

ABSTRACT

In this paper, we examine the complexity of social identity in the corporate environment and its impact on individuals' perceived self-efficacy. We explore this relationship within the framework of a corporate hierarchy consisting of two identified groups: the BO group (non-technical and support experts) and the FO group (technical and business experts). The perceived prestige of these groups corresponds to a division between the high-status FO group and the low-status BO group.

In the theoretical section, we discuss the definition of basic concepts to better contextualize them within the present issue. These concepts include social identity theory, self-categorization theory, the definition of in-group and out-group, and the status of groups.

The aim of this endeavor was to investigate the relationship between the degree of identification with the in-group and perceived self-efficacy, how the relationship between identification with the firm as a whole and perceived self-efficacy manifests in the context of low-status/high-status groups, and the relationship between an individual's identification with the in-group and their identification with the whole group.

To achieve this, we conducted a questionnaire survey in a specific firm (N=64), using methods that track subjective self-perception in an intergroup situation and perceived self-efficacy. The collected data were subjected to statistical analysis and subsequent interpretation within the provided context. We present the results of our research in the empirical section of this paper, where our primary focus also lies.

KEYWORDS

social identity; in-group identification; inter-group context; self-categorization; self-efficacy; hierarchy in the corporate environment

