

Priorities of Self-Actualization among the Academic Leaders of Tamil Nadu Universities with Reference to Demographic Profile

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Abstract - Self-actualization is realizing your inherent potential, in recent days the importance of this concept is gaining attention among the researchers. Self-actualization has its own impact on the organizational behavior of employees and the behavior of self-actualized is proven better than those who are not self-actualized. Already several researches have done to find the prominence of self-actualization on employee satisfaction and performance, but the research is limited in the area of academicians. This paper is attempted to find the demographic priorities of academicians of Tamil Nadu universities on self-actualization. Descriptive research design was followed in this study. To support the objective the researcher collected 178 samples by using purposive stratified random sampling technique. With the help of ANNOVA, and Independent sample t test were used to find the results. The researcher found the demographic factors has significant and positive influence in determining the self-actualization level of academic leaders of Tamil Nadu universities.

Keywords: Self-actualization, Demographic factors, Academic leader.

I. INTRODUCTION

The term self-actualization was coined by Maslow, and by the way of explaining its importance he called self-actualization as pinnacle of needs. According to Rogers (1951) self-actualization is concerned with the getting of experience directly rather than through a system of conceptualized structures and self-actualization is a process of unfolding the self, where by the individual can understand his inborn potentialities. In his theory of motivation Maslow explained five kinds of dives which motivate an individual; those are namely physiological needs, Safety needs, belongingness needs, Esteem needs, and Self-actualization need. Even though an individual has consummate all his needs except self-actualization, the wanting in self-actualization make him to feel incomplete about his life (Gopinath,2020a) Self-actualization enables an individual to initiate a task and withstand in a particular action without the support of others. Such action might be socially acceptable, but need not be. And more over Self-actualization enables individuals to recognize his complete potential. Individual got awareness about their skills and competencies and put them into practice to achieve the desired state in life. Maslow's concept of self-actualization is considered as the peak point of the motivational theory (Maslow, 1943). But there is a vast controversy about the

factors determining or the factors influencing the level of self-actualization of an individual. This paper attempted to find whether the demographic factors have any influence on the level of self-actualization of academic leaders of Tamil Nadu Universities.

II. REVIEW OF LITERATURE

Self-actualization here is the state where one can actualize their capabilities and potential (Maslow, 1968). Even though self-actualization is innate, the life experiences and learning processes from the childhood and his level of emotional intelligence has the power to manipulate individual's self-actualization level (Gopinath, 2020 b). Researches witness that that people having low financial background and who has considerably less income, have the attitude of accepting what they have and they may not have the thirst of achieving more (Mann, 1970, 1973; Parkin, 1971; Turner, 1964; Keller & Zavalloni, 1964; Simmons & Rosenberg, 1971; Kerckhoff, 1972; Scanzoni, 1967).

So social classes and financial status has influence in determining the self-actualization. Studies of Edward (1983); Skinner (1971); Gibbs (1968); Gopinath (2020 c), has found no prominent influence of gender and income level on the self-actualization of individual and self-actualization is completely regardless to gender and income level of individual but the work of Noll (1974); Otten (1977), is controversial to the above mentioned research and they find gender is an influencing factor and female are more self-actualized than men. Gopinath (2020 d) found influence of age on self-actualization and the younger people has more urged for achieving heights than older one.

The research of Chitra (2020) states education has positive influence on self-actualization of an individual even the educational level of the parents has also had some influence in determining the level of self-actualization. From the reviews we could see some demographic variables has influence in determining the self-actualization level of an individuals, in some cases we have controversies too. This paper is attempting to find whether the self-actualization level of academic leaders is influenced by the demographic factors or not.

III. OBJECTIVE OF THE STUDY

The main objective of this study is to study the influence of demographic factors on the self-actualization level of academic leaders.

IV. RESEARCH METHODOLOGY

This study was conducted among academic leaders of Tamil Nadu University. The researcher used descriptive survey design and Kaufman's (2018) self-actualization questionnaire was used to collect data about the self-actualization of the respondents. The questionnaire was made up of two parts (A and B). Part A consist questions about the demographic characteristics of the respondents.

Part B has questions about the Self-actualization of the respondents. the questions has options from which respondents are expected to pick response as applicable, as well as, has questions which allow respondents to freely express their opinion on the subject matter. Purposive stratified random sampling technique was used to select

samples from the population. A total number of two hundred and seventeen (178) academic leaders of the Tamil Nadu universities from different categories make up the sample of the study.

H0- self-actualization level will not vary significantly with variation in demographic factors like, Gender (H0a), Age (H0b), Educational Qualification (H0c), Salary (H0d), and years of experience (H0e) among the academic leaders of Tamil Nadu Universities.

Prior permission was sought from the management of the organization before collecting data from the respondents. Likewise, consent of the respondents was sought through phone call and the questionnaire was distributed through mail id of the respondent. All the respondents were made to know that they are free to back out of the study at any point in time and that information obtained from them as well as their identities will be kept anonyms and strictly confidential.

V. ANALYSIS AND DISCUSSION

TABLE I DEMOGRAPHIC PROFILE OF THE RESPONDENTS

Demographic Variable	Groups	Frequency	Percentage (%)	Mean	Std. Deviation
Gender	Male	112	63.0	1.23	0.504
	Female	66	37.0		
	Total	178	100.0		
Age Group	Below 43 yrs	32	17.9	3.71	0.854
	43 - 48 yrs	45	25.2		
	49 - 53 yrs	56	31.4		
	54 & Above	45	25.2		
	Total	178	100.0		
Educational Qualifications	M.Phil / Ph.D	118	66.2	2.27	0.445
	NET/SET/Ph.D	39	21.9		
	PDF	16	8.9		
	D.Lit / D.Sc	5	2.8		
	Total	178	100.0		
Designation	VC / Registrar / COE	8	4.4	3.98	0.959
	Dean	15	8.4		
	Director	35	19.6		
	SCAA/AC/Chair/ Coordinator	40	22.4		
	HOD	80	44.9		
	Total	178	100.0		
Salary	Below 100000	21	11.7	3.80	0.854
	100000 to 150000	87	48.8		
	150001 to 210000	43	24.5		
	Above 210000	27	15.0		
	Total	178	100.0		
Year of Experience	Below 15	28	15.7	2.56	0.855
	15 to 20 yrs	50	28.0		
	21 to 26 yrs	54	30.3		
	Above 26	46	25.8		
	Total	178	100.0		

The descriptive table shows, Majority (63%) of the respondents are male and most of them belong to the age group of 43 to 54 and above age group.

When it comes to the salary profile, most of them are earning around 100000 to 150000 and having around 15 to 26 years of experience.

When analyzing about the educational qualification, around 66% of the respondents has M.Phil. or Ph.D. and majority of the respondents are HODs.

TABLE II DIFFERENCE BETWEEN GENDER OF THE RESPONDENTS AND LEVEL OF SELF-ACTUALIZATION

Variables	Gender	N	Mean	F	Sig. (p)
Acceptance	Male	112	9.43	0.223	0.745
	Female	66	8.31		
Authenticity	Male	112	11.43	0.313	0.678
	Female	66	11.31		
Purpose	Male	112	11.41	0.245	0.686
	Female	66	11.31		
Efficient perception of reality	Male	112	11.88	0.063	0.688
	Female	66	11.81		
Humanitarianism	Male	112	12.35	6.763	0.005
	Female	66	11.77		
Good Moral Intuition	Male	112	11.27	1.096	0.181
	Female	66	11.03		
Creative spirit	Male	112	12.54	2.825	0.041
	Female	66	12.16		
Peak Experiences	Male	112	10.53	0.261	0.589
	Female	66	10.62		
Equanimity	Male	112	12.49	4.519	0.029
	Female	66	11.94		
Continued Freshness of Appreciation	Male	112	11.28	0.151	0.722
	Female	66	11.22		

From the above table the p-values of Acceptance (P=0.745), Authenticity (P=0.678), Purpose (P=0.686), Efficient perception of reality (P=0.688),

Hence, significant difference found between the genders of the academic leaders and Self-Actualization of academic leaders.

Good Moral (P=0.181), Peak Experiences (P=0.589) and Continued Freshness of Appreciation (P=0.722) are greater than 0.05.

So the null hypothesis (H0a) is partially rejected and partially supported.

Therefore, there is no significance difference between the gender of the academic leaders and Self-Actualization.

Since, the P-value of Humanitarianism (p=0.005) Creative spirit (P=0.041) and Equanimity (p=0.029) are less than 0.05 at 5% 0.05 level of significance.

TABLE III SIGNIFICANT DIFFERENCE BETWEEN THE AGE OF THE ACADEMIC LEADERS AND SELF-ACTUALIZATION

Variables	Age	N	Mean	F	Sig. (p)
Acceptance	Below 43 yrs	32	10.38	1.853	0.146
	43 - 48 yrs	45	10.25		
	49 - 53 yrs	56	10.55		
	54 & Above	45	10.23		
Authenticity	Below 43 yrs	32	10.39	1.653	0.166
	43 - 48 yrs	45	10.15		
	49 - 53 yrs	56	11.34		
	54 & Above	45	11.56		
Purpose	Below 43 yrs	32	10.38	1.420	0.241
	43 - 48 yrs	45	10.25		
	49 - 53 yrs	56	10.55		
	54 & Above	45	10.23		
Efficient perception of reality	Below 43 yrs	32	10.80	1.388	0.214
	43 - 48 yrs	45	11.57		
	49 - 53 yrs	56	10.97		
	54 & Above	45	11.09		
Humanitarianism	Below 43 yrs	32	11.18	0.263	0.931
	43 - 48 yrs	45	11.17		
	49 - 53 yrs	56	11.30		
	54 & Above	45	11.19		
Good Moral Intuition	Below 43 yrs	32	10.62	0.746	0.369
	43 - 48 yrs	45	10.21		
	49 - 53 yrs	56	10.15		
	54 & Above	45	10.18		
Creative spirit	Below 43 yrs	32	11.76	0.753	0.481
	43 - 48 yrs	45	11.41		
	49 - 53 yrs	56	11.40		
	54 & Above	45	11.50		
Peak Experiences	Below 43 yrs	32	10.76	0.594	0.586
	43 - 48 yrs	45	09.46		
	49 - 53 yrs	56	09.49		
	54 & Above	45	11.68		
Equanimity	Below 43 yrs	32	11.67	0.716	0.455
	43 - 48 yrs	45	11.47		
	49 - 53 yrs	56	11.23		
	54 & Above	45	11.41		
Continued Freshness of Appreciation	Below 43 yrs	32	12.31	0.558	0.612
	43 - 48 yrs	45	10.08		
	49 - 53 yrs	56	10.38		
	54 & Above	45	10.25		

Since the P value of above factors are greater than 0.05, the null hypothesis (H0b) is accepted at 5% level of significance. Hence there is no significant relationship

between the age of the respondents and self -actualization of the academic leaders.

TABLE IV DIFFERENCE BETWEEN THE EDUCATIONAL QUALIFICATIONS OF THE ACADEMIC LEADERS AND SELF-ACTUALIZATION

Variables	Educational Qualifications	N	Mean	F	Sig. (p)
Acceptance	M.Phil / Ph.D	118	10.47	2.243	0.064
	NET/SET/Ph.D	39	10.13		
	PDF	16	09.38		
	D.Lit / D.Sc	5	11.00		
Authenticity	M.Phil / Ph.D	118	10.47	2.433	0.064
	NET/SET/Ph.D	39	10.13		
	PDF	16	11.38		
	D.Lit / D.Sc	5	11.00		
Purpose	M.Phil / Ph.D	118	10.43	1.561	0.144
	NET/SET/Ph.D	39	10.34		
	PDF	16	11.56		
	D.Lit / D.Sc	5	11.00		
Efficient perception of reality	M.Phil / Ph.D	118	12.95	1.732	0.047
	NET/SET/Ph.D	39	12.42		
	PDF	16	11.94		
	D.Lit / D.Sc	5	11.00		
Humanitarianism	M.Phil / Ph.D	118	11.25	1.290	0.213
	NET/SET/Ph.D	39	11.16		
	PDF	16	11.11		
	D.Lit / D.Sc	5	11.00		
Good Moral Intuition	M.Phil / Ph.D	118	12.24	1.703	0.155
	NET/SET/Ph.D	39	11.15		
	PDF	16	11.88		
	D.Lit / D.Sc	5	12.00		
Creative spirit	M.Phil / Ph.D	118	12.49	0.483	0.665
	NET/SET/Ph.D	39	12.21		
	PDF	16	12.44		
	D.Lit / D.Sc	5	13.00		
Peak Experiences	M.Phil / Ph.D	118	10.61	2.181	0.112
	NET/SET/Ph.D	39	10.34		
	PDF	16	9.56		
	D.Lit / D.Sc	5	11.00		
Equanimity	M.Phil / Ph.D	118	12.35	0.728	0.489
	NET/SET/Ph.D	39	12.34		
	PDF	16	13.00		
	D.Lit / D.Sc	5	14.00		
Continued Freshness of Appreciation	M.Phil / Ph.D	118	11.34	1.591	0.257
	NET/SET/Ph.D	39	10.79		
	PDF	16	10.75		
	D.Lit / D.Sc	5	13.00		

Since the P value of above factors are greater than 0.05, the null hypothesis (H0c) is accepted at 5% level of significance. Hence there is no significant relationship

between the educational qualification of the respondents and self -actualization of the academic leaders.

TABLE V SHOWING DIFFERENCE BETWEEN THE DESIGNATION OF THE ACADEMIC LEADERS AND SELF-ACTUALIZATION

Variables	Designation	N	Mean	F	Sig.(p)
Acceptance	VC / Registrar / COE	8	12.94	0.831	0.456
	Dean	15	11.19		
	Director	35	12.07		
	SCAA/AC/Chair/ Coordinator	40	12.44		
	HOD	80	12.48		
Authenticity	VC / Registrar / COE	8	12.94	0.981	0.466
	Dean	15	12.09		
	Director	35	12.07		
	SCAA/AC/Chair/ Coordinator	40	10.44		
	HOD	80	10.48		
Purpose	VC / Registrar / COE	8	12.78	0.676	0.667
	Dean	15	10.43		
	Director	35	10.36		
	SCAA/AC/Chair/ Coordinator	40	12.47		
	HOD	80	12.27		
Efficient perception of reality	VC / Registrar / COE	8	11.72	2.262	0.075
	Dean	15	10.30		
	Director	35	10.38		
	SCAA/AC/Chair/ Coordinator	40	10.94		
	HOD	80	11.76		
Humanitarianism	VC / Registrar / COE	8	11.94	1.449	0.236
	Dean	15	11.13		
	Director	35	11.02		
	SCAA/AC/Chair/ Coordinator	40	11.26		
	HOD	80	11.21		
Good Moral Intuition	VC / Registrar / COE	8	12.48	8.126	0.000
	Dean	15	12.66		
	Director	35	10.43		
	SCAA/AC/Chair/ Coordinator	40	12.70		
	HOD	80	11.58		
Creative spirit	VC / Registrar / COE	8	11.61	0.772	0.461
	Dean	15	11.70		
	Director	35	13.33		
	SCAA/AC/Chair/ Coordinator	40	11.60		
	HOD	80	11.32		
Peak Experiences	VC / Registrar / COE	8	11.28	6.301	0.000
	Dean	15	8.70		
	Director	35	7.88		
	SCAA/AC/Chair/ Coordinator	40	11.46		
	HOD	80	10.04		

Equanimity	VC / Registrar / COE	8	12.22	18.440	0.000
	Dean	15	11.52		
	Director	35	11.03		
	SCAA/AC/Chair/ Coordinator	40	11.83		
	HOD	80	12.39		
Continued Freshness of Appreciation	VC / Registrar / COE	8	12.33	2.802	0.168
	Dean	15	12.65		
	Director	35	12.72		
	SCAA/AC/Chair/ Coordinator	40	10.45		
	HOD	80	10.36		

Since the p-values of Acceptance (P=0.456), Authenticity (P=0.466), Purpose (P=0.667), Efficient perception of reality (P=0.075), Creative spirit (P=0.461), Humanitarianism (p=0.236) and Continued Freshness of Appreciation (P=0.168) are greater than 0.05. Hence the Null hypothesis (H0 d) is accepted for those factors at 5% level of significance. So there is no significant relationship between the above mentioned factors and the designation of the respondents.

But the P value of Equanimity (p=0.000), Peak Experiences (P=0.000) and Good Moral (P=0.000) are less than 0.05 the Null hypothesis (H0 d) is rejected for the above factors at 5% level of significance. Hence there is significant relationship between designation of the respondents and the above self-actualization factors.

TABLE VI DIFFERENCE BETWEEN THE SALARY OF THE ACADEMIC LEADERS AND SELF-ACTUALIZATION

Variables	Salary	N	Mean	F	Sig. (p)
Acceptance	Below 100000	21	12.84	2.453	0.074
	100000 to 150000	87	10.14		
	150001 to 210000	43	12.48		
	Above 210000	27	10.44		
Authenticity	Below 100000	21	13.84	1.897	0.064
	100000 to 150000	87	12.14		
	150001 to 210000	43	10.48		
	Above 210000	27	14.46		
Purpose	Below 100000	21	12.23	2.137	0.015
	100000 to 150000	87	10.19		
	150001 to 210000	43	12.44		
	Above 210000	27	12.30		
Efficient perception of reality	Below 100000	21	13.94	0.516	0.615
	100000 to 150000	87	12.32		
	150001 to 210000	43	12.94		
	Above 210000	27	12.86		
Humanitarianism	Below 100000	21	10.48	1.782	0.046
	100000 to 150000	87	11.07		
	150001 to 210000	43	11.35		
	Above 210000	27	11.40		
Good Moral Intuition	Below 100000	21	11.80	2.796	0.145
	100000 to 150000	87	12.15		
	150001 to 210000	43	12.25		
	Above 210000	27	12.38		

Creative spirit	Below 100000	21	11.36	2.355	0.277
	100000 to 150000	87	11.23		
	150001 to 210000	43	11.53		
	Above 210000	27	11.64		
Peak Experiences	Below 100000	21	12.52	0.254	0.856
	100000 to 150000	87	12.60		
	150001 to 210000	43	12.49		
	Above 210000	27	12.62		
Equanimity	Below 100000	21	12.56	3.954	0.003
	100000 to 150000	87	11.10		
	150001 to 210000	43	11.45		
	Above 210000	27	11.82		
Continued Freshness of Appreciation	Below 100000	21	11.96	0.639	0.534
	100000 to 150000	87	12.21		
	150001 to 210000	43	12.30		
	Above 210000	27	12.38		

Since the P value is greater than 0.05 for Acceptance (P=0.084), Authenticity (P=0.064), Efficient perception of reality (P=0.615), Good Moral (P=0.145), Creative spirit (P=0.277), Peak Experiences (P=0.856) and Continued Freshness of Appreciation (P=0.534). So the Null Hypothesis (H0d) is accepted at 5% level of significance. Hence there is no significant relationship between above mentioned factors of self -actualization and the salary of respondents.

But the P value is less than 0.05 for Equanimity (p=0.003), Purpose (P=0.015) and Humanitarianism (p=0.046).

So the Null hypothesis (H0d) is rejected for the above factors. Hence there is significant relationship between these factors of self -actualization and the salary of the respondents.

TABLE VII DIFFERENCE BETWEEN THE YEARS OF THE EXPERIENCE OF THE ACADEMIC LEADERS AND SELF-ACTUALIZATION

Variables	Years of Experience	N	Mean	F	Sig. (p)
Acceptance	Below 15	28	10.84	1.232	0.319
	15 to 20 yrs	50	12.14		
	21 to 26 yrs	54	10.48		
	Above 26	46	12.46		
Authenticity	Below 15	28	12.84	1.302	0.318
	15 to 20 yrs	50	12.14		
	21 to 26 yrs	54	10.48		
	Above 26	46	12.46		
Purpose	Below 15	28	11.34	2.267	0.011
	15 to 20 yrs	50	12.09		
	21 to 26 yrs	54	11.33		
	Above 26	46	12.80		
Efficient perception of reality	Below 15	28	11.56	0.226	0.714
	15 to 20 yrs	50	12.72		
	21 to 26 yrs	54	10.95		
	Above 26	46	12.86		
Humanitarianism	Below 15	28	12.48	1.492	0.061
	15 to 20 yrs	50	11.07		

	21 to 26 yrs	54	11.35		
	Above 26	46	10.43		
Good Moral Intuition	Below 15	28	11.81	0.643	0.534
	15 to 20 yrs	50	12.12		
	21 to 26 yrs	54	12.22		
	Above 26	46	13.33		
Creative spirit	Below 15	28	11.36	1.436	0.236
	15 to 20 yrs	50	11.23		
	21 to 26 yrs	54	13.53		
	Above 26	46	10.64		
Peak Experiences	Below 15	28	11.52	0.156	0.936
	15 to 20 yrs	50	11.60		
	21 to 26 yrs	54	11.49		
	Above 26	46	11.62		
Equanimity	Below 15	28	12.56	2.675	0.007
	15 to 20 yrs	50	11.10		
	21 to 26 yrs	54	11.45		
	Above 26	46	11.82		
Continued Freshness of Appreciation	Below 15	28	11.96	0.194	0.834
	15 to 20 yrs	50	12.21		
	21 to 26 yrs	54	12.30		
	Above 26	46	12.38		

Since the P value is greater than 0.05 for Acceptance (P=0.319), Authenticity (P=0.318), Efficient perception of reality (P=0.714), Good Moral (P=0.534), Creative spirit (P=0.236), Humanitarianism (p=0.061) Peak Experiences (P=0.936) and Continued Freshness of Appreciation (P=0.834). So the Null Hypothesis (H0e) is accepted at 5% level of significance.

Hence there is no significant relationship between above mentioned factors of self -actualization and the experience of the respondents.

However, the P value less than 0.05 in case of Equanimity (p=0.007), and Purpose (P=0.011), at 5% level of significance.

Hence, the null hypothesis (H0e) is rejected and there is a significant relationship between Equanimity & Purpose with experience of the respondents. So the hypothesis H0e is partially accepted and partially rejected.

VI. CONCLUSION

This paper is an investigation about impact of demographic profile of the academic leaders on the self -actualization factors. From the above analysis, we can conclude the complete omission or inclusion of demographic profile is

not possible in case of self -actualization factors. When considering the age and educational qualification of the respondents the researcher could not find any relationship between age and educational qualification of the respondents and self- actualization factors. But for the other demographic factors, some self-actualization factors are getting influenced and some are not.

When analyzing about the gender, designation and salary of the respondents, some factors getting influenced and some are not. As a whole we can conclude, some self-actualization factors are influenced by some demographic variables, but at the same time all self-actualization factors are not influenced by all demographic variables.

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