



RESEARCH PAPER

Self-Construal and Life Satisfaction among Organizational Professionals

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ABSTRACT

This study aims to examine the impact of self-construal on life satisfaction among professionals, analyze the relationship between self-construal types (independent and interdependent) and life satisfaction, and explore gender differences in these variables. Self-construal, reflecting individuals' self-perception in relation to others, is crucial in professional settings where identity and interactions are key. Understanding its influence on life satisfaction can enhance insights into professional well-being. A quantitative survey design was employed with 120 professionals (60 men, 60 women). Data were collected using a demographic information form, the Self-Construal Scale, and the Satisfaction with Life Scale. Correlations revealed significant relationships: independent self-construal (.83**) and interdependent self-construal (.88**) both correlated with life satisfaction (.50**). Independent self-construal showed moderate correlation with interdependent self-construal (.49**) and life satisfaction (.30**). Gender differences were significant in life satisfaction, with men reporting higher satisfaction. Professionals should be aware of how self-construal impacts life satisfaction, and interventions tailored to self-construal types could enhance overall well-being.

KEYWORDS Cultural Psychology, Gender Differences, Influence, Life Satisfaction, Professionals, Self-Construal

Introduction

Self-construal, the way individuals define themselves in relation to others, plays a significant role in shaping various aspects of human behavior and experience (Wang & Pi, 2024). According to Markus and Kitayama, self-construal is deeply influenced by cultural context, with individualism and collectivism being key dimensions defining the relationship between the self and society (Zewaldi & Zewaldi, 2018). Individuals from individualistic cultures tend to emphasize independence and self-actualization, while those from collectivistic cultures prioritize interdependence and social harmony (Hung Ho, 2021).

The two dominant models in understanding self-construal are the independence model and the interdependence model. The independence model posits that well-being is primarily derived from an independent self-construal, emphasizing personal autonomy and achievement of individual goals. In contrast, the interdependence model suggests that subjective well-being is rooted in interdependent self-construal, focusing on relational harmony and group welfare (Zhang et al., 2020).

Furthermore, there exists a third self-construal construct known as meta-personal self-construal, which transcends the dichotomy of independence and interdependence.

This construct highlights a decentered orientation, where individuals extend beyond personal attributes or social contexts (Kristen Lovio, 2014).

Literature Review

Life satisfaction, on the other hand, symbolizes an overarching criterion of human experience (Okoh et al., 2022). It encompasses individuals' overall evaluation of their lives, encompassing cognitive judgments and affective experiences (Song et al., 2020). Research indicates that life satisfaction is influenced by a multitude of factors, including individual behavior, environmental factors, and personal traits (Hempel & Roosen, 2020).

While various theories have been proposed to understand life satisfaction, the whole life satisfaction theory stands out, emphasizing individuals' cognitive judgments about how well their lives align with their ideal life plans (Deeg & May, 2022). Cognitive whole life satisfaction theories suggest that happiness is contingent upon individuals' assessments of their lives relative to their ideal life plans (Thomas & Gupta, 2021). Conversely, affective whole life satisfaction theories underscore the importance of positive affective states derived from individuals' overall evaluations of their lives (Lutz et al., 2023).

Given the significance of self-construal and life satisfaction in shaping individuals' experiences, this research aims to investigate the relationship between self-construal and life satisfaction among professionals, considering cultural variations. Specifically, we seek to understand how different dimensions of self-construal, including independent, interdependent, and meta-personal orientations, relate to life satisfaction across diverse cultural contexts. By exploring the interplay between self-construal and life satisfaction, this research aims to contribute to a deeper understanding of human well-being across cultural boundaries. The findings of this study may have implications for interventions aimed at promoting life satisfaction and enhancing overall quality of life among professionals from diverse cultural backgrounds.

Material and Methods

In this study quantitative method was used with survey design. Research participants were professionals (men and women). There were 120 professionals (60 men, 60 women). The research sample was taken from people working in banks and from lawyers. 60 bankers and 60 lawyers were taken as the research participant with the ratio of 30 men and 30 women respectively.

Inclusion Criteria

- Lawyers and bankers are included.
- All the participants had experience of at least 1 year.

Exclusion Criteria

- People who are unaware not added.

Instruments

Three instruments were included in the research

1. Demographic information form

2. Self-Construal Scale (Singelis, 1994)
3. The Satisfaction with Life Scale (Kjell & Diener, 2021)

The Self-Construal scale is designed to assess self-image. The satisfaction with life Scale is used to measure level of satisfaction in person's life. Self-construal refers conceptually to the grounds of self-definition or self-image, and the extent to which the self is defined independently of others or interdependently with others. Life satisfaction is an overall assessment of feelings and attitudes about one's life at a particular point in time ranging from negative to positive. It is one of three major indicators of well-being: life satisfaction, positive affect, and negative affect.

Ethical Consideration

The content of the sample as obtained before data collection. Permission was taken from the authors of the questionnaires, used for research purpose. The willingness of every subject of the study was taken under consideration. Whether they wanted to participate in study or as well as they really to answer the questions. Researcher was taking care of every participant regarding the sensitivity of questions. All information taken from participant keep confidential.

Results and Discussion

The statistical package for social sciences SPSS Version 22 was used to analyze the data. The data analytic strategy was involved performing descriptive analysis to analyze the demographic data, independent sample t-test was used to assess the self - construal and life satisfaction level in male and female, and correlation was used to see the relationship of self-construal and life satisfaction in professionals.

Table 1
Demographics as a Frequency, Percentage, Mean and Standard Deviation of the Sample (N=120)

Demographics		f (%)	Mean±SD
Gender	Male	60 (49.2)	
	Female	60 (49.2)	
Monthly Income			59204.17±40136.34
Profession	Lawyer	60 (49.2)	
	Banker	60 (49.2)	
Family System	Nuclear	74 (60.7)	
	Joint	46 (37.7)	

Note: f=Frequency, %=Percentage, SD=Standard Deviation

Table 2
Cronbach Alpha (Scale Reliability) of all variables.

Sacle	A
Self-Construal	
Independent Self-Construal	0.70
Interdependent Self-Construal	0.80
Life-Satisfaction	0.72

Table 2 describes the internal reliability of scale. Table indicated that scale have good reliability.

Table 3

Summary of inter-correlation				
Variables	1	2	3	4
Self -Construal		.83**	.88**	.50**
Independent Self Construal			.49**	.30**
Interdependent Self Construal				.55**
Mean	118.38	56.86	61.53	23.88
SD	16.79	8.90	10.52	5.41

Note: **p<.01, *p<.05

Table 3 shows inter-correlation among study variables. Table 3 shows relation in self-construal and life satisfaction, relation between independent and interdependent self-construal with life satisfaction and also shows the relationship between independent self-construal and interdependent self-construal. The results indicate a significant correlation among self-construal (independent self-construal and interdependent self-construal) and life-satisfaction. The results also indicate significant correlation among independent self-construal and interdependent self-construal. Self-construal has correlation with independent self-construal is .83**, with interdependent self-construal is .88** and with life-satisfaction is .50**. Independent self-construal has correlation with interdependent self-construal and with life-satisfaction have results .49** and .30** respectively. Interdependent self-construal correlates with life-satisfaction is .55**. Mean and standard deviation of self-construal is 118.38 and 16.79 respectively. Mean of independent self-construal is 56.86 and mean of interdependent self-construal is 61.53. Standard deviation of independent self-construal is 8.90 and standard deviation of interdependent self-construal is 10.52. Mean of life-satisfaction is 23.88 and standard deviation of life-satisfaction is 5.41.

Table 4
Difference of Males and females on the life-satisfaction and self-construal on scale, scale with life satisfaction and self-construal scale respectively (N = 120)

	Gender		t	p	95% CI		Cohen's d
	Women (n=60)	Men (n=60)			LL	UL	
Life Satisfaction	23.30±5.79	24.47±5.00	1.18	.24	-7.8	3.12	0.21
Independent SC	57.40±9.77	56.32±7.98	-.66	.508	-4.13	2.14	0.02
Independent SC	61.23±9.93	61.82±11.15	.303	.763	-3.23	4.402	0.00

SD = standard deviation, CI = confidence interval; LL = lower limit; UL = upper limit, Number of professionals=120, Degree of freedom (df)=118

Table 4 results show that male mean is 24.47 and female mean is 23.30 for life-satisfaction. The standard deviation of male is 5.00 and female is 5.79 for life-satisfaction in t-test table 4.4. The results show that level of satisfaction with between male and female professionals have significant difference. The significant level of life-satisfaction is .24 in t-test table 4.4. The t-test result show lower limit -7.89 and upper limit 3.12 is the Cohen's calculation is 0.21 for life-satisfaction. The table 4.4 results show that male mean is 56.32 and female mean is 57.40 for independent self-construal. The standard deviation of male is 7.98 and female is 9.77 in t-test table 4.4. T-value of independent self -construal is -.66. The significant level of independent self-construal is .508 in t-test table 4.4. The t-test test result show lower limit -4.31 and upper limit 2.14 whereas, Cohen's calculation is 0.02 for independent self-construal. The table 4.4 results show that male mean is 61.82 and female mean is 61.23 for independent self-construal. The standard deviation of male is 11.15 and female is 9.93 in t-test table 4.4. T-value of interdependent self-construal is .303.

The significant level of independent self-construal is .763 in t-test table 4.4. The t-test test result show lower limit -3.23 and upper limit 4.402 whereas, Cohen's calculation is 0.02 for interdependent self-construal.

There are studies on self-construal and life satisfactions had done for a long time. This present study examines the self-construal and life satisfaction in professionals.

At first hypothesis was there would be significant relationship in self-construal and life satisfaction. The result supported the hypothesis and show the significant relationship in self-construal and life satisfaction. Following study supported the hypothesis, the way in which a person defines herself (self-construal) plays a crucial role in influencing the relative use of inner emotional versus more socially nuanced information in judgments of life satisfaction. Hence, the life satisfaction judgment pattern strong reliance on emotions is expected to emerge in such self-construal condition. On the other hand, when the relational aspects of the self are at the forefront of attention, we expected that people would go beyond their inner emotions and give considerable weight to social cues in evaluating their overall lives. In sum, it is believed that the relative reliance of the relational versus independent self is a major driving force behind the divergent life satisfaction judgment styles found cross-culturally by Stian et al. (Stian et al., 2022) and Suh et al. (Suh et al., 2008). Self-construal process, regardless of the specific cause (personality, priming effect), predicts the type of information used in global self-evaluations. When the distinct separateness of the self is salient, overall life is appraised prominently on the basis of internal emotions. When the self is viewed largely in relation to others, other people's appraisals, in addition to emotions, seem to become important in evaluating one's life.

At second hypothesis there would be significant relationship between independent and interdependent self-construal and life satisfaction. The result supported the hypothesis and showed the significant relationship in independent and interdependent self-construal and life satisfaction. Following studies also supported the hypothesis studies done in Western countries, provided support for the independence model in revealing positive links between independent self-construal and positive affect as well as independent self-construal and life satisfaction. Studies in East Asian countries, supported the integration model in revealing positive links between independent self-construal and life satisfaction (Rohmann et al., 2019)(M. Chen & Cheung, 2021).

Studies done in African countries, results from path analysis provided support for the interdependence model in revealing positive links between interdependent self-construal and life satisfaction (Tchoh & Mertan, 2018). When the self is viewed largely in relation to others, other people's appraisals, in addition to emotions, seem to become important in evaluating one's life.

Independent self-construal reaches life satisfaction through mediation by individual self-esteem, while interdependent self-construal reaches life satisfaction through mediation by relationship harmony (Pilarska, 2014).

At third hypothesis there would be gender difference in life satisfaction in professionals. The result supported the hypothesis and showed the difference in life satisfaction in males and females professionals. Female's level of satisfaction with life remains low as the professional. Following studies also supported the hypothesis gender and Life Satisfaction also is an important study on life satisfaction stating the reasons of Life satisfaction among women (Tomkova et al., 2022). The study depicts those women have average level of life satisfaction at all age levels. It is found that with an increase in

age, the overall life satisfaction decreases; whereas, with an increase in personal income, the overall life satisfaction increases. Moreover, with an increase in family income, the overall life satisfaction of women also increases (Jan & Masood, 2008).

A significant number of studies have reported higher male satisfaction (Kim et al., 2022). Xinjie Chen and Zhihui Cai et al. (X. Chen et al., 2020) found gender differences in level of life satisfaction, which might be expected because women experience more health-related problems than men, are more exposed to functional disability, report lower internal-control, more often report loneliness, are more likely to become widowed and, especially in older cohorts, are exposed to unequal opportunities.

At fourth hypothesis there would be relationship between independent and interdependent self-construal. The result supported the hypothesis and showed the significant relationship in independent and interdependent self-construal. Following previous study also supported the hypothesis, in Singapore, independent and interdependent self-construal have been found to be positively correlated with each other (Li et al., 2021). Independent and interdependent self-construal were found to be positively correlated to a significant extent for the entire Singapore sample and for the Malays and the Chinese separately. This indicates that the two forms of self-construal might not be clearly separable in terms of their impacts on the criterion measures (Li et al., 2021).

The present study self-construal and life satisfaction in professionals. First, this study proposed that there is significant relationship in self-construal (independent self-construal and interdependent self-construal) and life satisfaction. Second, I examined the gender difference in life-satisfaction. Where results show that there is low satisfaction with life in female and high level of satisfaction with life in males. Further in this I examined the relationship in independence self-construal and interdependence self-construal. Results shows significant relationship in these variables.

Conclusion

Research findings illustrated that there is significant relationship between self-construal and life-satisfaction in professionals. And also show significant relationship between independent and interdependent self-construal. Research findings also illustrated that male professionals have high level of life-satisfaction than female.

Recommendations

- Develop interventions tailored to self-construal styles: focus on personal achievement for those with an independent self-construal and relational harmony for those with an interdependent self-construal.
- Implement culturally sensitive practices to accommodate diverse self-construal orientations and enhance professional satisfaction.
- Introduce gender-specific support mechanisms, such as mentorship programs and work-life balance policies, to address the unique challenges faced by female professionals.
- Conduct regular assessments of self-construal styles and life satisfaction to identify trends and adjust policies accordingly.
- Promote overall well-being through a positive work environment, mental health resources, and a healthy work-life balance to boost life satisfaction.

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