Interest, Motivation and Career Adaptability Among Bachelor of FoodService Technology Students Regarding Career Selection

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Abstract
A career that suits one's interests and motivation is a factor in a student's career choice, if chosen through the individual's own interests and personality tendencies that enable a person to be able to face various situationsin the world of work. Therefore, this study aims to examine the level of interest, level of motivation and career adaptability towards career choice among Bachelor of Food Service Technology students at University Tun Hussein Onn Malaysia (UTHM) at the Faculty of Technical and Vocational Education (FPTV). This study is a survey that uses a quantitative approach and is analyzed descriptively. Questionnaire instruments were distributed to respondents and analyzed using Statistical Package for Social Science (SPSS) version 26.0 to obtain the mean value, standard deviation, and frequency. Overall. The results show that the overall mean score level is high which is 4.18. Meanwhile, the mean results from the aspects of interest (4.12), motivation (4.27) and career adaptability (4.16). In addition, the researchfindings also show that Bachelor of Food Service Technology students choose careers according to their own interests and motivations. It is hoped that this finding can be an incentive for students in choosing a career as well as producequality human capital in the field of food service.
Keywords: Career, Interests, Career Adaptability, Food Service Technology Student's, Motivation

Introduction
A career is something done by a person to get a fixed wage reward which is a source of income orsalary for the use of daily life needs (Noah, 2018). The career pursued should also be in line with interests to ensure there are no problems in work ethics such as changes in attitude and behavior amongemployees (Ahmad, 2018).

In addition, according to the study of Nadya and Farozin (2021), states that the current generation needs to have career adaptability. Therefore, they are better prepared to face problems that arise, for example the possibility of not getting a job, being unemployed and lacking understanding and information about the job field they want to enter. This causes students to still be doubtful and unclear about the choices that need to be made to choose a career (Hidayati, 2015). For this reason, exposure from school is very important to students (Sukri and Nachiappan, 2021).

Problem Statement

Job growth in the Food & Beverage (F&B) industry is significant and always in high demand. Although, the F&B industry is growing rapidly in Malaysia. However, there is still a shortage of trained and skilled personnel in the F&B sector. The issue of lack of trained and skilled personnel is always expressed by the industry itself. This is because the quality of the graduates produced cannot meet the needs of the industry due to many mismatched skills between the fields studied and those applied for, resulting in many graduates being unemployed.

In relation to that, a workforce that can adapt, is easy to train and has a variety of skills is highly highlighted to meet the needs of the industry. Therefore, various actions have been taken accordingly, one of which is to increase the offering of courses at the higher institute level as implemented by Universiti Tun Hussein Onn Malaysia (UTHM) which has created a new program which is the Bachelor of Food Service Technology (SMTPM) under the Faculty of Technical Education and Vocational (FPTV).

Therefore, through the problems that arise, the researcher wants to see more deeply whether the level of interest of students is related to career suitability before they finish studying. In addition, the researcher also found out the level of motivation of students related to career adaptability theory before the end of studying among SMTPM students at FPTV UTHM.

Research Objectives
1. Identifying the level of interest of SMTPM students in choosing a career.
2. Studying the level of motivation of SMTPM students about choosing a career.
3. Identifying the career adaptability of SMTPM students for career selection.

Methodology

Research methodology is a method used to carry out research on a particular subject according to an organized discipline to ensure that the research is produced well (Thanthirige et al., 2016). This statement can be supported through Yusof's study which states that if the methodology is planned it can help researchers in the process of collecting data in a systematic or orderly manner (Mohd Yusof et al.,2020). Next, according to (Hua, 2016) states that every research study carried out needs to involve methodological methods that use the planning process, application, and analysis process.

Research Methodology

In this study, the research design used is a quantitative approach that is using a survey method because it involves data collection methods in a short period of time only. Quantitative data can be measured through the measurement process and requires measurement tools such as questionnaire instruments. The questionnaire was constructed

to obtain the information and data needed to obtain theresults of this study. According to Baharuddin et al. (2002), the instrument used is one of the effective methods and the information obtained is in quantitative form from more general research. The value of information obtained from the instrument evaluation process depends on how perfectly the instrument is designed (Lu, 2004) in the study (Abdullah and Wei, 2017).

Population and Research Sample
The population and sample for this study are Bachelor of Food Service Technology (SMTPM) students at UTHM. According to (Manap, 2018), the study sample selected by the researcher must be ensured to truly represent the population. The type of sampling used is simple random sampling and isalso called probability sampling. According to Hua (2016), the sample area is closely related to the study sample size, where the determination of the sample size will give an idea of the sample area selected to obtain data. Therefore, the sample of this study includes all cohorts of SMTPM students, namely cohorts 2, 3, and 4.
Manap, (2018) also stated that by increasing the study sample size, the reliability of the instrumentcan be further improved. Therefore, there is a specific formula that is referred to to get the actual samplesize. The researcher has also used the Krjcie and Morgan (1970) sample size determination table to determine the study sample size.

Research Instrument
Table 1
Distribution of items in the Questionnaire Form

Part		Aspects	Notes
A	**Demography**	Demographic information • Gender • Race • Age • Cohorts	Using a normal scale.
B	**Interest**	Items on the level of interest of SMTPM students based on the theory of career suitability before graduation.	Using a 5 level Likert scale method which is strongly disagree, disagree, not sure, agree and strongly agree.
C	**Motivation**	An item on the level of motivation of SMTPM students based on the theory of career suitability before graduation.	Using a 5 level Likert scale method which is strongly disagree, disagree, not sure, agree and strongly agree.
D	**Career Adapability**	24 items (CAAS) Career Adaptability-Ability Scale. Tofind out career suitability among SMTPM UTHM	Using a 5-point Likert scale method from not strong, somewhat strong, strong, too strong and very strong.

Findings and Discussion
Analysis Demographic
Table 2 shows a total of 96 respondents involved in this study. The analysis showed a total of 96 students, 21 students (22%) were male, and 75 students (78%) were female. While the number of races found among food service technology students is between cohorts 2, 3 and 4. The total number of respondents who answered the research question is 96 people. The number of Malay respondents was 74 people (77%) while others were 22 people (23%). Next, the age of the food service technology student respondents. Respondents between the ages of 20 and 24 were 89 students (93%) while 7 (7%) were students aged 25 to 29. Finally, a total of 25 students (26%) are cohort 2 students, and for cohort 3 students there are 44 students (46%). Cohort 4 is a total of 27 students (28%).

Table 2
Descriptive Analysis of Respondent Demographics

Demografic Respondents		Frequency *(f)*	Percent (%)
Gender	Male	21	22
	Female	75	78
Race	Malay	74	77
	Others	22	23
Age	20 to 24 years old	89	93
	25 to 29 years old	7	7
Cohort	Cohort 2	25	26
	Cohort 3	44	46
	Cohort 4	27	28

Analysis Descriptive Part B
Table 3 shows the items of the level of interest among food service technology students in choosing a career. There are 10 items that have been classified and analyzed in the form of mean and standard deviation. The findings of the study show that the level of student interest is at a high level with a mean score of 4.12. Item B4 which is "I am excited about what is learned in class" recorded the highest mean score with a mean score value of 4.68 (0.51). Item B8 which is "I prefer a career in the field of Food Service over other careers" is at the second highest level with a mean score value of 4.46 (0.70). Item B2 which is "I like to explore the career I am interested in" is at the third highest level with a mean score of 4.10 (0.70). Meanwhile, item B3 "I have diverse experience in the career field that I am about to pursue" recorded a moderately high mean score of 4.08 (0.85). Meanwhile, items B5(3.86), B6(3.94) and B7(3.98) recorded a moderately high score level. This finding shows that the level of interest of food service technology students in choosing a career is still at a high level.

Table 3
Interest Level of SMTPM Students in Career Selection

No. item	Items	N	Mean	Standard deviation	Mean Scores
1.	I did in-depth research on the career I was going to pursue.	96	3.99	.761	Moderate High
2.	I love exploring careers of interest.	96	4.10	.703	High
3.	I have diverse experience in the career field that I am going to pursue.	96	4.08	.854	High
4.	I am excited about what is being learned inclass.	96	4.68	.513	High
5.	I equip myself with various skills.	96	3.86	.790	Moderate High
6.	I am very interested in a career in the fieldof Food Service.	96	3.94	.737	Moderate High
7.	I believe that the career that will be chosen is according to one's own interests.	96	3.98	.711	Moderate High
8.	I prefer a career in Food Service over anyother career.	96	4.46	.695	High
9.	I chose a career based on my interests.	96	4.02	.696	High
10.	The choice of career that I do is according to my own abilities.	96	4.05	.605	High
	Total Overall Mean Average	**96**	**4.12**	**0.44**	**High**

Analysis Descriptive Part C
Table 4 shows the items on the level of motivation of food service technology students towards choosing a career. The item consists of 10 questions, the findings have been analyzed in the form of mean and standard deviation. The findings of the study show that the level of motivation towards choosing a career is at a high level with a mean score of 4.27. Item C1 which is 4.64 (0.55) "I get encouragement from my parents in choosing a career" and C4 which is 4.65 (0.68) "A good salary motivates me to continue studying in the field of Food Service" shows the highest mean score level. Meanwhile, item C8 "I always improve myself to be more enthusiastic in choosing a suitable career" recorded the third highest mean score of 4.46 (0.75). Not only that, there are three items that show moderately high score levels, namely items C2 (0.67), C3 (0.70) and C5 3.82 (0.88). Apart from that, the other items are still at a high mean score level. It is clear that the level of motivation is also a driver in the selection of a suitable career.

Table 4
Motivation Level of SMTPM Students in Career Selection

No. item	Items	N	Mean	Standard Deviation	Mean Scores
1.	I got encouragement from my parents in choosing a career.	96	4.64	.545	High
2.	I always get positive encouragement from my family in choosing a career.	96	3.95	.671	Moderate High
3.	Guidance from teachers made me clearer about career choice.	96	3.93	.700	Moderate High
4.	Guidance from teachers made me clearer about career choice.	96	4.65	.680	High
5.	I am more enthusiastic when I am in a comfortable work environment.	96	3.82	.883	Moderate High
6.	I hope for a high rank as a driver of my career	96	4.29	.739	High
7.	I am passionate about what is learned in class in choosing a career.	96	4.24	.692	High
8.	I always improve myself to be more enthusiastic in choosing a suitable career.	96	4.46	.753	High
9.	I am always ready to face career challenges in the future.	96	4.39	.977	High
10.	I am confident that the challenges faced are experiences that mature me.	96	4.31	.898	High
Total Overall Mean Average		**96**	**4.27**	**0.40**	**High**

Analysis Descriptive Part D
Table 5 shows the items of the level of career adaptability among food service technology students in relation to career selection. There are 10 items that are classified and analyzed in the form of mean and standard deviation. The findings of the study show that the level of career adaptability is at a high level with a mean score of 4.16 (0.42). Item D4 which is "Be aware of the education and career choices I need to make" recorded a mean score of 4.68 (0.53). Item D9 4.07 (0.64) "Being responsible for my actions", followed by D10, 4.07 (0.67) "Standing on my beliefs" and followed by item D12 4.07 (1.000) which recorded the same mean score. In addition, there is an item that records a moderately high mean score which is D19 "Executing tasks efficiently" with a mean score value of 3.72 (1.023), followed by item D20 "Trying to do something right" with a mean score level of 3.69 (0.97) and followed item D21 which also recorded the same mean score of 3.79 (0.95), "Learning new skills". This finding shows that the level of career adaptability of food service technology students is high.

Table 5
Career Adaptability in Career Selection

No. Item	Items	N	Mean	Standard Deviation	Mean Scores
1.	Thinking about what will happen in the future.	96	4.04	.664	High
2.	Realizing today's choices shape my future.	96	4.21	.648	High
3.	Prepare for the future.	96	4.06	.752	High
4.	Be aware of the educational and career choicesI need to make.	96	4.68	.533	High
5.	Planning how to achieve my goals.	96	4.00	.781	High
6.	Concerned about my career.	96	4.15	.711	High
7.	Very optimistic.	96	4.05	.800	High
8.	Make your own decisions.	96	4.20	.626	High
9.	Accountable for my actions.	96	4.07	.637	High
10.	Stick to my beliefs.	96	4.07	.669	High
11.	Depends on myself.	96	4.77	.447	High
12.	Do what's best for me.	96	3.99	1.021	Moderate High
13.	Exploring my surroundings.	96	4.07	.997	High
14.	Looking for opportunities to grow.	96	4.11	1.025	High
15.	Identify various options before making achoice.	96	4.21	.648	High
16.	See different ways of doing things.	96	4.21	.664	High
17.	Solves in depth the question I have.	96	4.24	.576	High
18.	Be curious about new opportunities.	96	4.10	.657	High
19.	Perform tasks efficiently.	96	3.72	1.023	Moderate High
20.	Trying to do something right.	96	3.69	.966	Moderate High
21.	Learn new skills.	96	3.79	.951	Moderate High
22.	Work towards my ability.	96	4.55	.560	High
23.	Overcome all obstacles.	96	4.45	.613	High
24.	Solve all problems.	96	4.50	.598	High
Total Overall Mean Average		**96**	**4.16**	**.419**	**High**

Discussion
Based on the descriptive analysis that has been carried out showing the interest of food service technology students, the total mean score is 4.10 and the standard deviation is 0.46. This indirectly shows that student interest is at a high level. Apart from that, the researcher found that item B4 which is "I am excited about what I learned in class" got a high frequency and percentage rate. This clearly shows that the knowledge learned in class will foster an individual's interest in choosing a career that they will pursue and be interested in (Sidek &

Mohd Puad, 2018). Not only that, but the knowledge also gained from the subjects taught by lecturers in class can attract students' interest in a career (Sukri and Nachiappan, 2021). According to (Tengku Kasim and Mansor, 2007), the involvement of those who push themselves to learn more about the work environment they are interested in.

The level of student motivation towards choosing a career is at a high level. The result of the analysis of item 1 which is "I got encouragement from my parents in choosing a career" obtained the highest mean value of 4.61 and was followed by item 4 "A decent salary motivates me to continue studying in the field of Food Services". This means that food service technology students agree that motivation is what motivates them to choose a career. This statement is supported by a study (Mohd Ghazi et al., 2018) in which the study was conducted on employees at the Ministry of Human Resources, that is, family helps in increasing the motivation of a person's achievement. In addition, the findings show that Food Service Technology students agree on item 4 which is "A good salary motivates me to continue studying in the field of Food Service". This shows that the high salary in this job also encourages students to be more enthusiastic. This statement is supported by a study (Ninggal & Rahman, 2021) which is that a more attractive salary offer by an organization is the main factor that attracts someone to work in a certain field.

The results of the study for the third question, which is the suitability of students' careers to career selection, are at a high level. The result of the analysis of item 4 which is "Be aware of the education and career choices I need to make." obtained the highest mean value of 4.68. According to a previous study by (Hassan et al., 2021) who conducted a study on a woman's career choice and in her study stated that for a woman who wants to start a career, she needs to have basic knowledge and skills about the field of work she wants to pursue. Where before the transition takes place, that is during the period of study before the end of studying, a person needs to be prepared with various knowledge and skills (Matijas, 2021). This clearly shows that it is important to be aware of the choice of education and career to pursue. This statement is also supported by research (Norazhar et al., 2018), which is that choosing and setting a suitable career is important to individuals.

Conclusion

This study can help students to identify the level of career interest, motivation that is an encouragement and career adaptability in career selection. Next, through this study it can be used as a reference for universities, faculties and lecturers in guiding and encouraging students to get closer to their career interests. Overall, the researcher hopes that with the entire study carried out, it can open the eyes of all parties regarding the level of interest, motivation, and career adaptability in career selection. This is said to be so because, by detecting or identifying the tendency of students' interest in a certain field of work will encourage them to work harder to be able to venture into the career field they are interested in. In addition, based on the results of the study, it also clearly shows that the level of interest, motivation and career adaptability of food service technology students in choosing a career is high and can be proven through previous studies that have studied this issue.

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