Work Satisfaction as a Function of Self Esteem and Self Expression at Work Place – An Analytical Study

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Abstract

How highly we regard and see ourselves is a measure of our self-esteem. The phrase is used to refer to a person's total subjective perception of their own value or worth in psychology. Simply said, it might refer to how much you value or like oneself, regardless of the situation. In both personal and professional spheres of life, having a strong and secure sense of oneself protects against mental health problems. Self-esteem is crucial since it affects many crucial aspects of a person's life. It may affect your motivation levels, ability to make decisions, interpersonal and professional connections, and general well-being.

Keywords: Self-esteem, social well-being, motivation, work, work / job satisfaction, self expression

Introduction

It has been suggested that the idea of self-esteem is a powerful factor that may influence job performance. It is significant because it reveals our perspective on who we are and how we feel about our own worth. Workers with high self-esteem tend to perform better at work and produce better results, whereas those with low self-esteem tend to be too reliant and struggle to make choices. Self-esteem is the total assessment of one's value or worth. It is a compilation of a person's feelings about themselves. A person's attitude that expresses how they feel about their own deservingness is known as self-esteem. An individual's assessment of other people's abilities in relation to his or her own relies on the growth of self-esteem.

According to some writers, having self-esteem is the feeling of being able to handle life's fundamental obstacles. Maslow (1987) includes self-esteem in his theory's hierarchy of requirements for humans. He distinguished between two types of "esteem": the need for esteem from others in the form of achievement, praise, and acknowledgment, and the need for respect of oneself in the form of love, confidence, ability, or talent.

Maslow contends that without the satisfaction of the desire for self-esteem, people would be compelled to seek for it and unable to develop and reach self-actualization. One's performance may be significantly impacted by their sense of self. Self-esteem is also developed via emotional relationships, the capacity to demonstrate one's worth, effective competence abilities, and anger control. When a person accepts themselves, they may live in harmony with both their personality's positive and negative traits. Failure to accomplish objectives has a detrimental impact on an employee's self-esteem. Matching individual expectations, preferences, and performance potential has a favourable impact on workers' self-esteem. This indicates that workers are more

likely to build self-esteem if the calibre of their job matches their views.

Self-esteem at Workplace

Working environments have historically been sources of high self-esteem, with additional roles to play and meaningful employment making it even better. The contemporary workplace is thought to have certain psychological pressures, nevertheless, as a result of the changes in our environment. High work pressure depletes one's ability to enjoy leisure and family time, as well as the therapeutic domains of life, whether it is due to the demanding speed of work, the lack of appreciation of effort, the never-ending hours of labour, or the rivalry for output.

We are aware that proficiency is necessary for success in the job, in the professional world, and in one's own life. However, if we lack confidence, our competence is limited. Nobody is as harsh on ourselves as we are on ourselves; we are our own toughest critics. A person with a lack of self-worth would succumb to these judgmental thoughts that make him or her feel unworthy, insecure, reluctant, despised, or even hopeless.

It has often been proposed that employee motivation, work-related attitudes, and behaviours are significantly influenced by an individual's self-esteem, which is created around work and organisational experiences. Organization-based self-esteem is seen to be predicted by sources of organisational structure, signals from the organisation regarding one's value, and success-building job circumstances. Additionally, organization-based self-esteem is linked to other significant attitudes and behaviours that are connected to organisations, such as work satisfaction, organisational commitment, motivation, citizenship behaviour, in-role performance, and turnover intentions. The causes of these impacts are examined, along with suggestions for further study.

Many publications in the 1970s examined employee self-esteem. This corpus of study suggested that employee motivation, work-related attitudes, and behaviour were significantly influenced by an individual's self-esteem, which was created around work and organisational experiences.

The Construct of Self Esteem

The majority of our knowledge about self-esteem in general or self-esteem in the context of the workplace and organisations comes from research that has a worldwide (chronic) emphasis. However, there has begun to be research that focuses on conceptualising the self in terms of organisations.

Impact of Job Demands and Work Performance on Self Esteem

A person's job performance has been defined as a collection of behaviours that are pertinent to the objectives of the organisation in which they are employed. Role conflict and work performance have statistically significant links, according to several research done in different industries. It has been shown that job performance is related to an organization's success, effectiveness, and survival. The idea that one's degree of self-esteem or general opinion of oneself—whether good or negative—should be connected to work success has gained traction. Such recommendations often reflect the idea that people with high self-esteem are driven to do well at work in order to preserve cognitive coherence with their high self-evaluations, which is one of the key effects of self-esteem level. With the broad assumption that people with a high sense of self-worth would be more content and effective at work, self consistency theory, as presented by, gives a theoretical foundation for organisational hypothesis about self-esteem level. A positive primary impact of self-esteem level on work performance has been reported, with "individuals will be driven to execute on a task or job in a way which is compatible with their self-image." Numerous studies emphasise the significance of an employee feeling content and happy at work considering the potential benefits and drawbacks it may have on self-esteem.

A person's level of job satisfaction may serve as a sign of their psychological well-being or mental health. The likelihood of someone who is dissatisfied at work being happy overall is low, but not zero.

Work is essential for maintaining our mental wellness. As many have noted, the single most accurate indicator of a long life is job satisfaction. People who are happy with their jobs often live longer than those who are unhappy with their jobs. The thoughts and attitudes a person has about their employment make up their level of work satisfaction. Feelings of contentment (or discontent) are likely to arise in response to all facets of a given employment, good and poor, positive and negative. A self-reported pleasant emotional state brought on by the evaluation of one's work or by work experience is called "work/job contentment." It is a person's assortment of

thoughts and opinions on their work. The degree to which a workplace satisfies an employee's requirements and ideals may also be used to define job satisfaction. A happy employee is more likely to have a good attitude towards their work, be more motivated, and perform better on the job. Increased involvement equates to greater enjoyment. However, a disgruntled employee will have a bad opinion of both their job and the workplace.

Work satisfaction and Organizational Commitment

The most extensively studied area of organisational psychology is work satisfaction. Numerous research have shown the strong correlations between job happiness and organisational commitment, employee commitment, absenteeism, and turnover intention.Because of the many consequences work satisfaction has on an organization's overall health, it is an essential subject. Lower self-reported job satisfaction has been linked to increased absenteeism and higher leave rates among employees. Higher work/job happiness also favourably corresponds with a company's success, and in the service sectors, it positively correlates with client satisfaction. Recent studies have shown that the primary determinants of job happiness are found in each individual worker. Job satisfaction may also be influenced by other variables such as personality, gender, age, and profession. Additionally, it is thought that the degree of pleasure is determined by the individual's viewpoint and that they cannot be directly related to one another. As shown by the many research, the value of work/job happiness is widely recognised.

Aspects of Motivation and Job Satisfaction

According to the study, intrinsic as well as extrinsic motivation have a positive relationship with job satisfaction, suggesting that people who are more driven at work also feel higher pleasure from their jobs. Although various theories have been put up to explain the origins of both work inspiration and fulfilment at work, only a small number of studies have focused on the connection between the two. It is debatable if the availability of elements and conditions that stimulate a person at work determines how content they are with their job. A variety of psychological theories support the premise that an employee's performance ultimately influences their job happiness, including Deci & Ryan's (1985) intrinsic motivation hypothesis, which holds that the desire to work is natural and that the task itself may be meaningful. An employee's total motive to shirk is reduced if they get great pleasure from doing a good job at work (Christen, Iyer, & Soberman, 2006).Contrary to common assumption, only a very small number of research were really able to show a unidirectional influence of work satisfaction on job performance, and even then, the findings were not clear-cut (Judge et al. 2001, p. 378).A more rebellious perspective contends that rewards are the result of performance, which in turn produces pleasure. This notion was included into the Expectancy Theory by Vroom (1964).

Self Expression as Singularly Essential for Work Performance

Self-expression encourages employees to feel more at ease and driven. To maintain a professional quality and a positive corporate reputation, there are several boundaries that shouldn't be broken. At work, everyone wants to feel free to be themselves. Self-expression encourages employees to feel more at ease and driven. However, there are several avenues for professional self-expression that may help employees feel more at ease without stepping beyond the bounds or creating issues. Self-expression is a big subject in HR, which means that businesses and corporate cultures either discourage it altogether or do so insufficiently.

But in order to establish a better culture and a generally happier workplace, which will ultimately lead to improved employee retention and engagement, it appears essential for businesses to provide an environment where workers have the chance or are even encouraged to show their distinct individuality.

Authentic self-expression is important for people and the businesses that employ them because it may promote employee motivation, wellness, and job happiness, among other things.

The development of formal rules and processes that safeguard workers' rights to express their cultural identities isn't enough to achieve these advantages, however. In fact, few workers will accept the offer provided to them unless they feel comfortable and encouraged to do so.

Self Expression and Job Satisfaction

In general, the chance to contribute one's skills, enthusiasm, and originality to the job, to be oneself, and preferably to be acknowledged for it, or at least to not be discouraged.

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Therefore, I would want to recommend another way of looking at it wherever this could lead to employer concerns that this would imply complex procedures or perhaps be damaging to productivity. What if encouraging self-expression is simpler than we previously believed?

For instance, it seems that anybody who is less articulate and outspoken about their wishes would be excluded if self-expression looks to be held for those who are naturally the first to speak up.

A kind of self-expression is whatever we like doing or are naturally good at. To provide just a few instances, some people's ability to make others feel at home comes via their interactions with them, others through their meticulousness and attention to detail in all their work, and yet others through their love of cooking.

Even if not all of these traits seem to be applicable in the workplace, allowing individuals to be more of who they naturally are may be very beneficial for maintaining a positive work environment.

Conclusion

Employees may find themselves in a situation where they are no more competent if, for example, they are promoted based on seniority and their performance in prior positions. This is because abilities from one job do not always transition to another.

What novel strategy might be used to allow everyone to express their preferences for how they would wish to be used? In hierarchical institutions like organisations, where job titles specify how we should act and what we must and must not do, we are all made up of fixed identities. We could either release ourselves of those identities or continue interacting with colleagues as fellow beings from a less constrained and more expansive place and energy, depending on where those identities go with our nature and prevent us from expressing ourselves.

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