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### RESEARCH ARTICLE

#### ANALYSIS OF PERSONALITY AND CAREER: A STUDY AMONG COLLEGE STUDENTS

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Personality, Career Choices,  
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#### Abstract

**Background:** Personality refers to different characteristics which people inherent in themselves which could be shaped or modified by different experiences. Over years of experiencing people tend to choose career which matches the level of their experiences and traits or characteristics of their personality. People become more successful in the careers which they choose according to their personality.

**Method:** The purpose of this study is to analyze the relationship between personality and career choices among college students. For this, questionnaires method - Holland's Code assessment given by Dr. John L Holland (1970s) and Big Five Personality Inventory given by John, Donahue and Kentle (1991) Results are interpreted through statistical analysis such as Correlation and Regression.

**Findings:** Through this study we come to the conclusion that there is a significant relationship between Personality and Career Choices. As our personality is shaped by some of our inherent characteristics and mostly by our experiences. So people tend to choose the career which matches their values, beliefs and personality.

**Future Implications:** This study would help the professionals to find the suitable career according to their client's personality and give an idea of client's personality strengths. Through this study, people can infer about their career according to their personality characteristics and would be more satisfied in their lives.

**Conclusion:** There is a significant positive relationship between personality and career choices people prefer to choose.

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#### 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.

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

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

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

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

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

**Holland’s Theory (RIASEC)**

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

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

**Realistic :**

A type of personality that corresponds to a work environment that involves using tools, machines, or animals.

**Investigative :**

A type of personality that corresponds to a work environment that involves thinking, analyzing, or solving problems

**Artistic :**

A type of personality that corresponds to a work environment that involves creativity

**Social :**

A type of personality that corresponds to a work environment that involves helping people

**Enterprising :**

A type of personality that corresponds to a work environment that involves leadership, sales, or entrepreneurship

**Conventional :**

A type of personality that corresponds to a work environment that involves following rules and procedures

**Review of Literature:-**

1. Felton, Buhr, Northery, (1994) Conducted a research which reported that student opted for a career in accountancy was due to financial remuneration, experience of chosen subject as a student, impression of the career. Therefore, experience of chosen subject as a student did influence student's choice of career
2. Edward and Quinter (2012) investigation disclosed that an individual's inclination towards a particular field or subject, its preference for a particular job and match between his personality and selected professions is an important factor contributing in career path. It is apparent that a relationship exists between personality and career interest in a particular subject. There is also personality differences in career choices amongst students, stated by the study conducted on students of Institution of Technology (IOT) in Ireland.
3. Nicole de Jong, Wisse B, Heesink, Zee KI Front Psychol. (2019) conducted a study which argued that how a person's career unfolds is increasingly affected by his or her own values, personality characteristics, goals and preferences. The current study addresses the issue of how we can explain that personality traits are associated with the enactment of certain career roles. Two survey studies (e.g., a two wave worker sample and a cross-sectional worker sample) were conducted to investigate the relationships between personality traits, career role preferences and career role enactment. As expected, results indicate that peoples' personality traits predicted the preference for certain roles in the work context which, in turn, predicted the career roles they actually occupy.
4. Penn, L. T., & Lent, R. W. (2019), conducted a research to examine the differential roles that career decision-making self-efficacy and the Big Five traits of neuroticism, extroversion, and conscientiousness may play in relation to career decision status and decisional difficulty. Employing a sample of 182 undergraduates, we found support for a mediational model in which each of the personality traits relates to self-efficacy which, in turn, predicts CCA and decidedness. In addition, conscientiousness was found to moderate the relation of career decision-making self-efficacy to CCA, and extroversion moderated the relation of self-efficacy to decidedness. We consider the findings in relation to the social cognitive model and discuss their implications for future research and career decision-making interventions.

**Findings****Descriptive Statistics**

	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
ValidN(listwise)	121				

**Correlations**

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

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

### Discussions:-

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

1. **Realistic** dimension is found significantly positively correlated with Openness, Extraversion and Conscientiousness whereas negative correlation with Neuroticism.
2. **Investigative** dimension is found positively correlated with Openness to Experiences, Agreeableness, Extraversion, Conscientiousness whereas negatively correlated with Neuroticism.
3. **Artistic** dimension is found positively correlated with Neuroticism, Openness to experiences, Agreeableness, Conscientiousness whereas negatively correlated with Extraversion.
4. **Social** dimension is found positively correlated with Extraversion, Openness to experiences, Agreeableness, Conscientiousness whereas negatively correlated with Neuroticism.
5. **Enterprising** dimension is positively correlated with Extraversion, Openness to Experiences, Agreeableness, Conscientiousness whereas negatively correlated with Neuroticism.
6. **Conventional** dimension is positively correlated with Extraversion, Openness to experiences, Agreeableness whereas negatively correlated with Neuroticism.

### Conclusion:-

Through this study we could conclude that people who have high scores on Neuroticism personality trait are less likely to find jobs suitable with their personality whereas traits like Extraversion, Openness to Experiences and Conscientiousness are ideal traits to get into any field.

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