

# THE IMPACT OF THE RELATIONSHIP BETWEEN SELF-ESTEEM AND SELF-CONCEPT AMONG INDUSTRY EMPLOYEES IN CHENNAI

**Author1 – Dr. N.Balakrishnan. Asst Professor, Psychology Dept, Annamalai University,  
Author – 02- C.Prabakaran., Research Scholar, Psychology Dept, Annamalai University.**

## ABSTRACT

The present study aims to find out the Impact of the Relationship between Self-Esteem and self-concept among Industry Employees in Chennai. A sample of 112 respondents selected randomly were studied. A questionnaire method of survey was used to find out the Impact of the Relationship between Self-Esteem and self-concept among Industry Employees. The data were collected by using questionnaire as an instrument. Correlation, Regression and Wilcoxon Signed Ranks analysis was applied in the present study. The findings and observations are the result and outcome of the interpretations made during the study of analysis.

Key words: Self-esteem, Self-concept and Industry Employees.

## INTRODUCTION

One of the most important aspects of the self-concept is our self-esteem, the personal evaluation of ourselves and the resulting feelings of worth associated with our self-concept. Self-esteem is affected by a variety of influences, ranging from formation of childhood experiences in relation to parents, to our own standards or ideal self. For instance, individuals with high self-esteem generally brought up by parents who were very accepting of them, expressed by a lot of affection and established norms but reasonable rules of which fosters a positive self image. Individual with low self-esteem usually were brought up by parents who relied on parenting styles that were either overtly strict, overtly permissive or inconsistent. Self-esteem is also significantly influenced by our experiences of success and failures.

Although people customarily speak of self-esteem as a single entity, global esteem also includes many compartmentalized or situation specific aspects which vary according to circumstances. Nevertheless, all of us some time suffer from low self-esteem. Because self-esteem resides largely within ourself, ultimately one may have the power to change it. As Seneca, the ancient philosopher said, " what you think of yourself is much more important than what others think of you".

The parents at home express their dissatisfaction when the child of given age has not come up to their expectations with respect to personal habits, school achievement. In the school also the teacher expresses his dissatisfaction because the child has not mastered the basic tasks in reading, witting (or) arithmetic. When the child

is playing with others of his age groups he may be accepted for his physical skills and strengths (or) rejected for his lacks in social behavior. When the same child (or) individual, working in the industry, the higher authorities (or) Management expected some level of performance and their achievement of task. Thus throughout the day the child hears expectation about himself. If the self-concept is looked upon as a set of expectations and anticipations together with evaluations, it is readily seen how the child feels about what is expressed by his parents, teachers and the peer-groups and how these expectations and evaluation affect his assessment of himself. He may look upon himself as a success because he obtains a sense of fulfillment from the comments and observations of his parents, teachers and peers that he is meeting their expectation (or) he may look upon himself as a failure and become dejected and frustrated because he is unable to meet their expectation.

## REVIEW OF LITERATURE

Batey, Mark; Furnham, Adrian; Safiullina, Xeniya (2016) a study conducted “Intelligence, General Knowledge and Self-esteem as Predictors of Creativity” This study sought to examine the contribution of fluid intelligence, general knowledge and Self-esteem in predicting four indices of creativity: Divergent Thinking (DT) fluency, Rated DT, Creative Achievement and Self-Rated creativity and a combined Total creativity variable. When creativity was assessed by DT test, the consistent predictor was fluid intelligence. When creativity was assessed in terms of achievement or self-rating, Self-esteem variables were consistently predictive.

Storme, Martin; Lubart, Todd (2017) a study conducted “Conceptions of creativity and Relations with Judges' Intelligence and Self-esteem” The aim of this study is to describe naive conceptions of creativity and offer some explanation for their variability. Two methods are used to analyze conceptions of creativity. The first one consists of analyzing adjectives that are associated by naive judges with the notion of creativity of an advertisement. The second one consists of predicting the evaluation of creative level of advertisements by naive judges, through the assessment of dimensions such as the originality of these advertisements or the quality of their design. Results show that with both methods, originality is always the most characteristic dimension of creativity. Moreover, the results show that the variability of the importance given to the dimensions of creativity is linked to certain characteristics of judges. In particular, factor g is positively related to the weight given to originality in creativity. A Self-esteem trait, preference for novelty, is also positively associated with greater weight for originality in creativity judgments.

Min- Huei Cheien, (2017) Investigated the relationship of organizational structure, Employee's personality and organizational citizenship behaviours. The main objective of this study is to explain how to improve organizational citizenship behaviour (OCB) and how develop a plan to obtain continual OCB through a formal system. 300 employees from different types of companies in Taiwan was taken as sample for this study. Results Indicate that positive work climate, organization resources, employee's personality and organisational culture all are related to Organizational Citizenship behaviour

Garland, H., et al. (2017), studied the sex difference in occupational achievement motivation. It was examined by administering questionnaires to 87 female and 91 male undergraduate psychology students. Subjects made six achievement related responses to twelve occupations which have been stereotyped by a separate group of subjects as being either high prestige masculine, middle prestige masculine, middle prestige feminine (or) middle prestige androgynous. Analyses of variance were performed on all achievement responses. A significant sex by occupation stereotype interaction was found on all six dependent measures. The prediction of highest achievement motivation towards sex appropriate occupation. The fact that females did not show significantly lower motivation than males toward high prestige masculine occupation inconsistent with earlier findings sex linked personality was related to some of the achievement measures but did not interact with either occupation stereotype (or) biological sex.

Muhren and Amal (2018), “studied factors affecting employee motivation in Jordan.” The study included about 295 supervisors and 693 employees as sample. Questionnaire was used to collect the data. From the questionnaire monetary and non-monetary motivations were identified. Supervisors and employees were asked to rank the motivation according to their importance from the employee perspective. The study revealed that supervisors and employees had different perceptions of what motivates employees. The study also found that the ranking of the motivators was affected by the employee’s sector of employment, age group, annual income, gender, education level and type of job. Further the findings demonstrated the importance of non-monetary motivators and the need for a flexible motivation system to increase the employee’s effectiveness and productivity.

## OBJECTIVES OF THE STUDY

- To find out the Impact of the Relationship between Self-Esteem and Self-Concept among Industry Employees, Chennai.
- To analyse out the significant relationship between Self-Esteem and Self-Concept among Industry Employees.

## METHODOLOGY

The employees were co-operative and took one hour to fill the information in all the questionnaires. The questionnaires were collected by the investigator from the employees. The responses were scored as per the scoring key of the respective questionnaire. Then the results were tabulated, analysed and discussed. The investigator personally distributed the questionnaires to each member of the randomly selected sample. They were requested to answer the items in the booklet as per the instructions provided at the beginning of each questionnaire. Confidentiality of response was assured. Primary data and secondary were used for data collection in the project report. First time collected data referred to as primary data. In this research, the primary data was collected by means of interview schedule. The interview schedule consisted of a number of questions in the printed form. The primary data was collected from 112 industry employees in Chennai. This type of secondary data was collected from the

books and journals. The researcher is particularly keen in selection of samples with adequate proportion of the each category which provides representation of the respondents. The respondents selected through Simple Random Sampling method. 125 questionnaires distributed in the various industry employees in Chennai. Five respondents not returned the questionnaire and Eight respondents data incomplete answer the question, thus the researcher finalized the total number of the respondents as 112 for the study. The collected data were analysed using appropriate statistical techniques. In order to study the functional dependencies to indicate the likelihood of causal relationships between the variables, inferential statistical techniques of product moment correlation, step-wise regression and Wilcoxon Signed Ranks were computed.

## Tools Description

### Self-esteem Scale:

It was developed by the investigator based on Rosenberg self – esteem scale (SES) (1965) and Sorensen self – esteem test (Sorensen, 2006). The self-esteem scale in this study consists of 26 items, and was used to measure individual self – confidence, self – emotion and self – oppression. Accordingly, the scale is divided into above three sub dimensions. First subscale “self – confidence”, consists of 9 items. Second subscale “self – emotion”, also comprises of 9 items. Third subscale “self – oppression” includes 8 items. Self-esteem scale was scored using a 5 – point Likert-scale response format ranged from 5 = strongly agree to 1= strongly disagree. While negative items’ scores were reversed as 1= strongly agree and 5 = strongly disagree.

### Dimensions

S.No.	Dimension Name	Item Number
1.	Confidence	1, 2, 3, 4, 5, 6, 7, 8, 9
2.	Emotion	10, 11, 12, 13, 14, 15, 16, 17, 18
3.	Oppression	19, 20, 21, 22, 23, 24, 25, 26

### Self-concept Scale:

Robson Self-concept Questionnaire (Robson, 1989) This is a 30-item questionnaire for assessment of self-esteem with good reliability and validity. Defining self-esteem as a composite and not single entity, the scale assesses seven components of self-esteem: subjective sense of significance; worthiness; appearance and social acceptability, competence, resilience and determination; control over personal destiny and the value of existence. The individual is asked to indicate how much they agree or disagree with each statement, according to how they typically feel. The answers are scored on a scale of 0-5 and a total score is calculated. A high score represents high self-esteem, with 100 being considered the “normal” mean with a standard deviation of 20 (Romans et al., 1996; Robson, 1989). This measure has been used previously in studies with people with psychosis (e.g. Close and Garety, 1998; Freeman et al., 1998) and correlates highly with Rosenberg’s (1965) measure of self-esteem (Robson, 1989).

## ANALYSIS AND INTERPRETATION

**Table 1****Showing Wilcoxon Signed Ranks test of Self-concept and Self-Esteem among industry employees**

<b>Self-concept and Self-Esteem</b>	<b>N</b>	<b>Mean Rank</b>	<b>Sum of Ranks</b>	<b>Z value</b>	<b>Probability Value</b>
Negative Ranks	61	31.00	1891.00	3.775	0.000*
Positive Ranks	51	87.00	4437.00		

Source : Primary Data

\* Significant at 0.01 level

Hy : There is a significant difference between self-concept and self-esteem among industry employees.

Table 1 reveals the Mean Rank, Sum of Ranks and Wilcoxon Signed Ranks of self-concept and self-esteem among industry employees. It is evident from the table that positive ranks having (87.00) show higher rank than negative rank. But this difference is statistically proved, as the obtained Z value (3.775) is significant at 0.01 level. So it is concluded that, there is a significant difference between the self-concept and self-esteem among industry employees.

**Table 2****Showing Wilcoxon Signed Ranks test of Self-concept and Confidence among industry employees**

<b>Self-concept and Confidence</b>	<b>N</b>	<b>Mean Rank</b>	<b>Sum of Ranks</b>	<b>Z value</b>	<b>Probability Value</b>
Negative Ranks	0	0.00	0.00	9.383	0.000*
Positive Ranks	112	56.50	6328.00		

Source : Primary Data

\* Significant at 0.01 level

Hy : There is a significant difference between self-concept and confidence among industry employees.

Table 2 shows the Mean Rank, Sum of Ranks and Wilcoxon Signed Ranks of self-esteem and confidence among industry employees. It is evident from the table that positive ranks having (56.50) show higher rank than negative rank. But this difference is statistically proved, as the obtained Z value (9.383) is significant at 0.01 level. So, it is concluded that, there is a significant difference between the self-esteem and confidence among industry employees.

**Table 3****Showing Wilcoxon Signed Ranks test of Self-concept and Emotion among industry employees**

<b>Self-concept and Emotion</b>	<b>N</b>	<b>Mean Rank</b>	<b>Sum of Ranks</b>	<b>Z value</b>	<b>Probability Value</b>
Negative Ranks	1	4.11	1.42	9.397	0.000*
Positive Ranks	111	58.11	6422.11		

Source : Primary Data

\* Significant at 0.01 level

Hy : There is a significant difference between self-concept and Emotion among industry employees.

Table 3 reveals the Mean Rank, Sum of Ranks and Wilcoxon Signed Ranks of self- esteem and Emotion among industry employees. It is evident from the table that positive ranks having (58.11) show higher rank than negative rank. But this difference is statistically proved, as the obtained Z value (9.397) is significant at 0.01 level. So it is concluded that, there is a significant difference between the self-esteem and Emotion among industry employees.

**Table 4**

**Showing Wilcoxon Signed Ranks test of Self-concept and Oppression among industry employees**

Self-concept and Oppression	N	Mean Rank	Sum of Ranks	Z value	Probability Value
Negative Ranks	3	5.42	2.10	9.534	0.000*
Positive Ranks	109	54.50	6230.00		

Source : Primary Data

\* Significant at 0.01 level

Hy : There is a significant difference between self-concept and Oppression among industry employees.

Table 4 shows the Mean Rank, Sum of Ranks and Wilcoxon Signed Ranks of self- esteem and Oppression among industry employees. It is evident from the table that positive ranks having (54.50) show higher rank than negative rank. But this difference is statistically proved, as the obtained Z value (9.534) is significant at 0.01 level. So it is concluded that, there is a significant difference between the self-esteem and Oppression among industry employees.

**Table 5**

**Correlation between the Self-Concept and Self-esteem among industry employees**

	Self-Concept	Probability Value
Self-Esteem	0.349*	0.011

Source : Field Survey

\* Significant at 0.01 level

Self-Concept is positively and significantly related to Self-esteem (0.349). So there is a positive relationship between self-concept and self-esteem among the industry employees. So, impact of the relationship between self-concept and self-esteem among industry employees.

**Table 6****Stepwise regression analysis predicting Self-concept and Self-esteem dimension**

Sl.No	Step/Source	Cumulative R <sup>2</sup>	$\Delta R^2$	Step t	P
1.	Confidence	0.224	0.092*	2.648	0.01
2.	Emotion	0.194	0.058*	3.346	0.01

Source : Field Survey

\* P &lt; 0.01

Constant value = 20.241

Two variables namely Confidence and Emotion have significantly contributed for predicting the self-concept. The variable Confidence predictive value of self-concept seems to be 0.224 and when paired with the variable Emotion it is 0.194. The predictive value of these variables separately is 0.01.

**Table 7****Correlation between the Self-concept and dimensions among industry employees**

Dimensions	Self-concept	Probability Value
Confidence	0.812*	0.000
Emotion	0.772*	0.000
Oppression	0.562*	0.000

Source : Field Survey

\* Significant at 0.01 level

Self-concept is positively and significantly related to confidence (0.812), emotion (0.772) and oppression (0.562). So there is a positive relationship between self-esteem dimensions and self-concept among the industry employees. So, impact of the relationship between self-concept and self-esteem dimensions among industry employees.

**Table 8****Stepwise regression analysis predicting Self-esteem dimensions and self-concept**

Sl.No	Step/Source	Cumulative R <sup>2</sup>	$\Delta R^2$	Step t	P
1.	Confidence	0.062	0.054*	2.246	0.01
2.	Emotion	0.085	0.062*	3.442	0.01
3.	Oppression	0.112	0.079*	2.725	0.01

Source : Field Survey

\* P &lt; 0.01

Constant value = 19.424

Three variables namely Confidence, Emotion and Oppression have significantly contributed for predicting the self-concept. The variable Confidence predictive value of self-concept seems to be 0.062, when paired with the variable emotion it is 0.085 and when paired with the variable oppression it is 0.112. The predictive value of these variables separately is 0.01.

## MANAGERIAL IMPLICATIONS

In conclusion, the primary goal of the current study was to find out self-concept of industry employees and the relationship of self-esteem and self-concept. This study also proved that there is significant relationship between self-esteem and self-concept. If these suggestions are implemented, it will improve the self-concept and also the excellence of industry and in turn it will contribute to the national development. The present findings are additional reinforcements to the organisation to design various training and developmental programme for improving the industry employees. The results of this study can be applied to identify self-concept in an individual at the time of recruitment itself. Industry employees may require more emotional stability to exercise themselves. Hence the training should focus in developing the emotional intelligence of the industry employees. Only those individuals who are resilient, clear in mind, acceptable among other necessary features, will have strength to exercise leadership under difficult situations. This requires the high levels of emotional intelligence and stress management. The findings of the present study may also lead for their development. The study concluded that there is a significant relationship between the self-concept and self-esteem among the industry employees.

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