Original Research Paper

Volume-9 | Issue-7 | July - 2019 | PRINT ISSN No. 2249 - 555X

Management

INFLUENCE OF AGE ON PERSONALITY AMONG WOMEN SOFTWARE PROFESSIONALS IN CHENNAI

Dr. B.Vimala — Associate professors , Department of Business Administration , Annamalai University

Dr. S. Mohankumar* — Associate professors , Department of Business Administration , Annamalai University
*Corresponding Author

KEYWORDS :

INTRODUCTION

Personality refers to an individual's characteristic patterns of thought, emotion, and behavior, together with the psychological mechanisms—hidden or not—behind those patterns"

Personality

The Bipolar Factors measured to study the personality are Negative Emotionality (resilient, responsive, reactive); Extraversion (introvert, ambivert, extravert); Openness (preserver, moderate, explorer); Agreeableness (challenger, negotiator, adaptive); and Conscientiousness (flexible, balanced, focused)

- **Negative Emotionality**

Negative emotionality refers to the tendency of being resilient, responsive, reaction. It is otherwise known as neuroticism. It refers to a tendency to experience unpleasant emotions, easily such as anger, anxiety, depression, or vulnerability. It is the anti thesis of positive thinking. It refers to a propensity to react to stressful situations with unpleasant emotions.

- **Extraversion**

People with more extraversion personality are generally energetic, positive emotions, and have the tendency to seek stimulation and the company of others. They easily expresses emotions, not drained by social interaction, smiles a lot, believes most people like or will like them, bold, likes to lead, would rather be a participant than an observer, gregarious, loves night life activities and crowds, likes to participate in group discussions, often assumes the role of "*Entertainer*" or "*Performer*", easy to get to know, spends more time with others than alone, competes for the spotlight, fits in most places, likes to be popular, frequently touches people, spontaneous, likes to amuse, optimistic, social chameleon, charmer, tends to be confident.

- **Openness**

Openness refers the people who tend to be the preserver, moderate, explorer. They have the appreciation for art, emotion, adventure, unusual ideas, imagination, curiosity, and variety of experience. They are intellectually curious, open to emotion, interested in art, and willing to try new things. A particular individual, however, may have a high overall Openness score and be interested in learning and exploring new cultures. Yet he or she might have no great interest in art or poetry. Situational influences also exist, as even extraverts may occasionally need time away from people.

- **Agreeableness**

Agreeableness refers to the challenger, negotiator, and adapter. It is tendency to be compassionate, and cooperative, rather than suspicious, and antagonistic, towards others. It is a tendency to be pleasant, and accommodating in social situations. People who score high on this dimension are empathetic, considerate, friendly, generous, and helpful. They also have an optimistic view of human nature. They tend to believe that most people are honest, decent, and trustworthy.

- **Conscientiousness**

Conscientiousness refers to tendency of being flexible, balanced, and focused. They have the tendency to show self-discipline, act dutifully, and aim for the achievement, planned rather than spontaneous behavior. It is the trait of being painstaking and careful, or the quality of acting to the dictates of one's conscience. It includes elements such as self-discipline, carefulness, thoroughness, organization, deliberation, and need for achievement. It is an aspect of what was traditionally called character. Conscientious individuals are generally hard working and reliable.

This study focuses on Big Five Factors and helps to explain more suitable personality for this industry.

1.REVIEW OF LITERATURE

Morel et al. (2001) investigated that type A behavior encompassed a cluster of cognitive, affective, physiological and behavioral pattern that were elicited in character logically predisposed individual with high achievement goals, competitiveness, time urgency and productivity. Type A individuals demonstrate excesses in drive, upward styling, time urgency impatience, stress, explosive speech pattern, easy going and cooperative. Research showed that more objective rewards were accorded to Type A than to Type B individuals e.g. higher occupational status, prestige, and income and more rapid career development. Type A behavior also was positively correlated with self-esteem, enhanced job involvement, higher skill utilization along with greater feelings of work efficacy and work satisfaction.

Singh et al. (2005) conducted a study to ascertain the role of hardy personality in reducing the effects of stress, which ultimately might lead to good mental health that enabled the individuals to cope effectively with the circumstances of life. Three groups of hard personality (low, moderate, high) from banding employees were screened by administering Hindi version of hardiness scale. They were also administered stress and mental health scales to ascertain the effects of hardiness on these variables. Results suggested that hardiness exerted differential effects on experiencing stress and maintaining mental health. Results clearly showed that high hardy people feel less stress and unfavorable conditions in life. Hardiness improved the adaptation and coping ability.

There is evidence for differential stability in personality trait differences, even over decades. The authors used data from a sample of the Scottish Mental Survey, 1947 to study personality stability from childhood to older age. The 6-Day Sample (N = 1,208) were rated on six personality characteristics by their teachers at around age 14. In 2012, the authors traced as many of these participants as possible and invited them to take part in a follow-up study. Those who agreed (N = 174) completed a questionnaire booklet at age 77 years, which included rating themselves and asking someone who knew them well to rate them on the same 6 characteristics on which they were rated in adolescence. Each set of 6 ratings was reduced to the same single underlying factor, denoted dependability, a trait comparable to conscientiousness. Participants' and others' older-age personality characteristic ratings were moderately correlated with each other, and with other measures of personality and wellbeing, but correlations suggested no significant stability of any of the 6 characteristics or their underlying factor, dependability, over the 63-year interval. However, a more complex model, controlling rater effects, indicated significant 63-year stability of 1 personality characteristic, Stability of Moods, and near-significant stability of another, Conscientiousness. Results suggest that lifelong differential stability of personality is generally quite low, but that some aspects of personality in older age may relate to personality in childhood.

RESEARCH METHODOLOGY

RESEARCH DESIGN

The study is to explore personality of the women and the influence of age on the personality among the women in the software profession. Hence the study is descriptive research design by nature. A survey was conducted among the women software professionals with the help of a questionnaire.

SAMPLING FRAMEWORK

Area

The study was conducted in Chennai, Tamil Nadu. Chennai has the maximum number of software concerns. The software industries in Chennai have extended their business in all areas, namely, software testing, development, programming, import and export, and maintenance of projects. Chennai is the software gateway for India. So the researcher finds Chennai as the most suitable place to conduct this research.

Sampling Technique

In this study, the researcher adopted the convenient sampling technique for selecting the sample. Convenient sampling procedure was used to obtain those units or people most conveniently available. Researchers generally use convenient samples to obtain a large number of completed questionnaires quickly. There will not be bias in the responses in using the convenient sampling since the respondents voluntarily participate in the survey. As the respondents show interest to fill up the questionnaires, the error rate will also be minimal. Especially many internet surveys are conducted with volunteer respondents, who either intentionally or by happenstance visit the website. In this scenario the respondents who are met personally and through net are not forced to fill up the questionnaire. The purpose was explained to them and their involvement in the study is left to their choice. So convenient sampling was the best sampling method available in this situation.

Sample Size Determination

To determine the sample size the following formula was applied.

$$N = \frac{\left(Z_1 - \frac{\alpha}{2}\right)^2 (1-p)}{\varepsilon^4 \times p}$$

Where P is the high stress level

$\left(Z_1 - \frac{\alpha}{2}\right)^2$ = table value

ε^2 = precision level

As per pilot study the high stress level was found to be 26 percent. With type 1 error, α @ 5 percent level; the table value refers to 1.96. To get a sample of 15 percent precision, i.e., the stress level between 22 – 30 percent, the above formula has been applied. The result obtained was 485. Expecting a non-response rate of 20 percent, around 600 questionnaires were distributed. Also the questionnaire was hosted in the web (www.vimoha.com). Finally 150 responses were received from web and another 340 were received in the hard form. Only 540 responses were received in time. Among the 540 responses, the elimination of cases with missing data resulted in 502 completed questionnaires. Out of 502 responses, the first 500 were taken for the research.

DATA COLLECTION

Primary Data

The primary data were collected by two methods

1. Survey through Web Hosting
2. Survey through Hard Copy Circulation

An exclusive website, (www.vimoha.com) was designed and the questionnaire was hosted. The URL link was sent to software employees in Chennai. The respondents can log into the website and fill up the questionnaire. The filled in questionnaire were saved in the e-mail. The filled in questionnaire were then downloaded for the analysis.

An effort was also taken to circulate the questionnaire personally to the employees for collecting data. The respondents were explained about the purpose of the research, and assured that their data will kept confidential and used only for the academic purpose.

Secondary data

Secondary data have been collected relating to global scenario of stress, stress among women, stress relating to software profession, stress based on work-family issues, coping strategy and organizational factors.

The secondary data have been collected from the libraries of Indian Institute of Management Bangalore, Indian Institute of Technology, Management Institutes and University Libraries and Electronic Sources.

INSTRUMENTS USED

1. The Big Five Locators developed by **Pierce J. Howard, Phyllis L. Medina, and Jane Mitchell Howard**

OBJECTIVES OF THE STUDY

- To study the level of personality dimensions among the women in software industry in Chennai
- To understand the influence of age on personality dimensions among the women in software industry in Chennai

RESULTS AND DISCUSSION

PERSONALITY

Employee's personality is pretty well formed by the time they join in organizations. Recent research has identified five dimensions of the personality, commonly referred to as the Big Five Factors – that are of importance in work settings across the cultures. They are extraversion, agreeableness, conscientiousness, emotional stability, and openness.

The level of the personality factors such as negative emotionality, extraversion, openness, agreeableness and conscientiousness among the respondents are studied in detail with reference to demographic factors and stress dimensions. The results are discussed below.

Table - 1
Personality Factors of Respondents

Personality factors	Low	Medium	High
Negative Emotionality	68 (13.6%)	300 (60%)	132 (26.4%)
Extraversion	111 (22.5%)	318 (63.6%)	71 (14.2%)
Openness	58 (11.6%)	377 (75.4%)	65 (13.0%)
Agreeableness	129 (25.8%)	346 (69.2%)	25 (5.0%)
Conscientiousness	82 (16.4%)	328 (65.6%)	90 (18.0%)

Source: Primary Data Parentheses Indicate Row Percentage

Table 1 shows the frequency distribution of personality factors among the respondents.

It has been found that 26.4 percent of the employees have high negative emotionality and 60 percent of the employees have medium level of negative emotionality.

Extraversion is low among 22.5 percent of the employees, and 63.6 percent of the employees are with moderate level of extraversion.

Openness is at moderate level with 75.4 percent of the employees and 13 percent of the employees have high level of openness.

Agreeableness is also at the moderate level with 69.2 percent of the employees and it is also noted that 22.8 percent of the employees have only low level of agreeableness.

Conscientiousness is in medium level among 65.6 percent of the respondents and high among 18 percent of the employees.

The results revealed that all the personality factors are distributed at moderate level among majority of the respondents. Extraversion and agreeableness are low among majority of the respondents. Negative emotionality and conscientiousness are high among majority of the employees.

Table 2 describes the personality factors among employees based on age.

It is indicated, that negative emotionality is high among the employees in the age group of above 45 years with a mean value of 51.12 and low among the employees in the age group of 25-35 years with a mean value of 49.19.

Ho-2.1: There is no significant variation in the negative emotionality among the employees based on age.

In order to verify the hypothesis, ANOVA test is applied. The calculated F-value is 0.269 and the P-value is 0.849. Since the P-value is greater than 0.05 the hypothesis is accepted. The result indicates that the negative emotionality is at the same level among all the employees. Extraversion is high among the employees in the age group of less than 25 years with a mean value of 47.39 and low among the employees in the age group of above 45 years with a mean value of 42.87.

Ho-2.2: There is no significant variation in the extraversion among the employees based on age.

ANOVA test is carried out to examine the stated hypothesis. The F-value is 1.742 and the P-value is 0.157. Since the P-value is non-significant, the hypothesis is accepted. The extraversion is at the same level among all the age groups.

The openness is high among the employees in the age group of 25 to 35 years with a mean value of 48.57 and low among the employees in the age group of above 45 years with a mean value of 47.50.

Ho-2.3: There is no significant variation in the openness among the employees based on age.

The hypothesis is examined by applying ANOVA test. The F-value is found to be 0.112 and the P-value is 0.953. The result shows that there is no significant variation in the openness among the employees based on age since the P-value is non-significant. Hence the hypothesis is accepted.

Agreeableness is high among the employees in the age group of below 25 years with a mean value of 45.33 and low among the employees in the age group of above 45 years with a mean value of 36.75. The least deviation among the employees in the age of less than 25 indicates that there is consistency in the agreeableness among the employees within the group.

Ho-2.4: There is no significant variation in the agreeableness among the employees based on age.

To test the difference in the agreeableness among the employees ANOVA test is carried out. It is noted that the F-value is 3.579 and the P-value is 0.014. Hence the hypothesis gets rejected at 5 percent level. The result indicates that there is significant difference in the agreeableness among employees.

Table – 2 Personality Based on Age

Personality Factors	Age in years								ANOVA result		
	1		2		3		4				
	<25		25-35		36-45		>45		F-value	P-value	Scheffe value
	Mean	S.D	Mean	S.D	Mean	S.D	Mean	S.D			
Negative Emotionality	49.66	10.74	49.19	11.65	51.00	9.46	51.12	14.49	0.269	0.849 (NS)	_
Extraversion	47.39	7.911	46.25	9.89	47.12	6.441	42.87	10.83	1.742	0.157 (NS)	_
Openness	48.54	8.38	48.57	9.51	47.75	5.92	47.50	12.05	0.112	0.953 (NS)	_
Agreeableness	45.33	9.17	44.91	12.37	42.75	7.96	36.75	10.03	3.579	0.014**	1vs4,2
Conscientiousness	48.40	8.14	48.49	10.16	42.62	6.56	41.00	9.79	5.525	0.001*	1vs2vs4

Source: Primary Data
*- 1 Percent Level
**- 5 Percent Level
NS- Not Significant

The Scheffe test shows that there is significant variation in the agreeableness between the employees in the age group of below 25 years and employees in the age group of above 45 years, and variation also exists between the employees in the age group of 35- 45 years Youngsters are found to have a high level of agreeableness. It is the quality of being friendly, cooperative and trustworthy towards others. Naturally today the young people are friendly, cooperative and they easily mingle with others, and because of this the difference may exist based on age. Youngsters may be slowly getting released from the clutches of rigidity, ego, etc and so more sociable.

Conscientiousness is high among employees in the age group of 25-35 years with a mean value of 48.49 and low among the employees in the age group of above 45 years with a mean value of 41.00.

Ho-2.5: There is no significant variation in the conscientiousness among the employees based on age.

To verify the stated hypothesis, ANOVA test is performed. The F-value is 5.525 and the P-value is 0.001. Hence the hypothesis gets rejected at 1 percent level.

The Scheffe test indicates that there is variation in the conscientiousness between the employees in the age group of below 25 years and employees in the age group of above 45 years, and variation also exists between the employees in the age group of 25- 35 years and employees in the age group of above 45 years.

Youngsters are found to be more responsible, persistent and well organized. This might be due to the environment at which they are brought up.

So, it is found from the analysis that age significantly influences the agreeableness and conscientiousness personality factors among the employees. The other factors such as negative emotionality, extraversion, and openness do not vary among the employees based on their age. Youngsters are found to be more agreeable and conscientious.

Findings and conclusions

Overall observation of personality of the respondents indicates that negative emotionality is found to be high and at medium levels, for majority of the respondents; 22.5 percent of the employees are not found to be extravert. Agreeableness is also found to be low among 25.8 percent of the respondents.

It is found that age significantly influences the agreeableness and conscientiousness personality factors among the employees. The other factors such as negative emotionality, extraversion, and openness do not vary among the employees based on their age. Youngsters are found to be more agreeable and conscientious.

REFERENCES

1. Morell, M.A., Megan, E., Sullaway and Helgeson, V.S. (2001). "Stress in the Work and Home Environments as Related to Ischemie Heart Disease Risk Factors". Journal of Personality And Clinical Studies, Vol.17, 1:41-44
2. Singh, R.N., Ankita Srivastava, Shubhra, S. Bharadwaj (2005). "Hardiness as a Panacea For Stress And Mental Health Problems". Journal of Psychological Researches. Vol. 49, No. 2, pp. 95-98.
3. Mathew A.et al (2016) Personality Stability From Age 14 to Age 77 Years Psychol Aging. 2016 Dec; 31(8): 862–874.
4. Funder D. C. (2013). The Personality Puzzle (6th ed.). New York, NY: Norton.