Translation and Adaptation of Planned Happenstance Career Inventory in Urdu Language

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Abstract

The present study was aimed to achieve two objectives: (a) translate and adapt the English version of Planned Happenstance Career Inventory (PHCI) in Urdu language, and (b) to establish its psychometric properties with respect to Pakistani culture. The study was divided into two phases. Phase I consisted of forward and backward translation of the scale and its initial statistical analysis, whereas Phase II was focused on establishing the psychometric properties. Results of the Phase I yielded reliable (Cronbach's α = .863) and valid (item-total r > .5, p < .01) results on a sample of 253 students (female= 147, males = 106). Phase II analysis yielded correlation (r = .732, p < .01), on a sample of (n=87), which suggests strong Test-Retest reliability whereas discriminant validity was proved with insignificant relationship of Counterproductive Work Behaviour Checklist and PHCI-Urdu version (r = .018, p > .05), and significant correlation with Urdu Rosenberg Self-Esteem Scale (r = .358, p < .01) proved the convergent validity of the two scales. This study concludes that PHCI- Urdu would be an effective tool for individual career counselling as well as trainings related to career counselling to prepare students for uncertain circumstances from public and private educational sectors.

Keywords: career counseling, planned happenstance, psychometrics, reliability, validity.

Introduction

The only predictability in life is unpredictability. The most evident example of uncertainty came in the form of COVID-19 which shook the entire world. The negative consequences of this pandemic are evident in all walks of life, including

careers. Also, there is a great amount of fear for economic predicaments and deflation. It is estimated that the GDP would reduce to -2.8%, whereas it could be a fall off for more than 10% for some countries while for others it could drop to more than 15% (Fernandes, 2020). Nonetheless, every problem serves as an opportunity for those who seek to gain something out of it. Several industries had to deviate from their main objectives and shifted their focus to the needs and demands of consumers to ensure their survival. Only those business places expanded and boomed where there was acumen to navigate the uncertain circumstances (Nicola et al., 2020).

Thus, as we witness the drastic shift in the world because of the COVID-19 it is safe to say, the world is rather unpredictable and volatile, and hence a lifelong employment or job security cannot be guaranteed (Spurk et al., 2020). Unexpected events occur which change one's career and life's decisions (Kim, 2022). A lot of theorists have emphasized the importance of chance events in life specifically pertaining to career. (Crites,1969; Osipow, 1990; Pryor & Pryor, 2014), explained the interference of chance factor in career development, highlighting that such events predict career paths of many. Social Learning Theory of Career Decision Making by Mitchell and Krumboltz (1996) explains the probability of chance affecting the vocational choices due to certain environmental occasions and conditions along with some predetermined genetic factors. Planned Happenstance Theory (PHT), by Mitchell et al. (1999) underscores the belief that unexpected events are inevitable and inescapable and that people need to comprehend and seize the opportunities that come their way. Another proponent of chance event is Happenstance Learning Theory (HLT) proposed by Krumboltz (2009) which elucidates that the goal of counseling related to career, is to enable clients to be open regarding the chance factors, rather than ponder on the 'planning' aspect of career development. This theory lays emphasis on involvement in different activities, enhancement of interests and focus on development of skills. This in turn, will help in catering to the opportunities which otherwise will be missed out.

Therefore, this study will cater to the following two objectives:

1. Translate and adapt the English version of Planned Happenstance Career Inventory (PHCI) in Urdu language.
2. To establish its psychometric properties with respect to Pakistani culture.

Literature Review

In today's era, careers are changing rapidly, therefore, Planned Happenstance Theory is the new hope since new professions are being introduced and old ones are getting obsolete. It comprises five skills which encompasses *curiosity, persistence, flexibility, optimism, and risk taking*. Curiosity denotes investigating new things. Persistence is being consistent in efforts regardless of facing hurdles. Flexibility is the capability to adjust as per changes in circumstances and attitudes. Optimism is having a positive outlook of the future. Risk taking is being action oriented in difficult situations (Mitchell et al., 1999). Such skills aid individuals in acknowledging, creating and utilizing unanticipated events as opportunities. During the course of life, one is bound to choose a career for livelihood. Pursuing a career is an important decision for adolescents (Zammitti, 2020) as it also determines the quality of one's life. Hence career counseling following the Planned Happenstance theory, will enable clients to be flexible and embark on the life long journey of career decision making and career transitions wherever required and whenever required (Mitchell et al., 1999).

When these skills were investigated with six components of vocational identity in two studies, it yielded a positive correlation between vocational identity (VI) and Planned Happenstance Skills (PHS) (Rhee et al., 2016; Urbanaviciute et al., 2019). Three out of the five factors of PHS (optimism, persistence and risk taking) help in improving the occupational identity (OI) (Ahn et al., 2015). A strong VI/OI impacts career thoughts which in turn leads individuals to choose a career true to his calling (Galles & Lenz, 2013). These five skills also correlate positively with career decision certainty and career engagement (Kim et al., 2014) and negative correlation with trait-state anxiety (Kim, 2012).

In another study, a sample of Korean students who were going through school to work transition were examined; it was found that those who had greater planned happenstance skills adjusted well in their lives, even if they perceived greater career barriers (Kim et al., 2018). In yet another study pertaining to school to work transition, conducted in a school, (Kim et al., 2017; Yang et al., 2017) the results indicate that planned happenstance skills are effective tools for career counsellors as they aid in smooth career transitions from school to work.

PHS have also been linked to other career related variables such as career

related self-efficacy and career satisfaction (Kim et al., 2016). PHS also forms a strong relationship with career decision self-efficacy (CDSE) in a way that CDSE can be improved if planned happenstance skills are taught (Annisa & Salim, 2020). One is able to decide and act on decisions concerning careers when he possesses PHS. Such confidence leads to higher emotional intelligence which is also a contributing factor towards goal achievement which in turn is an important aspect of career development (Fatimah & Salim, 2020). Furthermore, PHS is also a contributing factor of psychological well-being. Hence these skills are not only confined to career dimensions, but impact the overall wellbeing of a person because the optimism generated by PHS creates a sense of mastery and self-worth. Similarly, findings related to 'flexibility' also showed positive outcomes. Thus, optimism and flexibility together form a forcible factor of wellbeing (Valickas et al., 2019).

The skills of planned happenstance also seem to mediate the two core concepts of career development literature, i.e., skills to prepare for a career which includes decision-making, and to strategize the appropriate framework to go about the preparation process. Additionally, the belief to achieve the set goal (career preparation behavior) combined with adaptation concerning any encountered situation as career adaptability (Park, 2020) increases the intrinsic work values (Eissenstat & Nadermann, 2019). The skills also seem to positively influence the intentions of women to start their entrepreneurial journey after a career break (Chung & Yang, 2020).

The major advantage of following this theory in counselling practice is that the skills could easily be learned and enhanced. This was seen in experimental studies, where students, who scored low on the five skills, enhanced their skills after going through solution-focused group counselling based on the phenomenon of planned happenstance (Rusandi et al., 2019).

In order to gauge the mentioned skills of PH in an individual, initially a measure known as Career-Related Planned Happenstance Scale (CRHS) was developed in the Korean language by Kim (2012), which built on PHT (Michell et al., 1999). It measured *curiosity, persistence, flexibility, optimism* and *risk taking* via 14 questions. Later this scale was revised by Kim et al. (2014). The new scale was named as Planned Happenstance Career Inventory (PHCI) which measures the same skills but the item count was increased to 25. This scale was also developed

in the Korean language which was later translated into English with the method of forward and backward translation (Lee et al., 2017). The scale was then cross-culturally validated between American and South Korean students enrolled in undergraduate programs (Lee et al., 2019). In another cross-cultural validation study, the Lithuanian sample yielded somewhat similar results as that of the Korean sample, except there was more inter-correlation of four factors, except flexibility (Urbanaviciute et al., 2019).

There is a dire need to have culturally adapted measures for career counseling literature because in the Pakistani culture, parents' choice is considered to be a final decision for their child's career. Peer significance comes next when it comes to making a career choice (Arif et al., 2019). Since the suggestions always reflect the limited schema of parents or peers, the presence of uncertainty cannot be neglected after COVID-19. Hence to prepare students for uncertainty and to inculcate the importance of having an open mindset regarding career choice, and to develop the understanding that careers could be changed at any point in life, the Theory of Planned Happenstance can come handy as it will be of immense value to the local culture.

Methodology

The following two phases cover the methodology adapted for the purpose of fulfillment of the objectives of this study i.e. (a) Translation of English version of the Planned Happenstance Career Inventory (PHCI) in Urdu language; (b) Verification of the Urdu translation of the psychometric properties of the Planned Happenstance Career Inventory (PHCI) to access its adaptation in Pakistani culture.

Instrument for Translation

Planned Happenstance Career Inventory revised by Kim et al. (2014) measures the same five skills and consists of 25 items in Korean Language. The validity of this instrument was tested using career preparation behavior scale, career related stress scale and career related self-efficacy scale. The Cronbach's ∞ fall in the range of .76 to .90 (Kim et al., 2014).

This scale was translated into English with the method of forward and backward translation by Kim et al., (2014). Its convergent and divergent validities

were established with the help of vocational identity statuses scale and career related self-efficacy scale. Its subscale reliability was almost the same as the reliability of Korean versions which fall in the range of .75 to .85 (Lee et al., 2017). For the purpose of translation, permission was sought by the author via email.

Phase I – Translation and Initial Assessment of Translated Version

The process of translation was carried out on the guidelines provided by the World Health Organization (2017) and International Test Commission for translating and adapting tests (International Test Commission, 2016). Priority was given to the International Test Commission to avoid any conflict.

Forward Translation

This phase includes translation of the scale from the source language to the target language. Two experienced bilingual specialists and one psychologist having good command and understanding of both languages and concept of Planned Happenstance were furnished with the original form of PHCI and were asked to translate it from English to Urdu language. They were informed about the guidelines for scale translation (they may focus on the symbolic rather than exact translation of the words). This would ensure that the conceptual essence remained intact. This translation was sent to another expert for review and selection of items. The focus of the psychologist was on ensuring the face and content validity. The final version included items which provided the complete meaningful translation without damaging the essence of the original version.

Backward Translation

This translation is the opposite of the forward translation i.e., the scale is translated back from the target to the source language. The translated scale was handed over to a bilingual specialist and a psychologist having good command and understanding of both languages and concept of Planned Happenstance who translated PHCI from Urdu to English language. It was made sure the participants of the backward translation have not gone through the original scale. This translation was passed on to the psychologist to ensure the essence and the core concept of the translated scale has not been disfigured. It was done so by the lateral comparison of the original scale and the translated scale. After the finalization of the translated version, the following two modes of administration were carried out, Pilot testing and final administration.

Pilot Testing

A small study was conducted on a sample of students of a private university (n=25). This step was taken to ensure that there was no loophole and that students were able to comprehend instructions, items and response categories. Input was taken from the participants regarding the instructions, response category and each item content being 'clear' or 'unclear.' The cut-off point was set 20% which means any part of the scale was re-evaluated and modified when it received an unclear rating of more than 20%. This step helped in further simplification of certain linguistically confusing items.

Final Administration of Urdu Version of PHCI

Participants

There was a total of 253 participants for Phase I, who filled out the online form of the Urdu version of PHCI [Males = 106, Females = 147]. To gauge the initial reliability and validity of the scale, it is advised to have 10 participants for each item (Hoe, 2008; Singh et al., 2016). Further demographic information is present in Table 1. Since PHCI has 25 items, 253 participants were an ideal sample for this study. The students differed in the year of their graduate program, current employment status, and internship experience. They came from different socio-economic backgrounds and different universities based in Karachi. The homogenous characteristic of this sample was that all the students belonged to the undergraduate program.

Measures

The following measures were used:

Consent and Demographic Information Form. The informed consent form was used to get consent to participate in the research. The purpose of the research was conveyed and confidentiality was ensured. However, it was mentioned that the data could be used for publication while keeping the anonymity. It was stated that the participant has the right of withdrawal at any point in time. The Demographic Form was used to collect information such as gender, age, name of university, program enrolled, year of undergraduate program, and current employment status, internship experience which were important for this study.

Planned Happenstance Career Inventory (PHCI) – Urdu version. The PHCI-Urdu version consists of 25 items which measure the five different skills namely curiosity, persistence, optimism, flexibility and risk taking. These skills are the subscales and comprise 5 items each. Responses are structured at a 5-point, Likert scale from (1= totally disagree to 5=completely agree). Hence the score range for each skill ranges from (min=0) till (max=25).

Procedure

Due to the COVID-19 pandemic, in-person data collection was not possible hence faculty of different universities were approached and asked to forward the link of online form (google form) to their respective students. Permission letter was taken from the supervisor which was sent via email to the respective faculty members.

The collected data was directly entered into Statistical Package for Social Science (SPSS) version 21 for the purpose of analysis.

Phase II – Establishment of Psychometric Properties of PHCI Urdu Version for Adaptation

The aim of the second phase of this study was to establish the psychometric properties of the Urdu version of PHCI in order to get a clear understanding of its appropriateness with respect to the local culture. The reliability analysis was done using a test-retest method and for the establishment of validity, construct validity was chosen which includes convergent and discriminant validity.

Reliability and Validity of the PHCI Urdu Version

Participants

A total of 87 participants took part in Phase II of the study. Out of 87 participants, males were 45 (51.7%), females were 42 (48.3%). The age group comprised students 18 – 20 years (11.4%), 20 – 22 years (57.4%) and more than 22 years (31.1%). The undergraduate program enrollment of students in different is shown in percentages: First year students (11.4%), second year students at (40.2%), third year students at (28.7%) and fourth year students (19.7%). Out of the total sample, currently employed students were (45.9%) and unemployed students were (44.1%). Internship experience of unemployed students was (100%).

Table 1

Frequency Table Summarizing Participants' Demographic Information (N = 253)

Demographic Variable		Frequency	Percentage%
Gender	Male	106	41.8
	Female	147	58.2
Age (years)	18-20	70	27.6
	20-22	110	43.4
	>22	73	29
Year of graduate program	First	60	23.7
	Second	50	19.7
	Third	69	27.2
	Fourth	74	29.4
Current employment status	Employed	138	54.5
	Unemployed	115	45.5
Internship experience if currently unemployed	Yes	100	86.9
	No	15	13.1

Measures

The following measures were used:

Consent and Demographic Information Form. The same consent and demographic form were used as before.

Planned Happenstance Career Inventory (PHCI) – Urdu version. The same PHCI-Urdu version after a few changes was used. Phase I of this study had concluded that the translation was reliable (Cronbach's α = .86).

Counterproductive Work Behavior Checklist 32 Item (CWB-C 32). The Urdu version of Counterproductive Work Behavior Checklist 32 Item (CWB-C 32) was used for discriminant validity. The purpose of the scale was to measure counterproductive and undesirable behavior of employees at the workplace (Spector et al., 2006). This scale has been adapted for Pakistani culture through translation and validity and reliability analysis (Cronbach's α = .87) (Rauf & Farooq, 2014). The scale has 32 items on Likert-type scale with response options ranging from 1= Never to 5=every day.

Urdu Rosenberg Self-Esteem Scale (URSES). The scale was the translated version of the famous Rosenberg Self-Esteem scale (Rizwan, 2010). Its psychometric analysis has been carried out by Rizwan et al. (2017), who have found it to be valid and reliable (Cronbach's α = .773) (Rizwan et al., 2017). The scale comprised ten items requiring responses on a 4-point Likert scale (0 = strongly disagree to 4 = strongly agree). Items 3, 5, 8, 9, and 10 of the URSES require reverse coding since they are negatively phrased. The total score (ranging from 0 to 40) is indicative of a person's global self-esteem where higher score means higher self-esteem. The scale was found to be reliable for the study (Cronbach's α = .755).

Procedure

The procedure was replicated in this phase of study as that of Phase I. The slight differentiation was the administration of PHCI-Urdu version twice with the gap of 14 to 18 days to establish test-retest reliability. Participants were given prior information about the procedure. The collected data was directly entered into Statistical Package for Social Science (SPSS) version 21 for the purpose of analysis.

Results

The results of the study as obtained by the respective analysis are discussed below:

Phase I

Initial Reliability Analysis of the Translated Scale

To establish the internal consistency of the translated scale, reliability analysis was carried out for the entire scale as well as for individual subscales.

Table 2
Reliability Analysis of Subscales of PHCI Urdu Version

Subscale	Cases (N)	Item (N)	Cronbach's α
Curiosity	253	5	.63
Flexibility	253	5	.74
Persistence	253	5	.76
Optimism	253	5	.78
Risk Taking	253	5	.69

Table 3 shows the Cronbach's α value of the complete scale which is .86 which indicates excellent internal consistency of the items within the scale (Field, 2009).

Table 3

Reliability Analysis of PHCI Urdu Version

Scale	Cases (N)	Item (N)	Cronbach's α
Planned Happenstance Career Inventory	253	25	.86

The table 2 shows that the Cronbach's α for all five subscales was greater than .6 (Curiosity = .63, Flexibility = .74, Persistence = .76, Optimism = .78 and Risk Taking = .69) which is acceptable Cronbach's α value as it shows good internal consistency of the items within their subscales (Lance et al., 2006).

Initial Validity Analysis of the Translated Scale

The initial validity of the translated scale was obtained by the following interpretation.

Item-total Correlations

Table 4, depicts the Item-Total Correlations (r). All items showed a correlation of .5 which is statistically sufficient to keep the item within the scale (Reidy & Dancey, 2011).

Table 4

Descriptive Statistics and Item-Total Correlations of 25-Item PHCI (Urdu Version)

Subscale	Item no.	Mean	SD	Item-Total r	Item no.	Mean	SD	Item-Total r
Curiosity	1	3.45	1.98	.572**	16	4.30	1.97	.517**
	6	4.06	1.91	.591**	21	3.98	1.06	.519**
	11	3.55	1.07	.624**				
Flexibility	2	2.44	1.13	.527**	17	3.50	1.22	.741**
	7	2.78	1.28	.619**	22	3.19	1.27	.541**
	12	3.10	1.13	.574**				
Persistence	3	4.29	1.95	.578**	18	3.92	1.01	.578**
	8	4.10	1.99	.553**	23	3.98	1.07	.621**
	13	4.00	1.05	.643**				
Optimism	4	4.08	1.13	.565**	19	4.10	1.95	.523**
	9	4.23	1.93	.598**	24	3.60	1.11	.546**
	14	3.86	1.95	.672**				
Risk Taking	5	3.77	1.28	.652**	20	3.56	1.13	.511**
	10	3.72	1.07	.521**	25	3.78	1.03	.590**
	15	3.85	1.09	.549**				

**. Correlation is significant at the 0.01 level (2-tailed).

Tables 5 and 6 shows all five subscales showed a significant correlation with each other (r >.542, p<.01) as well as the complete scale (r >.751, p < .01). This ensures the content validity, that the subscales are measuring the construct of Planned Happenstance as defined.

Table 5

Correlations between each Subscale and PHCI (Urdu Version)

Subscale	Mean	SD	R
Curiosity	19.36	3.12	.758**
Flexibility	15.04	3.87	.751**
Persistence	20.21	3.77	.827**
Optimism	19.89	3.11	.770**
Risk Taking	18.69	3.67	.840**

**. Correlation is significant at the 0.01 level (2-tailed).

Table 6

Correlation of Subscale with Other Subscales of PHCI (Urdu Version)

Subscale	Flexibility	Persistence	Optimism	Risk Taking
Curiosity	.695**	.626**	.542**	.577**
Flexibility		.567**	.548**	.661**
Persistence			.671**	.719**
Optimism				.616**

**. Correlation is significant at the 0.01 level (2-tailed).

Factor Analysis

Results (Table 7) of the Factor Analysis using the Maximum Likelihood Extraction Method (technique of Confirmatory Factor Analysis) show that there are five factors with acceptable Eigenvalue (i.e., greater than 1) (Field, 2009). This is the same as the original scale. The Scree Plot Graph (Figure 3) depicts the representation of Eigen values. The curve turning flatter at the 5th factor confirms the above-mentioned analysis.

Table 7

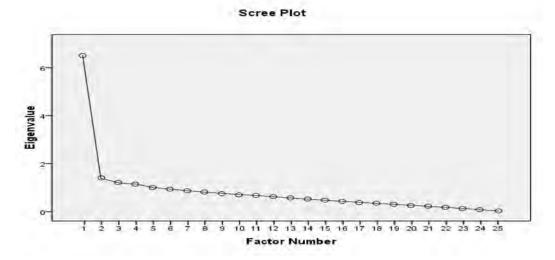*Factor Loading of 25 Items of PHCI (Urdu Version)*

Item No.	Factor Loading	SMC	Cronbach's α (if item deleted)	Item No.	Factor Loading	SMC	Cronbach's α (if item deleted)
1	7.154	.545	.839	16	.471	.593	.831
2	1.813	.677	.851	17	.429	.684	.832
3	1.549	.500	.833	18	.371	.754	.832
4	1.275	.522	.836	19	.326	.743	.832
5	1.173	.556	.837	20	.309	.570	.835
6	.975	.590	.836	21	.274	.517	.831
7	.970	.546	.845	22	.260	.659	.834
8	.938	.585	.830	23	.238	.555	.851
9	.800	.605	.832	24	.215	.773	.829
10	.753	.532	.831	25	.169	.553	.832
11	.643	.542	.834				
12	.614	.594	.850				
13	.583	.683	.826				
14	.550	.674	.842				
15	.506	.509	.829				

Extraction Method: Maximum Likelihood.

SMC = Square Multiple Correlation

The Squared Multiple Correlations (SMC) of all items are greater than .5 which suggests that items are good to be retained in the scale.

Figure 1

Scree Plot Graph Representing the Eigen Values Against Each Factor Number

Phase II

The Phase II of the study consisted of establishment to reliability via Test-Retest method and validity via (Convergent and Discriminant) analysis.

Reliability Analysis

As per the test-retest method, the translated PHCI was administered to the participants twice with a gap of 14-18 days and Pearson Product-Moment Correlation was calculated. Tables 8 show that overall scale had strong test-retest reliability ($r = .732, p < .01$).

Table 8

Correlation between First and Second Administration

Scale	Administration	N	Pearson's r
Planned Happenstance Career Inventory	1 versus 2	87	.732**

**. Correlation is significant at the 0.01 level (2-tailed).

Validity Analysis

The validity analysis of the final version of the translated PHCI was carried out through two methods:

Convergent Validity

The Urdu version of the Rosenberg Self-Esteem Scale (RSES) was used to establish the convergent validity of the scale. As evident from Table 9, the two scales share a significant, medium in strength and positive correlation (r = .358, p < .01). This result suggests that the two concepts are related i.e., planned happenstance and self-esteem are related to each other.

Discriminant Validity

The Urdu version of the Counterproductive Work Behavior Checklist (CWB-C) was used to achieve the discriminant validity. As evident from Table 9 that the correlation between the two variables is not significant (r = .018, p > .05). This confirms that the Planned Happenstance concept does not link with counterproductive work behavior as measured by PHCI.

Table 9

Correlation between PHCI (Urdu Version) and Counterproductive Work Behavior Checklist (32-item Urdu Version), and Urdu Rosenberg Self-Esteem Scale

Planned Happenstance Career Inventory	
Urdu Rosenberg Self-Esteem Scale	.358**
Counterproductive Work Behavior Checklist	.018

**. Correlation is significant at the 0.01 level (2-tailed).

Discussion

The present study was aimed to achieve two major objectives: (a) Translation of the English version of the Planned Happenstance Career Inventory (PHCI) to the Urdu language; (b) Establishment of psychometric properties of PHCI-Urdu version concerning Pakistani culture. The study was carried out in two phases. For Phase I, the scale was translated from English to Urdu (forward translation) and again from Urdu to English (backward translation). The translation, after comparing with the original scale was retained and it was ensured that the semantic equivalency remained intact. A pilot study was carried out on a selected population of 25 students

to get feedback regarding the understanding of the scale by the students. It aided in adding clear instructions and synonyms where required to reduce ambiguity.

This finalized version was administered on a large sample then (n=253) for initial statistical analysis. Internal consistency of all subscales as well as the overall scale was assessed to ensure the reliability of the scales. Cronbach's α for all five subscales was greater than .6 (Curiosity = .63, Flexibility = .74, Persistence = .76, Optimism = .78 and Risk-Taking = .69) which show good internal consistency of the items within their subscales (Lance et al., 2006).

The initial validity of the translated scale was analyzed through item-total correlations, which showed significant correlation of items with subscales and overall scale. The results of Factor Analysis (Table 7) found five factors with acceptable Eigenvalue as 7.15, 1.81, 1.54, 1.27, and 1.17 (i.e., greater than 1). Hence five factors are yielded as per the original findings. The Scree Plot Graph (Figure 1) also gives a pictorial representation of the analysis since the curve becomes flatter at the 5th factor. Results of the Factor Analysis also show (Table 7) that the Squared Multiple Correlations (SMC) of all items are greater than .5 which suggests that items are good to retain in the scale.

For the second phase, to establish the psychometric properties of the Planned Happenstance Career Inventory (PHCI) Urdu version for Pakistani culture, reliability and validity analysis was carried out to ensure its adaptability to the local culture. Correlation between the first and the second administration yielded Pearson Product-Moment Correlation (r = .732, p < .01) as shown in Table 8. It was administered to the participants twice with a gap of 14-18 days. The results, thus, establish good reliability of the PHCI Urdu Version.

Convergent and discriminant validity analysis was carried out to check for the validity of the scale. Convergent validity suggests the similarity between the two constructs at a moderate level (Carlson & Herdman, 2012). For this study, the Urdu Rosenberg Self-Esteem Scale (URSES) was used for analyzing the convergent validity of the PHCI-Urdu version. Results in Table 9 show that the correlation between the PHCI and URSES was statistically significant but of medium strength (r = - .358, p < .01). The results are possible because self-esteem is an innate feeling while the core concept of PHT is planning for uncertainty which is more inclined

towards decision making. Those who have low levels of PHS have low self-esteem and are prone to anxiousness (Urbanaviciute, 2019).

As for establishing discriminant validity (also referred to as 'divergent' validity) of the PHCI-Urdu version, the Counterproductive Work Behavior Checklist (CWB-C) was used. Discriminant validity establishes that the two concepts are distinct and divergent from each other. Two constructs are distinct from each other if they have a non-significant correlation (Cole, 1987). As indicated in Table 9, the correlation between PHCI and CWB-C is not statistically significant (r = .018, p > .05). It suggests that the tendency to indulge in counterproductive work behavior is not dependent on whether a person can plan out uncertainties or not. Hence all in all, career planning in face of uncertainty is not dependent on morality.

The existing literature, since the beginning of formation and adaptation of the scale has yielded different results. The five subscales extracted during the formation of PHCI were Curiosity, α = .69, Flexibility, α = .76, Persistence, α =.82 Optimism, α =.84, Risk Taking, α =.74 (Kim et al., 2014). When the scale was translated in English language it showed the following results; Curiosity, α = .75, Flexibility, α = .81, Persistence, α =.85 Optimism, α =.85, Risk Taking, α =.78 (Lee et al., 2017). In the attempt to validate the scale cross-culturally between the American and South-Korean population, slightly different results were seen among the two different cultures. Cronbach's α for the South-Korean population were as follows: Curiosity = .85, Flexibility = .86, Persistence = .88, Optimism = .89 and Risk Taking = .80. Cronbach's α for the American population were as follows; Curiosity = .75, Flexibility = .81, Persistence = .85, Optimism = .85 and Risk Taking = .78 (Lee et al., 2019).

Thus, culture seems to influence the results but it is too early to conclude. A cross-cultural study as discussed earlier, between the South Korean and American population showed some significant results. The means of the South Korean population was a little higher on four subscales except for flexibility as they were keen to be part of a prestigious college and then plan for a career. Their major focus is on acquiring degrees, therefore most of the population is academic-oriented and is not inclined towards part-time jobs. Their parents support their academic plans as well. Americans on the other hand, seek part-time jobs and try to sort their career before entering college (Lee et al., 2019).

In Pakistan's culture, specifically, the aspect of career planning is discussed more with parents rather than career counselors. Proper career counselors in most schools, colleges, and universities, career planning training, and workshops are lacking in society. Hence there is a whole population who want to plan their careers themselves but are not provided the right environment and opportunity to do so (Yaqoob et al., 2017).

Conclusion and Recommendations

The study successfully achieved the established objectives which were the translation and adaptation of the Planned Happenstance Career Inventory (PHCI) in the Urdu language and the establishment of psychometric properties for Pakistani culture. Some recommendations for the usage of the scale are that it could be used for individual career counseling by career counselors as well as for developing training and workshops for career development in government and private institutions. Since planned happenstance skills are proven to aid in a lot of career-related variables such as career-related decision-making and career adaptability, the post COVID-19 era calls for individuals to be prepared to face any sort of challenge thrown their way due to any possible uncertainty in the future with regards to career. Training could include activities and interventions to enhance five skills of planned happenstance to prepare students before they enter the volatile labor market. Not only will this cater to students but to anyone who wishes for a career transition at any point in their careers. This is because career development is a life-long process and anyone can change occupations if they feel dissatisfied with their current career.

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