

Influence of Self Concept on IT Professionals Work Related Quality of Life

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ABSTRACT:

Background: Self-concept is a key psychological factor that affects employees' functioning and work results. But there is not much research conducted on its association with work related quality of life (WRQoL) among IT professionals in India especially in the technology driven and hardworking IT industry.

Objective: This study aims to explore the relationship between self-concept and WRQoL, and determine which dimensions of self-concept predict WRQoL for IT professionals.

Methods: 135 IT Professionals in Bangalore were surveyed and the survey was quantitative. The Self-Concept Scale (SCQ-18) of Martin Dolejš et al. was used as well as the Work-Related Quality of Life Scale (WQOLS) of Simon Easton and Darren Van Laar [8]. Data was analyzed by using Pearson correlation and Multiple regression analyses in SPSS.

Results: There was a significant positive correlation between self-concept and WRQoL. Regression analysis showed that the Work and Studies and Resistance to Anxiety dimensions had significant prediction of WRQoL, with Resistance to Anxiety being the most powerful predictor.

Conclusion: The results demonstrated the significance of self-concept toward the WRQoL of IT professionals, notably in the aspects of professional competence and emotional resilience. The study recommends that interventions to improve employees' well-being include skill development, resilience building, and stress management.

Key Words: *Self Concept, Work Related Quality of Life, Work and Studies, Resistance to Anxiety, IT Professionals, India*

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1. Introduction

Information technology (IT) is a highly knowledge-based and fast-changing workplace where workers need to continually adjust to technological advances, shifting job tasks, intense performance demands, and intricate modes of working together. These conditions have raised awareness of employees' health and well-being, as their work experiences are not only impacted by the organizational context but also by employees' psychological traits and experiences [1]. Familiarity with the personal factors that impact employees' perceptions and reactions to work requirements is especially critical in these settings. Self-concept is an important psychological construct as it affects the way people see themselves in terms of their abilities, characteristics, values and roles in various social and professional settings among these factors [2].

Self-concept is a general term that refers to an individual's perception of and beliefs about him/herself, including his/her attributes, abilities, values, and social roles. It grows over time and is developed in the process of socialization and interaction, personal experience, reflection, and interpretation of the feedback received from the environment [3]. Rogers saw self-concept as the key to human psychological adjustment and functioning from a humanistic standpoint. A positive self-perception that is relatively congruent can help an individual to better react to the environment and stay psychologically healthy. In the same way, Study focused on the idea of achieving self-actualization, which emphasizes personal development and the fulfillment of one's potential. In organizational contexts, these viewpoints imply that workers' self-perceptions can impact their levels of self-efficacy, motivation, work conduct, and reactions to organizational demands [4].

Self-concept is especially relevant with regard to experience of work when employees are considered. Staff who feel competent and able are likely to be able to tackle challenging work tasks, manage problems and have confidence in

challenging situations. There is evidence of this relationship in related psychological constructs. For example, Study reported that the professionals' confidence in their professional abilities was related to their satisfaction with their work and well-being, and that confidence in professional abilities was an important predictor of quality-of-life outcomes. These types of findings suggest that self-beliefs about self and self-efficacy may affect the nature of employee experiences of their working lives [5].

Work-Related Quality of Life (WRQoL) is closely related to this outcome. WRQoL is a wider construct than job satisfaction as it encompasses employees' perceptions of the quality and favourability of their working lives. It covers a range of aspects of the job and career including satisfaction in the job/career, working conditions, control at work, general well-being and connection to other areas of life. [4], theorized quality of work life as the interaction between employee role identities and work resources highlighting the importance of the self, values, beliefs, needs and role identities in determining employees' responses to work conditions. Their model also proposes that there might be a link between the work environment and the individual characteristics that can affect work and life satisfaction. [6].

Empirical support for the linkage of self-related psychological characteristics and WRQoL has also been found. In a direct link between professional self-concept and WRQoL in the nursing profession, [7] also found a significant positive correlation between these two factors. They also found professional self-concept to be a predictor of WRQoL, suggesting that professional self-concept is an internal predictor of quality of working life that accounts for meaningful variation in employees' perceptions of quality of working life. They studied nursing professionals in Iran, but the results of their study may be important to consider in other occupations. Likewise, the study analyzed self-esteem and WRQoL for the health and non-health workers, concluding that self-related characteristics of employees were relevant to

their WRQoL. These results lend credence to the larger perspective of including internal perceptions of employees in addition to organizational and environmental factors affecting employees' WRQoL [8].

In the IT industry, this relationship is especially important because many IT workers experience continuous changes in technology, a high level of problem solving, continuous learning, performance expectations, and time constraints. These situations can include the need to trust in themselves, adjust to new roles and experience stress in the workplace. As a result, dimensions of self-concept that are relevant to work and studies, social functioning, personal development and anxiety resistance might have varying effects on employees' experiences of their work lives. Therefore, understanding self-concept as a multi-dimensional entity can offer a more comprehensive understanding than self-perception as a generic concept [9].

Previous studies have studied self-concept and related constructs like self-esteem, self-efficacy, resilience and professional identity in connection with different workplace outcomes, while other studies have investigated WRQoL in relation to organizational and occupational factors, the connection between self-concept and WRQoL of IT professionals has been less studied. The direct evidence of [7] is relevant to the nursing profession and the context of Iran. Thus it may not be assumed that the same pattern holds true for IT professionals in another occupational and national context. In addition, there is not much evidence on which dimensions of self-concept are more significant in the prediction of WRQoL in technology intensive occupations [10].

This is a crucial area in India's IT landscape where professionals face a dynamic and competitive work environment. Knowledge of the psychosocial aspects of their work life can be used alongside organisational interventions to improve employee well-being and help to design interventions more specifically. Identifying the dimensions of the self-concept that are most strongly linked to WRQoL, in particular, could

help an organisation help design professional development, building confidence, building resilience and stress management initiatives [11].

In this context, the present study focuses on the association between self-concept and work related quality of life among IT Professionals in Bangalore and explores the predictive role of various dimensions of self-concept. A Self-Concept Scale (SCQ-18) and a Work-Related Quality of Life Scale are used in the study to explore the relationship between the two constructs and identify the dimensions of self-concept that have significant influence upon WRQoL. The study adds to the literature on organizational behaviour and employee well-being, by studying a multidimensional psychological construct in an IT-sector context, and by extending the existing evidence to Indian IT professionals. Results could have implications for organizations that wish to enhance employee well-being through professional development, resilience building, and stress management programs [12].

The paper has an organization of Introduction, Literature Review, Methodology, Results and Discussion, Implications and Future Research, and the Conclusion. The research gap is presented in the Literature Review, which is followed by the introduction of the research context and research gap. The research design and analytical approach, which is the methodology, is presented and followed by the Results and Discussion. The implications, limitations of the study, future research directions and overall conclusion are presented at the end.

1.1. Aim of the Study

The purpose of the study is to explore the linkage between Self-concept and Work-Related Quality of Life (WRQoL) of IT Professionals in Bangalore. It further seeks to highlight the specific dimensions of self-concept that are strong predictors of WRQoL. The study aims to give insights into the psychological factors related to employees' working well-being. It also provides practical implications for enhancing IT

industry professional competence, resilience and employee well-being.

2. Literature Review

2.1. Conceptual Understanding of Self-Concept

Self-concept is the set of perceptions and beliefs held by individual about himself or herself, his/her abilities and characteristics, values, social roles, and personal value. Self-concept is important in an organizational setting because employees' self-concept, or their thoughts about their abilities and self-image, can affect the way they do their work, relate to their colleagues, react to difficulties, and assess their experiences in the workplace. Self-concept is not something that is fixed and permanent, but is continually formed as a result of ongoing socialization and work interactions with others.

[13], investigated work related self-expansion and its association with the employees' self-concept and work experiences. They have found that opportunities for learning, personal growth and rewarding social interactions at work can lead to changes in employees' self-concept, work satisfaction, motivation, engagement and relationships with colleagues. This provides opportunities for employees to learn about various aspects of the self and enhance their work experience in an engaging and supportive work environment.

New studies also show that self-concept is related to a number of critical workplace outcomes. [14], explored the role of self-concept in different facets of employees' work investments (self-concept, workaholism, work engagement, affective commitment). Their results suggest that work engagement is a more positive manifestation of work investment, and could be linked to lower emotional exhaustion and depression. [15], also highlighted that self-concept can have a negative or positive effect on ethical behaviour in the workplace, and that other organizational influences, such as ethical leadership and organizational culture, could also play a role in shaping a positive employee self-concept.

The findings of these studies indicate that self-concept is developed in the workplace and that it has a relationship with employees' motivation, involvement, commitment, behaviour and psychological functioning. This forms the basis for investigating if a more general measure of employee well-being, namely Work-Related Quality of Life, is also related to self-concept.

2.2. Self-Concept and Workplace Outcomes

Earlier work on competence, resilience and professional identity also demonstrates the link between self-concept and workplace outcomes. [16], noted that self-concept and competence serve as antecedents of organizational commitment and job performance, indicating that if an employee has a positive self-concept and competence, they likely will have a positive organizational commitment and performance. [5], also pointed out that self-concept mediated with job performance and resilience was a mediator in between. The results indicate that employees' perception of self-concept is not the only mechanism through which self-concept affects work outcomes, but also an ability to handle workplace demands.

Such evidence, then, suggests that self-concept might have implications which extend beyond its perception of personal value. Positive and higher levels of self-perceptions of competence can foster a more positive engagement with work demands, professional commitment and coping resources among workers. However, a lot of this literature centres on outcomes like performance, commitment, engagement or job satisfaction but it is not a literature that explicitly considers the employees' quality of working life. This distinction is crucial as WRQoL covers several aspects of the experience of work of employees and is thus an outcome of work that allows for a more comprehensive analysis of the significance of self-concept.

2.3. Conceptualisation of Work-Related Quality of Life

Work-Related Quality of Life (WRQoL) is a multi-dimensional evaluation of the experience

and perception of employees' work lives. [8] have conceptualised WRQoL in terms of dimensions such as overall quality of working life, work-home interface, job and career satisfaction, control at work, working conditions, and job-related stress. Their model shows that the concept of quality of working life is not just about job satisfaction, but also psychological, social and organizational dimensions of work. The WRQoL framework can thus be used to analyse the experience and assessment of various facets of the working environment by employees.

The validity and applicability of WRQoL as a multidimensional construct has continued to be studied recently. For instance, [18] analyzed the Portuguese version of the WRQoL-2, which was applied to 635 employees. The results confirmed a six-factor structure, and had acceptable reliability, validity, and measurement invariance between sexes and between occupational sectors. The study also found that there was a significant relationship between WRQoL and perceived social and economic organizational performance. The results further validate the validity of using WRQoL as an all-encompassing indicator of employee wellness. Importantly, its multidimensional nature means that researchers can examine both positive aspects of the work (including satisfaction and control) and adverse aspects (including stress and problems with work and family demands).

2.4. Determinants of Work-Related Quality of Life

Organizational, occupational, interpersonal and psychological factors all play a role in WRQoL. [17] studied the work based quality of life of industrial workers and concluded that there were significant differences in the various dimensions of work based quality of life, with work stress and support as key areas of interest. The results show that stress, general wellbeing, work control, and working conditions are factors that can affect employee's perception of their quality of working life.

Another important determinant is person-job fit. Mohamed [18] explored the relationship between WRQoL, person-job fit and the working environment. When employees feel their skills, needs, values, and work responsibilities match, they are more likely to have favorable work-life outcomes, they found. This is a level of compatibility that can give workers an element of control, satisfaction and purpose. This is significant for the present study as perceptions of competence and compatibility between self and occupational demands are an integral component of employees' self-concept. Some of the determinants found in these studies suggest that external working conditions are not sufficient to understand WRQoL. The psychological constructs around competence, identity, coping and personal value of employees can also influence the interpretation of their experiences at work. That gives a conceptual framework to research individual factors such as self-concept in relation to WRQoL.

2.5. Relationship Between Self-Concept and Work-Related Quality of Life

The present study is based on the direct link between self-concept and WRQoL. [7] investigated WRQoL and professional self-concept, and concluded that there was a significant correlation between the two variables. The study showed that professional self-concept can predict WRQoL, offering direct evidence that workers' self-perceptions about their professional roles could be related to WRQoL.

This association is supported by related evidence, through closely related psychological constructs. For the Jordanian science teachers (N = 616), [19] discovered a positive and statistically significant correlation between teacher commitment, self-efficacy, and WRQoL. The results revealed a significant relationship between the self-efficacy and WRQoL found in higher levels of professional commitment, well-being and confidence. Self-efficacy is different from self-concept, but the study results lend support to the association of employees' self-

evaluations of their abilities with the quality of their working lives [20].

The research literature on self-concept and related job outcomes adds to this support. [21], correlated self-concept and job satisfaction, and [22], correlated self-concept and job satisfaction, job personal growth, and self-confidence. [5] reported that self-concept and job performance have significant relationship with resilience as mediator. On the other hand, [23], pointed out that the positive self-concept is important to solve problem of role conflict and enhance job satisfaction. [24], also revealed that self-esteem and the work environment had a significant effect on job satisfaction among employees.

These studies together indicate a wider pattern: positive self-perceptions and related psychological resources have been found to be related to a number of other key dimensions of employees' work lives, such as feelings of satisfaction, performance, resilience, commitment, and quality of working life. The evidence also suggests, however, that self-concept should not be used interchangeably with self-efficacy, self-esteem, or resilience. They're similar but different. This study thus specifically investigates self-concept and will explore its dimensions as predictor of WRQoL. [25].

Additionally, the literature indicates that the connection between self-concept and WRQoL can be mediated with employees' self-competence, self-worth, coping abilities, and stress management. For instance, [26], has evidence that shows that such self-related psychological aspects can be linked to WRQoL, which suggests that employees' perceptions of competence and their own value could be a factor in their work experiences. Therefore, self-concept is not only important because it influences employees' perceptions of themselves but also because it could influence employees' responses to work demands.

2.6. Self-Concept and WRQoL in the IT Context

This self-concept and WRQoL link is especially important for IT workers due to the unique nature of technological work. Many IT workers work in a context with fast changes and a high requirement for quick decisions, constant lifelong learning, teamwork, problem solving and complex and prolonged cognitive load. These traits can make it a heavy burden for employees to be competent, flexible, and emotionally stable [27].

Evidence from studies of those working in the IT industry confirms the significance of these workplace conditions. In this study [28], concluded that factors such as work-life balance and work stress are crucial in relation to psychological well-being among the employees of IT sector and emphasized the significance of implementing organizational strategies and coping mechanisms that will help maintain mental equilibrium. The results suggest that there is a special role for psychological resources in technologically demanding work situations [30].

It is possible, however, that self-concept is particularly relevant for the IT sector, as this sector is characterized by constant technological transformation and evolvement, which can lead to a constant reevaluation of competence, adaptability and handling new challenges by employees [31]. A positive attitude towards one's own abilities could assist staff to deal with workplace demands, while challenges in coping with anxiety and confidence could have a negative impact on the workplace experience. Therefore, a deeper understanding of the dimensions of self-concept in relation to WRQoL can be gained in the context of employee well-being in the IT industry [32].

2.7. Research Gap

Based on the literature reviewed, there are important outcomes in the workplace that are related to self-concept, including job satisfaction, organizational commitment, job performance, engagement, and resilience [5],[16]; [21]. However, there is limited research that has specifically focused on the link between

self-concept and Work-Related Quality of Life (WRQoL). [7] directly demonstrated that there was a strong correlation between professional self-concept and WRQoL in nursing professions in Iran, but not IT professions.

In addition, past studies on WRQoL have focused mainly on work stress, work environment, person–job fit and work-life balance (WRQLB) [18], [33]; [18]. While psychological well-being and work-life balance among IT workers have been explored [29]; [28], fewer studies have focused on self-concept as a micro-level determinant of WRQoL among IT professionals in India. Though psychological well-being and work-life balance among IT workers have been studied [29]; [28], few studies have investigated self-concept as an individual-level predictor of WRQoL for IT workers in India.

Last, there are few studies that provide evidence of the specific components of self-concept associated with WRQoL. Previous research has explored the concept of self-concept generally or with specific workplace outcomes [13], [14]. Hence, the present study is designed to fill this gap and explores the relationship between S-C and WRQoL among IT professionals of Bangalore city as well as what are the various dimensions of S-C that significantly predict WRQoL.

3. Methods

3.1. Research design, sampling techniques and Sample Size.

A Quantitative Survey Research Design was incorporated in this research. 135 IT Professionals from Bangalore were selected as samples.

3.2. Sampling method

In the study, the purposive sampling technique was adopted. This technique is suitable for the research as it emphasises IT professionals with relevant work experience and also provides responses associated with their work-related quality of life. Respondents were selected from companies in the IT sector in Bangalore. This

sampling technique support in collected relevant and reliable data aligned with the study's objectives.

3.3. Ethical considerations

The ethical aspect of the research is crucial for maintaining academic integrity. As social science researchers, researchers are subject to human emotions, experiences, and opinions; researchers have to adhere to ethical standards. In the primary collection of data, the safety and security of the respondents should be highly valued throughout the research and even after that [34]. In this research, the researcher has circulated the ethical forms to every respondent and participant to uphold academic integrity. The maintenance of anonymity will be the key priority for the research to maintain the secrecy of the participants .

3.4. Inclusion and exclusion criteria

Only the adult population were selected as samples and working people were selected, students and persons who are doing other jobs like doctor or lawyer were excluded from sampling.

➤ Tools details

- SCQ 18 developed in the year 2023 by Martin Dolejš et.al. is an 18-item questionnaire measuring self-concept and its different dimensions like social adaptability, work and studies, body confidence, resistance to anxiety, Popularity in society and Self Actualization.
- Work Related Quality of Life Scale revised in the year 2018 by [8], is a 24-item scale which measures and tries to enhance the work-related quality of life of many employees across the world.

3.5. Data analysis

Statistical analyses were performed using SPSS. Correlation analysis was employed to determine the relationship between self-concept and work-related quality of life, and regression analysis was conducted to identify the subdimensions of self-concept that best predicted work-related quality of life. Correlation results demonstrated a

strong positive association between overall self-concept and work-related quality of life. Multiple regression analysis revealed that the subdomains *Work and Studies* and *Resistance to Anxiety* were significant positive predictors of work-related quality of life.

3.6. Procedure

To initiate the research survey, a Google Forms comprising the Self-Concept Scale and the Work-Related Quality of Life Scale was developed and administered. These two questionnaires were circulated among IT professionals, and data was collected from a total sample of 135 participants. To examine the relationship between self-concept and work-related quality of life among IT professionals, Pearson's correlation analysis was employed. Further, to assess the relative contribution of the dimensions of self-concept in predicting work-related quality of life, multiple linear regression analysis was conducted. The obtained results were systematically analysed, and the findings were interpreted in line with the objectives of the study.

4. Research Objectives

- RO1 To examine self-concept overview in the context of IT professionals.
- RO2 To analyse the relationship between self-concept and work-related quality of life among IT professionals.

➤ RO3 To determine the impact of self-concept on job satisfaction among IT professionals.

➤ RO4 To evaluate the role of self-concept in increasing workplace performance and employee motivation.

5. Research Hypothesis

➤ H01: There is no significant relationship between Self Concept and Work Related Quality of Life of IT Professionals

➤ H02: Self Concept will not be significantly predicting the Work-Related Quality of Life of IT Professionals

6. Results

The present study was undertaken to assess and evaluate the Influence of Self Concept on Work Related Quality of Life of IT professionals. The rationale of the study based on understanding how Self Concept has its impact on Work Related Quality of Life of IT Professionals. Descriptive statistics and Normality tests were conducted and analysed and found that data was normally distributed and parametric tests like Pearsons Correlation and Regression analysis was done.

Table 1: Descriptive statistics

Demographic Variable	Category	Frequency (n)	Percentage (%)
Gender	Male	82	60.7
	Female	53	39.3
Age	21–30 years	61	45.2
	31–40 years	46	34.1
	41–50 years	20	14.8
	Above 50 years	8	5.9
Educational Qualification	Undergraduate	42	31.1
	Postgraduate	85	63.0

	Doctorate	8	5.9
Work Experience	Less than 5 years	48	35.6
	5–10 years	53	39.3
	11–15 years	22	16.3
	More than 15 years	12	8.9
Designation	Executive/Associate	37	27.4
	Senior Executive/Specialist	48	35.6
	Team/Technical Lead	28	20.7
	Manager	17	12.6
	Senior Manager/Above	5	3.7

The demographic profile shows that the majority of the respondents are males (60.7%) and the females (39.3%). The age of the IT workforce is generally young as the majority of respondents fall within 21-30 years age group (45.2%) followed by 31-40 years (34.1%). The largest category of education is post-Graduate students (63.0%). As far as professional experience is concerned, the highest number of responses come from respondents who have 5-10 years of experience (39.3%), followed by

those who have less than 5 years of experience (35.6%). As far as designation is concerned, Senior Executives/Specialists make up the largest share (35.6%) followed by Executives/Associates (27.4%). Overall, it is a relatively young, well-qualified and professionally diverse IT workforce. To know this, as a first step the investigator executed Pearson correlation and the results are presents in the Table 1



Correlation analysis

Table 2: Correlation between self-concept and work-related quality of life

	SCQ	A	B	C	D	E	F	WRQOL
SCQ	1	0.50**	0.59**	0.37**	0.48**	0.44**	0.34**	0.25**
A	0.50**	1	0.16	0.04	0.13	0.19*	-0.03	0.01
B	0.59**	0.16	1	0.14	0.22**	0.06	0.10	0.22**
C	0.37**	0.04	0.14	1	0.06	0.11	-0.00	0.13
D	0.48**	0.13	0.22**	0.06	1	0.11	-0.09	0.28**
E	0.44**	0.19*	0.06	0.11	0.11	1	-0.00	0.13
F	0.34**	-0.03	0.10	-0.00	-0.09	-0.00	1	0.13
WRQOL	0.25**	0.01	0.22**	0.13	0.28**	0.13	0.13	1

Note: ** significant at 0.01 level, * Significant at 0.05 level.

A=Social Adaptability; B= Work &Studies; C= Body Confidence; D= Resistance to Anxiety; E= popularity in society; F= Self Actualization.

As shown in Table 2, self-concept demonstrated a significant positive correlation with work-related quality of life ($r = .25$, $p < .01$). Among the subdimensions, Work and Studies ($r = .22$, $p < .01$) and Resistance to Anxiety ($r = .28$, $p < .01$) showed significant positive relationships with work-related quality of life. Other dimensions were positively correlated but did not reach statistical significance. The above table shows that SCQ have strong positive

relationships with all the 5 dimensions and WRQOL. High self-concept leads to high working-related quality of life. It also shows that SCQ has the highest correlation with B ($r=0.59$), A ($r=0.50$), D ($r=0.48$), E ($r=0.44$), respectively. WRQOL has a weak positive relation with SCQ($r=0.25$). WRQOL has significant relations with B ($r=0.22$) and D ($r=0.28$). WRQOL does not have a significant relation with A, C, E and F. B and D have better relation with WRQOL.

➤ Regression analysis

Table 3: Model Summary

R= 0.448						
R Square= 0.201						
Adjusted R Square= 0.163						
Std. Error of the Estimate=7.923						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2020.971	6	676.512	5.36	.001
	Residual	8036.288	128	163.286		
	Total	10059.259	134			

The multiple regression model was statistically significant, $F(6, 128) = 5.36$, $p < .001$, as presented in Table 3. The model explained 20.1% of the variance in work-related quality of life ($R^2 = .201$), indicating a moderate level of predictive power. The above analysis highlighted there is a moderate relationship between the predictor and outcome variable. R value ($R=0.448$) reveals a moderate relationship between the predictor and outcome variable and reveals that 6 predictors are moderately related to the outcome variable. R square value ($R\text{-squared}=0.201$) implies that 20.1% of the variance is attributed to 6 predictors in the

model. Adjusted R-squared value (adjusted R-squared=0.163) revealed that 16.3% of the variance is contributed to 6 predictor variables after controlling for the effect of no of predictor variables and seems to explain weakly. Standard error of estimate (SE estimate=7.923) reveals the average amount of error in predicting the outcome variable. F value ($F=5.36$) with $P=.001$ confirms that the overall regression model is statistically significant. Table 4 : Relative contributions of the Self Concept dimensions on the Work-Related Quality of Life of IT Professionals.

Table 4: Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

1	(Constant)	54.602	6.81		8.00	.000
	A	-.505	.442	-.095	-1.142	.256
	B	.801	.404	.164	1.983	.050
	C	.445	.486	.075	.916	.361
	D	1.457	.410	.297	3.557	.001
	E	.785	.457	.143	1.717	.088
	F	.708	.393	.145	1.801	.074

A=Social Adaptability; B= Work &Studies; C= Body Confidence; D= Resistance to Anxiety; E= popularity in society; F= Self Actualization.

The above table shows the intercept value is 54.602, which suggests that when the values of all independent variables are 0, the value of the dependent variable is 54.602. In seeing all the predictors, D is positively related to the dependent variable $B=1.457$, $Beta=0.297$, $t=3.557$, $p=.001$. In considering the relationship between them, all the other variables are held constant. If the D value increases by 1 unit, the dependent variable will most likely increase by 1.457, and it is the most potent predictor. B value is positively correlated, and its significance is slightly above $p=.050$, so it is inconclusive whether it has any relationship with the dependent variable. The correlation between E and F with the dependent variable is positive but statistically insignificant. The relationship of A with the dependent variable is negative and not significant. C is weakly positively correlated, and it is also not significant. Finally, only D has a statistically significant relationship toward the dependent variable in the model.

Table 3 indicates that Work and Studies ($B = 0.80$, $t = 1.98$, $p = .05$) and Resistance to Anxiety ($B = 1.45$, $t = 3.56$, $p < .01$) were significant positive predictors of work-related quality of life. Other self-concept dimensions did not significantly predict work-related quality of life.

7. Discussion

The results of the present study can be used to support the findings that Self-Concept plays an important role in the Work-Related Quality of Life of IT Professionals. Overall higher Self-

Concept was found to be associated with higher levels of WRQoL [35], indicating that those with positive perceptions of their ability, self-worth and coping capacities were more likely to report high levels of occupational well-being [40]. This discovery is congruent with theoretical models of the role of self-concept in psychological adjustment and functioning at work [12]. The self-dimensions of Self-Concept showed a significant association with WRQoL, with Work and Studies showing the strongest association. This suggests that those IT professionals who believe they are competent, confident, and effective in their academic and professional lives are more likely to report an improvement in their quality of work life. Self-efficacy and task competence can help to build a sense of control and accomplishment, which in turn can have a positive impact on job satisfaction and work engagement [41].

Resistance to Anxiety also proved to be an important predictor of Work-Related Quality of Life. The results highlight the significance of emotional control and psychological adaptability in high-stress work environments, like the IT industry [36]. Those employees who are better equipped to handle stress and anxiety are more likely to have balance, satisfaction and continued involvement in their jobs. The current results were in line with previous study conducted by [7] which showed that professional self-concept was a significant predictor of work-related quality of life among nurses working in high stress. The convergence of findings across occupational groups suggests that self-concept

functions as a robust psychological resource influencing work-related well-being. Compared with the literature, it is evaluated that work life balance plays mediator role in the psychological well-being of the information technology professional in metro rail. It was found that occupational stress and psychological well-being is having negative relationship. Higher work-life balance leads to a positive effect on workers' well-being. Work life balance, occupational stress played a mediating role in psychological well-being was identified in the study [28].

[37], in their study discussed strong significant positive relationship between resilience and work engagement, work engagement and job satisfaction, as well as a high significant positive relationship between resilience and job satisfaction. The work engagement and job satisfaction were also identified as significant predictor for job satisfaction. It was found that the resilience engineer is likely to exhibit better work engagement, job motivation and job satisfaction in adversity condition such as manufacturing.

The regression results further indicate that while Self-Concept significantly contributes to WRQoL, a substantial portion of variance remains unexplained, suggesting the influence of additional organizational and environmental factors. Nevertheless, the significant predictive power of Work and Studies and Resistance to Anxiety highlights the importance of fostering both professional competence and emotional resilience within organizational contexts. From an applied perspective, these results emphasize the value of organizational interventions aimed at strengthening employees' self-concept. Training programs focusing on skill enhancement, self-efficacy development, and stress management may contribute to improved Work-Related Quality of Life, reduced burnout, and greater organizational effectiveness. In light of these findings, the null hypothesis stating that Self-Concept does not significantly influence Work-Related Quality of Life is rejected. The study confirms that specific dimensions of Self-Concept play a meaningful role in determining

occupational well-being among IT professionals [39]. The literature highlighted the association between self-efficacy and occupational stress and mental health, which was significant [38]. Self-efficacy moderating between occupational stress and mental health is supportive which is desirable. Nurses with higher levels of self-efficacy could deal with occupational stress effectively, with the least threat to their mental well-being. Thus, it can be concluded that interventions aiming at improving nurses 'coping with occupational stress by strengthening their self-efficacy have proved to be worthwhile in the study [42].

➤ **Limitations of the Study**

Despite its contributions, the present study has certain limitations that should be acknowledged. First, the sample was limited to IT professionals working in Bangalore, which may restrict the generalizability of the findings to other occupational groups, industries, or geographical regions. Second, the study employed a cross-sectional research design, which limits the ability to draw causal inferences between self-concept and work-related quality of life. Third, data were collected using self-report measures, which may be subject to response biases such as social desirability or common method variance. Finally, although the regression model explained a meaningful proportion of variance in WRQoL, a substantial amount of variance remains unexplained, indicating the influence of additional organizational, social, and contextual factors not included in the present study. Furthermore, the contextual and cultural scope of the study is limited to IT professionals in the Bangalore region. The results may not fully include respondents from other regions or occupational settings.

➤ **Implications for future research and practice**

The result of the present study provide several implications for future studies and organizational practices. Longitudinal design could be used in future studies to explore causations of self-concept and work-related

quality of life over time. Larger samples of professionals from various industries and cultural backgrounds would improve the generalizability of the results. Further, the potential mediating or moderating effects of factors like organizational support, job autonomy, leadership style and work engagement can be investigated in future studies. Further, more comprehensive self-concept, WRQoL and organizational variables could be explored in future studies. SEM would also investigate direct, indirect, mediating, and moderating relationships between them. The analysis of this kind could contribute to the understanding of the interactions between the components of self-concept and the work context in the prediction of workers' well-being.

From a practical perspective, the results highlight the importance of organizational interventions aimed at strengthening employees' self-concept. Training programs focusing on skill development, professional competence, stress management, and emotional resilience may enhance key self-concept dimensions such as Work and Studies and Resistance to Anxiety. By fostering a psychologically supportive work environment that promotes self-efficacy and emotional well-being, organizations can meaningfully improve employees' work-related quality of life, reduce burnout, and enhance overall productivity.

➤ **Practical implication for HR/IT companies**

HR and IT firms should enhance employees' self-concept via having skills development programs, career counselling programs, mentoring programs, career clarity programs, stress management programs and by using the

same pattern of leadership style. High well-being on employees will contribute to high motivation, retention and high productivity of IT firms due to the high resilience against stress.

8. Conclusion

The present study focused on the correlation between self-concept and Work-Related Quality of Life (WRQoL) of the IT professionals in Bangalore. The results showed that there was a positive relationship between self-concept and WRQoL, with a significant link between the two. Workers who had positive self-concept reported more positive experiences of their working lives. Further, multiple regression analysis revealed that the Work and Studies and Resistance to Anxiety dimensions of self-concept were significant predictors of WRQoL, with the latter dimension being a more potent predictor. These results demonstrate the significance of professional functioning and emotional resilience in the area of the work-related well-being of employees.

The study adds to the literature of the field of organizational behaviour by associating a multidimensional psychological construct (self-concept) with WRQoL in an IT-sector context. In addition to building on previous research, it focuses on certain aspects of self-concept instead of thinking of self-concept as a general trait. In the practical sense, the resulting findings indicate that professional development, building confidence, resilience and stress-management support initiatives may be beneficial for organizations. These interventions can contribute to the development of workplaces which are more conducive to supporting employee psychological resources and quality of working life.

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