

The Influence of Personality among Working Women

Dr. Kiran Maheshwari^{1*} Mrs. Renuka Sain²

¹ Associate Professor in Psychology, Department of Psychology, APEX University, Jaipur

² Research Scholar, APEX University, Jaipur

Abstract – The purpose of this dissertation was to investigate the impact of personality on women working in the industrial sector in Ajmer (Rajasthan). As a result, the personality qualities of neuroticism, extraversion, conscientiousness, openness to experience, and agreeableness were examined in this study as predictors of job success. Because there are few studies on women's career happiness in non-western contexts, particularly in Rajasthan, this research can better comprehend the impact of women's characteristics on the manufacturing business. The study used an English-language structured questionnaire. A total of 50 middle management respondents took part in the study. This study adds to the body of knowledge in the field of women's personality and offers recommendations for the manufacturing business.

Keywords – Working Women, Personality, and Industrial Sector

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INTRODUCTION

During this decade, Rajasthan contended with fast changes in human capital management, with women's participation in the national economy expanding since the India Plan of 1998. The knowledge of the "National Policy for Women" in Rajasthan depicts equal possibilities for women and men in any field, which has an impact on women's career happiness (Subramaniam, 2011, Ahmad, 1998). Not only can women with the correct personality for the job enjoy build up trust in their careers, but they can also perceive a high work satisfaction and tend to foster strong relationships among coworkers. The majority of multinational companies (MNCs) are suffering difficulties as a result of the current global financial crisis. Due to instable currency and losses in commercial operations, MNCs suffer the high cost of manufacturing, which includes raw materials and labourcosts. However, according to the February 2016 issue of India Monthly Manufacturing, manufacturing productivity increased by 1.8 percent from RM486, 279 in 2014 to RM546, 361 in 2015, however this is countered by the fact that productivity value per employee declined by 0.7 percent. The insecurity of the workplace has an impact on one's personality (psychological) and job happiness (Poon, Briscoe, Abdul-Ghani, & Jones, 2015, Belasen & Frank, 2012). According to a study done by Johari, Mat, Mat, Othman, and Hayati (2013) among female engineers, there is no link between personality and job happiness, as women believe personality is not a

barrier to achieving job satisfaction. Because of the mixed results on personality traits and job satisfaction, this study aims to better understand the features of women's personalities in the manufacturing business, which is recognized for being a male-dominated area (Johari et al., 2013).

LITERATURE REVIEW

Personality Traits

Personality traits, according to Williamson, Lounsbury, and Han (2013), are primarily individual characteristics that predict individual performance and are linked to job satisfaction. Personality characteristics indicate an individual's individuality and peculiarities, and they draw attributes from inside each person to meet their work demands (Buss, 1996, Williamson et al., 2013). The personality traits used in this study include neuroticism, extraversion, conscientiousness, openness to experience, and agreeableness, which are the big five personality qualities. In the research of professional happiness, Goldberg, 1990 and Zainal, Nasuridin, & Hoo (2011) revealed that the big five personality traits are associated with individual personality. The relationship between the attribute and personality may change people's personalities based on how they subjectively see and experience their work environment.

A research on the work-life balance of female employees was done by A. Vasumathi (2018). The work-life balance of female employees has been described in light of its growing popularity, with the primary goal of societal success. WLB is a big worry for women employees in today's environment, as prolonged work hours in the workplace detract from women employees' productivity and time spent with their families. The researcher looked at the literature on women's work-life balance (WLB) in terms of the importance of WLB, theories of WLB, drivers of WLB, facilitators of WLB, coping techniques for WLB, WLB and performance, and lastly, WLB's repercussions. Through a review of existing literature, the researcher has addressed various aspects of work-life balance in this article. Various journals, books, doctoral theses, working papers, reports, magazines, and internet sites are among the sources cited, and they are listed as references at the end.

Neuroticism and Career Success

According to Zainal et al. (2011), those with trait neuroticism experience unpredictable emotions and have the greatest levels of sadness, anxiety, and stress. Furthermore, those with high neuroticism have negative feelings in the workplace and see themselves as having a less favourable personality and psychology. Unfortunately, Tan (2010) discovered no link between neuroticism and job satisfaction in her study because she included happy people in a good work environment, especially when the nature of the job involves engaging with people as a sales representative in the insurance industry.

Extraversion and Career Success

A person with a high level of extraversion is more likely to be adept at social networking and to get along with others. Furthermore, this is in contrast to characteristic neuroticism, which portrays a person as welcoming and nice to be around. However, most scholars on this feature believe that individual ability and competencies in the workplace are more dependable than individual personality. Tan (2010), Zainal et al. (2011), for example, show a negative association between the variables since the sample for the study included young managers. Powers (2012), on the other hand, found no link between extraversion and job happiness. However, Lounsbury et al. (2012) found a positive association between the variable and the effect of nature in the working environment, such as customer service, which needed a high extraversion score.

Conscientiousness and Career Success

Conscientiousness portrayed a person who was extremely dedicated, strict, and meticulous. According to Wille, De Fruyt, and Feys (2012), people who are viewed as having high conscientiousness are more likely to display career aspirations and be dedicated to their families, a

finding that is consistent with findings indicating the attributes substantially impacted job satisfaction (Judge & Kammeyer-Mueller, 2007).

Openness to Experience and Career Success

Individuals who are open to new experiences are described as creative, curious, and adaptable to new situations (Seibert & Kraimer, 2001). Previous studies revealed no association between openness to experience and professional happiness (Boudreau, Boswell, & Judge, 2001; Tan, 2010), which contrasted a few studies that indicated a favourable relationship between the qualities and career satisfaction (Boudreau, Boswell, & Judge, 2001; Tan, 2010). (Sutin, Costa, Miech, & Eaton, 2009, Rohaida, Zainal, Nasurdin, & Hoo, 2011)

Agreeableness and Career Success

Agreeableness is a personality trait that indicates someone who has a soft side, such as being kind, generous, and compassionate. According to Zainal et al. (2011), agreeableness is positively associated to career satisfaction, which is influenced by the character of the individual working environment and the need to satisfy customers on a regular basis. However, in their studies, Seibert and Kraimer (2001) and Wille et al. (2012) found a negative association between agreeableness and professional satisfaction, indicating that individuals are not always willing to follow instructions and demands from others.

RESEARCH METHODOLOGY

Population and Sampling

The individual functioning as an officer, executive, engineer, or above is the study's unit analysis. The list of the firm received from the Ajmer (Rajasthan) which actively works in Rajasthan as to date. The purpose of this quantitative study was to look at the link between personality and women's job happiness. Purposive sampling was used in this study due to a lack of exact information on the sample frame due to business policy and privacy concerns. The questionnaire was issued to 50 female employees, and the respondent must meet three criteria. First and foremost, the responses must be female. Second, the respondent must have been employed for at least one year and on a full-time basis. Third, the respondent must have a position of officer, executive, engineer, or higher. As a result, after two weeks of distribution, the questionnaires obtained a total response rate of 100%. Measurement

The questionnaire is self-administered and is divided into two sections: Section A and Section B. Section A of the questionnaire consists of 50 items about personality adapted from Goldberg (1990)'s International Personality item Pool (IPIP) with

coefficient alpha 0.82, and Section B of the questionnaire consists of 5-items based on Greenhaus, Parasuraman, and Wormley's Perceived Career Success (PCS) with coefficient alpha 0.88. After that, the study's data was analysed using the software Statistical Package for Social Science (SPSS) version 22.0.

RESULTS

The coefficient alpha and reliability were calculated using the Statistical Package for Social Science (SPSS) version 22.0. Cronbach's alpha of at least 0.60, according to Sekaran (2003), indicates that the instrument is dependable and acceptable. The dependability results for each instrument for the reliability test ranged from 0.321 to 0.380 in Table 1. As a result, the reliability test results, as shown below, are regarded relatively dependable.

Table1.

Cronbach's Alpha		
Variables	Cronbach's alpha	Strength
Personality traits	0.321	Good
Career satisfaction	0.380	Very good
N=50		

DISCUSSION

This study demonstrates that personality and job satisfaction are subjective perceptions held by individuals with varying qualities and behaviours. Individuals ultimately mistake successful people based on impressions such as traits, conduct, and attitude rather than how the individual feels and satisfies on the inside, as stated in the statement "Do not judge the books by their covers."

CONCLUSION AND RECOMMENDATION

As a result, the findings of the reliability test, which primarily measured personality traits, demonstrated that respondents had no difficulty comprehending the questions in the questionnaire. Furthermore, based on the measuring variable personality characteristics, both are above Cronbach Alpha's minimal aim of 0.70. Nonetheless, because the sample size was just 50 women, this conclusion should be viewed as a restriction because it does not represent the entire industrial population. The strong reliability test results, on the other hand, are beneficial for evaluating within the limitations, and the instrument utilized is consistent with previous investigations. As a consequence of the positive results in the reliability test, the researcher decided to use the instrument in the current investigation. Not only that, but organizations, governments, and researchers should be aware of the impact of personality characteristics on productivity. The study's findings may be used by

human resource practitioners, managers, academicians, and students to further their research.

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Corresponding Author

Dr. Kiran Maheshwari*

Associate Professor in Psychology, Department of Psychology, APEX University, Jaipur