Effect of Personality on Happiness and Interpersonal Relationship of The Employees

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ABSTRACT *A happy personality having positive interpersonal relationships at work fosters a variety of beneficial outcomes for individuals and organizations. The present study was designed to examine the effect of personality on happiness and interpersonal relationship of the employees. A total sample size of 93 was used in this study. The Eysenck personality Inventory (EPI) was used to categorize personality of the employees. A comparative correlational design was used. The result of the present study revealed that that there is a significant difference on happiness and interpersonal relationship based on personality traits.*

1. Introduction

The ability to interact effectively in social environments is essential to success in everyday life. Personality is the particular combination of emotional, attitudinal, and behavioural response patterns of an individual. Today, many contemporary personality psychologists believe that there are five basic dimensions of personality, often referred to as the "Big 5" personality traits.

The present study mainly focuses on the dimension of extraversion-introversion and the people who lie in between the two extremes. And its effect on happiness, coping and interpersonal relationship.

Extraversion

This trait includes characteristics such as excitability, sociability, talkativeness, assertiveness and high amounts of emotional expressivenessExtraversion is "the act, state, or habit of being predominantly concerned with and obtaining gratification from what is outside the self".

Introversion

Introversion is "the state of or tendency toward being wholly or predominantly concerned with and interested in one's own mental life".Theyprefer to concentrate on a single activity at a time and like to observe situations before they participate

Ambiversion

Ambiversion is a term used to describe people who fall more or less directly in the middle and exhibit tendencies of both groups. An ambivert is normally comfortable with groups and enjoys social interaction, but also relishes time alone and away from the crowd.

Personality and Happiness

Personality factors play an important role in happiness . The feelings of satisfaction and pleasure in various life aspects are called happiness. Research findings show that happy people respond to events and conditions more positively and compatible; their stress level is less and their immunity system is stronger than unhappy ones.

Personality and Interpersonal Relationship

Positive interpersonal relationships have an advantage on bothorganizational and individual level. Research has demonstrated that friendships at work can improve individual employee attitudes such as job satisfaction, job commitment, engagement and perceived organizational support .

Purpose of the study

As people fluctuate in their behavior all the time, and even extreme introverts and extraverts do not always act according to their type. So the present study using different variables will examine the happiness and interpersonal relationship of the employees and accordingly will recommend the guidelines for the different personality types.

2. Review of Literature

As we know personality is a complex and has varied dimensions. Richer understanding of the researches done on personality has led the present study with the aim that to find out the effect of personality on happiness and interpersonal relationships of the employees.

Extroverts are found to have higher levels of happiness and positive affect than introverts. The studies done by-Argyle and Lu (1990)andHills and Argyle (2001) reported the trait of extraversionwas positively and significantly correlated with happine.Also, the study by Emmons and Diener (1986) showed that extraversion correlates positively and significantly with positive affect but not with negative affect. Similar results were found in a large longitudinal study by Diener, Sandvik, Pavot, and Fujita (1992). Furnhamm&Brewin (1990), investigating the relationship between personality & happiness reported a positive correlation for scores on happiness with those on extraversion, and negative correlation for scores on happiness with those on Neuroticism.

Mary E. Utley, Deborah R. Richardson, Constance J. Pilkington (1989) examined the extent to which personality factors are related to responses to interpersonal conflict and found personality factors were not related to all of the conflict responses.Mahoney, John M and Stasson, Mark F (2005) study on convergence of measures of personality and interpersonal resources, suggest that Extraversion is a pervasive aspect of relationships.

The above reviews have clearly examined the relationship of personality with happiness and interpersonal relationship. But these have not taken happiness and interpersonal relationship together and there relationihp with extraverts, introverts and ambiverts have not been studied. So personality as a whole, has several dimension. Among these extraversion and intraversion as a dimension of study in

personality will be emphasized in this present study, i.e., influence of personality on happiness and interpersonal relationships. The present study will recommend guidelines using happiness and interpersonal relationship as variables.

3.METHODOLOGY

Research question:
What is the effect of personality on happiness and interpersonal relationship of the employees?

Objectives:
- To examine the significant effect of personality on happiness of the employees
- To examine the significant effect of personality on interpersonal relationship of the employees
- To examine the differences on happiness and interpersonal relationship based on gender
- To examine the significant relationship between happiness and interpersonal relationship on different personality types

Hypothesis:
- There is significant effect of personality on happiness of the employees
- There is significant effect of personality on interpersonal relationship of the employees
- There is a significant correlation between happiness and interpersonal relationship among the different personality types.
- There is significant difference on happiness and interpersonal relationship based on gender

Variables:
Dependent variables- Personality, Gender

Independent variables- happiness, interpersonal relationship

Operational definition:
- Personality- In the current study personality has been studied according to Eysenck's different personality types, such as extrovert, ambivert and introvert.
- Happiness- Oxford happiness questionnaire has been used to assess happiness of the employees.
- Interpersonal relationship- FIRO-B questionnaire is used to assess the interpersonal relationship
- Gender- Male and female employees has been taken into consideration.

Research design:
Comparative co-relational study

Statistical analysis:
Descriptive statistic
Independent 't' test
ANOVA
Correlation

Sampling technique:
Purposive sampling
Snowball sampling

Sample size: 93 (lecturers, engineers, management executives, bank employees)

Tools:
Eysenck personality inventory
Oxford happiness questionnaire
FIRO-B questionnaire

4. RESULTS AND DISCUSSION

The results were analyzed using SPSS package for statistical analysis. The present study has revealedthe effect of personality on happiness and interpersonal relationship in these tables.

Table 4.1 Descriptive statistics for extroverts, ambiverts and introverts on happiness and interpersonal relationships

	N	Mean	Std. Deviation
Happiness Extrovert	20	4.6800	.67715
Happiness Introverts	30	4.1433	.63717
Happiness Ambiverts	43	4.2767	.60112
Interpersonal relationship Extroverts	20	23.7500	8.32166
Interpersonal relationship Introverts	30	16.5667	8.78746
Interpersonal relationship Ambiverts	43	18.8605	9.42030

The result in Table-1 shows that the mean score of the extroverts was slightly higher (4.6) than that of the ambiverts (4.2) and introverts (4.1) in happiness. The three groups however, had similar mean scores which are in the category of 4.00-4.50 . This denotes that the types of personality are similar so far as their happiness is concerned. Whereas the mean score of extroverts was higher (23.7) than that of the ambiverts (18.8) and introverts (16.5). This indicates that extroverts have better interpersonal relationship than ambiverts and ambiverts have better interpersonal relationship than introverts.

Table 4.2 Analysis of Variance for extroverts, ambiverts and introverts on happiness and interpersonal relationship

		Sum of Squares	df	Mean Square	F	Sig.
HAPPINESS	Between Groups	3.609	2	1.804	4.554	.013
	Within Groups	35.662	90	.396		
	Total	39.271	92			
INTERPERSONAL	Between Groups	626.968	2	313.484	3.874	.024
	Within Groups	7282.279	90	80.914		
	Total	7909.247	92			

*P < .05

The result in Table- 2 shows that there is a significant difference on happiness (F= 4.5, p= .013) and interpersonal relationship (F= 3.8, p=.024) based on personality traits at .05 level .

Table 4.3 Posthoc analysis for extroverts, ambiverts and introvertson happiness and Interpersonal relationship

Dependent Variable	(I) PERSONALITY		(J) PERSONALITY	Mean Difference (I-J)	Std. Error	Sig.
HAPPINESS	Tukey HSD	EXTROVERT		INTROVERT	.53667*	.18172	.011**
		AMBIVERT .40326			.17037	.052*	
	INTROVERT		EXTROVERT	-.53667*	.18172	.011*
	AMBIVERT		-.13341	.14974	.647	
INTERPERSONAL	Tukey HSD	EXTROVERT		INTROVERT	7.18333*	2.59670	.019*
		AMBIVERT 4.88953			2.43463	.116	

**P = 0.01 level, *P <0.05 level

Theposthoc table 4.3 shows participants mean differences between extroverts and Introverts at 0.01 level) and extroverts and ambiverts at 0.05 levels on Happiness. The finding suggests that extroverts are significantly different from introverts and ambiverts on Happiness. Extroverts tend to be much happier than introvert and ambiverts.

Similarly on Interpersonal relation relationship the mean differences between extrovert and introvert is 7.18 significant at 0.05 levels. However no difference is observed between extroverts and ambiverts. It indicates from the findings that extroverts seem to have good interpersonal relationship when compared to introverts.

Table-4.4: Pearson's product moment correlation analysis of the relationship between extroverts, ambiverts, introverts on happiness and interpersonal relationship

		HAPPINESS INTROVERTS
INTERPERSONAL RELATIONSHIP INTROVERTS	Pearson Correlation	.374*
	Sig. (2-tailed)	.042
	N	30

*p< .05

The result in Table 4.4 shows that there is a positive correlation between happiness and interpersonal relationship scores of introverts (r = .374, p = .042).

Table-4.5 : Group statistics between male and female employees' on happiness and interpersonal relationship

	GENDER	N	Std. Deviation	Std. Error Mean	't' test	Sig
HAPPINESS	MALE	32	.68990	.12196	.984	.328
	FEMALE	61	.63381	.08115		
INTERPERSONAL	MALE	32	9.53347	1.68530	.152	.879
	FEMALE	61	9.21026	1.17925		

The result in Table 4.5 indicates that the mean score of males (4.41) is higher than females (4.27) in happiness variable. However, the difference is found to be negligible. Whereras the mean score of males (19.37) is also higher than the females (19.06) in interpersonal relationship which is again negligible. The result depicts that the difference in happiness and interpersonal relationship is insignificant.

5.Conclusion

The results of the present study clearly revealed that the trait of extraversion, as measured by Extraversion Scale of the Eysenck Personality Questionnaire (EPQ), was positively and significantly correlated with happiness as measured by the Oxford Happiness Inventory which is consistent with the studies done by Argyle and Lu (1990), Hills and Argyle (2001) and Furnhamm&Brewin (1990). This supports the hypothesis1.The results from table 1 is consistent with the hypothesis 1 and 2. And the hypothesis as discuused in table 3 indicates that the mean score of males is higher than females in happiness variable. However, the difference is found to be negligible.Whereras the mean score of males is also higher than the females in interpersonal relationship which is again negligible. And the hypothesis 4 as discussed in table 5 shows that there is a positive correlation between happiness and interpersonal relationship scores of introverts.

6.Recommendations

1. Feedback from the subjects clearly indicates that there should be classifications of personality types from the school and accordingly they should be encouraged in the relative field of interest, so that it will boost their confidence which in long run is going to be a satisfactory factor for happiness and interpersonal relationship.
2. The families should also recognise the interests which will enhance and balance the satisfaction level which is again one of the indicator of happiness.
3. Ambiverts should also be recognised by the school counsellors and be given relevant counselling who really want to be extrovert but the circumstances does not support this whereas the introverts should also be given necessary counselling about the importance of expressing their goals and talents wherever necessary.

7.Suggestions

1. The Big Five Inventory and other inventories could be used in studying these variables and the results could be synthesized with this study to get a theory of personality.
2. Using different samples a cross cultural studies could be done.

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