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Self-Esteem, Goal Orientation and Narcissism in Employees



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Abstract

This study aimed to investigate the relationship of self-esteem, goal orientation and narcissism in government employees. It was hypothesized that a relationship between self-esteem, goal orientation and narcissism in government employees is likely present. It was also hypothesized that Goal orientation and self-esteem are likely to predict Narcissism in government employees. By employing purposive sampling technique, a sample of (N= 200) of government employees were recruited from few public departments of Lahore (WAPDA, WASA, Sui Gas and LDA). Rosenberg self-esteem scale (Rosenburg, 1965), Goal Orientation scale (VandeWalle, 1997) and Narcissistic Personality Inventory NPI-16 (Daniel R. Ames, Paul Rose, Camerson D. Anderson, 2006) were used to assess the research variable self-esteem, goal orientation and narcissism in government employees. The results revealed that there is significant positive relationship between self-esteem, goal orientation and narcissism in government employees. The results also relived that Goal orientation and self-esteem is significant positive predictors of Narcissism in government employees. The findings implied important role in improving the narcissistic tendencies in government employees and work for their better attitude.

Keywords: *Self-esteem, Goal Orientation, Narcissism, Government Employees*

INTRODUCTION

This study aims to investigate the relationship of self-esteem, goal orientation and narcissism in govt. employees. It is usually seems that people who are highly motivated towards their work and achievement, have high level of goal orientation and these people have high self-esteem because they are content with themselves and their work. High self-esteem and goal orientation is good trait of personality but certain time it leads to narcissistic personality that is a negative trait of personality.

In the previous researches it seems that goal orientation found in students to achieve their goal and achievement and gain a successful life but in our view goal orientation also be present in employees because they are also in that stage of life to gain more success and achievements in their respective field. People who are centered on learning objectives likely pick troublesome and testing assignments, which empower them to build up their skills. When



an individual have high views about his field then there will also be a goal orientation and then he will work hard to achieve the goal. During this phase his self-esteem will also become high due to his expectations. For the completion of his success a person can become a narcissist because he considered himself a successful person and become self lover. May be he will not consider his colleagues as normal and feels himself a superior person. So in this research we find the relationship between self-esteem, goal orientation and narcissism in govt. employees. We see that either high self-esteem and goal orientation in employees leads to narcissism or not.

A large number of the most acknowledged hypotheses of self-esteem depend on Cooley's (1902) idea of mirror self, in which self examination is seen as unbreakable from social condition. Mead's (1934) representative connections', sketched out a method by which, individuals disguise considerations and states of mind explained by real figure in their lives. As a result people react to themselves in a way reliable with the methods for everyone around him. Low self-esteem is required to result when key figures dispose of, overlook appearance lessen the individual. Ensuing conviction by Copper Smith (1967) and Rosenberg (1965, 1979), and in addition most ebb and flow, self-esteem look into, is well in settlement with the essential perspective of symbolic interactions. As indicated by this perspective, it is critical to concede how individuals perceive themselves to be seen by vital others, for example, companions, colleagues, relatives etc. Some ongoing speculations of self-esteem have underscored the standards and worth of the way of life and social orders in which individuals are raised. For instance, Crocer and her associates have contended that a few people encounter collective self-esteem since they are particularly liable to construct their self-esteem in light of their social ways of life as having a place with specific gatherings (Luhtanen&Crocer, 1992).

Leary, Tember, Tardals and Downs (1995) have put forward a novel and essential social record to self-esteem. Socio meter theory starts with the assumption that people have an essential need to have a place that is preset in our evolutionary history (Baumeistor&Leary, 1995).

For the greater part of advancement, survival propagation relied upon alliance with the gathering. The individuals who have a place with social gathering will probably survive and recreate than the individuals who were banned from gatherings. As indicated by socio meter theory, self-esteem works as a screen of the probability of social disposal. At the point when individuals act in ways that upgrade the possibility that they will be rejected, they encounter a refusal in position of self-esteem. Accordingly, self-esteem serves as a screen or socio meter of social support dissents. At the characteristic level, individuals having high self-esteem have socio meters that call attention to a low possibility of refusal and in this manner such people don't stress over how they are being seen by others. To differentiate, low self-esteem individuals have socio meters that call attention to the inevitable danger of pessimistic reaction, and in this way they are to a great degree incited to handle their open impressions. There are an extensive number of confirmations that support the socio meters theory, and also the finding that low self-esteem is very connected with social stress. Despite the fact that the socio meters related with self-esteem to a developed need to have a place as opposed to with representative association, it imparts to the prior speculations social circumstances should be analyzed to survey self-esteem (Leary, Tember, Tardals& Downs, 1995).

Goal orientation is seen as adjusted identity of individuals qualities advanced independent from anyone



else "Self- theories" about the nature and improvement of traits (like; insight, expertise, identity and capacity). For example, an authority orientation descriptor conviction that a person's characteristics are energy and indeterminate and that inciting endeavors prompt execution change, on the other hand performance orientation descriptor belief that attributes are determinate, internal entities and concrete. Performance-oriented people trust that committed does not make a difference for the change of implementation. In their perspective, committed shows low capacity, and those people who don't perform well, don't have the review important to do well in their occupations (Dweck, 1999).

There are four unique sorts of goal-orientation, for example; mastery approach, mastery avoidance, performance approach and performance avoidance (Elliot & McGregor, 2001). So extraordinary sorts of goal orientations can co-happen in a man, people move in the boundary to which they prosecute each of the four achievement goals.

- Mastery-approach (where the reason for existing is to create individual aptitudes and abilities)
- Mastery-avoidance (where the intention is to stay away from the absence of aptitudes and capabilities or evading the judgment of ineptitude)
- Performance-approach (where the reason for existing is to exhibit the aptitudes and skills and to get a great judgment from others)
- Performance-avoidance (where the intention is to stay away from the ominous judgment from others)

Freud associated narcissism means narcissism with self-love, assumed in the perspective of libido theory. Wilhelm Reich, defines certain features of narcissism as manifestation of the confrontation related with personality pathology, in his classic work, character Analysis (1993). Kohut anticipate that narcissism is distinguishable from object love. In contrast to Freud's linear development theory, there is a triangle between autoerotisms, narcissism and libidinal investment (object love), they give path to each other (Tasman, 1990).

Narcissism can be used to describe both abnormal personality trait and a clinical condition. Interpersonally narcissism is exploitive, arrogant and lack of empathy for others. On the contrary, personality-social psychologists thinks narcissism as personality characteristic that is considered in the common population (Campbell, Brunell, & Finkel, 2006; Morf & Rhodewalt, 2001). Narcissism can be conceptualized as one, who has positive and inflated self-view, a self-regulatory style, that uphold these self-views and superficial interpersonal relationships. These can be better explained as narcissism and self-absorbed (Emmons, 1987), self-serving (Rhodewalt, Morf, 1998) an implausibly ponder how their verdicts can affects other (Campbell, Bush, Burnel & Shelton, 2005). In interpersonal milieu a narcissism goalmouth is to attain a social prestige by associated with high status people (Capmbell, 1990). They want admiration (Campbell, 1990; Rhodewalt & Morf, 2001), and will draw attention to themselves, show off and brag to catch (Buss & Chiodo, 1991).

LITERATURE REVIEW

To discover the relationship between self-esteem, accomplishment goals and educational accomplishment Rahmani (2011) directed an exploration. Research result demonstrated that self-esteem, goal orientation components



(avoidance performance and mastery, approach performance) and academic achievement are correlated. Results of t-test of student also show that there are significant differences between male and female students in scores of self-esteem and achievement goals orientation. The results of this present research exposed that self-esteem and achievement goals are affecting factors on academic achievement among the primary school students (Rahmani, 2011).

Ability has been known as a critical segment of universal self-esteem, singular contrasts in the way fitness is conceptualized have been for all intents and purposes disregarded. Accomplishment goal hypothesis proposes that two originations of capability work in accomplishment settings: fitness can be considered as capacity or change. These two originations are settled contained by two goal orientations that are sense of self orientation and assignment. This investigation inspected the relationship of goal orientations and view of lively ability to worldwide self-esteem. In conclusion, among the young ladies which have low assignment situated, people with high apparent inclination uncovered higher self-esteem. The conclusions are solid with the perspective of accomplishment goal hypothesis that accomplishment and frustration are subjective mental states. It is suggested that distinctive originations of fitness are considered in the investigation of self-esteem (Kavussanu and Delwyn, 2000).

The examination of elements connected with instructive accomplishments is a high captivating territory of research in the instructive frameworks. This examination was intended to inspect the relationship of self-esteem and accomplishment goals with instructive execution of understudies. The consequences of this exploration demonstrated that finish of this investigation showed that "no of self-esteem and accomplishment goals orientations have factual association with the mean score of understudies" yet every one of them with the rejection of dominance evasion goals have measurable accomplishments with arithmetic scores of understudies. In conclusion their outcomes demonstrated that applying upgrading systems for enhancing understudies' self-esteem and their orientations to accomplishments will prompt better execution in any event in a few courses (Bahrami, 2015).

Ahmed(2017) conducted a study and result demonstrated an impressive distinction between the two gatherings on the greater part of the parameter of self-esteem, wellbeing related substantial quality workings and goal orientation. Forceful understudies had prevalent self-esteem and occupation orientation, while fixed understudies demonstrated substandard self-esteem and propelled inner self orientation level (Ahmed, 2017).

A few researchers recommended that goal orientation and self-efficacy are point of view unambiguous factors, then again, few research have proposed that these factors in innovation enhanced learning condition. Hsieh (2012) study's results demonstrated that understudies' execution approach and performance avoidance goals altogether diminished though performance and self-efficacy are expanded essentially. Moreover the aftereffects of the examination likewise investigated that performance avoidance goals are directed the connection between science accomplishment and self-efficacy, speaking to that when understudies are not performance avoidance oriented their self-efficacy has positive effect on accomplishment (Hsieh, 2012).

Maqsood, M. (2012) directed an examination to research the impact of self assessment on narcissism and self-esteem. Finding of this investigation have some imperative ramifications for understanding the idea of self-esteem and narcissism. Research has established a solid relationship between's self-esteem and self assessment. Self assessment can



viably utilized for changes of self-esteem (Maqsood, 2012). A examination expected to explore the two types of narcissism (Grandiose narcissism and powerless narcissism) in doctors. The outcomes likewise remembered that there was no positive connection amongst assignment and two type of narcissism in doctors. The discoveries inferred imperative part in enhancing the patient-doctor relationship and in understanding doctor's state of mind (Yasmin, 2015).

Based on the above literature review, proposed hypotheses are given below.

H1: A relationship is likely between self-esteem, goal orientation and narcissism in govt. employees.

H2: Goal orientation and self-esteem are likely to predict Narcissism in govt. employees.

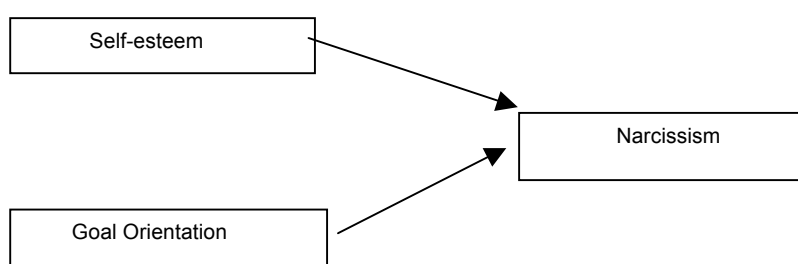


Figure 1: Theoretical Framework

METHODOLOGY

The present study was done through co-relational cross sectional research design to assess the relationship of self esteem, goal orientation and narcissism in employees. Data was collected by purposive sampling technique. The sample consists of Government employees (N=200) aged from 25 to 60 ($M=38.31$, $SD=10.27$). Government Employees were included. Employees with minimum Inter degree and with minimum service at that place at least 1 year experience. Between the age range to 25 to 60 years were included. Contract or Daily basis employees were excluded.

TABLE 1 Demographic Variables

Variables	<i>M</i>	<i>SD</i>	<i>F</i>	%
Age	38.31	10.27		
Gender				
Male			155	(77.5%)
Female			45	(22.5%)
Education				
12 years			18	(9.0%)
14 years			51	(25.5%)
16 years			90	(45.5%)
18 years			41	(20.5%)
Total work experience	13.91	9.85		

Variables	<i>M</i>	<i>SD</i>	<i>F</i>	%
Present work experience	10.30	8.93		
Marital status				
Married			151	(75.5%)
Unmarried			49	(24.5%)
Family system				
Joint				
Nuclear			119	(59.5%)
Spouse working status			81	(40.5%)
Working				
Non Working			55	(27.5%)
Monthly income	55188.00	79932.50	145	(72.5%)

Note. *M*=Mean; *SD*=Standard Deviation; *f*=frequency; %=Percentage

FINDINGS

The present study was conducted to find out the relationship between self esteem, goal orientation and narcissism in government employees. The total sample of 200 employees was taken. The sample was selected from Lahore on the basis of preset criteria. Self esteemscale, Goal Orientation and Narcissism were assessed with the English version of Rosenberg Self- esteem scale, Goal Orientation scale and Narcissitic Personality Inventory respectively.

Data analysis was performed as follows. Firstly, to provide a preliminary profile of the sample characteristics, descriptive statistics such as mean, standard deviation, frequencies and percentage were calculated. The mean, standard deviation and reliability coefficient of the study variables were analyzed. To find out the relationship between self esteem, goal orientation and narcissism Pearson product moment correlation was used. Multiple linear Regression was used to assess the predictors of narcissism.

TABLE 2 Reliability Analysis

Variables	<i>k</i>	α	<i>M</i>	<i>SD</i>	Range	
					Actual	Potential
Self esteem	10	.85	1.57	0.50	0.30-2.80	0-30
Goal orientation	13	.82	4.15	0.99	1.08-6.00	0-78
Narcissism	16	.63	0.55	0.19	0.19-0.88	0-16

Note. *K*=Total no. of items; *M*=Mean; *SD*=Standard Deviation; value; α = Cronbach alpha



Reliability analysis was used to find the reliability of the scales. The results indicated that self esteem and goal orientation scale have good reliability while the narcissism scale was dichotomous scale and it has also good reliability with $\alpha=0.63$.

TABLE 3 Pearson Product Moment Correlation Indicates Association among self-esteem, goal orientation and narcissism

Var.	1	2	3
1.Self esteem	-	.33*	.57*
2.Goal Orientation	-	-	.35*
3.Narcissism	-	-	-

Note. $p < .01$, * $p < .05$; ** $p < .001$; M= Mean; SD= Standard Deviation

To find the relationship between self esteem goal orientation and narcissism the Pearson product moment correlation was used. It showed that self esteem has significant positive relationship with goal orientation and narcissism in government employees. The result confirmed the first hypothesis which stated there is likely to be a relationship between self esteem, goal orientation and narcissism in government employees.

TABLE 4 Multiple Regression Indicates Predictors of Narcissism

Variables	Narcissism		
	B	CI	
		LL	UL
Constant	.106*	.00	.20
Self esteem	.195***	.14	.24
Goal orientation	.034**	.01	.05
R ²	.353***		
F	53.65***		
ΔR^2	.353***		
ΔF	53.65***		

Note. * $p < .05$; ** $p < .01$; *** $p < .001$; B = Unstandardized Co efficient; ΔR^2 = R Square change; ΔF = F change; CI=Confidence Interval

Table shown that Overall model for narcissism explained 0.35% of the variance in narcissism, $F(2,197) = 5.32$, $p < .001$ and indicated that goal orientation and self esteem is the positive predictor of narcissism.

SUMMARY OF FINDINGS

Reliability analysis was used to find the reliability of the scales. The results indicated that self esteem and goal orientation scale have good reliability while the narcissism scale was dichotomous scale and it has also good reliability



with $\alpha=0.63$. To find the relationship between self esteem goal orientation and narcissism the Pearson product moment correlation was used. It illustrated that self esteem has significant positive relationship with goal orientation and narcissism in government employees. Overall model for narcissism explained 0.35% of the variance in narcissism and indicated that goal orientation and self esteem is the positive predictor of narcissism in government employees.

DISCUSSION

This study was designed to investigate the relationship of self-esteem, goal orientation and narcissism in government employees. For that purpose, 200 participants were selected from different government departments of Lahore. Data was collected from the participants between ages 25-60. Results are discussed in terms of the relationship of self-esteem, goal orientation and narcissism in government employees. Results showed that there are considerable relationship between self-esteem, goal orientation and narcissism in government employees. It also exposed that Goal orientation and self-esteem are likely to predict Narcissism in government employees.

The first hypothesis that there will a considerable positive correlation between self-esteem, goal orientation and narcissism was analyzed by using Pearson correlation analysis in our study. It was proved in our study, because self-esteem has strong influence on goal orientation. If a person has better or high self-esteem then his goal orientation to work will also be better and he will perform his duty well. Bahrami 2015, in his study suggested significant associations between self-esteem and accomplishment goals with instructive execution of understudies. So finish of his outcomes showed that by applying upgrading systems for enhancing understudies' self-esteem, their orientations to accomplishments will prompt better execution (Bahrami, 2015).

Those employees which have high self-esteem will have better performance in their work. Kavussanu & Delwyn 2000, found in their study that Children having high task-orientation were reported extensively higher self-esteem than those children having low task-orientation. So we conclude that high self-esteem will lead to high goal orientation and low self-esteem leads to poor goal orientation. These two variables are positively correlated when one will increase other will also increased.

Self-esteem has also a significant correlation with narcissism because high self-esteem leads to narcissism. Campbel, Rudich, & Sedikides, 2016 conducted a study in which they hypothesized that in collaboration narcissism and high self-esteem are connected with positive self-sees yet each is connected with energy in various areas of the self. High self-esteemed people consider themselves more moral and more intuitive, however not more decent and honest, than the normal individuals. Tracy, 2009 also found out "when narcissistic and real self-esteem are empirically prominent, real self-esteem is definitely correlated to successful public relationships and mind strength, while narcissistic self enhancement is positively related to aggression and other antisocial behaviors".

Our results of Pearson Correlation also indicated that Goal orientation also positively correlated with narcissism. Watson, 2012 done ka longitudinal study in which he found that information that were taken from the students suggested that narcissism score are greater than ever every year among that population, the results of the study and

investigation of the relationship between narcissism and performance goal orientation is appropriate and acceptable. Consequences of this investigative study pointed out that as narcissism did contribute to performance goal orientation. So we conclude that if the goal orientation and performance of employees will be better in their department then they will also have narcissistic tendencies in their personality.

Second hypothesis was also proved that Goal orientation and self-esteem are likely to predict Narcissism in govt. employees. To get more success employees also have good self-esteem in their character. High self-esteem and high goal orientation leads to narcissism. Goal orientation theory and earlier research have recommended that goal orientation involve the job choice, detection and performance. So, high self-esteem is associated with option, determination and success in a wide range of achievements. Narcissism people usually involved in their own self and did not bother any other person, it also predicts narcissism. In our results Multiple Regression analysis was done that also predicts self-esteem and goal orientation is a significant predictor of narcissism ($F(2,197) = 5.32, p < .001$).

CONCLUSIONS

On the basis of obtained findings, it is concluded that goal orientation and self-esteem significantly predicts the narcissism. They are also significantly correlated because there is a relationship between self-esteem, goal orientation and narcissism. While, demographics does not significantly correlated with these variables. A number of socio-cultural factors also explain these findings but most of the findings are consistent with the earlier literature, theories and researches.

IMPLICATIONS

- The present study provides groundwork for research using a more comprehensive and well designed methodology in Pakistan.
- This study is important for understanding the dynamics of employee's self-esteem and their goal orientation and various aspects of self-esteem and goal orientation and its effect on narcissistic tendencies.
- Findings of this study will enable the managers of government department to improve their interactions with employee.

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