

An Empirical Investigation into Employees Personality Characteristics on Organizational Effectiveness

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ABSTRACT

The current conceptual study aims to add to the established personality literature by the organization. Recommendations were also made on how to ensure that employees have positive characteristics not just in the workplace, but also in the community, in order to increase the organization's productivity and success by ensuring that employees always deliver good conduct and personality. In addition, the impact of personality traits (the big five model) and job attitudes, as well as their interrelationships, was investigated in greater depth. Any organization that recruits employees comes from a diverse background with the common aim of achieving the organization's goals and also committing themselves to working towards achieving the organization's goals.

KEYWORDS: *Neuroticism, extraversion, openness to experience, agreeableness, conscientiousness*

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INTRODUCTION

People are born with a variety of instincts that determine their personality, such as how they behave or respond to their surroundings. Personality in the workplace is critical for achieving organizational objectives, not only in terms of profit, but also in terms of achievement, as an employee.

Personality refers to how people react to their surroundings as individuals, including how they view, think, perceive, and act. Personality can be described as a dynamic or set of characteristics possessed by an individual that affects cognition, motivation, and behavior in a variety of contexts. The importance of personality in understanding human nature cannot be overstated. The Personality Five Factor Model (FFM) is a useful framework for analyzing personality structure (Patterson et al., 2009). Five personality dimensions explain the majority of the significant differences in personality (Neuroticism, Extraversion, and Openness to Experience, Agreeability, and Conscientiousness). Personality is a significant factor that affects the innovative behavior of employees in the workplace, and it is addressed in this study. The selection of occupations is determined by the personality type.

Objectives:

- To examine the impact of employees personality type on organization performance.
- To identify which type or personality is mostly displayed by employees.

- To make suggestion to improve personality of the employee to the organization.

Literature review: Personality

1. This study would also enhance employee services, and if the employees' results are poor, this research will backfire. The importance of the employee's personality will be highlighted in this study by highlighting the Major Five Personality Variables. Body, intelligence, and interests, as well as behaviours, beliefs, values, and expressive life styles, are all characteristics that make up the whole individual. "Personality is the complex organisation of those psychophysical structures within an individual that define his unique adaptations to his environment," Allport concluded after a thorough study of various personality concepts.
2. The personality of Encyclopedia Britannica is a distinct way of thinking, feeling, and acting. Interactions with others are where personality shines brightest, and it encompasses a wide range of moods, emotions, and points of view. It refers to both innate and acquired behavioural characteristics that differentiate one individual from another and can be seen in people's experiences with the environment and social groups.

Big five factor model:

3. For sing factor research, a model was developed to try to determine the key characteristics of human personality. Despite the fact that trait theories were well-known in the 1960s, there was no agreement on the number or nature of personality traits. Since then, further research have confirmed a basic five-factor personality model known as the 'Big Five.' This five-factor structure was replicated by Norma, Borgatta and Digman, and Takemoto-chock in the list derived from Cattle's 35 variables.
4. These steps are referred to as OCEAN (Openness to experience, Conscientiousness, Extraversion/Introversion, Agreeableness, and Neuroticism). The Big Five paradigm captures commonalities across most existing personality description frameworks at a high degree of abstraction and provides a comprehensive descriptive model for personality research.
5. Economists aren't the only ones interested in interpreting, predicting, and clarifying human behavior. Psychologists have looked at these issues as well. Economists may profitably use research from psychology on the assessment, prediction, and malleability of personality traits arranged in the widely recognized Big Give taxonomy.

Extraversion

6. Extraversion is described by a high level of engagement with the outside world. Extraverts love people, are energetic, and always have optimistic emotions. They are enthusiastic, action-oriented people who are likely to say "Yes!" or "Let's go!" There's a lot of potential for excitement. Chatting, asserting themselves, and drawing attention to themselves in groups are all things they enjoy. Extraverts are people who are articulate, outgoing, companionable, gregarious, chatty, cheerful, and determined (Barrick & Mount, 1991). Extraverts are known for being outgoing, communicative, energetic, positive, and enthusiastic (Goldberg, 1990; Watson & Clark, 1997).

Openness to experience

7. Openness to experience is a measure of complexity, scope, and variability in an individual's imagination and age of experiences. This aspect includes intelligence, openness to new concepts, cultural interests, educational ability and creativity, as well as an interest in a variety of sensory and cognitive experiences. People have a wide range of interests, are open to learning,

Result:

Demographic characteristics of the respondents are shown in table 1. The sample was mostly male (78.75%), female (21.25%). Age of the respondents 25 years below (18.75%), the respondents are 25 years above (56.25%), the respondents are 45 below (11.25%). This study was conducted by the arunexcello company employees.

TOOLS USED

The data collected was analyzed through Percentages analysis and Chi-square tests are-applied for the analysis of data. Charts are also prepared.

liberal, and enjoy novelty. The preservationists are traditional, conservative, and prefer familiarity over adventure. It measures how responsiveness to affective responses, such as subjective well-being, affects subjective well-being (Judge et al., 2002). This could explain why openness to the dimension of experience has been shown to have a weak relationship with satisfaction (Judge et al., 2002).

Agreeableness

8. Pleasantness was linked to altruism, nurturing, kindness, and emotional support versus competition, aggression, indifference, self-centeredness, spitefulness, and envy. Agreeable defines qualities such as self-sacrifice, helpfulness, nurturance, gentle and emotional support on one end of the scale, and enmity, animosity to others, and self-interest on the other (Digman, 1990).

Conscientiousness

9. Goal-directed behavior and the degree of impulse control are measured by conscientiousness. Conscientiousness has been linked to educational success, especially the desire to succeed. The focused person focuses on a limited number of goals and works diligently to achieve them. The agile individual, on the other hand, is more impulsive and easier to persuade from task to task. Person intuition is one of the most important factors in achieving substantial job performance (Barrick et al., 2001; Judge et al., 2002).

Neuroticism

10. Neuroticism is a measure of influence and emotional regulation. Low levels of neuroticism indicate emotional maturity, while high levels of neuroticism increase the likelihood of experiencing negative emotions. Individuals with high levels of neuroticism are more aggressive and easily bothered by stimuli in their setting. They become more erratic, anxious, temperamental, and sad. Individuals who are resistant, on the other hand, need strong stimuli. "Neuroticism refers to variations in an individual's proclivity to suffer and is characterized as emotionally insecure and uneven" (McCrae & John, 1992.p:65).

Methodology:

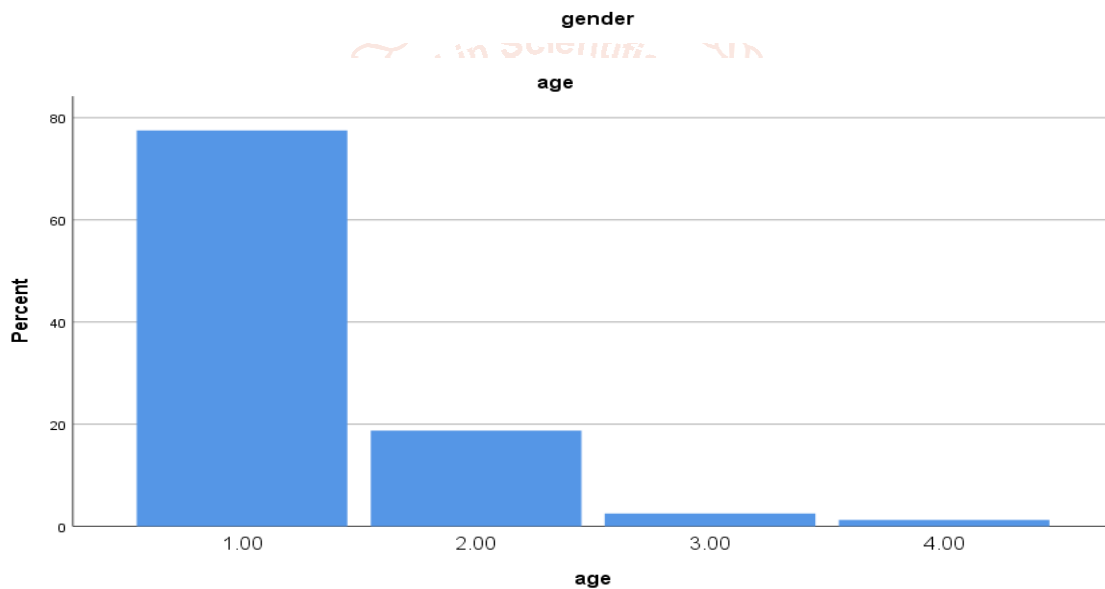
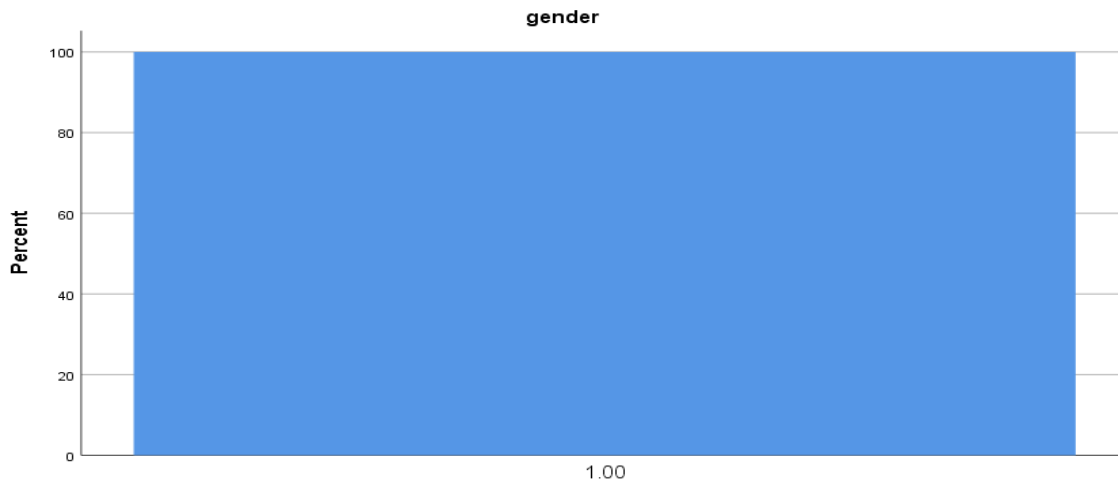
Qualitative research is used to gain an in-depth understanding of human behavior, experience, attitudes, intentions, and motivations, on the basis of observation and interpretation, to find out he way people think and feel. Number of the sampling units selected from the population is called the size of the sample. Sample of 80 respondents were obtained.

Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	80	100.0	100.0

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	62	77.5	77.5	77.5
	2.00	15	18.8	18.8	96.3
	3.00	2	2.5	2.5	98.8
	4.00	1	1.3	1.3	100.0
	Total	80	100.0	100.0	



Conclusion:

By undertaking an in-depth literature review on the topic, the current research aims to add new information to the existing literature on personality. Overall, we find that this study accomplished its goals by defining the most common personality traits among respondents, as well as how they affect organizational effectiveness.

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