

RESEARCH ARTICLE

SELF-CONCEPT OF EMPLOYEE'S PEOPLES IN THE LIGHT OF SOME VARIABLES

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Published at 01/05/2021

Accepted at 25/04/2021

Abstract

This study aimed to exploring the Self-concept of employee's peoples in the light of some variables. Sample of the study consisting (109 participants (58 male & 51 female) have been randomly selected from Amman in age rating between (19 – 51 years). In addition, Tennessee's,1986 have been used to measure the self-concept of participants. Results of the study showed that presented the personal self-concept dimension is the most influential dimension, and the family self-concept dimension has ranked second. Moreover, the social self-concept dimension has ranked last. Finally, the total means for the entire dimensions are 3.39, which means that level of self-concept of employee's peoples is medium. Result also presented there are no differences in self-concept of employee's peoples based on gender, marital status, qualification, age nature of work variables.

Key Words: self-concept, employee's peoples, Tennessee's.

Introduction

Recently, there has been a great deal of interest in self-concept and gender, particularly in personal studies. It has become the basis of many scientific and experimental research and studies. given that the person's idea about himself has a significant impact on his/her behavior and personal and social compatibility. The importance of study of self-concept among the researchers is because this concept represents an important aspect of an individual's specific perceptions of his or her behavior. The individual is understanding the environment and society, through his/her self-concepts in different subjects. therefore, events and information about the environment are realized through the self-concept.

In addition, self-perceptions are the key factor in responding to the environment, because they control an individual's perception of their environment and the meanings to which language is attributed. Psychologists have used the self-concept as a universal hypothetical concept, encompassing the system of perceptions and ideas, trends, and feelings that the individual carries about himself. The self-concept in psychological studies emerged from three theoretical trends, different in its theoretical attitudes such as: -

First, Freudian model: which emphasizes the role of the ego in personal integration and prepares it as a structure for the different elements of the personality that tries to maintain the psychological balance.

Second, Human model: which sees the primary motivation for human behavior as the motivation for self-concept.

Third, Cognitive model: although not directly interested in the concept of self, is concerned with the impact of cognitive processes on behavior that highlighted the role of the self as the organization of experience and the direction of behavior.

Later, scientists find out the self-concept as one of the best ways to understand the humans and to know how to deal with it, as "every regulator", not a set of parts. The self- concept defines as the attitudes, judgments, and values that a person carries towards his/her behavior, abilities, body and value as a human, and therefore the self-concept is considered the truest expression of this fact (Al-Khatib, 1991). Ghraib (1994) points out that the self-concept stems from the basic needs of human, which referred to several of theorists in the field of psychology such as "Maslow", who designed the ladder of needs, and concluded that the need for self-concept and realization lies at the top of the ladder, as well as (Rogers & Fromm), where emphasized the importance of the self-concept in achieving the mental health of individuals.

Literatures Reviews

Jayeoba's etal. (2013) shows that there is a relationship between self-esteem and pay satisfaction, i.e. that the individual (male and female) has a high rating whenever his wages are higher than those with low salaries, and the study showed that there is no effect of sex in self-esteem, or The government's policy of "eliminating the "discrimination" that has been practiced in the country is not a matter of concern. years, working in the field of banking, insurance, and manufacturing, located in Lagos, and took other samples from Nigeria.

The results in the Al-Hassan study (2010) indicate that the ratio of optimism and self-confidence in males is slightly higher, compared to females, but there was no statistical difference significant, and attributed the difference to the stereotypical upbringing of male and female children in society, and the aim of the study was to clarify the relationship between self-confidence and

optimism between males and females working in the field of accounts and nursing. The sample consists of 48 people, including 18 male chartered accountants, 30 female chartered accountants, 32 nurses, 21 nurses and 11 male nurses. They ranged in age from 22-41 years in Karachi, Pakistan.

The study "Al-Hamwi" (2010) aimed to reveal the mutual lycée between the concept of self and the educational achievement of fifth-grade students of basic education in Damascus public schools, and to investigate the impact of sex in this relationship. The study was conducted on a sample of (180) pupils , (92) females and (88) males, and the most important results were: the absence of statistically significant differences between the average grades of males and females in their performance on the scale of self-concept, as modern socialization methods, gender equality and equal opportunities, somewhat reduced differences in personality building and self-concept, and the "Tennessee" measure of the concept of self was used in this study. Also, Halash's (2005) found that the concept of self among Jordanian working women is higher than among non-working women, and the study was on women from Jordanian society and the sample of 1,000 working women and 1,000 non-working women, which is entitled the psychology of Jordanian working women.

In most previous studies, we note the impact of work on males and females in raising self-esteem and self-satisfaction, which is considered the cornerstone of self-concept, but The Arab studies were on the students, and the "Tennessee" measure used in this study was used.

One of the obstacles to the study is the lack of Arab studies showing the relationship between the concept of self, work and gender, noting that there are studies on women and the concept of self for more than one Arab researcher, comparing working and non-working women, or comparing by professions, but compared with males do not exist.

Significant of the study

Is there a difference between women and men self-concept? Many social psychologists have tried to answer the question, based on several studies to identify factors that influence the perception of gender self-concept. These studies have been shown that self-concept is product of social and cultural interaction, as well as the product of the environment in which the individual lives, without forgetting the important role of biological factors and age of individuals. Studies have also shown the most important factors influencing the self-concept is social and cultural area, and that all ideal values, models, beliefs and ideas that govern the individuals are acquired from the culture surrounding him, which varies between communities and individuals, as expressed by Merz Rosenberg. "the human is a social animal, deeply influenced by the attitudes of others, which quickly become part of himself, and we see ourselves necessarily through the vision of others (Sanford, 1992).

Studies have also shown that the organization of social relationships helps to organize the individual while performing different roles, not performing two opposing patterns of behavior simultaneously, integrating and organizing roles in a pattern that distinguishes them from other roles. The organization of roles, according to parsons' concept, is intended to integrate expectations of mutual roles and penal patterns (punishment) as derived from the pattern of shared values prevalent among most members of the inner community. The process of uniting with values and standards leads to the integration of personal roles, through the process of socialization, and these roles are changing, according to the change in social structure, according to the division of work, in addition to sex. The growth of the individual changes his role, i.e. the pattern of male roles is different from that of female roles, and the integration of roles within the character format is linked to the individual's perception of himself (Farah, 1980).

Therefore, the self-concept is formed during interaction with others, especially when the child interacts with the family at the beginning of his life. Since the role is a constant factor with the individual from childhood to old age, and since it changes according to age, it is considered a major factor in the individual's self-formation. The role of the individual, or the work performed by the individual within society, in later stages of life, is an important factor in individual self-esteem, and affects the concept of the individual within society. It is the society that gives the individuals values and standards of that role, as well as the norms and social values that determine the role of males and females within society, the role of women's work, the status or status that they can occupy within the family, the workplace and society.

It is clear from historical developments in human life, through the development of capital and the changing form and nature of work, that this development has been accompanied by social and cultural changes, which serve the economic phase. These economic, social, and cultural changes have characterized human society in its nature, when it defines the national character of society and is clearly reflected in the personality of the individual within this civilization, or historical period, of the development of capital. The reform, the need for a more comprehensive and comprehensive system of governance is to be considered in the development of the system. This, in turn, affects the different type of work performed by the person, since the human being is necessarily linked to society through his or her economic activity, and work is the basis of this association, which is of social and economic value, work and the quantity of production determine the social value and value of the human being in front of himself and others. How social and economic culture affects an individual's personality is illustrated by the consideration of the human personality, the result of an accumulation of interaction of internal genetic and biological factors, childhood experiences in the family community, as well as late experiences in the community.

Based on the foregoing, any change in the social and cultural systems in society is followed by a change in the personality of the individual, so that change generates new needs, and therefore new social features, which are expressed in these new cultural and social systems. Modern Jordan has developed new cultural and social systems that have affected the personality traits of its members, as well as the growth of their selves, and these systems have led to variables, most notably: the exit of women to work, as they became productive, given that the individual determines his value in front of others through the amount of work that it achieves, and through the value that the work entails, and this is one of the most important influences on the self-concept of an individual. This development has been reflected in the status of Jordanian women. On the cultural level, the illiteracy rate decreased in recent years, according to 2002 statistics, to 17% among women, and the percentage of females in higher education levels increased. Jordanian law has given women the right to vote and be nominated for the parliament and the municipality, and the enactment of relatively advanced labor laws that protect the rights of the worker, in addition to some personal status laws that have been amended to preserve women's rights in general.

On the social level, there has been a positive change in some values, including allowing women to learn and teach freely, like males, and most importantly, allowing them to work outside the home. Nevertheless, the rate of women's participation in the labor market is still low, and they are still unable to reach leadership positions (without government support), especially the Parliament, municipal councils, and even higher administrative centers in the public and private sectors, in addition to their role in the family. It has not changed, and the traditional negative role of the mother dependent on the man in all matters of her private and public life is still prevalent.

Importance of the study

The Jordanian constitutional legislator has formulated gender equality in a purely legal sense, considering that all members of society against the law are in one position without being separated by sex, and that appointment to civil service positions is carried out in accordance with the criterion of merit and competence, so that there is no preference for one person over another for reasons beyond his or her abilities, such as sex. Although the status of women has now changed, as a result of the determination of the principle of equality between them and men, and despite the recognition of their rights in all areas, equality between them and men in social and private life is still not available, and they are not, and in this research, an attempt to reach the underlying causes and determine them: is it psychological? or social? And what is the role of work in women's sense of psychological and social equality.

Objectives of the study

1. To find out the level of self-concept of employee's peoples.
2. To detect the differences in self-concept of employee's peoples based on gender, marital status, qualification, age nature of work variables.

Questions of the study

1. What is the level of self-concept of employee's peoples?
2. Are there differences in self-concept of employee's peoples based on gender, marital status, qualification, age nature of work variables?

Methodology

The study employed a descriptive design as it fits the research and its objectives.

Study sample

The sample of the study consisting 109 participants (58 male & 51 female) have been randomly selected from Amman in age rating between (19 – 51 years).

Tool of the study

Having reviewed the related literature and researchers on self-concept, the researchers have adopted Tennessee's,1986 which consisting (100) items dived into three dimensions: personal self-concept, family self-concept, and social self-concept to measuring the self-concept participants.

Reliability of the scale

The self-concept scale reliability was computed in Cronbach's as Alpha method, and the results presented that the scale enjoy a good degree of reliability in value = 0.88.

Results

Question one: What is the level of self-concept of employee's peoples?

Table (1) Means, standard deviations and percentages

Dimensions	Mean	S.d	100%
Personal Self Concept	3.59	0.66	71.41 %
Family Self Concept	3.45	0.73	68.81 %
Social Self Concept	3.43	0.69	68.41 %
Total	3.39	0.61	67.61 %

Table (1) presented the personal self-concept dimension is the most influential dimension and ranked first by means = 3.59. The family self-concept dimension has ranked second by means = 3.45.

In addition, the social self-concept dimension has ranked last by mean = 3.43. Total means for the entire dimensions are 3.39, which means that level of self-concept of employee's peoples is medium.

Question two: Are there differences in self-concept of employee's peoples based on gender, marital status, qualification, age nature of work variables?

Table (1): t-test result describes the differences in self-concept between self-employee's peoples

Variables	Gender	Sample	Mean	S. d	t	α
Self -concept	Male	58	396	0.64	6.05	0.10
	Female	51	394	0.60		

Table (1) showed that there are no differences in self-concept of male and female employee's peoples at ($\alpha \leq 0.05$).

Table (2): ONE WAY ANOVA represents the differences in self-concept of employee's peoples based on marital status variable:

Variable	Sum of Variance	Sum of Sq	Mean Sq	f	α
Marital status	between group	1.20	0.31	0.68	0.618
	within group	175.99	0.46		
	Total	177.17			

Table (2) presented that there are no differences in self-concept of employee's peoples based on marital status variable at ($\alpha \leq 0.05$).

Table (3) interaction WAY ANOVA between gender and marital status:

Interaction WAY ANOVA	df	Mean Square	F	Sig
Gender	1	132.336	.120	0.730
Marital status	4	1571.065	1.424	0.231

Results in table (3) showed that there are no differences in self-concept of participant at ($\alpha \leq 0.05$) according to interaction of gender and marital status variables.

Table (4): ONE WAY ANOVA represents the differences in self-concept of employee's peoples with respect of qualification variable:

Variable	Sum of Variance	Sum of Sq	Mean Sq	f	α
qualification	between group	3.64	0.92	1.70	0.152
	within group	211.73	0.55		
	Total	215.36			

Table (4) showed that there are no differences in self-concept of employee's peoples based on qualification variable at ($\alpha \leq 0.05$).

Table (5): Comparison of self-concept according to gender and qualification variables:

Qualification	Male self-concept		Female self-concept	
	N	Mean	N	Mean
High secondary school	12	406	4	393
Diploma	12	389	4	402
Graduate	24	392	28	387
Post-graduate	10	402	15	403

Table (6) interaction WAY ANOVA between gender and qualification variables:

Interaction WAY ANOVA	df	Mean Square	F	Sig
Gender	3	388.212	0.339	0.797
Qualification	7	744.137	0.649	0.714

Results in table (6) showed that there are no differences in self-concept of participant at ($\alpha \leq 0.05$) according to interaction of gender and qualification variables.

Table (7): Comparison of self-concept based on age of participants variable:

Age	Number	Mean of self-concept
19 to 24	27	392
25 to 29	31	382
30 to 34	11	399
35 to 39	13	414
40 to 44	14	405
45 to 49	8	411
50 to 54	5	382

Table (8): ONE WAY ANOVA represents the differences in self-concept of employee's peoples with respect of age variable:

Variable	Sum of Variance	Sum of Sq	Mean Sq	f	α
Age	between group	5.42	1.36	1.93	0.108
	within group	277.10	0.71		
	Total	283.40			

Table (8) showed that there are no differences in self-concept of employee's peoples based on age variable at ($\alpha \leq 0.05$).

Table (9): Comparison of self-concept according to gender and age variables:

Age	Male self-concept		Female self-concept	
	N	Mean	N	Mean
19 to 24	13	396	14	388
25 to 29	15	382	16	382
30 to 34	7	390	4	415
35 to 39	9	411	4	421
40 to 44	11	405	3	405
45 to 49	2	413	6	410
50 to 54	1	395	4	379

Table (10) interaction WAY ANOVA between gender and age:

Interaction WAY ANOVA	df	Mean Square	F	Sig
Gender	6	405.745	0.375	0.896
Age	13	1321.667	1.209	0.285

Table (10) manifests that there are no differences in self-concept of participants at ($\alpha \leq 0.05$) based on interaction of gender and age of participants variables.

Table (11): Comparison of self-concept with respect of nature of work variable:

Nature of work	Number	Mean of self-concept
Headmaster (public & private schools)	7	407
Banking	11	410
Education stream	58	368
Marketing and public relationship	5	391
free currency	8	417
Medical stream	20	401

Table (11) presented that there are no differences in self-concept of participants at ($\alpha \leq 0.05$) based on nature of work variable.

Table (12): ONE WAY ANOVA shows the differences in self-concept of employee's peoples based on nature of work variable:

Variable	Sum of Variance	Sum of Sq	Mean Sq	f	α
Nature of work	between group	2.47	0.83	1.92	0.128
	within group	170.15	0.44		
	Total	172.61			

Table (12) presented that there are no differences in self-concept of employee's peoples based on nature of work variable at ($\alpha \leq 0.05$).

Table (13): Comparison of self-concept according to gender and nature of work variables:

Nature of work	Male self-concept		Female self-concept	
	N	Mean	N	Mean
Headmaster (public & private schools)	4	403	3	412
Banking	10	408	1	421
Education stream	19	383	39	388
Marketing and public relationship	4	385	1	416
free currency	8	417	0	0
Medical stream	13	395	7	411

Table (14) interaction WAY ANOVA between gender and nature of work:

Interaction WAY ANOVA	df	Mean Square	F	Sig
Gender	4	229.795	0.212	0.931
Nature of work	10	1458.638	1.343	0.219

Table (14) manifests that there are no differences in self-concept of participants at ($\alpha \leq 0.05$) based on interaction of gender and nature of work of participants.

Discussion

Results of the study indicated that there are no statistically significant differences in self-concept of male and female workers. Also, no statistically significant differences in self-concept of males and female workers according to marital status, qualification, age, and nature of work variables. The results showed that work has an important role to play in building and strengthening women's personality, particularly from the results of the changing social situation. Moreover, the results showed that the highest self-concept is associated with working divorced women. This result agrees results of the Halaseh study which have almost been made that working women enjoy high-level of self-concept for non-working women.

As in Kaufman's study, self-concept is positively associating to certain dimensions such as income, social status, job promotions and satisfaction, which are purely functional, and that the loss of a person's job is one indication of a very low self-concept. According to information and studies, women's participation in economic activity is low, with less than 17% of all workers in Jordan, according to the results of Jordan's 2007/2011 employment statistics, the number of women employed (209,708) is low, out of a total of (1,250,971) workers in the total Jordanian workers.

In 2012, (69.6%) of non-working females had a bachelor's degree. The low participation of women in the work area is due to the lack of adequate working conditions in the private sector, particularly in small enterprises, or because of the high costs of their employment, particularly prior to amendments to the Social Security Act, by transferring maternity leave to the Public Insurance Corporation, The proportion of female contribution sits relatively high compared to males, about 49%, with the proportion of all public sector workers among males and females at 38.6%, and women's contribution is concentrated in the sectors of education, health, social work and public administration, which make up about 67% of all Jordanian women working. This explains the dominance of male social values within society, the low political role of women in Jordan and their inability to exercise the legal rights enshrined in the legislation and the Constitution within society.

Limitations and further recommendation

Findings of this study can't be generalized as they are only limited to participants of the study during 2020, and to the present study scale self-concept which is prepared by Teensy's, 1986. The researcher recommends the necessity of conducting more psychosocial studies according to the gender variable to find out more reasons that hinder the participation of women in all political, social, and economic fields in Jordanian society.

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