

ABSTRACT

This study aimed to outline the causes and consequences of career compromise in Zimbabwe. The study made use of the Circumscription and Compromise theory that gave a broad understanding to career compromise. With the use modes of measuring career compromise the researcher conducted a mixed methods research design that invested in descriptive statistics and phenomenology. A questionnaire was carried out with a total number of 128 respondents followed by an in-depth interview of 10 participants.

Quantitative data was analyzed through frequency tables and tabulated in radar charts whilst qualitative data was analyzed and presented in thematic analysis. Conclusions of the research were that economic constrains and socio-cultural bias were the major causes of career compromise in Zimbabwe. Consequences of career compromise differed among the youth of Zimbabwe depending on the nature and reason of their compromise, hence some found less-fulfillment in their compromise, some were generally dissatisfied and some were satisfied because they were able meet up with societal pressures whilst they are compromising.

Keywords: *Career Compromise, Career Aspirations, Job Market, Career Choice, Career Decision Making*