

A STUDY OF PERSONALITY TRAITS AND ITS INFLUENCE ON WORK LIFE BALANCE

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ABSTRACT

Nowadays with heavy competition demand and expectations of excellent performance by employees is increasing. This leads to a proper balance of work and personal life to sustain their work life. Employees with different personalities influence their style and balance of work life. So, this study attempts to investigate the influence of personality trait on work life balance. A descriptive research design with convenience sampling technique is adopted to study the relationship between the respondent's personality and their work life balance. A questionnaire with a Likert 5-point scale is used to rate the responses. Data is analyzed using statistical tools like Chi square, Correlation and multiple regression are tools.

Keywords: Personality traits, Worklife balance, Sustainability of human resource

1. INTRODUCTION

With increase in competition, demand and expectations of excellent performance by employees is increasing. This consumes employees' time as well changes their priorities, thus affecting the balance of their personal or family life. Hence there arises a need to maintain a proper balance of work and personal life to sustain and excel at work and in life.

In pursuit to maintain this balance the personality of a person plays a major role. Individuals may possess different personality traits and hence their style of balancing work life differs. Some are able to balance it efficiently and some get stressed immensely and adversely affects their performance. To maintain a health and prosperous life it is quite essential have a proper worklife balance. Though the organization extends their best work life practices there is a part which the employee has to play. If the employees are counseled on their personality traits and their styles of managing the balance, employees will be well equipped to play their role to their best and be satisfied. In order to so this study attempts to build some knowledge base by investigating the influence of personality traits on work life balance.

2. Personality: It is defined as the stable set of physical and mental characteristics that reflects how a person looks, thinks, acts and feels. It is the sum total of unique ways in which an individual reacts and interacts with others.

The determinants of personality are

- Biological – Age, gender, marital status, number of dependents, experience.
- Cultural factors
- Family and social factors
- Situational factors

A review of personality literature and personality trait offers useful guidelines that can lead to effective job behaviour and performance.

A study of personality traits can improve training, transfer and promotion decisions. Because personality traits create the parameters for people's behaviour they offer a framework for predicting behaviour.

Several studies have found that these personality dimensions affect work related behaviour and job performance. Two of the above conscientiousness and emotional stability have been found to be good predictors of success in many different jobs. Another dimension is found to be positively related to the interpersonal aspects of work.

The personality traits taken for study in this paper are as follows

1. Conscientiousness: The extent to which individuals are hardworking, organised, dependable, persevering (high conscientiousness) versus lazy, disorganised and unreliable (low conscientiousness)
 - a. I keep my room neat and clean
 - b. People generally find me to be extremely reliable
2. Extraversion: The degree to which individuals are gregarious, assertive and sociable (high extraversion) versus being reserved, timid and quiet (low extraversion or introversion)
 - a. I like lots of excitement in my life
 - b. I usually am very cheerful
3. Agreeableness: The extent to which individuals are cooperative and warm (highly agreeable) versus cold and belligerent (highly disagreeable)
 - a. I generally am quite courteous to other people
 - b. People never think I am cold and sly
4. Emotional Stability: The degree to which individuals are insecure, anxious, depressed and emotional (emotionally unstable) versus calm, self confident and secure (emotionally stable)
 - a. I often worry about things that are out of my control
 - b. I usually feel sad or down
5. Openness to Experience: It is the extent to which individuals are creative, curious and cultured (open to experience versus practical and with narrow interests, closed to experience).
 - a. I have a lot of curiosity
 - b. I enjoy the challenge of change

These factors are measured on a five point scale, strongly agree (5 points), agree, neither agree nor disagree, disagree and disagree strongly (1 point). When measured on a continuum therefore a person may exhibit a low, moderate or high degree of each quality. A person who has an extremely high degree of agreeableness would likely be described as cold rude and difficult to get along with.

3. **Worklife balance:** In the context of changing future of work and feminisation of labour workforce there arises an increasing need for reassessment of priorities in employees lives. To some extent the language of “work-life balance”, like the language of flexibility, is one of today’s HR major concern. In practice, life and work overlaps and interacts, work giving substantial meaning to peoples lives.
 “In the experience of most people no clear-cut distinction can be established between the world of work and world of family, friends and social networks and community. In practice, over the length of hour lives it is impossible to establish neatly-constructed demarcation lines. Moreover, the word – balance – implies the existence of a settled equilibrium that can be achievable between paid employment and a life outside the job.
 This is highly questionable.” Taylor (2002).

Worklife balance revolves around a need for family-friendly policies, in recognition of the very severe difficulties which work can pose for family roles and of the significance of these roles to so many employees, most obviously in terms of parenting but also in terms of caring for older people relatives and friends.

Imbalance in worklife can be detrimental effecting physical health, mental health and peace and job performance. Many a times it is the reason or Job hopping or attrition.

4. **OBJECTIVES OF THE STUDY:** To study the influence of personality traits in maintain a proper worklife balance and to understand the demographic factors and its impact in maintain worklife balance

5. RESEARCH METHODOLOGY

- **Research design:** A descriptive research design has been adopted for the study.
- **Sampling method:** Convenience sampling method
- **Sampling unit:** Employees of Multinational company who work in shifts located at Hyderabad
- **Data sources:** Primary data: This data was collected using a questionnaire consisting of 38 questions on five point Likert scale. 15 questions are intended to elicit information on work life balance and the rest on the respondents’ personality traits.
- **Data analysis:** The data collected through the questionnaire was analysed using statistical tools like Chi square to test the hypothesis of any difference in impact of each personality trait and demographic factors on worklife balance and correlation to test the existence of any relationship between personality trait and worklife balance
- **Independent variable:** Personality and the traits taken for study are Conscientiousness, Extraversion, Agreeableness, Emotional Stability and Openness to Experience.
- **Dependent variable:** Worklife balance

6. HYPOTHESIS

- Ho1: There is no significant impact of extraversion on worklife balance
- Ho2: There is no significant impact of conscientiousness on worklife balance
- Ho3: There is no significant impact of openness to experience on worklife balance
- Ho4: There is no significant impact of neuroticism on worklife balance
- Ho5: There is no significant impact of agreeableness on worklife balance
- Ho6: There is no significant impact of age on worklife balance
- Ho7: There is no significant impact of gender on worklife balance
- Ho8: There is no significant impact of experience on worklife balance
- Ho9: There is no significant impact of qualification on worklife balance
- Ho10: There is no significant impact of designation on worklife balance

7. LITERATURE REVIEW

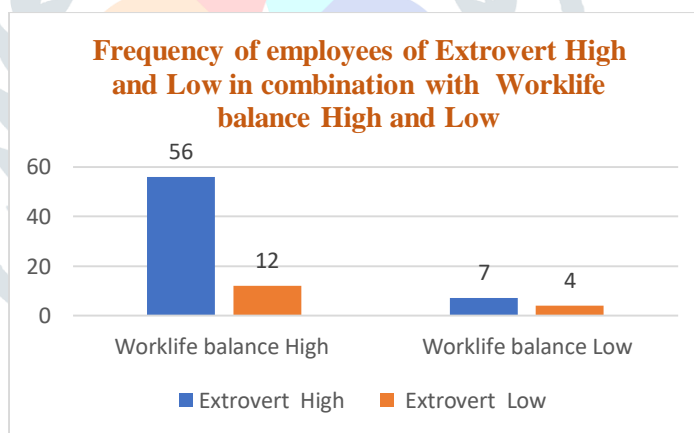
- a. **Neera Kundnani, Dr. Pallavi Mehta, (July 2014), Role of Personality traits in Balancing Worklife**, This study by authors was specifically focusing on bank employees how various personality traits like Extraversion, Agreeableness, Emotional Stability and Openness to Experience are leading to stress and helping in maintaining worklife balance. The study reveals that how certain traits were helpful in balancing worklife better than the other traits. The study reveals that extraversion trait scored higher and Openness to experience scored the least among the traits.
- b. **A.Victor Devadoss1, J. Befija Minnie2, (October 2013), A Study of Personality Influence in Building Work Life Balance Using Fuzzy Relation Mapping** In this study the authors attempted to study which of the Big Five personality dimensions have positive influence and which leads to imbalance in worklife balance with use of Fuzzy Relational Mapping
- c. **Alharbi Mohammad Awadh, Wan Khairuzzaman Wan Ismail, The Impact of Personality Traits and Employee Work-Related Attitudes on Employee Performance with the Moderating Effect of Organizational Culture: The Case of Saudi Arabia**. In this study the authors attempt to study that personality traits of Big Five personality model and work related attitudes like Job involvement and Organisational commitment influence effective Job performance with the moderating effect of organisational culture and concluded that except for Neuroticism all other personality traits have positive impact on employee work performance.

8. DATA ANALYSIS

The data collected through questionnaire was analyzed using Chi-square test and the following are the results

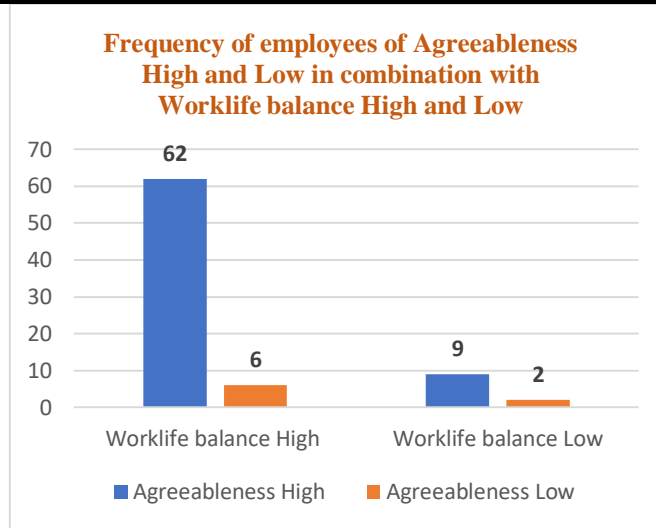
- 1. The Chi square value calculated is **2.05** is less than the table value of 3.84 at 1 dof at 0.05 level of significance. Hence Ho is accepted and it is concluded that Extrovert as a personality trait has no significant impact on worklife balance.

		O	E
Extrovert	HH	56	54.23
	HL	7	8.77
	LL	4	2.23
	LH	12	13.77
	Total	79	79



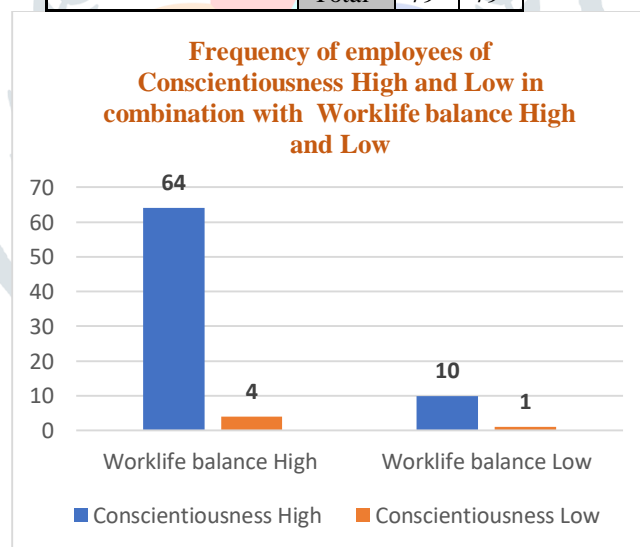
- 2. The Chi square value calculated is **0.91** is less than the table value of 3.84 at 1 dof at 0.05 level of significance. Hence Ho is accepted and it is concluded that Agreeableness as a personality trait has no significant impact on worklife balance.

		O	E
Agreeableness	HH	62	61
	HL	9	10
	LL	2	1
	LH	6	7
	Total	79	79



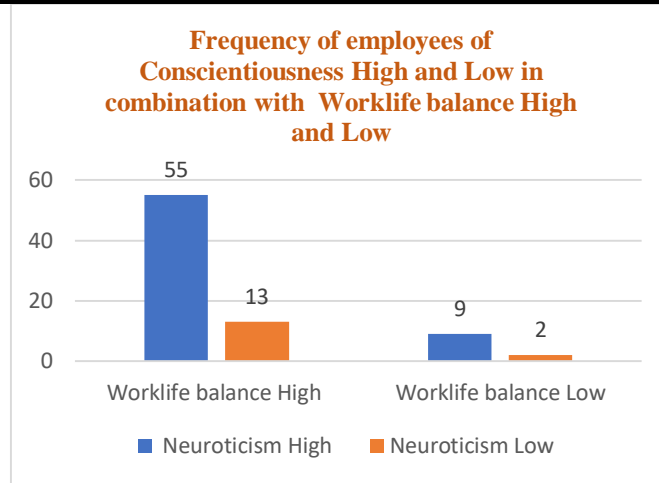
3. The Chi square value calculated is **0.16** is less than the table value of 3.84 at 1 dof at 0.05 level of significance. Hence Ho is accepted and it is concluded that Conscientiousness as a personality trait has no significant impact on worklife balance.

		O	E
Conscientiousness	HH	64	64
	HL	10	10
	LL	1	1
	LH	4	4
Total		79	79



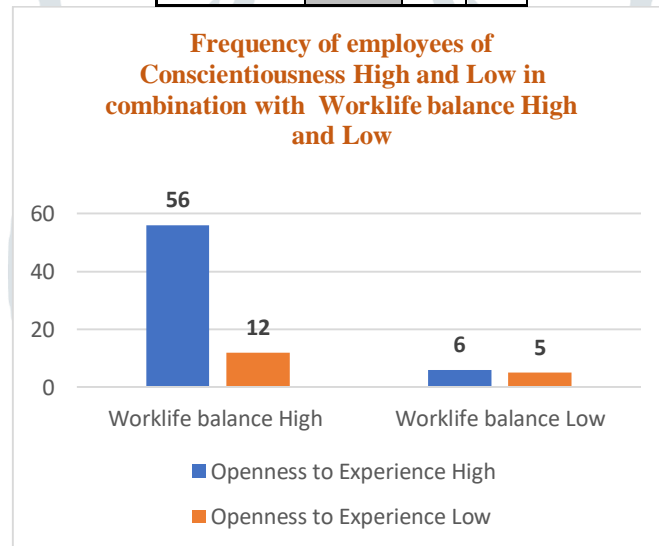
4. The Chi square value calculated is **0.01** is less than the table value of 3.84 at 1 dof at 0.05 level of significance. Hence Ho is accepted and it is concluded that Neuroticism as a personality trait has no significant impact on worklife balance.

		O	E
Neuroticism	HH	55	55
	HL	9	9
	LL	2	2
	LH	13	13
Total		79	79



5. The Chi square value calculated is **4.34** is higher than the table value of 3.84 at 1 dof at 0.05 level of significance. Hence H_0 is rejected and it is concluded that Openness to experience as a personality trait has an impact on worklife balance.

		O	E
Openness to Experience	HH	56	53
	HL	6	9
	LL	5	2
	LH	12	15
Total		79	79



6. The Chi square value calculated is **0.78** is less than the table value of 11.1 at 5 dof at 0.05 level of significance. Hence H_0 is accepted and it is concluded that Age has no significant impact on worklife balance.

		O	E
Age	20-25 H	7	7
	20-25 L	1	1
	25-35 L	7	6
	35-45 L	3	3
	45-55 L	0	0
	45-55 H	3	3
	35-45 H	22	22
	25-35 H	36	37
Total		79	79

7. The Chi square value calculated is **29.93** is more than the table value of 3.84 at 1 dof at 0.05 level of significance. Hence H_0 is accepted and it is concluded that Gender has an impact on worklife balance.

		O	E
Gender	MH	36	34
	ML	4	6
	FL	7	5
	FH	32	34
	Total	79	79

8. The Chi square value calculated is **0.03** is less than the table value of 3.84 at 1 dof at 0.05 level of significance. Hence H_0 is accepted and it is concluded that Qualification has no impact on worklife balance.

		O	E
Qualification	UG H	29	29
	UG L	5	5
	PG L	6	6
	PG H	39	39
	Total	79	79

9. The Chi square value calculated is **0.77** is less than the 5.99 table value at 2 dof at 0.05 level of significance. Hence H_0 is accepted and it is concluded that Designation has no impact on worklife balance.

		O	E
Designation	CSE H	49	48
	CSE L	7	8
	AM L	4	3
	MO L	0	0
	MO H	2	2
	AM H	17	18
	Total	79	79

10. The Chi square value calculated is **0.8** is less than the table value of 5.99 at 2 dof at 0.05 level of significance. Hence H_0 is accepted and it is concluded that Experience has no impact on worklife balance.

		O	E
Experience	LH	42	43
	LL	8	7
	ML	3	3
	HL	0	1
	HH	4	3
	MH	22	22
	Total	79	79

FINDINGS:

According to the data analysed used the statistical tools the following are the findings:

- There is no significant impact of extraversion on worklife balance
- There is no significant impact of conscientiousness on worklife balance
- **There is a significant impact of openness to experience on worklife balance**
- There is no significant impact of neuroticism on worklife balance
- There is no significant impact of agreeableness on worklife balance

- There is no significant impact of age on worklife balance
- **There is a significant impact of gender on worklife balance**
- There is no significant impact of experience on worklife balance
- There is no significant impact of qualification on worklife balance
- There is no significant impact of designation on worklife balance

CONCLUSION:

This study brings to light that they are certain traits that have a greater impact in managing the worklife balance. Hence managers should pay attention to these details and create awareness and counsel employees in handling the pressures and stress they face while balancing their worklife.

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