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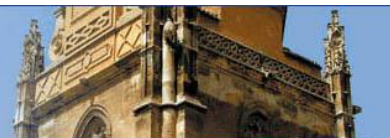
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ABSTRACT

Among the sociological discourses that have captured the interest of intellectuals and scholars in recent times are the discourses on professional identity by Sanseulieu, regarded as a succession of formations experienced by individuals throughout various stages of their lives. This progression spans from personal identity to professional identity, encompassing social identity through interactions and communication with others within the framework of a set of values and social standards, which manifest in behaviors, actions, and relationships within the institution to which one belongs. Therefore, this article aims to comprehend identity and the diverse challenges it poses in the workplace, drawing upon the ideas presented by Sanseulieu in his work.

Keywords: Identity, Professional Identity, Mechanisms of Professional Identity Formation.

INTRODUCTION

Identity is a topic that has attracted the attention of numerous scholars and researchers across various disciplines, given its presence in an individual's social and cultural life within society. Identity necessitates individuals to comprehend their selves, enabling the development of their self-concept. Additionally, awareness of social reality is imperative as it is closely tied to the emergence of social identity. Society plays a significant role in fostering the growth of the self, assisting individuals in finding their appropriate roles within the cultural system. Therefore, any approach to the concept of identity, definition, and delineation must consider its various linguistic, historical, philosophical, and sociological implications.

Identity is viewed as a product of upbringing and education revolving around selfhood, uniqueness, traits, and behaviors distinguishing an individual or society from others. It is intricately linked with a strong sense of belonging, defining an individual's self in terms of thought, culture, lifestyle, history, civilization, as well as mental, psychological, and ethical characteristics, and social and religious standards.

From the perspective of many intellectuals, identity is an outcome of a continuous historical process that undergoes destruction and reconstruction. It represents an ongoing effort for differentiation, self-assertion, and uniqueness. Moreover, it serves as the core upon which an individual's complex and dynamic personality is built, shaped by experiences, interactions with reality, and the consequences of relationships, judgments, and evaluations received from surrounding individuals at different stages of life.

Ibn Khaldun emphasizes this concept by stating, "Everything has a nature specific to it, and specificity is open to other specificities. Indeed, its truth is not completed through its own specificity but through its relationship with these other specificities."

Professional identity is considered a driving force for individuals within an organization due to its ability to achieve internal integration, external adaptation, and reach escalating levels of competence and organizational effectiveness. This is achieved by activating the organization's ability to accommodate diversity in geographical affiliations, social values, and cultures, thereby creating a supportive professional environment for contribution, improving outputs, and responding to the internal and external requirements of the organization.

Based on this foundation, this article addresses several elements. Firstly, the conceptual grounding of identity, encompassing language, terminology, identity patterns, functions, identity formation, and identity crisis. Secondly, the conceptual grounding of professional identity, covering professional identity terminology and concepts such as organizational identity, organizational socialization, mechanisms of professional identity formation, and professional identity according to Sanseulieu.

Accurate Concept of Identity

Denys Cuche stated that the phenomenon of identities often falls outside the scope of scientific thought, attributing the difficulty in defining it to its multifaceted nature. He emphasized that identity constitutes the

essence of social and human interactions, making it a subject of ongoing intellectual debate due to the diverse perspectives of scholars and researchers who have studied and analyzed it.

1 Linguistic Identity

The Arabic language defines identity philosophically as the "reality of a thing or person that distinguishes it from others," or as a card that includes the person's name, nationality, birthplace, and occupation, also known as a personal identity card. The term is closely related to "hawa" (inclination or love), indicating what the soul desires and is connected to.

2 Terminological Identity

In Arab intellectual heritage, Al-Jurjani defined identity as "expressing the absolute reality of a thing, encompassing its essential qualities that distinguish it from others and representing the conformity feature, whether the conformity of the thing to itself or to its counterpart."

Michel Lly defined identity as "an integrated system of material, psychological, moral, and social data, involving a pattern of cognitive integration processes and characterized by its unity manifested in the internal spirit that includes the property of sensing and feeling identity."

According to Michel Lly, several elements are considered when attempting to define collective or individual identity:

a- Physical Material Elements: Such as possessions (name, property, money), capabilities (economic and intellectual power), physical organizations (housing system, regional organization), and physical affiliations (social belonging, social distributions).

b- Historical Elements: Such as historical origins (birth, name, kinship), significant historical events (important stages, fundamental transformations), and historical effects (beliefs, customs, traditions).

c- Cultural Psychological Elements: Such as cultural systems (beliefs, religions, symbols, ideology, various forms of expression) and cognitive systems (psychological characteristics and value system attitudes).

d- Social Psychological Elements: Such as social foundations (name, status, gender, profession), social values (efficiency, quality), and future capabilities (ability, possibility, adaptability, strategy).

According to Alex Michelli, these characteristics serve as reference points to aid in the process of defining individual or collective identity.

Ericsson defines identity as a process that occurs within the framework of an individual's social culture, exerting a simultaneous psychological impact on all cognitive and functional levels. Through this process, an individual can assess oneself based on their perception of their current state and in light of others' perspectives. Identity is seen as a constantly changing and growing psychological-social process.

In this context, identity serves as a mechanism for differentiation among individuals and groups, encompassing habits, beliefs, language, recorded and oral heritage, intellectual and artistic production, values, and social standards. It enables individuals to express themselves.

Mohammed Abid Al-Jabri describes identity as existence and essence. In the human domain, the field of social life, at least existence precedes essence. This means that essence is not a given; instead, it is something that takes shape. Identity, according to him, is a concept that has evolved throughout history and represents the essence, the constant core that defines and distinguishes something from others.

Abdulaziz Belkiz views identity in a dialectical concept, closer to the dialectical composition between the heritage of personality derived from the past and its new acquisitions resulting from continuous evolution. He likens identity to a great river into which flow the tributaries of history, culture, society, interaction, and communication between nations and civilizations.

In sociology, identity is defined as "the sum of affiliative classifications through which a person sees oneself and one's surroundings." These classifications include language, religion, ethnicity, gender, literature, music, customs, traditions, nationality, history, class, and profession.

Identity revolves around selfhood, uniqueness, and distinctiveness through a set of characteristics, traits, and behaviors that define and distinguish an individual. It is the self-definition of a person in terms of thought, culture, lifestyle, providing the elements for their survival. It is linked to a sense of belonging, life satisfaction, stability, personal unity, and confidence.

3 Identity Patterns

Specialists and researchers have identified various types of identity based on specific connotations in different fields. There are national identity, cultural identity, ideological identity, social identity, psychological identity, individual personal identity, etc. The following explores some of them:

1- Individual Identity: The first person to focus on individual identity was Erik Erikson, a psychologist in the field of social sciences, in 1950, as part of his research on teenagers (12-20 years old). "Individual identity is an integrated and interconnected system of material, psychological, moral, and social data involving the property of

sensing and feeling identity as an internal cohesive unit. It manifests in the sense of continuity, totality, differentiation, and permanence. It is a system of self-perceptions and feelings about oneself."

2- Collective Identity: The theory of social identity is attributed to Tajfel, who began his research on sensory perception in 1959, later shifting focus to explore cognitive aspects in 1969. In 1972, he developed a theory of categorization placing social functions into patterned molds and introduced the term social identity to define an individual's place within their community. He defined it as "the individual's ability to self-conceive in relation to oneself and the groups to which one belongs." Social identity suggests strong links between conformity to the group, acquiring its values, and the concept of self. Individuals seek to maintain a positive collective identity that enhances their self-esteem and actualizes it. Despite various interpretations, social identity is a social act arising from specific perceptions, not merely a self of social actors. It is formed within social domains that define the position of actors, guide their perceptions, choices, and, on the other hand, gives carriers social effectiveness with real impacts.

Professional Identity: Professional identity is the concept an individual builds about oneself within the framework of professional responsibilities and the perception developed about individuals who share the same professional path, incorporating emotional and evaluative values into this belonging.

5 Formation of Identity

Identity formation is not limited to a specific age group but begins with a child's awareness and continues until an individual's old age. However, certain life stages play a significant role in identity formation. Adolescence is considered a crucial stage, where key characteristics of individual identity emerge. Despite exposure to social and cultural influences, personal inclinations, and attitudes, adolescence tends to set the main course for one's identity. Subsequent life stages may refine and shape this identity further.

Various factors contribute to identity formation and reshaping, including language, family, beliefs, school, media institutions, personal experiences, and more. Personal identity evolves and grows through an individual's personal history and direct experiences with fundamental training and skills that regulate behavior. It occurs within the context of the community to which the individual belongs, influenced by its values, social standards, customs, traditions, and the demands of social institutions shaping the individual's personality comprehensively. Building on Erikson's ideas, there are deep and necessary conditions related to identity formation, such as the sense of personal unity and integration, temporal continuity, the feeling of emotional participation, trust, independence, and self-monitoring.

6 Identity Crisis

Erikson introduced the concept of an identity crisis, which results from an individual's failure to determine a specific identity. It indicates an inability to choose the future path, pursue education, a sense of alienation, lack of purpose, and personality disturbance. This aligns with Kinston's idea that the loss, disturbance, and crisis of identity sometimes have a clear impact on an individual's sense of isolation and alienation, reflecting on mental health. It leads to personality disintegration, conflicts of values, and poor adaptation.

In Erikson's theory, the identity crisis is seen as a developmental crisis arising from physiological changes and societal expectations. It is not a crisis in the sense of a threat or ordeal but a developmental stance that necessitates overcoming to define the self's identity. If an individual fails to accomplish this task, they may experience fragmentation and confusion. Success or failure in facing this crisis depends largely on the direct social context and the broader society with its various institutions, which contribute to the formation and construction of the individual's personality from all aspects.

Drawing from Erikson's theory, Marcia concluded that defining the self's identity relies on two fundamental variables: crisis and commitment. The crisis refers to the period where individuals actively engage in exploring and evaluating alternatives in areas such as career, religious beliefs, political views, philosophy of life, attitudes toward gender roles, and relationships with the opposite sex, making decisions about them. Commitment, on the other hand, reflects the degree of adherence to the decisions made regarding various alternatives.

Secondly, the conceptual grounding of professional identity:

1. Professional Identity as a Term: Sociological discourse addresses professional identity as "the result of the relationships between the working individual and the organization through their interaction with management and colleagues. It also defines the professional group to which the individual belongs, enabling them to determine their position within the organizational structure." This concept represents a cultural model that serves as a psychological and social factor in motivating individuals to feel a sense of belonging to the institution. It facilitates communication and direct integration into collaborative work for the achievement of a common goal, which is the development of the institution and its human resources. In essence, professional identity consists of mechanisms involved in constructing and forming the perceptions that the working individual holds towards their practiced profession, allowing for communication and continued engagement.

2. Concepts Related to Professional Identity: Professional identity is associated with several concepts, including:

a. Organizational Identity: a. Definition: Organizational identity relates to the essential and distinguishing characteristics that differentiate one organization from others. It embodies continuity and durability, assisting actors in decision-making within the organization. It also guides them in exhibiting expected behavioral responses, which should align with prevailing organizational beliefs and values.

Organizational identity is the distinctive personality of the organization, perceivable through prevalent values and external communications. It is determined by four fundamental aspects: cognitive domain, management, membership, personal dimension, and the external image of the organization.

Organizational identity is the employee's perception of their integration with the organization, concerning membership awareness, emotional attachment, and the significance associated with this membership. It represents the fundamental basis for an employee's alignment with the organization.

This alignment is achieved through three essential components: alignment with the organization, emotional and behavioral support for the organization, and awareness of commonalities with other members of the organization.

According to Hussein Hareem, organizational identity in an organization encompasses core values and beliefs guiding the actions of its members. Senior management plays a crucial role in shaping and answering the question, "Who are we as an organization?" This influence affects the interpretation of matters, identification of threats when formulating strategy, external communication, and resolution of organizational conflicts.

b. Dimensions of Organizational Identity: Organizational identity reflects the goals of both the organization and its employees and has fundamental dimensions, including:

- Core Central Characteristics: These exist in every organization, such as values, goals, activities, policies, foundations, and systems.
- Unique Characteristics: What distinguishes the organization from others, including quality and the adoption of unconventional and difficult-to-replicate behaviors.
- Continuity: The sustained presence of core and unique characteristics within the organization over time.

Building upon this, an individual's awareness of these characteristics, their integration with them, and the feeling of being a member of an organizational workgroup that embraces its values and embodies its identity, along with an emotional appreciation for this identity, becomes a crucial source for the organization to achieve competitive advantages and enhance its external image. The individual's dedicated emotional and behavioral support contributes significantly to the organization's success.

a. Importance of Organizational Identity:

- Unifies employees in achieving common goals.
- Facilitates the integration and positive adaptation of employees within the organization.
- Acts as a magnet for attracting individuals to join the organization.
- An extension of the cultural identity of the society in which it operates.
- Reshapes individual self-concepts to align with the organization's concepts and values, integrating individual goals with the organization's overarching objectives.
- Fosters a sense of psychological and emotional attractiveness for the organization, leading to organizational loyalty.
- Stimulates the individual's desire to exert more effort for the organization's existence and success.

The organization actively constructs and shapes organizational identity by focusing on values and beliefs it wishes to instill in its members. This is achieved through the emphasis on teamwork, open communication in all directions, delineation of acceptable behavior, and achieving external adaptation by addressing the needs and expectations of the external environment, such as customers and competitors.

b. Organizational Socialization

b.1. Definition: It is an image of socialization processes related to a stage in an individual's life, specifically, the entry into the world of work. Organizational socialization comprises three essential processes:

- Development of skills and professional capabilities relevant to the job.
- Acquisition of a set of behaviors suitable for the job.
- Adaptation to the workgroup's standards and values.

"Organizational socialization is the process of building an individual's perceptions of themselves at work, their perceptions of others present in the organization, and the experiences gained through interactions within the workgroup and the relationships formed during their professional career."

b.2. Importance of Organizational Socialization

- Individuals learn the organizational culture, rules, and prevailing behavioral patterns.
- Integration of individuals through social learning processes within the organizational group.

- Development of behavioral, intellectual, technical skills, and professional capabilities of individuals at work.
- Adaptation to the values and beliefs of the organization.

Organizational socialization is the process of adapting to the organizational group with which one works within the organization. Through this process, individuals strive to create, build, and develop mechanisms for adaptation within their professional environment. They aim to become active and positive members of the organization, aligning with its values, mission, and organizational goals, all while building their own identity within this framework and achieving both personal and organizational objectives.

3. Mechanisms of Professional Identity Formation: Professional identity is formed through communication and interaction among individuals within a framework of values translated into actions and behaviors in the daily reality of the institution. This ongoing and dynamic formation relies on three important mechanisms, according to Philippe Bournio:
 - a. Formation and acquisition of specific professional information and skills.
 - b. Professional experience gained through being in the organization, where the efficiency of an individual in performing their job is linked to the nature of relationships governing interactions with others.
 - c. Recognition of belonging, emphasizing that acknowledging and accepting an individual's belonging to a group is crucial for forming professional identity.
4. Professional Identity According to Sansoulou (1935-2002): Sansoulou defines identity in the workplace as "self-definition and the definition of self through others." Identity, according to Sansoulou, is the result of two fundamental dimensions: the self and the experience reflecting the individual's interaction with others. The self's task is to integrate and organize, maintaining the individual as a consistent personality for themselves and for others.

According to Sansoulou, professional identity is influenced by three main factors:

- a. The individual's prior culture.
- b. The individual's professional status within the institution.
- c. Power relationships.

He identifies four conditions for achieving self-recognition and recognizing others:

- Belonging to the institution.
- Individual or collective achievement.
- Personal professional path.
- The ability to resist all forms of dominance imposed within the work environment.

In summary, Sansoulou suggests that institutions have become a new field for individual socialization, providing a space for learning different values and cultural standards. Understanding the institution becomes a tool to comprehend how individuals build their personalities within the work framework, as work relationships create communal similarities and shared values. The institution is not only a space for production but also a foundation for shaping individual and collective identities, compensating for the diminishing role of traditional social institutions in contemporary industrial societies.

Identity models in the workplace according to Sansoulou: After observing more than 50 workshops and organizations, Sansoulou formulated four models of identity in the workplace. These models are harmonized in terms of values and standards, with each model, as Sansoulou asserts, defining the nature of collective action and work relationships in French organizations. In constructing these models, he relied on two variables or dimensions: work conditions within the organization and the nature of life outside of work. The identified models are as follows:

The first model: Fusion or Crowd Identity. This represents the identity of specialized workers who endure harsh working conditions, leaving no room for initiative or authority to be exercised against the organization. According to Sansoulou, the only solution for their protection is to merge with the work group. Unable to establish individual identities, they resort to building a collective identity that gives them maneuverability.

The second model: Negotiation Identity. This is the identity of professional workers embodying individuality within the organization. Members actively engage in a framework of values, standards, and a culture of dialogue. They accept differences, believe in democratic representation, and engage in relationships with various stakeholders, negotiating democratically. Dialogue takes precedence for them in resolving conflicts with management or negotiating with other work groups to influence the organization's future.

The third model: Accommodation or Companionship Identity. This identity pertains to engineers, technicians, and executives awaiting promotion. Individuals in this model build relationships based on the criterion of companionship. Each individual seeks to establish a relationship with another individual in the organization, at the expense of the group they perceive as hostile. Sansoulou notes that individuals within this unstable identity framework need continuous renewal of their individual identity.

The fourth model: Isolation or Dependence Identity. This identity is associated with youth, women, immigrants, and is particularly found among individuals and groups on the fringes of established cultural standards in the organization. Individuals with this identity lack competence and motivation, expressing

dissatisfaction with their work and refusing to exert effort for further integration into work relationships or formal and informal groups. Despite this, they maintain strong ties with superiors, with the relationship reaching a point of dependence, viewing work as merely an economic necessity to retain their positions. Sansoulieu suggests that these individuals see the superior as representing the organization, and work is purely an economic necessity, with the sole goal of exerting efforts to remain in their positions.

CONCLUSION

Based on the foregoing, identity is a concept closely linked to the discovery of self through a rich historical background. It encompasses the mental representations that an individual holds about oneself, known as personal identity. The individual strives to affirm their essence, define themselves, and understand their characteristics. Personal identity is influenced by social upbringing, self-maturation, social environmental factors, and social identity, reflecting the individual's interaction within the social environment in which they exist. Social identity represents the mental image that the community holds about the individual and the behaviors expected of them.

Professional identity serves as a driving force for individuals in an organization due to its ability to achieve internal integration and external adaptation. It enables individuals to reach increasing levels of competence, organizational effectiveness, and active involvement in decision-making processes. Individuals engage in constructive processes to express themselves, define how others perceive them, and contribute to achieving the goals of the organizations they work for. They play a role in shaping meanings and choices related to their involvement in the organization, as well as embodying the values they believe in through their behaviors and actions in the professional environment.

Organizations undertake construction processes to activate their capabilities in accommodating diversity in geographical affiliations, social values, and cultural backgrounds. This aims to create a supportive professional environment that enhances productivity, improves outcomes, and responds to the internal and external requirements of the organization. The collaborative efforts between individuals in constructing their professional identities and organizations in facilitating a conducive professional environment contribute to the overall success and adaptability of both individuals and organizations in the dynamic landscape of the professional world.

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