

# THE IMPACT OF THE RELATIONSHIP BETWEEN SELF-ESTEEM AND PERSONALITY AMONG INDUSTRY EMPLOYEES IN CHENNAI

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## ABSTRACT

The present study aims to find out the Impact of the Relationship between Self-Esteem and Personality among Industry Employees in Chennai. A samples of 100 respondents selected randomly were studied. A questionnaire method of survey was used to find out the Impact of the Relationship between Self-Esteem and Personality among Industry Employees. The data were collected by using questionnaire as an instrument. Correlation, Regression and Mann-Whitney U test was applied in the present study. The findings and observations are the result and outcome of the interpretations made during the study of analysis.

Key words: Self-esteem, Personality and Industry Employees.

## INTRODUCTION

"Personality is the entire mental organization of a human being at any stage of his development. It embraces every phase of human character: intellect, temperament, skill, morality, and every attitude that has been built up in the course of one's life." "An individual's pattern of psychological processes arising from motives, feelings, thoughts, and other major areas of psychological function. Personality is expressed through its influences on the body, in conscious mental life, and through the individual's social behavior."

When any one talk about personality basically they mean what makes that person different from other people, perhaps even unique. The pattern of collective character, behavioural, temperamental, and emotional traits of an individual is known as personality. In psychology, personality describes the character of emotion, thought, and behaviour patterns unique to a person. There are several theoretical perspectives on personality in psychology, which involve different ideas about the relationship between personality and other psychological constructs, as well as different theories about the way personality develops.

Personality is a particular pattern of behaviour and thinking prevailing across time and situations that differentiates one person from another. Personal beliefs, expectations, desires, values, and behaviors that derive from the interaction between culture and the individual. Personality is the behaviors and techniques for solving problems that are used by an individual. Personality is to the individual as culture is to the group.

Thoughts on personality: the earliest study of Personality can be date I back to 5<sup>th</sup> century B.C. has been that of Hippocrates (5.B.C) in which he said about the four basic fluids, blood, phlegm, black pile and yellow pile as determinants of personality. In Indian system, Vedas has classified persons according to Gunas known as Raja, Satva and Tamas. (Rig Veda).

Classical theories: Before more complex psychological theories of personality were published, the ancient greeks (Circa 450 BC) had drawn attention to the Physiological paradigm, within which an individual's personality was dependent to a large extent upon inherited "humors" that possessed some relation to endocrine secretion. This gave rise to four descriptive terms of personality sanguine, melancholic, choleric and phlegmatic (Munger, 1903). This attempt at an early understanding of personality led to the branding of individuals that was not supported by everyday observation. Much later, and following the start of the psychological movement. (Sheldon, 1940), in a similar method of branding to that of hypocrite (Munger, 1903) proposed three major human physiques: Endomorphy, Mesomorphy and Ectomorphy and posited that these could be linked with and individual's temperament based on extremely strong co relational "evidence". However, it was Sheldon himself who had both assigned the somatotype of individuals in his study and judged their temperament, resulting in criterion-contamination. Assessment reliability issues and concerns over the deterministic nature of physique and temperament have meant that even though (Sheldon, 1971) provided more objective methods of assessment of physique, his theory was not accepted as a full theory of personality by mainstream psychologists.

Turning to more psychological-type theories of personality, Psychoanalytic Theory., with major application in clinical settings, emphasizes. The importance of early-childhood development and the constant inter-play among an individual's motives, drives, needs and conflicts as played out by the id, Ego and Superego. Phenomenological Theory, like Psychoanalytic Theory, has its application in clinical scenarios. Asserts that clinicians require an understanding of how the individual (including the clinician themselves) experiences the world around them and experiences their self. Departing from Freudian notions of conflict as a motivator, Rogers concentrated on the need of individuals to self-actualize (though an understanding of self as motivation for behavior. Personal construct Theory also has major applications in clinical settings, although it has additionally had a number of offshoots in the world of organizational psychology with, for example, the development of Repertory Gridsw. The basic contention is that how people choose to perceive, interpret and conceptualize the world, as amateur scientists testing out their internal constructs, will results in individual differences in behaviour. Within a backdrop of calls for more rigorous methodology and research techniques and less subjectivity in theory in psychology, the Behavioural Approaches to personality were developed. Pavlov's Classical conditioning, Skinner's operant Conditioning and Stimulus-Response Theory (Dollar & Miller's, 1950) all emphasize learning and testing of individual hypotheses in many situations. In terms of the major subject within this thesis, the behavioural approach provides objectivity such as cannot be obtained within the previous approaches. However, there is a tendency for behavioural approaches to oversimplify personality and not to take into account the mental

processes at play within individuals. This led to the development of Social-Cognitive and Cognitive approaches to personality. Social-Cognitive approaches retain the learning aspect and scientific rigor of behaviorism, but remove the issue of rewards (thus learning without rewards). The focus is on the importance of social origins and cognitive processes in behaviour. Cognitive approaches focus even more strongly on mental processes, specifically focusing on how people encode, store and retrieve information and represent the world around them through hierarchical mental models. Although, over time, each major model of personality has become more scientific and thus more able to lend itself to empirical evaluation, there has been only one major model which has been able to unequivocally lend itself to large-scale research application due to its traditional questionnaire method of assessment. Further, this model is less clinically-oriented than others and, for the purposes of this thesis, has greater application the workplace than other models. This model is the Trait-Based paradigm of personality theory-here, personality is a function of biologically-or socially-based traits within an individual.

Personalities, like faces, have no duplicates, each one is a unique mixture of varying degrees of divers (sic) tracts. It is at least conceivable, however, that there may be a general agreement of individuals in the rough pattern produced by graphing their qualities. Allport (1937) defined personality as personality is the dynamic organisation within the individual of those psychological system that determine his unique adjustments to his environment. Michel (1968) speaks personality in terms of the 'traits'. "Trait is a continuous dimension on which individual differences may be arranged quantitatively in terms of the amount of the characteristics, the individual has".

Morton Prince has defined personality is the sum-total of all the biological innate dispositions, impulses, tendencies, appetites, and instincts of the individual, and the acquire dispositions and tendencies – acquired by experience. Maddi (1989) defines personality is a stable set of characteristics and tendencies that determine those commonalities and differences in the psychological behaviour (thoughts, feelings and actions) of people that have continuity in time and that may not be easily understood a the role result of the social and biological pressures of the moment.

Although people customarily speak of self-esteem as a single entity, global esteem also includes many compartmentalized or situation specific aspects which vary according to circumstances. Nevertheless, all of us some time suffer from low self-esteem. Because self-esteem resides largely within our-self, ultimately one may have the power to change it. As Seneca, the ancient philosopher said, " what you think of yourself is much more important than what others think of you".

Today we are living in a knowledge economy. The core assets of the modern business enterprise lie not in buildings, machinery, and money but in the intelligence, understanding, skills and experience of employees. Harnessing the capabilities and commitment of knowledge workers is the central managerial challenge in today's organisations.

## REVIEW OF LITERATURE

Sushma, Pradeep Kumar and Promila Batra (2015), “A Study of Personality and Self-esteem among youth of Rohtak, Haryana”, Personality is a dynamic which is not easily defined but it is definitely influences our life and had a significant correlation with low and high self-esteem. The present study examined the comparison and correlation between the personality and self-esteem among youth of Rohtak, Haryana. The present study was conducted on 80 youth from Maharishi Dyanand University Rohtak, Haryana. It was a cross-sectional study in which included both genders. McCrere & Costa’s Big five personality factor scale was used to assess personality types and Virk and Chauhan’s self-esteem scale was used to assess self-esteem of the youth. The data obtained for the variables under study have been subjected to different statistical analysis such as mean, standard deviation (SD), t-test, & Pearson correlation to understand the impact and relationship between the variables. Pearson correlation of self-esteem on the personality traits sub-scales revealed that the extroversion versus introversion & closeness to experience type were significant positive predictors and neuroticism versus emotion stability was significant negative predictor of the self-esteem.

Chi-Shun Liao and Cheng-Wen Lee (2017), “An Empirical Study of Employee Job Involvement and Personality Traits: The Case of Taiwan”, This study undertakes an integrated review of previous literature and theories regarding the Big Five personality traits and job involvement in an attempt to identify their relationship. Using questionnaire data gathered from 272 Taiwanese plastics industry employees, the study tests five hypotheses using structural equations. Empirical findings show that neuroticism relates negatively to employee job involvement, whereas extroversion, openness, agreeableness, and conscientiousness relate positively to it. These results may serve as a reference point for management and operations, particularly in plastics industry organizations.

## OBJECTIVES OF THE STUDY

- To know out the any significant relationship between Self-Esteem and Personality on the basis of their gender.
- To find out the Impact of the Relationship between Self-Esteem and Personality among Industry Employees, Chennai.
- To analyse out the significant relationship between Self-Esteem and Personality among Industry Employees.

## METHODOLOGY

In this research, the primary data was collected by means of interview schedule. The interview schedule consisted of a number of questions in the printed form. Primary data and secondary were used for data collection in the project report. First time collected data referred to as primary data. The primary data was collected from 112 industry employees in Chennai. This type of secondary data was collected from the books and journals.

### Justification of Sample Size

The respondents selected through Simple Random Sampling method. 125 questionnaires distributed in the various industry employees in Chennai. The researcher is particularly keen in selection of samples with adequate proportion of the each category which provides representation of the respondents. Five respondents not returned the questionnaire and Eight respondents data incomplete answer the question, thus the researcher finalized the total number of the respondents as 112 for the study.

### Methods of Data Collection

The investigator personally distributed the questionnaires to each member of the randomly selected sample. They were requested to answer the items in the booklet as per the instructions provided at the beginning of each questionnaire. Confidentiality of response was assured. The employees were co-operative and took one hour to fill the information in all the questionnaires. The questionnaires were collected by the investigator from the employees. The responses were scored as per the scoring key of the respective questionnaire. Then the results were tabulated, analysed and discussed.

### Data Processing

The collected data were analysed using appropriate statistical techniques. In order to study the functional dependencies to indicate the likelihood of causal relationships between the variables, inferential statistical techniques of product moment correlation, step-wise regression and Mann-Whitney U test were computed.

## Tools Description

### Self-esteem Scale:

It was developed by the investigator based on Rosenberg self – esteem scale (SES) (1965) and Sorensen self – esteem test (Sorensen, 2006). The self-esteem scale in this study consists of 26 items, and was used to measure individual self – confidence, self – emotion and self – oppression. Accordingly, the scale is divided into above three sub dimensions. First subscale “self – confidence”, consists of 9 items. Second subscale “self – emotion”, also comprises of 9 items. Third subscale “self – oppression” includes 8 items. Self-esteem scale was scored using a 5 – point Likert-scale response format ranged from 5 = strongly agree to 1= strongly disagree. While negative items’ scores were reversed as 1= strongly agree and 5 = strongly disagree.

### Dimensions

S.No.	Dimension Name	Item Number
1.	Confidence	1, 2, 3, 4, 5, 6, 7, 8, 9
2.	Emotion	10, 11, 12, 13, 14, 15, 16, 17, 18
3.	Oppression	19, 20, 21, 22, 23, 24, 25, 26

### Dimensional personality inventory (DPI) scale

Dimensional personality inventory (DPI) scale developed by Dr. Mahesh Bhargava (2003). The DPI have been examined with the help of nine components namely activeness, enthusiasm, assertiveness, trustiness, optimism, emotional stability, responsibility, friendliness and decisiveness. Dimensional Personality Inventory (DPI) consists of 60 statements. The respondents are asked to rate the statements at five point scale. The assigned scores on these sales are from 5 to 1 respectively. The tools revised and modified by the researcher. Finally estimates consists of 20 statements.

## ANALYSIS AND INTERPRETATION

**Table 1**

**Showing Mann-Whitney U test of Gender groups on the basis of their Confidence among industry employees**

Gender	N	Mean Rank	Sum of Ranks	Mann-Whitney U	Wilcoxon W	Z value	Probability Value
Male	72	51.94	3739.50	1111.500	3739.500	2.204*	0.028
Female	70	64.71	2588.50				

Source : Primary Data

\* Significant at 0.01 level

Hy : There is a significant difference between confidence among industry employees on the basis of their Gender.

Table 1 reveals the Mean Rank, Sum of Ranks and Mann-Whitney U of Gender groups on the basis of their confidence among industry employees. It is evident from the table that respondents having female (64.71) show higher confidence than male groups. But this difference is statistically proved, as the obtained Z value

(2.204) is significant at 0.01 level. Hence, the hypothesis that female will have high mean rank value than male is accepted. So it is concluded that, there is a significant difference between the confidence on the basis of their Gender.

**Table 2**

**Showing Mann-Whitney U test of Gender groups on the basis of their Emotion among industry employees**

Gender	N	Mean Rank	Sum of Ranks	Mann-Whitney U	Wilcoxon W	Z value	Probability Value
Male	72	53.35	3841.50	1213.500	3841.500	3.532*	0.014
Female	70	62.16	2486.50				

Source : Primary Data

\* Significant at 0.01 level

Hy : There is a significant difference between Emotion among industry employees on the basis of their Gender.

Table 2 shows the Mean Rank, Sum of Ranks and Mann-Whitney U of Gender groups on the basis of their Emotion among industry employees. It is evident from the table that respondents having female (62.16) show higher Emotion than male groups. But this difference is statistically proved, as the obtained Z value (3.532) is significant at 0.01 level. Hence, the hypothesis that female will have high mean rank value than male is accepted. So it is concluded that, there is a significant difference between the Emotion on the basis of their Gender.

**Table 3**

**Showing Mann-Whitney U test of Gender groups on the basis of their Oppression among industry employees**

Gender	N	Mean Rank	Sum of Ranks	Mann-Whitney U	Wilcoxon W	Z value	Probability Value
Male	72	53.83	3876.00	1248.000	3876.000	3.422	0.011
Female	70	61.30	2452.00				

Source : Primary Data

\* Significant at 0.01 level

Hy : There is a significant difference between Oppression among industry employees on the basis of their Gender.

Table 3 reveals the Mean Rank, Sum of Ranks and Mann-Whitney U of Gender groups on the basis of their Oppression among industry employees. It is evident from the table that respondents having female (61.30) show higher Oppression than male groups. But this difference is statistically proved, as the obtained Z value (3.422) is significant at 0.01 level. Hence, the hypothesis that female will have high mean rank value than male

is accepted. So it is concluded that, there is a significant difference between the Oppression on the basis of their Gender.

**Table 4**

**Showing Mann-Whitney U test of Gender groups on the basis of their self-esteem among industry employees**

Gender	N	Mean Rank	Sum of Ranks	Mann-Whitney U	Wilcoxon W	Z value	Probability Value
Male	72	50.92	3733.51	1112.114	3733.450	2.646	0.022
Female	70	64.68	2586.45				

Source : Primary Data

\* Significant at 0.01 level

Hy : There is a significant difference between self-esteem among industry employees on the basis of their Gender.

Table 4 reveals the Mean Rank, Sum of Ranks and Mann-Whitney U of Gender groups on the basis of their self-esteem among industry employees. It is evident from the table that respondents having female (64.68) show higher self-esteem than male groups. But this difference is statistically proved, as the obtained Z value (2.646) is significant at 0.01 level. Hence, the hypothesis that female will have high mean rank value than male is accepted. So it is concluded that, there is a significant difference between the self-esteem on the basis of their Gender.

**Table 5**

**Showing Mann-Whitney U test of Gender groups on the basis of their personality among industry employees**

Gender	N	Mean Rank	Sum of Ranks	Mann-Whitney U	Wilcoxon W	Z value	Probability Value
Male	72	62.68	4513.00	995.000	1815.000	3.231	0.001
Female	70	45.38	1815.00				

Source : Primary Data

\* Significant at 0.01 level

Hy : There is a significant difference between personality among industry employees on the basis of their Gender.

Table 4 shows the Mean Rank, Sum of Ranks and Mann-Whitney U of Gender groups on the basis of their personality among industry employees. It is evident from the table that respondents having male (62.68) show higher personality than female groups. But this difference is statistically proved, as the obtained Z value (3.231) is significant at 0.01 level. Hence, the hypothesis that male will have high mean rank value than female



is accepted. So it is concluded that, there is a significant difference between the personality on the basis of their Gender.

**Table 6**  
**Correlation between the Self-esteem and personality among industry employees**

	Self-Esteem	Probability Value
Personality	0.462*	0.011

Source : Field Survey

\* Significant at 0.01 level

Self-esteem is positively and significantly related to Personality (0.462). So there is a positive relationship between self-esteem and personality among the industry employees. So, impact of the relationship between self-esteem and personality among industry employees.

**Table 7**  
**Stepwise regression analysis predicting Self-esteem and personality**

Sl.No	Step/Source	Cumulative R <sup>2</sup>	$\Delta R^2$	Step t	P
1.	Personality	0.177	0.058*	4.211	0.01

Source : Field Survey

Constant value = 20.142

\* P < 0.01

The personality has significantly contributed for predicting the self-esteem. The variable personality value of self-esteem seems to be 0.177. The predictive value of these variables separately is 0.01.

## MANAGERIAL IMPLICATIONS

The study results also can contribute to understand work behaviors by industry employees in Chennai. Because employees with greater work involvement tend to expend more mental and physical effort during their working hours, and the core of their lives mostly focuses on their jobs, their turnover tendency should be lower. Employees with high neuroticism instead engage in inattentive behaviors, such as careless errors, failing to follow working norms, or producing ignorant mistakes. Industry employees with high extraversion get along well with colleagues and customers, and they likely will inquire about anything that they do not understand immediately and actively. Therefore, the work performance of this kind of employees should be better, which in turn increases their work satisfaction. Employees with high openness are task-oriented; because they look for new methods to complete their tasks and strengthen their job performance, these employees could reach task enlightenment. Employees with high agreeableness are affable and easy to get along with, want to please others and engage in interpersonal interaction, and can easily undertake joint productions and cooperative behavior. Finally, because conscientious employees need to reach their set goals, they often spend significant time devoted to their job and

training, which ensures their high professionalism. They likely can assimilate well with their colleagues and produce standardized behavior.

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