

Abstract

Higher Education after bachelors plays paramount role in growing one's career in a particular field of study. A substantial fraction of graduates for higher Education chooses a different discipline for getting enrolled in postsecondary studies which may result in wastage of Occupational skills gained from bachelor's field. Therefore, the Purpose of this dissertation was to investigate the motivational antecedents of field switchers, classified as "Push" and "Pull" factors; and to investigate the impact of these factors on academic career switching. In this study, primary data was collected using a questionnaire as a key instrument while for secondary data, a desk review of reports and publications were used. A Quantitative approach was used, and 405 Jamshoro graduates participated in a survey. The study dealt with the target population of three Public Universities of Jamshoro Higher Education City, "MUET", LUMHS" & "University of Sindh". SPSS and Excel were used to analyze the results of numerous statistical tests. Ample studies were selected from existing literature to explore the antecedents and derive ways to enrich this area of research further. As a result, it was possible to gather forty-four Antecedents of Discipline switching. The importance ranking revealed that "personal interest" is most likely pull Factor while "low salary" is most likely push factor. Principal component analysis reduced dimension of large numbers of items into four push factors (Academic concerns, Workplace challenges, Lack of professional development & Occupational Pain points) and three pull factors (Constructive career choice, Personal & Social factors, Professional growth). Results of Regression analysis shows that all pull factors and two push factors have positive and significant influence on field switching while third and fourth push factors (Workplace challenges & lack of professional development) does not have a significant influence on discipline switching. Various Push and pull factors impose greater influence on graduates switching intention that's why students should opt a bachelor field with due consideration of these factors to persist in first choice of study and avoid switching as it costly both in terms of money and efforts. Lastly, future directions and limitations were discussed.

Keywords: Discipline Switching, Educational change, Postgraduates, Push and Pull factors, Career change, career choice.