

Original Article

Concept of Self and self-Identity among Employees: A Qualitative Study

Preeti Shahi

Assistant Professor,

Rajeev Gandhi Post Graduate College, Nautanwa, Maharajgang

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"Self" refers to the core concept of who you are, encompassing your thoughts, feelings, beliefs, and experiences, while "self-identity" is how you perceive and define yourself, including your personal characteristics, social roles, and group affiliations, essentially representing your understanding of "who you are" in the world; both are intertwined and shaped by your interactions with others and your environment. This study investigate the concept of self and self identity among employees. For this purpose 120 male and Female employees were selected, who were working in Private and Public sector organization. In this study we conducted an open ended interview. The findings reveal that if the job is giving personal and social identity to the employees, then it is a good quality hence, achieving self identity is contingent upon perceiving good quality in work life.

Keywords: Self, Self Identity and Quality of work life.

Introduction:

The self refers to the reflective perspective from which a thing encounters itself, in particular, the hierarchical ordering of concepts born of self-reflection. The self includes the aspects of "thinking, being aware of thinking and talking to the self as an object for thinking" and is connected to motivators such as agency and communion. [Conway, L. G. I., et.al2023] Furthermore, the self is manifested through both personal and social identities. [Talaifar, Sanaz; Swann, William (2018), Identity refers to a "tool by which individuals or groups categorize themselves and present themselves to the world." [McAdams, 2021] Thus, identities such as gender, race or age are used in the hierarchical organisation of concepts of self. Nurra, Cécile; Oyserman, Daphna (2018). Quality of working life is a term that had been used to describe the broader job-related experiences an individual has. Hackman and Oldham (1976) drew attention to what they described as psychological growth needs as relevant to the consideration of quality of working life. Several such needs were identified-skill variety, task identify, task significance, autonomy and feedback. They suggested that such needs have to be addressed if employees are to experience high quality of working life. In contrast to such theory based models, Taylor (1979) more pragmatically identified the essential components of quality of working life as, basic extrinsic job factors of wages, hours and working conditions, and the intrinsic job notions of the nature of the work itself. He suggested that a number of other aspects could be added, including, individual power, employee participation in the management, firms and equity, social support, use of one's present skills, self development, a meaningful future at work, social relevance of the work or product, effect an extra work activities. Taylor suggested that relevant quality of working life concepts may vary according to organization and employee group. Warr and Colleagues (1979) in an investigation of quality of working life, considered a range of apparently relevant factors, including work involvement, extrinsic job motivation, higher order need strength, perceived intrinsic job characteristic, job satisfaction, life satisfaction, happiness, and self-rated anxiety. They discussed a range of correlations derived from their work, such as those between work involvement and job satisfaction, intrinsic job motivation and job satisfaction, and perceived intrinsic job characteristic and job satisfaction.

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Address for correspondence:

Preeti Shahi, Assistant Professor, Rajeev Gandhi Post Graduate College, Nautanwa, Maharajgang

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Hart, W., Breeden, C. J., Lambert, J., & Kinrade, C. (2022) have emphasized the workplace aspects in quality of working life, others have identified the relevance of personality factors, psychological well-being and broader concepts of happiness and life satisfaction. Factors more obviously and directly affecting work have, however, served as the main focus of attention, as researchers have tried to tease out the important influences on quality of working life in the workplace. Miruis and Lawler (1984) suggested that quality of working life was associated with satisfaction with wages, hours and working conditions, describing the "Basic Elements of a good quality of work life" as; safe work environment, equitable wages, equal employment opportunities and opportunities for advancement. Baba and Jamal (1991) listed what they described as typical indicators of quality of working life, including job satisfaction, job involvement, work role ambiguity, work role conflict, work role overload, job stress, organizational commitment and turnover intentions, Baba and Jamal also explored routinisation of job content, suggesting that this fact should be investigated as part of the concept of quality of working life. Some have argued that quality of working life might vary between groups of workers. For example, Ellis and Pompli (2002) identified a number of factors contributing to job dissatisfaction and quality of working life in nurses, including-Poor working environments. resident aggression, workload, unable to deliver quality of care preferred, balance of work and family, shiftwork, lack of involvement in decision making, professional isolation, lack of recognition, poor relationship with supervisor/peers, role conflict, lack of opportunity to learn new skills. Sirgy et al. (2001) suggested that the key factors in quality of working life are- need satisfaction based on job requirements, need satisfaction based on work environment, need satisfaction based on supervisory behavior, need satisfaction based on Ancillary programs, organizational commitment. They defined quality of working life as satisfaction of these key needs through resources, activities, and outcomes stemming from participation in the workplace. Maslow's needs were seen as relevant in underpinning this model, covering health and safety. Economic and family, social, esteem, actualization, knowledge and aesthetics, although the relevance of non-work aspects is played down as attention is focussed on quality of work life rather than the broader concept of quality of life. These attempts at defining quality of working life have included theoretical approaches, lists of identified factors, correlational analysis, with opinions varying as to whether such definitions and explanations can be both global, or need to be specific to each work setting. Bearfield (2003) used 16 questions to examine quality of working life, and distinguished between causes of dissatisfaction in professionals, intermediate clerical, sales and service workers, indicating that different concerns might have to be addressed for different groups.

The distinction made between job satisfaction and dissatisfaction in quality of working life reflects the influence of job satisfaction theories. Herzberg et al. (1959) used "Hygiene factors" and "Motivator factors" to distinguish between the separate causes of job satisfaction and job dissatisfaction. It has been suggested that Motivator factors are intrinsic to the job, that is, job content, the work itself, responsibility & advancement.

Objectives:

Present piece of work aimed to investigate the concept of Self and Self Identity as perceived by employees in Public Sector and Private Sector organization.

Method:

In this study qualitative method has been used and a semi structured interview were conducted on the participants, where open-ended questions have been made.

Sample:

120 participants had taken part in this study where age were in between 22 to 28 years. Out of 120, 60 were belong from Government sector and 60 were belong from Private sector. All 120 subjects, salary were same.

Interview Session:

Each participants had been interview 25-30 minutes interview schedule contains 9 questions related to there job.

The interview schedule is as follows:

- Q1. Aap ka naukari karna aap ke liye kitna mahatwapurn hai ?
- Q2. Aap ke job ko lekar kis prakar ke ummid (expectation) thi?
- Q3. Kya aap ki ye ummid yaha per puri ho rahi hai ?
- Q4. Aap ka apna sahayogiyon ka saath kaise sambandh hai ?
- Q5. Aap ka Boss ka saath kaisa sambanadh hai ?
- Q6. Aap ko yaha kaam karne men kaisa lagta hai ?
- Q7. Yaha kaam kame men aap ko kisi prakar ki dikkat mahsus hui hai
- Q8. Ek accha office ka atmosphere kaisa hona chahiye ?
- Q9. Aap ke hisab se Private job jyada acchi hoti hai ya Govt. job ?

Procedure:

Firstly a healthy belongingness was shown with the participants prior to the interview each participant was disclosed to the aim of research and their comment had seen ought then the participant were asked to given information about their background then I asked the specific questions based upon the topic one by one. The participant

replied his opinion accordingly. It was written down in the same manner, the participant was describing. I did some cross questions based on their views for clarity then I have shown courtesy after completion of the interview session. The same I did with the rest participants. After that creating categories and sub categories for the description.

Analysis:

The following analysis describes the themes and pattern emerged from the narratives, in understanding the concept of self and self identity of employees. Self and self identity shows the identification of the participants with the role, activities within the role and the organization which allows them in attributing deeper meaning to the self. The participants expressed their satisfaction of being in the job they identify with and which hugely contributes to the notion of self they occupy within themselves. Hart, W., Breeden, C. J., Lambert, J., & Kinrade, C. (2022) elucidated the tendency of human beings to contain the certain needs, as capacity for distress and hopes which provides the base for distinguishing the meaningful from the non meaningful. Therefore, that which is meaningful excites and gives pleasure. Over time, self relevant experience are collected based on this need, which grows into and identify. The work represented itself as an important fact of the self by way of being internalized, which reflected through the subthemes of contributions to the definition of self through autonomy and freedom that the work could provide, on being the resourceful part of the society. The core category self and self identity are described below.

Self Satisfaction:

Under the core category self and self identity about 60% participants presented self satisfaction as in different ways, which are following :-

Judgement:

About 20% participants stated that they can do right judgement about their capacity and potentials through the work or job they are doing at present time.

Participant: "Main apni is job se apni capacity janne lagi hoon ki main kitna kam kar sakati hun, apana judgement khud bhi kar sakati hoon".

Participant: "Jo kam mai abhi kar rahi hoon usase mujhe apni chamata ka ehsas ho raha hai ki ek din mai kitana ghanta kam kar sakati hoon".

Esteem:

One more thing is also being clearly by emerged under the subtheme of self satisfaction is that participants respect themselves a lot. About 20% participants are considering themselves an important part of the society.

Participant: "Main naukari paise kamane ya kisi aur problem ko solve karne ke liye nahi karna chahti hoon, balki apni ek jagah banana chahti hoon, taki meri pahchan, future men mera naam se ho, na ki mere papa ya mere husband ke naam se".

Presentation:

Under the sub theme of self satisfaction about 10% participants presented that while doing jobs they can show their internal qualities and can also show their potentials. It helps make the participants feel contented that they are serving society and also by doing that changing their strengths at several spheres of life.

Participant: "Main baccho ko padhati hoon jisase mujhe atmsantushti milti hai. Mujhe apana purn kaushal dikhane ka samay mil jata hai".

Participant: "Main electronic ki teacher hoon mujhe baccho ko nai-nai technology ko batana padta hai, is liye mujhe hamesha kuch naya karke baccho ko dikhana hota hai".

Social Impact:

About 10% social impact participants have considered their work as important contribution for the society.

Participant: "Mere khyal se teaching se mahatwapurn koi bhi kam nahi hota hai, ek teacher apne baccho ko jaisi siksha deta hai us desh ka bhavishy bhi waisa hi hota hai".

Participant: "Desh ki vikasshilta men yogdan ke liye mera naukari karna mahatwapurn hai, kyunki agar saans lena jaroori hai to mera naukri karna bhi jaroori hai".

Participant: "Mera manana hai ki mai apne pariwar ka standard ke sath-sath desh ka bhi gaurav badhana".

Self Dissatisfaction:

In the core category of self and self identity about 55% participants have presented that they are not satisfied with the job they are doing and the role they are playing is not giving them self satisfaction.

Participant: "Kabhi-kabhi to mujhe ye lagta hai ki mai wo jagah nahi pa rahi hoon jo mujhe pani chahiye thi, isase accha to meri purani wali job thi. Ye kewal khane ke liye acchi jagah hai lekin yaha par purane logo ki koi value nahi hoti".

Participant: "Yaha to meri puri pratibha hi dab gayi hai, kyunki main yaha apni chamta ko nahi dikha pati hoon, koi bhi kam free hokar nahi kar pati ". The reasons for dissatisfaction as emerged are-designation, presentation, esteem etc.

Discussion:

The analysis of narratives of employees suggested that when a person start working in any organization,he enter in the organization with some hope and expectaion and mostly he compares his hope wishes expectation with the current situation or whatever he is getting in the organization. Self and self identity represents the need of individual to achieve an identity for oneself [Conway, L. G. I., et.al2023] .If we go through the stage theory of development proposed by Erik&Erickson,we findout the stage of identity and indentity crises starta at late adolescents and appears in its severar form in young adulthood to late adulthoo. There is an striving for self identity in every individual and this striving is apparent in the statment of employees,when they are saying that they joined the present post to find or place in society(Nurra, Cécile; Oyserman, Daphna (2018) .The appropriate designation will give them self identity and social identity as well as reported by MOW research.There is a need in people to continue to work regardless of economic need(Harpaz1990,1999,Kaplan & Tausky 1974, Mose &weiss 1955,Mow- International research team 1987,Parker 1971,Warr1980) One thing also came from out from the narrative that the person who are working in the private sector get the opportunity to show their best, their actualpotentials. In private sectors there are many opportunity to progress,they work in free hands.People also said that they are satisfied with their present situation.However some employees were not satisfied with their job,because they think that this job is not as per their potentials,they are here only to get experience and this also indicate their striving for identity.As postulated by Shamir(1991) self concept are composed of identities people are not only goal oriented but also self expressive,that they are motivated to maintain a hogh self esteem, self worth and self consistency.

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