Personality Traits - A Conceptual Perspective

*N.Vanaja, **Dr.P.S.Rajeswari

*Research Scholar, Faculty of Management, SRMIST, KTR.

vanajamathi@gmail.com 9940538584

**Associate Professor, Faculty of Management, SRMIST, KTR.

psrajisrm@gmail.com 9944575575

ABSTRACT

The dynamic arrangement of psychophysical systems that mandate specific behaviours and attitudes, such as being hardworking and patient, is referred to as personality. The Big Five Theory proposes that there are five essential psychological qualities, according to many modern psychologists. The theory defines five broad personality traits: extraversion, agreeableness, openness, conscientiousness, and neuroticism. The purpose of the study is to swiftly identify the five concepts. The data collection instrument for this qualitative study is content analysis. According to Essentials of Organizational Behavior, it is important to understand the personality traits as it influences more with the act of behavioural and performance aspect. The study found that it is the responsibility of the employer and employee to understand the personality trait of employees. Based on the findings, the study offers suggestions to understand one's personality that can help an employee to succeed in work place.

Key words: Personality Traits, Big Five theory, Organizational Behaviour, Employee Motivation, Overall productivity

I. INTRODUCTION

Every person is born with a distinct and unique personality that varies from person to person in terms of behaviour and demeanour. Personality is a term that refers to a person's physical, emotional, and cognitive attributes, as well as one of the characteristics that distinguishes humans from other animals. The personality theory expert, believes that each person is different and cannot be compared to others. This theory, however, is not without flaws. Some people believe that genetic factors play a role in determining one's personality. Others argue that differences occur as a result of external influences (Robbins, 2000). The big five theory is based on five major personality traits: extraversion, agreeableness, openness, conscientiousness, and neuroticism, according to several academics.

Individual characteristics including ways of thought, behaviour reactions, emotional responses, and interaction can reflect a person's personality. It can also be distinguished by the distinct differences which can be seen between individuals. The sum of a person's traits is his or her lifestyle, which includes creative ideas, life problems, perspectives, and self-efficacy. The goal of this study is to talk about the importance of personality qualities at

work. The psychological features that define a person are referred to as personality (Ashton, 2013).

I.1.Personality

The word "personality" is derived from the Latin word "persona," which meaning "mask." Greek actors wear the mask on stage. Personality refers to a set of characteristics such as organisation, attitude, intelligence, and a stable body shape that define a person's unique adaptation to their surroundings. Personality also refers to an individual's overall psychological development.

I.2.Personality traits

A personality trait is defined as a quality or characteristic that distinguishes a person's, animal's, or geographical location's character, action, and attitude.

LITERATURE REVIEW

The Big Five qualities, according to **Judge & Bono (2000) and Soroglou & Munoz-Garcia (2008),** were broad constructions of personality that expressed in more particular features. Costa and **McCrae (1992)** went into great detail about each area or factor.

Positive Emotions is a component of Extraversion that **McCrae and Costa (1992)** identified the tendency to feel positive emotions including joy, happiness, love, and enthusiasm.

Khan (2017) defines personality traits as "persistent personal characteristics that appear in definite patterns across a variety of contexts." The study revealed how personality traits have a significant impact on people's success in a variety of areas. Emotional stability and conscientiousness have been identified as predictors of job performance.

In his research, **Ongore (2014)** discovered a link between personality attributes and job engagement. The researcher identified personality traits as a larger framework that includes five factors such as conscientiousness, agreeableness, openness to exposure, neuroticism, and extraversion, as well as these primary five factors have been used to further categorise personality traits.

The primary dispositional drivers of affective reactions at work are described as two qualities (positive and negative affectivity). The distinction between traits and states is discussed, with states capturing the person–situation interaction and states mediating the impact of traits on behaviour. Relationships between personality and organizationally relevant outcomes, as well as theorising and research on person–environment fit and a related perspective on person–situation interactions, are examined (prosocial conduct, effort and performance, and leadership). **George, J. M. (1992)**

Moon, H., Kamdar, D., Mayer, D. M., & Takeuchi, R. (2008) From a "other-centered" approach, the study investigates the personal and contextual antecedents of taking charge behaviour in the workplace. The authors' hypotheses were largely supported by regression

analyses involving data collected from two diverse samples containing both coworkers and supervisors, which revealed that the other-centered trait, duty, was positively related to taking charge, while the self-centered trait, achievement striving, was negatively related to taking charge. Theoretical as well as practical repercussions are discussed.

Sathasivam, K. V., Malek, M. D. H. A., & Abdullah, A. F. (2015). This study incorporates previous research and theory to predict the relationship between organisational stresses such as conflict, work overload, and poor working conditions, as well as the moderating influence of personality factors among managers.

SIGNIFICANT OF THE STUDY

The first step toward achieving one's goals is to recognise one's personality qualities. The basis of success is understanding how to focus on one's strengths while also strengthening one's flaws. When people use their personality to create decisions that are best suited to them, they are more likely to discover long-term happiness and contentment. Understanding other people's personalities, on the other hand, will help us create more solid friendships. Finding someone with a broad personality could be beneficial in a number of ways. Relationships between people who have diametrically opposed personalities might make it difficult for each person to see things from a different point of view. In the workplace, different personality traits are important because they contribute to create a diverse environment that stimulates innovative thinking and new perspectives. Simultaneously, it's vital to surround a person with others who share their core values, views, and goals. If someone who is normally optimistic survives in a group of pessimists, they will almost certainly grow more pessimistic. This kind of poisonous personality feature might cause problems at work. Using behavioral-based interview questions, personality tests, and other methods to hire people with their personalities in mind can help to create a more inclusive and positive workplace. Given the importance of personality traits, it is imperative to determine their impact on the workplace, which will serve as the foundation for the research.

II. OBJECTIVES OF THE STUDY

1. To know the significance of personality traits.
2. To investigate the Big Five personality trait idea.
3. To analyse the role of personality traits in the workplace.
4. To study how personality traits affect work performance and career success
5. To offer suggestions to understand one's personality that can help an employee to succeed in workplace

V.CONCEPTUAL FRAMEWORK OF THE STUDY

This research work is aimed to study the importance of personality trait and its influence in workplace. The Big Five theory of Personality trait is the base to this work. The following conceptual model explains the overall frame work of the study.

Figure 1 : Conceptual Model
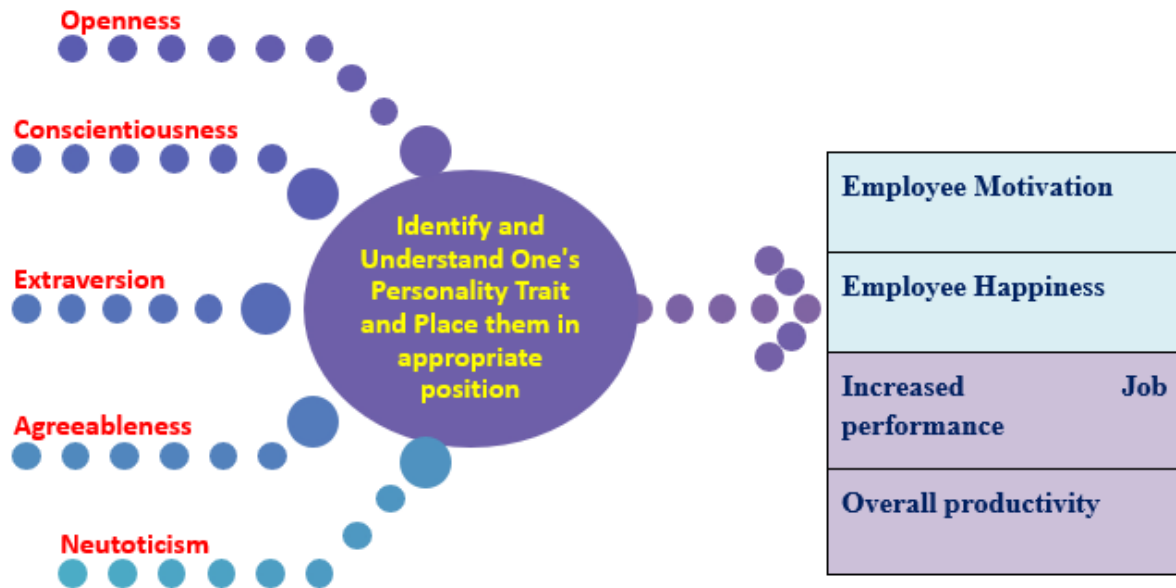
Source: Author developed the model

This model is developed to understand the concept of the study at a glance. The study is aimed to understand the concept of personality trait and its influence in workplace by referring other research papers and articles. The study explains how to identify and understand one's personality trait using the Big Five model of personality trait so as to place them in a suitable position. The study wants analysis the impact of personality trait in workplace. Further the study aims to study how this identification of personality trait is beneficial to both employee and the organization. It is found that understanding one's personality trait motivate employees and make them happier, increase work performance and overall productivity.

V. 1. The Big Five Theory Of Personality Trait

The Five Factor Model was developed by Costa and McCrae in 1992, and it emphasises the relationship between an individual's personality and a variety of behaviours. The most widely used approach for determining a person's personality is the Big Five. The Big Five is a psychologically based personality test that focuses on five key personality characteristics. The Big Five, abbreviated as 'OCEAN,' are openness, conscientiousness, extraversion, agreeableness, and neuroticism.

Figure 2: The Big Five model of Personality Traits
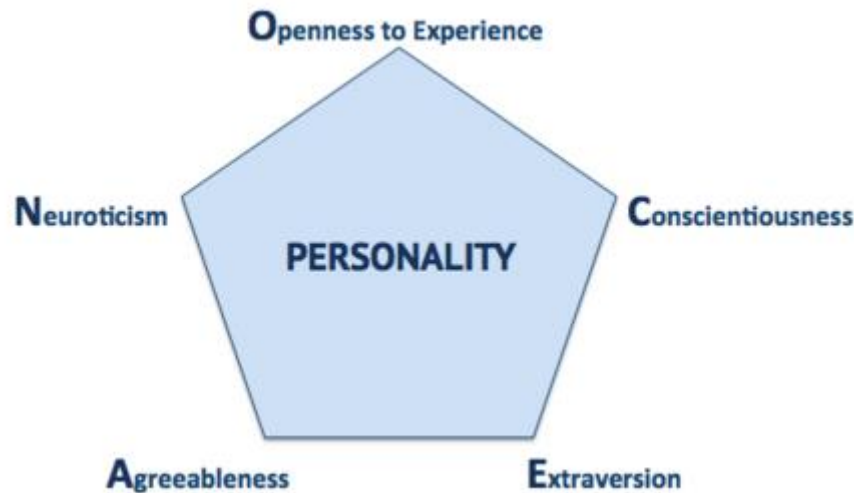
Source: Google image

Openness

People who are more receptive to new experiences are more likely to be creative thinkers who enjoy trying out new ideas. People that perform poorly in this area are less innovative and may have difficulty adapting to change.

Conscientiousness

Planning ahead, managing details, and meeting deadlines are all skills that conscientious people possess. They're also aware of how their actions and decisions affect those around them. Low conscientiousness causes people to postpone or fail to complete duties. They also have a habit of avoiding schedules and live in a state of disarray.

Extraversion

People with a high level of extraversion like meeting new people and engaging in social situations with them. They are lovely to be around and have a big social network. Introverts, or persons with low levels of extraversion, prefer to converse with themselves rather than with others. They also attempt not to engage in small talk or become the centre of attention.

Agreeableness

People with a high level of agreeability genuinely care about others. They're known for assisting individuals in need and empathising with those who are experiencing hardships. People with a low agreeableness score are more prone to be self-centered and dismissive of others, or to use deception to put their own interests ahead of those of others.

Neuroticism

A high amount of neuroticism makes a person moody, anxious, and worried. They have a proclivity towards anxiety and stress. People with a low neuroticism level are emotionally intelligent and do not allow stress to affect their mood.

V. 2. Importance of personality traits

Each person has distinct personality features that define them or display behaviour in a variety of scenarios (Miller, 2016). Internal variables that make one's behaviour consistent and distinct from others make up one's personality (Child, 1968 in Eysenck, 2013). As a result, personalities play a big influence in people's lives, especially in terms of schooling and work.

Personality is defined as a gradual alignment of an individual's psychophysical systems that distinguishes various responses and decisions, such as persistence and stability. Nobody has the same personality as another. Each of them has a distinct personality. Although the individuals may share some characteristics, not all of them may be similar. Personality trait factors influenced the individual's behaviour at work. It provided a broader understanding of how people tend to behave in specific situations.

V. 3. Role of Personality traits in organizational behavior

In light of these considerations, our personal values and personalities dictate our actions and behaviours, and because organisational behaviour is founded on our personal values, it is necessary to consider employee personalities in order to effectively use organisational behaviour. Personality plays a crucial part in organisational behaviour because how people think, feel, and behave affects many aspects of the workplace. Individual personalities influence group behaviour, attitudes, and decision-making. Interpersonal skills have a big impact on how people act and react at work. Personality influences motivation, leadership, performance, and conflict in the workplace. Managers who understand how personality influences organisational behaviour are more equipped to be effective and achieve their objectives.

Individuals who exhibit attributes such as openness, emotional stability, and agreeableness are more likely to experience less conflict, work effectively in groups, and have positive attitudes regarding their jobs. People with this personality type should be assigned to positions that require them to collaborate with or lead others. People who lack these characteristics will be less driven and pessimistic when placed in comparable situations.

Positive interpersonal skills are a personality trait that has a big impact on the workplace. Individuals that possess this trait enjoy collaborating with others and possess the empathy and sensitivity necessary to get along with others. People with this personality trait are usually placed in positions that need them to engage with customers, manage employees, or resolve disagreements.

Personality has a big influence on decision-making and self-reliance. Personality attributes such as self-efficacy, conscientiousness, and proactivity support good decision-making under

pressure and independence, whereas neuroticism and a lack of openness do not. Managers can put people with these characteristics in positions where they can accomplish their best work. Individuals with specific characteristics are more motivated when they are placed in professions that are a good fit for them. Because they are happier on a regular basis, it has an impact on their overall job performance. This has an impact on the workplace's overall productivity because better attitudes and happier employees result in more work being completed.

V. 4. Personality traits affect work performance and career success

Well-validated personality evaluations, according to psychologist Dr. Robert Hogan, creator and president of Hogan Assessments, can predict an individual's work success. Landis' study backs up this hypothesis. Employees' social networks at work are shaped by their personalities, which has a direct impact on their performance ratings. Job performance can also be forecasted using these positions. "It's also critical to establish yourself as a go-to person for help – that's the position you want to achieve for optimum success," says the author. Conscientiousness and neuroticism are the most important "big five" personality traits to focus on as employees try to utilise what they know about their personalities to progress in their employment. People who are exceptionally conscientious and emotionally stable have a better chance of succeeding at work.

V. 5. Personality Traits to Motivate Employees

Human character has a significant impact on organisational members' work ethics. Those with favourable attitudes about work are expected to work with a happy attitude, and their positive mood is mirrored in their job, with more projects and involvement in more efficient production methods. The company might begin developing a personality test to improve the company's work culture. The test aids the firm in accurately comprehending its staff.

- Everyone has their own set of personality traits.
- Personality traits have a significant role in determining a person's personality.
- It is the obligation of an organisation to determine an individual's personality attribute.It is equally important for an individual to identify the same so as to tune themselves for the situations.
- Personality traits that help an organisation form groups and teams might be beneficial to that organisation.
- The ability to forecast an employee's behaviour is based not just on personality qualities, but also on the circumstances.
- The way employees handle challenges in specific scenarios reveals a personality feature.

VI. SUGGESTIONS

The study recommend based on the findings to improve the work performance of an employee considering the concept personality trait. (i) understanding one's personality can assist an employee succeed at work. (ii) Taking a personality test can help employees better understand their own preferences as well as the personalities of their coworkers and

superiors. (iii) Employees should obtain an understanding of their personalities and seek to improve areas where their personalities and job obligations do not correspond. (iv) Employees might begin by identifying areas for improvement in order to improve their work performance. (v) People can, of course, learn to adapt and behave in ways that are more focused on what is appropriate in a given situation rather than their natural tendencies.

VII. CONCLUSION

Understanding one's personality can help an employee improve their work behaviour, play to their strengths, communicate more effectively with coworkers, and ultimately achieve professional success. Personality is significant for several reasons. One factor is fit, or how well a person's personality fits the work, the team, and the larger firm. "Poor fit is a significant source of conflict and turnover," says Landis. "A person's personality will influence whether or not they are hired, promoted, or fired, as well as whether or not they will assist others, be seen as a leader, and so on."

Understanding different personality traits can help employees flourish and managers interact more effectively with their personnel. Some personality qualities, according to Landis, might be problematic if they lead to issues like poor attendance, tardiness, or inattention to detail. Managers must remember, however, that all personality traits have advantages and disadvantages.

In terms of interests, attitudes, and reactions to the environment, each person is unique. This is demonstrated by the way people have various personality qualities. In self-development programmes and interventions, trait personality can be used to predict or change job, interest, inclination, and approach in a way that is acceptable for an individual. As a result, trait personality plays an essential role in determining the best strategies and interventions for encouraging individual self-development. As a result, personality research should be explored in all parts of life.

X. REFERENCES

1. Ashton, M. C. (2013). Individual differences and personality. Academic Press.

2. Larsen, R., & Buss, D. M. (2002). Personality: Domains of knowledge about human nature.

3. Ma`rof Redzuan dan Haslinda Abdullah (2004). Psikologi. Ed. 2., Universiti Putra Malaysia: McGraw Hill (Malaysia) Sdn. Bhd.

4. Yunus, M. R. B. M., Wahab, N. B. A., Ismail, M. S., & Othman, M. S. (2018). The Importance Role of Personality Trait. International Journal of Academic Research in Business and Social Sciences, 8(7), 1028–1036.

5. Fiske, D. W. (1949). Consistency of the factorial structures of personality ratings from different sources. The Journal of Abnormal and Social Psychology, 44(3), 329.

6. Robbins, M., & Francis, L. J. (2000). Religion, personality, and well-being: The relationship between church attendance and purpose in life. Journal of Research on Christian Education, 9(2), 223-238.

7. Norman, W. T. (1967). 2800 Personality trait descriptors--normative operating characteristics for a university population.

8. McCrae, R. R., & Costa Jr, P. T. (1983). Joint factors in self-reports and ratings: Neuroticism, extraversion and openness to experience. Personality and individual differences, 4(3), 245-255.

9. Aknin, L. B., Barrington-Leigh, C. P., Dunn, E. W., Helliwell, J. F., Burns, J., Biswas-Diener, R., ... & Norton, M. I. (2013). Prosocial spending and well-being: cross-cultural evidence for a psychological universal. Journal of personality and social psychology, 104(4), 635.

10. Costa Jr., P.T., & McCrae, R.R. (1992). Revised NEO Personality Inventory (NEO-PI-R) and NEO Five-Factor Inventory (NEO-FFI) Professional Manual. Odessa, FL: PAR.

11. Judge, T.A. & Bono, J.E. (2000). Five-factor model of personality and transformational leadership. Journal of Applied Psychology, 85 (5), 751-765.

12. Soroglou, V., & Munoz-Garcia, A. (2008). Individual differences in religion and spirituality: An issue of personality traits and/or values. Journal for the Scientific Study of Religion, 47(1), 83-101

13. Khan, Dur (2017), "Literature Review on Relationship between Personality Traits and Performance", Conference Paper in International Research Conference, Mumbai, 2017, pp. 1-10.

14. Ongore, Ozgur (2014), "A Study of Relationship between Personality Traits and Job Engagement", Social and Behavioural Sciences, vol. 141, 2014, pp. 1315- 1319.

15. George, J. M. (1992). The role of personality in organizational life: Issues and evidence. Journal of Management, 18(2), 185-213.

16. Moon, H., Kamdar, D., Mayer, D. M., & Takeuchi, R. (2008). Me or we? The role of personality and justice as other-centered antecedents to innovative citizenship behaviors within organizations. Journal of applied psychology, 93(1), 84.

17. Sathasivam, K. V., Malek, M. D. H. A., & Abdullah, A. F. (2015). Organizational Stressors and Job Stress Among Malaysian Managers: The Moderating Role of Personality Traits. Int. J. Soc. Work.