

PERSONALITY TRAITS IN MANAGEMENT EDUCATION INSTITUTIONS

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ABSTRACT

Personality is a person's most dominant nature, which tells us about the behavior of an individual and influences the decision making of an individual. Here in this study, the pattern of personality traits of respondents of Government and Private management education institutions are examined. For the study 80 and 120 respondents were taken as sample for the investigation of both settings (i.e. Government and Private Management education institutions respectively, of Rewa and Jabalpur division of MP state.) Findings of the research indicates that similar trait of personality possess in both settings in relation to assertive, trusting, non-depressive and emotional stability traits of personality.

KEYWORDS: Management Education Institutions, Personality, Personality Trait

INTRODUCTION

Like the western countries, India has also started perfecting various skills for the development of personality. It is quite possible to change our perception, reasoning power method of working, behavior etc. that too in an organized way. (Arya, 2011)

Personality is a stable set of characteristics representing the internal properties of an individual, which are reflected in behavioral tendencies across a variety of situations (Eysenck et al. 1975). These Characteristics are often referred to as traits and have name such as dominance, assertiveness, and neuroticism. More important than the name of personality traits, however, is the meaning given to them by psychologists. The traditional meaning of personality traits rest on three basic beliefs:

- Personality traits are individual psychological characteristics that are relatively enduring-for example, if one is introverted or shy, he or she will likely remain so for a long period of time.
- Personality traits are major determinants of one's behavior-for example, an introverted person will be withdrawn and exhibit nonassertive behavior.
- Personality traits influence one's behavior across a wide variety of situations-an introverted person will be withdrawn and nonassertive at a party, in class, in sports activities, and at work.

Some researchers and managers have criticized these traditional beliefs about personality traits, believing instead that personality can undergo basic changes. They believe, for example, that shy people can become, more assertive and outgoing. Furthermore, by examining our own behaviors, we may learn that sometimes we behave differently from situation to situation (Hitt, Miller & Colella 2008).

In fact, personality does change over long periods of time. For example, we tend to become more socially dominant, more conscientious (organized and dependable), and more emotionally stable between the ages of 20 and 40, whereas openness to new experiences tends to decline as we age (Roberts et al. 2006). In other words, even though we treat personality as relatively stable, change occurs. Moreover, even in childhood, our personality matters, and it has lasting consequences for us. For example, studies show that part of our career success and job satisfaction later in life can be explained by our childhood personality (Judge & Higgins 1999).

REVIEW OF LITERATURE

Jessor, R. & Jessor, S. L. (1977) in their study Problem behavior and psychosocial development: A longitudinal study of youth. In their views behavior, perceived environment and personality components also include many social-psychological variables.

Goldberg, L. R. (1999) in his research "A Broad-bandwidth, Public Domain, Personality Inventory Measuring the Lower-level Facets of Several Five-factor Models." Measure of the Big Five personality traits (i.e, neuroticism, extraversion, openness, agreeableness, and conscientiousness), which is based on the Five Factor Model of personality that has been examined in the psychology literature.

Markey, C. N, Markey, P. M, Erickson, A. J, and Tinsely, B. J. 2006. "Children's Behavioral Patterns, the Five-Factor model of Personality, and Risk Behaviors." measured personality because (a) the Five Factor Model is the most popular taxonomy of personality, (b) there is a vast amount of research showing that the Big Five personality traits predict behavioral criteria and (c) the Big 5 personality traits predict risk taking propensity across a variety of situations and tasks In each laboratory session, 8 subjects arrived at the lab at the pre-specialized time.

Scott et al. (2007) investigated the role of negative cognitive style in predicting the occurrence of negative life events. Results showed that the individuals with negative (dependent events and interpersonal events, but not more independent or achievement-related events) than individuals with more positive cognitive styles. These results appear to be unique to women.

Ahangar Reza Gharoie (May 2010) in his research paper "A study of Resilience in relation in relation to personality, cognitive styles and decision making style of management students" examine the relationship of personality dispositions cognitive and decision making style with resilience of management student. In this research, a sample of 130 student was selected randomly between the age group of 20-25 years from a management faculty in Tehran. In results showed that resilience has a positive association with thinning personality type whereas; it has shown inverse relationship with feeling personality type. Furthermore the systematic and intuitive-cognitive style have shown positive correlation with resilience. Behavioral- decision style has found negative actuation with resilience. Finally the systematic cognitive style has share significant influence on resilience. Review of literature on resilience suggests that personality traits are important antecedents and are important aspects of resilience. In this study he suggested that personality, cognitive styles and decision making are playing a decisive role in influencing resilience. Finally in this study it has been concluded that the management students who follow behavioral- decision making style had proven to have low resilience skills.

Ahangar Reza (2010) has stated about personality, cognition and decision making that individuals behave differently in similar situations and evaluate conditions differently based on their unique expectations, values, previous

experiences and temperament (DeNeve and Copper 1998). Since the 1960s, three different approaches have dominated the investigations of individual differences that is, type theories, trait theories and psychoanalytic theories (Mischel, 1984).

OBJECTIVES OF THE STUDY

The following objectives have been formulated for the Present study.

- To study the pattern of personality traits of respondent of Government management education institutions in different situations.
- To study the pattern of personality traits of respondent of Private management education institutions in different situations
- To compare the personality traits between the respondents of government & private management education institutions.

Hypothesis: The following hypothesis has been framed for the purpose of the present investigation-

- There will be no significant difference obtained between the respondents of Government & Private institutions in relations to different personality traits.

Research Methodology: The purpose of the present study is to investigate the personality, of government and private management education institutions of Jablapur and Rewa divisions of Madhya Pradesh State. Here, the meaning of Govt. management education institutions is State universities of Madhya Pradesh.

Data Collection: The present study is totally based on primary data, which was collected personally by the researcher. Data were collected from the research area. 80 respondents were selected from Govt. management institutions and 120 from Pvt. management institutions of research area. Only those institutions were selected in the present research that are listed in VYAPAM.

Research Area: Two divisions out of 10 of MP State have been selected randomly for the research. These two divisions are (1) Jabalpur and (2) Rewa.

Sample: The sample for research was depended upon the size of population. The purposive and random sampling were adopted for entire research.

Population and Sample Selection: The population of entire research was Head of the institutions, administrators, Deans, Directors, Registrar, Dy. Registrar, Astd. Registrar, Principals, HODs, Officers and teachers of Government (Govt. Universities) & Private management education institutions of research area, who take decision in their daily life. On the basis of overall responses of above respondents, analyses of data have been made. The total sample size for Government/Semi-government management institutions was 80 and 120 was for Private management education institution.

Tools of the Research: Well structured and Pre-tested scales and test of Dimensional personality inventory (DPI) was adopted for the present investigation.

DPI (Dimensional Personality Inventory): DPI was prepared by Dr. Mahesh Bhargav (Chairman), Harprasad institute of behavioral Studies Agra (U. P), which analyze the six dimensions of personality.

- Activity-Passivity Trait
- Enthusiastic – Non-enthusiastic Trait
- Assertive – Submissive Trait
- Suspicious – Trusting Trait
- Depressive – Non-depressive Trait
- Emotional Instability - Emotional Stability Trait

DPI consists of 60 statements in simple language, which is easy to understand each traits of personality having 10 question with yes, no & uncertain response. 2, 0, 1 makes have been provided for Yes, No and Uncertain response respectively. (Bhargav.2006)

Data Collection Procedure: DPI, questionnaire was used to collect the data. Before administrated the set of scales, respondents were informed about the purpose of the study and all the necessary directions were given comprehensively for filling out the questionnaire. After above explanations the questionnaires had been given to fill them.

Data Analysis Procedure: In this study in order to objective and hypothesis of research the Chai-squar and percent analysis, was conducted.

Test of Significance: Test of statically significance was conducted for the study because surveyed respondents were sample from the population of research area.

Result on the basis of following table the result is given below.

Table 1: Personality Traits between the Respondents of Government & Private Management Education Institutions

Personality Trait		Govt. N =80			Pvt. N=120		
		No. of Respondent	%	χ^2	No. of Respondent	%	χ^2
(I) Activity-Passivity	Activity	28	35.00	19.31*	68	56.66	37.85*
	Average	42	52.50		39	32.50	
	Passivity	10	12.50		13	10.83	
(II) Enthusiastic Non-enthusiastic	Enthusiastic	42	52.50	32.43*	46	38.33	35.15*
	Average	35	43.75		63	52.50	
	Non enthusiastic	3	3.75		11	9.16	
(III) Assertive – Submissive	Assertive	56	70.00	51.89*	85	70.83	78.05*
	Average	19	23.75		24	20.00	
	Submissive	5	6.25		11	9.16	
(IV) Suspicious – Trusting	Suspicious	9	11.25	29.28*	24	20.00	11.40*
	Average	23	28.75		42	35.00	
	Trusting	48	60.00		54	45.00	
(V) Depressive – Non-depressive	Depressive	3	3.75	76.53*	16	13.33	82.85*
	Average	14	17.50		17	14.16	
	Non-depressive	63	78.75		87	72.50	
(VI) Emotional Instability - Emotional Stability	Emotional Instability	4	5.00	50.58*	12	10.00	53.60*
	Average	21	26.25		32	26.66	
	Emotional Stability	55	68.75		76	63.33	

Note: Govt. = Government Pvt. = Private, N= Total number of respondents

Note: *significant at 0.01 Level.

Pattern of Personality Traits of Respondents of Government Management Educations Institutions

Table 1 presents the various traits of personality which is measured on dimensions of personality inventory for the respondent of Government and Private management institutions. It is clear that 52.5 percent respondents were found average trait of personality in active and passive category while 35 percent respondents were active and 12.5 were showed passive trait of personality. The calculated chi-square value (19.31) was found significant. It is observed that 52.5 percent respondents were found enthusiastic whereas only 3.75 percent were found non-enthusiastic and 43.75 percent respondents were found average trait of personality in the context of enthusiastic & non-enthusiastic trait of personality. In Assertive-submissive trait of personality, 70 percent of respondent were assertive while only 6.25 percent were submissive and 23.75 percent respondents were found average in such trait of personality. In next category 60 percent respondents have been observed as trusting trait of personality where as only 11.25 percent of respondents have been observed as suspicious personality and 28.75 percent were found neither trusting nor suspicious, they showed average trait of personality. It is clear that 78.75 percent, 17.5 percent and 3.75 percent respondents were found non-depressive, average and depressive respectively in the category of non-depressive and depressive traits. In VIth trait of personality i.e. emotional Instability-Emotional stability, it has been found that 68.75 percent respondents were emotionally stable while were only 5 percent of respondents were emotionality instable in their personality testing and 26.25 percent were in average in this VI trait of personality. The calculated chi-square values (χ^2) of all above six trait of personality were found significant at 0.01 level.

On the basis of entire analysis it can be explained that the respondents, belonging to Government management education institutions were having traits of enthusiastic, assertive, trusting, non-depressive and emotionally matured and stable personality. It is also clear from the figure 1

Pattern of Personality Traits of Respondent of Private Management Education Institutions

Table 1, In relation to Private management institutions reveals that 56.66 percent respondents were found active while 32.5 percent respondent were average and only 10.80 percent were showed passive trait of personality. In second trait of personality 52.5 percent of respondents were found average trait of personality while 38.33 percent respondents were observed as enthusiastic and only 9.16 percent were found non-enthusiastic trait of personality. In Assertive-submissive trait of personality, 70.83 percent respondents were found assertive while 20 percent were average and 9.16 percent respondents were found submissive. In Analysis of suspicions-trusting trait of personality it has been observed that 45 percent respondents showed trusting personality while 35 percent were average and 20 percent were suspicious personality. Vth trait of personality shows that 72.5 percent of respondents were non-depressive where as 14.16 percent were average and 13.33 percent respondents were depressive. In VI trait of personality, it has been observed that 63.33 percent respondents belonging to emotionally matured & stable where as 26.66 percent were average and 10 percent respondents were found in category of emotional instability.

On the basis of total analysis it can be said that respondents belonging to private management education institutions were having traits of activity, assertive, trusting, non-depressive and emotionally matured and stable personality. The calculated, chi-square value (χ^2) of all above six personality traits, were found significant at 0.01 levels. It is also clear from the figure 2.

Compression of Pattern of Personality Traits of Respondent of Government and Private Management Education Institutions

On the basis of analysis and comparison of results between respondents of government management institutions and private management institutions, it is found that respondents of both categories having more or less similar personality traits, except the traits of activity-passivity and enthusiastic-non-enthusiastic and suspicious-trusting. It is noted that respondents belonging to private management institutions have showed more activity traits than their counterparts of government institutions. But 52.5 percent respondents of government institutions have showed enthusiastic trait while only 38.33 percent of respondents belonging to private institutions have showed enthusiastic trait. It is also clear from the figure 3.

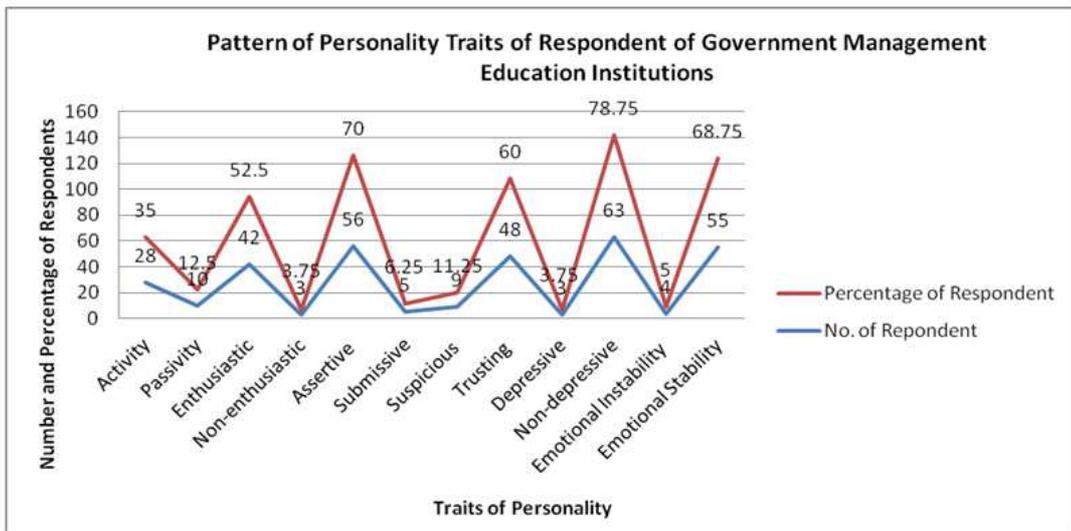


Figure 1

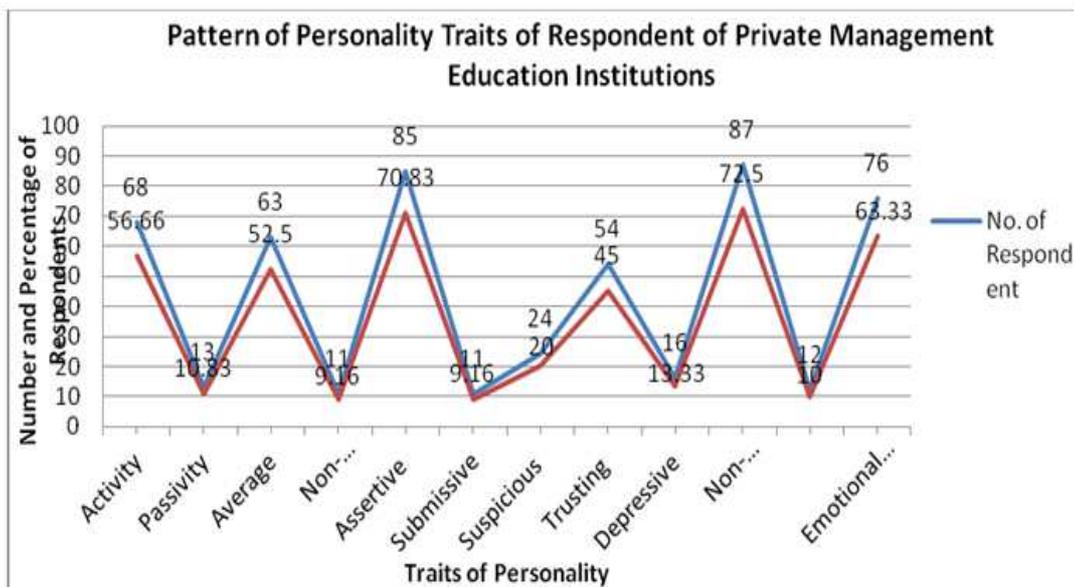


Figure 2

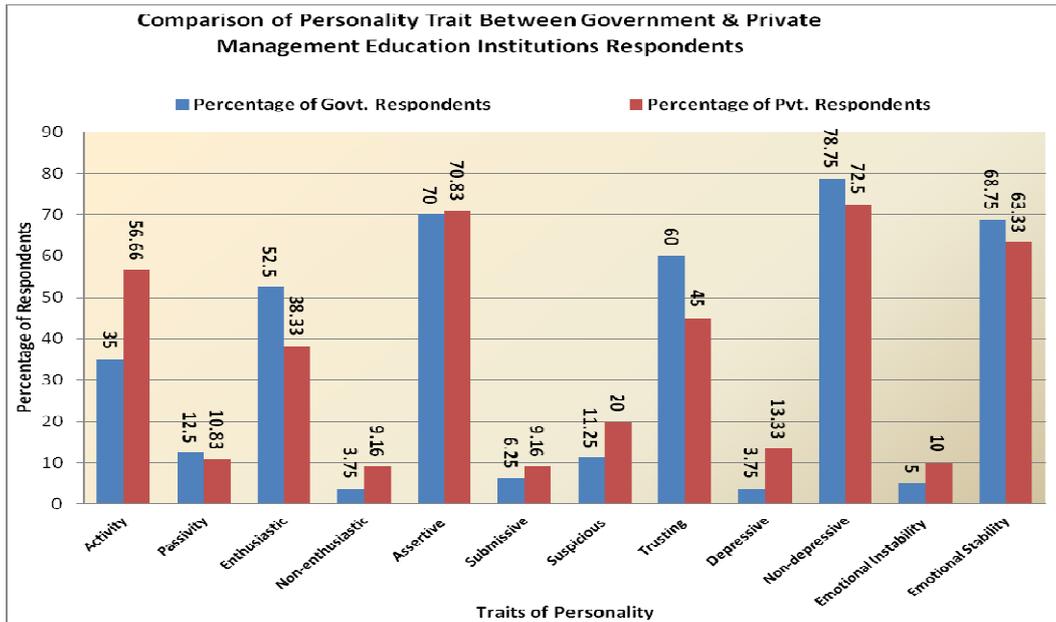


Figure 3

Major Findings

Obtained results and major findings have been presented earlier. However, important findings are presenting here at a glance.

- **The Major Findings Are:** Respondent of Government management education institutions have showed non-depressive, assertive, emotional stability and trusting traits of personality on first, second, third and fourth priority.
- Respondents of Private management education institutions also showed similar personality traits as above except trusting with was on fourth rank. These respondents have showed activity trait of personality on 4th rank.
- Respondents of Government education Institutions have obtained lower score on various traits of personality i.e. activity, non-enthusiastic, Submissive Suspicious, depressive and emotional instability than the respondents of private management education institutions.
- Respondents belonging to private management education institutions showed lower score on various traits of personality i.e. Enthusiastic, trusting, non-depressive and emotional stability than the respondents of government management education institutions.

On the basis of above findings, it can be stated that formulated hypothesis, “There will be no significant difference obtained between the respondents of Govt. & Private institutions in relations to different personality traits” is partially accepted.

CONCLUSIONS

On the basis of above research it can be concluded that respondents of Private management education institutions are more active and emotionally stable than their counter part of Government management education institutions whereas the respondents of Government management education institutions are more enthusiastic, trusting than their counter part of

Private management education institutions. It is also stated that respondents of both settings are more or less similar in relation to assertive, trusting, non-depressive and emotionally stable traits of personality.

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