decision-making skills
		Learning to let go of perfectionism
Teaching self-awareness and meditation		
Developing an intellectual perspective	Provision of new experiences	Learning a foreign language
		Studying the cultures of other countries
		Discover life and wildlife
		Participate in new activities
	Foresight training	Understanding time and managing it
		Understanding money management
Creating the optimal challenge		
Preparation for networking and dialogue in the labor market	Cultivating reflective practice	Goal setting training
		Empathy training
		Teaching the effect of behavior on others
		Learning to accept differences
		Cultivating a spirit of gratitude
		Teaching kindness
	Cultivating practical and communication skills	Teaching how to demonstrate skills
		Teaching how to make friends
		Teaching how to maintain communication
	Age-appropriate understanding of the labor market	Mental preparation of the child for the future labor market
Cultivating the desire to relearn and rebuild		
Cultivating a creative, flexible and entrepreneurial mind		
		Understanding competition in the labor market
Practical preparation for the future labor market		Cultivating self-efficacy
	Knowledge of different jobs	

 Knowing the difference in the basics required for each job

 Discover interests and capabilities

The findings indicated that the educational components of parents for the success of the career path from childhood had 6 comprehensive codes, 14 organizing codes and 56 primary codes. In this study, inclusive codes include fostering a love of learning (with 2 organizing codes for setting the context for learning and practical learning opportunities), group activity training (with 3 organizing codes for learning manners, integrating teamwork skills in everyday life, and preparing to solve teamwork conflicts), training resourcefulness and resourcefulness (with 3 organizing codes for teaching the art of positive skepticism, exposing the child to resourceful and resourceful models and developing resourcefulness skills), developing an intellectual perspective (with 2 organizing codes for providing new experiences and training for the future), preparation for networking and conversation They were in the labor market (with 2 organizing codes for developing reflective performance and developing practical and communication skills) and age-appropriate understanding of the labor market (with 2 organizing codes for the child's mental preparation for the future labor market and practical preparation for the future labor market). In diagram 1, the model of comprehensive and organizing codes of parents' educational components for the success of the career path from childhood was drawn.

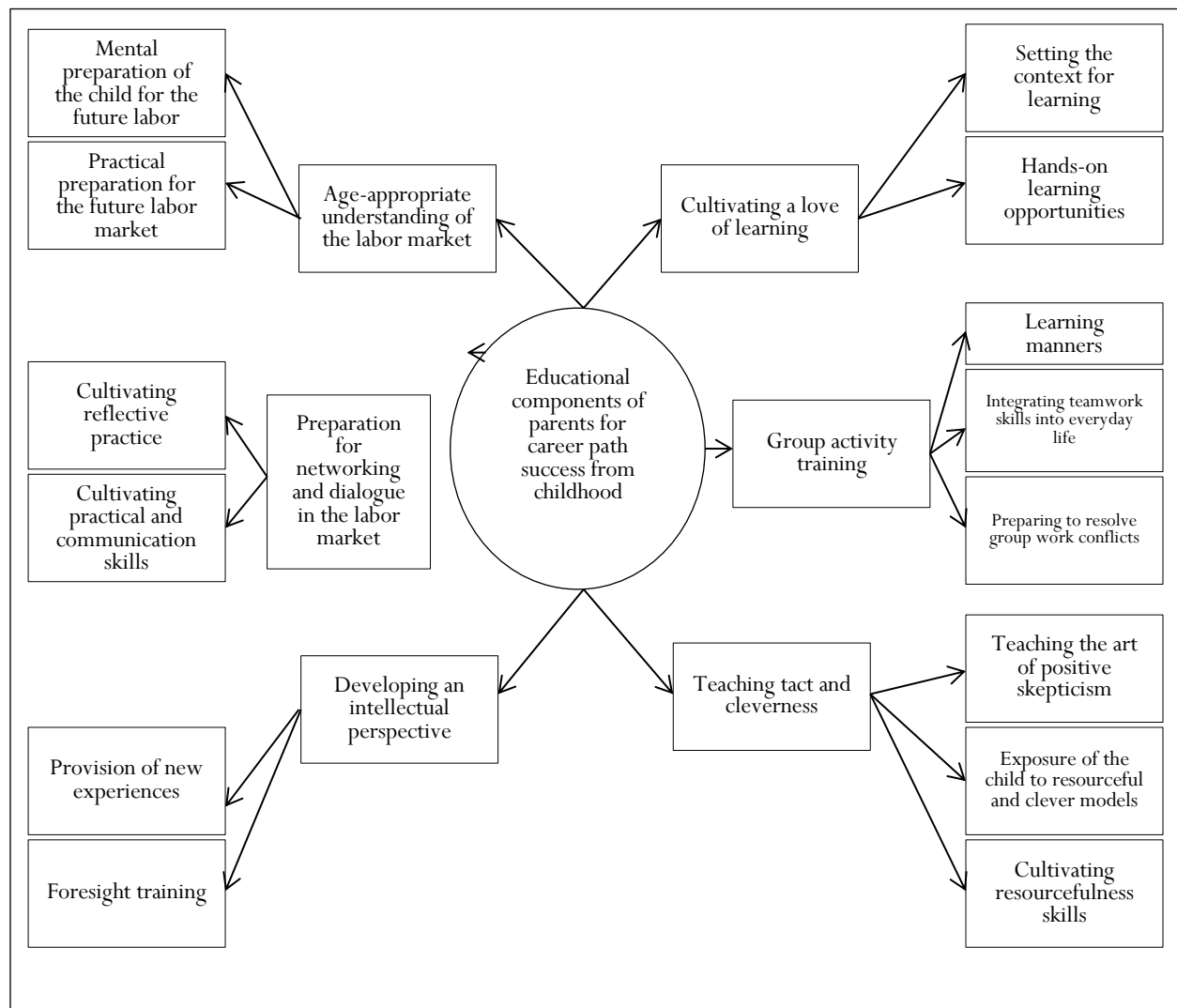


Figure 1. The pattern of universal codes and organizers of parental educational components for the success of the career path from childhood

4. Conclusion

Considering the role and importance of parents' education to properly guide their children towards the success of their career path, the present research was conducted with the aim of analyzing the educational components of parents for the success of their career path from childhood.

The findings of the current research indicated that the educational components of parents for the success of the career path from childhood had 6 comprehensive codes, 14 organizing codes and 56 primary codes. In this study, inclusive codes include fostering a love of learning (with 2 organizing codes for setting the context for learning and practical learning opportunities), group activity training (with 3 organizing codes for learning manners, integrating teamwork skills in daily life, and preparing to solve teamwork conflicts), training resourcefulness and resourcefulness (with 3 organizing codes for teaching the art of positive skepticism, exposing the child to resourceful and resourceful models and developing resourcefulness skills), developing an intellectual perspective (with 2 organizing codes for providing new experiences and training for the future), preparation for networking and conversation in the labor market (with 2 organizing codes for developing reflective performance and developing practical and communication skills) and age-appropriate understanding of the labor market (with 2 organizing codes for the child's mental preparation for the future labor market and practical preparation for the future labor market), which were for the codes A model was drawn for the success of the career path from childhood, including and organizing the educational components of the parents.

In the interpretation of fostering a love of learning with the two organizing codes of setting the context for learning and practical learning opportunities, it can be said that today jobs refer to a series of projects and changing experiences, and in the future employees must be able to continuously reinvent themselves and move from one role to another. move to another role and this depends on the development of knowledge and skills. Therefore, it is necessary to cultivate the love of learning in children and to develop learning opportunities and interest in learning in them. As a result, the necessity of creating a love for continuous learning in the development of children's career paths by parents seems essential, and in this regard, setting the context for learning through creating interest in reading, sensitivity to the child's learning weaknesses and correcting them, showing enthusiasm for the child's learning and Supporting learning on the one hand and creating practical learning opportunities by turning learning into a game, asking questions instead of judging when it is wrong, going to nature, museum and library, setting up two-person research were among the things that were mentioned. .

In the interpretation of group activity training with the three organizational codes of learning manners, integrating teamwork skills in daily life and preparing to solve group work conflicts, it can be said that today organizations and managers need those who can complement each other, gather increasingly and vote. The goals of the organization strive. Success is no longer measured by individual efforts, but by the results for the organization, and effective employees are accountable to themselves and others, and accept responsibility for their actions and mistakes, and have the necessary flexibility and adaptability. Therefore, specialized texts on the development of a child's career path also emphasize that children should be prepared to work in groups, not individualism in the workplace. Based on the results, in group activity training, learning social manners through the way of requesting, understanding others' point of view, waiting and teaching patience in turn-based activities, integrating teamwork skills in daily life with the help of collaborative activities, helping in daily activities and Encouraging consultation and preparing to resolve teamwork conflicts through teaching unacceptable behaviors such as cursing during conflict, understanding the effect of lack of impulse control on others, and finding better ways to discuss and discuss were among the educational emphasis of parenting texts for the development of a child's career path.

In the interpretation of resourcefulness education with the three organizing codes of teaching the art of positive skepticism, exposing the child to resourceful and resourceful models and developing resourcefulness skills, it can be said that resourcefulness means generating solutions, thinking of new ideas and possibilities, which leads to self-reliance. To create a higher level in the individual, improve management, entrepreneurship and leadership skills and help people to take risks, improve their skills and knowledge and have more confidence in their own management. The results showed that the sources also emphasized the need to improve cleverness and resourcefulness for the success of children's career paths, and the results showed that it can be improved in three ways. Teaching the art of positive skepticism, with the help of this art, the child learns to examine opinions and ideas carefully before accepting them, media literacy, paying attention to the positive and negative aspects of an idea, and accepting responsibility for decision-making are also effective in this field. Cultivating resourcefulness skills that are possible with the help of teaching problem solving and decision making skills, self-awareness and contemplation. Also, the child's exposure to resourceful models was another effective factor, according to which the parents themselves should be goal-oriented and the children should be exposed to people who are their best selves and have the power to manage time and goals.

In the interpretation of the development of the intellectual landscape with two organizing codes, the provision of new experiences and the education of foresight, it can be said that since one of the important features of today's world of work is the rapid progress of the world of work, the globalization and trans nationalization of the labor market, therefore people are faced with different conditions and rapid and sudden changes. They will be. As a result, one must be able to devote oneself to new conditions as quickly as possible, and this requires the development of an intellectual perspective. Another important point is that day by day organizations are looking for experts from all over the world, so it is necessary to understand other cultures and understand the differences. In fact, in order to be resilient and adapt to new conditions, people must be able to develop their horizons and perspectives. In this regard, the analysis of the texts showed that in order to develop the career path of children in parenting, the success of the career path must be prepared for new experiences in the form of learning a new language, studying the cultures and geography of other countries, discovering life and participating in new activities and their experience. be parents Also, teaching the future to the child in the form of understanding time and managing it, understanding money management, creating optimal challenges and teaching goal setting were among the dimensions that were mentioned to improve the development of intellectual perspective.

In the interpretation of preparation for networking and dialogue in the labor market with the two organizing codes of cultivating reflective practice and cultivating practical and communication skills, it can be said that effective conversation with children about the success of the career path helps them to know how to coordinate with larger contexts, to know that at the same time With them, many people are growing, crossing the career path and entering the labor market, a market in which competition is intense. Continuity in such a conversation forms a proper sense of identity in the child and makes him prone to enter the work market so that he can find his position in the future in the right career path and proper work communication helps them to cope with changes. The world of work should come to terms with and accept them. In this regard, they emphasize on two parts, one is the cultivation of reflective performance with emphasis on teaching empathy, teaching the effect of behavior on others, teaching acceptance of differences and cultivating the spirit of gratitude, and the other is cultivating practical and communication skills with emphasis on teaching how to show skills, how to make friends and How to maintain friendships and relationships.

In interpreting the age-appropriate understanding of the labor market with two organizing codes, mental preparation of the child for the future labor market and practical preparation for the future labor market, it can be said that it is often difficult for children to differentiate between their own ideas and reality. Therefore, they should have a correct understanding of the labor market according to their age in the context of the world of work. Because, usually, in the field of employment, children's information is obtained through social media. Therefore, they must be able to understand that the nature of jobs and the world of work is changing.

The analysis showed that in this context, the texts emphasize two parts. One is the mental preparation of the child for the future job market with the help of understanding that many jobs of the future are still unknown, in them the characteristic of rebuilding what has been learned, cultivating a creative and entrepreneurial mind and understanding the fierce competition in the job market, and the other is practical preparation for the job market through Cultivating self-efficacy is knowing different jobs, knowing the difference in the basics required for each job, and discovering interests and capabilities in job fields.

This research, like other researches, had limitations, for example, it is not specified which standardized tool should be used to measure each of the inclusive and organizing codes. Also, the source of data collection was texts, and parents' experience in the field of children's career path success was not considered as supplementary findings. Therefore, it is suggested that in other researches, a parenting package for the success of the career path from childhood is extracted and designed from these extracted codes. Another suggestion is to examine the lived experience of successful women and men in their career path separately or in general. Another suggestion is that the counselors of the educational components of the parents complete the career path from childhood and help them grow and mature. The results of this study have many practical implications for labor market specialists and planners and even for managers and officials of educational systems, especially the education system. According to the findings of this study, for the success of the career path, it is possible to use the comprehensive and organizing codes identified in this research and provide the ground for their realization.

Moral standards

In this study, all ethical standards, including trustworthiness, were observed in the report of findings.

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Contribution of authors

In the present study, all authors had an equal contribution.

Conflict of interest

There was no conflict of interest in the present study.

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