

Who Am I at Work: Work Identity Formation

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Abstract : Human interaction at work evolves over time and, with it, work identity. The social identity is built upon the development of its underpinning and preceding stages. Work identity can be viewed in the same way and will shift based on changes in the work environment and challenges to the work identity (threats to the four stages). This paper provides an analysis of how the stages of trust, autonomy, industry and initiative are related to the employee identity at work. Describing how they are related to each other and the development of identity. It has become common to notice changes in employee behavior during and after major operational changes in an organization. Previous studies suggest that there are emotional triggers that result in the new behaviors displayed. This study seeks to test a theoretical model by testing the relationship between the first four Erikson stages as constructs. A randomized sample of participants undertook a self-administered survey to capture information on trust, autonomy, initiative, and industry.

Keywords : work identity, change management, organizational management, technology implementation

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