

6. Катерина Ющенко – вітчизняний піонер програмування. URL:
<https://victorpolyanko.wordpress.com/>

Секція 3. СОЦІАЛЬНІ АСПЕКТИ ТЕХНІКИ ТА ТЕХНОЛОГІЙ

UDC: 159.9:331.5

Damian Badzmirowski, M.A. in Psychology, M.Sc. in Psychotraumatology

Centrum Badań Rynkowych i Społecznych, Poland

Piotr Kardasz, Prof., Dr hab.

University College of Professional Education (WSKZ), Poland

HIGH SELF-ESTEEM AS A DRIVER OF JOB-SEEKING BEHAVIOR DURING THE EMPLOYEE NOTICE PERIOD

Abstract. *This article analyzes the theoretical foundations and empirical findings concerning employees' engagement in job-seeking activities during their notice period. Based on our own empirical study, we conclude that employees with high self-esteem constitute the largest group of individuals reviewing job offers during the notice period, as well as those most actively engaging in job interviews with prospective employers. With knowledge about employees, HR departments can counteract the negative effects of employee layoffs.*

Keywords: self-esteem, job search, reviewing job offers.

Даміан Бадзміровскі, М.А. з психології, М.Сс. з психотравматології

Центр ринкових та соціальних досліджень, Польща

Пйотр Кардаш, проф. д-р габ.

Університетський коледж професійної освіти (WSKZ), Польща

ВИСОКА САМООЦІНКА ЯК РУШІЙНА СИЛА ПОВЕДІНКИ ПРАЦІВНИКА У ПОШУКУ РОБОТИ ПРОТЯГОМ ПЕРІОДУ ПОПЕРЕДЖЕННЯ ПРО ЗВІЛЬНЕННЯ

Theoretical Background. Self-esteem constitutes a central construct in personality and social psychology, referring to an individual's overall evaluation of their self-worth (Rosenberg, 1965). It encompasses both a cognitive component – beliefs about oneself – and an affective one, involving feelings of acceptance or disapproval toward the self (Mruk, 2006). Self-esteem is a relatively stable attitude that influences motivation, behavior, and psychological well-being (Baumeister et al., 2003). It performs an adaptive function by regulating behavior in ways that help maintain a positive self-image. According to the sociometer theory (Leary & Baumeister, 2000), self-esteem reflects perceived social acceptance and serves as an indicator of the quality of one's relationships with others.

Research indicates that high self-esteem correlates with psychological well-being, optimism, and a sense of agency (Orth & Robins, 2014), whereas low self-esteem is associated with symptoms of depression and anxiety (Sowislo & Orth, 2013). Contemporary approaches (Kernis, 2003) emphasize the importance of self-esteem stability and its dependence on the social context. Stable self-esteem supports mental health, while unstable self-esteem increases susceptibility to negative emotions and defensive reactions.

In the context of job search behavior, three theoretical frameworks are of particular relevance: the Theory of Planned Behavior (Ajzen, 1991), Self-Determination Theory (Deci & Ryan, 2000), and the Social Cognitive Career Theory (Lent, Brown & Hackett, 1994). All emphasize the role of intention, motivation, and self-efficacy in job-seeking behaviors. Job search strategies can be categorized as active, passive, and opportunistic (Kanfer, Wanberg & Kantrowitz, 2001; Nikolaou, 2014). Active strategies – such as networking and targeted applications – are generally the most

effective in securing new employment (Granovetter, 1995; Koen, Klehe & Van Vianen, 2013). Passive strategies, while less engaging, may be effective for already employed individuals, whereas opportunistic strategies leverage online presence and professional media.

Research Results. The study carried out in 2024 involved 242 former employees recruited from the 15 largest Polish cities. Respondents completed the Rosenberg Self-Esteem Scale translated and validated onto Polish cultural conditions by Łaguna M. Lachowicz -Tabaczek K. Dzwonkowska I. (2007). The obtained scores were categorized into three levels: low, moderate, and high self-esteem. To analyze the relationship between self-esteem level and current employment status, Pearson's chi-square (χ^2) test was applied to determine whether a statistically significant association existed between the variables.

Hypothesis 1

There is a relationship between employee self-esteem and reviewing job offers in the media during the notice period. Among individuals reviewing job offers during their notice period, those with high self-esteem will constitute a larger proportion compared to those with low self-esteem.

Survey question (for voluntary leavers):

“When planning to resign, did you consider other job offers—did you browse job advertisements in the media?”

Alternative question (for those dismissed):

“After receiving notice of termination from your employer, did you browse other job offers in the media at that time?”

Statistical results: $\chi^2 = 38.11$, $n = 160$, $p = 0.0000$, $df = 2$.

The chi-square test result allows for the rejection of the null hypothesis.

Type of Self-Esteem	Sample Size (N)	Standardized Residuals
Low	19	-4.701285
Moderate	59	0.775940
High	82	3.925345

Hypothesis 2

There is a relationship between employee self-esteem and participation in job interviews with potential new employers during the notice period. Among individuals engaging in job interviews during their notice period, those with high self-esteem will constitute a larger proportion compared to those with low self-esteem.

Survey question (for voluntary leavers):

“When planning to resign, did you consider other job offers—did you attend job interviews?”

Alternative question (for those dismissed):

“After receiving notice of termination from your employer, did you consider other job offers—did you attend job interviews at that time?”

Statistical results: $\chi^2 = 30.22$, $n = 116$, $p = 0.0000$, $df = 2$.

The chi-square test result allows for the rejection of the null hypothesis.

Table 2. Standardized Residual Values – Type of Self-Esteem and Participation in Job Interviews with Potential Employers During the Notice Period

Type of Self-Esteem	Sample Size (N)	Standardized Residuals
Low	13	-4.127633
Moderate	42	0.536056

Type of Self-Esteem	Sample Size (N)	Standardized Residuals
High	61	3.591577

A statistically significant difference was observed between self-esteem levels among individuals engaging in job interviews with potential employers. Both low and high self-esteem groups show standardized residuals exceeding the significance threshold, indicating statistically meaningful deviations from expected values. Moderate self-esteem did not differ significantly from expectations.

Conclusions. The study demonstrates a significant relationship between self-esteem and occupational activity during the employee notice period. The chi-square test results ($\chi^2 = 38.11$; $p = 0.0000$; $df = 2$) for hypothesis H1 indicate a statistically significant association between the employee's level of self-esteem and the act of reviewing job advertisements in the media during the notice period. This finding suggests that self-esteem significantly differentiates behaviors related to seeking new employment opportunities.

Similarly, the results obtained for hypothesis H2 ($\chi^2 = 30.22$; $p = 0.0000$; $df = 2$) confirm a statistically significant relationship between self-esteem and participation in job interviews with potential new employers during the notice period. The analysis of standardized residuals indicates that in both cases (H1 and H2), individuals with high self-esteem were substantially more likely to browse job offers and to participate in interviews with prospective employers. This implies that high self-esteem promotes professional proactivity and engagement in behaviors aimed at securing new employment more quickly.

In contrast, individuals with low self-esteem exhibited reduced professional activity during the notice period. Negative standardized residuals for the low self-esteem group (H1: -4.70; H2: -4.13) indicate that such individuals were less likely than expected to engage in browsing job offers or attending interviews. This may reflect lower self-confidence, diminished belief in one's own competencies, or a lack of motivation to act when facing job loss.

For employees with moderate self-esteem, no statistically significant differences were observed. The standardized residuals for this group did not exceed significance thresholds, suggesting that their behaviors align with expected values and do not deviate substantially from the average level of professional activity observed in the sample population.

The findings obtained in this study support both research hypotheses (H1 and H2). It can therefore be concluded that:

- Employee self-esteem significantly influences professional behavior in situations of employment transition.
- Individuals with higher self-esteem are more active and more inclined to seek new opportunities and engage in recruitment processes.
- Conversely, employees with lower self-esteem display lower activity levels and adopt more passive attitudes toward employment change.

References

- Rosenberg, M. (1965). *Society and the adolescent self-image*. Princeton University Press
- Mruk, C. J. (2006). *Self-esteem research, theory, and practice: Toward a positive psychology of self-esteem* (3rd ed.). Springer Publishing.
- Baumeister, R. F., Campbell, J. D., Krueger, J. I., & Vohs, K. D. (2003). *Does high self-esteem cause better performance, interpersonal success, happiness, or healthier lifestyles?* *Psychological Science in the Public Interest*, 4(1), 1–44.
- Leary, M. R., & Baumeister, R. F. (2000). The nature and function of self-esteem: Sociometer theory. *Advances in Experimental Social Psychology*, 32, 1–62.
- Leary, M. R. (2005). *The curse of the self: Self-awareness, egotism, and the quality of human life*. Oxford University Press.

Orth, U., & Robins, R. W. (2014). The development of self-esteem. *Current Directions in Psychological Science*, 23(5), 381–387.

Sowislo, J. F., & Orth, U. (2013). *Does low self-esteem predict depression and anxiety? A meta-analysis of longitudinal studies*. *Psychological Bulletin*, 139(1), 213–240.

Kernis, M. H. (2003). *Toward a conceptualization of optimal self-esteem*. *Psychological Inquiry*, 14(1), 1–26.

Ajzen, I. (1991). The theory of planned behavior. *Organizational Behavior and Human Decision Processes*, 50(2), 179–211.

Deci, E. L., & Ryan, R. M. (2000). The "what" and "why" of goal pursuits: Human needs and the self-determination of behavior. *Psychological Inquiry*, 11(4), 227–236.

Lent, R. W., Brown, S. D., & Hackett, G. (1994). Toward a unifying social cognitive theory of career and academic interest, choice, and performance. *Journal of Vocational Behavior*, 45(1), 79–122.

Kanfer, R., Wanberg, C. R., & Kantrowitz, T. M. (2001). Job search and employment: A personality–motivational analysis and meta-analytic review. *Journal of Applied Psychology*, 86(5), 837–855.

Granovetter, M. (1995). *Getting a job: A study of contacts and careers* (2nd ed.). University of Chicago Press.

Nikolaou, I. (2014). Social networking web sites in job search and employee recruitment. *International Journal of Selection and Assessment*, 22(2), 179–189.

Skala samooceny SES Morrisa Rosenberga, polska adaptacja metody, Laguna M, Lachowicz-Laguna M. Lachowicz -Tabaczek K. Dzwonkowska I. (2007). *Psychologia Społeczna Skala samooceny SES Morrisa Rosenberga – polska adaptacja metody* (04) 164-176.

UDC: 130.2:004:316.77

Oksana Horishna, Ph.D.; Pavlo Yakymuk

Scientific supervisor: Bohdan Andrushkiv, Prof.

Ternopil Ivan Puluj National Technical University, Ukraine

HUMANISM, INFORMATION SOCIETY AND DIGITAL CULTURE: OPPORTUNITIES AND THREATS

Abstract. *The article explores the essence of digital culture as a new stage in the development of the information society that integrates technological progress with humanistic values. It highlights the multilayered structure of digital culture and its role in fostering critical thinking, ethical responsibility, and information literacy. The need to harmonize digital innovation with the principles of humanity, equality, and spiritual growth is emphasized.*

Keywords: *digital culture, humanistic values, information society*

Оксана Горішна, доктор філософії; Павло Якимук

Науковий керівник: Богдан Андрушків, проф.

Тернопільський національний технічний університет імені Івана Пулюя, Україна

ГУМАНІЗМ, ІНФОРМАЦІЙНЕ СУСПІЛЬСТВО І ЦИФРОВА КУЛЬТУРА: МОЖЛИВОСТІ ТА ЗАГРОЗИ

In the XX century, in the conditions of changes and transformation of human consciousness, society entered the information phase of its sustainable development, the dominant role in which is not the material production, but the search for information. Information data become the basis of the economic progress of a globalized society and therefore the problem of understanding the essence of digital culture becomes relevant in the writings of many scientists.