

IMPACT OF GENDER AND VOCATION ON SOCIAL, PERSONAL IDENTITIES, GENERAL CAUSALITY ORIENTATION & AUTOTELIC DISPOSITION IN SERVICE PROFESSIONALS

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Introduction

- A study to assess the Social Identity, Personal Identity of individuals along with their General Causality Orientations and Autotelic Disposition.
- To assess the impact of gender and sector of employment on Social Identity and Personal Identity(SIPI),General Causality Orientations(GCOS) and FLOW/Optimal Experience.
- A comparative study on SIPI, GCOS and FLOW scores across banking, healthcare/medicine, Education, Law-Enforcement/Defence professionals.

Need For The Study

- Comprehensive tool with instrumentalities to engender Eudemonia and Optimal Experience in individuals.
- To facilitate the creation of autonomy supportive environments that maximize Identity Utility function across all entities.
- To maximize the effect of rewards and recognition programs by determining disposition to be motivated intrinsically/extrinsically.
- Leverage the organizational utility by facilitation of autonomy supportive structures and ensure proper alignment of identity, choices and work.
- Generate instrumentalities in the form of policies without control, paternalism to accomplish the desired outcome, Leverage organizational development.
- Critical use in economic and social policy framing to nudge constructive behaviours that lead to Eudemonia among myriad of entities involved.

Identities, Causality Orientations & FLOW

- Social Identity is the part an individual's self-concept derived from membership with asocial group (or groups), together with the value and emotional significance attached to this it.
- Personal Identity personal is described in terms that differentiate the individual as distinct from other members of the in-group, represents uniqueness and idiosyncrasies.
- The Autonomy Orientation – extent to which a person is oriented toward aspects of the environment that stimulate intrinsic motivation, are optimally challenging, and provide informational feedback.
- The Controlled Orientation assesses the extent to which a person is oriented toward being controlled by rewards, deadlines, structures, ego-involvements, and the directives of others.
- The Impersonal Orientation assesses the extent to which a person believes that attaining desired outcomes is beyond his or her control and that achievement is largely a matter of luck or fate.
- FLOW- State of intensive concentration towards activity in the present by merging of action and awareness with loss of reflective self-consciousness and elevated sense of control.

RESEARCH OBJECTIVES

- To assess the degree of social and personal identities(SIPI), autonomy, control and impersonal orientations , autotelic disposition in individuals
- To determine the impact of gender and sector of employment on SIPI,GCOS, FLOW/Optimal Experience
- A comparative study of the aforementioned across education, banking, healthcare/ medicine, defence/law-enforcement sectors

RESEARCH METHODOLOGY

- A questionnaire was used with Social Identity Personal Identity Scale, General Causality Orientation Scale and Mayers FLOW scale.
- Around 67 responses were obtained and the respondents were entailed to possess minimum 4 years of work experience in their chosen domain.
- At least 15 respondents in banking, education, healthcare/medicine and law enforcement/defence were considered
- SIPI SCALE:**
- The Social Identity Personal Identity Scale by Redmond et.al (2011) contains 16 questions with 8 each for Social and personal identity.
- The factors considered in social identity include memberships one has, groups one belong to, need to conform, racial kinship, national pride, gender and skin colour.
- The factors considered in personal identity include non-conformity, creativity, individuality, and rebelliousness, one's need to be completely unique and distinct from others.
- The questions are in a 9 point Likert scale ranging from Extremely important to who I am to Not at all important to who I am.
- GENERAL CAUSALITY ORIENTATION SCALE**
- The General Causality Orientation Scale by developed by Deci & Ryan (1985) contains 17 vignettes with 3 questions in each vignette one for autonomy, control and impersonal orientation.

- The first 12 vignettes are for achievement orientation and the last 5 vignettes are for social context.
- The questions are in a 7 point Likert scale ranging from Very Likely to Very Unlikely.
- FLOW SCALE**
- Mayer's(1978) FLOW scale has been used.
- The 9 dimensions of FLOW like challenge , skill balance, involvement, merging of action and awareness, loss of reflective self -consciousness, clear goals, unambiguous feedback, concentration on the task at hand, paradox of control, transformation of time and autotelic experience.

Tests used were independent sample T-Test, One way ANOVA.

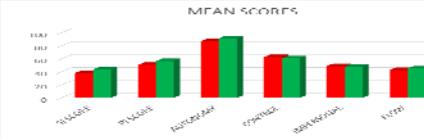
Research Hypothesis & Analysis

- There exists a statistical significance among Gender and Social Personal Identities, GCOS and FLOW
- There exists a statistically significant difference between Sector of employment and Social, Personal Identities, GCOS and FLOW.

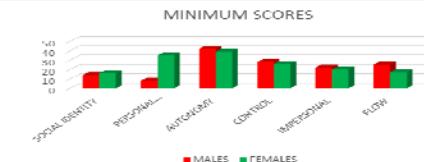
Descriptive data analysis had been carried out primarily. Out of 67 respondents 36 were males and 31 were females.

19 respondents were employed in education sector, 16 of them in banking 15 in law-enforcement/defence and 17 in medicine.

GENDER-BASED SCORES



The mean social identity(SI) scores for 36 males were 38.03 and personal identity(PI) scores were 50.67. The mean Autonomy Orientation(AO) scores for males were 87.08. The mean control orientation(CO) score for males were 62.61. The mean impersonal orientation(IO) score for males was 60.80. The average FLOW scores among the males were 45.23. The mean SI scores for Females were 43.65. The mean PI scores for females were 53.39. The mean AO score for women were 60.80. The mean CO scores were 60.80. The mean IO score was 43.65. The mean FLOW scores were 43.65 for females.



The minimum SI scores for males was 14 and 16 for females. Minimum PI scores for males was 8 and 35 for females. The minimum AO scores for males were 42 and females were 39. CO scores were 28 for males and 26 for females. Minimum IO scores for males were 22 and 20 for females. Minimum FLOW scores for males was 25 and 17 for females.



The maximum SI scores for males and females were 58, PI scores were 72 for males and females, AO scores were 118 for males and females, CO scores were 94 for males and 96 for females. Maximum IO scores were 73 for males and 79 for females. Maximum FLOW scores were 70 for males and 83 for females.

SECTOR BASED SCORES

The SI score in education sector is 37.68 , PI score is 55.37, AO score is 91.26, IO score is 57.21 and FLOW score is 43. The SI score in banking sector is 41.9375, PI score 54.75, AO score is 85, CO score is 59.5, IO score is 50.8125 and FLOW score is 47.875. The SI score in health care sector is 43.058, PI score is 56.823, AO score is 87.17, CO score is 65.23 and IO score is 48.588, FLOW score is 42.705. SI score in Law-enforcement is 40.2, PI score is 45.4, AO score is 92.86, CO score is 66.26, IO score is 48.6 and FLOW score is 42.6.



The minimum SI and PI score in educational sector is 16 and 37. The AO, CO and IO scores are 46, 26 and 20. Mean FLOW scores are 17. SI scores in Banking sector is 15.28 being the PI scores and 39.30 and 21 being the AO,CO,IO orientations in banking sector , 36 being the FLOW score. SI scores in health care sector is 14, PI score is 47, AO,CO, IO scores are 42, 28 and 23 and FLOW scores are 25. SI, PI scores in defence sector are 23 and 8. Minimum AO, CO,IO scores are 69, 39 and 20, FLOW scores are 25.



The maximum SI, PI scores for education sector are 57, 72. Maximum AO,CO and IO scores are 91.26, 57.21, 46.31 and FLOW scores are 43. SI,PI,AO,CO,IO,FLOW along with FLOW scores for banking sector are 58, 65,115, 94, 73, 70. The SI,PI scores for health care sector are 58, 72. Maximum AO,CO and IO scores are 108, 90, 70 and 62 is the maximum FLOW score. Maximum scores in law enforcement are 58 and 67 for SI,PI,118 for AO ,81 for CO 71 for IO and 65 for FLOW.

Results & Discussions

- From the results of independent sample t-tests and one- way ANOVA it is found that statistical significance exists between Gender and Social as well as Personal Identities and between PI and sector being employed.
- Statistical significance has been proved with significant difference between Law Enforcement and education, banking and health care/medicine.
- Women according to this study have higher autonomy scores, higher social and personal identity, lower control and impersonal scores along with FLOW scores when compared to men.
- Education sector has the lowest Social Identity scores while medical sector has the highest social identity scores.
- Defense professionals have the lowest PI scores and medical professionals have the highest PI scores.
- Law enforcement sector has the highest autonomy scores and banking sector has the lowest autonomy scores.
- Education sector has the least control score and defense sector has the highest control score. Education sector has the least IO scores and banking sector has the highest IO scores.
- Law-enforcement has the lowest FLOW score and banking has the highest FLOW score which indicates less optimal experience in banks and high optimal experience in law-enforcement sector respondents.

Rewards and recognition program needs to be tailored accordingly for the sector respondents based on the above factors. Autonomy supportive policies, engagement practices can be promoted. The performance management process can be tailored to accommodate optimal experience at work. Better libertarian paternalistic approaches can be used in choice architecture.

Conclusion

The study has computed the identities, causality orientations and FLOW scores to determine the degree to which individuals are intrinsically motivated and seek rewards either by intrinsic or extrinsic means. Further measures of FLOW can be extended with elaborate studies on FLOW with all the 9 dimensions and the degree to which disposition to be autotelic depends on varied levels of autonomy, control and impersonal orientations can be studied with comparative variation in social and personal identities as well with a bigger sample size. Experimental Sampling Methods can be used concomitant with out door activities to measure real FLOW experience.

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