Faculty of **Psychology**

Campus International 2022

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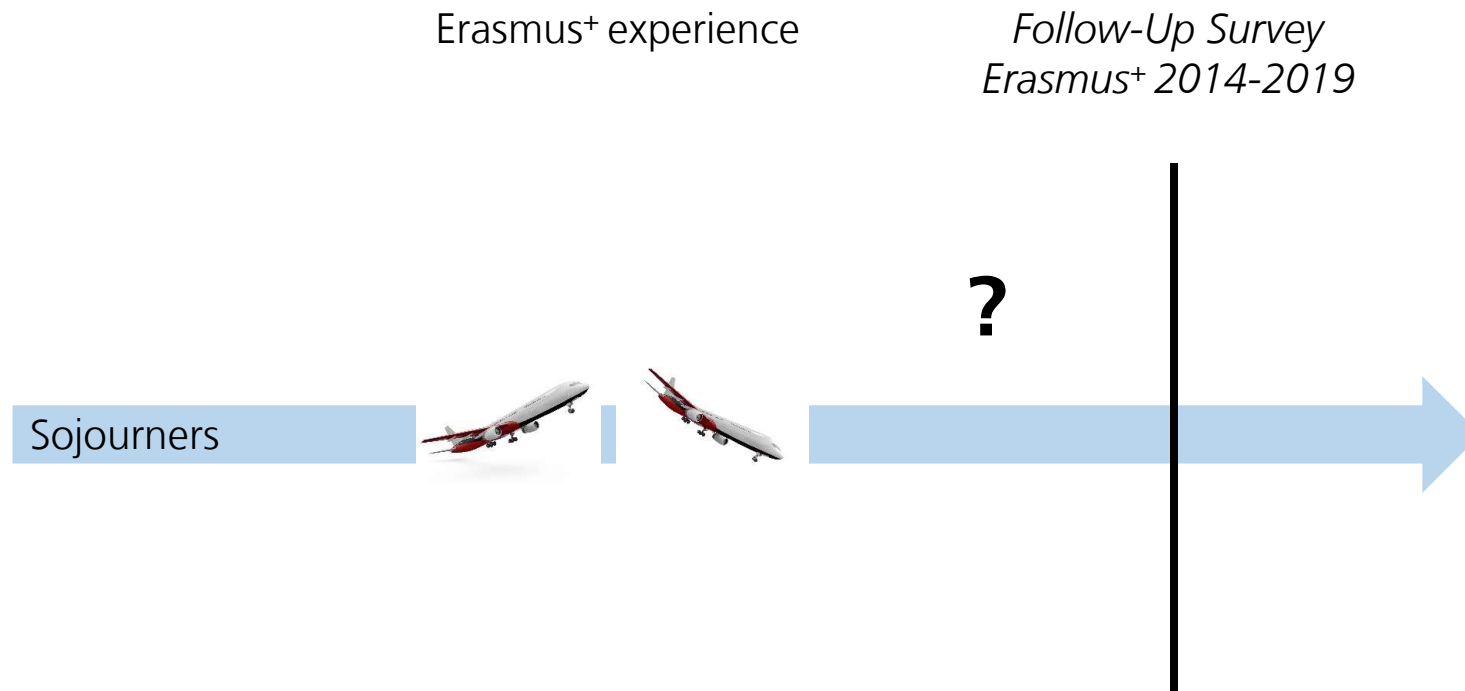
DAAD Deutscher Akademischer Austauschdienst
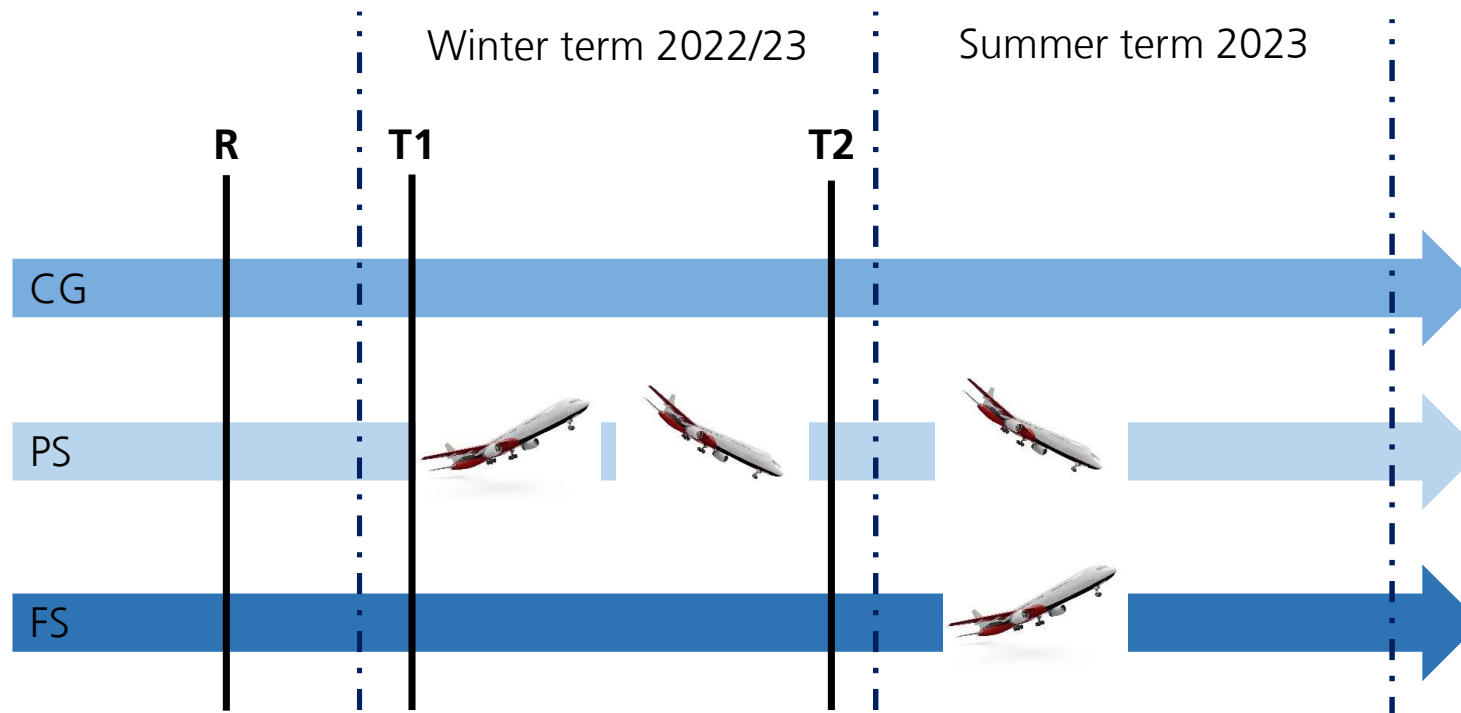German Academic Exchange Service

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Study design *Follow-Up Survey Erasmus+ 2014-2019*

Erasmus+ experience

*Follow-Up Survey
Erasmus+ 2014-2019*

?

Sojourners

Study design *Campus International 2022*

Note. CG = control group, PS = present sojourners, FS = future sojourners. R = registration, T1 = first measurement, T2 = second measurement.

## Advantages of a prospective control group design with a waiting group

- **Gold standard, strongest (non-experimental) design to assess treatment effects on development**

- **Longitudinal design** allows for the **assessment of change** in the constructs of interest, i.e., ISM development and ISM anticipation effects

- The **control group** allows for the **separation of self-selection** effects **from effects on development**

- The **waiting group** of future sojourners provides two important additional benefits

  - Assessment of **anticipation effects** (Do differences in development occur because of the experience abroad or the preparation for the stay abroad/engagement with the upcoming event?)

  - **Control of non-observable confounds**, i.e., differences between mobile and non-mobile students that have not yet been identified/cannot be controlled in the study

Sociodemographic characteristics of the sample

| Sociodemographic characteristics	CG (*n* = 418)	PS (*n* = 425)	FS (*n* = 67)	All (*n* = 910)
M_{Age} (*SD*)	23.71 (4.82)	22.92 (2.56)	22.84 (2.35)	23.28 (3.78)
% male	22.2	29.1	29.9	26.0
% migration background	18.4	15.3	20.9	17.2
% highest pq parents = none	1	1.9	1.5	1.4
% highest pq parents = vocational	33.8	32.5	25.4	32.6
% highest pq parents = higher education	65.2	65.6	73.1	66
% previous physical international mobility	55.5	58.1	59.7	56.8
% previous virtual international mobility	4.1	2.6	4.5	3.4

Note. CG = control group, PS = present sojourners, FS = future sojourners, pq = professional qualification. Migration background: At least one parent born abroad. Physical mobility: Have you ever lived abroad for a period of at least one month? Virtual mobility: Have you ever participated in a virtual international mobility programme (e.g., by attending online degree courses at a foreign host university or doing an online work placement abroad) for the duration of at least one month?
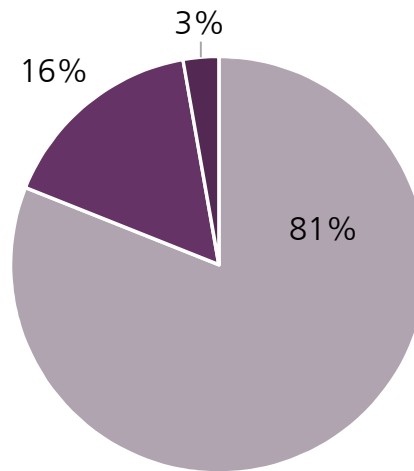
Top five host countries

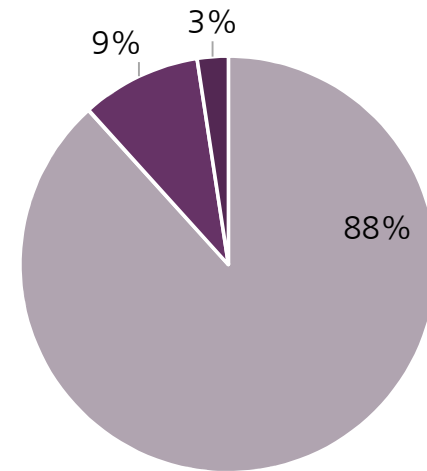**FernUniversität in Hagen**
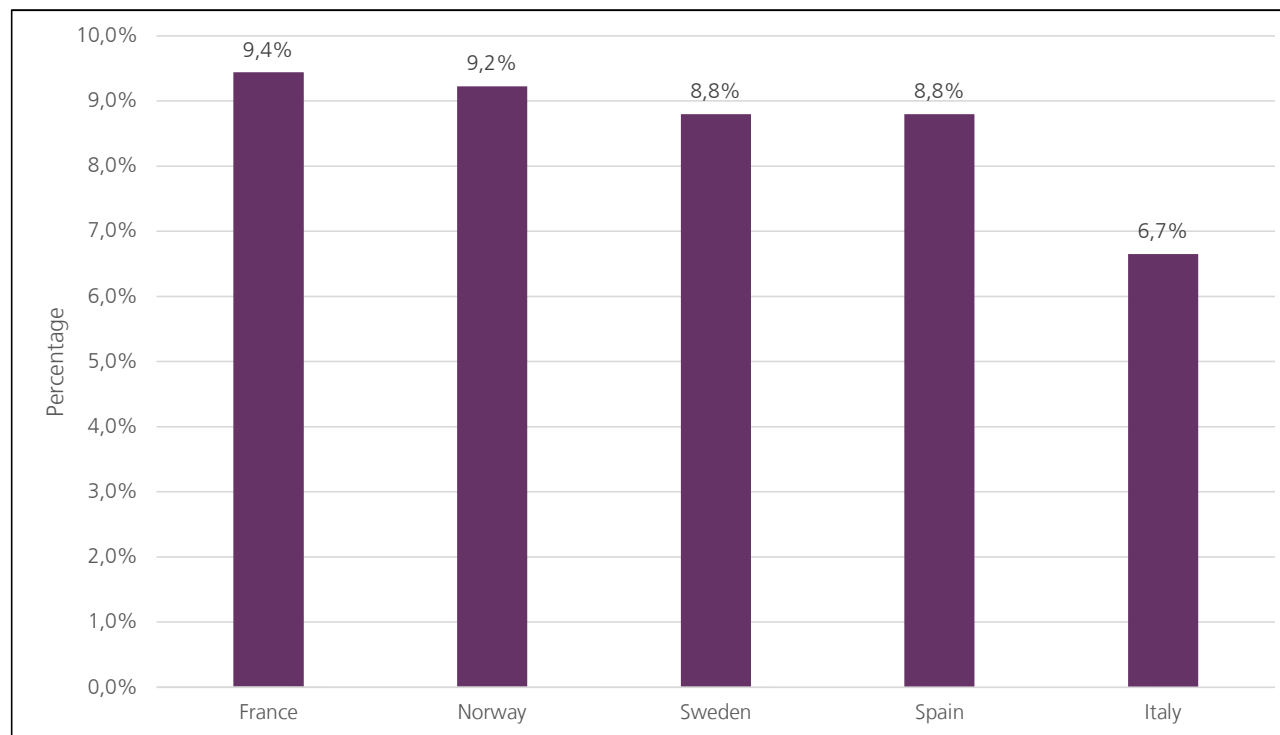
Type of stay

Present sojourners — 8%, 3%, 89%
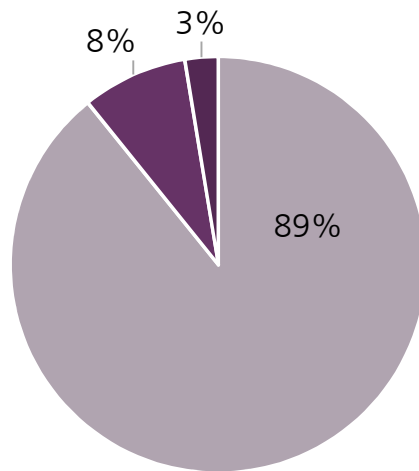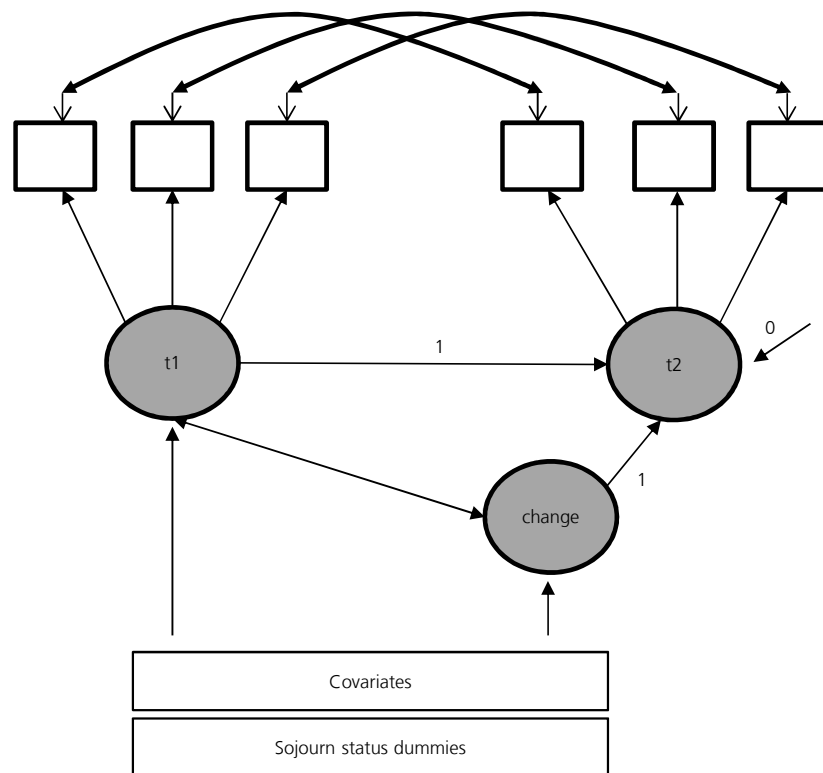
Future sojourners — 16%, 3%, 81%

All sojourners — 9%, 3%, 88%

■ SMS ■ SMT ■ Other

Longitudinal analyses of change: Latent change models

Interpretation of the results:

- **Statistical significance:** p-values < .05

- **Practical importance**: effect size Cohen's *d:*
  - 0.2 to 0.4 = small effect
  - 0.5 to 0.7 = medium effect
  - from 0.8 = big effect

- **Contextualization**: Effects of major life events (graduation, first job, marriage/divorce) on individual characteristics are "reliable and specific albeit relatively small"(meta-analysis by Bühler et al., 2023)

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Investigated career-related individual characteristics

- General and multicultural self-efficacy

- Individual adaptability (crisis, work stress)

- Proactive personality

- Career adaptability (concern, control, curiosity, confidence, cooperation)

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General and multicultural self-efficacy
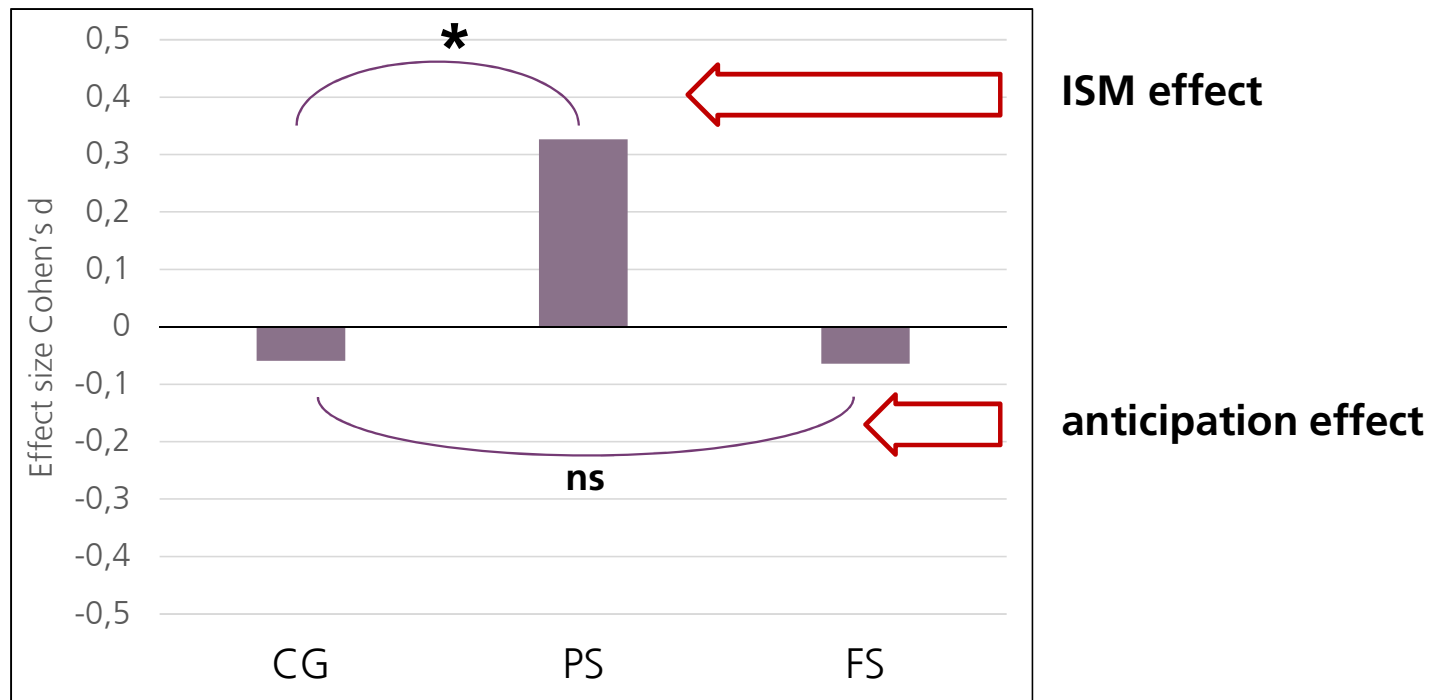
- **General self-efficacy**:

  - "One's perceived sense of competence to execute required courses of action" (Bandura, 1986)

  - 3 items, e.g.: *In difficult situations, I am able to rely on my own abilities.*

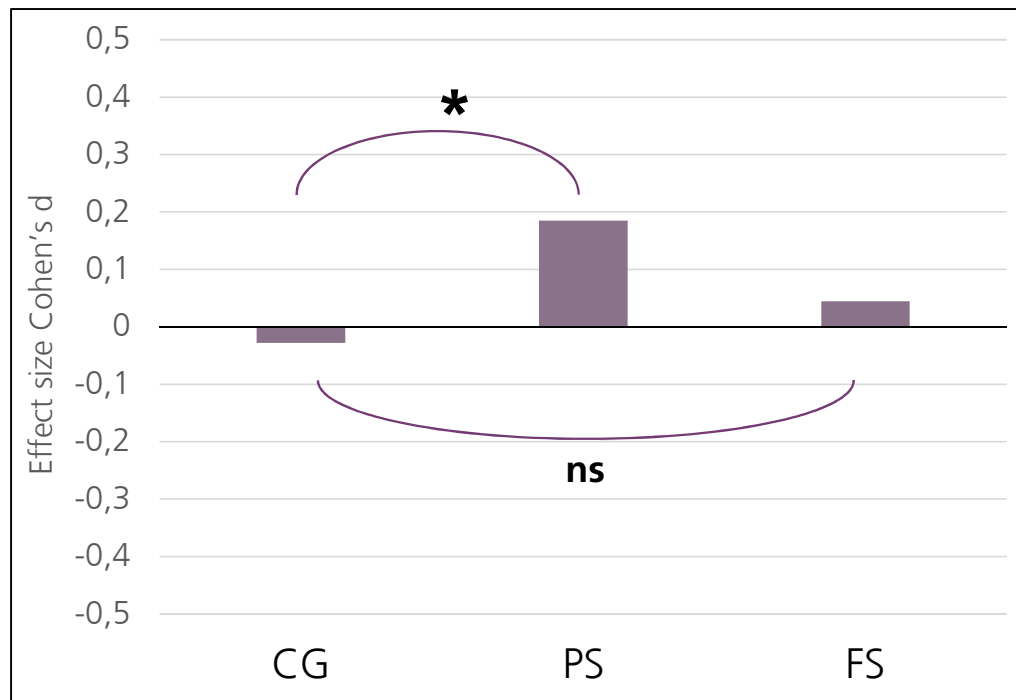- **Multicultural self-efficacy**:

  - One's expectations to efficiently handle intercultural contacts (Mazziotta et al., 2015)

  - 5 items, e.g.: *I am confident that I am able to form good relationships with people from other cultural backgrounds.*

General self-efficacy: ISM effect on change t1-t2

Note. * significant at $p < .05$, ns = not significant.

Multicultural self-efficacy: ISM effect on change t1-t2

Note. * significant at *p* < .05, ns = not significant.

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Individual adaptability

- "An individual's ability, skill, disposition, willingness and/or motivation to change or fit different task, social and environmental features" (Ployhart & Bliese, 2006).

- Crisis (6 items): *I usually step up and take action during a crisis*.

- Work stress (5 items): *I am usually stressed when I have a large workload*.

Individual adaptability: ISM effect on crisis change t1-t2
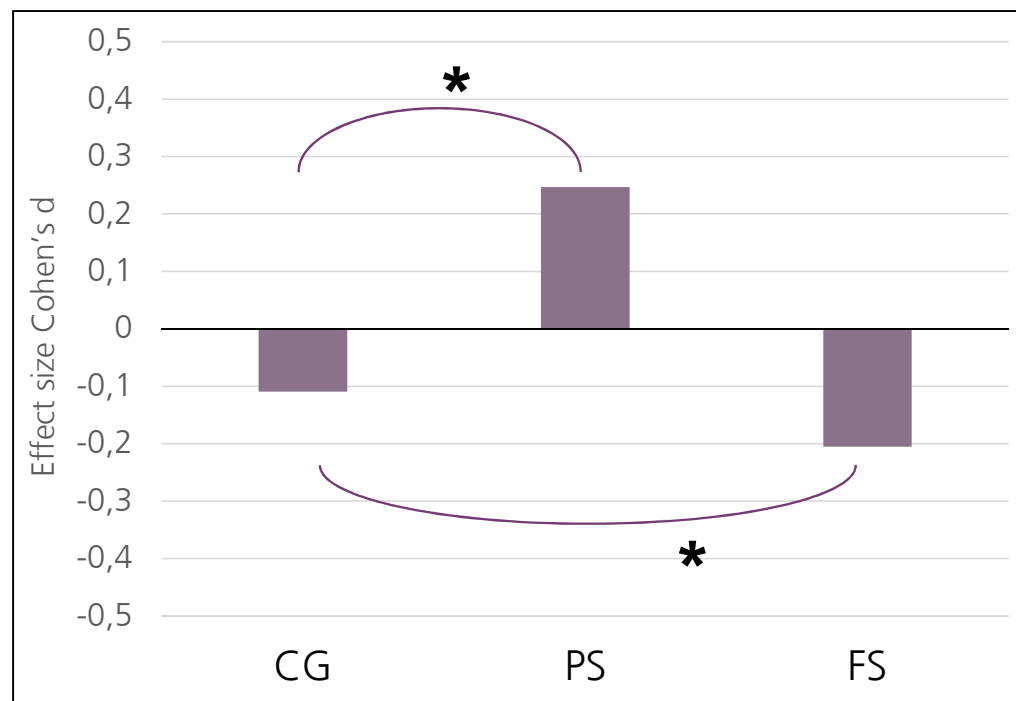
Note. * significant at p < .05, ns = not significant.

# Individual adaptability: ISM effect on work stress change t1-t2
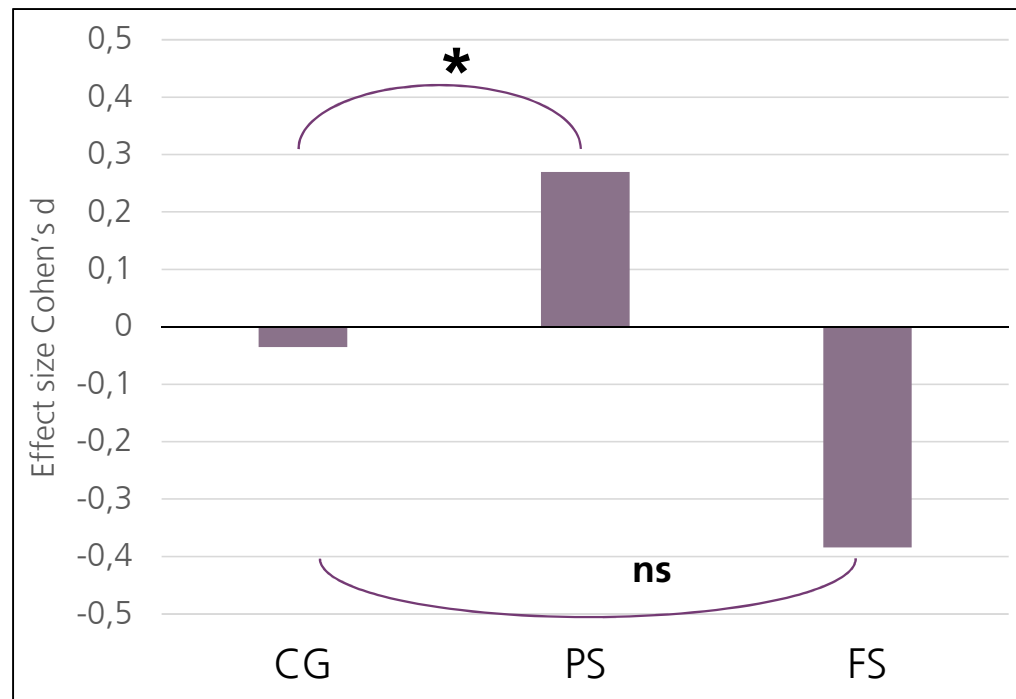
Note. * significant at *p* < .05, ns = not significant.

Proactive personality

- Relatively stable tendency that constitutes the personality antecedent of proactive behaviours such as scanning for opportunities, showing initiative, taking action, and preserving until closure is reached by bringing about change (Bateman & Crant, 1993).

- 10 item scale, e.g.:

  - *No matter what the odds, if I believe in something I will make it happen.*

  - *I am always looking for better ways to do things.*

  - *If I see something I don't like, I fix it.*

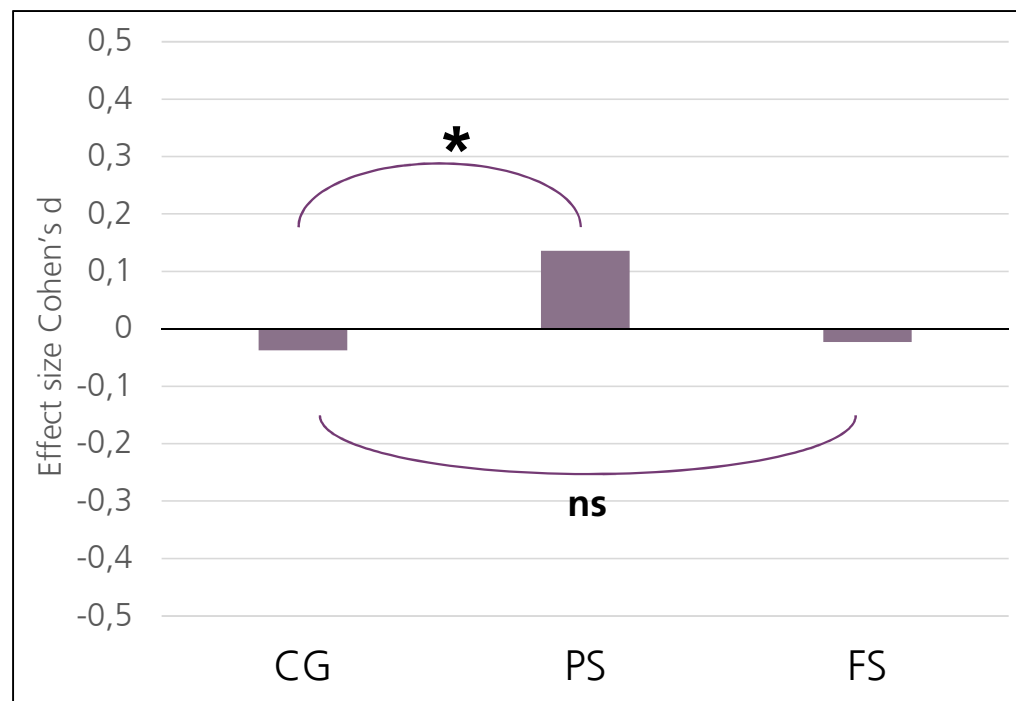## Proactive personality: ISM effect on change t1-t2
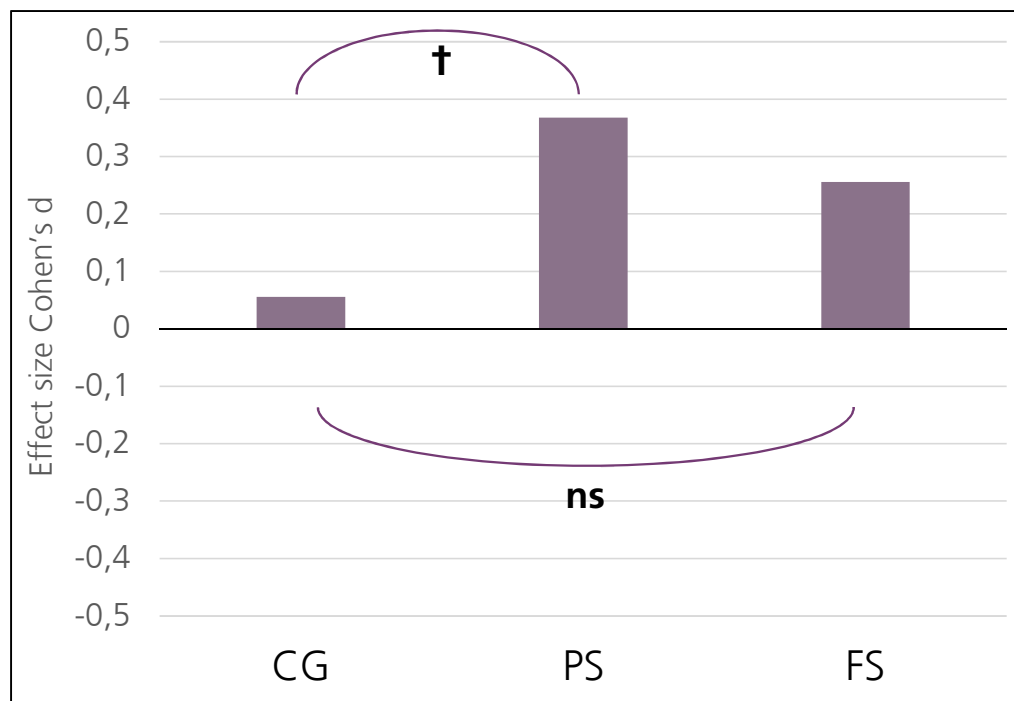
Note. * significant at $p < .05$, ns = not significant, † significant at $p < .10$.
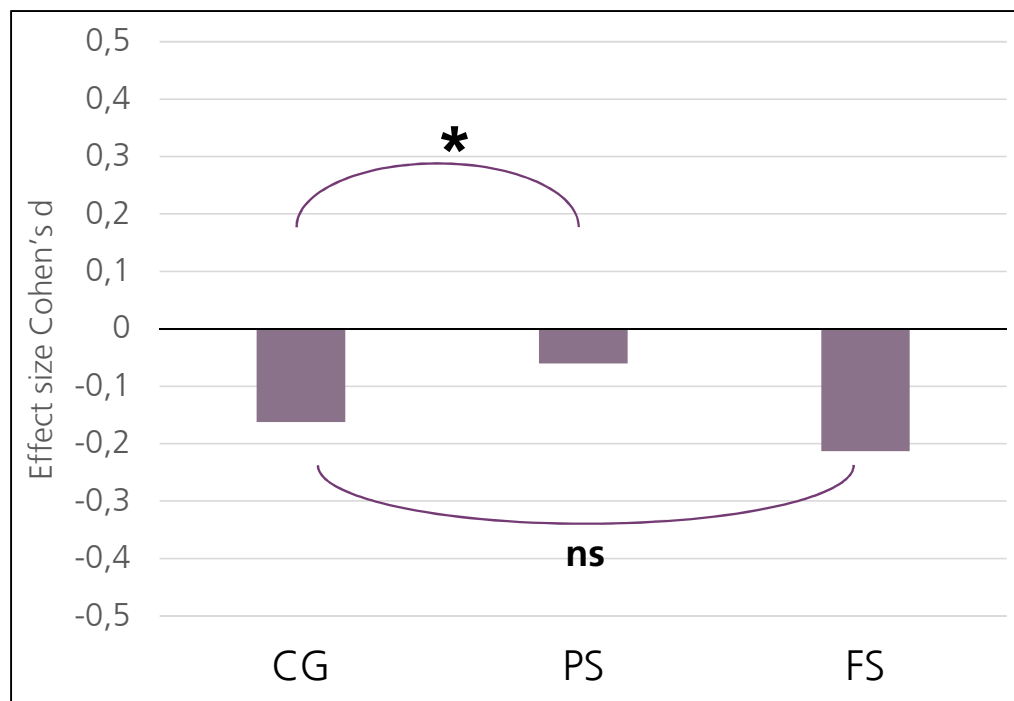
Career adaptability

- Psychological resources to accomplish career-related tasks and transitions (Savickas & Porfeli, 2012)

- Dimensions:

  - Concern (3 items): *I am thinking about what my future will be like.*

  - Control (3 items): *I am taking responsiblity for my actions.*

  - Curiosity (3 items): *I am looking for opportunities to grow as a person.*

  - Confidence (3 items): *I am taking care to do things well.*

  - Cooperation (6 items): *I am getting along with all kinds of people.*

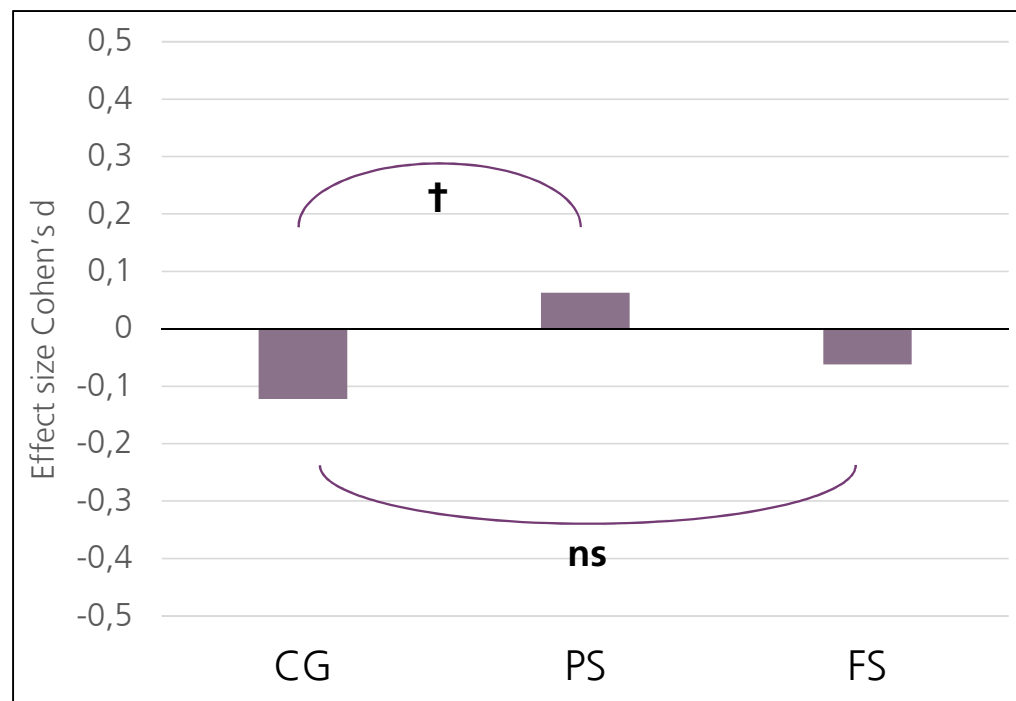## Career adaptability: ISM effect on control change t1-t2

Note. * significant at $p < .05$, ns = not significant.

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Career adaptability ISM effect on curiosity change t1-t2

Note. * significant at $p < .05$, ns = not significant.

Career adaptability: ISM effect on confidence change t1-t2

Note. * significant at *p* < .05, ns = not significant, **†** significant at *p* < .10.

Summary and conclusion

- Substantial ISM effects (and tendencies[†]) on the development of

  - general and multicultural self-efficacy

  - individual adaptability – crisis and work stress

  - proactive personality[†]

  - Career adaptability: concern, curiosity, confidence[†]

- Overall, the findings speak to the importance of **ISM as a life event that promotes the adaptive development of career-related individual characteristics** in young adulthood.

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Limitations of the present study and future directions

- **Sample**: Young adults from Germany who travel to a selected sample of (mostly European) countries

- **Mobility reasons**: Most participants travelled for study purposes, probably different pattern of results amongst students who travel for work placements?

  ➢ Exploration of ISM development effects with samples from different European countries that endorse larger samples of SMS and SMT to compare ISM effects across different cultural contexts and types of stay.

- **Limited observation period**: No information on the persistence of effects

  ➢ Implementation of study designs that include follow-up measures, e.g., to cover the period of graduation and the labour market transition.

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Thank you very much for your attention.

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