

PERSONALITY CHARACTERISTICS ARE GOVERNED BY STRESS: AN ANALYSIS

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ABSTRACT

The capabilities, resources, or needs of the worker do not match with their requirements when there is Job stress. The magnitude of stress greatly depends on numerous characteristics of personality, such as locus of control, self-efficacy, self-esteem, optimism, type A and type B personality, age, gender, intelligence etc. It is essential to identify the consequences of individual differences on stress related response to understand the relation between stress and personality. The current study is an attempt to recognize the impact of personality characteristics on the level of stress of employees at Precision Moulds and Dies. For hypothesis testing, Correlation and regression analysis were used. The results identified that the level of stress of employees is impacted by personality characteristics.

Keywords: Job Stress, Personality Characteristics, Stress, Type A Personality, Type B Personality

INTRODUCTION

Stress is a state of psychological and physiological imbalance arising from the disparity between the individual's ability and situational demand and motivation to meet those needs. Work-related stress is increasing concern so workplace health and safety researchers around the world are identifying causes of the problem and seeking solutions to the nature. Stress has a major influence on an individual's behavior either negatively or positively. Job stress exists when stressors such as work demands, constraints, events or conditions cause strains (aversive psychological, physiological or behavior reactions) and can lead to poor health and even injury. According to one school of thought, differences in individual characteristics such as personality and coping style are essential to predict whether certain job conditions will result in stress or not. Organizational stress framework includes sources of work stress such as insufficient control, role ambiguity, work overload job factors, and role conflict.

Personality is the sum total of physical, emotional, social, mental and spiritual make up of an individual. Personality portrays those characteristics of a person that generally account for consistent pattern of responses to the situation. It is the summation of one's behavior towards oneself and others as well. It is believed by organizational psychologists that when person-job fit is high; when the individuals who hold various jobs have characteristics that suit them for the work they do, people will be happiest and do their best work.

REVIEW OF LITERATURE

Mirhaghi and Sarabian (2016) identified the link between perceived stress and personality traits in emergency medical personnel. The aim was to identify paramedics who are capable

to maintain their work performances at high level despite facing stressful situations. Emergency Medical Personnel performs their duties to take care of ill patients in stressful situations. The study revealed that it is unclear what kind of personality traits have negative relationships with perceived stress. This research identified that Neuroticism was significantly and positively correlated with perceived stress. However, extraversion, agreeableness, and conscientiousness were negatively correlated with the perceived stress scale. Moreover, neuroticism, openness to experience, agreeableness and conscientiousness included 59.5% of variances in perceived stress. Hence emergency medical personnel, who were more emotionally stable, more responsible and more willing to help people have lower perceived stress and they perform their duties more efficiently.

Shields, Toussaint, Slavich (2016) investigated stress-related changes in personality. The results revealed significant association between changes in perceived stress and changes in pessimism over time.

Beheshti (2015) investigated the influence of personality traits and demographic factors on occupational stress. The objective was to examine the relationship of personality traits and demographic factors with occupational stress. The result revealed that there was no significant difference between the mean score of occupational stress of men and women undergraduate and master's graduates, and different age groups. The regression model showed that the predictor variable of agreeableness and gender had a significant association with response variable of occupational stress. Result showed that the two predictive variables of agreeableness and gender had a negative effect on occupational stress. The study concluded that there was an association between the agreeableness personality trait and occupational stress.

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Desa.et.al (2014) identified the influence and relationship of personality on job stress among academic administrators at a university. The study was conducted with an intention to study the relationship and influence of personality on job stress among academic administrators. The study revealed that there was a significant relationship between personalities with work –related stress. The results concluded that several personality factors, such as social presence, empathy, independence, good impression, intellectual there was a high positive correlation between stress and personality traits of female teachers. Further the results revealed that efficiency, psychological intuition, work orientation, and femininity render individuals more vulnerable to stress. There was a significant difference between females and males in what concerns stress adaptation.

Ahmad (2014) found the relationship between personality traits and job stress of the middle-school teachers in Bandipora district of Jammu and Kashmir State. The result revealed a significant positive relationship between the job stress and personality traits. The research concluded that due to the effect of influence of personality traits on job stress of the teachers the individual personality traits should be taken into consideration.

Dumitru and Cozman (2012) identified the relationship between stress and personality factors. The objective was to investigate the level of stress in a group of nurses and inspect its relationship with personality factors. The results revealed a positive correlation between job stress and psychoticism and neuroticism, and a negative correlation was found between job stress and extraversion and lie. Only two of the personality dimensions neuroticism and lie scale showed as good predictors of job stress.

Katyal, Jain and Dhanda (2011) conducted a comparative analysis of Job Stress and Type of Personality of Employees Working in Nationalized and Non-nationalized Banks. The findings identified highly significant difference in employee's job stress who are working in nationalized and non-nationalized banks, with employees of non-nationalized banks having higher job stress as compared to their counterparts working in nationalized banks. Significant difference existed between the mean scores of nationalized and non-nationalized bank employees with regard to neuroticism. The employees working in non-nationalized banks were found to be more neurotic than those working in nationalized banks.

OBJECTIVES OF THE STUDY

- (a) To analyse the relationship between stress and personality characteristics of employees.
- (b) To investigate whether personality characteristics have an impact on level of stress of employees.

SCOPE OF THE STUDY

The study is limited to Precision Moulds and Dies and does not necessary reflect the findings of industry as a whole. The population of the study comprised of employees from various departments of the organization under study which include HR, Marketing, Finance, Production & Operation and they were selected based on convenience sampling. Purpose of the study is to analyze the relationship between stress and personality characteristics at Precision Moulds and Dies, Ghaziabad, UP.

RESEARCH METHODOLOGY

The present study is descriptive in nature. Data was collected from both primary and secondary sources. Primary data was collected through the questionnaire developed by Esha Mahajan (2003) for Type A and Type B personality and for stress Renu Rastogi (2003). In the questionnaire 12 questions are related to stress and 17 questions are related to personality A and 16 questions are related to personality B. Convenience sampling was used for the same. The sample size for the study is 100. Secondary data was collected from the company website and other internet sources.

HYPOTHESES

H₁: There is significant relationship between stress and personality characteristics of employees at Precision Moulds and Dies.

H₂: There is significant impact of the personality characteristics on stress level of employees at Precision Moulds and Dies.

DATA ANALYSIS

For assessing the reliability of questionnaire, Cronbach's Alpha was calculated to examine the stability of each factor separately as shown in Table 1. Reliability coefficient for each factor is considered acceptable if their value is near 0.70. Values of Cronbach's Alpha in Table 1 showed that the questionnaires are reliable.

Table1: Reliability Test- Output

Items	Cronbach's Alpha based on Standardized items	No of Items
Personality Characteristics	0.621	33
Stress	0.522	12

Table 2: Correlation Analysis

		Stress	Personality
Stress	Pearson Correlation	1	0.503**
	Sig.(2 tailed) p value		0.000
Personality	Pearson Correlation	0.503**	1
	Sig.(2 tailed)p value	0.000	
	N	100	100

** Correlation is significant at 0.01 level

Table 3: Regression Analysis

R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics			
				F Change	Df1	Df2	Sig. F Change
0.503	0.253	0.246	0.37344	33.254	1	98	0.000

Table 4: Unstandardized and Standardized Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig. (p value)
	B	Std. Error	Beta		
Constant	0.943	0.402		2.343	0.021
Personality	0.712	0.123	0.503	5.767	0.000

RELATIONSHIP PERSONALITY CHARACTERISTICS AND STRESS

For establishing the relationship Personality Characteristics and Stress correlation analysis was used. Table 2 depicts that Pearson Correlation r value is 0.503 which shows moderate positive correlation between the variables. Since p value (0.000) is less than the level of significance (0.001), Hence H_1 is accepted. Thus we conclude that there is significant relationship between stress and personality characteristics of employees at Precision Moulds and Dies.

Impact of Personality Characteristics on Stress

Table 3 depicts that the value of R square is 0.253. This tells us how much the independent variable i.e. personality characteristics explains the dependent variable i.e. Stress. It means the independent variable personality characteristics explain 25.3% variability in the dependent variable stress while the remaining 74.7% depends on the other factors.

Table 4 shows that the p value (0.000) is less than the level of significance 0.001. Hence Alternative Hypothesis H_2 is accepted and hence we conclude that there is significant impact of the personality characteristics on stress level of employees at Precision Moulds and Dies.

The regression equation thus developed from Table 4 is

$$\text{Stress} = 0.943 + 0.712 (\text{Personality Characteristics}).$$

IMPLICATIONS

The study revealed a moderate positive relationship between stress and personality characteristics at Precision Moulds and Dies. Further, the results showed a significant impact of personality characteristics on stress level of employees at Precision Moulds and Dies.

CONCLUSION

The study reveals that personality characteristics significantly impact the stress level of employees. Hence organization could take in consideration the different personality types and their

respective stressors. Educational programs must be developed aiming at the capacities for critical thinking, analyzing and problem-solving, building self-confidence, confronting various negative pressures, developing communication and social adjustment skills, and gaining control over stressors.

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