

# Analysis of Personality and Career : A study among College students

## Introduction

We as humans are called homosapiens with different personalities. Now if we analyze the term personality we tend to look for different things like how an individual behaves, thinks and what are his/her characteristics.

However, psychologists have defined personality in terms of the qualities within a person, characteristics of a person's behaviour or both.

**Gordon Allport** mentioned inner qualities and behavior both but he mainly emphasized on inner qualities. According to him, Personality is defined as, "Personality is the dynamic organization within the individual of those psychophysical systems that determine his unique adjustments to his environment".

**Walter Mischel** also mentioned both inner processes and behavior but emphasized on behavior.

According to **American Psychological Association (APA)**,

Personality is defined as, "Personality refers to the enduring characteristics and behavior that comprise a person's unique adjustment to life, including major traits, interests, drives, values, self-concept, abilities, and emotional patterns".

**The Big Five personality theory:** This theory gave the central or key dimensions of personality which could be used to get an insight in people's personality and their characteristics. This theory was proposed by Costa & McCrae and Zuckerman in 1994.

1. Extraversion: A dimension ranging from energetic, enthusiastic, sociable, and talkative at one end to retiring, sober, reserved, silent and cautious at the other.

- 29 2. Aggreableness: A dimension ranging from good-natured,  
30 cooperative, trusting and helpful at one end to irritable, suspicious,  
31 and uncooperative at the other.
- 32 3. Conscientiousness: A dimension ranging from well-organized, careful,  
33 self-disciplined, responsible and precise at one end to disorganized,  
34 impulsive, careless and unpredictable at the other.
- 35 4. Emotional Stability(Neuroticism): A dimension ranging from poised,  
36 calm, composed and not hypochondriacal at one end to nervous,  
37 anxious, high-strung and hypochondriacal at the other.
- 38 5. Openness to Experience: A dimension ranging from imaginative,  
39 witty, and having broad interests at one end to down to earth,  
40 simple and having narrow interests at the other.

41

## 42 **What is Career and why it is so important in our** 43 **lives?**

44 Career is something which plays an important role in our lives in terms  
45 of satisfaction in life and especially financial and emotional satisfaction.  
46 Career is the term used for choosing a path of profession on which we  
47 are supposed to walk for our entire life. Dissatisfaction in career results  
48 in dissatisfaction in life. This dissatisfaction can be in any terms whether  
49 it to be Emotional dissatisfaction or financial dissatisfaction due to  
50 dissatisfaction in career. Now as humans we have certain needs which  
51 we need to fulfill for achieving a happy and peaceful life.

52 Career is an important need for being emotionally, financially and  
53 socially independent in life. When a person chose the career according  
54 to his/her characteristics that person tends to be more successful in  
55 his/her career. Some people have an emotional attachment towards  
56 their career which results in Emotional satisfaction in people's lives.  
57 Career also gives a sense of recognition and status in society which  
58 fulfills a human need to get Social respect and recognition.

59 In conclusion of this we can state that our careers are the successful  
60 ladders towards a peaceful and happy life.

### 61 **HOLLAND'S THEORY (RIASEC)**

62 John Holland's Theory of Career Choice (RIASEC) maintains that in  
63 choosing a career, people prefer jobs where they can be around others  
64 who are like them. They search for environments that will let them use  
65 their skills and abilities, and express their attitudes and values, while  
66 taking on enjoyable problems and roles. Behaviour is determined by an  
67 interaction between personality and environment.

68 Holland's theory is centred on the notion that most people fit into one  
69 of six personality types. These personality types are as follows:-

70 **Realistic** : A type of personality that corresponds to a work  
71 environment that involves using tools, machines, or animals.

72 **Investigative** : A type of personality that corresponds to a work  
73 environment that involves thinking, analyzing, or solving problems

74 **Artistic** : A type of personality that corresponds to a work  
75 environment that involves creativity

76 **Social** : A type of personality that corresponds to a work environment  
77 that involves helping people

78 **Enterprising** : A type of personality that corresponds to a work  
79 environment that involves leadership, sales, or entrepreneurship

80 **Conventional** : A type of personality that corresponds to a work  
81 environment that involves following rules and procedures

82

### 83 **REVIEW OF LITERATURE**

84

85 1. Felton, Buhr, Northery, (1994)Conducted a research which reported  
86 that student opted for a career in accountancy was due to financial  
87 remuneration, experience of chosen subject as a student, impression of

88 the career. Therefore, experience of chosen subject as a student did  
89 influence student's choice of career

90 2. Edward and Quinter (2012) investigation disclosed that an  
91 individual's inclination towards a particular field or subject, its  
92 preference for a particular job and match between his personality and  
93 selected professions is an important factor contributing in career path. It  
94 is apparent that a relationship exists between personality and career  
95 interest in a particular subject. There is also personality differences in  
96 career choices amongst students, stated by the study conducted on  
97 students of Institution of Technology (IOT) in Ireland.

98 3. Nicole de Jong, Wisse B, Heesink, Zee KI Front Psychol. (2019)  
99 conducted a study which argued that how a person's career unfolds is  
100 increasingly affected by his or her own values, personality  
101 characteristics, goals and preferences. The current study addresses the  
102 issue of how we can explain that personality traits are associated with  
103 the enactment of certain career roles. Two survey studies (e.g., a two  
104 wave worker sample and a cross-sectional worker sample) were  
105 conducted to investigate the relationships between personality traits,  
106 career role preferences and career role enactment. As expected, results  
107 indicate that peoples' personality traits predicted the preference for  
108 certain roles in the work context which, in turn, predicted the career  
109 roles they actually occupy.

110 4. Penn, L. T., & Lent, R. W. (2019), conducted a research to examine  
111 the differential roles that career decision-making self-efficacy and the  
112 Big Five traits of neuroticism, extroversion, and conscientiousness may  
113 play in relation to career decision status and decisional difficulty.  
114 Employing a sample of 182 undergraduates, we found support for a  
115 mediational model in which each of the personality traits relates to self-  
116 efficacy which, in turn, predicts CCA and decidedness. In addition,  
117 conscientiousness was found to moderate the relation of career  
118 decision-making self-efficacy to CCA, and extroversion moderated the  
119 relation of self-efficacy to decidedness. We consider the findings in  
120 relation to the social cognitive model and discuss their implications for  
121 future research and career decision-making interventions.

122 **FINDINGS**

123 **Descriptives**

124

125

126

**Descriptive Statistics**

127

	N	Minimum	Maximum	Mean	Std. Deviation
Neuro	121	16.00	60.00	39.1488	7.74560
Extrav	121	17.00	50.00	37.6446	5.95939
Open	121	22.00	48.00	33.0000	5.63767
Agr	121	26.00	54.00	38.3306	5.63825
Con	121	26.00	56.00	41.8347	5.93064
Realistic	121	3.00	15.00	6.1322	2.71398
Investigative	121	3.00	16.00	7.5455	3.23780
Artistic	121	3.00	14.00	7.5041	3.09603
Social	121	3.00	18.00	10.3802	4.10540
Enterprising	121	3.00	17.00	7.4050	3.71837
Coventional	121	3.00	15.00	6.7934	2.85750
Valid N (listwise)	121				

128

129

**Correlations**

130

		Neuro	Extrav	Open	Agr	Con
Neuro	Pearson Correlation	1	-.379**	.063	-.212*	-.323**
	Sig. (2-tailed)		.000	.491	.019	.000
	N	121	121	121	121	121
Extrav	Pearson Correlation	-.379**	1	-.247**	.071	.283**
	Sig. (2-tailed)	.000		.006	.436	.002

	N	121	121	121	121	121
Open	Pearson Correlation	.063	-.247**	1	.193*	-.156
	Sig. (2-tailed)	.491	.006		.034	.088
	N	121	121	121	121	121
Agr	Pearson Correlation	-.212*	.071	.193*	1	.184*
	Sig. (2-tailed)	.019	.436	.034		.043
	N	121	121	121	121	121
Con	Pearson Correlation	-.323**	.283**	-.156	.184*	1
	Sig. (2-tailed)	.000	.002	.088	.043	
	N	121	121	121	121	121
Realistic	Pearson Correlation	-.054	.102	.209*	.005	.138
	Sig. (2-tailed)	.559	.264	.022	.959	.132
	N	121	121	121	121	121
Investigative	Pearson Correlation	-.051	.033	.291**	.186*	.135
	Sig. (2-tailed)	.578	.716	.001	.041	.139
	N	121	121	121	121	121
Artistic	Pearson Correlation	.036	-.029	.382**	.201*	.168
	Sig. (2-tailed)	.694	.755	.000	.027	.066
	N	121	121	121	121	121
Social	Pearson Correlation	-.191*	.285**	.100	.353**	.342**
	Sig. (2-tailed)	.036	.002	.276	.000	.000
	N	121	121	121	121	121
Enterprising	Pearson Correlation	-.295**	.410**	.051	.142	.275**
	Sig. (2-tailed)	.001	.000	.576	.120	.002
	N	121	121	121	121	121
Coventional	Pearson Correlation	-.045	.012	.058	.195*	.394**
	Sig. (2-tailed)	.625	.894	.524	.032	.000
	N	121	121	121	121	121

131

132

133

## 134 **DISCUSSIONS**

135 According to the findings and results in this study, following are the main  
136 points of this study:-

- 137 ● ***Realistic*** dimension is found significantly positively correlated with  
138 Openness, Extraversion and Conscientiousness whereas negative  
139 correlation with Neuroticism.
- 140 ● ***Investigative*** dimension is found positively correlated with Openness  
141 to Experiences, Agreeableness, Extraversion, Conscientiousness  
142 whereas negatively correlated with Neuroticism.
- 143 ● ***Artistic*** dimension is found positively correlated with Neuroticism,  
144 Openness to experiences, Agreeableness, Conscientiousness  
145 whereas negatively correlated with Extraversion.
- 146 ● ***Social*** dimension is found positively correlated with Extraversion,  
147 Openness to experiences, Agreeableness, Conscientiousness  
148 whereas negatively correlated with Neuroticism.
- 149 ● ***Enterprising*** dimension is positively correlated with Extraversion,  
150 Openness to Experiences, Agreeableness, Conscientiousness  
151 whereas negatively correlated with Neuroticism.
- 152 ● ***Conventional*** dimension is positively correlated with Extraversion,  
153 Openness to experiences, Agreeableness whereas negatively  
154 correlated with Neuroticism.

155

## **Conclusion**

156 Through this study we could conclude that people who have high  
157 scores on Neuroticism personality trait are less likely to find jobs  
158 suitable with their personality whereas traits like Extraversion,

159 Openness to Experiences and Conscientiousness are ideal traits to get  
160 into any field.

161

162

163

164

UNDER PEER REVIEW IN IJAR