

Validation of the Sense of Professional Self-Esteem Scale

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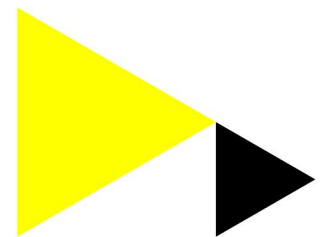
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Validation of the Sense of Professional Self-Esteem Scale

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science

Background: There are a few concepts related to the sense of being needed and valuable in the workplace. Some are based on objective criteria, such as professional suitability described mainly in terms of a specific educational and professional context (Rodriguez et al. 2016) or as the learning process influenced by competences required for proper performance at work (Myklebust, 2022). A sense of professional self-esteem relates to the subjective feeling of being needed, successful, significant and worthy at work. The construct is similar to general self-esteem and self-worth measuring both positive and negative feelings about the self as proposed by Rosenberg (1965), but linked to a professional area. The general self-esteem is a belief in an individual's capabilities, which has an impact on behaviour, fulfilment of objectives and taking actions (Bandura, 1994). It also regulates well-being, informs about coping with difficulties, and supports relations with others (Leary & Baumeister, 2000). High professional self-esteem means that employees value and accept their professional roles (Tinsley, 2002) and try to perform as well as possible (Ceylan, Biçakçi, Gürsoy, & Aral, 2009). It consists of five dimensions such as satisfaction with the performed role, desire to develop skills necessary in a job, commitment, feeling of adapting to work conditions and a desire to share knowledge and experience with others (Arıcaç, 1999).

The aim: The main objective of this study was to construct a Polish version of The Sense of Professional Self-Esteem scale, shorter than The Turkish Scale for Professional Self-Esteem of Arıcaç (1999) which consists of 30 items. The Pakistani adaptation of the Turkish scale did not yield an acceptable reliability value and was extended to 37 items. This informed the decision not to base the Polish version of the tool on the original method because an importance of adapting a method to the cultural context was noticed (Iqbal, Bibi & Gul, 2016). The goal of the research is to test the validity and reliability of the Polish version of the constructed inventory and to examine its relationship to general self-esteem.

Procedure: 255 Polish employees took part in the research. They filled three questionnaires: the experimental version of The Sense of Professional Self-Esteem Scale consisting of 6 items based on the Rosenberg's self-esteem scale (Rosenberg, 1965), the Single-item Self-report Measure of Global Self-esteem (Skevington, Lotfy & O'Connell, 2004; adapted by Atroszko, Sawicki, Sendal & Atroszko, 2017). V) and the Satisfaction with the Job Scale consisting of 5 items (Kondratowicz, Godlewska-Werner, Połomski i Khosla, 2021). The obtained data were analysed with a view to ascertaining the validity and reliability of the experimental Polish scale and examining the relationship of the obtained results with general self-esteem.

Results: Statistical analyses showed of The Sense of Professional Self-Esteem Scale is reliable - the Cronbach alpha reliability coefficient was determined to be 0.89. There is a positive correlation between professional self-esteem and a global self-esteem and satisfaction with the job.

Conclusions: The professional self-esteem is a very important factor which is not used often in European studies. The Sense of Professional Self-Esteem Scale may be used for various research studies as it is short, but still valid and reliable.

Keywords: professional self-esteem, self-esteem, validation