

ABSTRACT

The present study attempts to conceptualize maximizing tendency, an inclination to seek the best, in vocational domain of Indian Information Technology professionals. It also examines how maximizing tendency in career decision-making relates to vocational attitudes of career satisfaction and turnover intention through mediating effects of responses of counterfactual reasoning. Career regret was selected as dysfunctional, and career adaptability as functional responses of counterfactual reasoning. The study was conducted in two parts. In the first part, scales for measuring maximizing tendency in career decision-making and career regret were developed. For the second part, data were collected from 434 respondents to evaluate the theoretical model and test the hypotheses. Findings indicated distinct impacts of maximizing tendency in career decision-making on individuals' vocational attitudes. On the one hand, this tendency entangled mind with a gamut of uncertainties and doubts, manifested as 'state of internal career ambiguity' which though unrelated to career satisfaction, led to turnover intention. On the other hand, such maximizing mentality focused on preferences and strategies for obtaining the best, manifested as 'striving for career excellence', resulting in higher career satisfaction but did not relate with turnover intention. Further, upon encountering expectation disconformity, these attributes enacted differently on maximizers' counterfactual reasoning, indirectly affecting their vocational attitudes. Both attributes produced a dysfunctional counterfactual response of career regret which then declined maximizers' career satisfaction and increased turnover intention. 'Striving for career excellence' was particularly linked to the functional counterfactual response of career adaptability that increased career satisfaction but had no indirect effect on turnover intention. Nevertheless, career regret surpassing career adaptability suppressed satisfaction in career and elevated their turnover intention. The study opens a gateway to envisage operationalization of maximizing tendency within life's career specific domain, also providing insights for practical implication and inputs for future research.

Keywords: Career adaptability, career regret, career satisfaction, maximizing tendency in career decision-making, turnover intention