

A study of personality factors (Openness and Conscientiousness) and perceived level of career success in married individuals.

Rajashree Kapure,

Assistant Professor

H.P.T.ARTS &R.Y.K.Science College,Nashik,Maharashtra

Country-India,

email address: rajashreensk@yahoo.co.in

ABSTRACT

In the present research study the researcher had conducted survey on married individuals in the age group of 25 to 50 yrs ,with respect to their personality factors and career success in their jobs or chosen profession. At a present scenario the world is becoming global but creating distances in the minds and lives of individuals. In the present life no one individual is away from identity crisis and that itself creating confusion in their work and family life. To analyze the data following objectives were framed.

- 1.To study the personality factors (openness and conscientiousness) amongst all the married individuals.
- 2.To study the level of career success amongst the married individuals.
- 3.To compare the difference between males and females with respect to their level of career success.

For the present research in all 80 individuals were taken on the basis of purposive sampling method and the sample were collected from Nasik region. The inclusion criteria for the same was they should have minimum 05 years experience in their job/profession and they should be married and were in the age group of 25 to 50 yrs. To measure their score on openness and conscientiousness NEOFFI-S were used while the level of career success was measured with the help of self constructed scale of career success. Both the tests were rating scale type instruments containing good reliability and validity .Prior consent were taken from all the selected sample and approximately one hour time was required to complete both the tests.

As per the data analysis with Pearson product moment correlation method the relationship between personalities dimensions such as openness and conscientiousness with career success of selected data were calculated. The level of career success in genders were compared with the help of 't' test.

The present study confirms the role of personality factors in each individual's career success and of course how at personal level identity crisis dominates individual's professional life. Definitely the findings related with level of career success shows no gender difference.

The researcher confirms the role of different factors such as one's involvement in job professionalism, subjective aspects related with career success and number of years one completes in his/her profession dominates his/her level of career success.

Keywords: Openness and Conscientiousness, Career Success

Introduction : The twenty first century is characterized by the emergence of multiculturalism due to industrialization, urbanization, globalization and disintegration in the family system. Family systems theory

proposed that the family is a dynamic system and the behavior of a particular family member can be understood only in relation to the behavior of other family members and interactions among family systems(Steinglass-1987),Family can be

seen as a group of people who have biological, emotional and shades ties to each other(McDaniel 1990 et al),Byrne(1977) has defined a family as a basic human system that fulfills psychological ,social and physical needs of the members which further exerts considerable influence on the individual's adjustment and development.

The present study tries to analyze married individuals in the age group of 25 to 50 years Marriage, career and individual's personality cannot be separated from each other. In this era of globalization every individual is very much cautious about his or her development and that too at every distinguishing phase in his life. People who are more career oriented definitely have their own personality issues, they definitely belong with set family background and of course do not enter blindly in their married life.

Review of related literature:

Understanding the relationship between personality and behavior requires accounting for a broad set of traits within each person and the demands of a specific role or situation. Personality is a person's unique psychological signature, it colors all the person's actions and marks the person's passage over time. Personality is the unique aspect of a person's character that influences behavior in different situations (Schultz &Schultz ,2007).Cattel (1946) defined personality as that which permits a prediction of what a person will do in a given situation. According to Cattel(1965) each individual's personality consists of a relatively unique constellation of basic traits.The Big Five

represents a classification system that some psychologists suggest captures the essence of individual differences in personality. The theory is also known as OCEAN and the five factors are neuroticism, extraversion, openness to experience, agreeableness and conscientiousness.The initial model was advanced by Ernest Tupes and Raymond Christal in 1960s.Cross-cultural research has shown some patterns of gender differences on responses to the Big Five Inventory. For example, women consistently report higher Neuroticism and agreeableness, and men often report higher extraversion and conscientiousness .Gender differences in personality traits are largest in prosperous, healthy, and egalitarian cultures in which women have more opportunities than those of men. Both men and women tend to grow more extraverted and conscientious and less neurotic and agreeable as cultures grow more prosperous and egalitarian, but the effect is stronger for men. Many studies of longitudinal data, which correlate people's test scores over time, and cross sectional data, which compare personality levels across different age groups, show a high degree of stability in personality traits during adulthood. Another study by Barrick, Mount and Judge (2001) discusses various phases in research assessing the predictive validity of personality instruments in performance. Today's professional careers are more diverse than ever. Empirically we know little about them and we do not have adequate theoretical concepts to describe and explain them .Career research has been dealing with careers in general and with professional careers in specific

for a long time. Researchers from a great number of disciplines, from various perspectives and focusing on different levels of analysis have contributed to the understanding of what happens when individuals travel through their professional lives on various routes(see,e.g.Hughes, 1951,Spilerman,1977,Arthur et al,;Hall,and others 1987). Implicitly or explicitly, organizations were the point of reference (e.g., Dyer,1976; Hall, 1976; Schein ,1978; Gunz,1989). As long as organizations can be regarded as one of the co-characteristics of industrial societies, this was quite adequate. But things have changed since the 1980s. The situation has become more complex.Although numerous studies reported that specific personality traits related to performance at work (see Bass, 1985 for a comprehensive review), there was a general sense that the relations between personality and job performance were inconclusive. During the 1970s and 1980s skepticism about the use of personality to predict performance at work grew.This stemmed, in part, from a lack of comparability in the personality dimensions studied, the variety of jobs incumbents held, and the multiplicity of methods used. In addition, as Hogan and Ones (1997) note, a number of influential books and articles raised provocative questions about the consistency of personality across situations, the validity of personality measures,and the amount of variance in behavior in organizations that could be explained by personality (e.g., Guion&Gottier, 1965; Mischel, 1968).

Change drivers like
globalization,virtualization,demographic

developments or value changes have led to new forms of organizations, new forms of organizing and new forms of private and professional life concepts of individuals (e.g.Sennet1998;Ruigrok1999;Ohmae 2001).These developments did not leave careers untouched. Several influential writers have proclaimed and analyzed a period of transition leading to new forms of careers (e.g. Arthur/Rousseau1996; Hall, 1996a). Even different in a number of claims, analyses and expectations, they have at least two things in common. First, the significance of organizations as the central arena for professional careers will decrease. It will partly replace the ‘traditional’ organizational career and new forms of careers ‘outside’of organizations will develop.Whether deliberately or because of a lack of choice, people’s careers will increasingly take place either entirely or to a great extent outside of organizations is the question which is being raised. According to Judge et al. (1995) career success was defined as “the real or perceived achievements individuals have accumulated as a result of their work experiences.” Career success was distinguished as being composed of “intrinsic and extrinsic” factors based on the works of Gattiker Larwood (1988) and Judge et al.(1995).The extrinsic career success was also referred to as “objective measuresof career success” where as the intrinsic career success was referred to as “subjective measures of career success” (Van der Sluis, 2000).

For the present research the researcher has tried to study the relation of personality factors-openness

and conscientiousness with career success of married individuals. Earlier researches confirmed the role of Big Five in the career success. (ref. study by Barrick, Mount and Judge (2001) discuss various phases in research assessing the predictive validity of personality instruments in performance. This paper provides a strong argument for the lack of significant findings in this domain up to the mid 1980s and the implicitly cautious researcher does not simply enter all independent variables into an analysis in an attempt to find correlations. From the accumulation of the evidence it does appear that conscientiousness is the most consistent predictor of performance. This assertion has been supported by Matthews and Deary(1998) in their assessment of Barrick and Mounts(1991) data (Vanden Berg &Feji,2003).

Statement of the Problem:

To study the relationship between personality factors (openness and conscientiousness) and perceived level of career success among married individuals.

Objectives:

1. To study the relation between score on openness and level of career success of married individuals.
2. To study the relation between score on conscientiousness and level of career success married individuals.

3. To compare the difference between married males and females with respect to their level of career success.

Method: For the present research following variables were under study.

1. Openness
2. Conscientiousness
3. Perceived level of career success

Operational definitions:

Openness describes cognitive and non cognitive openness to experience. It is manifest in a wide range of interests and an eagerness to seek and live new and unusual experiences without anxiety and even with pleasure. The acceptance of new experiences may be relevant to various domains and different spheres of behavior (ideas, beliefs, values, and actions) as measured by NEOFFI.

Conscientiousness focuses on issues like orientation, persistence (anticipation, success orientation, and task orientation), and control and inhibition elements of behavior (organization, perseverance, thoroughness, and respect for standards and procedures) as measured by NEOFFI.

Career Success: Career Success is defined as positive psychological outcome/achievement someone has collected over the span of one's working life as measured by self prepared scale for career success.

Hypotheses:

Following hypotheses were framed for the **study**.

1. There is a positive correlation between openness to experience and perceived level of career success in married individuals.
2. There is a positive correlation between conscientiousness and perceived level of career success.
3. Total score of males will be higher than the score of females on career success scale.

Both the tests were administered on a selected sample with their prior consent and they were completed in approximately one hour time.

Research design:

For the present study co-relational and comparative research design were used. The sample of 80 individuals (40 males and 40 females) were collected with the help of incidental sampling method from Nasik city and the inclusion criteria for the same were married- in status within the age group of 25 to 50 years and completion of at least five years in their job/profession.

Sample: The sample collected was as following.

Male	40
Female	40
Total	80

Results:

For the present research study mainly the collected data were analyzed through correlation method and ‘t’ test. As per the calculations following were the details about the results.

Tools:

The following tools were used for the study:

Personality factors were measured by NEO-PI-R and was reconstructed by Costa and McCrae(1992).The most recent version of this test developed in 1995 contains 240 items, so for the present study the NEO Five Factor Inventory of 60 items was used. The original version of the inventory has all good reliability and validity across different data sources and with Goldberg’s(1992) adjective inventories(Internal consistency of the sub scale ranges from 0.80-0.95, Reliability coefficients ranges from.57to.83 and test retest is .98.Alternative form test correlation is .80) In the present research study score on openness and conscientiousness were taken into consideration. For the ‘Perceived level of career success’ a self prepared check list scale was used (objective and subjective measures were taken into consideration.)

Both the tests were administered on a selected sample with their prior consent and they were completed in approximately one hour time.

Table1.1 Showing the mean.SD and correlation for openness and conscientiousness for the CS with total sample: ...

Descriptive Statistics

	Mean	Std. Deviation	N
OPENNESS_CS	28.4750	5.14099	80
CONC	35.7125	5.25596	80
TOTAL_CS	187.1875	24.84590	80

		OPENNESS_CS	CONC-CS	TOTAL_CS
OPENNESS_CS	Pearson Correlation	1	-.107	-.127
	Sig. (1-tailed)		.173	.130
	N	80	80	80
CONC	Pearson Correlation	-.107	1	.293**
	Sig. (1-tailed)	.173		.004
	N	80	80	80
TOTAL_CS	Pearson Correlation	-.127	.293**	1
	Sig. (1-tailed)	.130	.004	
	N	80	80	80

** . Correlation is significant at the 0.01 level (1-tailed).

Table1.2 Showing Mean, SD and ‘t’ value for Career success for total sample

Group Statistics

	GENDER	N	Mean	Std. Deviation	Std. Error Mean
TOTAL_CS	FEMALE	40	186.2500	27.87771	4.40785
	MALE	40	188.1250	21.71398	3.43328

Cont. Table: 1.2 ^t Score.....

Independent Samples Test

	Levine's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df		Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
Equal variances assumed	1.691	.197	-.336	78	.738	-1.87500	5.58718	-12.99822	9.24822
TOTAL									
L-CS Equal variances not assumed			-.336	73.590	.738	-1.87500	5.58718	-13.00873	9.25873

As per table 1.1 there was no significant relation between openness to experience and perceived level of career success (r value = -.107). The second hypothesis - there is a positive correlation between conscientiousness and perceived level of career success have been accepted (r value = .293). While the third hypothesis total score of males will be higher than the score of females on career success scale had been rejected. Following can be the interpretation for above results.

Discussion: The above results suggested that as far as married individuals were concerned as they develop in their life they do not relate their life experiences with their work life and their expression for new ideas; beliefs were more or less limited to their own selves. In what development stage every individual is accepting the new ideas were also a matter of concern. The

duration one completes in his/her job and the success he/she receives is dependent on many objective and subjective factors. For the conscientiousness one can definitely relate that with the level of career success. Whatever the person does whether in the job/business the level of persistence, task orientation and organization will definitely boost his/her career success. Earlier studies have also proved the same with many researches (ref: Journal of Organizational Behavior J. Organiz. Behav. 26, 105–111 (2005))

As far as gender difference regarding career success is concerned after a certain stage both males and females approach towards their profession and their attainment in different areas were not a matter of much concern. Both can achieve success with their experiences and earlier advancements towards their profession. Finding job satisfaction and other parameters of objective

and subjective success do not necessarily differentiate the genders as such.

Conclusion:

1. Openness to experience and perceived level of career success were not significantly related.
2. Conscientiousness and perceived level of career success were significantly positively related.
3. No gender difference for perceived level of career success were found for the present study.

References:

1. Altimus, C. A., & Tersine, R. J. (1973). Chronological age and job satisfaction: The young bluecollar worker. *Academy of Management Journal*, 16, 53–66.
2. Armor, D. A., & Taylor, S. E. (1998). Situated optimism: Specific outcome expectancies and self-regulation. In M. P. Zanna (Ed.), *Advances in experimental social psychology* (Vol. 30, pp. 309–379). New York: Academic Press.
3. Arnold, J., & Cohen, L. (2008). The psychology of careers in industrial and organizational settings: A critical but appreciative analysis (Vol. 23). New York: Wiley.
4. Arthur, M. B., Khapova, S. N., & Wilderom, C. P. M. (2005). Career success in a boundaryless

careerworld. *Journal of Organizational Behaviour*, 26, 177–202.

5. Boehm, J. K., & Lyubomirsky, S. (2008). Does happiness promote career success?

6. Hall, D. T. (2002). *Careers in and out of organizations*. Thousand Oaks, CA: Sage Publications.

7. Hall, D. T., & Chandler, D. E. (2005). Psychological success: When the career is a calling. *Journal of Organizational Behaviour*, 26, 155–176.

8. Heslin, P. A. (2003). Self- and other-referent criteria of success. *Journal of Career Assessment*, 11, 262–286

9. Robins, R. W., Caspi, A., & Moffitt, T. E. (2000). Two personalities, one relationship: Both partners' personality traits shape the quality of their relationship. *Journal of Personality and Social Psychology*, 79, 251–259.

10. Russell, R. J., & Wells, P. A. (1991). Personality similarity and quality of marriage. *Personality and Individual Differences*, 12, 407–412.

11. (www.interscience.wiley.com). DOI: 10.1002/job.300

