

Openness to experience personality trait as predictor of career well-being among IT professionals

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ABSTRACT

The focus of the present study was to investigate Openness to experience personality trait as the predictor of career well-being among IT professionals. A sample of the study comprised 120 IT professionals (male = 60; female = 60). The age criteria of subjects for the sample was 21–40 years. Big Five-Factor personality scale by Arun Kumar Singh and Ashok Kumar was used to measure personality factors and to measure career well-being scale was used of Himanshi Rastogi and Janki Moorjani (HS-RHMJ) of 120 professionals who are currently working from the different IT sectors. For the statistical analysis of the data, t-test and regression analysis were computed. The findings revealed that openness to experience, emerged as significant predictors of career well-being. t-tests indicated that there are no gender differences in career well-being. Considering the implications of personality trait openness to experience on career well-being among IT professionals, the current research may assist in augmenting the organizational behavior in general and boost the productivity in particular which are both essential ingredients for the deliverance of services to all the stakeholders linked with the IT professionals in Ahmedabad, India.

Keywords: Personality Trait, Predictor Of Career, IT Professionals

METHODOLOGY

Sample

The sample consisted of 120 IT professionals working in 5 different IT sectors. Participants ranged in age from 21 to 40 with a mean age of 23.6. Of the total sample, 55% were male and 45% were female. 40% of participants (n = 48) were married and 60% (n=72) were single. IT professionals working or employed accounted for 27 percent of the sample.

Procedure to collect data

Data was gathered from the IT professionals of 1 to 13 years of experience in working environment. At the onset the professionals were clearly instructed about the purpose of research and confidentiality was assured. Assent of the considerable number of experts was looked for and instruments were managed as booklet. Data was interpreted individually as well as collectively. The collected data was subjected to statistical analysis using SPSS and results were calculated.

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Tools used for measurements

Big five personality traits were assessed using a ten item short version of Big Five personality test (Kumar Singh, A., & A., 2014). Participants rated the items on a 2-point scale (2 = agree, 1 = disagree). The scale contains one true scored and one false scored question for each factor. The range of scores is 180 to 360.

To measure career well-being, Happiness Scale (HS–RHMJ) (Rastogi, H., & Moorjani, J., 2017) was used. It contains positive intention items only covering positive mood, verve, and general interests. It is on a 5-point scale (1 = strongly disagree, 5 = strongly agree). Total possible score ranges from 92 to 460. Total score of 105 and below indicates poor career well-being.

Research design

For the purpose of the present study an equal number of respondents of IT professionals will be selected from the different IT sectors of ahmedabad. The selected IT professionals of each area in the sample will be divided into two types i.e. male and female and each type will be divided in one level of age i.e. 21 to 40 year of working employees, so this will give rise to a 2 x 2 factorial design. As under :

Research sample design (n=120)		
Gender (A)	Male (n=60) (A1)	Female (n=60) (A2)
Age (B)	21- 40 (n=60) (B1)	21- 40 (n=60) (B2)

RESULTS AND DISCUSSION

Table 1 represents the mean and standard deviation of IT professionals on personality trait Openness to experience and career well-being scores. It clearly shows the results of t test for personality trait Openness to experience and career well-being, among IT professionals of two genders. Results from independent samples t test indicate that there are meaningful differences between IT professionals from two genders on career wellbeing. The IT professionals from two genders differed on their Openness to experience trait. The IT professionals from female gender are higher on career well-being factor.

Table 2 represents correlation matrix of Big Five personality trait Openness to experience and career well-being. It shows that there is a positive meaningful correlation between Openness to experience and career well-being ($p < 0.01$). Openness to experience was found to be positively associated with career well-being.

All data structure with all feasible predictor variables was considered for regression analysis. Unadjusted R for the data is .415 and R² is .172. All the variables in combination (Significant F change = .04) predict career well-being of the IT professionals. The all data model is statistically significant ($f=2.06$, $df=13,102$, $sig = .033$). Inspection of the coefficient table reveals that Openness to experience $\beta = .11$ is significant at 0.792 level (Table 3). The regression weight for Openness to experience in full model is .234. It is significantly predicting the career well-being meaning higher the Openness to experience higher will be the career well-being of the IT professionals.

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Table 1 Comparative analysis of Openness to experience and career well-being in IT professionals according to gender.

Variable	Female		Male		t-value
	Mean	S. D.	Mean	S.D.	
Openness to experience	47.01	8.03	49.67	9.04	.69**
Career well-being	32.60	14.68	43.56	13.680	.87

**significant at the .05 level

Table 2 Correlation Matrix of Openness to experience and Career well-being

Variable	1	2
1 O	1	
2 CWB	.0013*	1

*significant at the .05 level

Table 3 Prediction of Career well-being based on Personality Trait

Criterion Variable: Career well-being		
Predictor Variable	Beta (β)	Significance
Openness to experience	.011	.0093

CONCLUSION

The main intention of the study was to figure out the links between Openness to experience and career well-being and to elaborate the function of personality traits how matter in IT professionals. Findings of the study urge that Openness to experience should be regarded as main predictor of career well-being in IT professional. Variation in certain aspects in IT professionals from multiple sectors has emerged out of this research. A comparison of the IT professionals gender female with male in the IT professionals environment for imparting work reflects that the IT professionals from male are lower on Openness to experience. As Openness to experience is negatively predicting career well-being of male IT professionals, further research should be carried out to elaborate into the causes of this negative trend. The searching of the research are restricted to IT professionals working in different fields, so it needs to be confirmed through carrying out more studies while considering the IT professionals from various fields of both genders. Further studies may pivot on finding out the causes of lower scores on Openness to experience in male IT professionals working in the IT sector.

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Conflict of Interest

The author declared no conflict of interests.

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