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A STUDY OF PERSONALITY TRAITS OF WORKING AND NON-WORKING WOMEN

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Abstract

The main aim of this study is to compare the Personality Traits of working women and non-working women. To measure patterns of personality using the NEO-Five Factor Inventory, which consists of 60 items. A Sample consisting of total 200 women (working and non-working) were selected who live in urban areas of Hyderabad. The sample was divided into two groups that consist of 100 working women and 100 non-working women. After completion of calculations for Mean, from the results it is found that working women personality trait Neuroticism was very low level and non-working women personality trait Neuroticism was low level. Working women personality trait Extraversion was in high level and non-working women personality trait Extraversion was in average level. Working women personality trait Openness was in high level and non-working women personality trait Openness was in average level. Working women personality trait Agreeableness was in low level and non-working women personality trait Agreeableness was in high level. Working women personality trait Conscientiousness was in high level and non-working women personality trait Conscientiousness was very high level.

Keywords: Personality traits, Neuroticism, Extraversion, Openness, Agreeableness, Conscientiousness.

Introduction:

Personality is all of a person's attributes and qualities and the way they are combined to make that person different from every other person. In psychologist's terms, however, everyone has personality that is every person has a unique style of interacting with others and of reacting to his environment. Nevertheless it cannot be denied that some people have a more attractive personality and are more pleasant to be with than others. Personality is a specific social quality acquired by an individual and it is individual's social effectiveness. According to Cattell (1970), "Personality is that which permits a prediction of what a person will do in the given situations." According to Eysenck (1970), "Personality is a more or less stable and enduring organization of a person's character, temperament, intellect and physique, which determines his unique, adjustment to the environment." Thus the term Personality is the total integration of physical, emotional, intellectual and character make up of an individual who is expressed in terms of behavior, manner, attitude believes, aspiration, habits, sentiments, ambitions, temperaments and traits. Personality has been conceptualized from a theoretical perspective, and at various levels of abstraction or breadth (John, Hampson, & Goldberg, 1991, Mcadams, 1995). Each of these levels has made unique contributions to our understanding of individual differences in behavior and scales designed to measure them, escalated without an end in sight (Goldberg, 1971). Researchers, as well as practitioners in the field of personality scales from which to choose, with little guidance and no overall rationale at hand. What made matter worse was that scales with the same name often measure concepts that are not the same, and scales with different names often measure concepts that are quite similar.

Attempting to understand and classify what people who they are has been a longstanding challenge in the world of personality psychology. Numerous theories and model have been developed over the years to better understand aspect of human personality. Most trait theory models attempt to accurately describe aspects of personality. The focus of this lesson in on the Big Five personality traits. In psychology, the "Big Five" is a term used to describe the five broad traits of human personality. In current practice, it is sometimes used interchangeably with the five-factor model. Each of the traits, or factors, identified as the Big Five are independent of each other and account for the infinite number of unique aspects that comprise human personality. Understanding each of the Big Five factors will help you better grasp the concept of personality traits. The Big Five personality traits are: Openness, Conscientiousness, Extraversion, Agreeableness and Neuroticism traits creates the word ocean. An easy way to remember the Big Five is to remember the word "OCEAN". The first letter of each The Big Five traits has been subjected to rigorous testing over the past several decades. The research continues to support the notion that we all process each of the five personality characteristics to some degree. And even though we share only



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five common personality traits, the possible combinations, or personality types, are endless when you consider the varying degrees of each trait. For example, not all of us are equally agreeable or neurotic. Here, we first review the history of the Big Five, including the discovery of the five dimensions.

Extraversion (E) is the personality trait of seeking fulfillment from sources outside the self or in community. High scorers tend to be very social while low scorers prefer to work on their project alone. Agreeableness (A) reflects many individuals adjust their behavior to suit others. High scorers are typically polite and like people, Low scorers tend “tell it is”. Conscientiousness (C) is the personality trait of being honest and hardworking. High scorers tend to follow rules and prefer clean homes. Low scorers may be messy and cheat others. Neuroticism (N) is the personality trait of being emotional.

Objectives of the study:

To explore whether there is a difference between big five personality traits Neuroticism, Extraversion, Openness, Agreeableness, and Conscientiousness among working and non-working women.

Hypotheses of the study:

1. There is a difference between personality trait Neuroticism among working and non-working women.
2. There is a difference between personality trait Extraversion among working and non-working women.
3. There is a difference between personality trait Openness among working and non-working women
4. There is a difference between personality trait Agreeableness among working and non-working women
5. There is a difference between personality trait Conscientiousness among working and non-working women

Sample:

Data collection was done through direct personal survey method with questionnaire properly oriented for the purpose. A well-structured, perspective schedule was used for the purpose of data collection.

The population size is the 100 working women and 100 non-working women in the location of Hyderabad, Telangana State urban region working and non-working women. All the Participated Women are in the Age Group limit between 25-35 years are taken for this study.

Procedure:

All the participants of the study were individually informed about the purpose of the study and were asked to complete NEO FFI-3 inventory. The scores of both the groups i.e., working woman and non-working woman were randomly divided in two equal groups.

The main objective of the study was to identify the difference between working and non-working women big five personality traits.

It was hypothesized that there may exists a difference of big five personality traits between working and non-working women.

Informed consent form and NEO FFI-3 questionnaire were given to the participated women and the objectives of the study were explained.

Tool:

NEO-FFI-3-Adult Form:

It is a psychometric assessment tool and used for personality assessment. It is also known as the big five personality test. It assesses the five following personality dimensions which comprised of 6 characteristics each: -

1. **Neuroticism**–Anxiety, Hostility, Depression, Self- consciousness, Impulsiveness and Vulnerability to stress.
2. **Extraversion**–Warmth, Gregariousness, Assertiveness, Activity, Excitement seeking, Positive emotion.



3. **Openness to experience**–Fantasy, Aesthetics, Feelings, Actions, Idea, Values.
4. **Agreeableness**–Trust, Straight forwardness, Altruism, Compliance, Modesty, Tender mindedness.
5. **Conscientiousness** – Competency, Order, Dutifulness, Achievement striving, Self- discipline, Deliberation.

The short version of NEO Five Factor Inventory (FFI) consists of 60 items covering five factors of an individual’s personality. It has 12 items for each factor or model. Distribution with respect to item-wise in inventory is showed in the Table- 1 and Perceived responses are being displayed in the table.

Table-1: Distribution of Item-Wise in NEO-FFI Adult Scale.

Dimensions	List of Item Nos.
“Neuroticism”	“1*,6,11,16*,21,26,31*,36,41,46*,51,56
“Extraversion”	2,7,12*,17,22,27*,32,37,42*,47,52,57*
“Openness”	3*,8*, 13,18*,23*,28,33,38*,43,48*,53,58
“Agreeableness”	4,9*,14*,19,24*,29*,34,39*,44*,49,54*,59*
“Conscientiousness”	5,10,15*,20,25,30*,35,40,45*,50,55*,60”

The subject needs to respond on every statement through Five points Scale from Strongly Agree to Strongly Disagree.

Table-2: NEO-FFI Perceived Responses.

SD	Strongly Disagree
D	Disagree
N	Neutral
A	Agree
SA	Strongly Agree

Results of this tool:

The result profile in five levels, each personality trait has different score on those five levels.

1. Very low
2. Low
3. Average
4. high
5. Very high.

Reliability and Validity in NEO-FFI-3 Adult Scale:

The reliability coefficients of NEO-FFI are being 0.76, 0.90, 0.78, 0.86 and 0.90 for the dimensions of Openness, Neuroticism, Extraversion, Agreeableness and Conscientiousness respectively. In addition, the results of the convergent validity showed that the correlation of Neuroticism and Extraversion of the Eysenk were 0.68 and 0.47, respectively.



Methodology:

Table-3: Showing Big Five Personality traits Mean values of working and non-working women.

S. No.	Big Five Personality Traits	Gender	N	Mean
1	Neuroticism	Working women	100	2.55
		Non-working women	100	11.4
2	Extraversion	Working women	100	32.77
		Non-working women	100	24.87
3	Openness	Working women	100	36.78
		Non-working women	100	27.9
4	Agreeableness	Working women	100	28.83
		Non-working women	100	39.58
5	Conscientiousness	Working women	100	39.46
		Non-working women	100	43.16

Major Findings and Conclusions:

All of the Objectives of this present study have been carefully examined. The results reveal that main findings of the study are that though in big five personality traits Neuroticism, Extraversion, Openness, Agreeableness, and Conscientiousness. To understand that there is a difference between personality trait Neuroticism working women mean score was 2.55 it shows working women have very low level Neuroticism and non-working women mean score was 11.4 it shows non-working women have low level Neuroticism.

There is a difference between personality trait Extraversion working women mean score was 32.77 it shows working women have high level Extraversion personality trait and non-working women mean score was 24.87 it shows non-working women have average level Extraversion personality trait.

There is a difference between personality trait Openness working women mean score was 36.78 it shows working women have high level Openness personality trait and non-working women mean score was 27.9 it shows non-working women have average level Openness personality trait.

There is a difference between personality trait Agreeableness working women mean score was 28.83 it shows working women have low level Agreeableness personality trait and non-working women mean score was 39.58 it shows non-working women have high level Agreeableness personality trait.

There is a difference between personality trait Conscientiousness working women mean score was 39.46 it shows working women have high level Conscientiousness personality trait and non-working women mean score was 43.16 it shows non-working women have very high level Conscientiousness personality trait.



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Limitations of the study:

The sample size is too small to generalize the findings and also geographically restricted to Hyderabad city. Further studies to be explored with a larger and more diverse sample in various urban areas.

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