

Investigating the career maturity prediction model based on social adaptation, shame and communication skills in hearing-impaired and normal people

Zahra Raji¹ - Siddiqa Rezaei Dehnavi¹

1. Payam Noor University of Isfahan, Baharestan branch

ARTICLE INFO

Keywords:

Career maturity -
Social compatibility -
Feeling shy -
Communication
skills - Hearing
impaired

ABSTRACT

The purpose of the research Present "Review Model Forecast-
puberty job According to Social adjustment, Feeling shame And
skills-
communicational At Persons With damage hearing And It was
normal. Career maturity plays a very important role in choosing and
staying in a job in people. This research, in terms of its purpose, was
among applied -research -and in terms of its method, it was
descriptive-correlation type. The statistical population of the study
included all -normal and -hearing-impaired people (-hearing-
impaired and deaf people who are members of the Isfahan Center for
the Deaf, numbering 213 people). sample size using the -available
sampling method; For -the hearing impaired and normal people
(paired -with the deaf group in terms of -demographic characteristics
-), a total number of 262 people were estimated (131 people each for
healthy people and deaf people). The research data collection tool
includes 4 types of job maturity questionnaire -by Savix and Porfli
(2011); Bell's social adjustment (1961); Queendam's communication
-skills -(2004) and guilt and shame tendency scale were from Cohen
et al. (2011) -. The results of the investigation using -spss and Smart
pls-3 statistical software showed that in both groups, the components
-of social adaptation and -communication skills are able to predict
-the component -of professional maturity -. In the healthy group,
shame was not able to predict -professional maturity -. Social
adjustment can fully predict -career maturity -. Among the
components -of shame; Withdrawal is -able to predict -career
maturity, but the negative self-evaluation component -does not have
the power to predict career maturity. Among -communication skills,
listening skills -and communication process; has been able to predict
-career maturity; However, the skills -of receiving messages,
emotional control and communication combined with determination;
has not been able to predict -career maturity. In general, the
components of communication -skills -, social adaptation and
feeling of shame -have the power to predict professional maturity -.
You should try to increase the amount of these variables by creating
workshops -and educational and consulting centers -and finally, the
growth of career maturity in people.

1. Introduction

Today, a suitable job is one of the main components of citizens' rights. It is considered that its importance may not be less than their political and social rights (Hemti, 1400). One of the main needs of every human being is livelihood. One of the main ways to earn a living in this era is to have a suitable job. And it is very important which gives meaning to human life and becomes necessary for his life. The reason is that the survival of the society and the life of each individual is necessary. It is work and activity (Tavakli, 2019)

are unemployed¹. According to the research of Molly et al. (2014), more than 56.2% of deaf people and a large number of them are not employed in suitable jobs. Also, these people have many problems including: lack of facilities related to disability, inappropriate salaries and wages, restrictions on communication in the workplace, incompatibility of the workplace with deafness, inappropriate behavior of colleagues, inappropriate behavior of managers and discrimination are the cause of disability (Zare Shahabadi, 2017). All these factors make the necessity of conducting more research in the field of helping the deaf and their employment more obvious. Especially since the research in the field of the deaf has been neglected due to the problems and difficulties it has had

importance and paying attention to the employment of people, especially the disabled and blind people, especially the employment of the deaf and conducting researches in this field, has led policy makers and planners to have a more accurate understanding of the employment of the deaf and to help them with job problems. It makes deaf people familiar as well as ways to increase interest and motivation to work and occupation in this range of people (Zare Shahabadi et al., 2017)

There are many influential variables in people's job choices, which have been investigated and is called "occupational² studied since the distant past. One of these influential and important variables maturity", which has been investigated as a criterion variable in this research. Investigating the impact in "⁵ and "feeling of shame "⁴ Communication skills " ;"³ of variables such as "social compatibility career maturity of people; It was one of the other goals of this research

According to these issues, the topic of the current research is "model review Forecast puberty job On Basis compatibility social, Feeling shame And skills communicational At Persons With damage And it is normal. In this chapter of the research entitled "Research Generalities" there are "⁶hearing ;"things like "problem statement"; "The importance and necessity of research"; Research objectives Research hypotheses " as well as "conceptual and operational definitions of research variables" have been examined, which hopefully will attract the attention of researchers and those interested in studying the field of employment and the variables affecting it in different people of society .especially the disabled

Statement of the problem

The issue of employment has always been one of the most fundamental indicators of the economic development of societies. Especially in our country, where a large group of the population is made up of young people. The development of job opportunities is of great importance and value (Hossein Abadi, 2017)

Which of the influencing factors in the earth? Access To employment, Health physical, from It means having a healthy sense of hearing. The sense of hearing is considered one of the superior human senses. when If this sense is damaged, it causes a disturbance in hearing or A word of hearing loss In the definition .(2019 ,⁷ which will also lead to deafness in the person (Huston and Lammers

¹ -Deaf

² -Career maturity

³ -social adjustment

⁴ - communication skills

⁵ - Shame

⁶ -Hearing impairment

⁷ -Houston K, Lammers

is a hearing loss at some level which are identified by medical methods . And⁸ Generally, deafness the hard-of -hearing describes people with some hearing ability that may be impaired by instruments .Help to use hearing or not (Gasemi Sichani and Ghasemi Sichani, 2017)

According to the above, the sense of hearing as one of the important senses in the human body plays a very important role in the formation of individual, social and occupational personality. The study of its effect on the formation of a type of personal maturity in people called "occupational maturity" is on the agenda. Due to the fact that people's deafness affects many aspects of their professional life (Hossein Abadi, 2019), no research has been done regarding the effects of career .maturity in people with hearing problems and deaf people

considers career maturity as people's readiness to choose a job, make career (2001)⁹ Savikas decisions appropriate to their age, and be able to handle growth tasks . And the theory of professional structure It has presented a job adaptation model. This opinion is job compatibility The title defines a multidimensional structure whose main characteristic is the mental preparation of people and gaining the ability to cope with the tasks of job improvement in the present or future, to cope with occupational changes and also the injuries that the work environment may cause. individuals , brought in (Savikas According to this view, There are 4 basic factors for measuring career .(2011 ,¹⁰ and P. and Refley maturity : concern for choosing a job, seeking advice, curiosity and self-confidence, and the score of people in these scales determines their level of career maturity and maturity in choosing a suitable ;job. At this stage, people must take on the duties of choosing their job ; worried about his future Along with a decision - making style based on consultation Or independent , curious to test personal capacities, discover social opportunities and always ; have enough self-confidence to plan a career in the future (Madani Far et al., 2014).

The importance and necessity of research

Considering the chaotic and unfavorable economic situation in the current society, employment .has always been a basic concern for governments and their work programs during the past forty years ,Any research that helps, however little, in the direction of the employment of people in the society .has actually taken a step in helping to progress (Molley et al., 2014)

Due to the limitations of disabled people's abilities in adaptation, communication and other psychological components such as causing depression, anxiety and shame in them, the issue of employment is raised more seriously, in such a way that even in the most civilized countries, disability is a big obstacle in the face of It shows job creation . On the other hand, the importance of employment is to such an extent that it is considered one of the most important components of the quality of life (Sheikh Ahmadi et al., 2019). According to global statistics, the prevalence of deafness in the world is 1 to 3 people per thousand babies . However, if we consider the prevalence of deafness and acquired hearing loss in the years after birth, this statistic is increasing every day. Due to the fact that deafness and hearing loss primarily affects a person's communication power ; It makes employment very .difficult for this group of people (Mulli et al., 2014)

research method

Given that the main purpose of this Research "Check Model Forecast puberty job According to Social adjustment, Feeling shame And skills communicational At Persons With damage hearing And was "normal"; This research, in terms of its purpose, is among applied researches and for its implementation, it is descriptive-correlation type. This research has a survey approach in terms of collecting information and its data . The descriptiveness of this study is due to the description and analysis of the views of healthy and hearing-impaired people participating in the research. Its correlation method is also because the main purpose of the research was to investigate and explain existing relationships and effects, as well as the significance or lack of significance of these relationships and effects between the variables in it. Finally, this research is an applied research. The applicability of this study is due to the fact that its results and solutions can be used in order to promote and grow the level of social adaptation, communication skills, reduce the feeling of shame and also

⁸ -Hard of Hearing

⁹ -Savickas

¹⁰ -Porfeli

the development of career and professional maturity of people in the country. take

The current research has two types of variables. The first type as predictor variable (or independent ;variable); with the names of variables of social adaptation, feeling of shame and communication skills The second type of criterion variable (or dependent variable) is called career maturity

Statistical Society

A statistical population is a group of people, objects or events that have a common attribute or characteristic (Delavar, 2017). Society statistics The subject of study in the current research is all normal and hearing impaired people (hearing impaired and deaf people who are members of the Deaf Center) of Isfahan city. they give

It is worth mentioning that the total number of deaf and hard of hearing people are members of the Deaf Center of Isfahan with a total number of 213 people

Sample and sampling method

"that is selected from the whole society and represents it"¹¹ An example is "a sub-community (Delavar, 2007). The size of the participant sample in the present study was estimated to be 131 people based on Cochran's formula and Karajesi table for people with hearing problems. Also, in the .section of healthy people, 131 people were selected for study

Sampling method in this research ; for both healthy people and people with hearing loss ; The sampling method was available . The convenience sampling method is used when the samples are available for various reasons, such as: remoteness, limited statistical population and lack of motivation or other conditions, access to the statistical population is possible in a random and possible way. not be In such cases, the available sampling method is a more suitable method for selecting the sample Availability sampling is a non-probability method in sampling the statistical population. The basis of this method is based on the simplicity of access to the sample . Because the number of research ,samples and also the participation rate of the samples in the hearing impairment group was limited .for this reason this sampling method has been used

In order to determine the sample in the section of healthy people, the available sampling method was used, which in terms of demographic variables such as age, level of education, marital status with the group people with hearing loss ; have been matched

After preparing the list of secondary schools in Isfahan city, 22 schools were randomly selected ,from among them. Then, among all the students of these 22 schools, 6 people were randomly selected which finally reached 131 people

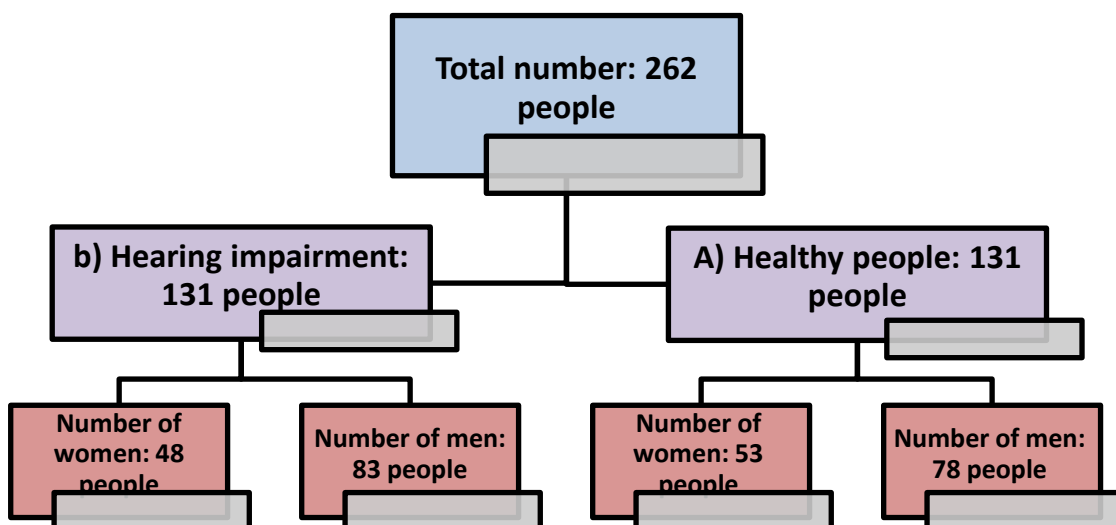


Chart 3-1: General statistical sample of the research

Entry criteria

- ✓ Having enough education and literacy to answer the questions of the questionnaires
- ✓ Being 16 years old or older

¹¹ -Subpopulation

- ✓ Complete satisfaction and high motivation to participate and answer the questionnaires

Exit criteria

- ✓ Existence of problems other than deafness (such as mental disabilities, etc.)
- ✓ Absence of sufficient motivation in the respondents during the execution of the questionnaires

.of Savikas and Porfli (2011) professional maturity questionnaire

The reliability of this questionnaire has been evaluated by Savikas and Porfli in 2011. They did this by using the factor analysis method, which showed a reliability of 0.62 for the concern component; They recorded 0.74 for the curiosity component and 0.78 for the confidence component. Also, in Madani research, Far et al. (2014) after accurate translation of the content of the questionnaire by expert professors, they implemented it on 50 students and determined the reliability of the questionnaire using Cronbach's alpha method, and these results were respectively for worry component 0.61; The curiosity component was 0.69 and the confidence component was 0.64

Also, in the Madani research of Far et al. (2014), after the aforementioned questionnaire was translated under the supervision of a translator and with the approval of two English language experts in order to determine the level of comprehensibility and fluency of the translated questions, 10 expert students, while filling Questionnaires expressed their understanding of the meaning of each question. Due to the fact that the translation was made according to Irani culture and common Persian terms, there were differences between the original version and the translated version of this questionnaire but with the approval and application of opinions by 5 members of the committee. University of Tehran, these two versions convey the same meaning and are acceptable

Savikas and Porfli (2011) Professional Maturity Questionnaire

The scoring of this questionnaire is based on a 5-point Likert scale as follows (very low: score 1 low: score 2; moderate: score 3; high: score 4 and very high: score 5). The minimum score and maximum score for each dimension of the questionnaire will be 6 and 30, respectively, and for the overall score of the questionnaire, it will be 18 and 90, respectively (Savikas and Porfli, 2011)

Table 2-3: The scoring of the professional maturity questionnaire of Savix and Porfli (2011)

Very much	Much	medium	Low	Very low	option
5	4	3	2	1	Score

Scoring the guilt and shame tendency scale (Cohen et al., 2011)

are presented about people's situations in real life, and then the participants are asked to imagine themselves in that situation and rate the probability of their reaction in this situation, on a five-point scale. This 5-grade scale includes (at all: score 1; to some extent: score 2; moderate: score 3; high score 4 and very high: score 5). The score range of this questionnaire is between 8 and 40 and its cutoff score is 24

Table 6-3: Shame questionnaire scoring (Cohen et al., 2011)

very much	Much	medium	to some extent	at all	option
5	4	3	2	1	Score

Procedure

In order to operationalize the main step of this research, i.e. its executive step, after determining the number of samples participating in the research, to prepare the necessary permits from the General Department of Education of Isfahan province in order to refer to educational centers and professional centers for hearing impaired people in Isfahan city, and after receiving the necessary permits and coordination with the General Administration, the centers in question were contacted or, if necessary by referring there, the necessary coordination was made for the implementation of the research tests accepted and the date of attendance at that place was informed to the authorities,

In the next stage of implementation research, Questionnaires And relevant scales To Number item Need preparation and it was printed. How to play and Distribution These questionnaires to this the

face was that So From Providing explanations Around The axis of goals this research To Samples of participants in the research, including hearing- impaired people and normal people, Questionnaires To the face a group And With Presence examiner On Roy Research samples were distributed and made available to them . also To The subjects participating in this research, completely, accurately and clearly; explanation Data became That this Information only direction gathering Data and information necessary in line with do Research It is scientific and academic And Information Respondents to the face confidential It remains with the researcher And it is not given to other people and thus From bias Information And their answers, prevention To Action Came . Also, by creating motivation and interest in the participants , they were asked to answer the questions of the questionnaires with complete accuracy and precision . Also, during the implementation of the questionnaires, the participants were informed that even if they had problems or ambiguities in the way of answering and completing them, they should raise their questions slowly and individually with permission. At the end of completing the questionnaires , as much as the researcher and the dignity .of the participants , appreciation and thanks were done

It is worth mentioning that due to the fact that the number of questionnaires in this research was 4 forms and although it was tried that the type of these questionnaires were short and had the minimum possible items, but still, it was possible that it caused cause fatigue in the participants and cause bias in responding. The solution for this problem was that the questionnaires were completed in two separate sessions. Due to this important issue, questionnaires were completed in 2 sessions of 30 . minutes , and between these sessions there was a 20-minute break with reception of the participants .After completing these questionnaires , they were collected

Information analysis method

In this research, the effect of independent variables (social compatibility, communication skills and feeling of shame) on the dependent variable (occupational maturity) has been measured and in line with the statistical analysis of the collected data , considering that the nature of the data collected from The type of figures is numbers , two methods of descriptive statistics and inferential statistics were used. Analysis of the demographic cases of the research including: frequency and frequency percentage related to gender and age, statistical charts to better explain each of these cases, as well as ,descriptive analysis in each of the research variables such as: frequency, frequency percentage average and standard deviation along with the distribution table of each of them , in the descriptive statistics section and using statistical software SPSS .Version number 26 was completed

investigations related to the main and sub-hypotheses of the research were carried out in the inferential statistics section. The desired presuppositions in the analysis of the results of this research are to check the normality of the distribution of the research data, using the statistical test (Kolmogrov-Smirnov) . Another premise is to check the reliability and validity of the structures and components in the research. In the following, considering the probability of the data being normal, parametric statistics methods, model drawing method with the help of SmartPLS software and checking .regression coefficients have been used

Descriptive findings

Demographic survey

At Section The primary descriptive findings of the research were to examine the samples that participated in the study. according to Attributes And questions Demographics including(the type of group, gender and age of people) have been discussed, and the resulting information, with Use From . Tables Below, description have became

Table 4-1- Characteristics Demographics Respondents

The cumulative percentage	Percent	Abundance			
100	100	131	years 16-20	healthy group	Age
68/7	68/7	90	years 16-20	Deaf group	

78/6	9/9	13	years 21-25		
87	8/4	11	years 26-30		
100	13	17	years and 30 above		
	100	131	Total	healthy group	gender
49/6	49/6	65	Man		
100	50/1	66	Female		
	100	131	Total	Deaf group	gender
50/8	50/4	66	Man		
100	48/9	64	Female		
	99/2	130	Total		
	0.8	1	no answer		

The information in table (1-4) shows that all the participants in the group of healthy people were in the age range of 16 to 20 years, and also most of the participants in the group of people with hearing impairment were in the same age range, that is They were 16 to 20 years old. Also, the number of participants in both groups of healthy people and people with hearing impairment were equal in terms of gender

Examining the descriptive statistics of research variables

In this part, the descriptive findings related to the included research variables (mean and standard deviation) have been examined, the results of which are briefly presented in Table (2-4)

Table 2-4- Descriptive findings of the variables of professional maturity , social adaptation, shame and communication skills in two groups

standard deviation	Average	The maximum amount	The lowest amount	Number	group	Variable dimensions	component
4/14	14/57	26	6	131	healthy people	Worry	Professional maturity
4/39	76/17	26	6	131	People with hearing loss		
4/25	15/91	26	6	262	Total		
4/39	15/50	27	6	131	healthy people	Curiosity	
4/39	16/76	29	6	131	People with hearing loss		
43/4	16/13	29	6	262	Total		
47/4	16/88	28	6	131	healthy people	confidence	
4/66	19/15	30	9	131	People with hearing loss		
4/69	18/01	30	6	262	Total		
90/9	46/95	67	22	131	healthy people	The total score of professional maturity	
9/74	53/18	81	30	131	People with hearing loss		
10/29	50/07	81	22	262	Total		
4/57	11/19	22	0	131	healthy people	Social adjustment	compatible
4/58	12/61	23	3	131	People with hearing loss		
4/62	11/90	23	0	262	Total		
3/80	14/32	20	4	131	healthy people	Negative self-evaluation	feeling ashamed
3/78	14/47	20	4	131	People with hearing loss		
3/78	14/40	20	4	262	Total		

3/22	10/06	20	4	131	healthy people	Aloof behavior	
3/4	11/59	20	4	131	People with hearing loss		
39/3	10/83	20	4	262	Total		
5/16	39/24	40	11	131	healthy people	Total shame score	
99/5	26/06	39	8	131	People with hearing loss		
5/64	25/23	40	8	262	Total		
5/09	27/44	40	9	131	healthy people	Ability to receive messages	
5/74	28/05	41	11	131	People with hearing loss		
5/43	75/27	41	9	262	Total		
5/22	26/88	38	9	131	healthy people	Emotional control	
5/37	27/01	37	12	131	People with hearing loss		
5/29	26/94	38	9	262	Total		
38/3	18/58	28	6	131	healthy people	Skill listen	
4/23	19/32	30	8	131	People with hearing loss		
3/84	95/18	30	6	262	Total		
2/94	14/59	22	5	131	healthy people	Communication process	
4/05	14/47	25	6	131	People with hearing loss		
3/53	14/53	25	5	262	Total		
3/11	14/49	23	5	131	healthy people	Communication with determination	
3/52	14/29	23	8	131	People with hearing loss		
31/3	14/39	23	5	262	Total		
15/05	102/01	137	34	131	healthy people	Total score of - communication skills	
14/34	103/16	153	51	131	People with hearing loss		
16/75	102/58	153	34	262	Total		

According to the information obtained from the findings of table number (2-4), it is received that the highest average in both groups of healthy people and people with hearing impairment belongs to the score All communication skills and the lowest mean in both groups belong to the shame subscale . (negative self-evaluation)

Investigating the correlation between research variables

Before From Pay To Test pattern theory, matrix Correlation variables Research Along With Coefficients Correlation they At Table (4-4) and (4-5) Presentation done Is until the Relation Among Variables item review appointment take

Table No. 4-4- Correlation matrix between social adjustment, communication skills and feeling of shame with career maturity in the group of healthy people

14	13	12	11	10	9	8	7	6	5	4	3	2	1	Variable
													1	1
												1	**	2
											1	**	**	3
										1	**	**	**	4
								1	0.06	0.11	0.10	-0/08		5
							1	0.07	0.03	**	**	0.18*	0.08	6
						1	**	**	0.08	0.11	0.13	0.17	-05/0	7
					1	**	0.67	0.78	0.08	0.11	0.13	0.17	-05/0	8
				1	**	**	0.05	**	-0.14	0.01	-0/01	0.05	-0/01	9
			1	**	**	**	0.12	*	-0/02	0.02	0.03	0.04	-0/03	10

					0.59	0.22		0.19						
		1	**	**	**	0.16	0.01	*	**	-04/0	0.03	-05/0	-0/08	11
			0.41	0.53				0.20	-0.23					
	1	**	**	**	**	0.09	0.01	0.12	-04/0	0.15	0.13	**	0.04	12
			0.27	0.46	0.49							0.18		
	1	**	**	**	**	-0/01	-0/06	0.03	-0/03	-04/0	-0/01	0.01	-0/07	13
			0.35	0.32	0.47	0.48								
1	**	**	**	**	**	0.20*	0.07	*	10/0	0.02	0.04	0.05	-04/0	14
			0.68	0.65	0.67	0.83	0.86	0.21						

Worry, 2. Curiosity, 3. Confidence, 4. Job maturity total score, 5. Social adjustment, 6. Negative self- .1 evaluation, 7. Withdrawal behavior, 8. Shame total score, 9. Ability to receive messages, 10. Emotional control, 11. Listening skills, 12. Communication process, 13. Communication with determination, 14. Total score of communication skills

*)P< ** 0.05P < (0.01

As can be seen in Table (4-4) , there is no significant relationship between the components of social . adaptation, communication skills and feeling of shame with career maturity in healthy people

Table No. 5-4- Correlation matrix between social adaptation , communication skills and feeling of shame with job maturity In the group of people with hearing impairment

14	13	12	11	10	9	8	7	6	5	4	3	2	1	Variable
													1	1
												1	0.16	2
											1	**	**	3
										1	**	**	**	4
									1	**	*	0.17	0.16	5
										1	**	**	*	6
								1	-0.12	*	**	0.24	-0.19	7
							1	**	0.06	**	**	0.17	0.14	8
						1	**	**	0.39	**	**	0.37	0.37	9
							1	**	0.81	**	**	0.36	0.36	10
					1	**	*	**	0.14	*	**	0.29	0.04	11
						1	**	**	0.28	0.22	0.25	0.22	0.29	12
				1	**	**	**	*	0.12	0.03	0.16	0.22	0.17	13
			1	**	**	**	**	**	0.66	0.11	**	-05/0	0.06	14
				1	**	**	**	**	0.55	0.62	0.29	0.17	0.07	1
		1	**	**	**	**	**	*	0.60	0.58	0.54	0.17	0.07	2
			1	**	**	**	**	*	0.33	0.31	0.54	0.17	0.07	3
	1	**	**	**	**	**	*	-0/02	0.33	0.31	0.54	0.17	0.07	4
		1	**	**	**	**	*	0.04	0.33	0.31	0.54	0.17	0.07	5
1	**	**	**	**	**	**	**	0.15	**	0.14	**	**	0.04	6
								0.25	**	0.25	0.28	0.39	0.19	7

.Worry , 2. Curiosity , 3. Self - confidence , 4. Job Maturity Total Score , 5. Social Adaptability , 6 .1 .Negative Self- Esteem , 7. Aloof Behavior , 8 . The total score of shame , 9. Ability to reduce PM , 10 Emotional control , 11. Listening skills , 12. Communication process , 13. Communication with assertiveness , 14 . The total score of communication skills

*)P< ** 0.05P < (0.01

The results of table (4-5) show that there is a statistically significant relationship between all the independent components, which include social adaptation, feeling of shame and -) communication skills with career maturity in people with hearing impairmentP< . (0.01

The predictive model of career maturity based on communication skills in hearing . impaired people ; It is meaningful

In order to examine the sixth sub-hypothesis in the research , after drawing the model of this hypothesis and removing the questions that had a factor load of less than 0.40, a modified model was drawn. In the modified model, the coefficients of the path were calculated and the significance of these coefficients was calculated by the t test statistic were investigated .(and it can be said that if the absolute value of the test statistic is greater than 1.96, the critical value at the 0.05 level , then at the 95 % confidence level The path and coefficient of the desired path are significant. It is important to mention that the value of the path coefficient . indicates the strength of the relationship and its sign indicates the type of relationship

Chart No. (4-9) shows the path coefficients and t-statistic values respectively, related to , the sixth sub- hypothesis test model of the research in the group of hearing- impaired people . ; is

Model fit report based on SRMR criterion

the amount of SRMR as a criterion to measure the degree of appropriateness Condition Indicators A variable method How to communicate between Mt ghi raha It is used in various ways . The amount of this measure is 100,000 The number varies from 0 to 1 . The cut-off point of this criterion, value 0.08 is considered and the lower its level , the better the fit of the model . The amount of currency The quality of this model In research equal to the amount is possible This resulted in the copper model 0.09 . Research , from K.F.T It is favorable

Based on the information in the chart (4-9) The results of the analysis of L This line of . research It has been compiled in the form of the table below

Table 13-4- The results of c Predicting career maturity based on communication skills in the hearing impaired group

Result	level meaningful	t statistic	Path coefficient	Criterion component	Predictive component
Not meaningful	p 0.05 >	0.58	0.07	career maturity	Ability to reduce PM
Not meaningful	p 0.05 >	0.740	0.07	career maturity	Emotional control
Not meaningful	p 0.05 >	10/1	0.12	career maturity	listening skills
Meaningful	<0.05p	2/71	0.32	career maturity	Communication process
Not meaningful	p 0.05 >	0.51	0.05	career maturity	The connection with the decisiveness of T

The information in the table (13-4) indicates that in the group of hearing impaired people among the communication skills, the component of the communication process; has been , able to predict career maturity; However, message receiving skills, emotional control and listening and communication skills combined with assertiveness; has not been able to predict .career maturity

The predictive model of career maturity based on communication skills in normal . people ; It is meaningful

,In line with the investigation of the fifth sub-hypothesis in the research , at the beginning path coefficients were calculated and questions that had a factor load less than 0.40 were removed from the model. In the modified model, the coefficients of the path were calculated

) and the significance of these coefficients was calculated by the t test statistict were .(,investigated and it can be said that if the absolute value of the test statistic is greater than 1.96 the critical value at the 0.05 level , then at the 95 % confidence level The desired direction and coefficient are significant. Chart No. (4-8) respectively shows the path coefficients andt- . statistic values related to the test model of this hypothesis in the group of healthy people; is

Model fit report based onSRMR criterion

the amount of SRMR as a criterion to measure the degree of appropriateness Condition Indicators A variable method How to communicate between Mt ghi raha It is used in various ways . The amount of this measure is 100,000 The number varies from 0 to 1 . The cut-off point of this criterion, value 0.08 is considered and the lower its level , the better the fit of the model . The amount of currency The quality of this model In research equal to the amount is possible This resulted in the copper model 0.09 . Research , from K.F.T It is favorable

Based on the information in the chart (4-8) The results of the analysis of L This line of . research It has been compiled in the form of the table below

Table 12-4- The results of c Predicting career maturity based on communication skills in a group of healthy people

Result	level meaningful	t statistic	Path coefficient	Criterion component	Predictive component
Not meaningful	p 0.05 >	2/97	-0.26	career maturity	Ability to reduce PM
Not meaningful	p 0.05 >	1/60	0.15	career maturity	Emotional control
Meaningful	<0.05p	1/56	-0.15	career maturity	listening skills
Meaningful	<0.05p	3/22	0.27	career maturity	Communication process
Not meaningful	p 0.05 >	1/67	0.16	career maturity	The connection with the decisiveness of T

The information in the table (4-12) indicates that in the group of healthy people, among - communication skills, listening skills and communication process; has been able to predict career maturity; However, the skills of receiving messages, emotional control and communication combined .with determination; has not been able to predict career maturity

In this article, the results of statistical analyzes related to the main hypothesis and sub-hypotheses of the research were discussed . The results showed that in both groups, the components of social adaptation and communication skills are able to predict the component of professional maturity . in the group of people with hearing loss ; Communication skills have a higher predictive power for professional maturity than the healthy group and vice versa in the group of healthy people; Social adjustment has a higher predictive power for professional maturity than the group of people with hearing loss. Regarding the component of feeling of shame, it should be said that only in the group of people with hearing loss, feeling of shame could predict professional maturity, but in the group of . healthy people, feeling of shame could not predict professional maturity

in both groups of normal people and people with hearing loss ; The social adjustment component , . is able to fully predict career maturity

finding related to the shame variable is that in the group of healthy people; The withdrawal -

component is able to predict career maturity, but the negative self-evaluation component does not have the power to predict career maturity. However, in the group of hearing impaired people, the withdrawal component is able to predict career maturity and negative self-evaluation does not have the power to predict career maturity

In normal people, among communication skills, listening skills and communication process; has been able to predict career maturity; However, the skills of receiving messages, emotional control and communication combined with determination; has not been able to predict career maturity. But in the group of hearing impaired people, among the communication skills, the component of the communication process; has been able to predict career maturity; However, message receiving skills emotional control and listening and communication skills combined with assertiveness; has not been able to predict career maturity

Finally, it can be concluded that, in general, the components of communication skills, social adaptation and feeling of shame have the power to predict professional maturity

Discussion

The main purpose of doing this Research "Check Model Forecast puberty job According to Social adjustment, Feeling shame And skills communicational At Persons With damage hearing And It was normal. This research, in terms of its purpose, is among applied researches and for its implementation it is descriptive-correlation type. This research has a survey approach in terms of collecting information and its data. The tool for collecting the necessary information in this research consists of four types of questionnaires with the names: Savix and Porfli's Career Maturity Questionnaire (2011) Bell's social adjustment questionnaire (1961); guilt and shame tendency scale from Cohen et al. (2011) and Queen Dam communication skills questionnaire (2004); According to past researches, they have good reliability and validity to use them; They were satisfied

In the fourth chapter, according to the information gathered using questionnaires, data analysis and summarization was done. In the first part, descriptive statistics, the demographic information of the group type (healthy people and hearing impaired people) and the gender and age of the people participating in the research were investigated. All participants were in the group of healthy people and most of the people with hearing impairment were in the age range of 16 to 20 years. also; The frequency of the two groups participating in the research, including the group of healthy people and the group of people with hearing loss, was the same. The highest average in both groups of healthy people and people with hearing impairment belongs to the score All communication skills and the lowest mean in both groups (healthy people and hearing impaired people) belonged to the shame subscale (negative self-evaluation)

-In the second part, under the title of inferential statistics, the findings related to the main and sub hypotheses of the current research have been investigated. To test the hypotheses of the research, the method of drawing the model with the help of SmartPLS software and checking the regression coefficients was used. Standards Selection Method A statistic Appropriate For Test research hypotheses, Based on level test Variables And Goals It has been considered

Before choosing the appropriate statistical tests, its presuppositions have been checked. One of the types of presuppositions is to check the normal distribution of the research data, which was done using the Kolmogorov-Smirnov statistical test. The calculation of the reliability and validity of the components of each questionnaire in 2 groups of healthy and deaf people has been investigated as the second assumption, because appropriate reliability and validity is a necessary prerequisite for drawing the model in SmartPLS software. In order to calculate the reliability of the questionnaire, from two criteria Cronbach's alpha coefficient and composite reliability coefficient used. In order to calculate and check the validity of the structure, "Confirmatory factor analysis" was used. In the following some components and variables of the research did not have good reliability, and the items with low validity were removed from the model. Finally, in order to check the main and sub-hypotheses of the research, the test and check the regression coefficients have been used. Because some components of

the research did not have a normal distribution. SmartPLS software was used to analyze the data of this research. Because this software is not sensitive to default data normality

The hypotheses of this research were formulated in accordance with its stated goals in the form of : main hypothesis and secondary hypothesis, which are as follows

The main hypothesis

Model Forecast puberty job According to compatibility social, Feeling shame And skills - .communicational At Persons With damage hearing And normal Difference has it

Sub- hypotheses

Model Forecast puberty job According to compatibility social At Persons normal Meaningful -1 .Is

Model Forecast puberty job According to compatibility social At Persons With damage hearing -2 .Meaningful Is

.Model Forecast puberty job According to Feeling shame At Persons normal Meaningful Is -3

Model Forecast puberty job According to Feeling shame At Persons With damage hearing -4 .Meaningful Is

Model Forecast puberty job According to skills communicational At Persons With damage -5 .hearing And normal Meaningful Is

Model Forecast puberty job According to skills communicational At Persons With damage -6 .hearing Meaningful Is

In the following, the discussion, conclusion and explanation of the findings related to each of the . hypotheses have been done in separate sections, which will be discussed in the following

Given that the main purpose of doing this Research "Check Model Forecast puberty job According to Social adjustment, Feeling shame And skills communicational At Persons With damage hearing And It was normal. The data related to each of the hypotheses was collected according to the explanations given in the fourth chapter and analyzed using the statistical method of regression coefficient analysis. In this part of the current research, while restating the main and sub-research .hypotheses, the results of each of them ; will be examined

In the way of conducting the research, like all scientific researches, there have been limitations that other researchers and those interested in research matters must pay attention to in applying and using :as well as interpreting its results. This part of the research The following is presented

,One of the limitations of this research is that it was conducted on the age group of teenagers especially in the deaf group, and in order to generalize the results of this research to other statistical populations such as middle-aged people and other age groups, caution should be observed. did

Another limitation in this research is the lack of examination of gender differences in statistical .samples , and it should be taken into account in the research conducted in this field

Another basic limitation of this research is related to its questionnaires, especially the social adjustment questionnaire . It seems that although there are studies in our country to check the content format, reliability and validity of these questionnaires and its content has been adapted to the level of culture in the context of Iranian society , but nevertheless some of the items These questionnaires were not appropriate to Islamic-Iranian culture. So that this factor has caused the removal of items 17 .and 21 of the social adjustment questionnaire

One of the limitations of this study is the inability of the deaf group to read the items and questions of the questionnaires . As we know, deaf people were not able to read properly due to their physical and communication problems, and in some questionnaires , they were helped by the researcher so that the questions and items of the questionnaires could be read for them. be understood and this factor . may cause it bias has been

,In the stage of determining the statistical samples of the research in the deaf group in Isfahan city there were many limitations. One of the existing problems was the low number of the population of this group in general. Another problem was the agreement of dear deaf people and their families to cooperate in order to participate in the research and answer the questionnaires due to their mental . preconceptions

The existence of problems in accessing research samples in the deaf group and establishing

coordination between them was another limitation of this research. This factor is due to the geographical size of Isfahan city, the successive closures of educational centers due to air pollution and other factors

Practical suggestions (arising from research results)

Perhaps the adoption of educational methods to strengthen and improve variables and (1 influencing factors in the direction of the growth of career maturity of healthy people and people with hearing impairment, as the most basic and obvious suggestion by the researcher. Although education is a basic and important tool in relation to the increase of all skills in people, but in connection with professional maturity, especially in deaf people, this important value becomes higher . By holding workshops and training sessions, measures can be taken to inform parents at the beginning and the people involved in the next stage. Holding workshops to teach how to communicate, how to deal with social problems and issues, express emotions and manage emotions, face and deal with others in various social environments, including family, school and peers; It will be useful in increasing - communication skills as well as social adaptation. In the form of compiling educational content for families and their children in order to reduce the challenges and barriers of communication and .adaptation, it will be very useful in this matter

In the direction of teaching basic life skills such as social communication skills and types of (2 adaptability in today's era, perhaps one of the best suggestions is to teach these skills in the country's schools and colleges from the beginning of life , and this is the solution to success. It is recommended that from the very beginning, contents in the form of lesson titles, especially in books of social studies and thinking and lifestyle, should be implemented. By actualizing this proposal, the Ministry of Education and its officials can be of great help in institutionalizing these skills in people, so that it can ultimately increase the professional maturity of people. A similar solution is that the same .measures can be created in order to teach the ways of choosing a job and staying in a job

Mass media such as magazines, radio, television and social networks are considered effective (3 and powerful tools for teaching all kinds of life skills in this century . Practitioners should teach basic , communication skills, adaptability of people as well as job maturity in the society by planning . designing and building applications in a practical way

possible to take practical measures in this field Mentioned the design and construction of websites and internet content for advice in choosing a job, help in solving challenges and problems created .during the job

Career maturity as one of the leading and key factors for various organizations, in line with the (5 growth and development of the society, has a fundamental and prominent role. Due to the importance of this component, it has received less attention. Considering the importance, academicians and practical centers should also carry out practical and practical measures by holding various scientific and research conferences and meetings regarding the identification of the career maturity variable and , the factors affecting it. It is also necessary to improve the areas of its increase in various workshops factories and job centers by recognizing the individual and environmental factors affecting career . maturity

; .Handicapped people as well as various scientific and research centers, universities , media , etc (6 Everyone should join hands and be diligent in the first step in creating employment conditions for hearing impaired people and in the next step in order to increase their career maturity more than in .the past

planning in teaching and managing teaching and learning to students, teachers should try to use demonstration methods and role playing by formulating appropriate plans to teach communication skills and also eliminate the feeling of shame in diligent students. to be Teachers should use simulated .and real situations in this regard

References

- Akhtar, S. (2009). Lies, liars, and lying: An introductory overview. Lying, cheating and carrying on, 1-16.
- Burge P, Ouellette-Kuntz H, Lysaght R. Public views on employment of people with intellectual disabilities. **Journal of Vocational Rehabilitation** . 2019, Jan 1;26(1):29-37
- Busaca, H,. (2015). The Career Maturity Inventory-Revised: A Preliminary Psychometric Investigation,

Journal of Career Assessment , 10(1), 25-36.

- Cigdem Hursen, Fezile Ozdamli, Zehra Ozciar. (2009). Faculty of communication students evaluation of academicians in terms of communication skills. **World Conference on Educational Sciences** . p450-454 . Available at www. sciencedirect. com.
- Cohen, TR, Wolf, ST, Panter, AT, & Insko, CA (2011). Introducing the GASP Scale: A new measure of guilt and shame proneness . **Journal of Personality and Social Psychology** , 100 (5), 947-966.
- Daulay, DA, & Rahmawati, A. (2016). Social Adjustment in Adolescents with Hearing Impairment. Indonesia: Atlantis Press. Doi: 10.2991/icosop-16.2017.43.
- Duchesne, S., & Ratelle, CF (2020). Achievement goals, motivations, and social and emotional adjustment in high school: A longitudinal mediation test. **Educational Psychology** , 40(8), 1033-1051. Doi: 10.1080/01443410.2020.1778641.
- Duff A, Ferguson J, Gilmore K. Issues concerning the employment and employability of disabled people in UK accounting firms: An analysis of the views of human resource managers as employment gatekeepers. **BRIT ACCOUNT REV** . 2017;39(1):15-38.
- Emrahim KH, Valilu M, Alireza L. The relationship between quality of work life and job performance. *Middle East J Sci Res* 2010; 6(4): 317-23.
- Freud, S. (1933). *Femininity*. Standard edition, 22, 112-135.
- Freud, S. (1957). On narcissism: An introduction. In the Standard Edition of the Complete Psychological Works of Sigmund Freud, Volume XIV (1916-1914): On the History of the Psycho-Analytic Movement, Papers on Metapsychology and Other Works (pp. 102-67).
- Gibbons, R., & Michael, M. (2015). *Introduction to counseling and guidance* Translated by Sanaei Zakir, B., et al. (2010). Tehran: Roshd Publisher (in Persian).
- Guan, Y., Yang, W., Zho , X., Tian, Zh., Eves, A. (2016). Predicting Chinese human resource managers' strategic competence: Roles of identity, career variety, organizational support and career adaptability, **Journal of Vocational Behavior** , 15(36), 30017-8.
- Lent, RW, & Brown, S. D (2020). Career decision making, fast and slow: Toward an integrative model of intervention for sustainable career choice, **Journal of Vocational Behavior** , 2(14), 1-51).
- Lim, SA, You, S. (2017). Long-Term Effect of Parents' Support on Adolescents' Career Maturity, **Journal of Career Development** , 1382, 1-14.
- Harrison, G. (2016). **Career Assessment and the California Psychological Inventory**, **Journal of Career Assessment** , 10(1), 328-335.
- Harji O, Sanderz K, Dixon D. Social skills in interpersonal communication [Kh. Beigy, M. Firoozbakht, Persian trans.]. Tehran: Roshd; 2011.
- Hilton, T.L (2012). *Vocational Guidance and Career Development in School: Toward a System Approach*. Boston: Houghton-Mifflin Hughes, TJ (2015). Factors that influence the career maturity of African American athletes.
- Houston K, Lammers HB, Svorny S. Perceptions of the effect of public policy on employment opportunities for individuals who are deaf or hard of hearing. **Journal of Disability Policy Studies** . 2019, Jun;21(1):9-21.
- Human, LJ, Chan, M., Ifthikhar, R., Williams, D., DeLongis, A., & Chen, E. (2018). Accuracy and Positivity in Adolescent Perceptions of Parental Behavior: Links With Adolescent Psychological Adjustment and Proinflammatory Profiles. **Social Psychological and Personality Science** , 7(8), 796-805.
- Jacoby, M. (2016). *Shame and the origins of self-esteem: A Jungian approach*. Routledge .
- Kaufman, G. (1996). *Coming out of shame: Transforming gay and lesbian lives*. Doubleday Books.
- Kaufman, G. (2004). *The psychology of shame: Theory and treatment of shame-based syndromes*. Springer Publishing Company.
- Lee, SA, Lee, HS, Song, HS, & Kim, SG (2015). The relationship between attachment and career maturity: The mediating role of self-efficacy. *International Social Work*, 58(1), 153-164.
- Lewis, HB (1981). *Shame and guilt in human nature. Object and self: A developmental approach*, 235-265.
- Lewis, HB (1981a). *Freud and modern psychology (Vol. 1)*. New York: Plenum.
- Lewis, HB (1981b). *Shame and guilt in human nature*. In S. Tuttmann, C. Kaye, & M. Zimmennan (Eds.), *Object and self: A developmental approach*. New York: International University Press.
- Lewis, MD, & Ferrari, M. (2008). Cognitive-emotional self-organization in personality development and personal identity. *Identity and emotion: Development through self-organization*, 177-198.