

PERSONALITY RESEARCH



While in India there is not much research on personality in the context of organisational behaviour, whatever little is available has been done with the use of personality inventories. Most of these studies have tried to find out specific personality traits of individuals in different professions and their effect and/or implication on factors related to job and work conditions. For the purpose of illustration the following four recent studies are presented.

In the first study, Nagaraj and Kamlanabhan (1998) examined the differences in the personality factors between engineers and software personnel. Forty-eight engineers and 43 software professionals completed the 16 personality factor questionnaire (16PF-A). Their results show that engineers have a personality predominantly characterised by outgoing, emotionally stable, conscientious, uninhibited, and experimenting traits. The software personnel were found to be emotionally stable, conscientious, outgoing, controlled, and inhibited. These two groups differed significantly on such personality traits as intelligence, ego-strength, super ego, and self-sentiment integration.

In the second study, Sayeed and Jain (2000) studied the differences between engineers and non-engineers coming from different educational institutions. Thirty-five engineering and 35 non-engineering individuals filled out the FIRO (B) questionnaire. The results showed that educational background and the type of educational institution made a difference in their interpersonal behaviour. Non-engineers from non-cosmopolitan university systems showed high inclination for inclusion expressed-inclusion wanted, control expressed-control wanted, and affection wanted behaviour. On the other hand, non-engineers with an urban university background showed relative openness, understanding, and feeling orientation compared to engineers with an urban background.

The third study examined the job anxiety, job satisfaction, and personality among army personnel (Srivastava, et al 1994). One hundred and sixty junior commissioned officers (JCO) and non-commissioned officers (NCO) filled out job anxiety, job satisfaction, 16PF scale, and Work Environment Preference Schedule. Army personnel, irrespective of position and regiment were found to be outgoing, warm hearted, emotionally stable, conscientious, trusting, showing natural behaviour, and self sufficiency. There were no significant differences amongst the six regiments in respect of such characteristics as venturesome, socially bold, self-assured, conservative, respecting established ideas, socially precise and relaxed. However, all the six regiments were found to differ significantly on job satisfaction and job anxiety.

In the fourth study, Chauhan and Chauhan (2001) collected data on 176 managers (senior, middle and junior levels) from government, private, and public organisations. They were administered a questionnaire consisting of items representing various personality types and role efficacy. There were sixteen combinations, of four diminutions of personality (i.e. extrovert-introvert, sensing-intuitive, thinking-feeling, and judging-perceiving). Majority of the managers (55.7%) were found to be extrovert-sensing-thinking-judging type (ESTJ). These managers showed a very high positive correlation with role efficacy. On the other hand introvert-intuitive-feeling-perceiving type (INFP) of personality showed a negative relationship with role efficacy. ESTJs have lot of flexibility in the type of jobs they choose. They put a lot of effort in doing things and are happiest in a leadership