

## Identity development and life satisfaction among young adults in India

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### ABSTRACT

Identity is an important part of individual's life as it helps you define your role in different social and environmental aspects. This study investigates the relation between Identity development stages and Life satisfaction in young adults of India. It is a quantitative research design and has taken 100 employed young adults as sample through convenience sampling method. The scales used for measuring the variables were *Satisfaction with life scale (SWLS)* Pavot, W., & Diener, E. and Layne Bennion and Gerald Adams' Objective Measure of Ego Identity Status. The findings suggest that there is positive correlation between Identity achievement and Life satisfaction, while a weak positive relationship in case of Moratorium identity status. Life satisfaction had a strong negative correlation with Identity diffusion as well as Foreclosed identity status. Brief cultural values and their implication to the study have also been discussed.

**Keywords:** *Identity Development, Life Satisfaction, Young Adults*

Youth is a time period in one's life which is full of energy, curiosity and strong will. During this period, each individual tends to look for their own path or explore and form their own beliefs and thoughts. These characteristics of youth have recently been more prevalent in India. India has been following a vertical collectivistic culture since a long time now (Verma, J., & Triandis, H. C. (1999)). Therefore, the shift to the increase individualistic values and lower collectivistic values in urban areas (Shalini, D.J., & Kamlesh Singh (2011)) has been a key factor under which research has not been done in India. Identity formation is the process which involves interaction between the individual and their environment in order to build a stronger sense of self. All over the world identity formation may be defined as a lifelong process characterized by cycles of exploration and consolidation, as well as experiences of competence and vulnerability (Grotevant and Cooper, 1998). As stated by Erik Erikson, if an individual fail to establish what their personal beliefs and values are then they will be presented with an identity crisis. When faced with an identity crisis, the individual would experience role confusion and a weak sense of self in later life. Having a weak sense of self and developing cultural values contrasting to the cultural values of their parents or social support may lead to a stronger foundation in sense of self.

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Identity is derived from our sense of who we are as a person and as members of social groups. Our identities aren't simply our own creation: identities grow in response to both internal and external factors. It does ascribe to various distinct parts of one's life (family, cultural, personal, professional, etc.), as is emphasized by Parker J. Palmer, it can be considered as a continuous process within where our genetics, culture, loved ones, those we cared for, people that have harmed us and other people we've harmed, experiences lived, and choices made accumulate to make who us we are at this moment.

The adolescents in their stage of life face "Identity versus Role Confusion" crisis which involves them exploring their various parts of life in relation to the world and society they live in and ultimately building a stable identity role for themselves. They try to work out their roles in areas such as personal, social and occupational. And in this time, the pressure to stand out and do something exceptionally harder. This crisis is resolved by attaining identity achievement, the identity status which an individual with proper sense of self develops after considering these goals and values in their life, thereby, making them a unique person. Once a young adult comes to identity achievement status, they move on to the next stage of 'Intimacy vs Isolation' where they form strong relations with their friends, parents and their companion. If the young adult is unable to overcome the crisis of "Identity vs Role Confusion", they will succumb to a sense of confusion with respect to their future plans, particularly their roles in adulthood. According to the developmental theory, if the individual fails to construct their identity, they will fail to construct a stable and sound identity with respect to others in their adulthood. On the other hand, the overcoming of the two crisis and forming one's identity and stable relationships can lead to an overall success in one's life. As earlier stated, a relatively individualistic change in the Indian urban culture can interact with an adolescent's identity formation stages. If an adolescent evaluates values based off on the contradicting two cultural values presented to them, it may lead to role confusion and in the next stage, to Isolation. Therefore, it seemed of relevance to establish a basis of research in this developmental and cultural change.

### ***Problem statement:***

Effect and significance of Identity Development and life satisfaction in young adults in India.

### ***Objective***

- To study the identity development statuses among Indian young adults.
- To study significance of Identity development and life satisfaction with respect to Indian cultural values.

### ***Hypothesis***

*Hypothesis 1a:* The Diffusion Identity status will be negatively correlated with satisfaction with life in young adults.

*Hypothesis 1b:* The Foreclosure identity status will be negatively correlated with satisfaction with life in young adults.

*Hypothesis 1c:* The Moratorium Identity status will be positively correlated with satisfaction with life in young adults.

*Hypothesis 1d:* The Achievement Identity status will be positively correlate with Satisfaction with life in young adults.

### *Operational definition*

#### **Identity Development-**

Identity development can be defined as the formation of an identity based off on the choices, explorations, and commitments made by an individual in their personal, social and occupational domains of life.

#### **Life Satisfaction-**

Life satisfaction is the extent to which an individual is satisfied with his/her quality of living.

### *Rationale and significance*

Youth is a very active and ever-moving phase of life. People at this age are working towards attaining the best out of their lives by are actively interacting with their personal, social, cultural and political domains in life. India is yet a developing country and therefore the people are always looking opportunities which can get them basic stability in their lives. The transitions and development in the country are ever progressing and moderating the lifestyle of Indians. Furthermore, with the increasing diversity and westernization in the country, the cultural values have been of subject to change, particularly in urban areas. As a result, according to Hofstede's Global values, India stands at a fairly intermediate level (48) between collectivism and individualism. And hence, the cultural shift in the country from a vertically collectivistic to an Individualistic society in urbanized cities has encouraged a deeper dive for the youth into self-exploration and Identity formation. Through this research, the researcher wants to explore the youth's efforts into forming and working towards their own identities in accordance to the collectivistic values of the country; and in doing so, finding satisfaction in life. The researcher aims to find out if the satisfaction with life among youth is fulfilled in accordance with their identity formation as well, or if there even is any correlation among these variables.

## **REVIEW OF LITERATURE**

### *Concepts under study*

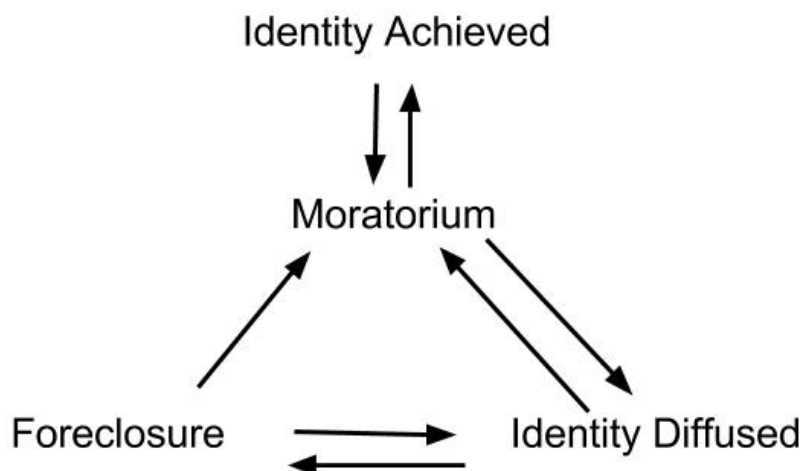
#### **Identity Development:**

Erik Erikson came up with the psychosocial developmental model for personality. It consists of stages in life which every individual goes through in order to overcome certain identity crisis. There are eight stages of crisis which every individual goes through – '*Trust vs Mistrust*', '*Autonomy vs Shame and doubt*', '*Initiative vs Guilt*', '*Industrious vs Inferiority*', '*Role formation vs Role confusion*', '*Intimacy vs Isolation*', '*Generativity vs Stagnation*' and '*Ego integrity vs Ego despair*'.

According to Erikson, these stages occur from childhood to old age and every stage is dependent on the previous stages in order. There have been several modifications done to the model but the most notable was done by James Marcia in 1991. He further expanded on the adolescent's stage of '*Rode identity Formation vs. Role confusion*'. According to him, the adolescent must first *explore* their alternative ideas relating to identity formation in all the areas and then make a *commitment* to the identity role in those areas. These areas may vary from personal, social or occupational to political and cultural domains of life. Through his extensive research he stated that this time of crisis is rather free from occurring only in the adolescent stage of life. Marcia stated that a crisis may develop at any point in life where our old values or choices are being reexamined and newly presented choices are explored. Although adolescence is the beginning of the capability to go through such an identity crisis, it is likely to keep altering throughout the rest of the life, especially in late adulthood. Marcia

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formed four identity statuses to explain the process of identity development based on exploration and commitment:



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Adapted from "Moshman, David. *Adolescent rationality and development: Cognition, morality, and identity*. Taylor & Francis, 2011".

- Identity Diffusion – the status in which the individual fails to decide on having or making any choices; he or she has not yet made (nor is attempting/willing to make) a commitment. Individuals with this identity status have lack of self-esteem, no autonomy and take little to no personal responsibility for their lives.
- Identity Foreclosure – the status in which the individual seems willing to commit to some relevant roles, values, or goals for the future. Individuals in this stage have not experienced an identity crisis. They tend to evolve to the expectations of others regarding their future (e. g. allowing a parent to decide a career direction) intrinsically, these individuals haven't explored a variety of options.
- Identity Moratorium – the status in which the individual is currently in a crisis, exploring various commitments and is ready to make choices, but has not made a commitment to these choices yet.
- Identity Achievement – the status in which an individual has gone through an identity crisis and has made a commitment to a sense of identity (i.e. certain role or value) that they have chosen. At this identity status, the individual has formed concrete beliefs and values about the different areas in their lives and have constructed a whole sense of self identity.

Depending on an individual and the relative changes to their environment, transitions to these identity statuses may occur throughout life. The relative changes may include events such as unemployment, death of a loved one, moving, etc. which can cause a sense of imbalance in the individual's life. However, the status can only lose this sense of homeostasis if there already has been a developed identity to confer with. Individuals in statuses such as Diffusion or Foreclosure tend to stay in the same status as the former has not developed an identity and latter have formed an identity based on their parental influence. In other words, Foreclosure status individuals have made a commitment without any exploration whereas Diffusion status individuals have neither made a commitment nor put any effort into exploration

### *Life Satisfaction*

Life satisfaction is the attainment of a desired end and fulfilment of essential conditions (Wolman, 1973). Satisfaction in life is a very subjective concept for every individual. A person might gain life satisfaction by being successful in her job while other person might find life satisfaction in being able to have a good family. It can be substantiated that satisfaction in life does not depend on the materialistic manifestation of it but rather on the will of an individual. Therefore, a general satisfaction in life cannot include all the domains of life.

Life satisfaction can be defined as the conscious and cognitive judgment of one's life during which the factors of judgment are up to the person (Pavot & Diener, 1993). It implies acceptance and contentment with an individual's life. Life satisfaction is rather important nowadays due to the stressful and complex lifestyle produced by the society. Individuals need to learn how to cope with stress, daily worries and should be able to make sound decisions for their lives. One needs to lead a life filled with good well-being and happiness in order to have satisfaction with life. Therefore, one should have a stable personal, social and professional life.

### *Culture*

Culture is the set of ideas, behaviours, attitudes, and traditions that exist within large groups of people (usually of a common religion, family, or something similar). (Culture. (n.d.). In *Alleydog.com's online glossary*.) There are two cultures defined on a global level – Individualism and Collectivism. Individualistic culture deals with the interests and values of individuals and establishes an emphasis on individuality. Whereas collectivistic culture deals with interests and values of the groups of people and puts an emphasis on community goals. People are encouraged to work with others and cooperation is the norm. India, with a rather intermediate score of 48 (on the Individualistic/Collectivistic domain of Hofstede's global values), is a society with both collectivistic and Individualist traits. This can further be supported by the study "Collectivism coexisting with individualism: An Indian Scenario" conducted in 2004. It took a sample of 292 participants, drawn from three locations, participated in a study designed to examine the effects of eighteen situations on the choice of collectivist and individualist behavior and intentions, or their combinations. The findings indicated that concerns for family or family members evoked a purely collectivist behavior. Compelling and urgent personal needs and goals in conflict with the interests of family or friends led to a mix of individualist and collectivist behavior and intentions. Respondents' education had a significant effect and other background variables had indeterminate effects on the choice of either purely collectivist or a mix of collectivist and individualist behavior and intentions. A research conducted by Shalini Duggal Jha and Kamlesh Singh in 2011 explored the cultural orientations across India. The study included four places identified according to the level of urbanization- a metro city (Delhi), a city at the state level (Chandigarh), a town (Rohtak) and several villages. The results suggested that for collectivistic orientation, it was observed that for higher urbanization levels, collectivism levels were lower ( $F=41.41$ ,  $P<0.001$ ). It can therefore be implied that a relatively individualistic set of values are prevalent in urban areas.

A study called "Unemployment and Life Satisfaction: The Moderating Role of Time Structure and Collectivism" researched the mitigating role of collectivism and time structure in reaction to unemployment. Employed, students, and unemployed individuals ( $N= 229$ ) in northern and southern Italy were to take the test of general life satisfaction. After comparison, it was found that unemployed participants, from the individualistic culture of

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northern Italy, had lower life satisfaction than the unemployed participants prevailing from the southern Italy (which follows collectivistic culture). The results imply that unemployment may have less severe impact in a collectivistic culture than compared to those in individualistic culture.

A research was conducted by Verma, J., & Triandis, H. C. (1999) on horizontal or vertical, individualism or collectivism culture with a sample of 180 Indian students (aged 19–25 yrs). Through the research, their hypothesis was confirmed that India would be a vertical collectivism culture. In addition, the Indian sample showed a preference for tendencies such as strong family orientation, embeddedness with the primary in-group, belief in hierarchy, and concept of a happy life. However, it was found that when the results are examined exclusively for the Indian profile, it was observed that the Indian youth gave the highest percentage of emphasis to horizontal collectivism, usually conforming to this category as descriptive of their values and beliefs.

As there has been a shift between the collectivistic perspective in the youth and the older generation. It would be interesting to see the interaction take effect in the identity development of the youth. Formation of identities of self involves having been affected by environmental factors and the culture on a larger scale. Therefore, it is apt to take note of the cultural shift as a probable factor in this research.

### ***Review literature:***

#### **Satisfaction with life**

A research conducted in 2009 by Streimikiene, D., & Grundey, D analyses the role of work in human wellbeing, life satisfaction and happiness. Much of the research concluded that well-being tends to be more strongly affected by individual personality factors, personal relationships, and social participation than by economic factors. It was revealed that people with good work relations and job profiles were high on life satisfaction and happiness. Furthermore, people who had no internal motivation for their work but had good work relations were moderately rated in their life satisfaction and happiness.

A research conducted in India by Modekurti-Mahato, M., & Kumar, P. (2015) under “Life satisfaction—what does it really mean to Indians?” further studied about life satisfaction. Responses of 411 Indian employees were recorder with respect to Life satisfaction. The study showed that the female employees were found to have higher excellent life conditions and higher ideal life than their male colleagues. The male employees scored higher in satisfaction with life, higher achievement and were motivated In their life.

A study conducted in Germany by Musiol, A. L., & Boehnke, K analyzes the relationship of person-environment value congruence and individual satisfaction with life among German adolescents (N=1229). As hypothesized, a positive relationship between person-environment value congruence and life satisfaction supported the person-environment fit theory (e.g., Fulmer, et al., 2010). The study also found out an unlikely finding which stated that people with an interdependent self-construal had more satisfaction with life than those with an independent self-construal value. This was found in spite of the fact that that the individuals lived in an individualistic culture of Germany. The significance of the study is relevant to this research as individuals in the eastern countries tend to live in collectivistic societies. Therefore, the implication of increased satisfaction with life in the individuals of this research will be higher can be taken into account. Furthermore, it can be concluded that the

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nature of the cultural values around individuals can be subject to satisfaction with life in them.

### *Identity formation*

One longitudinal study by Luyckx, K., Duriez, B., Klimstra, T. A., & De Witte, H. (2010) called “Identity statuses in young adult employees: Prospective relations with work engagement and burnout” complemented this research line by (a) that specialize in identity clusters or statuses during a sample of 300 working young adults (21–40 years of age), and (b) investigating the concurrent and prospective implications of those identity statuses for work engagement and burnout. The results concluded that the identity achievement status had higher engagement with job and lower burnout of an individual; and the diffusion status the least suitable profile for the employees. The moratorium status shows a moderate profile with most employees highly engaging in their work and then experiencing burnout. This research is important as it indicates that employees in achievement status are more likely to be satisfied with life while employees in diffusion and eventually moratorium would be least likely.

In another study under “Identity Formation in Adulthood: A Longitudinal Study”, longitudinal patterns of identity formation were analysed in a group of Finnish men and women born across ages 27, 36, 42, and 50. The aim of the study was to update earlier longitudinal findings related to identity status distributions and correlation of its formation in five different stages of adulthood. The stages were based on ages of 27, 36, 42 and 50. It was found that even though most of the individuals had achieved status in at least one domain, remaining stable in just one status throughout the age range was rare and sited only in diffusion status. Diffusion status was more consistent in men rather women. Through further analysis it was concluded that overall, the individuals did tend to progress towards achievement identity status.

The aim of one study “Dimensions of Identity and Subjective Quality of Life in Adolescents” conducted by Maria Oles in 2016, was to research about the correlation between identity statuses and perceived quality of life in 233 participants. The participants were to be assessed by the Ego Identity Process Questionnaire and Youth Quality of Life tool of measurement. Results found that individuals in Diffusion identity status had the lowest subjective quality of life whereas the foreclosed individuals scored the highest.

The main aim of another study conducted by Karaś, D., Ciecuch, J., Negru, O., & Crocetti, E. in 2015 was to review Relationships between identity and well-being in Italian, Polish, and Romanian emerging adults. Participants (young adults) prevailing from Italy, Poland and Romania were to complete self-report measure of identity formation and well-being. The study found that subjective well-being, and psychological well-being were persistently related to high commitment, high in-depth exploration and low reconsideration of commitment.

A study conducted by Kroger, J., Martinussen, M., & Marcia, J. E., under “Identity status change during adolescence and young adulthood: A meta-Analysis”, was designed to look at developmental patterns of identity status change during adolescence and young adulthood through meta-analysis. Results from the longitudinal studies showed the mean proportion of adolescents making progressive identity status changes was moderately significant, compared with a .15 of the sample who made regressive changes and .49 who remained stable. Another developmental pattern observed in these Cross-sectional studies showed the

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mean proportion of moratoriums rising steadily to age 19 years and declining thereafter, the mean proportion of the identity achieved rose over late adolescence and young adulthood; foreclosure and diffusion statuses decreased as the adolescents finished high school years, but varied throughout late adolescence and young adulthood. Meta-analyses showed that enormous mean proportions of samples weren't identity achieved by young adulthood.

A group of researchers Vleioras, G., & Bosma, H. A. conducted a study "Are identity styles important for psychological well-being?" in 2005. They administered the Identity Style Inventory (Berzonsky, 1992a) and therefore the scales of Psychological Well-Being (Ryff, 1989) to 230 Hellene (Greek) University students. The findings suggest that avoiding facing identity issues is negatively associated with psychological well-being, while, when such issues are faced, the way of facing them isn't important.

### **METHODOLOGY**

#### ***Sample***

A total of 100 sample of population was taken from a metro city (Pune) to conduct this research. Of this, 50% were female and 50% were male. The sample age ranged from 21-30 years of age, focusing on the young adult strata.

#### ***Tools***

*Satisfaction with life scale (SWLS):* Pavot, W., & Diener, E.

A 5-item scale designed to assess global cognitive judgments of one's life satisfaction (not a measure of either positive or negative affect). Participants indicate to what proportion they agree or do not agree with each of the 5 items employing a 7-point scale that ranges from 7 strongly agree to 1 strongly disagree. Individuals with scores between 5-9 indicate their extreme dissatisfaction with life whereas individuals who score between 31-35 indicate their extreme satisfaction with life. The scale shows high internal consistency (.79 to .89) and good test-retest correlations (.84) The scale shows a wide variety of applications with respect to age groups and is time efficient.

*Modified Marcia's Ego Identity Questionnaire:*

This questionnaire is modified version of Layne Bennion and Gerald Adams' Objective Measure of Ego Identity Status. It was designed to measure the four different modes of reacting to the identity crisis of late adolescence described by James Marcia. Findings show that the OMEIS had acceptable reliability and validity. Although the OMEIS is not intended to replace the interview, it is suggested to be useful in a number of situations in which administration of the interview is impractical. (27 ref) (PsychINFO Database Record (c) 2016 APA, all rights reserved)

The questionnaire consists of 40 items. It has a Likert scale measuring 1-5 from Strongly Disagree to Strongly Agree.

The items are divided equally into the four domains and calculated according to the scores.

#### ***Sample collection***

The collection of samples was done via online social platforms. The sampling method used was Convenience sampling. The questionnaire was constructed in google forms and the individuals were then sent the questionnaire through E-mail. A time slot of 3 weeks was given to collect the forms. After the collection, the questionnaires were then further used in data analysis and inference.

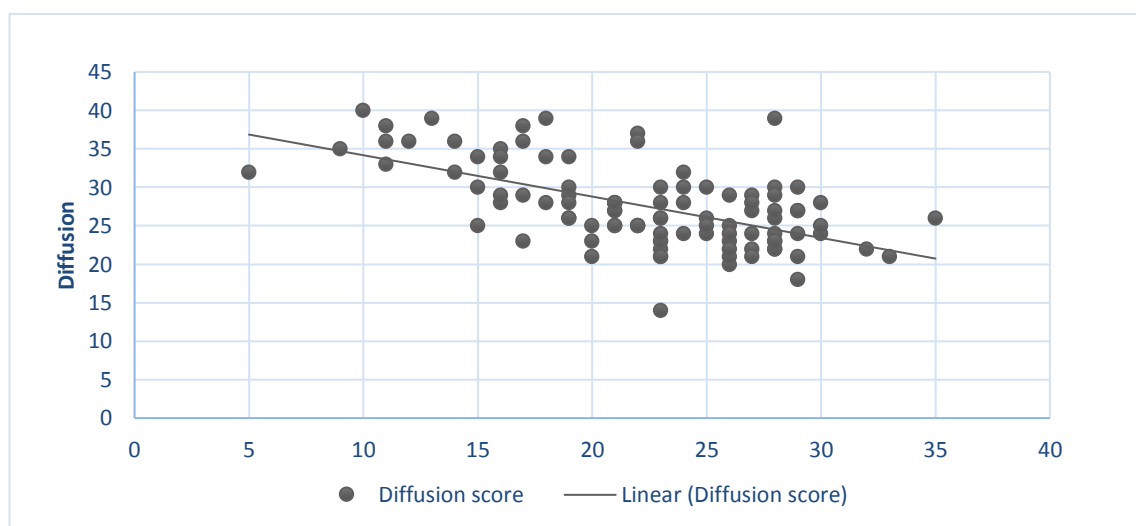


**DATA ANALYSIS AND RESULTS**

The research was conducted on 100 employed, young adults in an urbanized city of India. It consisted of 50(50%) females and 50(50%) males ranging from the age 21-30 years. The average of their Satisfaction with Life scale (SWLS) is 22.25. In the scale developed by Ed Diener, 22.25 falls in the score range of an Average score. This implies that the individuals in the taken sample are in general satisfied with their lives. Scorers in this range usually are satisfied with most domains of their lives, but have one or two areas where they would like to see large improvements. A lot of factors are the probable causes of this result, urbanization and culture being a couple of them.

**Diffusion**

Diffusion Identity status was compared to Satisfaction with life variable to check the correlation between the two variables. Pearson's r coefficient can range between -1 to 1. An r of -1 indicates a perfect negative linear relationship between variables, an r of 0 indicates no linear relationship between variables, and an r of 1 indicates a perfect positive linear relationship between variables.



**Figure 1.1: Graphical representation of Diffusion v Life Satisfaction**

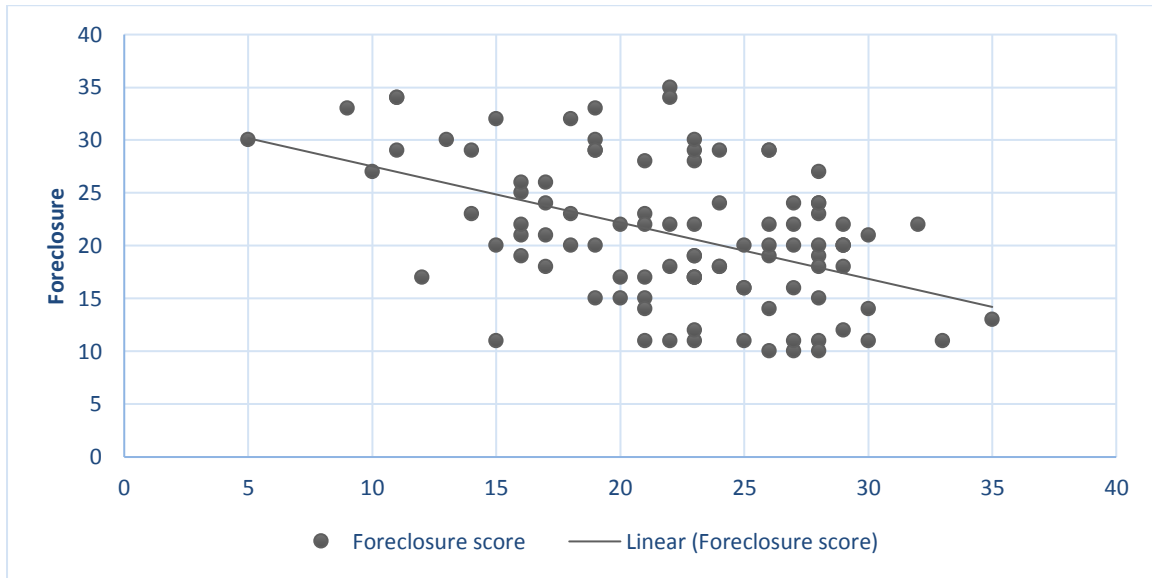
Therefore, by calculating the coefficient, it was found out that Diffusion score had a negative correlation with Satisfaction with life scores as given below:

Thus, Supporting the hypothesis 1a at 0.05 level, Diffusion identity status is negatively correlated with Satisfaction with life in young adults.

	<i>Diffusion score</i>
SWLS	1
Diffusion score	-0.589954559

**ii. FORECLOSURE:** Correlation between foreclosure identity status and Satisfaction with life was calculated with the help of Pearson's correlation coefficient.

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**Figure 1.2: Graphical representation of Foreclosure v Life Satisfaction**

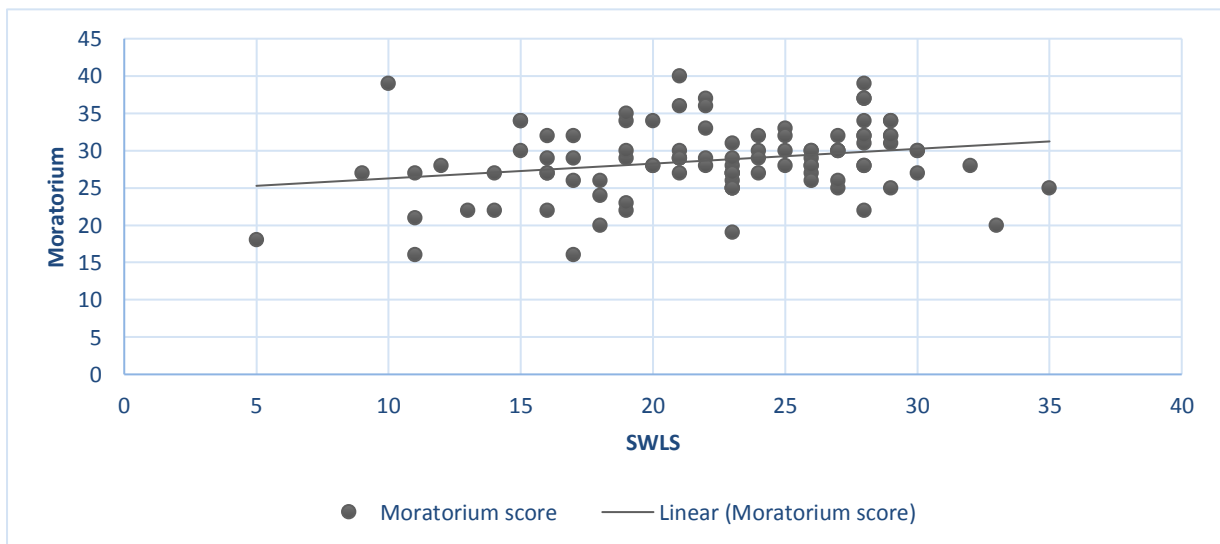
	SWLS
SWLS	1
Foreclosure score	-0.46593

Therefore, by calculating the coefficient, it was found out that Foreclosure score had a negative correlation with Satisfaction with life scores as given below:

Thus, Supporting the hypothesis 1b at 0.05 level, Foreclosure identity status is negatively correlated with Satisfaction with life in young adults.

**Moratorium**

Correlation between Moratorium identity status and Satisfaction with life was calculated with the help of Pearson’s correlation coefficient.



**Figure 1.3: Graphical representation of Moratorium v Life satisfaction**

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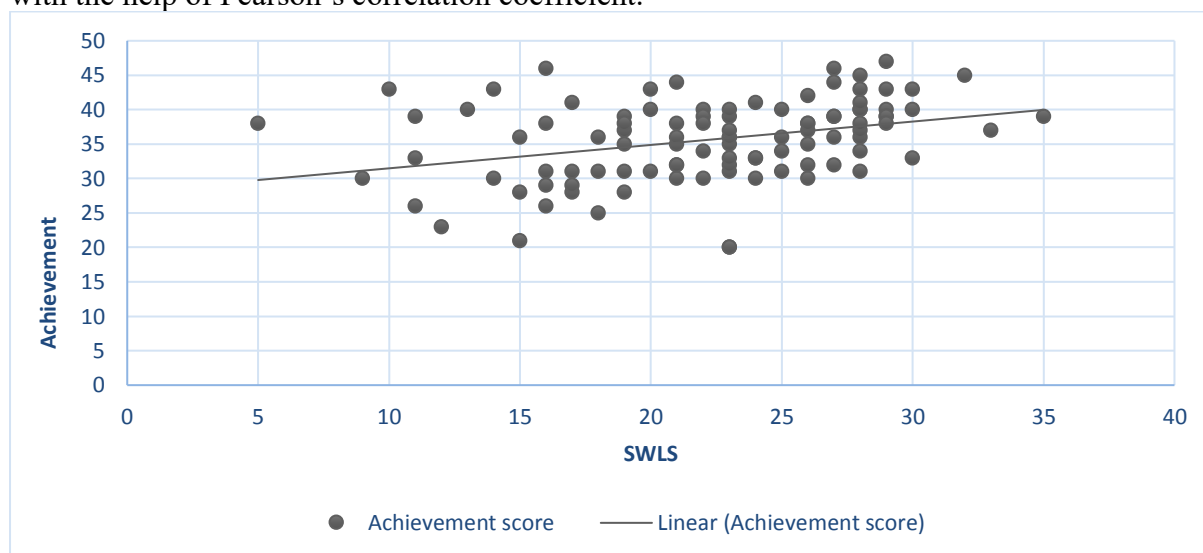
Therefore, by calculating the coefficient, it was found out that Moratorium score had a partially positive correlation with Satisfaction with life scores as given below:

Thus, Supporting the hypothesis 1c at 0.05 level, Moratorium identity status is partially positively correlated with Satisfaction with life in young adult employees.

<i>SWLS</i>	
SWLS	1
Moratorium score	0.243377

### *iv. Identity achievement*

Correlation between Identity achievement status and Satisfaction with life was calculated with the help of Pearson's correlation coefficient.



**Figure 1.4: Graphical representation of Achievement v SWLS.**

Therefore, by calculating the coefficient, it was found out that Achievement score had a partially positive correlation with Satisfaction with life scores as given below:

<i>SWLS</i>	
SWLS	1
Achievement score	0.341086

Thus, Supporting the hypothesis 1d at 0.05 level, identity Achievement status is partially positively correlated with Satisfaction with life in young adults.

## DISCUSSION

The aim of the research was to study the dynamics between the identity domains of Identity development; Diffusion, Foreclosure, Moratorium and Achievement, and Life satisfaction in young employed adults while simultaneously observing the relevance of the cultural values followed by them. The individuals had filled forms online and the results found have been displayed in the previous section.

The results are in favor of Hypothesis 1a: *The diffusion identity status will be negatively correlated with Satisfaction with life in young adult employees.* The r coefficient score was calculated to -0.58 and was found significant at 0.05 level. It is interesting to note that Diffused identity had the strongest negative relationship with Satisfaction with life. A

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referred literature by Musiol, A. L., & Boehnke, K could provide a probable support for this result. In the literature, it was observed that individuals with higher independent self-construal in an individualistic culture such as that of Germany were found to be less satisfied with their lives than individuals with high interdependent self-construal. The referred literature study “Dimensions of Identity and Subjective Quality of Life in Adolescents” conducted by Maria Oles also has a consistent conclusion with the result. It was found that the diffusion identity status is linked to the lowest level of subjective quality of life in case of adolescents.

The results are in favor of Hypothesis 1b: *The Foreclosure identity status will be negatively correlated with Satisfaction with Life in young adult employees.* The r coefficient score was calculated to -0.46 and was found significant at 0.05 level. The referred literature of Vleioras, G., & Bosma, H. A.

conducted a study “Are identity styles important for psychological well-being?” which has similar implications to the result. The findings suggest that avoiding facing identity issues, or having a foreclosed identity status is negatively associated with psychological well-being. This hypothesis is especially relevant as it indicates the focus of the young adults shifting from collective identity formation to Individualistic identity formation in India.

The results supported 1b hypothesis: *The Moratorium identity status will be positively correlated with Satisfaction with Life in young adult employees.* The calculated r coefficient 0.24 was found fairly significant at 0.05 level. Most of the literature studies referred to in the research have found that moratorium status eventually declines down the developmental changes. However, it is worth noting that this study was conducted only on young adults (21-30 years) and therefore there seems to be a weakly positive correlation between Moratorium and Satisfaction with life. This inference can also be supported by the referenced study under “Identity Formation in Adulthood: A Longitudinal Study”. The study has found that major differences emerged only at age 27 when the participants were exploring their occupational options, and occupational identity was more typically moratorium and less typically achieved than the overall identity. It is also worth noting that incidentally, in this research, the age at which most young adults had consistent satisfaction with life is 27 years.

Finally, the results also support the 1d hypothesis: *The Identity Achievement status will be positively correlated with Satisfaction with Life in young adult employees.* The calculated r scores 0.34 was found fairly significant at 0.05 level. Identity development model mainly has an emphasis on adolescence. Therefore, it is to be expected that individuals attain Identity achievement status thereafter the adolescence stage. As the individuals are finding opportunities in their domains to settle for, there is a moderate progression of the rate of identity achievement status in the sample.

The findings also suggest that the young adults seem to have adopted the individualistic culture and are willing to explore their self-identities. However, the ones with Diffusion identity and Foreclosed identity seem to have struggle in establishing their identity, and thereby being dissatisfied with lives. This can be alarming and concerning as the results of the research indicate that Diffusion was highly negatively correlated with Satisfaction with life. And a longitudinal research conducted by Fadjukoff, P., Pulkkinen, L., & Kokko, K., came to the conclusion that individuals and especially men persistently stayed in the Diffusion status throughout the ages 27 to 50. Therefore, it is pertinent that young adults in

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urbanized India can have a difficult and erratic lifestyle ahead. This stands to be something which can be furthered studied upon with relation to the cultural connotations.

### **LIMITATIONS**

The research was explorative in design and has inferences suitable to the aim of the study. The research does, however, have some limitations to it.

1. First, the research was studied on a small size of 100 young adults for sample and therefore does not hold as much statistical significance as expected.
2. Second limitation would be that the age range was restricted to young adults ranging from 21-30 years of age. It does not take into consideration the adolescents and the older population. The cultural aspect in the study has not been laid out in a detailed manner due to time limitations.
3. Third, the research does not study the internal subdomains of identity development. Studying the interaction between the subdomains of identity development and its three dimensions, namely, in-depth exploration, commitment and reconsideration of commitment, would have yielded a more detailed analysis for the study.

### **CONCLUSION AND SUGGESTIONS**

In conclusion, the research has helped establish identity development and its correlation to life satisfaction in young adults. There has been limited researches done on this topic in Indian context and this can be considered as a substantial contribution to the topic. It has also helped find out the relevance of the cultural shift in India. As the society is evolving in a more individualistic culture at higher urbanization levels, there is self-exploration taking place in the youth with relation to their work, social, personal and religious beliefs and values. This is also informative to the youth as Individuals with Identity Diffusion were the least satisfied with their lives. Therefore, it implies that individuals are trying to figure out their identity. But due to improper direction and/or methods, they seem to have difficulty in working through it. Hence, it is important to go through the identity crisis, but also important to achieve the final self-identity.

Future researches can study these variables on a broader and deeper aspect. The subscales of the Identity development; personal, social, occupational and religious scales, aligned with the in-depth exploration and commitment subdomains would give a more thorough and defined conclusion to the study.

Further study can also perform a detailed analysis of the culturally negative and positive aspects on formation of these identities. This could further solidify the observed study of cultural shift in the country.

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### **Conflict of Interest**

The author declared no conflict of interest.

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