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Comparative study on impact of employment on personality between both Gender

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Abstract

Personality is influenced both by biological as well as environmental factors. It is a product of social interactions and many other factors like interests, attitudes, skills, physical and mental health and habitat. It is also observed that the same personality types can be traced in the similar groups or they tend to join the groups to which they are affiliated.

Keeping this in mind, it was assumed that the gender and employment status too would affect the personality or similar type of personalities would be found in the various categories of employment. Hence, the main aim of the research was to study the demographic characteristics like gender and employment in various personality types.

A sample of 142 was taken out of which 66 were females and 76 were males. The sample was further divided into employed and unemployed category that is 65 were employed and rest 77 were unemployed. Meyers Briggs indicator was used to assess the personality characteristics. The tool indicates 16 personality types on the basis of the following criteria i.e. Extraverted, Sensing, Thinking, Perceiving, Introverted, Intuitive, Feeling and Judging.

The results show that the personality type i.e. ESTJ was found to be common in both employed and unemployed category. There was no gender wise difference in personality types that is the most prevalent personality in both males and females was found to be ESTJ i.e. Extraverted, Sensing, Thinking, and Judging.

Keywords: Personality, gender, employment, Meyers Briggs

1. Introduction

Personality is a product of good interaction in group life, which involves skin, complexion, height, weight to differentiate people of different personality. It judged on the basic of habits, Attitude and physical traits, whether it is impressive or not. Several personality factors, such as social presence, empathy, independence, good impression, intellectual efficiency, psychological intuition, work orientation, and femininity render individuals more vulnerable to stress. There are significant differences between females and males in what concerns stress adaptation ^[1]. John and Frederic suggest that personality types are an important factor in successful team performance. Organizations that desire to develop effective teams need to analyze the personality-type compositions of these groups and help team members understand their own persona attributes as well as appreciate the contribution of the other team members ^[2]. The term personality refers to the sets of predictable behaviors by which people are recognized and identified ^[3] Psychiatric and personality disorders, and their co morbidity, are common in DSH patients. This has important implications for assessment and management ^[4].

This is based on his theory that all people share a collective unconscious that consists of universal memories and images, which he called archetypes. Myers-Briggs Type Indicator (MBTI) was developed by Isabel Myers and Katherine Briggs to try and understand the differences and similarities in human personalities. The test is based on the work of Carl Jung, a Swiss psychologist who believed that personality traits are innate.

According to Myers Briggs Test 16 types of personality define as ^[5].

1. ISTJ - People with this personality type are practical, factual, organized, and logical. They're great problem-solvers who thrive in careers that are heavy with facts, numbers, and data. They make excellent accountants, engineers, air traffic controllers, and security guards.

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2. ISFJ - ISFJ's are warm and sympathetic, but also detailed, organized, and thorough. They are natural protectors, so they tend to thrive as health care professionals or working with children, but because they are so detail-oriented, they also do well in positions that work closely with money, like bookkeeping.
3. INFJ - Sensitive, creative, and intense. They thrive with language and symbols. They long for meaning in their careers, and because they are adept at reading people, they do best in the arts, medicine, education, and science.
4. INTJ - Decisive, innovative, insightful, and logical. They're able to apply their big-picture thinking along with their problem-solving skills, which makes them best-suited for work in very technical careers like architecture, science, and engineering.
5. ISTP - People with this personality type are very hands-on and are analytical, practical, and exacting. They are natural troubleshooters and problem-solvers, so they do very well in careers with computers, electronics, and technology, but they also thrive in the outdoors so are well-suited for farming and ranching as well.
6. ISFP - This personality type is gentle, adaptable, observant, and loyal. They're sympathetic and reflective and love to help others, so they are natural born teachers, nurses, and coaches.
7. INFP - INFP's are creative, empathic, and inquisitive. They're natural helpers and are deeply caring. They tend to have excellent communication skills, so they make great writers, and they thrive in other artistic positions as well such as musicians, graphic designers, and in language arts.
8. INTP - Individuals with this personality type are intellectually curious but also analytical, objective, and conceptual. They thrive as architects and engineers, as well as in various scientific fields and in construction.
9. ESTP - Smart and energetic, they make great entrepreneurs. They're realistic, analytical, and efficient. They have solid people skills, so they're awesome in sales, and they're best-suited for careers that don't require a lot of routine.
10. ESFP - Energetic, caring, resourceful, and adaptable. Hands-on. They're enthusiastic and seek excitement, so they make fantastic performers. They thrive when helping others and working closely with people, so ideal career paths include hospitality, health care professionals, and food service.
11. ENFP - Individuals with this personality type are imaginative, creative, insightful, and caring. They're very service-oriented and have great communication skills. They do best in careers where they are helping others and/or being creative, so they're great as counselors, fitness trainers, and therapists, as well as artists, actors, dancers, and musicians.
12. ENTP - This personality type tends to be energetic, analytical, enthusiastic, and theoretical. They are adept at solving problems creatively. Because they work so well with others, they make great leaders—they thrive as executives and can function well in a variety of different fields, including business, the arts, and even sports and media.
13. ESTJ - People with this personality type are logical, assertive, decisive, and results-oriented. They're critical and tend to take charge, so they're natural-born leaders. They make excellent executives and are diverse enough to be successful in a wide variety of industries.
14. ESFJ - ESFJ's are sociable, caring, and very people-oriented. They're most successful in roles that enable them to serve others and fulfill their needs—nurses, doctors, childcare workers, and teachers, to name a few.
15. ENFJ - ENFJ's are passionate and charismatic. They're sociable, warm, empathetic, and imaginative. Born leaders, they have strong humanitarian values and do best in positions that allow them to help and support others. They're great communicators and enjoy working with people, so they are great teachers and counselors, but they also thrive in the arts. ENTJ - Individuals with this personality type are organized, critical, and logical. Organizers and planners, they're strong leaders and very career-driven, so they thrive in the corporate world. They're exceptionally hard workers and do very well in the following industries: legal, engineering, scientific, sports, and even the arts ^[6].

It is mainly construct by our environment and hereditary. The present research assumed that the employment status and gender too, many leads to construct of an individual personality type.

1.1 The objectives of research one as follows.

1. To study the common personality type in both the gender.
2. To study the common personality type in the both employment status categories.

1.2 Hypothesis

1. There would be no gender difference in the personality type.
2. There would be no difference in the personality type in both the employment status categories.

2. Methods and Material

2.1 Research design: A descriptive research design was used to study and express the personality type as per gender and employment status of the population.

2.2 Sample design: Stratified Random sampling was used in the study. The population was divided into employment status categories employed/unemployed and gender categories (male/female). Local of the study the data as gathered from the various colleges of the Meerut urban areas of the city.

The sample was also gathered from the residential urban area of Meerut city.

2.3 Sample size: The sample of study 142 consist of 76(53.4%) male and 66(46.4%) females out of which 33(50.0%) males and 32(49.2%) female were employed while 43(55.8%) male and 34(44.1%) females were unemployed.

2.4 Tool of the study: The tool in the study is was used Myers Briggs indicator types which indicates 16 personality type is ESTJ, ENTJ, ENFP, ENFJ, ESTP, ENTP, ESFJ, ISTJ, INTJ, INFJ, INFP, ISTP, ISFP, INTP, and ISFJ was used were E (Extraverted), S (Sensing), T (Thinking), P (Perceiving), I (Introverted), N (intuitive), F (Feeling), and J (Judging), are the basic criteria of the personality characteristic.

3. Result and Discussion

Table 1: Gender wise difference in personality types

S. No.	Types of Personality	Males		Females		Total Personality Types	
		Numbers	Percentage	Numbers	Percentage	Numbers	Percentage
1	ESTJ	27	35.5	26	38.2	53	37.3
2	ENTJ	6	7.8	0	0	6	4.2
3	ENFP	4	5.2	3	4.4	7	4.9
4	ENFJ	1	1.3	0	0	1	0.7
5	ESTP	5	6.5	3	4.4	8	5.6
6	ESFP	3	3.9	1	1.4	4	2.8
7	ENTP	0	0	4	5.8	4	2.8
8	ESFJ	3	3.9	4	5.8	7	4.2
9	ISTJ	17	22.3	9	13.2	26	18.3
10	INTJ	1	1.3	5	7.3	6	4.2
11	INFP	4	5.2	4	5.8	8	5.6
12	INFJ	0	0	2	2.9	2	1.4
13	ISTP	2	2.6	0	0	2	1.4
14	ISFP	0	0	3	4.4	3	2.1
15	INTP	1	1.3	0	0	1	0.7
16	ISFJ	2	2.6	2	2.9	4	2.8
	Total	76	99.4	66	96.5	142	99

Out of the 142 sample ESTJ personality type were found in 53 people, which was the most common personality type.

Out of total sample that is 142 people, in which, 26 ISTJ, 6

ENTJ, 7 ENFP, 1 ENFJ, 8 ESTP, 4 ESFP, 4 ENTP, 7 ESFJ, 6 INTJ, 8 INFP, 2 INFJ, 2 ISTP, 3 ISFP, 1 INTP, 4 ISFJ.

Table 2: Employment status wise difference in personality types

S. No.	Personality Types	Employed Males		Employed Females		Total Employed	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	ESTJ	12	36.3	16	50	28	43.0
2.	ENTJ	3	9.0	0	0	3	4.6
3.	ENFP	2	6.0	2	6.2	4	6.1
4.	ENFJ	1	3.0	0	0	1	1.5
5.	ESTP	4	12.1	2	6.2	6	9.2
6.	ESFP	0	0	0	0	0	0
7.	ENTP	0	0	1	3.1	1	1.5
8.	ESFJ	1	3.0	2	6.2	3	4.6
9.	ISTJ	6	18.1	6	18.7	12	18.4
10.	INTJ	1	3.0	1	3.1	2	3.0
11.	INFP	1	3.0	1	3.1	2	3.0
12.	INFJ	0	0	0	0	0	0
13.	ISTP	1	3.0	0	0	1	1.5
14.	ISFP	0	0	0	0	0	0
15.	INTP	1	3.0	0	0	1	1.5
16.	ISFJ	0	0	1	3.1	1	1.5
	Total	33	99.58	32	99.7	65	99.4

The results shows on the basis of unique combination. The maximum sample 28 (43.0%) was ESTJ, while numbers of sample was found INTP personality types.

Out of total sample that is 65 people, in which 12 ISTJ, 3 ENTJ, 4 ENFP, 1 ENFJ, 6 ESTP, 1 ENFP, 3 ESFP, 2 INTJ, 2 INFP, 1 ISTP, 1 INTP, 1 ISFJ.

Table 3: Unemployment status wise difference in personality types

S. No.	Personality Types	Unemployed Males		Unemployed Females		Total Unemployed	
		Number	Percentage	Numbers	Percentage	Number	Percentage
1.	ESTJ	15	34.8	10	29.4	25	33.4
2.	ENTJ	3	6.9	0	0	3	3.8
3.	ENFP	2	4.6	1	2.9	3	3.8
4.	ENFJ	0	0	0	0	0	0
5.	ESTP	1	2.3	1	2.9	2	2.5
6.	ESFP	3	6.9	1	2.9	4	5.1
7.	ENTP	0	0	3	8.8	3	3.8
8.	ESFJ	2	4.6	2	5.8	4	5.1
9.	ISTJ	11	25.5	3	8.8	14	18.1
10.	INTJ	0	0	4	11.7	4	5.1
11.	INFP	3	6.9	3	8.8	6	7.7
12.	INFJ	0	0	2	5.8	2	2.5
13.	ISTP	1	2.3	0	0	1	1.2
14.	ISFP	0	0	3	8.8	3	3.8

15.	INTP	0	0	0	0	0	0
16.	ISFJ	2	4.6	1	2.9	3	3.8
	Total	43	99.4	34	99.5	77	99.7

The results show on the basis of unique combination. The maximum sample (33.4%) was ESTJ, while numbers of sample were found INTP personality types.

The gender wise distribution of personality types shows that the maximum personality types in both males and females was ESTJ, while numbers of males was found to have ENTP, ISFP and INTP personality types and numbers of females was found to have ENFJ, ENTJ, ISTP and INTP personality types.

4. Conclusion

The study shown that the out of the 142 sample ESTJ personality type were found in 53(37.3%) people which were the most common personality type in both the gender.

The most prevalent personality in employed and unemployment category were found to be ESTJ i.e. Extraverted, Sensing, Thinking and Judging. Out of total sample that is 142 people in which were 65(45.7%) employed and 77(54.2%) were unemployed.

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