Collective Nostalgia And Its Relationship With Self-Perpetuity Among State Employees

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Abstracts

The current study aimed to determine whether there is a correlation between collective nostalgia and self-permanence among state employees in the city of Baghdad, and the significance of the differences according to the gender variable (males, females), education (less than a bachelor's degree, bachelor's degree or higher), age (from 23-44 years, (45-60 years and above). The Ministries Department randomly selected 400 male and female employees for the study. After collecting and statistically processing the data, the results appeared as follows: the presence of collective nostalgia among employees, and there are no differences in the gender variable, there are no differences in the achievement variable and there are no differences in the age variable, the presence of self-permanence among employees, there are no differences in the gender variable, and there are no differences in the achievement variable and the age variable.

The researcher devised a set of recommendations and proposals to complete the research procedures.

Keywords: collective nostalgia, self-permanence.

1. Introduction

The individual's identity and belonging have been affected by social and political changes and tensions that have occurred in history (Poppe, & Hagendoorn, 2001, 76).

The individual's need to belong and establish social relationships is undeniable, regardless of stressful or difficult circumstances (Vaughan, 1986, 45).

When an individual or society goes through stressful circumstances, the network of social relationships deteriorates and may be severed, especially if this is accompanied by political transformations and dramatic social changes, which makes individuals and societies feel lonely, scattered, and lost (Colson, & et al, 2008, 71).

The individual strives to perpetuate himself, especially when psychological and social conditions deteriorate, or when personal relationships are affected, or when the individual finds himself weak in facing different life situations (Fuchs, 2007, 382).

Among the situations in which an individual is weakened are the migration of someone, emotional separation, exposure to a major financial loss, or contracting a chronic illness, which disrupts some of his abilities, and he feels that his self is disintegrating, which prompts him to perpetuate it by ruminating on memories he keeps, in an attempt to understand the situation (Bluck, & Liao, 2013, 8).

2. Research objectives :

The current research aims to identify:

1. Collective nostalgia among state employees.
2. Differences in collective nostalgia among state employees, according to gender (male - female), age group (23-44 years) and (45-60 years), and educational attainment (less than a bachelor's degree) and (bachelor's degree and above).
3. Self-permanence among state employees
4. Differences in self-permanence according to gender (male - female), age group (23-44 years) and (44-60 years), and educational attainment (less than a bachelor's degree) and (above a bachelor's degree).
5. The correlation between collective nostalgia and self-permanence among state employees.

3. Research Methodolog:

The methodology of the current study can be briefly described in the following points:

The current research adopted the descriptive correlational approach in the process of data collection and analysis.

- Data and information were collected from theoretical and practical research.
- Determining the variables and tools through the literature and previous studies. The sample was selected randomly from the ministries' employees, consisting of 400 male and female employees.
- The collective nostalgia scale was prepared based on the definition and theory of Wildschut et al. 2014 and some previous scales, which consisted of 25 items and 4 alternatives.

Wildschut and others defined it as an emotional longing, or a sad feeling for the past, or a sweet longing for the past mixed with a feeling of bitterness, or a longing to return to the past due to circumstances and events that have passed, or sadness resulting from remembering something from the past and a desire to experience it again, or a sad desire to return to an earlier time in one's life, Or a longing charged with emotions for an earlier place or time.

Nostalgia theories have emerged, which have been classified as orientation towards the past, the present, and nostalgia as an expression of the individual's desire to return to memories of the past, or to the (uterus) as psychoanalysis indicates (Zwingmann, 1960, 52).

Nostalgia is a means of preserving the individual's self when keeping up with life's changes. It is viewed with multiple meanings, including evoking emotions, a bad mood, preferring something earlier than something later, a strong emotion, a state that an individual goes through when recalling his memories, a charged emotional reaction as a result of remembering previous

things, a feeling of bitterness when recalling certain events, or gentleness when remembering the old days (Wildschut, et al, 2014, 42).

One of the reasons for feeling collective nostalgia is the conflict of feelings when trying to remember the past, such as suddenly remembering a friend, or hearing music we used to listen to before, and the most common reason is when we feel sad or frustrated for some reason (Wildschut, et al, 2014, 43).

The stimuli of collective nostalgia vary between feelings of sadness, loneliness, the absence of meaning in life, lack of certainty about what is happening, and the boredom that dominates life events. The individual tends to recall memories of the past to overcome the area of sadness, feel comfort, and improve mood (Milligan, 2003, 20).

Collective nostalgia has been shown to help people dealing with fear of death by making them feel as if their lives have meaning and value. Collective nostalgia has amazing effects that make us want more because it makes us happy, makes us feel more positive, and makes us feel warmer, especially when listening to music that causes a rise in the temperature and feelings of the group, even for those who were asked to dip their hands in ice water on cold days as it helps regulate body temperature (Ismael, 2019, 77).

Collective nostalgia can help build good relationships among volunteer work teams, as social ties are a fundamental feature of collective nostalgia, as they stimulate memories for those who feel the need for social connection and support (Wildschut, et al, 2014, 41).

The self-permanence scale was built based on Hershfield's theory (2011), consisting of 25 items and four alternatives.

Hershfield (2011) defined it as the individual's ability to remain stable, continue the process of personal growth, and develop for a long period of time.

Conflict can appear in the individual's self due to the time factor, as it is in the past, not in the present, and perhaps not in the future. Strotz (1956) was the first to mention that the self is not one, but rather a group of selves that are formed over time, and the individual cannot possess a permanent self throughout time, but rather two selves that occupy the forefront in succession, which are the planner-self, characterized by rationality and insight, and the active self, Doer-Self, characterized by limited thinking, satisfaction of temporary needs, and selfishness (Hershfield, 2011, 33).

Schelling sees the impossibility of the existence of these two selves at the same time. For example, the self of pain and frustration does not exist with the self of joy and happiness. We only must determine the true self and the desires of each of them that must be satisfied. This is what Parfit and Stortz confirmed in that the self is a set of distant selves, each of which overlaps with the other over time (Hershfield, 2011, 34).

Pronin et al. (2008) found that when an individual is away from his known place for days, weeks, or months, he acts as if he is someone other than the person he is known as. No matter how much the individual changes over time, his personal characteristics and interests remain relatively constant. The individual may change his name or part of his appearance, but he remains the same (Hershfield, 2011, 25).

Individuals often deal as if they were a different person due to dispositional factors rather than situational factors, as they view themselves as foreign to them. The degree to which an individual views his foreign self is a gradual function. It is not necessary to think of the self as connected to the current self or separate from it. Just as there is a degree of connection between people, there is a degree of connection between the self of today and the self of tomorrow (Hershfield, 2011, 34).

Strotz (1956) and Parfit (1971) believe that the degree of connection between an individual's selves plays a decisive role in his behavior, which is what drives him to become engrossed in his self, which he sees as permanent (Brotkin, 2015, 5).

The individual's selves produce behaviors according to the time in which they exist. The individual may prefer one time over another due to the prevailing mood, the individual may imagine his abilities to adapt to his current situation, and he may produce behaviors that he does not want. According to the problems of the individual choosing between two different times, it seems as if he has two successive selves, especially in cases in which he expresses his thoughts and abnormal preferences, which makes the self seem like a series of temporary, non-permanent selves, each of which desires to obtain something (Hershfield, 2011, 303).

If the individual is able to plan for himself, this affects his abnormal behaviors and limits them due to his feeling of self-permanence, which makes the individual feel balanced and flexible, meaning that the planning self leads the individual to think about the possible consequences of his behaviors and realize the results. On the contrary, effective self encourages temporary satisfaction of needs without thinking about the long-term consequences (Van Gelder, et al, 2015, 159). The way of looking at oneself affects behavior, as the patient individual behaves in an acceptable way and can postpone his actions to an appropriate time so that his behaviors are wiser (Hershfield, 2011, 73).

Self-perpetuity has components that include similarity, which lead the individual to feel similar to himself and to issue rational behaviors (Brotkin, 2015, 6).

The permanence of the self may not be determined by the extent to which an individual feels similar to his or her selves. It may be distinguished according to the individual's values, tendencies, beliefs, and the helpful behavior he or she performs toward others. It has been proven that individuals who sympathize with others in various ways are more like themselves, and they tend to think about themselves more than anything else. The results of functional magnetic resonance imaging have shown that they review whether they themselves are the same in the situations they experience to confirm the permanence of the self (Conway, & Pleydell, 2000, 31).

Northoff et al. (2006) found that self-permanence review activates the prefrontal cortex, cingulate, and rostral regions, and neural differences increase when comparing the self with another self (Hershfield, 2011, 36).

Research community: The current research includes employees in the Ministries Bureau for the year (2023-2024), males and females, numbering (42,513) male and female employees, as the number of males reached (25,987) employees, while the number of females reached (16,526) female employees.

Research sample: The current research sample consists of (400) male and female employees distributed across the ministries of Baghdad city for the year (2023/2024) and was selected using a stratified random sample from the ministries of Baghdad city. It is an equal sample of males and females.

Search tools:

Each topic has a suitable tool, and in an effort to achieve the objectives of the current research, the researcher prepared a collective nostalgia scale and built a self-permanence scale, as the collective nostalgia scale in its initial form consisted of 25 paragraphs and the self-permanence scale consisted of 25 paragraphs. After presenting the two scales to the arbitrators, the collective nostalgia paragraphs and the self-permanence paragraphs remained as they were. The researcher applied the two scales to the sample at the same time. After conducting a statistical analysis of

the data obtained through individuals' answers to the scale questions, the results were that the collective nostalgia paragraphs were statistically significant at a degree of freedom (214), a significance level of (0.005), and a tabular value of (1.96). It is clear that all calculated t-values are greater than the tabular t-values.

The researcher found that all the paragraphs of self-permanence are statistically significant at a degree of freedom of (214), a significance level of (0.005), and a tabular value of (1.96). All the calculated t-values are greater than the tabular t-values.

Use the internal consistency method for both scales.

The scale should be characterised by paragraphs that coordinate the answers to them because they all measure the same function or phenomenon, and the meaning of their consistency is that they do not contradict each other but rather agree in their measurement of what the scale measures (Faraj, 2007, p. 283).

The relationship between the paragraph and the total score of the scale was extracted, and the tables show this:

Table (1): Discriminatory power of the items of the collective nostalgia scale

Item	Group	Mean	Standard Deviation	Calculated t-value	Significance
1	Upper	3.58	0.65	8.14	Significant
	Lower	2.72	0.88		
2	Upper	3.62	0.66	10.76	Significant
	Lower	2.37	1.01		
3	Upper	3.81	0.39	7.7	Significant
	Lower	3.17	0.75		
4	Upper	3.71	0.54	13.54	Significant
	Lower	2.35	0.89		
5	Upper	3.39	0.67	9.13	Significant
	Lower	2.54	0.99		
6	Upper	3.67	0.51	11.77	Significant
	Lower	2.54	0.85		
7	Upper	3.55	0.61	8.92	Significant
	Lower	2.66	0.83		
8	Upper	3.36	0.76	10.04	Significant
	Lower	2.21	0.91		
9	Upper	3.5	0.64	11.92	Significant
	Lower	2.24	0.89		
10	Upper	3.83	0.37	13.27	Significant
	Lower	2.59	0.9		
11	Upper	3.44	0.67	6.93	Significant
	Lower	2.68	0.93		

12	Upper	3.75	0.43	8.88	Significant
	Lower	2.86	0.94		
13	Upper	3.77	0.44	12.41	Significant
	Lower	2.58	0.89		
14	Upper	3.88	0.32	9.57	Significant
	Lower	3.06	0.83		
15	Upper	3.74	0.48	17.94	Significant
	Lower	2.15	0.79		
16	Upper	3.87	0.41	7.15	Significant
	Lower	3.22	0.85		
17	Upper	3.91	0.91	12.81	Significant
	Lower	2.69	0.95		
18	Upper	3.77	0.52	11.3	Significant
	Lower	2.51	1.03		
19	Upper	3.44	0.64	9.31	Significant
	Lower	2.44	0.9		
20	Upper	3.89	0.34	8.48	Significant
	Lower	3.89	0.34		
21	Upper	3.73	0.48	13.78	Significant
	Lower	2.35	0.92		
22	Upper	3.63	0.54	10.16	Significant
	Lower	2.63	0.86		
23	Upper	3.81	0.44	11.18	Significant
	Lower	2.67	0.96		
24	Upper	3.83	0.37	15.38	Significant
	Lower	2.41	0.88		
25	Upper	3.84	0.47	9.9	Significant
	Lower	2.83	0.94		

Table (2): Discriminatory power of the items of the self-permanence scale

No.	Groups	Mean	Standard Deviation	Calculated t-value	Significance
1	Upper	3.81	0.41	6.81	Significant
	Lower	3.3	0.67		
2	Upper	3.73	0.5	7.5	Significant

	Lower	3.07	0.75		
3	Upper	2.99	0.76	6.31	Significant
	Lower	2.32	0.78		
4	Upper	3.82	0.4	10.2	Significant
	Lower	3.02	0.71		
5	Upper	3.16	1.14	4.75	Significant
	Lower	2.5	0.87		
6	Upper	3.86	0.37	7.81	Significant
	Lower	3.32	0.6		
7	Upper	3.9	0.33	9.78	Significant
	Lower	3.16	0.71		
8	Upper	3.73	0.44	9.25	Significant
	Lower	3.04	0.64		
9	Upper	3.68	0.54	7.15	Significant
	Lower	3.02	0.78		
10	Upper	2.79	0.94	3.62	Significant
	Lower	2.35	0.81		
11	Upper	3.63	0.57	8.56	Significant
	Lower	2.88	0.7		
12	Upper	3.74	0.53	12.7	Significant
	Lower	2.58	0.77		
13	Upper	3.62	0.59	10.3	Significant
	Lower	2.69	0.71		
14	Upper	3.76	0.43	11.9	Significant
	Lower	2.87	0.64		
15	Upper	2.9	1.01	4.17	Significant
	Lower	2.36	0.87		

16	Upper	3.66	0.56	8.5	Significant
	Lower	2.95	0.64		
17	Upper	3.66	0.52	4.68	Significant
	Lower	3.23	0.81		
18	Upper	3.83	0.78	8.52	Significant
	Lower	3.18	0.42		
19	Upper	3.81	0.68	9.01	Significant
	Lower	3.06	0.75		
20	Upper	2.78	1.03	3.27	Significant
	Lower	2.35	0.86		
21	Upper	3.64	0.5	12.2	Significant
	Lower	2.54	0.79		
22	Upper	3.56	0.56	10.3	Significant
	Lower	2.56	0.81		
23	Upper	2.99	1.06	4.89	Significant
	Lower	2.32	0.93		
24	Upper	3.81	0.43	8.49	Significant
	Lower	3	0.89		
25	Upper	3.09	1.04	5.46	Significant
	Lower	2.31	1.04		

Table (3): Correlation coefficient of item score with the total score of collective nostalgia scale

	Correlation	Significance		Correlation	Significance		Correlation	Significance
1	0.41	Significant	8	0.52	Significant	15	0.7	Significant
2	0.55	Significant	9	0.55	Significant	16	0.35	Significant
3	0.39	Significant	10	0.63	Significant	17	0.64	Significant

4	0.37	Significant	11	0.49	Significant	18	0.51	Significant
5	0.48	Significant	12	0.48	Significant	19	0.46	Significant
6	0.53	Significant	13	0.65	Significant	20	0.65	Significant
7	0.49	Significant	14	0.53	Significant	21	0.65	Significant

The tabular t-value of the correlation coefficient is (0.098) at the (0.05) level.

Table (4): The correlation coefficient of the item score with the total score of the scale shows the permanence of the self.

t	Correlation	Significance	t	Correlation	Significance	t	Correlation	Significance
1	0.33	Significant	10	0.22	Significant	19	0.42	Significant
2	0.42	Significant	11	0.44	Significant	20	0.18	Significant
3	0.36	Significant	12	0.6	Significant	21	0.58	Significant
4	0.49	Significant	13	0.55	Significant	22	0.54	Significant
5	0.28	Significant	14	0.58	Significant	23	0.26	Significant
6	0.34	Significant	15	0.24	Significant	24	0.4	Significant
7	0.48	Significant	16	0.46	Significant	25	0.31	Significant
8	0.49	Significant	17	0.25	Significant			
9	0.423	Significant	18	0.367	Significant			

The tabular t-value for the correlation coefficient is (0.098) at the 0.05 significance level.

Stability coefficient: The reliability coefficient for the two variables, restricted emotion and suicidal thinking, was extracted using two methods (Cronbach's coefficient and retest), and the result was as shown in the following tables:
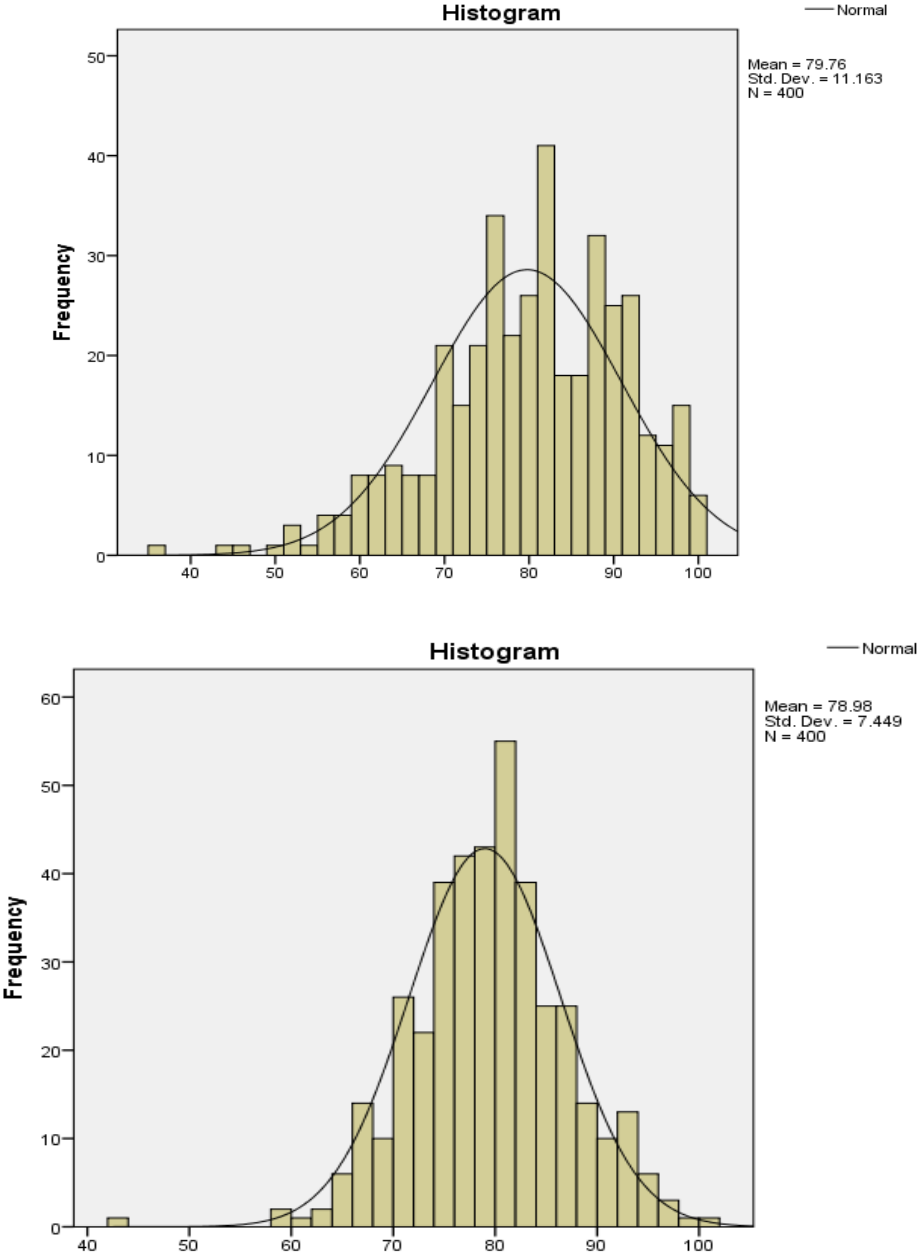
Table (5): The stability index of the collective nostalgia scale and the permanence of the self are shown.

T	Method	Sample	Index
	Collective Nostalgia		
	Test-Retest	40	0.82
	Cronbach's Alpha	400	0.89
	Split-Half	400	0.84
	Self-Persistence		
1	Test-Retest	40	0.8
2	Cronbach's Alpha	400	0.76
3	Split-Half	400	0.71

Table (6): Statistical indicators of the collective nostalgia scale.

	Method	Values		Values
	Sample	400		400
	Number of Paragraphs	25		25
Collective	Mean	79.7	**Permanence**	78.9
	Median	81.0		79.0
Nostalgia	Mode	82	**of the self**	81
	Variance	124.6		7.44
	Standard Deviation	11.1		55.4
	Range	64		57
	Skew	-0.57		-.19
	Kultur	0.31		1.03
	Low Score	36		43
	Highest Score	100		100

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Histogram

Normal

Mean = 79.76
Std. Dev. = 11.163
N = 400

Histogram

Normal

Mean = 78.98
Std. Dev. = 7.449
N = 400

4. Results:

The first objective: to identify the collective nostalgia among state employees.

The research results appeared after applying the collective nostalgia scale to the research sample of (400) male and female employees, that the arithmetic mean of the collective nostalgia scores equals (79.7), with a standard deviation of (11.1).

When comparing this average with the hypothetical average (62.5), it was found to be (greater). When testing the difference between the two averages using the one-sample t-test equation, it was found to be statistically significant at the level of (0.05) and with a degree of freedom of (399) and in favor of the arithmetic average, and Table (19) shows that.

Table (7): T-test for the arithmetic meaning and the hypothetical mean of the collective nostalgia scale

Sample Size	Mean	Standard Deviation	Hypothetical Mean	Degrees of Freedom	Calculated t-value	Table T-value	Significance
400	79.7	11.1	62.5	399	30.9	1.96	Significant

From the above table, it is clear that the research sample showed statistical significance in collective nostalgia, as the calculated t-value (30.9) exceeds the critical t-value (1.96). The current findings suggest that collective nostalgia can contribute to fostering positive relationships within volunteer teams. Social bonds, a core feature of collective nostalgia, stimulate memories in individuals who feel a need for social connection and support. Workers recall past memories when prompted, which increases their desire to work as a cohesive group and maintain a sense of meaning or value that enriches the present. This result aligns with intergroup emotion theory, which examines collective nostalgia as one type of positive emotion. Its elevation strengthens psychological ties within the group by recalling past experiences, whether direct or indirect. Collective nostalgia is poised to be a complex emotion that revives past experiences filled with emotion, acceptance, and enjoyment among group members. It establishes specific criteria for these emotions, such as distinguishing emotions among group members and shared emotions within individuals. It also regulates individual behaviours, facilitating the achievement of their goals. In other words, it motivates their actions and attitudes within the group, shapes their experiences, and expresses them. The researcher views collective nostalgia as a profound social emotion that can be triggered at any time, especially during intimate social gatherings or conversations with individuals of different ages.

The second objective: To identify the differences in collective nostalgia among state employees according to gender (male - female), age group (from 23-44 years) and (from 45-60 years), and educational attainment (less than a bachelor's degree) and (more than a bachelor's degree).

First: Gender: The arithmetic means for the male sample of (218) employees were (79.9) with a standard deviation of (10.6), while the arithmetic means for the female sample of (182) employees was (79.5) with a standard deviation of (11.7). After using the t-test for two independent samples, the calculated t-value appeared to be (0.37), which is (not significant) at the level of (0.05), and Table (8) shows this.

Table (8): Means and standard deviations by gender

Sample Size	Gender	Count	Mean	Standard Deviation	Calculated t-value	Significance

400	Males	218	79.9	10.6	0.37	Not Significant
	Females	182	79.5	11.7		

The above result indicates that there are no differences in collective nostalgia according to gender, as the calculated t-value was 0.37, which is (smaller) than the tabular t-value (1.96) at the level (0.05) and degree of freedom (398), meaning there are no differences between the genders.

Second: According to age: The arithmetic means of the sample (from 23-44 years) amounting to (298) employees were (79.6) with a standard deviation of (11.3), while the arithmetic means of the sample (from 45-60 years) amounting to (102) employees was (80.1) with a standard deviation of (10.5). After using the t-test for two independent samples, it appeared that it was (younger), and Table (21) shows that.

Table (9): T-test, means and deviations by age

Sample	Age Range	Number	Mean	Standard Deviation	Calculated t-value	Significance
400	23-44 years	298	79.6	11.3	-0.42	Not significant
	45-60 years	102	80.1	10.5		

The result indicates that there is no statistical significance in the collective nostalgia among state employees according to age, as the calculated t-value reached (-0.42), which is (smaller) than the tabular value (1.96) at a significance level of (0.05) and a degree of freedom of (398).

Third: According to academic achievement: The arithmetic means for the sample (less than a bachelor's degree) of (256) employees were (80.1) with a standard deviation of (11.4), while the arithmetic means for the sample (more than a bachelor's degree) of (144) employees was (79.1) with a standard deviation of (10.6). After using the t-test for two independent samples, it appeared to be (less), and Table (10) shows that.

Table (10): Two-sample t-test for the collective nostalgia scale according to achievement

Sample	Collection	Number	Arithmetic mean	Standard deviation	Calculated T-value	Significance
400	Less than a bachelor's degree	256	80.1	11.4	-0.87	Not significant
	Higher than Bachelor's	144	79.1	10.6		

The result indicates that there are no statistically significant differences in collective nostalgia among state employees according to educational attainment (less than a bachelor's degree - higher than a bachelor's degree), as the calculated t-value reached (-0.87), which is (smaller) than the tabular t-value (1.96) at a significance level of (0.05) and a degree of freedom of (398).

The third objective: to identify the sustainability of the self among state employees.

The results appeared after applying the self-permanence scale to the research sample of (400) male and female employees. The average self-permanence scores among employees were (78.9) with a standard deviation of (7.44). The hypothetical meaning was (62.5). When comparing the arithmetic mean with the hypothetical mean of the scale using the t-test equation for a single sample, it was found to be statistically significant at the level of (0.05) with a degree of freedom of (399), and Table (23) shows this.

Table (11) :T-test for the arithmetic means and the hypothetical mean of the self-permanence scale

Sample	Mean	Standard Deviation	Hypothetical Mean	Degrees of Freedom	Calculated t-value	Table t-value	Significance
400	78.9	7.44	62.5	399	44.2	1.96	Significant

* The hypothetical average was calculated by multiplying the average scores of the answer alternatives by the number of scale items, i.e. (25) by (2.5) equals (62.5).

From the table, the research sample recorded a statistical significance in self-permanence. Ashley's 1989 theory of permanence assumes that an individual's compatibility depends on the natural changes associated with aging, previous experiences, decisions, and basic behaviors in the present. Hirschfeld's 2011 theory of self-permanence assumes that the self is a set of identities that overlap with each other over time, and the individual finds that his distant self appears as a different person from him, which requires him to give a quantity of feelings to be the same person over time.

Fourth objective: Identify the differences in self-permanence according to gender (male - female), age group (23-44 years) and (45-60 years), and educational attainment (less than a bachelor's degree) and (above a bachelor's degree).

First: Gender: The arithmetic mean for the male sample of (218) employees was (78.8) with a standard deviation of (7.23), while the arithmetic mean for the female sample of (182) employees was (79.1) with a standard deviation of (7.71), and after using the t-test for two independent samples, it appeared to be (smaller), and Table (24) shows that.

Table (12)**:** Means and standard deviations by gender

Sample	Gender	Number	Mean	Standard Deviation	Calculated t-value	Significance
400	Male	218	78.86	7.23	-0.34	Not significant
	Female	182	79.12	7.71		

The results indicate that there are no statistically significant differences in self-permanence among state employees according to gender, as the calculated t-value reached (-0.34), which is

(smaller) than the tabular t-value (1.96) at a significance level of (0.05) and a degree of freedom of (398).

Second: Age group: The arithmetic means for the sample (from 23-44 years) amounting to (298) employees were (78.9) with a standard deviation of (6.98), while the arithmetic means for the sample (from 45-60 years) amounting to (102) employees was (78.9) with a standard deviation of (8.73). After using the t-test for two independent samples, it appeared that it was (younger), and Table (25) shows that.

Table (13): Two-sample t-test for self-permanence scale by age

Sample	Age Range	Number	Mean	Standard Deviation	Calculated t-value	Significance
400	23-44 years	298	78.98	6.98	0.06	Not significant
	45-60 years	102	78.92	8.73		

The result indicates that there are no statistically significant differences in self-permanence among state employees according to age, as the calculated t-value reached (-0.06), which is (smaller) than the tabular t-value (1.96) at a significance level of (0.05) and a degree of freedom of (398). Although there are no differences in age in the above result.

Third: Academic achievement: The arithmetic mean for the sample (less than a bachelor's degree) of (256) employees was (79.1) with a standard deviation of (7.33), while the arithmetic mean for the sample (more than a bachelor's degree) of (144) employees was (78.90) with a standard deviation of (10.6), and using the t-test for two independent samples showed that it was (smaller), and Table (26) shows that.

Table (14) :Two-sample t-test for self-permanence scale according to achievement

Sample	Education Level	Number	Mean	Standard Deviation	Calculated t-value	Significance
400	Below Bachelor's	256	79.1	7.33	0.28	Not significant
	Above Bachelor's	144	78.9	7.52		

The result indicates differences in self-permanence according to academic achievement. The calculated t-value is (0.28), which is (smaller) than the tabular t-value (1.96).

Fifth objective: Identify the correlation between collective nostalgia and self-**permanence among state employees.**

Statistical processing indicated the existence of a correlation between collective nostalgia and self-permanence, as Pearson's correlation coefficient reached (0.29), at a significance level of (0.05) and with a degree of freedom of (398), and Table (27) illustrates this.

Table (15) : The Correlation Between Collective Nostalgia and Self-Permanence

Variables	Correlation Indicator	Values
Collective nostalgia Self-sustainability	Calculated	0.29
	Scheduling Table	0.098

The above table shows that there is a statistically significant relationship between collective nostalgia and self-permanence to a large degree. Davis (1979) explained that collective nostalgia is an emotional reaction from the present to the past when individuals experience a disruption in their personal lives, such as health crises, relationship breakdowns, and job crises, which lead to fears, resentment, anxiety, and lack of certainty, which are feelings that pose a threat to self-permanence. Collective nostalgia helps in organizing the individual's self and psychological resources, as collective nostalgia alleviates the negative feelings that individuals experience by excluding unpleasant memories and maintaining positive attitudes.

This result is consistent with the results of the study by Smex et al. (2015), as collective nostalgia helps reduce exposure to disturbances, social and cultural deterioration, increase communication between the past and the present, and restore values, customs, and norms, and their continuity to stabilize the self of individuals. It is also consistent with the results of the study by Sedikides et al. (2016), as collective nostalgia serves cultural and social functions that enhance the individual's social interaction, sustain his ties with others, make him feel a sense of belonging and acceptance, raise self-esteem, enhance positive perceptions, and achieve self-sustainability.

The researcher believes that collective nostalgia is emotions and feelings directed towards the past when exposed to various stimuli that arouse feelings that recall events. It is a means of preserving the continuity of the self, strengthening it over time, and protecting it from processes of change.

5. Recommendations:

Considering the results achieved by the current research, the researcher recommends:

1. Calling on governmental and non-governmental institutions to activate the role of collective nostalgia to increase production.
2. Calling on the media, with its various names, to use collective nostalgia in its various programs so that the new generation can learn about the heritage of society in all its aspects, which makes the continuity of the self an extension between the past, present, and future, and which contributes to the cohesion of generations.
3. Calling on official institutions and political entities to take into account the history of society, and the pride of citizens in their past through their collective nostalgia and activate it in a way that leads to increased trust between citizens and new governments.

6. Suggestions:

In completion of the requirements of the current research, the researcher proposes:

1. Conducting studies on collective nostalgia among displaced people and forced migrants.
2. Conducting a study on collective nostalgia among the elderly in nursing homes.

3. Conducting studies on the relationship between collective nostalgia and autobiographical memory and social cohesion.

4. Conducting studies on the permanence of the self among university students.

5. Conducting a study on the permanence of the self and the perceived connection of time.

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