Original Article   **https://hnpublisher.com**

Envy, Narcissism, and General Self-Efficacy among University Students

Izza Shahid[1] [iD], Naila Jamil[2] [iD], Muneeb Ahmed Toor[3] [iD]

[1]Student, Department of Clinical Psychology, International Institute of Science Arts and Technology, Gujranwala, Pakistan.
[2]Lecturer, Department of Psychology, Green International University, Lahore, Pakistan.
[3]Assistant Professor, Department of Clinical Psychology, International Institute of Science, Arts and Technology, Gujranwala, Pakistan.
Correspondence: muneeb.ahmed@iisat.edu.pk[3]

ABSTRACT

Aim of the Study: This study investigated the relationship between Envy, Narcissism, and General Self-Efficacy among University Students.

Methodology: A Cross-Sectional Survey Research Design was used to gather the data. University Students were the targeted population for the study. Participants were recruited through a random convenient sampling technique. A Random Convenient sampling technique was used to collect data.

Findings: The findings of this study showed that there is a statistically significant positive correlation between envy, narcissism, and general self-efficacy. Envy was found to be a strong predictor of both narcissism and self-efficacy. The analysis shows no statistically significant differences in envy, general self-efficacy, and narcissism between genders.

Conclusion: It was concluded that there is a significant positive correlation between envy, narcissism, and general self-efficacy. Envy was found to be a strong predictor of both narcissism and self-efficacy. While previous research showed mixed results regarding gender differences in envy, this study found no significant gender effect, indicating that envy's impact on narcissism and self-efficacy is similar among male and female university students.

Keywords: Envy, Narcissism, General Self-Efficacy, University Students.

Introduction and Literature Review

Envy emerges as a negative emotion when the person experiencing it compares upwardly to someone else about the object of envy (Miceli and Castelfranchi 2007). This emotional state is not always short-lasting; it has the potential to develop over time (Hoogland, Thielke et al. 2017). and eventually change into other feelings (Smith 2004). Envy and jealousy are frequently confused, though they are separate emotions. As Farrell (1980) explains, both emotions consist of three elements, but jealousy primarily focuses on the subject's fear of losing the beloved's affection, with the rival playing a less central role (Farrell 1980). The core processes of narcissism involve attempts to protect, sustain, or restore a grandiose self-image (Kernberg 1970). Narcissists' strong sense of entitlement creates unrealistic expectations about how others

should view them. When external feedback contradicts their self-image, they use strategies to regain their perceived superiority (Grubbs and Exline 2016). Recent research distinguishes between two forms of narcissism: grandiose and vulnerable. While both exhibit characteristics such as self-centeredness and entitlement, grandiose narcissism is associated with high self-esteem, exhibitionism, and a desire for admiration. In contrast, vulnerable narcissism is characterized by defensiveness, insecurity, hypersensitivity, and low self-esteem (Miller, Hoffman et al. 2011) (Pincus, Ansell et al. 2009). Self-efficacy influences individuals during stressful situations, promoting motivation and enabling them to pursue challenging goals, thus affecting both personal and professional decision-making throughout their lives (Betz and Klein 1996).

Individuals with low self-efficacy are more likely to view situations where they feel envy as particularly threatening (Li 2019). Evidence suggests that elevated levels of narcissism may play a role in the negative relationship between self-efficacy and later performance (Rhodewalt and Eddings 2002). A study on the failure stories of successful people found that when individuals compared themselves to those who had achieved success, they primarily experienced a negative interpersonal emotion, specifically malignant envy (Brooks, Huang et al. 2019). The study examined how self-efficacy moderates the impact of jealousy on job outcomes among 388 employees in Pakistan. It found that jealousy mediates the effects of distributive and interactional injustice on job outcomes, but not procedural injustice. Self-efficacy was shown to lessen the negative effects of jealousy on job performance and moderate the relationship between jealousy and workplace deviance at low to moderate levels (Khan, Rida-e-Zahra et al. 2023).

Study Objective

This study explored the relationship between Envy, Narcissism, and General Self-Efficacy among university students, examining the effect of Envy on Narcissism and General Self-Efficacy, and evaluating the prevalence of Envy in girls as compared to boys.

Materials and Methods

Ethical Approval

The Departmental Research Review Committee for Ethics at International Institute of Science, Arts, and Technology (IISAT) approved the study, and all participants gave written informed consent after being informed of its purpose.

Tool

Three instruments/tools are used in this particular research: (1) The Benign and Malicious Envy Scale (BeMaS), (2) General Self-Efficacy (GSE), and (3) Narcissistic Personality Inventory (NPI). Lange and Crusius (2015a) created a scale with 23 items to assess benign envy and 25 items for malicious envy, drawing on research about emotional experiences, motivations, and behaviors. Participants were asked about scenarios where they lacked someone else's superior quality, achievement, or possession to differentiate envy from jealousy. Benign envy items highlighted admiration, increased effort, and goal-setting, while malicious envy items focused on hostility, resentment, and anger. Responses were measured on a scale from 1 (strongly disagree) to 6 (strongly agree) (Lange and Crusius 2015). The Narcissistic Personality Inventory (NPI), created by Raskin and Hall (1979), includes 40 forced-choice items, with one point given for each narcissistic response. Initially designed with 81 statement pairs, it was later reduced to 54 and then to 40 items. The test covers seven subscales: Authority, Exhibitionism, Superiority, Entitlement, Exploitativeness, Self-Sufficiency, and Vanity. Subscale intercorrelations range from .17 to .61, while correlations with the overall NPI range from .51 to .83. Scoring is based on comparing responses with a provided scoring sheet (Raskin and Hall 1979). The General Self-Efficacy Scale (GSE), created by Schwarzer and Jerusalem (1995), is a self-report measure designed to assess perceived self-efficacy in managing daily challenges and adapting to stressful situations. Comprising 10 randomly arranged items with a 4-point response scale, it takes approximately 4 minutes to complete. Scores range from 10 to 40, with higher scores indicating stronger self-efficacy. The GSE is positively

associated with emotions, optimism, and job satisfaction, and negatively correlated with depression, stress, and anxiety. It reflects an optimistic belief in one's ability to tackle tasks and challenges, encouraging goal-setting and resilience (Schwarzer 1995).

Research Design

A Cross-Sectional Survey Research Design was used to gather the data (Weyant 2022).

Population and Sample

Cross-Sectional Survey Research Design was used. University Students were the targeted population for the study. Participants were recruited through a random convenient sampling technique. A sample of 150 participants was selected via a convenient sampling technique. The participants include 62 males and 93 females. The participants were included in the age range of 18-27 years having an education level of Bachelors and Masters.

Data Analysis

Statistical methods for data analysis using descriptive statistics summarized the demographic data and key variables. Correlation analyses (Senthilnathan 2019) assessed the relationships between envy, narcissism, and self-efficacy. Gender differences in envy were evaluated using independent t-tests, and linear regression analyzed envy's predictive influence on narcissism and self-efficacy.

Results

Demographic Analysis, Correlational Analysis, Linear Regression Analysis, and T-test for Gender are included.

Demographic Analysis

Descriptive statistical analysis to find out the frequency and Percentage of demographic variables

Table 1: *Frequency and percentage of the Demographics (n=155)*

Sr#	Variable	Segregation	Frequency	Percentage
1	**Age**	18y – 22y	143	92.3%
		23y – 27y	12	7.7%
2	**Gender**	Male	62	40.0%
		Female	93	60.0%
3	**Education-Level**	Graduation	146	94.2%
		Master	9	5.8%
4	**Family-System**	Nuclear	97	62.6%
		Joint	58	37.4%

Table 1 reveals information about the age, gender, educational level, family system. The majority (92.3%) of the participants belong to age group of 18-22 years and (7.7%) were from age group of 23-27 and other the percentage of male students were (40.0%) and the percentage of female students were (60.0%). Most of the students (62.6%) belonged to nuclear family and rest of (37.4%) students were from joint family system. (94.2%) students are from Graduation and (5.8%) are from Masters.

Table 2: *Correlation between Benign Envy, Malicious Envy, Envy, General Self Efficacy, Narcissism*

Sr#	Variable	1	2	3	4	5
1	Ben_T	-	.33**	.78**	.37**	.13
2	Mal_T	-	-	.81**	.12	.17*
3	BeMas	-	-	-	.30**	.22**
4	GES	-	-	-	-	.21**
5	NPI	-	-	-	-	-
	M	16.57	10.99	32.96	28.63	61.63
	SD	4.34	4.28	8.25	5.95	4.29

Note * = .05, ** = .01, BeMas = Benign and Malicious Envy Scale, GES = General Self Efficacy Scale, NP I= Narcissistic Personality Inventory, M = Mean, SD = Standard Deviation.

According to table 2 there is a significant relationship between Benign and Malicious Envy Scale and General Self Efficacy because the correlation (r = .30, p<.05). There is a significant relationship between General Self Efficacy and Narcissism because the correlation (r = .21, p<.05). Moreover, there is a significant relationship between Narcissism and Benign and Malicious Envy Scale because the correlation (r = .22, p<.05).

Table 3: *Mean, Standard Deviation, and t-test analysis for differences in Benign and Malicious Envy, General Self Efficacy, and Narcissism*

Variables	Males (n=62)	Females (n=93)				95%CI	
	M (SD)	M (SD)	df	t	p	LL	UL
Benign and Malicious Envy	33.30 (7.49)	32.74 (8.76)	143.7	.429	.669	-2.03	3.24
General Self-Efficacy	28.69 (5.79)	28.60 (6.08)	153	.093	.926	-1.84	2.026
Narcissistic Personality Inventory	61.29 (5.43)	61.86 (3.33)	91.71	-.738	.462	-2.10	.963

Table shows results for the Benign and Malicious Envy, General Self Efficacy and Narcissism. For Benign and Malicious Envy the data was non-significant as the scores for the males (M= 33.30 SD= 7.49) and females (M= 32.74 SD= 8.76) conditions t = .429, p = .669 (p > .005). Same for the General Self Efficacy, the data was non-significant as the scores for males (M =28.69, SD = 5.79) and for females (M = 28.60, SD= 6.08) condition t =.093, p = .926 (p > .005). Same for Narcissism, the data was non-significant as the scores for males (M = 61.29, SD = 5,43) condition t = -.738, p = .462(p > .005). These findings indicate that there is no significant difference between Benign and Malicious Envy, General Self Efficacy, and Narcissism in boys and girls.

Table 4: *Linear Regression Analysis for Envy as Predictor of Narcissism among University Students*

Variable	B	ΔR^2	F
Model (BeMasT)(R^2=.05)	.22**	.044**	8.12

Note. BeMaS = Benign and Malicious Envy Scale

**p<.01

Table depicts the linear regression for Envy significantly predicting (F = 8.12, p<.01) Narcissism (ΔR^2 = .044) among university students

Table 5: *Linear Regression Analysis for Narcissism as Predictor of General Self Efficacy among university students.*

Variable	B	ΔR^2	F
Model (BeMaS-T) (R^2 =.093)	.304**	.087**	15.614

Note. BeMaS = Benign and Malicious Envy Scale

**p<.01

The table depicts the linear regression for Envy significantly predicting (F = 15.614, p<.01) General Self Efficacy (ΔR^2 = .087) among university students.

Discussion

The purpose of this research was to evaluate the association between envy, general self-efficacy and narcissism. The main goal of the research was to explore the relationship between envy, general self-efficacy, and narcissism. The second objective was to assess whether these factors showed significant differences between genders. The data reveals that envy and general self-efficacy have a significant association. there is a significant relationship between Benign and Malicious Envy Scale and General Self Efficacy because of the correlation (r = .30, p<.05). There is a considerable relationship between general self-efficacy and narcissism. Analysis indicates that there is a significant relationship between General Self Efficacy and Narcissism because of the correlation (r = .21, p<.05). The study found that narcissists often exhibit high levels of self-efficacy, which may influence their thinking abilities and overall performance (Christopher, P et al. 2023). The analysis shows no statistically significant differences in envy, general self-efficacy, and narcissism between genders. For Benign and Malicious Envy the data was non-significant as the scores for the males (M= 33.30 SD= 7.49) and females (M= 32.74 SD= 8.76) conditions t = .429, p = .669 (p > .005). Same for the General Self Efficacy, the data was non-significant as the scores for males (M =28.69, SD = 5.79) and for females (M = 28.60, SD= 6.08) condition t =.093, p = .926 (p > .005). Same for Narcissism, the data was non-significant as the scores for males (M = 61.29, SD = 5,43) condition t = -.738, p = .462(p > .005). These findings indicate that there is no significant difference between Benign and Malicious Envy, General Self Efficacy, and Narcissism in boys and girls. Findings showed that Envy significantly predicted (F = 8.12, p<.01) Narcissism (ΔR^2 = .044) among university students. For example, research by (Krizan and Johar 2012) demonstrates that envy is not only a part of narcissism but also a driving factor behind it, contributing to both grandiose and vulnerable types of narcissism (Neufeld and Johnson 2016). Findings showed that Envy significantly predicted (F = 15.614, p<.01) General Self Efficacy (ΔR^2 = .087). This study addressed the gap by exploring the relationship between envy and general self-efficacy among university students. Findings revealed that students who envied their peers' academic success showed lower self-efficacy. Envy negatively impacted their self-efficacy, leading them to question their academic abilities (Li 2019).

Conclusion

The results revealed a significant positive correlation between envy, narcissism, and general self-efficacy. Envy was found to be a strong predictor of both narcissism and self-efficacy. While previous research showed mixed results regarding gender differences in envy, this study found no significant gender effect, indicating that envy's impact on narcissism and self-efficacy is similar among male and female university students.

ORCID iDs

Izza Shahid [1] https://orcid.org/0009-0002-6204-4861
Naila Jamil [2] https://orcid.org/0009-0004-8686-7947
Muneeb Ahmed Toor [3] https://orcid.org/0000-0002-0798-5346

References

Betz, N. E. and K. L. Klein (1996). "Relationships among measures of career self-efficacy, generalized self-efficacy, and global self-esteem." *Journal of career Assessment 4*(3), 285-298.

Brooks, A. W., et al. (2019). "Mitigating malicious envy: Why successful individuals should reveal their failures." *Journal of Experimental Psychology: General 148*(4), 667.

Christopher, K. I., et al. (2023). "Presence or absence of Dunning-Kruger effect: Differences in narcissism, general self-efficacy and decision-making styles in young adults." *Current Psychology*, 1-12.

Farrell, D. M. (1980). "Jealousy." *The Philosophical Review 89*(4), 527-559.

Grubbs, J. B. and J. J. Exline (2016). "Trait entitlement: A cognitive-personality source of vulnerability to psychological distress." *Psychological bulletin 142*(11), 1204.

Hoogland, C. E., et al. (2017). "Envy as an evolving episode." *Envy at work and in organizations: Research, theory, and applications*, 111-142.

Kernberg, O. F. (1970). "Factors in the psychoanalytic treatment of narcissistic personalities." *Journal of the american psychoanalytic association 18*(1), 51-85.

Khan, S., et al. (2023). "Mediating Role of Self-Esteem and Self-Efficacy in Paths Between Covert Narcissism and Mental Wellbeing in Pakistani Doctors." *Pakistan Journal of Psychological Research 38*(4).

Krizan, Z. and O. Johar (2012). "Envy divides the two faces of narcissism." *Journal of personality 80*(5), 1415-1451.

Lange, J. and J. Crusius (2015). "Dispositional envy revisited: Unraveling the motivational dynamics of benign and malicious envy." *Personality and social psychology bulletin 41*(2), 284-294.

Li, Y. (2019). "Upward social comparison and depression in social network settings: The roles of envy and self-efficacy." *Internet Research 29*(1), 46-59.

Miceli, M. and C. Castelfranchi (2007). "The envious mind." *Cognition and emotion 21*(3), 449-479.

Miller, J. D., et al. (2011). "Grandiose and vulnerable narcissism: A nomological network analysis." *Journal of personality 79*(5), 1013-1042.

Neufeld, D. C. and E. A. Johnson (2016). "Burning with envy? Dispositional and situational influences on envy in grandiose and vulnerable narcissism." *Journal of personality 84*(5), 685-696.

Pincus, A. L., et al. (2009). "Initial construction and validation of the Pathological Narcissism Inventory." *Psychological assessment 21*(3), 365.

Raskin, R. N. and C. S. Hall (1979). "A narcissistic personality inventory." *Psychological Reports 45*(2), 590-590.

Rhodewalt, F. and S. K. Eddings (2002). "Narcissus reflects: Memory distortion in response to ego-relevant feedback among high-and low-narcissistic men." *Journal of research in Personality 36*(2), 97-116.

Schwarzer, R. (1995). "Generalized self-efficacy scale." Measures in health psychology: A user's portfolio. Causal and control beliefs/Nfer-Nelson.

Senthilnathan, S. (2019). "Usefulness of correlation analysis." Available at SSRN 3416918.

Smith, R. H. (2004). "Envy and its transmutations." *The social life of emotions*, 43-63.

Weyant, E. (2022). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*: by John W. Creswell and J. David Creswell, Los Angeles, CA: SAGE, 2018, $38.34, 304pp., ISBN: 978-1506386706, Taylor & Francis.