

## ABSTRACT

Kisumu City offers a wide range of career opportunities in various sectors of the economy. This comes as a challenge to students who are in the process of making career decisions since they have numerous career opportunities to choose from hence contributing to their inability to decide on a career. Literature has shown that there exists a relationship between career maturity and career indecision, this relationship may be modified or informed by the addition of third variables such as mediators and moderators. The purpose of this study was to examine mediators and moderators in the relationship between career maturity and career indecision of secondary school students in Kisumu City. The objectives of the study were:-, to determine the relationship between career maturity and career indecision of secondary school students in Kisumu City, to determine the moderating role of social support, self-esteem and age on the relationship between career maturity and career indecision and to determine the mediating role of career decision making self-efficacy, vocational identity and locus of control on the relationship between career maturity and career indecision of secondary school students in Kisumu City. This study adopted a conceptual model by Baron and Kenny on mediation and moderation. The study used descriptive survey, correlational and cross-sectional research designs. The study population consisted of 9,586 secondary school students. Stratified random sampling technique was used to select 370 students based on grade. Data was collected using questionnaires. The reliability of the instruments was determined in a pilot study using a sample of 40 students. Internal reliability of the instruments ranged from .71 to .82. Face validity of the instruments was ascertained by supervisors from the Department of Educational Psychology. Data was analyzed using means, standard deviations, multiple regressions and structural equation modeling. The level of significance for the results of the study was set at .05. Results showed that career maturity was significantly negatively correlated to career indecision. Age was found to be a significant moderator in the relationship between career maturity and career indecision. Perceived social support and self-esteem did not moderate this relationship. External locus of control and vocational identity mediated the relationship between career maturity and career indecision. Career decision making self-efficacy did not mediate this relationship. The study concluded that the relationship between career maturity and career indecision is stronger at younger ages and that having clear career goals is more important in reducing career indecision than engaging in career exploration and seeking career information. The study recommends that students should be provided with adequate career guidance and career information at a younger age and career counsellors should help students develop clear career goals so as to help in reducing their level of indecision. The results of the current study may help career counselors and practitioners develop meaningful interventions that minimize career indecision.