

Holland's Theory of Careers and Vocational Choice

Orhan Adigüzel

Süleyman Demirel University
Turkey
orhanadiguzel@gmail.com

Hikmet Zeynep Batur

Süleyman Demirel University
Turkey
hzeynepbatur@gmail.com

Döndü Sönmez Özkan

Süleyman Demirel University
Turkey
sumeyyeozkan81@gmail.com

Adeviye Erdoğan

Süleyman Demirel University
Turkey
adeviyester@gmail.com

Nisa Ekşili

Akdeniz University
Turkey

Abstract: *The career development of individuals is a long and complex process. In this process, an individual may be affected by many factors. An individual's social environment, psycho-physical dynamics, and factors such as the economic and cultural structure of the environment may shape (direct) the career choices and professions of the people. For this reason, the basis on which we decide and build our career path and profession, which may affect our entire life, is significant. Many theorists in this field have attempted to bring quite complex solutions to the question that on which basis and according to what criterion do we decide our career path. Among the most efficient theories comes John Holland's Theory of Career Choice.*

The present study aims to examine Holland's Theory of Career Choice in all aspects and determine its impact on career choice. In this respect, the personality types and individual-environment interaction have been analyzed. The code map of the data related to the personality types and characteristics present in Holland's Occupational Personality Types has been created using MAXQDA 11. The significance of the study lays in that it puts forwards other studies, results and findings from these studies and it also contributes to the employees and researchers.

Keywords: *Career, Career Selection, Holland's Theory of Careers and Vocational Choice, Personality Types.*

