

Research Paper

To Study the Correlation between Sub-Clinical Narcissism and Achievement–Motivation among Young Adults- A Correlational Study

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ABSTRACT

Narcissism is a personality trait characterized by an excessive focus on oneself, a grandiose self-image, a need for admiration, and a lack of empathy. Achievement motivation refers to the psychological drive to set and pursue goals of accomplishment and success. Individuals high in narcissism often seek validation and attention, while those with high achievement motivation are ambitious and persistently strive for personal growth and mastery. The relationship between narcissism and achievement motivation is complex, as narcissistic individuals may pursue success for external validation rather than genuine passion or personal growth. Understanding this interplay has implications for various aspects of individuals' lives. The aim of this study is to determine the correlation between subclinical narcissism and the achievement motivation of university students. This study also intends to explore the effects of various demographic variables that might influence the correlation. Two separate tools were used for the study. The impact of narcissistic personality traits on achievement motivation was established by correlation analysis. The finding in the study provides us with a general statement that there is a significant positive correlation between subclinical narcissism and achievement motivation. Moreover, the t-test indicates that males have a higher motivation than females.

Keywords: *Subclinical Narcissism, Achievement Motivation, Narcissistic Personality*

Narcissism, pathological self-absorption, was first identified as a mental disorder by the British essayist and physician Havelock in 1898. Narcissists do not value anything; do not confuse this with you not having value. Narcissists do not love anyone, do not confuse this with you being unlovable. Narcissists cannot appreciate the worthiness and beauty of life, do not confuse this with your being unworthy or not being beautiful.

The concept of narcissism comes from an ancient Greek myth about Narcissus, a son of a God, who fell in love with his own reflection in the water. Compelled by his love for

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himself, he spent hours and hours staring at the reflection until he pinned away turning into a flower. Although people don't turn into flowers anymore, the kind of self-love that Narcissus experienced is still prevailing in our age. Nowadays, the common understanding of narcissism ranges from an excessive interest in or admiration of oneself and one's physical appearance to selfishness, involving a sense of entitlement, a lack of empathy, and a need for admiration.

Motivation is the process by which activities are started, directed, and continued so that physical or psychological needs or wants are met (Petri, 1996). The word itself comes from the Latin word *movere*, which means "to move." Motivation is what "moves" people to do the things they do. For example, when a person is relaxing in front of the television and begins to feel hungry, the physical need for food might cause the person to get up, go into the kitchen, and search for something to eat. The physical need of hunger caused the action (getting up), directed it (going to the kitchen), and sustained the search (finding or preparing something to eat). Hunger is only one example, of course. Loneliness may lead to calling a friend or going to a place where there are people.

In **extrinsic motivation**, a person performs an action because it leads to an outcome that is separate from the person (Lemos & Verissimo, 2014; Ryan & Deci, 2000). Other examples would be giving a child money for every A received on a report card, offering a bonus to an employee for increased performance, or tipping a server in a restaurant for good service. The child, employee, and server are motivated to work for the external or extrinsic rewards. In contrast, **intrinsic motivation** is the type of motivation in which a person performs an action because the act itself is fun, rewarding, challenging, or satisfying in some internal manner. Both outcome and level of effort can vary depending on the type of motivation.

Achievement Motivation

Achievement motivation refers more specifically to motivation relevant to performance on tasks in which there are criteria to judge success or failure. Examples of these kinds of tasks are school activities, work activities, and competitive sports activities. In all such activities competence is a crucial part of motivation to achieve. Motivation in all forms is most directly observable in the level of energy in individual's behaviours. Historically, drives, needs, and reinforcements were proposed as the primary sources of motivation (Weiner, 1992). Much current theory and research on motivation can be characterized as having a social cognitive emphasis and so focuses on individuals' beliefs, values, and goals as primary influences on motivation (Wigfield et al., 2006), although needs are still prevalent in some models.

Major theories of motivation emphasize different aspects of these beliefs, values, and goals. Some theories focus primarily on competence-related beliefs, including perceived self-efficacy, perceptions of control, and other competence-related beliefs. Others focus on purposes or aims that individuals pursue; goal theories are the primary example. Expectancy-value theories integrate these two sets of constructs as ways of explaining individuals' performance on different activities and choices of which to do. Self-determination theorists emphasize the role of basic psychological needs (competence, relatedness, autonomy) and also the importance of intrinsic motivation, or an individual's sense of internal control over their task.

Narcissistic Personality tendencies-

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The essential features of a personality disorder are impairments in personality (self and interpersonal) functioning and the presence of pathological personality traits. To diagnose a personality disorder, the following criteria must be met:

- A. Significant impairments in self (identity or self-direction) and interpersonal (empathy or intimacy) functioning.
- B. One or more pathological personality trait domains or trait facets.
- C. The impairments in personality functioning and the individual's personality trait expression are relatively stable across time and consistent across situations.
- D. The impairments in personality functioning and the individual's personality trait expression are not better understood as normative for the individual's developmental stage or sociocultural environment.
- E. The impairments in personality functioning and the individual's personality trait expression are not solely due to the direct physiological effects of a substance (e.g., a drug of abuse, medication) or a general medical condition (e.g., severe head trauma.)

REVIEW OF LITERATURE

The relationship between narcissism and achievement motivation is complex and can vary depending on the context and individual characteristics. This study investigated the idea that a perceived possibility for self-improvement moderates the association between subclinical narcissism and performance. Four studies were carried out, with each varying the self-enhancement opportunity manipulations and the performance tasks. Narcissists outperformed those with low self-enhancement opportunities, but the self-enhancement opportunity had little to no impact on the performance of participants with low narcissism. Future research implications and directions are suggested.

This research examines the relationship between Mental Toughness, narcissism, and achievement through time in a group of adolescents. The findings suggest that the relationship between narcissism and Mental Toughness may be one of the non-cognitive elements explaining individual variance in academic achievement. The purpose of the study is to examine the emergence of narcissism and its detrimental effects on society. It is important to note that individuals who display high degrees of narcissistic traits deal with a range of problems, including poor insight and self-awareness, problems with both interpersonal and professional relationships, and more. Understanding how empathy and narcissism function has been the subject of some fascinating study.

Narcissism is a personality trait that exists in normal people on a sub-clinical level. It is characterized by grandiose self-perceptions, exhibitionism, entitlement, exploitation, superiority, authority, and self-sufficiency. Social scientists have shown that an individual's narcissistic personality traits are generally the outcome of a person's subconscious Low Implicit Self-Esteem. Data from the German University revealed a significant inverse association between narcissism and job success, with no correlation between leadership/authority and extravagant exhibitionism and career success.

The study found that three aspects of the sales role, attraction, satisfaction, and performance, and two personality constructs, narcissism and achievement motivation, were related. Narcissism was unrelated to sales effectiveness but was positively correlated with overall sales pleasure and level of comfort with unethical sales behaviours. Additionally, the connections between the three components of the Dark Triad (Machiavellianism, Narcissism, and Psychopathy) and people's levels of motivation and burnout at work were found to be

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correlated. The findings suggest that motivating sources generally mediate a portion of the link between the Dark Triad features and burnout. Narcissistic personality disorder (NPD) is characterized by a lack of empathy, but research has shown that empathy is multifaceted and sensitive to a wide range of motivational and environmental factors.

Narcissists are prone to ostentatious consumerism, which is examined for four key reasons: positive distinctiveness, materialism, sexual signalling, and meaning in life. Further research looked into how intrinsic versus extrinsic motivation affects narcissism and found that narcissists with a persistent propensity towards fulfilling ego concerns have an adverse effect on intrinsic motivation. Two studies were investigated to know the association of narcissism with volunteer motivation and found that narcissists tend to volunteer for self-interest rather than human.

Objectives and Hypothesis

Research objectives-

- To assess the level of subclinical narcissism and achievement motivation among young adult
- To Explore the relationship between subclinical narcissism and achievement motivation among young adults.
- To Compare the narcissism level among males and females.

Hypothesis

- Ho1 - There is no relationship between subclinical narcissism and achievement motivation among young adults.
- Ho2- females have higher narcissism levels than males.

METHODOLOGY

Sample

Initially, a total of 100 university students aged 18 years to 22 years, were selected using convenient random sampling from different universities around Chhattisgarh. For this purpose, their consent was asked. After getting their consent, a date was fixed for the data collection. On that particular day, the students were prepared, rapport was built with them, and the study was explained to them in brief. They were told that they are playing the most important part of the study. Then, the tests were administered on them. With respect to the demographic data and scores on each test, a total of 100 students were finalized.

METHOD

Participation Inclusion – Exclusion Criteria

The Participation/Inclusion Criteria are as follows-

- A. Participants had to be Undergraduate University students.
- B. Participants had to be between 18 years to 23years of age.
- C. Regular program University students are included.

The exclusion criteria are as follows-

- A. Those who were accessing professional mental health support for help with any mental health-related issues were excluded from the study.
- B. The students who were above 23 years of age and under 18 years are excluded.
- C. Married individuals are excluded.
- D. Distant program University students are excluded.

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Questions were included in the questionnaire in order to address the criteria.

Formal consent was taken from all the participants. The individuals who had been ready to complete the questionnaire were made to do the questionnaire in a setting where the group members were their familiars and friends. Only offline recruitment strategies were used. Those participants who successfully completed all the statements were included and the rest of other sheets were excluded. So, at last, a total of 100 participants fills out the complete questionnaire and were recruited for the analysis.

Research design

The current study is exploratory research, which can be defined as a research method used to investigate a problem that is not clearly defined or conducted to better understand the existing issue but will provide a conclusive result. An important principle of this research design is that the researcher should be willing to change his/her direction with the revelation of new data or insight. Such type of research is carried out when the issue is at its initial stage. Exploratory research is used when there is little or no amount of information present, or little information is not clear enough to make inferences.

Exploratory research although takes time and needs patience as it has risks associated with it. There are two ways in which exploratory research could be conducted namely primary and secondary. The data gathered from this research can be qualitative and quantitative.

The present study dealt with 2 aspects of psychology, namely narcissism and achievement motivation. The data is collected from the population of Undergraduates University Students. The variables working in the study are:

- **Independent Variable-** Narcissistic Personality
- **Dependent Variable-** Achievement Motivation

Primary data has been collected from the students. The design of the study is correlational in which achievement-motivation would serve as the dependent variable and narcissistic personality as the independent variable. Further, gender factor is extraneous variables whose influence over the narcissistic personality and achievement motivation variables have also been described.

Instruments used in the study

Achievement Motivation Scale

The achievement motivation scale was developed by Pratibha Deo and Asha Mohan. The scale has 50 items from 15 factors.

Only one stencil key is used for scoring positive and negative items. A positive item carries scores of 4, 3, 2, 1 and 0 for the categories of Always, Frequently, Sometimes, Rarely, and Never respectively. The negative item is scored 0, 1, 2, 3, and 4 for the same categories respectively that are given above. The maximum score which can be obtained is 200 and the minimum score which can be obtained is 0.

Narcissistic Personality Inventory – 16

It was developed by Daniel Ames, Pau Rose, and Cameron P. Anderson (2006) The Narcissistic Personality Inventory-16 (NPI-16) is a shortened form of the NPI-40 for measuring subclinical narcissism. When situations do not allow the longer 40-item version, this 16-item version is used. The NPI-16 has been shown to have meaningful face,

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discriminant, internal and predicative validity. This questionnaire does not use the typical Likert scales, but instead uses the "multi-radio" element to show two choices for each item.

Procedure

Data was collected from young adult population primarily university students. For the data to be diversified the sample subjects were selected from different school of amity university Chhattisgarh. Sum total of 90 students were selected from the different departments from the university.

Before the test was carried out some pre-arrangements were made – the environment with least disturbance possible was made and maintained, the material required was kept ready, a good rapport was established with the students so that they must feel at ease.

Once the instructions were given, subjects were asked to proceed to attempt the questionnaire and were instructed to fill the questionnaire carefully and honestly, all item were compulsory to answer. Also consent of the subjects was taken prior to the study and selected the students who were participating with their will. Subjects were also told that they were playing the most crucial role in this study and were thanked by giving reinforcement.

RESULT

The purpose of the data analysis is to arrange, categorise, and summarise the information gathered so that it may be understood and interpreted to respond to the inquiries that drove the research project.

In the study, the statistical techniques used are as follows-

- Descriptive Analysis- the Mean, Standard Deviation and Percentage
- Regression Analysis- Pearson correlation.

Descriptive Analysis

Subclinical narcissism and achievement motivation are included as variables in the current study. Utilising SPSS, descriptive analysis is performed on the summaries of each scale to determine the mean and standard deviation. The most basic type of data analysis is descriptive analysis, which aims to summarise or describe the data and produce understandable data insights.

Table no: 01- Descriptive Analysis of the Age, Narcissistic Personality and Achievement motivation

	AGE	NPI	ACM
N	100	100	100
Mean	19.60	0.3375	0.8939
Standard deviation	1.223	0.17524	0.87132
Percentile 25	19.00	0.1800	-1.6000
Percentile 50	19.00	0.3100	-0.9600
Percentile 75	20.00	0.4825	-0.1425

The standard deviation of each of the variables (age, NPI, ACM) is 1.223, 0.175, and 0,893 respectively. Hence, the data is close to the normal distribution.

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Correlational Analysis

Pearson correlation method of analysis is used for the identification of the association among the two variables, i.e., Narcissistic Personality and Achievement Motivation using the Statistical Package for Social Sciences (SPSS).

Table 02- Correlation between narcissistic personality and achievement motivation

Model	Narcissistic Personality	Achievement Motivation
Narcissistic Personality	1	0.562**
Achievement motivation	0.562**	1

***Correlation is significant at the 0.01 level*

Paired sample t- test

Table 3- T-test showing narcissism and achievement motivation among males and females

pair	Mean	N	Std. deviation	Std. error mean
(Male) narcissism	0.3974	31	0.17812	0.3199
(Male) achievement motivation	-0.2845	31	1.08049	0.19406
(Female) narcissism	0.3106	69	0.16835	0.02027
(Female) achievement motivation	-0.7568	69	0.85936	0.10345

INTERPRETATION AND DISCUSSION

Analysis of the findings-

Two main topics were the focus of the present research. First, the link between narcissistic personality and motivation for achievement. Second, a comparison between men and women's levels of narcissism and drive for achievement.

Table 02 describes the tabular view of the findings of correlational significance between two variables. Subclinical narcissism and achievement motivation. And as per the observations, it is seen that the Pearson product correlation coefficient among the variables narcissism and achievement motivation is 0.562, which is significant at the 0.01 level. This shows that there exists a moderate level of positive correlation. hence, hypothesis Ho1 is rejected.

The study's final hypothesis was that females exhibit a comparatively high level of narcissism, yet it is evident from Table 3, means of both males and females that males exhibit a higher level of narcissistic features than females. As a result, our last hypothesis (Ho2) is rejected.

Discussion of the findings-

The objective of the study was to find the correlational significance, if any, among narcissism and achievement motivation of young adults of the age group 18-23 years. A hypothesis was made for the same and a total of 2 hypotheses were tested in the study.

It was predicted that narcissism and achievement motivation would not significantly correlate with the final score. Using Pearson's Correlation in SPSS to analyse the data from the sample of 100 young adults, it was discovered that there is a small positive link between narcissism and achievement motivation in young adults. The outcome is consistent with the conclusions of another research that has been conducted. Since this is an exploratory study, no other research has been conducted that directly correlates narcissism with motivation for

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accomplishment in young people; nevertheless, the relationship for the same characteristics in other sample types has been investigated.

Narcissism and achievement motivation are complex to study on an individual level and studying them all together is challenging. It's not just narcissism, it also involves studying its dimensions such as grandiosity, ego-centric focus, attention-seeking behaviour, authority, self-sufficiency, etc. while talking about achievement motivation it also includes many other factors such as academic motivation, need for achievement, academic challenge, achievement anxiety, the importance of grades, the meaningfulness of tasks, the relevance of school/ college to future goals, attitude towards teachers, work methods, interpersonal relations, individual concerns, general interest, dramatics and sports.

So, being congruent with the research findings, the link between achievement motivation and subclinical narcissism is positive, indicating that some narcissistic characteristics may act as success-motivating factors. However, caution is advised because excessive narcissism can also result in negative outcomes like unethical behaviour and interpersonal problems. Understanding the complex interaction between achievement drive and subclinical narcissism might help guide interventions and support systems for young adults. Promoting self-awareness, empathy, and constructive goal-setting techniques may help people with subclinical narcissism balance their drive for achievement.

Adding to the facts for the present research, one of the studies conducted in Vilnius showed that stronger dominance, competition, the quest for status, and mastery drives are connected with higher levels of the general narcissism construct. Dominance and the need for status were found to be strongly associated with all narcissistic traits. The mastery motive was positively associated to the traits of authority, self-sufficiency, and exploitativeness, whereas the competitiveness motive was favourably related to the traits of authority, superiority, and exhibitionism.

This study offers tentative evidence of an association between young adults' subclinical narcissism and achievement drive. To fully comprehend this connection, more research into the underlying mechanisms and long-term effects is necessary. In order for young adults to successfully navigate their personal and professional life and maintain their psychological well-being, it is important that they are aware of the possible opportunities and problems that subclinical narcissism may present.

The relationship between narcissism and achievement motivation has been investigated in the past, with varying degrees of success. According to certain studies, narcissistic people may be highly motivated to attain their goals because of their intense need for success and approval. However, other research contends that narcissistic characteristics might undermine achievement motivation by encouraging self-centeredness and a lack of empathy. However, little study has directly addressed young people's subclinical narcissism and its effects on motivation for achievement.

Last but not least, the topic of the study is relatively fresh in the field of narcissism because few studies have been conducted specifically for young adults. This study sheds light on what will help students understand themselves better and their need for achievement motivation.

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Scope of the Study

- Researchers could investigate the temporal relationship between narcissism and achievement motivation by carrying out longitudinal studies, which follow people over an extended period. This would shed important light on whether or not narcissism predicts changes in achievement motivation.
- Our comprehension of the underlying mechanisms can be improved by investigating the mediating and moderating factors that affect the relationship between narcissism and achievement motivation. For instance, cultural factors, social support, self-efficacy, and self-esteem may all influence the correlation between these variables.
- To ascertain whether the correlation between narcissism and achievement motivation holds true across cultural boundaries, research into the cultural variations in the relationship is necessary. Individualistic and collectivist cultures can be contrasted to reveal distinct patterns and shed light on the cultural influences that affect this correlation.
- The causal relationship between these constructs would be better supported by experimental studies that manipulate the levels of narcissism and achievement motivation. The effects of interventions intended to lessen narcissistic tendencies or improve healthy achievement motivation could also be studied through experimental designs.
- A closer look at the effects of the link between narcissism and achievement motivation can help pinpoint any potential advantages or disadvantages. The impact on psychological health, interpersonal harmony, professional success, and general life satisfaction could be studied.

CONCLUSION

This study was conducted to investigate the correlation between sub-clinical narcissism and achievement motivation among students on the basis of their gender, age and, type of family. A sample of one hundred students was taken from different branches of amity university and from ITM University of Raipur Chhattisgarh. correlation analysis and paired sample t-test were applied for analysis. The results showed the relationship between sub-clinical narcissism and achievement motivation was established to be a significant, positive correlation. Also, the paired sample t-test shows that males have greater achievement motivation than females. Moreover, the relationship between subclinical narcissism and achievement motivation for males, females as well as students with extended family and students with nuclear families was found to be a positive, significant correlation. The study provided a general statement that there is a significant correlation between subclinical narcissism and achievement motivation.

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Conflict of Interest

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