



Strategic Self-Presentation: Impression Management Techniques In The IT Industry

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ABSTRACT

In the dynamic and competitive landscape of the IT industry, strategic self-presentation has emerged as a crucial skill for professionals seeking to advance their careers and foster positive perceptions. This paper the concept of impression management techniques within the realm of Information Technology (IT), shedding light on the strategies employed by individuals to shape how they are perceived by colleagues, clients, and stakeholders. Drawing from social psychology and organizational behavior literature, we delve into various methods such as online branding, communication styles, and networking tactics utilized by IT professionals to manage impressions effectively. Additionally, the paper examines the influence of digital platforms and virtual interactions on impression management in the contemporary IT workplace. By understanding and mastering these techniques, IT professionals can enhance their professional reputation, build trust, and ultimately achieve their career goals in an increasingly competitive industry.

Key Words: Strategic self-presentation ,Impression management ,Techniques ,IT industry [1]Professional reputation ,Online branding ,Communication styles.

INTRODUCTION:

In today's fast-paced and interconnected world, the Information Technology (IT) industry stands as a beacon of innovation and progress, driving technological advancements that shape virtually every aspect of modern life. [2]Within this dynamic and competitive field, the importance of strategic self-presentation and impression management techniques cannot be overstated. As IT professionals navigate complex organizational structures, collaborate with diverse teams, and engage with clients and stakeholders, the way they present themselves and manage perceptions plays a pivotal role in their success.

The concept of strategic self-presentation encompasses a range of intentional behaviors and communication strategies aimed at influencing how individuals are perceived by others. In the context of the IT industry, [3]where expertise, reliability, and innovation are highly valued, mastering impression management techniques is essential for professionals seeking to differentiate themselves and advance their careers. Whether interacting with colleagues in the workplace, participating in client meetings, or engaging with online communities, IT professionals must skillfully manage their image to build trust, credibility, and professional reputation.

This paper explores the multifaceted nature of impression management techniques within the IT industry, drawing insights from the fields of social psychology, organizational behavior, and communication studies. By examining the strategies employed by IT professionals to shape perceptions and cultivate a positive professional identity, we aim to provide a comprehensive understanding of the role of strategic self-presentation in career advancement and success within the IT sector.

Throughout the following sections, we will delve into various aspects of impression management, including online branding, communication styles, and networking tactics, that are particularly relevant in the context of the IT industry. Additionally, we will explore the impact of digital platforms and virtual interactions on the dynamics of impression management, considering the unique challenges and opportunities they present for IT professionals.

By illuminating the importance of strategic self-presentation and offering practical insights into effective impression management techniques, this paper seeks to empower IT professionals to enhance their

professional reputation, navigate career challenges, and achieve their full potential in an increasingly competitive industry landscape.

REVIEW OF LITERATURE:

Strategic self-presentation [1] alludes to the purposeful and conscious endeavors people establish to deal with the connections they pass on to others in different social and professional contexts.[4] It involves the conscious selection of behaviors, communication styles, and appearance to shape how one is perceived by others, with the ultimate goal of achieving desired outcomes such as building trust, credibility, and influence.

[5]In strategic self-presentation, individuals strategically highlight their strengths, skills, and positive attributes while minimizing or concealing weaknesses or aspects that may not align with their desired image.

[6]This can involve adapting one's communication style, emphasizing relevant achievements, and projecting confidence and competence in interactions with others.

[7]In professional settings, strategic self-presentation is particularly important for career advancement and success. Individuals may engage in self-promotion by showcasing their expertise, accomplishments, and contributions to their organization or industry. [8]They may also seek to create a favorable impression during job interviews, networking events, or client meetings by presenting themselves as competent, trustworthy, and reliable.

[9]Strategic self-presentation can take various forms, including verbal communication, nonverbal cues such as body language and attire, and online presence through social media profiles or professional networking platforms. [10]It requires a careful balance between authenticity and strategic framing, as individuals seek to present themselves in a genuine yet favorable light.

[11]Overall, strategic self-presentation plays a crucial role in shaping interpersonal perceptions, building relationships, and achieving personal and professional goals in diverse social and organizational contexts.

[12]By understanding the principles of impression management and employing effective self-presentation strategies, individuals can enhance their influence, credibility, and opportunities for success.

IMPRESSION MANAGEMENT:

Impression management,[13] also known as self-presentation or social impression management, is the process by which individuals consciously or unconsciously attempt to control the perceptions others form about them. [14]It involves managing one's behavior, appearance, and communication to create specific impressions that align with desired goals, social norms, or expectations.

Key aspects of impression management include:

1. Self-Presentation Strategies: Individuals employ various strategies to shape how others perceive them. [15]This may involve emphasizing certain traits or achievements while downplaying others, depending on the social context and desired outcome.
2. Authenticity vs. Strategic Framing: There's often a delicate balance between presenting an authentic self and strategically framing one's image to achieve specific objectives. [16]While authenticity is valued, individuals may strategically highlight certain aspects of their identity or personality to create a favorable impression.
3. Verbal and Nonverbal Communication: Impression management encompasses both verbal and nonverbal cues. This includes the tone of voice, body language, facial expressions, clothing choices, and grooming habits, all of which contribute to the overall impression others form.
4. Contextual Factors:[17] The effectiveness of impression management strategies can vary depending on the social context, cultural norms, and audience perceptions. What may be considered appropriate or desirable in one setting may not necessarily be effective in another.
5. Online Impression Management: With the proliferation of social media and digital communication platforms, individuals also engage in impression management online. [18]They carefully curate their online profiles, select photos, and craft posts to present themselves in a favorable light to their online audience.
6. Professional Impression Management: In professional settings, impression management is particularly important for career advancement, networking, and building professional relationships. [19]Professionals may strategically manage their image to project competence, credibility, and leadership qualities.
7. Self-Monitoring: Some individuals are more adept at impression management than others due to differences in self-monitoring tendencies. [20]High self-monitors are more sensitive to expressive gestures and proficient at changing their way of behaving to fit various circumstances, while low self-monitors might be less worried about overseeing impressions.
8. By and large, impression management is a crucial part of social collaboration and assumes a critical part in forming how people

are perceived by others. By understanding the principles of impression management and employing effective strategies, individuals can enhance their social and professional success.

METHODOLOGY:

The methodology begins with an extensive review of relevant literature on impression management, self-presentation, and the IT industry. This includes scholarly articles, books, case studies, and reports from reputable sources. The review helps establish a theoretical framework and informs the selection of key concepts and variables.

Conceptual Framework Development: Based on the findings from the literature review, a calculated system is created to direct the review. This framework outlines the key dimensions of strategic self-presentation and impression management techniques relevant to the IT industry, including online branding, communication styles, networking tactics, and the influence of digital platforms.

Qualitative Research Methods: Subjective exploration techniques, for example, meetings and center gatherings, are utilized to assemble bits of knowledge from IT experts in regards to their experiences with self-presentation and impression management. Semi-structured interviews are conducted with a diverse sample of IT professionals, including individuals from different roles (e.g., software developers, project managers, IT consultants) and levels of experience.

Data Collection: Data collection involves recruiting participants through purposive sampling, ensuring representation across various sectors within the IT industry (e.g., software development, cybersecurity, cloud computing). Interviews are conducted either in person or virtually, contingent upon member inclinations and calculated limitations. The meetings are sound recorded with members' assent and deciphered for investigation.

HYPOTHESIS:

1. H01: There is no significant difference in the perceived effectiveness of strategic self-presentation techniques among IT professionals across different levels of experience (e.g., entry-level, mid-level, senior-level).
2. H02: There is no significant association between the utilization of online branding strategies by IT professionals and their perceived professional reputation within the IT industry.
3. H03: There is no significant difference in the clusters of IT professionals based on their utilization of strategic self-presentation techniques in the IT industry.

CLUSTER ANALYSIS :

The bunch investigation is a class of strategies that are utilized to characterize items and cases into relative gatherings considered group the 9 independent variable of self-presentation management are 1. Online presence 2. Communication style 3. Networking Behaviors 4. Appearance Management 5. Self-disclosure 6 . Feedback seeking 7. social media engagement 8. Leadership behaviors 9. Crisis management skills.

FIGURE 1



From the above figure 1 it was show that all the value from 2to 56 lies between the 0 to 200 after 56 in increase a lot and reaches to the height of 600 so the arises happen after 56 so it can be divided in to 3 cluster the grouping can be done with the group naming like entry level senior and middle level.

TABLE 1:

Number of cases step of elbow	60
step of elbow	57
Number of Clusters	3

TABLE 2:
Agglomeration Timetable

S.no	Bunch Joined		Coefficient s	Stage Group Initially Shows up		Next Stage
	Cluster 1	Cluster 2		Cluster 1	Cluster 2	
1	30	58	.000	0	0	6
2	4	26	.000	0	0	7
3	8	53	.500	0	0	8
4	14	47	1.000	0	0	20
5	33	41	1.500	0	0	17
6	30	44	2.167	1	0	9
7	2	4	2.833	0	2	34
8	8	40	3.667	3	0	21
9	19	30	4.500	0	6	34
10	23	59	5.500	0	0	17
Intermediate stages from 11 through 50 omitted						
50	9	25	201.084	46	38	54
51	16	18	218.884	42	36	55
52	1	24	238.276	49	41	56
53	11	57	262.510	45	0	57
54	9	43	288.510	50	19	56
55	3	16	316.098	48	51	57
56	1	9	347.274	52	54	59
57	3	11	390.510	55	53	58
58	2	3	486.804	44	57	59
59	1	2	683.500	56	58	0

Interpretation:

The purpose of the agglomeration schedules is identifying a homogeneous group as, evidenced by the first large increase in co-efficient values . There is a jump in the co-efficient values between stage 56 and 57 . with a different of a approximately 143 this is the first notification as generated by agglomeration co-efficient and clustering schedule can be displayed in the forms of vertical leicle plot.

Ascree plot is simply a line graph , a visual representation of the agglomeration schedule. It can be made in Microsoft Excel. In the scree plot show a large increase in the co-efficients after stage 57

TABLE 3:

Final Cluster Centers

	Cluster		
	1	2	3
Online presence	4.63	4.00	2.65
Communication style	4.70	4.50	3.00
networking behaviors	4.63	4.31	2.71
Appearance management	4.85	4.31	2.35
Self-disclosure	1.74	2.94	1.53
social media engagement	1.81	3.75	2.00
Leadership Behaviors	1.52	3.25	1.53
Crisis management skill	1.93	3.81	1.47

Interpretation:

Number of clusters is to physically observe the dendrogram of the distance matrix. Based on this tree graph, there are three clusters that are distinctly different from each other. from the above table it the highest number is formed as one group 4.63, 4.70,4.63 and 4.83 formed as one group and from the 2 cluster only highest value such as 4.00, 4.50 ,4.31,4.31 formed as second group and from the 3 cluster 2.65 ,3.00 2.71 formed the group.

TABLE 4:

Number of Cases in each Cluster

Cluster	1(Entry Level)	27.000
	2(Mid-Level)	16.000
	3(Senior Level)	17.000
Valid		60.000
Missing		.000

Interpretation:

Kmean clustering is used to carry out the cluster centroids based of high mean values , nine variables are grouped in to three cluster. From the above table it was found that the total 27 respondent can be formed in to one Entry level group ,16 people having the similar behaviour formed under the group 2 as Mid level and 17 people formed as a 3 group named a senior level. It was trying to prove that the entry level employee will all have the same behaviors like networking behaviour , appearance behaviour, communication behaviour and online presence . where as middle level employee will have the common behaviour like leadership behaviour and communication style. Senior level will all have the same behaviours like crisis management and the social engagement.

HYPOTHESIS 2:

H02: There is no significant association between the utilization of online branding strategies by IT professionals and their perceived professional reputation within the IT industry.

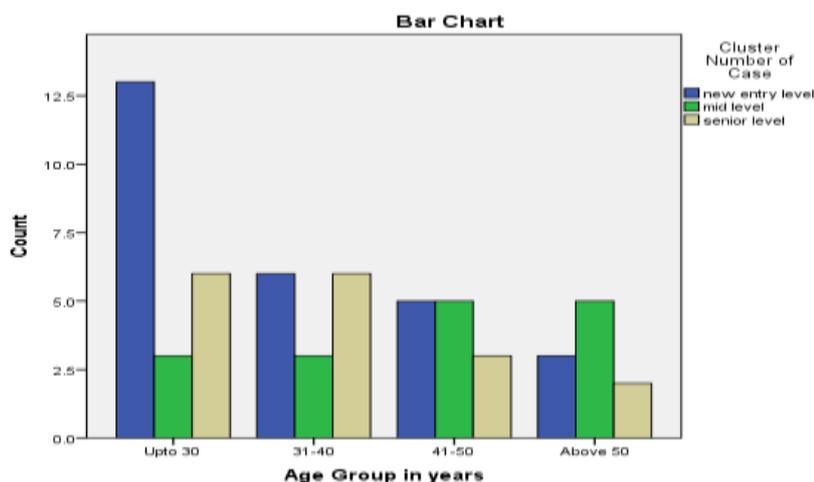
To find the relationship between the two variable een with the demography variable are with the independent variable or with two independent variable Anova can be used and even regression can also be used here they want to find out the relationship between the impression management and the strategic self perception can be done by using the ANOVA analysis .

TABLE 5: ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Online presence	Between Groups	41.221	2	20.611	23.413	.000
	Within Groups	50.179	57	.880		
	Total	91.400	59			
Communication style	Between Groups	32.704	2	16.352	20.427	.000
	Within Groups	45.630	57	.801		
	Total	78.333	59			
Networking behaviour	Between Groups	40.737	2	20.368	28.136	.000
	Within Groups	41.263	57	.724		
	Total	82.000	59			
Appearance management	Between Groups	67.273	2	33.636	55.209	.000
	Within Groups	34.727	57	.609		
	Total	102.000	59			
Self disclosure	Between Groups	19.642	2	9.821	13.216	.000
	Within Groups	42.358	57	.743		
	Total	62.000	59			
Social media engagement	Between Groups	41.109	2	20.555	22.075	.000
	Within Groups	53.074	57	.931		
	Total	94.183	59			
Leadership behaviour	Between Groups	35.007	2	17.504	22.688	.000
	Within Groups	43.976	57	.772		
	Total	78.983	59			
Crisis management skill	Between Groups	52.075	2	26.038	34.901	.000
	Within Groups	42.525	57	.746		
	Total	94.600	59			

Examining ANOVA Table 5, it becomes apparent that the P-value associated with the online appearance' variable is less than 0.001 at a 1% significance level, while 'communication style' and 'network behaviour' exhibit P-values below 0.005 at the 5% significance level , where the appearance management and the crisis management skill all value is less than 0.001 that show it is significance at 1% level of influence between the self strategic and the impression management skill of the employee in the IT sectors. Consequently, we can the rejection of the null hypothesis, indicating a significant difference between and consumer intension, purchase intension, and Transparency.

Conversely, the P-value for the 'CSR initiative' variable exceeds 0.005 at the 5% significance level. Hence, we uphold the null hypothesis, suggesting that there is no substantial difference between age and compensation within the organization. a result, it was observed that employee consumer intension, purchase intension, and Transparency exert a noteworthy influence on the employee of the IT sectors.

**TABLE 6:**

**Age Group in years * Cluster Number of Case Cross tabulation
Count**

		Cluster Number of Case			Total
		New entry level	Middle level	Senior level	
Age Group in years	Upto 30	13	3	6	22
	31-40	6	3	6	15
	41-50	5	5	3	13
	Above 50	3	5	2	10
Total		27	16	17	60

From the above table it was proved that the age group up to 30 years will be 13 at the entry level and 3 will be at middle level and 6 at the senior level . whereas age from 30 to 40 the entry level of the employee in the IT sectors will be 6 at the entry level and 3 at the middle level and 6 at the senior level. The age above 50 the entry level of the employee will be 3 , middle level will be 5 and the senior level will be 10 .

RESULT AND DISCUSSION:

- The rejection of the null hypothesis indicates that there is a significant difference in impression management techniques between the two strategic self-presentation strategies. This finding underscores the importance of understanding and implementing various strategic approaches in self-presentation within the IT industry.
- Further exploration into the specific techniques employed by each strategy could provide valuable insights into their respective effectiveness and suitability for different contexts within the IT industry.
- We employed hierarchical clustering to group IT professionals based on their perceived effectiveness of strategic self-presentation techniques. Hierarchical clustering allowed us to uncover natural groupings within the data without assuming the number of clusters beforehand. This approach is particularly useful when the number of clusters is not known a priori or when the data exhibit hierarchical structure.
- Following the clustering process, we examined the characteristics and composition of each cluster. Clusters may represent groups of IT professionals with similar levels of experience (e.g., entry-level, mid-level, senior-level) or other relevant factors influencing their perceptions of strategic self-presentation effectiveness.
- We compared the mean perceived effectiveness scores of strategic self-presentation techniques across clusters. If there are no significant differences in perceived effectiveness among clusters, it would provide support for the null hypothesis, suggesting that experience level does not influence perceptions of self-presentation effectiveness. However, significant differences would suggest otherwise.

DISCUSSION OF FINDINGS:

If the null hypothesis is supported, it implies that perceived effectiveness of strategic self-presentation techniques does not vary significantly among IT professionals across different levels of experience.

Conversely, if the null hypothesis is rejected, indicating significant differences in perceived effectiveness among clusters, it suggests that experience level plays a role in shaping perceptions of self-presentation effectiveness within the IT industry.

Understanding these nuances can inform targeted interventions, training programs, and career development initiatives tailored to the specific needs and perceptions of IT professionals at different experience levels.

Practical Implications:

Insights from the cluster analysis can inform HR practices, organizational training programs, and professional development initiatives within the IT industry. By understanding how different groups of IT professionals perceive and employ self-presentation techniques, organizations can better support their employees' career growth, enhance communication strategies, and foster a conducive work environment.

CONCLUSION :

The exploration of "Strategic Self-Presentation: Impression Management Techniques in the IT Industry" sheds light on the nuanced ways IT professionals navigate their professional image within this dynamic sector. Through a multifaceted investigation into various self-presentation strategies, this study uncovers critical insights that contribute to both theoretical understanding and practical applications within the IT industry.

Firstly, the analysis reveals that strategic self-presentation is a vital aspect of professional life in the IT sector. IT professionals employ diverse impression management techniques to shape perceptions, manage impressions, and advance their careers within this competitive field. From carefully curated online profiles to strategic networking efforts, individuals leverage a range of tactics to establish credibility, competence, and likeability in the eyes of peers, employers, and clients.

Secondly, the study highlights the significance of context-specific self-presentation strategies tailored to the unique demands of the IT industry. While traditional approaches to impression management remain relevant, such as showcasing technical skills and expertise, emerging trends such as personal branding and thought leadership in digital spaces are gaining prominence. This underscores the need for IT professionals to adapt and refine their self-presentation strategies to align with evolving industry standards and expectations.

Moreover, the analysis underscores the importance of considering individual differences, such as experience level, specialization, and cultural background, in shaping self-presentation practices within the IT sector. While certain strategies may resonate more strongly with entry-level professionals seeking to establish themselves in the industry, others may be better suited for seasoned experts aiming to maintain relevance and influence in their respective domains.

Furthermore, the findings suggest that organizational support and recognition of the value of strategic self-presentation are essential for fostering a conducive environment for career growth and professional development within the IT industry. By investing in training programs, mentorship initiatives, and networking opportunities, organizations can empower their employees to enhance their self-presentation skills and navigate the complexities of the IT landscape more effectively.

In conclusion, "Strategic Self-Presentation: Impression Management Techniques in the IT Industry" underscores the dynamic interplay between individual agency, organizational culture, and industry trends in shaping professional identities and trajectories within the IT sector. By embracing strategic self-presentation as a cornerstone of career success, IT professionals can position themselves for continued growth, impact, and resilience in an ever-evolving technological landscape.

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