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ACHIEVEMENT MOTIVATION IN LAWYERS: THE EFFECT OF COGNITIVE STYLES AND EMOTION REGULATION

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ABSTRACT

This study aimed to examine the role of cognitive style and emotion regulation, and achievement motivation in Lawyers. The study variables were assumed to have a positive association with one another. The data was collected from 100 male Lawyers who practiced in various courts in Lahore using a correlation research design and a convenient sampling technique. The demographic information sheet, an alert cognitive style scale, the emotion regulation scale, and the achievement motivation inventory were evaluation tools used in this study. A correlation, regression, and analysis for variance were used to examine the data. According to the findings, achievement motivation was significantly correlated with cognitive style and emotional regulation (reappraisal and suppression). Regression analysis revealed that cognitive style and emotional regulation (reappraisal and suppression) as well as type of case significantly predict the achievement motivation in lawyers. Moreover, from within the demographic information, there was a significant difference in achievement motivation on the basis of the type of cases the lawyers take. The findings of the present research suggest that lawyers should be given proper counseling sessions in order to reduce their stress related to their profession as well as workshops delivered for the identification of cognitive styles as well as for their emotion regulation while dealing with different types of cases for their success in future professional life.

Keywords: Cognitive styles; Emotion regulation; Achievement motivation; Professional life.

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INTRODUCTION

The legal system is based on rules that are created and enforced through social or governmental institutions to regulatory authorities. The legal system protects individual rights and basic needs. Pleading is an important part of a society and its judicial system. A society with balanced components cannot develop without a judicial system (Hartoyo & Sulistyowati, 2023). Furthermore, lawyers are part of this judicial system. A person who practices law is called a Lawyer. In order to resolve distinctive particular situational problems, attorneys apply their practical understanding of legal theories and information (Folberg et al., 2021; Locke & Zuccon, 2022; Madani et al., 2021). Achievement motivation is very much required in the personnel working in the legal system. They are the ones who have to face criticism too but still work for the achievement of their goal that is, trying to get justice for their client.

The main reason for conducting this research was that there is very little indigenous literature on this specific population. Lawyers play a very significant role in the attainment of justice in our society but as per my knowledge, there is not much work done to study them on the psychological variables. It is an element of psychology that demonstrates patterns in the way an individual collects and interprets knowledge (Tamsah et al., 2021), and uses it to accommodate diversity. According to Tang (2020),

cognitive processing has three levels: Cognitive, metacognitive, and epistemic cognition. Zhang et al. (2022) immensely reinforced that multifaceted thinking styles significantly correlated with achievement motivation to achieve success and avoid failure. Mokmin et al. (2024) also agreed that cognitive styles and achievement motivation were positively significant.

According to Faustino and Vasco (2023), emotion regulation is the process through which people choose which emotions to feel, when to feel them, and how to express their feelings. It also refers to the way emotions control their own behavior or thoughts, or to the way, emotions control other things. To put it simply, emotional regulation is the process of controlling and modifying one's own feelings (Kiefer et al., 2023). Frenzel et al. (2024) testified that emotion regulation significantly mediates and causes a high level of motivation among professionals. Moving forward, Deepak (2024) explored a higher relationship between achievement motive and higher emotion regulation. Emotion is essential in the achievement motivation process in many ways. General sentimental tendencies along with achievement setting adopt different types of achievement and adopted types of achievement anticipated by experience. Dreer (2024) stated that emotions employ a great encouragement to performance and occupational career and other contexts. An achievement situation gives rise to emotional regulation that reflects a person's assessment of how person faith the situation will influence goals. Additionally, Mercader-Rubio et al. (2023) finding stressed the importance of emotions and motivation.

Motivation is the driving force behind our actions, and it affects all aspects of our life, especially, in education, business, human resources, sports, and so on (Shum & Fryer, 2023). Achievement motivation is a process primary to behavior that objects to avail a specific principle e.g. any objective and aim, formally or informally, set by oneself in any specialized or general dimension, it serves as a framework for assessing achievement as well as failure. Boncquet et al. (2023) found different levels of motivation strength that fluctuate significantly in experiences and the manifestation of achievement motivation. Having the same and equivalent on different demographic displays and traditional catalogs of different motivational strengths and professionals showed more achievement motivation in concerns for prolonged family community and co-workers. Hence, achievement motivation and cognitive styles had a substantial impact on academic accomplishment.

Additionally, Chen and Hawng (2022) evaluated the impact of several learning models as well as a substantial association between motivation and cognitive styles. Furthermore, it indicated that achievement is influenced by cognitive styles and that cognitive styles play a role in achievement. Tiauw and Khoe (2022) agreed that motivation for directing to cognitive performance in everyday jobs like flexibility, inhibition, and working memory.

Objectives of the Study

This study has the following objectives:

1. To find out the relationship between cognitive style, emotion regulation, and achievement motivation in Lawyers.
2. To find out the relationship between key demographic variables

Main Hypothesis

1. It is hypothesized that there would be a significant relationship between cognitive style, emotion regulation, and achievement motivation in Lawyers.
2. Cognitive style and emotional regulation likely to predict the achievement motivation in Lawyers
3. It is hypothesized that there would be a significant difference between the type of cases, and achievement motivation in lawyers.

METHODOLOGY

Research Design

A correlational research design was carried out to explore the relationship between cognitive style, emotion regulation, and achievement motivation.

Sampling

This research was conducted on 100 male Lawyers who are offering their services in Lahore district courts. Lawyers are most of the time very busy with their cases and do not have enough time to fill out the questionnaires. Due to limited time, it was decided to collect data from Lawyers by using a convenient sampling technique. The descriptive statistics are given in Table 1.

Table 1. Descriptive statistics of demographic information (N=100).

Variables	M	SD	f/%
Age	31.31	3.05	
Education			
LLB			90
LLM			10
Marital Status			
Married			76
Unmarried			24
Type of marriage			
Arranged			61
By Choice			39
Family System			
Nuclear			41
Joint			59
Type of Cases			
Civil			19
Criminal			33
Both			48

Assessment Measures

A demographic information questionnaire was used to assess the demographic variables including age, education, family system, marital status, type of cases, etc.

Demographic Information Sheet

Demographic information was taken from the participants in order to identify a specific demographic characteristic that can play an important role in the achievement motivation of the lawyers. The information asked included age, education, marital status, type of marriage, family system, and the type of cases they deal with.

Alert Cognitive Style Scale

Crane (1989) developed the Alert cognitive style scale. This scale has 22 items. The reliability of the scale was found to be 0.796.

Emotional Regulation Scale

ERS was established by Gross and John (2003) which is a self-reported 10-item scale. The scale measures dichotomous emotional regulation strategies first reappraisal while suppression is second. Participants have to respond on seven-point response scale; following the pattern from strongly disagree to strongly agree. Both subscales have .81 and .73 reliability values respectively.

Achievement Motivation Inventory (A.M.I)

The A.M.I was developed by Muthee and Thomas (2009) which possessed 32 items based on a five-point response, whereas 18 positives and 14 negative items followed the pattern of completely agree to completely disagree. A.M.I reliability found .74.

Procedure

Prior to the work being approved, the topic was first chosen under the supervisor's guidance and forwarded to the board of study for approval. To get permissions, emails were sent to the authors and got permissions. After getting all permissions from the author, work was started on the final tool shaping and formulation of the demographics information sheet. After finalizing the questionnaire, data was collected from lawyers, who are offering their services in courts in Lahore. The data was collected by briefing them overall procedure while ensuring the confidentiality of their data and statements. They were allowed they withdraw at any moment. After obtaining their consent, questionnaires were given to fill them out. Forty minutes were given to participants for filling out the given questionnaire.

RESULTS AND DISCUSSION

There were three stages to the data analysis. Descriptive analyses were performed in step one. An investigation of reliability was carried out in the second step. For scales, Cronbach's Alpha was calculated. The third phase involved doing a Pearson product-moment correlation analysis to determine the correlation coefficients between the main study variables and the demographic variables. Then additional analysis was used.

Table 2. The reliability coefficient of the study variables cognitive style, reappraisal, suppression, and achievement motivation (N=100).

Variable	M	SD	Range	α
Cognitive Style	24.48	5.27	10-40	.78
Reappraisal	32.27	8.46	6-42	.72
Suppression	17.38	4.6	4-28	.71
Ach Motivation	69.23	11.58	54-104	.73

Note: M=Mean, SD=Standard deviation, k= no. of items, α= Cronbach's alpha reliability.

The reliability values of scales, cognitive style, cognitive reappraisal, expressive suppression, and achievement motivation, are given in Table 2. The Cronbach’s alpha values of scales are greater than .5, showing that the scales are significant enough to carry out further analyses.

Table 3. Pearson product moment correlation between demographic variables, cognitive style, emotional regulation, and achievement motivation (N=100).

Variables	1	2	3	4	5
1. Age	-	.13	.22*	.19	.00
2. Cognitive Style	-	-	.41***	.46***	.24*
3. Reappraisal	-	-	-	.55***	.31**
4. Suppression	-	-	-	-	-.12
5. Motivation	-	-	-	-	-

Note: *p< .05.

According to the Pearson product-moment correlation statistics given in Table 3, age was significantly correlated with reappraisal. Cognitive style was found to be positively significantly correlated with reappraisal, suppression, and achievement motivation.

Table 4. Multiple linear regression analysis for cognitive style, emotion regulation, and type of cases predicting achievement motivation (N=100).

Variables	Motivation	
	β	ΔR^2
Step 1		.12
Types of cases	.26**	
Step 2		.41
Cognitive style	.34***	
Reappraisal	.61***	
Suppression	.24*	
Total R ²		.53

Note: * $p < .05$, β = Standardized coefficient; ΔR^2 = R Square change R² = R square.

The results of the regression analysis given in Table 4 show that the achievement motivation model explained 53% of the variance achievement motivation F change (2, 97) = .12, $p < .01$. This model showed that cognitive style is a positive predictor of achievement motivation. Moreover, findings revealed showed that reappraisal and suppression, type of cases are positive predictors of achievement motivation.

Table 5. One-way ANOVA comparing the mean differences between types of cases in achievement motivation (N=100).

Variables	Civil		Criminal		Both		F (2, 97) p	Partial η^2
	n= 19		n=33		n=48			
	M	SD	M	SD	M	SD		
Achievement	65.63	10.43	67.15	10.94	72.08	11.94	3.02 .05	.06

Note: M=Mean; SD=Standard deviation; $p < .05^*$.

The findings of the ANOVA given in Table 5 indicated that the type of cases and achievement motivation did not significantly differ from one another. Lawyers dealing with both civil and criminal cases have no significant achievement motivation.

Discussion

The current study sought to understand how lawyers' cognitive style, emotion regulation, and achievement motivation relate to one another. Firstly, the association between Lawyers' cognitive style, emotional regulation, and drive for achievement was hypothesized to be a positive relation. Analysis for correlation Pearson product-moment was used to explore the relation among study variables. Consequences indicated a substantial relationship between cognitive style, and reappraisal and suppression sub-factors of emotion regulation and achievement motivation. Current results are also supported by Bahrami et al. (2024), Idris et al. (2023), and Sartika and Wiquna (2024). Zhao et al. (2024) found that cognitions and emotions had a relationship with motivation. All agreed that cognitive style, reappraisal, and suppression are essential to the motivation process (Alfandi & Zobue, 2024; Güss & Starker, 2023). Second, it was assumed that the achievement motivation of Lawyers was thought to be predicted by cognitive style and emotion regulation. Moreover, reappraisal and suppression also significantly predicted the achievement motivation. Duru and Balkis (2024), Han et al. (2024), Kaynak et al. (2024), Moslemi and Hatami (2024), Yano and Oishi (2024), Zagaria et al. (2023) agreed that emotional regulation strategies were the significant predictor of motivation. Third, the hypothesis proposed that a not notable distinction could exist between the categories of cases and achievement motivation which meant that lawyers who were from civilian, criminal and both courts had no significant difference with achievement motivation.

CONCLUSIONS AND RECOMMENDATIONS

The findings of current research revealed that cognitive style, emotion regulation, and achievement motivation had positive significance with achievement motivation while age, birth order, and type of cases were also found with emotion regulation and motivation. Furthermore, results showed that types of cases, cognitive style, reappraisal, and suppression were predictors of achievement motivation in Lawyers. Additionally, the results of the investigation indicated that there was not a significant distinction between the categories of cases and the achievement motivation.

The current study has several limitations; For example, the data was only gathered from Lahore courts, which was insufficient to provide a wide range of responses. As it turns out, a further investigation should be done using a sample size drawn from Punjab's other courts. Female lawyers were excluded from the sample therefore, it is suggested that female lawyers should also be included. Moreover, Because of the small sample size in this study, the conclusions may not be as broadly applicable. To increase the validity of the findings, these variables should be studied further on a larger sample size.

The findings of this study have significance for future investigations into the characteristics and factors associated with Lawyers. The research provides hope to enhance the mental health of lawyers who are offering their duties to courts. Furthermore, this study will help to understand the cognitive and emotional regulation strategies of the lawyers. By creating this awareness, the lawyers will improve their cognitive style and eventually increase motivation. The outcome current study will be valuable for the field of cognitive psychology. Furthermore, different lawyers' associations must seminars on lawyers' psychological health and teach them effective strategies to cope with stressful events. The government should also work for the betterment of the lawyers because Lawyers are working with the government and assisting it with different legal issues. Thus, the government must raise clinical and counseling services to them so they become able to manage any distress.

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