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A study on relationship between personality type and job satisfaction of private sector employees of Raipur city in Chhattisgarh

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Abstract

The aim of the present research is to explore the relationship of personality type and job satisfaction among private sector employees of Raipur city. It also aims to study the impact of demographic variables such as age and gender on job satisfaction of private sector employees of Raipur City and also to identify the personality types of private sector employees of Raipur City. The study includes 60 private sector employees, and it also investigates the impact of the Big Five Personality Traits (extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) on job satisfaction by employing Job Satisfaction Scale. The study concludes that conscientiousness, agreeableness and openness have significantly positively correlated with job satisfaction whereas neuroticism showed a significant negative relationship with job satisfaction. Extraversion is not a significant predictor of job satisfaction according to the findings of the study.

Keywords: personality type, job satisfaction, correlation, big five, job satisfaction scale

Introduction

Personality has long been considered as one among many factors that act as sources of job satisfaction amongst private sector employees in Raipur. Having a good fit in a company, both with fellow employees and supervisors can make one feel more capable and more motivated to remain in that working environment. The reciprocal relationship between personality type and job setting exists. How well these are matched is critical for job satisfaction. Work feeds into many different aspects of people's lives. It influences self-identity, self-esteem and opportunities for personal growth.

Dissonance between the individual and their level of job satisfaction can have many negative effects however, such as the person having high levels of stress, losing job motivation, or leaving their employment.

In general, satisfied employees are more likely to remain in a job than unsatisfied employees. Mount & Muchinsky (1978) [5] found that those who had a higher degree of person- environment fit reported higher levels of job satisfaction than individuals with low person- environment fit. People differ greatly in their personalities, attitudes, and values, and an understanding of individual personalities is profoundly important in maximising employees' happiness and productivity at work (Schofield, 2012, as cited in Urman & Ehrenfeld, 2012).

Personality

Cervone & Pervin (1997) [4] refer to personality traits as consistent patterns in the way individuals behave, feel and think. One's personality traits are said to be consistent over time and across situations. Trait theory therefore summarises a person's typical behaviour, and describes what a person typically is like. Studies have suggested that personality may account for much of the variations in job satisfaction amongst employees, as some

personality traits have been found to be strongly associated with satisfaction, whilst others are strongly associated with dissatisfaction (Judge, Heller & Mount, 2002) [7].

Understanding an individual's personality type can be extremely useful for workplace situations, to learn how a person might perform, establish how they might interact with others, and predict whether they would succeed in a managerial or leadership role. The interaction between personality and the workplace has been investigated from a number of perspectives.

Work feeds into many different aspects of people's lives. It influences self-identity, self-esteem and opportunities for personal growth. Having a good fit in a company, both with fellow employees and supervisors can make one feel more capable and more motivated to remain in that working environment.

For the purpose of this study, the private sector employees have been defined as employment in the fields of banking, law, accountancy, insurance, management consultancy and hospitality. These working environments are by nature, fast-paced and highly pressurised, with stringent deadlines, high work volumes and long working hours. Private employees must have the ability to handle stress, frequent changes, and work with many stakeholders in order to succeed.

Need of the Study

The need and purpose of this study was based on a review of literature that showed a strong relationship exists between personality types and job satisfaction. There was however little to no research looking at this relationship from a corporate perspective.

This study will determine if personality type, as measured by the big Five Personality type has any relationship to job satisfaction,

as measured by Job Satisfaction Scale.

Objectives of the Study

- To study the impact of personality traits on job satisfaction of private sector employees Raipur City
- To study the impact of demographic variables such as age and gender on job satisfaction of private sector employees Raipur City
- To identify the personality types of private sector employees Raipur City.

Methods

Convenience sampling is used to select the samples of the study. The sample for this study consisted of 60 private sector employees of Raipur city of Chhattisgarh. In the study 6 different private sectors were selected *viz.* Banking, Hospitality, Accountancy, Management Consultancy, Law and Insurance. The following tools and techniques were used to measure different variables *viz.* Personality Type and Job Satisfaction:

- Big Five Personality Type
- Job Satisfaction Scale by Amar Singh & Dr. T.R. Sharma

Scores of each personality type and Job Satisfaction were taken and later on calculated. Frequency distribution, Mean were done to gain appropriate results. Finally, correlation was used to inspect whether job satisfaction has significant relationship with personality types.

Results and Discussion

Frequency distribution was tabulated and out of 60 private sector employees' maximum i.e. 33% are from Hospitality sectors. 17% each are from Banking and Management Consultancy sector.

Table 1: Frequency Distribution of Employees in Private sectors of Raipur City

Private Sector	N	Percentage
Banking	10	17
Law	5	8
Accountancy	7	12
Insurance	8	13
Management Consultancy	10	17
Hospitality	20	33
Total	60	100

Table 4: Correlation Values for Predictor and Criterion Variables

Variable	Extraversion	Agreeableness	Conscientiousness	Neuroticism	Openness
Intrinsic	0.05	0.18	0.35	-0.37	0.26
Extrinsic	0.23	0.26	0.20	-0.29	0.22
Overall	0.15	0.26	0.31	-0.38	0.25

A Pearson's correlation found that there was a non-significant relationship between extraversion and job satisfaction ($r=.15$, $p=.17$, therefore $p > 0.05$). These results indicate an inverse relationship between the two variables, suggesting that private sector employees who score high in extraversion will not necessarily experience higher levels of job satisfaction and will in fact experience lower level of job satisfaction

The correlation found that there was a weak positive significant relationship between agreeableness and job satisfaction ($r_s=.26$, $p=.02$, therefore $p < 0.05$). These results indicate a direct relationship between the two variables, suggesting that private

Out of 60 private sector employees' the percentage of male employees are than females. The percentage of male employees in the study is 67 and female's percentage is 33. The male participants are more in number as compared to females in the study.

Table 2: Frequency Distribution of Employees of Private Sector of Raipur City Based on Gender

Gender	N	Percentage
Male	40	67
Female	20	33
Total	60	100

Frequency distribution of private sector employees shows that maximum employees fall in the category of 26-30 age group. The second category in which employees of private sector are falling is 21-25 years i.e. 25%. Minimum 8 % private sector employees are falling in the category of 26-40 age group.

Table 3: Frequency Distribution of Employees of Private Sector of Raipur City Based on Age

Age	N	Percentage
21-25	15	25
26-30	18	30
31-35	12	20
26-40	10	17
40 above	05	8
Total	60	100

The primary goal of study is to determine if personality is a significant predictor of job satisfaction. Correlational design was applied to determine if each of the facets of the Big Five factors were significant predictors of job satisfaction amongst private sector employees in Raipur. It was possible to examine the strength and direction of the relationship between the predictor variable, personality type, and the criterion variable, job satisfaction, by adopting a correlation design.

sector employees who score high in agreeableness will experience higher levels of job satisfaction.

A Spearman's correlation found that there was a moderate positive significant relationship between conscientiousness and job satisfaction ($r_s=.31$, $p=.00$, therefore $p < 0.05$). These results indicate a direct relationship between the two variables, suggesting that corporate employees who score high in conscientiousness will experience higher levels of job satisfaction

The correlation found that there was a moderate negative significant relationship between neuroticism and job satisfaction

($r = -.38$, $p = .00$, therefore $p < 0.05$). These results indicate an inverse relationship between the two variables, suggesting that corporate employees who score high in neuroticism will experience lower levels of job satisfaction.

The correlation found that there was a weak positive significant relationship between openness to experience and job satisfaction ($r = .25$, $p = .03$, therefore $p < 0.05$). These results indicate a direct relationship between the two variables, suggesting that corporate employees who score high in openness to experience will experience higher levels of job satisfaction.

Conclusion

Conscientiousness, agreeableness and openness have significantly positively correlated with job satisfaction whereas neuroticism showed a significant negative relationship with job satisfaction. Extraversion is not a significant predictor of job satisfaction according to the findings of this research. Personality has long been considered as one among many factors that act as sources of job satisfaction amongst private sector employees in Raipur.

Limitation of the Study

The limitation of the present study is the sample size, since the sample size is too small to generalize the overall study therefore the result findings may be understood with cautions.

Demographic factor such as educational level, and marital status, years of experience in working can also be included in the study to know how these factors influence Job Satisfaction and Personality Type.

Self-report measures must be used in the study to examine the relationship between personality types and job satisfaction.

Other limitations of the study is the collection of data from one city and the relative brevity of the measures used.

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