



**BIG FIVE PERSONALITY FACTORS AND ITS IMPACT ON ORGANIZATIONAL PERFORMANCE WITH REFERENCE TO TEXTILE INDUSTRY**

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**ABSTRACT**

The word 'Personality' is used to refer the physical attributes of a person. It includes body structure, skin color, hair style, attitude etc. Simply to be said, how a person behaves before everyone is personality.. The research aims at identifying the influence of personality factors on organizational performance. Various factors have been analyzed by constructing a questionnaire. The sample size for the study is 41 and sampling design used in the research is convenience sampling. With the statistical tools & techniques the personality factors were analyzed. Based on the findings, suggestions were provided to the organization.

**Key words**

- Personality
- Traits
- Attributes
- Behavior

**INTRODUCTION**

The word 'Personality' is used to refer the physical attributes of a person. It includes body structure, skin color, hair style, attitude etc. Simply to be said, how a person behaves before everyone is personality. Personality is defined as how a person affects others. It is indicated by some of his unique qualities that differentiate him from others. There are a number of intellectual and psychological qualities that reveal the true personality of a person. The intellectual qualities include, among others, communication skills, intelligence, capacity to judge. Tactfulness and inquisitiveness. Important among the psychological qualities are a

person's attitude, level of motivation and capacity to overcome stress. Personality factor like behavior is considered to be very crucial in an organization. As garment industry promises on time delivery to the customers, personality of the employees is important for the organization's performance. A person's personality differs from one person to another. It is based on their attitude and their behavior. This study attempts to identify the influence of personality factors on organizational performance. So the research has chosen this title to identify whether the personality factors have an impact on organizational performance. Primary objective

- To identify whether big 5 personality factors has an impact on the organizational performance.

Secondary objectives

- To identify the attitude of employees at work place.
- To identify the perception of employees on various organizational factors.
- To identify the losses associated with personality factors at work place.

## REVIEW OF LITERATURE

The big five personality traits can be summarized as follows:

- Neuroticism - A tendency to easily experience unpleasant emotions such as anxiety, anger, or depression.
- Extroversion - Energy, surgency, and the tendency to seek stimulation and the company of others.
- Agreeableness - A tendency to be compassionate and cooperative rather than suspicious and antagonistic towards others.
- Conscientiousness - A tendency to show self-discipline, act dutifully, and aim for achievement.
- Openness to experience - Appreciation for art, emotion, adventure, and unusual ideas; imaginative and curious.

These traits are usually measured as percentile scores, with the average mark at 50%; so for example, a Conscientiousness rating in the 80th percentile indicates a greater than average sense of responsibility and orderliness, while an Extroversion rating in the 5th percentile indicates an exceptional need for solitude and quiet.

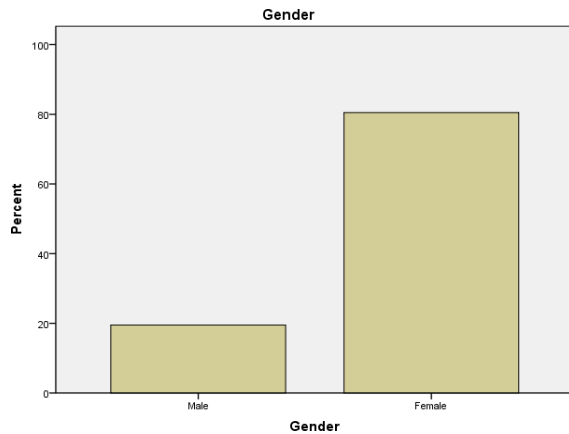
## PERCENTAGE ANALYSIS

**TABLE 1.1**

**Gender**

| Gender |        |           |         |               |                    |
|--------|--------|-----------|---------|---------------|--------------------|
|        |        | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid  | Male   | 8         | 19.5    | 19.5          | 19.5               |
|        | Female | 33        | 80.5    | 80.5          | 100.0              |
|        | Total  | 41        | 100.0   | 100.0         |                    |

**Figure 1**



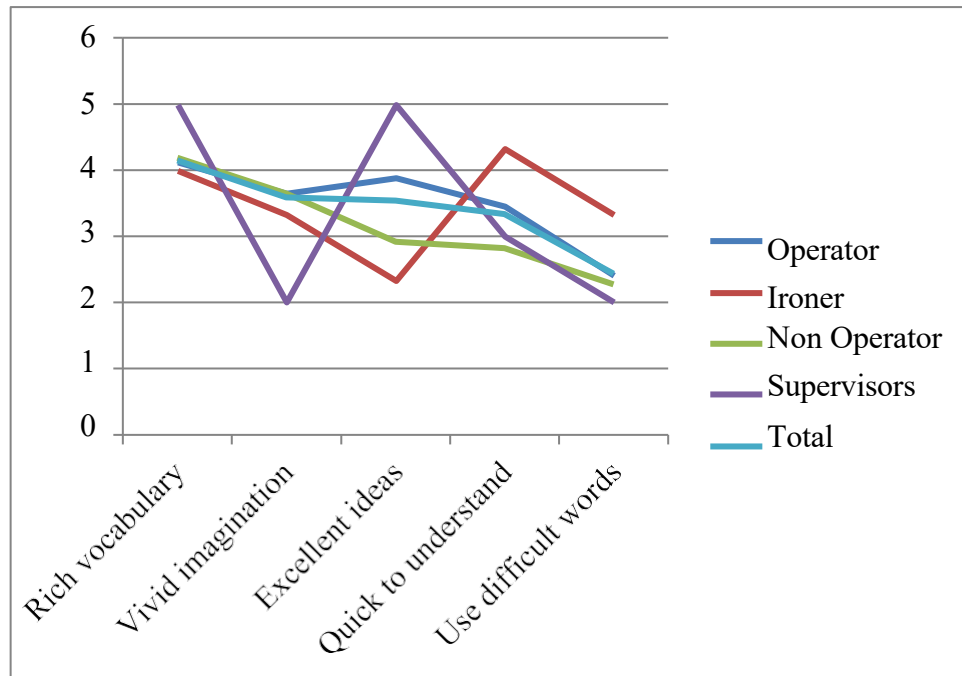
### Inference

From the above table it is inferred that 19.5% of the respondents are male and others are female.

**Table 2: Openness to experience**

| Report       |                 |                   |                 |                            |                     |
|--------------|-----------------|-------------------|-----------------|----------------------------|---------------------|
| Mean         |                 |                   |                 |                            |                     |
| Designation  | Rich vocabulary | Vivid imagination | Excellent ideas | Quick to understand things | Use difficult words |
| Operator     | 4.12            | 3.65              | 3.88            | 3.46                       | 2.42                |
| Ironer       | 4.00            | 3.33              | 2.33            | 4.33                       | 3.33                |
| Non Operator | 4.18            | 3.64              | 2.91            | 2.82                       | 2.27                |
| Supervisors  | 5.00            | 2.00              | 5.00            | 3.00                       | 2.00                |
| Total        | 4.15            | 3.59              | 3.54            | 3.34                       | 2.44                |

Figure 5



### Inference

From the above table it is inferred that most of the respondents agree that they have rich vocabulary in their work place, they agree that they have vivid imagination on work and excellent ideas to perform. Most of the respondents neither agree nor disagree that they are quick to understand things and they disagree that they use difficult words at situations

### ONE WAY ANNOVA

Aim: To know whether the gender is associated with the level of conscientiousness.

H0: Level of conscientiousness among the gender is not significantly associated with the respondents.

H1: Level of conscientiousness among the gender is significantly associated with the respondents.

| ANOVA            |                |                |    |             |
|------------------|----------------|----------------|----|-------------|
|                  |                | Sum of Squares | df | Mean Square |
| Always prepared  | Between Groups | 2.306          | 1  | 2.306       |
|                  | Within Groups  | 41.742         | 39 | 1.070       |
|                  | Total          | 44.049         | 40 |             |
| Exacting in work | Between Groups | 1.118          | 1  | 1.118       |
|                  | Within Groups  | 22.833         | 39 | .585        |
|                  | Total          | 23.951         | 40 |             |
| Follow schedule  | Between Groups | 10.555         | 1  | 10.555      |
|                  | Within Groups  | 44.470         | 39 | 1.140       |

|                                  |                |         |    |        |
|----------------------------------|----------------|---------|----|--------|
|                                  | Total          | 55.024  | 40 |        |
| <b>Order of work</b>             | Between Groups | 1.138   | 1  | 1.138  |
|                                  | Within Groups  | 77.057  | 39 | 1.976  |
|                                  | Total          | 78.195  | 40 |        |
| <b>Pay attention</b>             | Between Groups | 40.366  | 1  | 40.366 |
|                                  | Within Groups  | 61.390  | 39 | 1.574  |
|                                  | Total          | 101.756 | 40 |        |
| <b>Leave my belongings</b>       | Between Groups | 3.549   | 1  | 3.549  |
|                                  | Within Groups  | 88.061  | 39 | 2.258  |
|                                  | Total          | 91.610  | 40 |        |
| <b>Make mess of things</b>       | Between Groups | .344    | 1  | .344   |
|                                  | Within Groups  | 53.754  | 39 | 1.378  |
|                                  | Total          | 54.098  | 40 |        |
| <b>Forget to put things back</b> | Between Groups | 13.482  | 1  | 13.482 |
|                                  | Within Groups  | 64.470  | 39 | 1.653  |
|                                  | Total          | 77.951  | 40 |        |
| <b>Shirk duties</b>              | Between Groups | .606    | 1  | .606   |
|                                  | Within Groups  | 67.784  | 39 | 1.738  |
|                                  | <b>Total</b>   | 68.390  | 40 |        |

| ANOVA                   |                |       |      |
|-------------------------|----------------|-------|------|
|                         |                | F     | Sig. |
| <b>Always prepared</b>  | Between Groups | 2.155 | .150 |
|                         | Within Groups  |       |      |
|                         | Total          |       |      |
| <b>Exacting in work</b> | Between Groups | 1.909 | .175 |
|                         | Within Groups  |       |      |
|                         | Total          |       |      |
| <b>Follow schedule</b>  | Between Groups | 9.256 | .004 |
|                         | Within Groups  |       |      |
|                         | Total          |       |      |

|                                  |                |        |      |
|----------------------------------|----------------|--------|------|
| <b>Order of work</b>             | Between Groups | .576   | .452 |
|                                  | Within Groups  |        |      |
|                                  | Total          |        |      |
| <b>Pay attention</b>             | Between Groups | 25.644 | .000 |
|                                  | Within Groups  |        |      |
|                                  | Total          |        |      |
| <b>Leave my belongings</b>       | Between Groups | 1.572  | .217 |
|                                  | Within Groups  |        |      |
|                                  | Total          |        |      |
| <b>Make mess of things</b>       | Between Groups | .249   | .620 |
|                                  | Within Groups  |        |      |
|                                  | Total          |        |      |
| <b>Forget to put things back</b> | Between Groups | 8.155  | .007 |
|                                  | Within Groups  |        |      |
|                                  | Total          |        |      |
| <b>Shirk duties</b>              | Between Groups | .349   | .558 |
|                                  | Within Groups  |        |      |
|                                  | <b>Total</b>   |        |      |

### Results and interpretation:

The table shows the output of the Anova to test whether there is a statistically significant difference between our group means.

#### F value

The F value for H testing the significant association with gender of the respondents and level of agreeableness on the statement that employees are always prepared for getting tough tasks to perform is 2.155, which is greater than 1.

#### Hypothesis testing using Alpha level and significance level

The significance level assigned for H is 0.05 and the alpha level calculated is 0.150 ( $p=0.150$ ), which is above the significance level accept the statement and, therefore, there is a statistically no significant association in the mean score of gender among the respondents and level of conscientiousness.

#### F value

The F value for H testing the significant association with gender of the respondents and level of agreeableness on the statement that employees are exacting in their work is 1.909, which is greater than 1.

#### Hypothesis testing using Alpha level and significance level

The significance level assigned for H is 0.05 and the alpha level calculated is 0.175 ( $p=0.175$ ), which is above the significance level accept the statement and, therefore, there is a statistically no significant association in the mean score of gender among the respondents and level of conscientiousness.

#### **F value**

The F value for H testing the significant association with gender of the respondents and level of agreeableness on the statement that employees follow schedule to accomplish their tasks is 9.256, which is greater than 1.

#### **Hypothesis testing using Alpha level and significance level**

The significance level assigned for H is 0.05 and the alpha level calculated is 0.004 ( $p=0.004$ ), which is below the significance level reject the statement and, therefore, there is a statistically significant association in the mean score of gender among the respondents and level of conscientiousness.

#### **F value**

The F value for H testing the significant association with gender of the respondents and level of agreeableness on the statement that employees prefer order of work is 0.576, which is lesser than 1.

#### **Hypothesis testing using Alpha level and significance level**

The significance level assigned for H is 0.05 and the alpha level calculated is 0.452 ( $p=0.452$ ), which is above the significance level accept the statement and, therefore, there is a statistically significant association in the mean score of gender among the respondents and level of conscientiousness.

#### **F value**

The F value for H testing the significant association with gender of the respondents and level of agreeableness on the statement that employees pay attention to details given by others is 25.644, which is greater than 1.

#### **Hypothesis testing using Alpha level and significance level**

The significance level assigned for H is 0.05 and the alpha level calculated is 0.000 ( $p=0.000$ ), which is below the significance level reject the statement and, therefore, there is a statistically significant association in the mean score of gender among the respondents and level of conscientiousness.

#### **F value**

The F value for H testing the significant association with gender of the respondents and level of agreeableness on the statement that employees leave their belongings around is 1.572, which is greater than 1.

#### **Hypothesis testing using Alpha level and significance level**

The significance level assigned for H is 0.05 and the alpha level calculated is 0.217 ( $p=0.217$ ), which is above the significance level accept the statement and, therefore, there is a statistically significant association in the mean score of gender among the respondents and level of conscientiousness.

#### **F value**

The F value for H testing the significant association with gender of the respondents and level of agreeableness on the statement that employees make a mess of things is 0.249, which is lesser than 1.

#### **Hypothesis testing using Alpha level and significance level**

The significance level assigned for H is 0.05 and the alpha level calculated is 0.620( $p=0.620$ ), which is above the significance level accept the statement and, therefore, there is a statistically significant association in the mean score of gender among the respondents and level of conscientiousness.

#### **F value**

The F value for H testing the significant association with gender of the respondents and level of agreeableness on the statement that employees make a mess of things is 8.155, which is greater than 1.

#### **Hypothesis testing using Alpha level and significance level**

The significance level assigned for H is 0.05 and the alpha level calculated is 0.007( $p=0.007$ ), which is below the significance level reject the statement and, therefore, there is a statistically significant association in the mean score of gender among the respondents and level of conscientiousness.

#### **F value**

The F value for H testing the significant association with gender of the respondents and level of agreeableness on the statement that employees shirk their duties is 0.349, which is lesser than 1.

#### **Hypothesis testing using Alpha level and significance level**

The significance level assigned for H is 0.05 and the alpha level calculated is 0.588( $p=0.588$ ), which is above the significance level accept the statement and, therefore, there is a statistically significant association in the mean score of gender among the respondents and level of conscientiousness.

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