

Investigating the relationship between early maladaptive schemas in self-efficacy and work enthusiasm of employees

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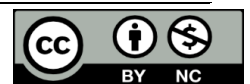
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Abstract

Background & Purpose: The purpose of the present study was to investigate the relationship between initially incompatible schemas in self-efficacy and the work enthusiasm of employees. **Methodology:** The current research is applied in terms of purpose and correlational in terms of method. The statistical population of the present study consisted of employees of banks in the 5th district of Tehran. Among these people, 100 people were selected as a statistical sample based on Morgan's table. A questionnaire was used to collect data. The research tools included Yang's maladaptive schemas questionnaire (short form), Scherer et al.'s (1982) self-efficacy questionnaire, and Salona and Shoufeli's (2001) job enthusiasm questionnaire. The collected data were analyzed using SPSS software and Pearson's correlation coefficient for statistical analysis. **Results:** The findings show a negative correlation between job passion and rejection, poor self-management, and impaired limitation, which is significant at the $P < 0.01$ level. On the other hand, the relationship between job passion and other areas of orientation and listening to live is insignificant. Also, the correlation between self-efficacy and impaired self-management, other orientation, and impaired limitation is negative and significant at the $P < 0.01$ level. At the same time, the relationship of self-efficacy with the domains of tinnitus, cutting, and rejection is not significant. **Conclusion:** The statistical analysis of the data showed that job enthusiasm has a significant negative correlation with the three areas of cut and rejection, impaired self-management, and impaired limitation, but its relationship with the other two areas is not significant. Also, self-efficacy has a significant negative correlation with impaired self-management, impaired limitation, and orientation toward others. This is even though the relationship between self-efficacy and the other two domains, i.e., listening to the bell and cutting and rejecting, is insignificant.

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Introduction

Today, the job's importance and decisive role in various dimensions of human life are obvious. The efficiency and development of any organization depend on the correct use of human resources (Parsakia et al., 1401). Job passion is a form of work-related well-being and is associated with many positive organizational and individual health outcomes. So that employees with job enthusiasm tend to work hard with a positive mental state, and with that state, they are able to accomplish many things in the work environment (Baker & Leiter, 2010). Job enthusiasm is a positive psychological concept that is known as an indicator of well-being and psychological health in the work environment, and it is defined as the amount of energy, attachment to the job, and effectiveness of the profession. The existence of job enthusiasm in the employees makes them have a high commitment to performing their duties and make the utmost efforts to achieve the organization's goals. The formation and realization of any major change and transformation in organizations are highly dependent on the active participation of employees who will deal with it with open arms and support it comprehensively. In the meantime, employees who have high job enthusiasm, after being aware of organizational changes and transformations, do not suffer from feelings such as uncertainty, fear, and confusion, and they welcome high performance with open arms and increase this performance and increase productivity (Parsakia and et al., 1401). Also, employee job enthusiasm is recognized as one of the five criteria for the annual Workplace Health Award by the American Psychological Association (Gravitch, Gedslak, and Munz, 2018, cited by Parsakia et al., 1401). On the other hand, it has been reported that in many organizations today, employees' passion for work is low (Bates, 2001, cited by Saks, 2006). Job enthusiasm as a desirable resource may lead to a positive cycle of resources and, as a result, positive effects on health, which results in the correct performance of assigned job tasks or greater productivity. Managers can gain positive consequences for themselves and the organization by emphasizing more to create enthusiasm for the job (Parsakia et al., 1401). Job enthusiasm is a positive, practical, and work-related state that includes three dimensions: strength, passion, and dedication (Schaufeli & Salanova, 2007). Strength includes high energy levels and resilience of the worker's mind while doing work. Self-dedication is a person's intense involvement with work and a sense of meaning, passion, and challenge. Absorption is a person's concentration and satisfactory engagement in work so that time passes quickly for him, and it is difficult for him to separate from work (Schaufeli, Salanova, Gonzalez-Roma, and Bacra, 2002). Low job enthusiasm is correlated with physical complaints. One of the negative consequences of low job enthusiasm is not being committed to the organization and unwillingness to remain in the organization (Holberg & Schaufeli, 2006). A person who is passionate about his work has high energy and attachment to his job and performs

his job duties to the best of his ability, and strongly seeks to achieve organizational goals (Parsakia et al., 1401).

One of the important aspects of personal control is self-efficacy, proposed by Bandura (1977). People with this characteristic believe that doing their desired tasks is associated with success (Sarafino, 2011). Bandura believes that human behavior is primarily a self-regulating behavior. Among the things humans learn from direct experience or indirect experience are performance measures. After these criteria are learned, they are the basis for the individual's personal evaluation. If a person's performance in a certain situation is in line with his criteria or higher than that, he evaluates it positively; If it is lower than the standards, it is evaluated negatively (Bandura, 1997). Bandura identifies an antecedent determinant for each action, which considers self-efficacy as one of the antecedent determinants of behavior. Bandura considers self-efficacy as one of the cognitive processes through which we develop many social behaviors and personal characteristics. The theory of self-efficacy is such that people's behavior depends on the fact that a person believes that he can successfully perform a certain action. These beliefs are a person's knowledge of his needs and how to respond to them, which is his perceptive competence. Despite such a factor within the individual, interests emerge and bring satisfaction to him (Bandura, 1997). In general, there are two types of self-efficacy, general self-efficacy, and task-specific self-efficacy. General self-efficacy refers to people's assessment of their ability to perform successfully. In contrast, self-efficacy related to a specific task refers to people's assessment of a specific ability to successfully perform that task (Stovikevich and Lotthanes, 1998, cited in Tai, 2006). Bandura believes self-efficacy has three dimensions: level, generalizability or generality, and strength. The level refers to the difficulty of the problem the person is ready to deal with. The dimension of generality refers to the fact that people may consider themselves self-efficacious in a domain or a small part. The strength dimension means that the stronger the self-efficacy beliefs, the more durable they are and the more related to behavior (Bandura, 1997).

One of the variables of great importance in psychological studies is the primary incompatible schemas. Early maladaptive schemas are emotional and cognitive patterns of self-harm that are formed in mind at the beginning of growth and transformation and are repeated throughout life (Flink et al., 2018). Young has categorized early maladaptive schemas into five domains in the following order (Calvete et al., 2018). The field of cut and rejection includes five primary irreconcilable schemas that are formed based on the unfulfillment of basic needs such as love, security, stability, empathy, and acceptance. The field of self-management and impaired functioning is the individual's ability to separate from the family and function independently. Impaired limitations describe people who show weakness and inability to determine internal boundaries, responsible performance, or coherent activity to achieve long-term goals. Another area of orientation reflects people's

efforts to gain the approval and satisfaction of others by satisfying their needs instead of satisfying their own desires. The last area is listening for excessive ringing and inhibition. This area includes people who push back spontaneous emotions and impulses and often try to behave according to their inflexible and internalized rules, even if it is at the cost of losing happiness, peace of mind, expression of opinion, health, or intimate relationships (Sahih al-Nasab, 1400). The characteristics of early maladaptive schemas are: they are deep and pervasive patterns or themes; They were formed from memories, emotions, cognitions, and bodily sensations; formed during childhood or adolescence; they continue in the course of life; They are about self and relationship with others; are highly ineffective (Yang, Klosko, & Weishaar, 2003). Considering the importance of early maladaptive schemas as one of the basic components in psychology, as well as the above, this research aims to investigate the relationship between early maladaptive schemas in employees' self-efficacy and work enthusiasm.

Methodology

The current research is applied in terms of purpose and correlational in terms of method. The statistical population of the present study consisted of employees of banks in the 5th district of Tehran. Among these people, 100 people were selected as a statistical sample based on Morgan's table. A questionnaire was used to collect data. The research tools included Yang's maladaptive schemas questionnaire (short form), Scherer et al.'s (1982) self-efficacy questionnaire, and Salona and Shoufeli's (2001) job enthusiasm questionnaire. The collected data were analyzed using SPSS software and Pearson's correlation coefficient for statistical analysis.

Materials

1. Young's maladaptive schemas questionnaire (short form). The short form of Young's Incompatibility Schema Questionnaire contains 75 items. Young designed this questionnaire in 1998 to assess 15 early maladaptive schemas. To score this questionnaire, a 6-point Likert scale is used (completely false = 1, completely true = 6). Each schema has 5 questions. Therefore, the first area includes questions 1 to 25, the second area includes questions 26 to 45, the third area includes questions 46 to 65, the fourth area includes questions 66 to 75, and the fifth area includes questions 76 to 85. A high score in each area indicates a higher schema incompatibility. The reliability of the questionnaire has been proven in many studies. In Iran, its internal consistency and reliability were reported by Ahi in 2014 in Tehran universities using Cronbach's alpha in the population. In this study, Cronbach's alpha of the entire questionnaire and all its components was higher than 0.70, which indicates its good reliability.

2. Self-efficacy questionnaire by Scherer et al. This questionnaire was created by Sherer and his colleagues in 1982 and had 17 questions related to general self-efficacy (Najafi & Foladcheng, 2007). In the current research, a 17-item scale was used. This questionnaire is organized based on a five-point Likert scale so that the completely disagree answer gets a score of 1, and the completely agree answer gets a score of 5. High scores indicate a high sense of self-efficacy in a person. In their research, the creators of the questionnaire obtained Cronbach's alpha of the questionnaire at 0.86 and used external correlation to check the validity of the questionnaire. In this study, Cronbach's alpha was 0.71, which means good reliability of the questionnaire.

3- Job enthusiasm questionnaire, Salanova, and Schaufeli (2001). This questionnaire consists of 17 questions. This questionnaire includes three components. These dimensions include strength (6 items of questions 1-6), dedication (5 items of questions 7-11), and attraction (6 items of questions 12-17). The scoring of the questionnaire is based on a 7-point Likert scale (completely agree = 5 points and completely disagree = 1 point). The minimum possible score in this questionnaire is 17, and the maximum is 85. A score between 17 and 34: low job enthusiasm. A score between 34 and 51: average job enthusiasm. A score above 51: high job enthusiasm. In order to determine the validity, Schaufeli et al. (2001) measured the relationship between the job enthusiasm scale and the job burnout scale. They found a high and negative relationship between these two scales. Cronbach's alpha was 0.82 in this research, which means the good reliability of this questionnaire.

Results

In terms of demographic characteristics, 63 participants were male, and 37 were female. Also, people were divided into four groups according to age. Therefore, 21 people were 26 to 30 years old, 49 were 31 to 35 years old, 11 were 36 to 40 years old, and 9 were 41 years old and above.

Table 1: Descriptive data of research variables

Variables	Subscales	Mean	Standard deviation
Initial schema	Cut and rejection	111/12	20/19
	Impaired self-governance	43/46	9/81
	Another direction	41/73	7/63
	Listen to the bell	48/99	8/11
	Disruptive limitation	40/21	9/12
Career passion		41/45	6/60
Efficacy		57/84	8/08

The above table shows the descriptive data collected from the questionnaires. Next, the Kolmogorov-Smirnov test was used to check the normality of data distribution.

Table 2: Checking the normality of data distribution

Variables	Subscales	Kolmogorov Smirnov	p
Initial schema	Cut and rejection	0/87	0/40
	Impaired self-governance	0/85	0/41
	Another direction	0/96	0/36
	Listen to the bell	0/79	0/49
	Disruptive limitation	0/84	0/41
Career passion		0/80	0/48
Efficacy		0/94	0/37

According to the above table, the results of the Kolmogorov-Smirnov test show that the significance level is greater than 0.05 for all variables and sub-scales under investigation. As a result, the research data follows a normal distribution and Pearson's correlation coefficient can be used to check the relationship between the variables.

Table 3: Correlation coefficient between research variables

Variables	Pearson	Sig
The field of cut and rejection with career passion	-0/41	0/00
Impaired self-management domain with career passion	-0/49	0/00
Another field of orientation with career passion	-0/22	0/25
The field of listening to Zangi with a passion for work	-0/24	0/18
Disturbed limitation area with job enthusiasm	-0/39	0/00
The field of cut and rejection with self-efficacy	-0/20	0/32
The domain of impaired self-management with self-efficacy	-0/44	0/00
Another area of orientation with self-efficacy	-0/51	0/00
The self-efficacy field of listening to the bell	-0/26	0/14
The sphere of limitation interferes with self-efficacy	-0/47	0/00

According to the above table, the findings show a negative correlation between job passion and rejection, impaired self-management, and impaired limitation, which is significant at the $P < 0.01$ level. On the other hand, the relationship between job passion and other areas of orientation and listening to live is insignificant. Also, the correlation between self-efficacy and impaired self-management, other-orientation and impaired limitation is negative and significant at the $P < 0.01$ level. At the same time, the relationship of self-efficacy with the domains of tinnitus, cutting, and rejection is not significant.

Discussion and Conclusion

The present study aimed to investigate the relationship between initially incompatible schemas with self-efficacy and work enthusiasm in employees. The statistical analysis of the data showed that job passion has a significant negative correlation with the three areas of cut and rejection, impaired self-management, and impaired limitation, but its relationship with the other two areas is not significant. Also, self-efficacy has a significant negative correlation with the three areas of impaired self-management, impaired limitation, and other-orientation. This is although the relationship between self-efficacy and the other two domains, i.e. listening to the bell and cutting and rejecting, is insignificant.

In explaining the research findings about the relationship between work enthusiasm and initially incompatible schemas, people who have an initial incompatible schema in the field of cut and rejection do not feel valued and feel that they are not understood. In other words, these people's needs for empathy, acceptance, and security are not met (Yang, 1999). This area makes people unable to feel meaning in their work. Also, they perceive low support from their colleagues and supervisors, which makes them have little enthusiasm for work. People with an initial incompatible schema in impaired self-management cannot perform independently (Sahih Nasab, 2021). Therefore, they need external resources to work, and the enthusiasm of these people could be higher. People with an initial maladaptive schema in impaired limitations are weak in coherent activity to achieve long-term goals and do not perform well responsibly. These people are deprived of a strong passion for work. Salanova, Agut, and Pirro (2005) state that employees who have high strength are more motivated by their work and show more resistance when problems and impersonal conflicts occur. This resistance means that a person will continue his job duties for illusory and tiny excuses and perform his duties despite the problems and difficulties. As a result, the domain of impaired limitations can have a negative relationship with work enthusiasm.

Regarding the relationship between early maladaptive schemas and self-efficacy, it can be said that people who have problems in the area of self-management cannot obtain an independent identity from themselves and perform successfully outside the home (Pirvan, 2013). Therefore, the self-efficacy of these people is expected to be low. Also, for people who have problems in the orientation toward others, their efforts are focused on the wants and needs of others. The valuing of these people for their activities is likely related to meeting the needs of others. Therefore, they consider themselves efficient only when others consider them valuable and efficient. Therefore, it does not mind that this area negatively correlates with self-efficacy. Finally, people with impaired limitations try to endure as little hardship as possible and avoid responsibilities (Bamber, 2011, cited in Sahih Nasab, 2021). On the other hand, according to Bandura (1997), people with high self-efficacy act responsibly and try to finish things. Therefore, it seems logical that the domain of impaired limitation has a significant negative correlation with self-efficacy.

One of the limitations of the current research is the use of the correlation method. In this method, the causal relationship between the variables is not investigated; Therefore, in order to generalize the findings, caution should be observed. Also, considering the statistical population of the research, it is recommended to be careful in generalizing the findings. Therefore, it is suggested to conduct more research with a different statistical population and research method.

Ethics

This research observed ethical standards, including obtaining informed consent and ensuring privacy and confidentiality. Also, while completing the questionnaires while emphasizing completing all the questions, the participants were free to withdraw from the research at any time and provide individual information. They were assured that the information would remain confidential, which was strictly adhered to.

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Conflict of Interest

According to the authors, this article has no financial sponsor or conflict of interest.

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