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Designing and explaining the model of factors influencing the formation of a career path with a postmodern approach

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ABSTRACT

BACKGROUND AND OBJECTIVES: Rapid technological advances, widespread globalization advances, and the strong desire of people to change their career paths make the question of job and career path selection and decision making, and future predictions important today. Future work self is a new concept in the career path process that originates from the postmodern approach that has entered in the field of management in the last ten years and organizations that guide and manage individual career paths need to understand the factors that influence career path design. Therefore, this study was conducted with the aim of designing and explaining models of factors that influence the design of career paths by the postmodern approach.
METHODS: This study is a mixed method (qualitative-quantitative) in terms of development goal. First, library methods, scientific texts and related articles, and internal and external research on the topic were reviewed, followed by qualitative interviews with the participation of 15 professors, experts and the middle management of Municipality of Tehran in the field of human resource management, psychology, career counseling and, which were selected by purposive sampling method, was performed. The data of this stage were collected with the help of semi-structured interviews and analyzed by the Thematic analysis method. The statistical population of the quantitative section included experts of human resources of the Municipality of Tehran, who were familiar with the subject of research, from which 94 people were selected by simple random method. The data of this stage were collected with the help of a questionnaire and analyzed using structural equation modeling.
FINDINGS: At the individual level, 38 keywords in the form of 9 Sub-themes and 3 Main-themes, which were: self-concept, job concern, personality, and at the environmental level, 46 keywords, in the form of 16 Sub-themes, and 6 Main-themes, which were: key personalities, family circumstances, educational conditions, community conditions, media and technology and political conditions were extracted from the interviews. Findings from double confirmatory factor analysis showed that the factor numbers are all greater than 0.4 and the significance of the relationship between indices, components and constituent dimensions has been confirmed and all items had a t-statistic greater than 1.96, so none of the items were removed from the model and in total, all coefficients were significant at the 95% level. And the study of model fit indices and the result of 0.573 showed a strong fit of the model.
CONCLUSION: According to the results of this study, individual factors (self-concept, job concern and personality) and environmental factors (key personalities, family conditions, educational conditions, community conditions, media and technology and political conditions) that affect the formation of career path were identified and the effect of these factors was determined through the model.

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INTRODUCTION

From the moment humans turn to the world, from birth to death, humans grow, evolve, and go through various stages of growth. One of the dimension of human growth is the career path. This has a continuous and evolutionary process throughout a person's life and is done in parallel with human growth (Hartung *et al*., 2005; Mayer, 2018). Nowadays, career path is considered as a process that includes all the roles of an individual in life, going through the stages of growth and performing the tasks related to each stage, and achieving self-satisfaction and that of society along the way (Gyansah and Guantai, 2018; Karacan-Ozdemir and Ayaz, 2021). Career paths have become discontinuous and without boundaries (Arthur and Rousseau, 1996), becoming more pronounced with increasing periods of transition and job uncertainty, for example, employees often change companies and rarely stay in a stable job (Pfeffer and Baron , 1988). People choose careers and career paths that are more in line with their current and future values and needs (Rousseau *et al*., 2006). From a general point of view, career path theory can be divided into traditional, modern and postmodern theories. Traditional approaches include theories of traits and types that examine the characteristics of each individual. For example, in the theory of Myers Briggs and Holland, personality traits are presented in different categories, and in Davis theory, skills, needs and values are examined. In these theories, after examining the characteristics of the individual, the occupational characteristics are examined and finally the personal characteristics are harmonized with the occupational characteristics (Zunker, 2021). Modern approaches can be considered as theories that move from static to dynamic and focus on specific areas, the most important of which are the theory of social learning and the theory of social cognition (Miller, 2006). In the modern approach, the role of beliefs and learning in various occupational topics is discussed (Brown and McPartland, 2016). Postmodern approaches include career path construction theories that are constructivist psychological approaches (Maree, 2020). This approach includes theories that believe in the personal truth and reality of each individual. These theories believe that each person has a personal attitude and perception of life events and relationships and presents their chosen behavior in the face of problems, behavior that is derived from meanings related to experiences with others (Hartung and Taber, 2008). In postmodern approaches, much emphasis is placed on giving meaning to people's careers. In this approach, to examine issues related to a career path, personal experiences of each person's life are used, and human life is viewed as a steady and continuous process (Savickas, 2016). Postmodern approaches are not subject to a specific pattern such as the traditional and modern approaches and focus more on understanding the life story of people and the story and anecdote of life (Goodson and Gill, 2011; Brott, 2004).Savikas career path construction theory is a postmodern career path theory that emphasizes self-regulatory resources to create person-environment fit (Savickas, 2016). This theory sees future work self as a source of motivation in the career path for personal-environment adaptation (Zijun *et al.*, 2015). Therefore, in this study, the career path is examined with a postmodern approach. The advent of nonlinear career paths has led researchers to the idea of how they can pay more attention to how peo ple themselves can actively shape their future careers (Seibert *et al*., 2001 Campion, 2010). Acknowledging the active role of individuals in organizations is a departure from the traditional belief about the responsiveness and passivity of employees to their environment (Parker *et al*., 2011), also, on a broader scale, it confirms the importance of the proactive nature of employees in the workplace (Grant and Ashford, 2008). The proactive feature states that people do not wait to be instructed on what to do, and it is not only when a problem arises that they take action, but they can anticipate opportunities and problems and actively shape themselves to the conditions in such a way as to shape a different future (Strauss and Kelly, 2016). Proactive features requires a goal-setting process in which people visualize and plan for a different future, perform specific behaviors, and lead to work progress. The more effectively people engage in the goal-setting process and the greater the effort to achieve the goal, the greater the likelihood of achieving a different future and major change (Parker *et al*., 2011). Creating a proactive goal consists of at least two processes: envisioning and planning (Frese and Fay, 2001). Envisioning involves the perception of a present or future problem or opportunity and the perception of a different future that can be achieved by actively engaging in that problem or opportunity. Envisioning involves predicting future consequences and mentally replacing a person, situation, or event at a specific

point in time (Grant and Ashford, 2008). According to Brandtstädter (1999), as people move through their life cycle, they constantly re-evaluate and reinterpret their goals and plans in response to past events and in response to changes in their abilities, motivations and needs. Job foresight is a concept that affects the formation of a person's career path by creating a mental image of work future (Strauss *et al.*, 2012). The concept of future work self that has entered the field of management and research since 2012 has examined most aspects that include the consequences of future work self but no research that is focused on the comprehensively on the factors affecting its formation has not been done so far. In Iran, too, no research has been done on the subject of future work self, and from this perspective, the present study is completely new and innovative. In Tehran Municipality, job and post shifts are abundant and considering that the experts of human resources of Tehran Municipality became acquainted with postmodern theories of career path and related concepts during the training courses, the researcher decided to design and explain the model of factors influencing the formation of career path with a postmodern approach to answer the question: what are the factors influencing the formation of career path?

Literature review

Nowadays, considering sweeping changes, successful and effective organizations are those organizations which can predict changes and transformations and direct these changes in the way to create optimal transformations in order to make a better future in addition to adjust with contemporary society changes (Talebi *et al.*, 2015; Tajpour *et al.*, 2018). The concept of Future Work Self-concept was first introduced by Strauss *et al.* (2012). It is an image and visualization of the person in the future that reflects the person's hopes and aspirations in relation to work. FWS is part of the dynamic individual system that leads to risk motivation and ushers to ambitious goals and individual planning and creativity in achieving goals. This source of motivation creates self-productive goals and strategies to guide professional behavior in the future. The differences between a person's current and future work are mainly identified through comparisons and mental simulations, which in turn motivates them to invest in future-related behaviors (Zhang *et al.*, 2016). Hicks and King (2011) showed

that positive imagery of the future can lead to positive expectations of the future. A person tries to imagine himself with all the goals, dreams, and abilities which have been achieved, according to the tasks and goals that have been set for himself. FWS for employees is a tool such as a «work compass» that helps people orient their careers by smoothing motion in the fog and showing the right path across multiple routes (Lin *et al.*, 2016) and causes one can focus on information that is relevant to the future of one's work and tries to identify contradictions and threats and create a balance between information and feedback. The root of FWS is the self- concept and has three structures of hope and desire, expectations of oneself and fear and anxiety (Zhang *et al.*, 2016). The self- concept affects one's behavior, such as motivation, creating images of one's future in desirable and unfavorable states, creating a conceptual connection between cognition and motivation. At best, an employee with strong communication skills can envision the position of a human resource manager or public relations manager. One connects one's self- concept to one who wants to become one in the future, and this image is the motivation and stimulant to achieve the ideal future (Javornik *et al.*, 2021). In fact, futurism is a work that originates from individual desires, desires, threats and fears, but these ideals and fears are influenced by specific social, cultural, environmental trends of the individual and the values of society (Giacalone and Jurkiewicz, 2010). According to Pfeffer (1983), the information that a person receives from the social environment influences the formation of a person's tendencies and attitudes, and behaviors. Such information causes a person to pay attention to a particular attitude (such as a particular work environment), and eventually, cause behaviors and attitudes that are dominant in the person. Organizations are social systems that aim to meet social and individual needs and they require efficient members to survive (Hosseini, 2020).

According to the systematic review of the theoretical foundations and research background and Table 1, the design and explanation of the model of factors affecting the formation of the career path with a postmodern approach (future work self) was done. Since future work self is an interdisciplinary subject, the subject area of this research is human resources and psychology and it has been done as a case study in Municipality of Tehran. The current study have been performed in Tehran in 2021.

Table 1: Studies and research conducted in relation to the subject of research

Reference	Research topic	Research results
Parker *et al.* (2011)	Making things happen: A model of proactive motivation	The researchers examined proactivity and found that individual differences (personality, values, knowledge and ability) and environmental factors (leadership, jockeying, interpersonal relationships and processes) affect proactive goals
Wu and Parker (2011)	Proactivity in the work place: Looking back and looking forward	Researchers have investigated the role of motivational mechanisms that underlie proactivity and futurism, and have found that individual differences and environmental factors influence proactivity
Cai *et al*. (2015)	Self-esteem and proactive personality as predictors of future work self and career adaptability: An examination of mediating and moderating processes	Using career construction theory and self-verification theory, the researchers examined work futurism and found that self-esteem, proactive personality, career exploration, and career adaptability influence work futures
Kasaei Isfahani *et al,* (2015)	Comparison of the effectiveness of traditional, modern and postmodern approaches to career counseling on increasing the adaptability of the career path of students of the University of Isfahan	Researchers examined career path counseling from the perspective of three approaches: traditional, modern and postmodern, and found that the impact of modern and postmodern approaches on career paths is greater than the traditional approach
Savickas (2016)	Reflection and reflexivity during life-design interventions: comments on career construction counseling	The researcher examined various job counseling and determined that the characteristics of the environment and everything that happens to a person during life affect the career path of the person
Sharf (2016)	Applying career development theory to counselling	The researcher examined career paths using career development theory, gave several case studies of career counseling, and showed that the characteristics of the environment, key personalities, and influential people influence the formation of a person's career path
Zhang *et al.* (2016)	Future work self-concept, measurement and related research	Researchers have explored work futurism as a futuristic concept and determined that self-esteem, proactive personality, and career exploitation affect future work self
Zikic and Kehe (2016)	Job loss as a blessing in disguise: the role of career exploration and planning in predicating reemployment quality	Researchers examined career adaptability and found that self-concept and social support are influential in shaping a person's career path
Urdzinca-Merca and Dislere (2018)	Information and Communication Technology-Based career guidance model for young people	Researchers have found that career counselors use information and communication technology in counseling and training professionals to influence youth employment through educational content
Hossaini *et al*. (2020)	Identifying and ranking the factors affecting the anchors of employees' career path	Researchers examined career anchors and found that technical-functional orientations, government management, independence and independence, security and stability, creativity-entrepreneurship, sense of service and self-sacrifice, sense of work and valuable income influence job choice
Falco and Shaheed (2021)	Putting theory into practice: a conceptual framework for career group counseling in school settings	The researchers found that group counseling for students is a way to provide career development services and affects the formation of their career path

MATERIALS AND METHODS

The present research is developmental based on the type of purpose and in terms of method, qualitative and quantitative, and has an inductive and deductive approach and it is also cross-sectional research in terms of time horizon, which has been conducted in the field in two stages. In the first stage, the theoretical foundations and background of the research were examined and the initial indicators of the model were extracted. At this stage, books,

articles, sources and electronic data contained in information sources were reviewed. Access to these resources through internal databases (such as Jihad Daneshgahi Scientific Information Center, comprehensive database of articles and conferences, Iran Research Institute of Information Science and Technology, etc.) and reputable foreign databases (such as Science Direct, Emerald, Online Library, Psychent, etc.). The data collection tools of this stage were receipts and notes that were used to record indicators, components and dimensions. In the second stage, semi-structured interview tools were used to obtain the opinion of experts and Thematic analysis method was used to analyze the interview data. This method is done in 6 steps: 1) familiarity with the data, 2) creating primary codes, 3) search for selective codes, 4) formation of sub-themes, 5) naming of main themes, 6) preparation of reports (Clarke and Braun, 2006). Participants in the qualitative section and interview courses were professors and experts in the field of human resource management, psychology, career counseling, and middle managers of the Municipality of Tehran, who made a total of 15 people as the members of the specialized panel as follows: professors of human resource management, organizational behavior and government management (5 people), experts in psychology and job counseling (5 people) and middle managers of The Municipality of Tehran (5 people). A basic prerequisite for selecting members of the expert panel was that they have experience with the topic and were familiar with the subject. The sampling method in the qualitative part was judgmental and purposeful and the selection of samples was continued until the data adequacy or theoretical saturation was reached. In the quantitative part, 124 people were the statistical community of human resources experts of the Municipality of Tehran, who were familiar with the subject of work foresight and according to Morgan table, the questionnaire was randomly distributed among 94 of them. Qualitative data collection tools were semi-structured interviews. The questions asked in the interviews were: "Have you ever dealt with people who have a vision of their future career in mind, how these people drew their mental image for you and talk about it?" Then the main question of the research was asked: "In your opinion, what factors affect the formation of this image in people's minds?" Since the interview was

conducted in a semi-structured manner, the rest of the questions were formed during the interview and according to the interviewee. The interview went so far that the participants no longer had anything to present. The content validity of the interviews was examined based on the opinions of experts and used after confirmation. The interviews were validated using the Guba and Lincoln (1994) four criteria, which include: Credibility, dependability, transferability, and Conformability. The confirmation of the validity and reliability was evaluated by selecting the interviewees who dealt with the subject under the study. In addition, the validity and reliability were assessed by reviewing and analyzing the research findings several times by experts. Finally, to ensure the transcripts, the interviewees were asked to review the transcript summary and confirm whether it really reflects their point of view. Furthermore, the experts were asked to read the main and sub-themes and re-examine the transcripts to ensure that the main and sub-themes were properly presented. To assess reliability, the stability index was used. Achieving conformability would be possible during data collection and analysis during research, review of raw data, interpretations, suggestions, and findings (Andreas, 2003). If the coding process is credible, the results of the interviews will be reliable. To evaluate the reliability of the interview coding process in Thematic analysis method, the stability index can be used (Abbaszadeh, 2012). The research consistency index is calculated by following formula (Bowen and Bowen, 2008).

$$\frac{\text{Number of agreements} \times 2}{\text{Total number of codes}} = \text{Stability index}$$

In the next stage, 2 interviews randomly were selected from each group of interviewees (professors, psychologists and middle managers in the Municipality of Tehran) and each of them was coded twice at two different times with an interval of one month. The stability index in interviews with professors, psychologists and the middle managers of the Municipality of Tehran were 91%, 87% and 85% respectively, which showed the appropriate reliability of the interviews. The data were analyzed in two stages of open and axial coding. In this way, the main codes were extracted and finally the main themes were identified. After determining the indicators, a researcher-made questionnaire was designed to collect data and provided to human resources experts who were familiar with the concepts

related to the career path during training courses and were selected by simple random sampling method. The reliability of the questionnaire was assessed by Cronbach's alpha. Moreover, in order to assess the validity, confirmatory factor analysis and Amos software were used. The conceptual model of the research was evaluated by the structural equation model and the reliability of the structure was assessed by convergent and divergent validity through Smart PLS software.

RESULTS AND DISCUSSION

After analyzing the interviews using MAXQDA software, the data were analyzed in two stages of open and axial coding and the interviews were validated using four criteria Guba and Lincoln (1994). The qualitative method is shown in Tables 2 and 3. The results obtained from the qualitative method are shown in Table 2.

According to Table 2, 9 Sub-themes and finally 3 Main-themes were extracted from the combination of keywords at the individual level. According to Table 3, from the combination of keywords, 16 Sub-themes and finally 6 Main-themes were extracted at the environmental level. The data collection tool was a researcher-made questionnaire in the quantitative part. A questionnaire with 78 questions that was provided to the statistical community after design.

Using Kolmogorov-Smirnov test, it was found that the research data did not have a normal distribution, so in the inferential analysis of the data, non-parametric methods and software were used. Since the value of Kaiser-Meyer-Olkin Measure of sampling adequacy (KMO) index was 0.789 (more than 0.6), so the number of samples is sufficient for factor analysis, also the sig value of Bartlett test is less than 0.05 indicates factor analysis for identification the structure of the factor model is appropriate (Table 4).

Through confirmatory factor analysis test, the validity of the structure was measured by Amos software Fig. 1, the results of which are shown in Table 5.

Considering that the factor numbers are all greater than 0.4, their significant relationship with the related variable is confirmed. Cronbach's alpha was used to evaluate the reliability, which was confirmed at the individual level with a value of 0.785 and at the environmental level with a value of 0.875.

In order to evaluate the conceptual model of the research and also to ensure the existence or non-existence of a causal relationship between the research variables and to investigate the appropriateness of the observed data with the model, the research hypothesis was tested using the structural equation model(SEM). Factors were coded according to Table 6.

The coefficients and parameters obtained in Fig. 3 indicate the significance of all the obtained coefficients, since the value of the significance test for each of them is greater than 1.96 and less than -1.96. Based on the analysis results, all dimensions listed in Tables 2 and 3 were confirmed. In other

Table 2: Descriptive keywords, Sub-themes and Main-themes at the individual level

Row	key words	Sub-themes	Main-theme	Frequency
1	Enthusiasm - Attraction - Interest - Desire - Hope and Desire - Attraction - Motivational Parameters - Preferences	Desire and motivation		
2	Talent-Ability- Capability-Creativity- Aptitude	Talents and abilities	Self- concept	110
3	Individual values - Ignoring the family because of work - Competing with others	Individual values		
4	Self-esteem - A positive feeling about oneself - Values oneself	Self-esteem		
5	The Importance of Work - Career Concern - Career Foresight	Concern		
6	Job Awareness - Job Information - Theoretical Foundations of Job - Aristocracy and Technical Proficiency in Job - Internship - Job Experience	Knowledge and experience	Job concern	47
7	Characteristics - Intrinsic Traits - Personality - Extraversion - Proactive Personality - Introversion - Ambition - Seclusion	Proactive personality Extraversion Introversion	Personality	56

Table 3: Descriptive keywords, Sub-themes and Main-themes at the environmental level

Row	key words	Sub-themes	Main-theme	Frequency
1	Influential people - The importance of key people for the individual - The role of teacher and neighbor and …	Patterns	Key Characters	25
2	Friends' comments - The people the person interacts with- The feedback that peers give to the person- The person's tagging by friends- The importance of a better job among friends	Influencers		
3	Prominent heroes- The role of the individual favorite models	Type of activity of heroes		
4	Charitable family - The serious role of money in the family - The paradigm of the family	Family values	Family circumstances	55
5	Educational style - Relationships of family members - Encouragement by the family - Attention to the child - The degree of independence and individual freedom	Family behavior		
6	Economic status of the family - Family resources and facilities - Family income	Family economy		
7	Family history - Customs and norms – profession of the past	Customs		
8	School environment- teachers, teaching methods- teaching content	Educational facilities Educational content Teaching method	Training conditions	15
9	Society Problems - Community Constraints - Limitations and Problems of Life	Limitations	Community Conditions	47
10	Unemployment - Economic conditions of society - labor market demands	Economic conditions of the community		
11	Prestige - Social paradigm - Social value chain - Respected position - Valuation of the individual	Social values		
12	Lifestyle in Movies - The values that are portrayed in the movies- Technology	Lifestyle in the media Technology	Media and Technology	25
13	Political conditions of society - Political stability - Immigration	Political stability Immigration	Political condition	15

Table 4: KMO and Bartlett test of the questionnaire

Test KMO	0.789
Bartlett Test	0.93106
Sig	000.0

words, the significance of the obtained coefficients for these indicators was proved.

Average Variance Extracted (AVE) was used to measure the fit of the model, which shows the correlation of a structure with its indices. The mean extraction variance was 0.526 for individual factors and 0.643 for environmental factors, which has an acceptable convergent validity (Table 7).

To express the existence of partial correlations between the indices of one structure and the indices of other structures, discriminant validity (Fornell and Larker matrix) was used. The output of Smart PLS software indicates that the research model has good diagnostic validity (Table 8).

The overall fit of the model was assessed through the Goodness of Fit (GOF) criterion. This criterion is calculated using the following formula:

$$GOF = \sqrt{\overline{communalities} \times \overline{R^2}}$$

The mean of Communalities is the mean of the common values of each construct and the mean of R^2 of the endogenous constructs of the model.

Considering the three values of 0.01, 0.25 and 0.36 as weak, medium and strong values for GOF, the achievement of 0.573 in Table 9 shows a strong fit of the model.

Table 5: Confirmatory factor analysis of the first and second order

Factor	Indices	First-order factor analysis	Second-order factor analysis
Individual factors	Self-concept	0.823	
	Job concern	0.594	0.835
	Personality	0.871	
Environmental Factors	Key personalities	0.703	
	Family circumstances	0.564	
	Educational conditions	0.694	
	Community conditions	0.865	0.894
	Media and Technology	0.853	
	political conditions	0.618	
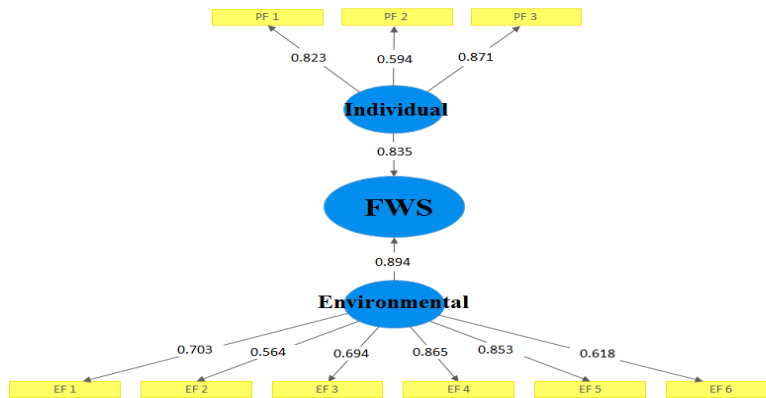
Fig. 1: First and second order factor analysis

Discussion

To draw the final model of the research, in the first stage, the theoretical foundations and research background were examined and the initial indicators of the model were extracted. The data were collected and analyzed using a questionnaire tool and structural equation modeling. The model of factors influencing the formation of career path with a postmodern approach, consists of 3 Main-themes, 9 Sub-themes and 38 keywords at the individual level and 6 Main-themes, 16 Sub-themes and 46 keywords at the environmental level. It is noteworthy that some themes and codes have been identified for the first time. In this model, at the individual level, 3 Main-themes were identified in the form of 9 Sub-themes: self-concept, job concern, personality. In the self-concept theme, indicators of desire and motivation, talent and ability, individual values, and self-esteem were identified, which were also found by Zikic and Klehe (2006), the impact of self-concept and individual values on the formation of futurism was consistent with the work of Parker et al. (2011). The results of the studies of Zhang et al. (2016) and the research of Cai et al. (2015) show that
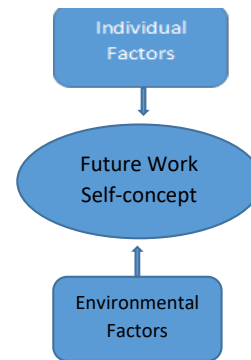

Fig. 2: Conceptual model of factors affecting the formation of career path with a postmodern approach

self-esteem and proactive personality are effective on the future work self that is consistent with the results of this study. The results of research by Savickas (2016) which states that career path concerns affect a person's career future, are in line with the findings of this study. In the present model of this study, at the environmental level, 6 Main-themes were identified in the form of 16

Table 6: Guide to Identifying the Abbreviations of Model Variables

Factors	Indices	Abbreviations
Individual Factors	Self-concept	PF1
	Job concern	PF2
	Personality	PF3
Environmental Factors	Key personalities	EF1
	Family circumstances	EF2
	Educational conditions	EF3
	Community conditions	EF4
	Media and Technology	EF5
	political conditions	EF6
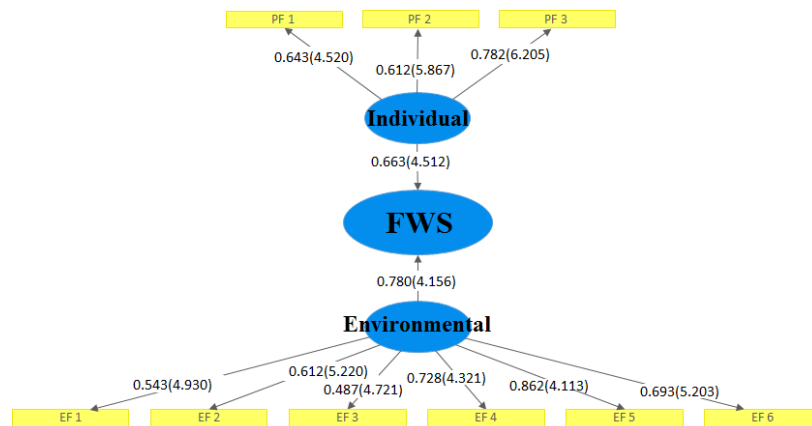
Fig. 3: Path coefficient and t-value

Table 7. Mean extraction variance (convergent validity)

Factors	AVE	Situation
Individual Factors	0.526317	Confirmed
Environmental Factors	0.643690	Confirmed

Table 8: Fornell and Larker matrix (divergent validity)

Factors	Individual Factors	Environmental Factors
Individual Factors	0.86	
Environmental Factors	0.43	0.92

Sub-themes, which are: personalities, family conditions, educational conditions, social conditions, media and technology, and political conditions. In the theme of key characters, the characteristics of the role of the individual favorite models, influential people, and the type of activity of the heroes were identified, and these findings are very much in line with the Savickas (2016) and Sharf (2016) studies, who stated that key characters play an important role. Their role in the future is one-sided, and the person chooses to imitate parents,

Table 9: Results of the overall model fit

Communality	R2	GOF
0.626	0.496	0.573

teachers, friends, and other people with whom the person somehow interacts. In the family status theme, the family values index, family behavior, family economy, and customs influence the formation of a person's work prospects which are also found by Wu and Parker (2011) and Parker *et al.* (2011) are in line with the effects of

coordinated environmental features. In the theme of educational conditions, the index of the impact of education and counseling on the formation of people's career path was identified, which was in line with the results of Urdzinca-Merca and Dislere (2018) and Falco and Shaheed (2021). The results also showed that in the theme of social conditions, indicators of constraints, societal economic conditions, and social values are influential on the formation of future work self, and the findings of Savickas (2016) and Gottfredson (2002) theory also show this alignment. In the Media and Technology theme, the media lifestyle index influences the formation of future work self, a finding consistent with Sharf (2016), who states that television personalities play an important role in decision-making about work. This research has been conducted with the aim of presenting a model of factors affecting the formation of career path with a postmodern approach. According to the postmodern approach and focus on creating person-environment fit, individual factors (self-concept, job concern and personality) and environmental factors (key personalities, family conditions, educational conditions, community conditions, media and technology and political conditions) which affect the career path of the individual were identified. By identifying these factors and according to the needs of the labor market, the career path of individuals can be guided.

CONCLUSION

Career decision making, as postmodern approaches suggest, is a continuous process that is defined throughout a person's life as career aspirations, field of study, organization selection, attainment of a particular position. But what are the impressive factors behind these decisions is not properly defined. But the reason for this difference and diversity in an individual's responses and in what circumstances decisions are made and what effect the decision factors is not clear. Today, numerous staff changes and many changes in the career path of individuals reflect the fact that the postmodern approach has been formed in accordance with the developments of the present century and individual models for the career path are designed by individuals themselves. The concept of future work self, which expresses a person's mental image of future work, originates from a postmodern approach and determines a person's career path. This image is formed in the individual's mind and develops and changes over time. Future work self is an important source of motivation and an important prerequisite for achieving the desired attachment, participation and performance of individuals. Even though more than 50

years have passed since career path was first looked at, this topic is still of interest to many scientists and researchers are investigating various related aspects and factors, but the research gap in the postmodern career path approach and in particular in the concept of futures research is something that the current study have taken a step towards a better understanding of this concept and has designed and explained the model of factors that influence the formation of the career trajectory, but there are still many factors that need more research to better understand the issue.

Suggestions

Based on the experiences gained from this research, the following suggestions are presented:

- In tests and interviews, organizations should recruit people whose job concerns are in line with the goals and missions of the organization, according to the individual factors influencing the formation of work prospects.
- Tehran Municipality in the field of education of citizens should inform families of the impact of key personalities, values that govern the family and customs on the formation of the career path of individuals by holding counseling courses.
- Due to the mismatch between supply and demand in our country's labor market, it is possible to take an effective step to increase people's awareness of various jobs through education and display of lifestyles in the media and make people interested in jobs needed by society.
- By developing concepts related to future work self and publishing and expanding the teaching of these concepts in universities, the limitations related to the lack of internal scientific research and the small number of knowledgeable experts about future work self can be eliminated.
- Due to the novelty of this topic, researchers can use the theoretical foundations of this research as a criterion and based on it, propose and test several hypotheses. This research can be the source of other research and help to develop knowledge in this area.
- In future researches, the statistical population can be the employees of different organizations and even individual and environmental factors that affect the future of students.
- Considering that future work self is influenced by various factors during a person's life, conducting longitudinal research can provide many achievements.
- Organizations, especially in the field of human resources of Tehran Municipality, according to

the results of this research, can more accurately pathologize the causes of numerous requests of employees to change jobs and positions.

Limitation

The limitations of the current study include the small number of national and international scientific researches and studies, related to future work self, and the small number of experts related to the subject.

AUTHOR CONTRIBUTIONS

M. Saveh reviewed the literature, collected, analyzed and interpreted the data. D. Gholamzadeh in charge of correspondence, reviewed the results and the text editing. H. Safarzadeh was responsible for reviewing the literature and interpreting the data.

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CONFLICT OF INTEREST

The authors have no conflict of interest to be declared concerning this review paper. Also, the authors have checked all the ethical affairs comprising duplicates, misconduct, data making, informed consent, and plagiarism.

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ABBREVIATIONS

AVE	Average Variance Extracted
FWS	Future Work Self
GOF	Goodness Of Fit
KMO	Kaiser-Meyer-Olkin Measure of sampling adequacy

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