

EGOTISM (AHAMKAAR): A COMPARATIVE STUDY AMONG ADMINISTRATIVE AND CLERICAL STAFF

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Abstract The main purpose of this research was to compare the egotism of administrative and clerical staff. A study was made on randomly selected 200 employees (100 administrative and 100 clerical) from different organisations in Agra, who were administered egotism scale (constructed by the investigator herself). T-test was employed to compare the egotism of administrative staff and clerical staff. There is a no significant difference between egotism of administrative staff and that of clerical staff ($t = 1.125, p > .05$), showing that egotism is equally prevalent among employees of both the levels. The result revealed that egotism creates hindrances or barrier in getting life-satisfaction or happiness in life. The degree of dissatisfaction leads to a greater degree of unhappiness and leading to their lower well-being.

Keywords: Egotism, Administrative Employees and Clerical Employees

INTRODUCTION

“Egotism is the source and summary of all faults and miseries.”

Egotism is an inflated, perhaps untenable or unstable, view of self. The foundation of egotism is the delusion that we're different, the delusion that some of us are better than others. As such, the term is etymologically related very closely with philosophical egoism. Egotism may coexist with delusions of one's own importance, even at the denial of others. The results suggest strong altruistic support for publicly funded healthcare even among those whose self-interest is better served by tax-financed incentives to take out private insurance. Costello & Dunaway (2003) presented a preliminary test of the threatened egotism hypothesis with a sample of junior high and high school students in a small Southern city. The results show that egotism is positively associated with violent and nonviolent delinquency and that this relationship holds when a number of important predictors of delinquency are controlled, including social control and self-control.

Egotists believe that if they will not do the work, it cannot be done, this is their illusion. In fact work is being done even in their absence. A few facts about egotism are sufficient to save us from the lure of egotism. These are:-

- Egotism is harmful to one's personal growth.
- The result of egotism is the opposite of what one seeks.
- Egotism turns others off; one loses friends.

- Egotism is unnecessary.
- Egotism is not justified.

SIGNS OF EGOISTIC AND PROUD BEHAVIOUR

1. Though it is well-known that most people are egoistic and proud, it is still worth noting down signs of egoistic behaviour. Here is a sample list of such behaviour.
2. The person takes help for granted and does not feel gratitude.
3. He looks at any issue from his point of view only and is oblivious of point of view of others involved.
4. He will demand of others what he cannot do himself.
5. He cannot stand anybody doing better than him.
6. All achievements he will ascribe to his own efforts only and will deny that anybody else helped him achieve.

It is the false perception of the self that exists in all of us as individual consciousness. In the *Bhagavadgita*, Arjuna stands symbolically for the ego consciousness. Arjun's suffering is because of his limited knowledge, his sense of separateness, his identification of himself with his body, his belief that he is the doer of his actions and his anxiety about the results of his actions.

Ahamkara is a Sanskrit term that is related to the ego and egoism - that is, the identification or attachment of one's ego. *Ahamkara* or egoism is the cause of most human miseries. A flattered ego can dramatically impair one's judgment

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while an injured ego can provoke one to engage in acts of retaliation. The ego is therefore an obstacle to spiritual progress. *Aham* (Ego) within youngsters provokes them to be disobedient. Therefore, it is expected that such people have lower life-satisfaction.

RATIONALE OF THE PROBLEM

The purpose of the present study is a comparison of egotism of administrative staff and that of clerical staff. Egotism is the tendency to speak or write of one excessively and boastfully. It is an exaggerated belief and inflated sense of one's own importance and it may coexist with delusions of one's own importance, even at the denial of others. The investigator is curious to know whether there is any difference in egotism between administrative staff and clerical staff.

OBJECTIVE OF THE STUDY

A comparison of egotism between administrative staff and clerical staff.

OPERATIONAL DEFINITION OF THE TERM USED

Egotism

Egotism is an inflated sense of "importance" or "greatness", i.e.: going around declaring how great a person is. Egotism is an inflated, perhaps untenable or unstable, view of self. Egotism is typically operationalised as narcissism (Bushman and Baumeister, 1998, 2002).

HYPOTHESES

There is a significant difference between egotism of administrative staff and that of clerical staff in organisations.

METHODOLOGY

Sample

The study was conducted on a representative sample of 200 employees, who work in different organisations in Agra. All the employees were randomly selected out of different organisations in Agra. The organisations included banks, college etc. The test was administered on 200 administrative and clerical employees taken randomly from each organisation in the population. Employees to be selected in

the sample were at least graduates and their age range was between 25 to 50 yrs.

Research Design

For testing hypothesis, double matched group designs were used.

Variables

Independent variables:

- Type of employee:
1. Administrative
 2. Clerical

Dependent variables: Egotism

Relevant variables:

Age: Age range of employee was between 25 to 50 yrs; mean age was matched in both the groups.

Sex: Both male and female employees were taken in the sample; proportion of male: female was 80:20 in both the groups, clerical as well as administrative.

Education: At least graduate employees were taken in sample.

Tools

Egotism scale:

Egotism Scale is constructed by the investigators themselves. Egotism scores of teachers were correlated with students' ratings of their teachers' egotism. The coefficient of correlation was found to be $r = .65$, showing high criterion related concurrent validity and high negative coefficient of correlation of egotism scores with life-satisfaction indicated that higher the egotism lower is the life-satisfaction. The coefficient of correlation was found to be $r = -.24$ which is highly negatively significant. This proved high construct validity of this scale.

Z score norms were prepared for the egotism scale ($N = 200$). Test-Retest reliability of the scale (with a time gap of four months) came out to be .55. It consists of 30 (Yes or No type) fixed alternative type items in Hindi language showing egotism in different fields of life.

- (1) Egotism of physical and mental energy.
- (2) Egotism of beauty, smartness and physical attraction.
- (3) Egotism of wealth, property and luxury items.

(4) Egotism of social status and connections with influential and powerful people.

(5) Egotism of superior genes, caste or race.

(6) Egotism of community service, charity and religiosity.

DATA ANALYSIS AND RESULT INTERPRETATION

In order to test the hypothesis that ‘there is a significant difference between egotism of administrative staff and that of clerical staff in organisations’, the t-test was done.

Table 1: Comparison of Egotism of Administrative and Clerical Employees

Groups	M	N	SD	SE.D	df	T
Administrative	20.37	100	11.6	1.6	198	1.125 (p > .05)
Clerical	22.2	100	11.4			

Table 1 shows that the mean egotism score of administrative employees is 20.37 (SD = 11.6) and the mean egotism score of clerical employees is 22.2 (SD = 11.4). The t value is 1.12, with df = 198; it is not significant even at .05 level. Hence the investigator has rejected the hypothesis that there is a significant difference between egotism of administrative staff and that of clerical staff in organisations.

Figure 1 indicates that level of egotism of administrative staff and clerical staff is almost equal; in fact, egotism of

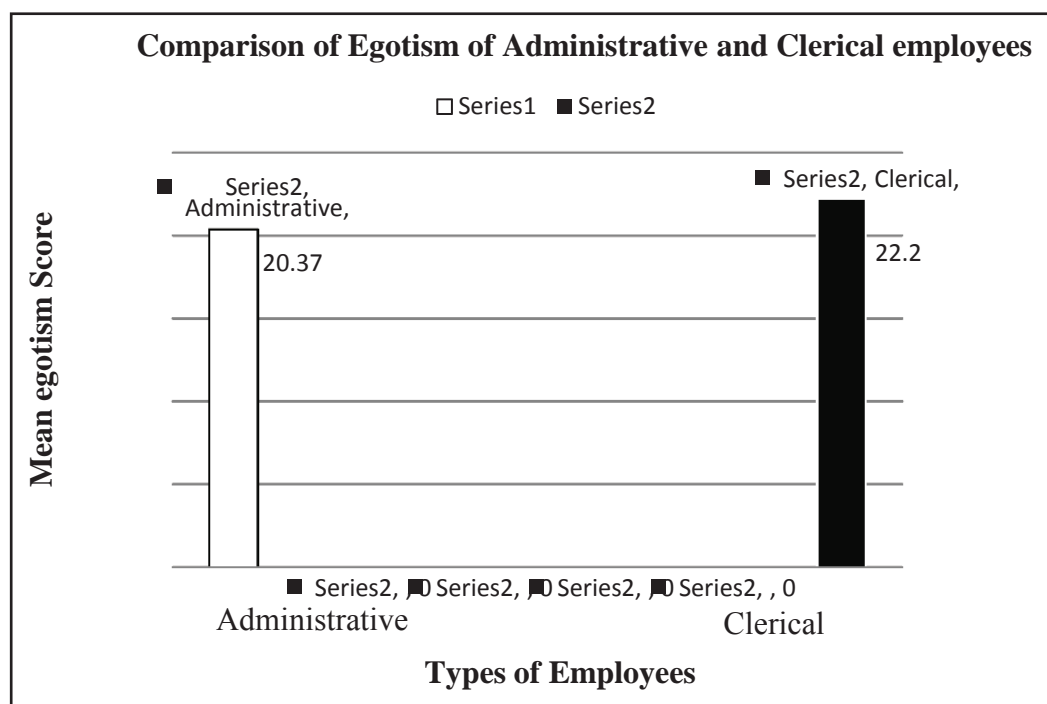
clerical staff is slightly higher. This shows that people at all levels show egotism, whatever may be their educational qualification, occupational status or salary. Egotism is an exaggerated opinion of one’s own importance, an inflated sense of ‘importance’ or ‘greatness’. So it has been found that administrative officers do not possess higher egotism as compared to clerical workers. As item no. 8 indicates administrative employees have higher egotism of their wealth due to their higher salaries. But in case of clerical employees they have higher egotism of the knowledge and wisdom. As item no. 22 indicates, egotism of attractive personality is more prevalent among clerical employees in comparison to administrative employees.

The researcher therefore concludes that human beings show egotism not due to their superior qualities but due to their illusion about themselves.

FINDINGS AND DISCUSSION

There exists no significant difference between egotism of administrative and that of clerical employees (t = 1.125, p > .01). Therefore the hypothesis was rejected that there is a significant difference between egotism of administrative staff and that of clerical staff in organisations. The mean value of egotism of administrative employees is 20.3 (SD = 11.6) which is lower than the mean value of clerical employees is 22.2 (SD = 11.4). Therefore, it is concluded that it is not necessary that administrative level employees (high level employees) have high egotism and clerical level

Figure 1: Comparison of Egotism of Administrative and Clerical employees



employees have low egotism. Clerical employees have equally high level of egotism.

It is in agreement with the findings of Miller and Schlenker (1985) who examined that the attributional egotism of individuals may be particularly important when they serve as members of cooperative groups. Within a group, one's fellow members may be granted or denied credit for a group performance in order to manipulate one's own perceived responsibility for the outcome. In this study, group members privately or publicly reported their assessments of their own and others' responsibility for group successes and failures. Subjects privately claimed more responsibility for success than for failure but did not do so (in public) when the other members were expected to see their reports. Moreover, under public conditions, subjects claimed less responsibility for a group success than they gave to the other members, an effect which disappeared in private. Subjects were clearly sensitive to the interpersonal implications of their attributions, displaying less egotism under public condition.

LIMITATIONS OF THE PRESENT RESEARCH AND FURTHER SUGGESTIONS

- (1) Due to lack of time, many other situational variables such as organisational structure etc. could not be taken into account. It is therefore suggested that egotism among administrative and clerical staff should be studied under different organisational conditions.
- (2) The size of sample was limited to 100 administrative and 100 clerical employees of Agra. It can be

increased to get more reliable results, so that it could be generalized for the whole country.

CONCLUSION

Results also indicate that level of egotism of administrative staff and clerical staff is almost equal. Hence it is concluded that mean egotism scores of administrative employees is not much defect than the mean egotism scores of clerical employees. Therefore no significant difference between egotism of administrative and that of clerical employees could be found.

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