



A comparative Study on Personality Structures of Professional Workers

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ABSTRACT

The present study is intended to compare the personality of persons in indifferent professions. The motto is how teachers are different from the persons working in professions like lecturers, engineers, doctors and bank officers. The study compares the mental health, job satisfaction, Values cherished and placement benefits of the said five professions. The findings of the study reveals that teachers are quiet different from the other five professions in their mental health, values, job satisfaction and placement benefits

Keywords :

An Overview

In the domain of educational and psychological research pursuits, personality has been found to be the most fascinating and extensively investigated phenomena. The term personality has also become very popular among the prospective employees. They have chosen to introduce the personality tests in the selection of their employees assuming that success in a profession largely depends upon the personality of an individual. Researchers in the study of persons working in their personality structure, too.

Studies like Malik, (2006), Dhulia (2002), Verma (1980), Arora (1982), Lidhoo (1982), Stephen and Ghanti (2008), Kaur (2004) and Bear Schedule (2007) have done a good amount of work in the study of personality of people occupied in their different occupations. Researchers such as Kaur (2011), Chhaya (1974), Panda,(2010), Goplakrishana (2009), Panda (2010) and Singh (2007), have also conducted their investigations on the personality profiles of teachers. All these studies have come to reveal the personality in terms of values, interests, needs, intelligence, traits, adjustment patterns and interpersonal relations etc.

The present study has made an attempt to distinguish itself from the earlier studies on the following two counts:

- It has made a school teachers' personality as compared to the personality of professional workers engaged in very much talked about professions like the ones as medical, engineering, banking and teaching in colleges.
- The study has included the dimensions which had hitherto remained untouched by the researchers. These dimensions are mental health, values, job analysis and placement of workers in their respective professions.

The main rationale behind the study is that school teaching profession, now-a-days, fails to attract and retain the best quality persons of the society. The best of human resources of the society are found to settle in other than school teachers professions namely banking, medical, engineering and college teaching professions, etc. As a salient feature of this study, humanistic approach has been adopted to analyse the personality profiles of professional workers.

Objectives of the Study

This study has been undertaken with the following objectives

in view:

- The study the quality of persons working as teachers, lecturers, engineers, doctors and bank officers
- To make a comparative study of the number of teachers working in schools, lecturers working in colleges, bank officers working in Banks, doctors working in Medicals and engineers working in their respective fields
- To analyze the pattern of values being cherished by professional workers
- To make job analysis pattern of the professional workers included in the study namely:
 - School Teachers
 - College Lecturers
 - Engineers
 - Doctors
 - Bank Officers
- To study the placement of school teachers, lecturers, doctors, engineers & bank officers in their respective professions
- To test the hypothesis

Hypothesis

- The best quality persons working as doctors, engineers, lecturers and bank officers outnumber the best quality persons working as teachers.
- The mental health of professional workers is closely associated with their placement in their professions.

Sample

Sample was drawn from all over the state, Odisha

Teachers-100 (Male-50 & Female-50), Lecturers-100, Engineers-100, Bank Officers-100 & Doctors-100

Tools

The following tools have been used in this study:

1.	RCE. Mental Health Scale developed by S. P. Anand	
2.	Study of Values by Allport, Vernon & Lindzey	
3.	Job Analysis Questionnaire developed by the researcher	
4.	Placement Scale developed by the researcher	

Analysis

The analysis has been done in three parts:

Part A : Micro analysis: Mental Health of the professional workers has been studied in respect of each six dimensions (self-concept, concept of life, perception of self amongst others, perception of others, personal adjustment and record of achievement).

Part B : Macro analysis: In this part, quality of the professional workers has been examined from their total mental health scores on the Mental Health Scale.

Part C : Test of hypothesis: "The best quality persons working as doctor, lecturers and bank officers outnumber the best quality persons working as school teachers".

Findings relating to Mental health

- In general, both mentally healthy and unhealthy persons are found in schools, colleges, medical, banks and engineering professions;
- Most of the bank officers has been identified as mentally healthy;
- As compared to number of mentally healthy professionals like lecturers, engineers, doctors and bank officers, number of mentally healthy teachers has been found to be very less;
- Lecturers teaching in college have been found to be almost at par with the practicing doctors in hospitals so far as their mental health is concerned;
- Professional workers like teachers, lecturers, engineers, doctors and bank officers differ among themselves on the six dimensions (self-concept, concept of life, perception of self among others, perception of others, personal adjustment and record of achievement) of mental health;
- Except teachers, all other professionals think alike in respect of their self-concept;
- Engineers, lecturers and doctors have better concept of life than bank officers and teachers;
- Lecturers, doctors and bank officers, all are alike in respect of their self-perception on the Mental Health Scale. Engineers have the best of perception of other people whereas teachers do not hold good opinion about other people;
- Bank officers ensure better perception of other people than the teachers, lecturers, engineers and bank doctors. Women teachers have better perception of others and perception of self amongst others than their men counterparts;
- Engineers are found to be more contended with their achievement of life and the doctors the least;

The quality of the professional workers has been analysed on the basis of their scores achieved on Mental Health Scale. Workers' scores about the mean score value for each of the six dimensions of Mental Health Scale have been taken into account to identify their quality as:

1. Best quality: on any five or all the six dimensions;
2. Good quality: on any three or four dimensions;
3. Poor quality: on any one or two dimensions;
4. Very poor quality: getting nowhere quality score even on any of the dimension.

Besides this, professional workers' total score on Mental Health Scale has been studied on this context as given below:

1. Best quality: 180 or above
2. Good quality: 150 or above upto 179
3. Poor quality: 120 or above upto 149
4. Very poor quality: Below 120

From both the analyses it is found that best quality persons are found more in number in other than school teaching profession like medical, banking, engineering and teaching in colleges.

Findings relating to Values

- Teachers have high social and low political values;
- Lecturers high aesthetic and social values and they are at the lower ends of theoretical and political values;
- Engineers have high economic and social values are low on theoretical values;
- Doctors have high social and low economic and political values;
- Bank officers have aesthetic and social values and are at lower ends of theoretical and political values;
- Religious values maintain an average level of their prevalence in the personality profiles of all categories of professional workers.
- Political values, too, do not dominate the value patterns of professional workers included in this study;
- Social values dominate the value patterns of all categories of professional workers;
- Professional workers entail an average level of economic values; and
- Professional workers do differ but not anyway significantly in the pattern of values in their personality profiles.

Findings relating Job analysis:

- Except for bank officers, all other professional workers like the high school teachers, lecturers, engineers and doctors have shown their dissatisfaction in respect of their in-service working conditions:
- Promotional avenues are very much limited in school teaching, engineering, college teaching and medical services whereas there are good chances of promotion in banking services.
- Bank officers, doctors and engineers command more respect than school teachers and lecturers in the society. Teachers and lecturers are of the opinion that they do not get due respect and prestige in the society;
- But for lecturers, all the rest of professional workers have expressed their work-load as heavy;
- Teachers, lecturers, engineers and doctors have expressed their dissatisfaction with their salary whereas bank officers have shown satisfaction in this regard;
- School teachers have expressed their dissatisfaction on all the dimension of their school teaching profession.

Findings relating to Placement of Professional workers:

- Professional workers as teachers, lecturers, engineers, doctors and bank officers differ among themselves in respect of their perception on the five dimensions of their placement in the Placement Scale;
- But for school teachers, all other professional workers like engineers, doctors, bank officers and lecturers have come to realize to enjoy a respectful status in the society;
- Bank officers and doctors are exceedingly satisfied with their financial benefits as compared to teachers, engineers and lecturers;
- Teachers have a poor perception of the style of administration and working conditions in teaching as compared to the quality of administration perceived by the doctors and bank officers in their profession whereas they find alike situations on both these counts as found by lecturers and engineers in their profession;
- Teachers are found to be equally satisfied with their profession just like lecturers and bank officers for their personal consideration but not to extent as engineers and doctors are found to be contended with;
- Women teachers are found to be well placed than male counterparts;
- Doctors and bank officers are identified as well placed professional workers than the teachers, lecturers and engineers;
- Lastly, mental health is closely associated with the placement of an individual at his profession.

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