

A Study on Association of Personality Traits with Graduation Stream and Specialization Choice of Management Students

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ABSTRACT

This study was designed to determine whether there is an association between personality traits and graduation stream of MBA students. This study also tested the association of personality traits with chosen specialization. The big five personality traits are measured for a sample of 706 management students through a survey developed from the International Personality Item Pool (IPIP). The chi-square results indicated association of extraversion, conscientiousness, agreeableness and openness with personality traits. Majority of high scorers came from engineering background whereas majority of low scorers came from commerce background. Maximum trait differences were observed in engineering students. Specialization choice was found to be independent of personality.

Keywords: *Big Five, Personality, Graduation, Specialization.*

Personality traits are of significant importance in our daily lives. Our behaviour is highly influenced by our personality. Research in this area reveals that personality traits are often major predictors of behavior. They describe a very stable set of characteristics which are revealed in day to day behavior. A popular model to study personality is five factor model which says that personality can be conceptualized by five traits which are; openness to experience, conscientiousness, extraversion, agreeableness and neuroticism. The model is widely used to understand personality. There is rich literature on five factor model which supports the link between big five traits and behavioral outcomes like job performance, academic performance, leadership and job satisfaction among others.

Personality and Personality Traits

Personality represents a stable set of characteristics responsible for a person's identity. Mostly the dimensions of personality are outside our control but they strongly influence our attitudes, expectations and assumptions about others, thus influencing our behaviour (Kinicki,

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2008). Personality traits can be defined as the structures and propensities inside a person that explains characteristic, patterns of thought, emotion and behavior. These traits capture what people are like and ability captures what people can do. These traits are recurring regularities and trends in a person (Colquitt, 2009). Personality factors are of extreme importance in today's competitive organizational world. Often an unsuitable kind of personality proves alarming and causes undesirable tensions and worries in the organization. One popular and widely used personality trait model is the Five Factor Model (FFM). Various Researchers have studied hundreds of American English adjectives used to describe personality traits. The analysis identifies five factors that account for nearly all of the variability of the complete word list. These five factors can be named extraversion, agreeableness, conscientiousness, neuroticism (or its opposite pole, emotional stability), and intellect or openness to experience. (John et al, 2008).

TABLE 1: Big five traits of personality

1	Openness to experience (Intellect)	<i>(Inventive/curious vs. Consistent/cautious)</i>	The degree to which an individual can be open to new experiences and intellectually curious.
2	Conscientiousness	<i>(Efficient/organized vs. Easy-going/careless)</i>	The degree to which a person can be a planner, a dependable, responsible and organized person.
3	Extroversion	<i>(Outgoing/Extrovert vs. Solitary/introvert)</i>	The degree to which a person can be talkative, active, sociable, and assertive.
4	Agreeableness	<i>(Compassionate/friendly vs. Analytical/detached)</i>	The extent to which a person can be flexible, good-natured, trusting, and liked by others.
5	Emotional stability	<i>(Secure/confident vs. Sensitive/nervous)</i>	The degree to which a person can be confident and emotionally secure.

Many personality psychologists agree that these five domains capture the most basic individual differences in personality traits and different alternative trait models can be conceptualized in terms of the Big Five/FFM structure. There are researchers who argue that there are many more personality differences that can be represented other than the 5 factors with two poles. However, the Big Five structure does not imply that personality differences can be summarised to only five traits. Rather, these five dimensions represent personality at a very broad level of generalisation and each dimension summarizes a large number of distinct, more specific personality characteristics.

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1. Extraversion (Extrovert Vs. Introvert Individuals)

Extraversion includes traits like being sociable, talkative, gregarious, assertive, active, ambitious and expressive (Barrick & Mount, 1991). They have a strong desire for praise, social recognition, status, and power. Extraversion is associated with adjective traits such as talkative, sociable, passionate, bold, and dominant (Colquitt, 2009). Extraversion is marked by noticeable engagement with the external world. Extraverts enjoy being with people. They are full of energy and often experience positive emotions. They tend to be action-oriented, assertive and enthusiastic individuals who are likely to say yes to opportunities for excitement.

2. Agreeableness (Agreeable Vs. Disagreeable Individuals)

Agreeableness includes personality traits such as being courteous, trusting, flexible, cooperative, soft-hearted, forgiving, good-natured, and tolerant (Barrick & Mount, 1991). Agreeableness has adjectives such as kind, cooperative, sympathetic, helpful, courteous, and warm (Colquitt, 2009). Agreeableness reflects individual differences in concern with cooperation, collaboration, and social harmony. Agreeable individual value getting along with others. They are therefore considerate, friendly, generous, helpful, and they have willing to compromise their happiness for others benefit. Agreeable people also have an optimistic view of human nature. They believe people are basically honest, decent, and trustworthy (Barrick & Mount, 1991).

3. Conscientiousness (Conscientious Vs. Unconscientious Individuals)

Conscientiousness personality type includes traits such as being hardworking, thorough, organized, responsible, careful and persevering (Barrick & Mount, 1991). Conscientiousness is associated with a trait like being dependable, organized, reliable, ambitious, and hardworking (Colquitt, 2009). Conscientiousness concerns the way in which we control, regulate, and direct our impulses. Conscientiousness scale as perceived as intelligent. The benefits of high conscientiousness are obvious. Conscientious individuals achieve high levels of success through purposeful planning and persistence. Others regard them as intelligent and reliable.

4. Emotional stability (Emotionally Stable vs. Neurotic Individuals)

Neuroticism (the polar opposite of emotional stability) includes traits like being anxious, depressed, emotional, angry, embarrassed, worried, and insecure (Barrick & Mount, 1991). Neurotic individuals are limited in social skills and avoid situations that demand taking control. Neuroticism has to do with traits like bring nervous, moody, emotional, insecure, and unstable. (Colquitt, 2009). Neuroticism (the polar opposite of emotional stability) means the tendency to experience negative feelings.

5. Openness to Experience (open vs. closed individuals)

Openness to experience includes traits like being imaginative, curious, original, intelligent, broad-minded and artistically sensitive (Barrick & Mount, 1991). Openness has to do with curious, imaginative, creative, complex, refined, sophisticated (Colquitt, 2009). Openness to

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Experience describes a personality trait that differentiates imaginative, creative people from down-to-earth, conventional people.

Statement Of Problems And Need For Study

The concept of personality has significant importance in organizational behaviour because often the behaviour is directed and influenced by the personality. Personality is best understood as a cluster of various stable traits a person exhibits in his day to day behaviour. Many psychologists have validated big five traits as a taxonomy which covers most of the personality traits. The five traits have a huge impact on the behaviour and understanding this relationship helps individuals become more conscious of their conduct. Individuals must be conscious of their traits and consequent influence on their behaviour. Understanding and acknowledging this will always benefit in behaving rationally. For example, if a person is aware that he has high agreeableness so he will be friendly and compassionate most of the times, but there might arise a situation in which he should be analytical rather than sympathetic. Similarly, a person with high openness will never fit into a routine monotonous job, he would need a job which gives more opportunities for exploring. Making the right decision will depend on the conscious understanding of these relationships.

LITERATURE REVIEW

Extensive research has been done in the last decade on big five personality traits and its impact on certain kind of attitudes and work-related behaviour. For this research, to gauge the significance of personality traits, various national and international research papers are studied and their finding is summarized below. This literature study looks at how different researches associate personality trait differences with different behavioral outcomes like job performance, job satisfaction, leadership, earning differences, academic performance etc.

Big five taxonomy

The five dimensions Conscientiousness, Extraversion, Neuroticism, Agreeableness, and Openness to experience do not represent one particular theoretical model or perspective. They are derived from various researches and analyses of language terms which people use to describe themselves and others (John et al, 2008). The five-factor model is a widely accepted model to conceptualize personality. Many economists and psychologists have recently focused on the Five Factor Model of Personality (Costa and McCrae 1992), commonly called the Big Five. The Big Five approach has become immensely popular for many reasons.

Personality traits are quite stable and they are not likely to experience ordinal changes particularly after early adulthood (Cobb-Clark and Schurer 2012). Personality (Big Five) is stable over a period of four-year. The average personality changes seen are small and do not vary substantially across age groups. Personality change within individuals is generally unrelated to experiencing adverse life events. Like other non-cognitive traits, personality can be modeled as a stable input into many decisions. Changes over time in entire levels are extreme over childhood, some changes are also likely to occur during adulthood. However,

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they seem to be very gradual and determined by biological maturation rather than life experience (McCrae and Costa Jr 1999). Big Five is a robust measure both across cultures and samples (Barrick and Mount 1991). Also, Big Five personality traits are considered to be largely uncorrelated with cognitive skills which are defined as the ability to solve abstract problems (McCrae and Costa 1994).

Personality traits and on job performance

While most of the research and survey data support a strong relationship between personality and performance, the exact mechanisms behind this association still remain unexplored. There are various studies which attempt to exact the relationship between personality traits and various performance parameters. In particular, two meta-analyses published in 1991 investigated the relations between Big Five personality traits and various dimensions of job performance (Barrick & Mount, 1991; Tett et al, 1991). Both papers reviewed the existing literature and classified the specific personality traits used in the different studies into one or more of the Big Five clusters. The results of the two meta-analyses were similar, across different occupational groups and different measures of job performance, the Big Five factors, particularly conscientiousness, was related to performance.

Psychologists have abundantly studied the link between personality and job performance. This literature shows a consistent strong positive effect of conscientiousness and emotional stability on job performance, while the effects of other personality traits are connected to certain occupations (extraversion has a positive effect on jobs involving social interfaces) or particular job aspects (openness to experience is related to training proficiency). A long tradition of research in psychology and organizational behaviour has attempted to link personal characteristics, particularly personality, to job success. In particular, two meta-analyses published in 1991 investigated the relations between Big Five personality dimensions and various aspects of job performance (Barrick & Mount, 1991; Tett, Jackson, & Rothstein, 1991). Both papers reviewed the existing literature and classified the specific personality measures used in the different studies into one or more of the Big Five factors. The results of the two meta-analyses were similar. Across different occupational groups and measures of job performance, the Big Five markers, particularly conscientiousness, were related to job performance.

Barrick and Mount (1991) observed Agreeableness as an unimportant forecaster for the performance on the job. In the case of Emotional Stability, the associations with performance on the job were comparatively on the lower side. Perhaps one of the descriptions, according to Barrick and Mount (1991), was that the extremely 'neurotic' persons are incapable to work successfully on their own and, resultantly, there is a less chance of including them in the labor force. Tett et al. (1991) have also reported that there exists an overall correlation between personality and job performance. In contrast to the results of Barrick and Mount (1991), Tett et al. (1991) observed that Agreeableness and Openness to Experience have a close association with job performance. Rothmann & Coetzer (2003) studied big five traits

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and job performance. The objective of this research was to determine the relationship between personality dimensions and job performance. The results showed that Emotional Stability, Extraversion, Openness to Experience and Conscientiousness were related to task performance and creativity. Three personality dimensions, namely Emotional Stability, Openness to Experience and Agreeableness, explained 28% of the variance in participants' management performance.

Davis and Damary (2012) replicated a similar study. The findings from a research on the personality dimensions and performance showed that the conscientiousness personality trait is the most predictive of job performance at followed by openness to experience, agreeableness, extraversion and emotional stability. Conscientiousness personality trait is found to be most predictive of job performance at the organization. Hence personality is useful for predicting other work-related criteria, like job satisfaction and job performance. Of the five factors, the single factor of conscientiousness is the most predictive of job performance and therefore positively influence work performance (Hurtz & Donovan, 2000). However, more recent research (LePine & Dyne, 2001) has suggested that conscientiousness, extraversion, and agreeableness are all related to cooperative behaviour but that they are not related to task performance. Although this fortifies the case that job performance is related to the five-factor model via increased cooperativeness among co-workers, it lays siege to the role of personality by implying that actual job performance (task performance) is related to cognitive ability and not to personality (LePine & Dyne, 2001).

Personality traits and well-being

Results of research determining the relationship between personality domains (neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness) and well-being indicated that all personality domains correlated significantly with well-being. Openness to experience and conscientiousness were found to contribute significantly to well-being followed by extroversion. (Najib Ahmad Marzuki 2013). Certain personality traits such as Extraversion, Openness, and Conscientiousness relate differently to well-being measures across Iranian and Swedish cultures. Neuroticism relates similarly to these cultures (Kellet, al 2013). A study analyzing the relationships among personality traits and psychological well-being in undergraduates indicated that the personality traits of neuroticism and extraversion are main predictors for psychological well-being (Augusto et al 2010).

Personality traits, employability and earning differences

Cobb-Clark and Tan (2011) report that non-cognitive skills have a different effect in the probability of being employed in certain occupations. Fletcher (2013) argues that emotionally stable and conscientious individuals are more likely to be employed; the latter effect may be due to their effective job seeking behaviour. Cognitive skills have a significant role in explaining earning differences. However, variations in cognitive abilities fail to justify for the residual wage inequality. Economists have now started to focus on the importance of non-cognitive skills like personality traits in determining earnings differences. Mueller and Plug

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(2006) show that the effect of personality traits on earnings is of similar magnitude to the one of cognitive skills. In addition, these traits can help to account for the strong intergenerational correlation in labor market outcomes that cannot be attributed to parental education and wealth transmission. Recent studies have linked job performance and wages to the Big Five" personality traits: openness, conscientiousness, extraversion, agreeableness, and neuroticism. Using survey data, these papers report a strong relationship between some of these personality traits and wages. Conscientiousness and emotional stability (the inverse of neuroticism) show a robust positive relationship with earnings. While agreeableness has a strong negative relationship. There is also some evidence of a positive effect of extraversion and openness to experience on wages. (Heckman et al. 2006).

Personality Traits and work-related attitudes

A meta-analysis shows that personality traits relate to job satisfaction (Judge, et al. 2002). Different studies have been conducted to determine the dispositional causes of a different kind of work-related attitudes and behaviours. Judge, Heller and Mount studied the relationship between Big Five personality traits and job satisfaction. The Meta-analysis study concluded that Big Five personality traits are a useful measure to determine work-related attitudes and behaviours. The traits of Extraversion, Agreeableness, Conscientiousness, and Neuroticism are all associated with job satisfaction. (Judge, Heller and Mount 2002). A conceptual study was attempted to assess the Impact of Personality Traits and Employee Work-Related Attitudes on Employee Performance in Saudi Arabia context. The study hypothesized that personality traits and work-related attitudes such as job involvement and organizational commitment have direct positive significant relationships with employee work performance, with the moderating effect of organizational culture. Awadh and Ismail (2012). Research shows that personality traits do have an impact on individuals' turnover intentions and behaviours. The trait of Emotional Stability best predicted (negatively) employees' intentions to quit, whereas the traits of Conscientiousness and Agreeableness best predicted (negatively) actual turnover decisions. Employees who are low on Emotional Stability may intend to quit for reasons other than dissatisfaction with their jobs or not being able to perform their jobs well. The direct effects on turnover suggest that individuals who are low on Agreeableness or high on Openness may engage in unplanned quitting. (Zimmerman, 2008).

Personality traits and academics

Noftle and Robins 2007 and Poropat 2009 show that the Big Five, especially Conscientiousness, predict academic achievement, including grades and standardized test scores. Openness was the strongest predictor of verbal scores, and Conscientiousness was the strongest predictor of both high school and college grades (Noftle and Robins, 2007). Academic performance was found to significantly correlate with Agreeableness, Conscientiousness, and Openness to Experience. Where tested, correlations between Conscientiousness and academic performance were largely independent of intelligence. (Poropat, Arthur E, 2009).

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Personality traits and leadership

Leadership abilities are often essential in the workplace, especially for individuals who aspire to move up into the ranks of management. Studies of Asian military units have found that neuroticism is negatively correlated with leadership abilities (Lim & Ployhart, 2004). Contrary to what the researchers hypothesized, agreeableness is negatively correlated with leadership abilities as well. Openness to experience is unrelated to leadership abilities, but extraversion is positively correlated with leadership abilities (Lim & Ployhart, 2004). This evidence is consistent with the long-standing idea that in teams there are leaders and there are followers; the leaders make decisions and the followers abide by them. Although agreeableness is positively correlated with working with a team and hence performance, it is negatively correlated with being a leader (Westerman, 2007). Four of the Big Five traits predict leadership, with only the trait of Agreeableness not associated with leadership. Together, the remaining four personality traits explain substantial variance in leadership ability. A research indicated that the relations of Neuroticism, Extraversion, Openness to Experience, and Conscientiousness with leadership were highly correlated (for more than 90% of the individual correlations were greater than 0). Extraversion was the most consistent correlate of leadership across the study. (Judge et al, 2002.)

The relationship among the three of Big Five personality traits (extraversion, agreeableness, and openness to experience) and equity sensitivity (benevolence) and transformational leadership behavior was examined with the subject of 104 MBA students at a graduate school in the US. Equity sensitivity refers to the individual differences in the preference for exceeding personal efforts relative to the organizational outcomes. As a result, openness to experience and equity sensitivity showed significant positive relationships with transformational leadership. (Eunhui Lee 2012).

Big 5 personality traits are directly linked to transformational leadership sub-dimensions and are indirectly linked to leader performance. For instance, whereas inspirational motivation is related to all personality traits, only openness to experience and agreeableness affect individualized consideration. These findings emphasize the importance of examining the transformational leadership sub-dimensions separately to gain a deeper understanding of nature and the antecedents of these leadership behaviours. (Deinert et al 2015).

Personality and gender differences

A research conducted to determine the association between big five personality traits and gender indicated that the gender difference between the personality factors is significant only for Agreeableness and Conscientiousness. (Fatemi and Asghari, 2012). Costa et al (2001) conducted a study on a sample (N=23031) from 26 different cultures Women reported themselves to be higher in Neuroticism, Agreeableness, Warmth, and Openness to Feelings, whereas men were higher in Assertiveness and Openness to Ideas. In a high-powered research (N = 14,348), a group of researches replicated the findings that Women report higher

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levels of Agreeableness, Conscientiousness, Extraversion, and Neuroticism. (Vianello et al, 2013)

RESEARCH METHODOLOGY

The objective of this research is to understand the association of personality traits with graduation background and choice of specialization. For this purpose, descriptive research is done to measure personality traits through a survey questionnaire. The survey makes use of Goldberg's measurement scale, the IPIP (International Personality Item Pool) Big-Five factor markers (Goldberg, 1999). The study makes use of the 50-item version consisting of 10 items for each of the Big-Five personality factors: Extraversion (E), Agreeableness (A), Conscientiousness (C), Emotional Stability (ES), and Openness (O). The IPIP items with a 5-point, a Likert-type scale ranging from 1 (very inaccurate) to 5 (very accurate) were administered as in the original instrument. The Cronbach's alpha is 0.929 which means the questionnaire has high internal consistency, hence the questionnaire is reliable.

A total sample of 706 students (478 male and 228 female) was taken from different management institutes from University of Mumbai. These are final year (i.e. second year) students pursuing a full-time MBA course. Considering self-rating of their personality traits, the median score on each trait was categorized as high or low, and these scores are tested for a variation on two parameters; the Graduation stream from where they did their graduation and the specialization in which they are doing their MBA. Out of total 706 students, 266 are from commerce background, 234 are engineers, 150 are from management stream, 41 from science and 15 are from other streams. (HR, Marketing, Finance, Operations or Systems). From this sample, 368 students opted for finance specialization, 226 for marketing, and 59 for operations, 43 for Human resource management and 10 for IT/Systems Specialization.

RESULTS

The data were analyzed using cross-tabulation and chi-square to determine if there is an association between the given variables. Cramer's V is calculated to understand the strength of these associations. The results of chi-square give the following results.

TABLE 2: Chi-square test for association

	Graduation stream		Specialization	
	Chi-square	p-value	Chi-square	p-value
Extraversion	19.729	0.001	8.700	0.069
Agreeableness	40.071	0.000	7.623	0.106
Conscientiousness	21.980	0.000	2.853	0.583
Emotional stability	4.500	0.343	6.389	0.172
Openness to experiences	23.330	0.000	7.837	0.098

All traits except emotional stability show significant association with graduation stream. On contrary, specialization and personality traits showed no association. Choice of specialization

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is independent of Personality Traits. Depending on the chi-square results indicating an association between variables, Cramer’s V was calculated to understand the strength of association whether it is weak, moderate or strong.

TABLE 3: Cramer’s V for the strength of association

Variables tested for association	Φ (Cramer’s V)	Degree of freedom	Strength of association
Extraversion and Graduation stream	0.167	4	Weak
Agreeableness and Graduation stream	0.238	4	Moderate
Conscientiousness and Graduation stream	0.176	4	Moderate
Openness to experiences and Graduation stream	0.182	4	Moderate

Looking in detail at the cross tabulation results of variables which show significant association gives a lot of meaningful insights. The tables for the same are given below.

TABLE 4: Cross-tabulation (Extraversion and Graduation Stream)

Crosstab								
			Graduation Stream					Total
			Engineering	Commerce	Management	Science	Others	
Extraversion	High	Count	169	142	96	24	8	439
		% within High Extraversion	38.5%	32.3%	21.9%	5.5%	1.8%	100.0%
		% within Graduation Stream	72.2%	53.4%	64.0%	58.5%	53.3%	62.2%
	Low	Count	65	124	54	17	7	267
		% within Low Extraversion	24.3%	46.4%	20.2%	6.4%	2.6%	100.0%
		% within Graduation Stream	27.8%	46.6%	36.0%	41.5%	46.7%	37.8%
Total	Count	234	266	150	41	15	706	
	% of Total	33.1%	37.7%	21.2%	5.8%	2.1%	100.0%	

Majority of respondents are from commerce engineering and management graduation streams (Under Graduation). Overall, 62% of students rated themselves high in extraversion. 38% of extroverts are engineers. 46% of introverts are from commerce background. MBA Students coming from engineering background 72% are extroverts whereas 28% are introverts, students who graduated in Management studies, 64% of them are extroverts whereas 36% are introverts.

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TABLE 5: Cross-tabulation (Agreeableness and Graduation Stream)

Crosstab								
			Graduation Stream					Total
			Engineering	Commerce	Management	Science	Others	
Agreeableness	High	Count	190	146	104	26	9	475
		% within High Agreeableness	40.0%	30.7%	21.9%	5.5%	1.9%	100.0%
		% within Graduation Stream	81.2%	54.9%	69.3%	63.4%	60.0%	67.3%
	Low	Count	44	120	46	15	6	231
		% within Low Agreeableness	19.0%	51.9%	19.9%	6.5%	2.6%	100.0%
		% within Graduation Stream	18.8%	45.1%	30.7%	36.6%	40.0%	32.7%
Total	Count	234	266	150	41	15	706	
	% of Total	33.1%	37.7%	21.2%	5.8%	2.1%	100.0%	

67% rated themselves high in Agreeableness. 40% of agreeable individuals are from a management background and 52% of all disagreeable individuals are from commerce background. From engineering stream, 81% are agreeable and 19% are disagreeable individuals. From a management background, 69% are agreeable and 33% are disagreeable.

TABLE 6: Cross tabulation (Conscientiousness and Graduation Stream)

Crosstab								
			Graduation Stream					Total
			Engineering	Commerce	Management	Science	others	
Conscientiousness	High	Count	163	132	95	24	8	422
		% within high Conscientiousness	38.6%	31.3%	22.5%	5.7%	1.9%	100.0%
		% within Graduation Stream	69.7%	49.6%	63.3%	58.5%	53.3%	59.8%
	Low	Count	71	134	55	17	7	284
		% within low Conscientiousness	25.0%	47.2%	19.4%	6.0%	2.5%	100.0%
		% within Graduation Stream	30.3%	50.4%	36.7%	41.5%	46.7%	40.2%
Total	Count	234	266	150	41	15	706	
	% of Total	33.1%	37.7%	21.2%	5.8%	2.1%	100.0%	

60% of sample students rated themselves high in conscientiousness. 38% of high conscientious individuals are from engineering. 47% of low conscientious individuals are from commerce. Within engineering, the ratio of high and low conscientiousness is 70:30 and in management stream, it is 63:37.

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TABLE 7: Cross tabulation (Openness * Graduation Stream)

		Crosstab						
		Graduation Stream					Total	
		Engineering	Commerce	Management	Science	others		
Openness to experiences	High	Count	149	113	80	24	9	375
		% within high Openness	39.7%	30.1%	21.3%	6.4%	2.4%	100.0%
		% within Graduation Stream	63.7%	42.5%	53.3%	58.5%	60.0%	53.1%
	Low	Count	85	153	70	17	6	331
		% within low Openness	25.7%	46.2%	21.1%	5.1%	1.8%	100.0%
		% within Graduation Stream	36.3%	57.5%	46.7%	41.5%	40.0%	46.9%
Total	Count	234	266	150	41	15	706	
	% of total	33.1%	37.7%	21.2%	5.8%	2.1%	100.0%	

53% of the sample rated themselves high in openness. 40% of open individuals are from an engineering background. 46% of students who are low in openness are from commerce background. In engineering students, 64% are high in openness whereas 36% are low. In Commerce students, 42.5% are high in openness whereas 57.5% are low.

CONCLUSION

The literature review suggests strong behavioral differences among high and low scorers on these big five traits. Individuals high on Extraversion are sociable, talkative, gregarious, assertive, active, ambitious and expressive whereas introverted individuals tend to be quiet, deliberate, and thoughtful. Agreeable individual value getting along with others. They are therefore considerate, friendly, generous, helpful, and they have willing to compromise their happiness for others benefit. On the other hand, Disagreeable individuals prefer self-interest above getting along with others. Conscientiousness personality type includes traits such as being hardworking, thorough, organized, responsible, careful, and persevering. Persons with high Conscientiousness set higher goals for themselves than others and are more committed to meeting their goals this trait is associated with typical high performance in routine conditions that surround job tasks and also have higher organizations commitment.

Individuals high on Openness to are imaginative, curious, original, intelligent, broad-minded and artistically sensitive. People with low scores on openness to experience tend to have narrow and common interests. They prefer the straightforward, and obvious over the complex, ambiguous, and subtle. Openness to experience is likely to be helpful in jobs that require high levels of creativity, defined as a capacity to generate novel and useful ideas and solutions. The data analysis projected no association between personality traits and choice of

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specialization. The management students choose a different specialization in their courses like marketing, finance, human resource management, operation management or systems specialization. But this research indicated that these choices are independent of the big five personality traits. However, the study advocated association of graduation stream with personality traits. The association of graduation stream with Extraversion show a weak association but the strength of the relationship was moderate for agreeableness, conscientiousness, and openness.

In the given sample of MBA students, engineering stream produced the majority of extroverts, the majority of high conscientious and also the majority of high openness individuals. Majority of agreeable individuals came from management background. Interestingly, the majority of introverts, the majority of low conscientious individuals, the majority of disagreeable individuals and also the majority of individuals low in openness are from commerce background. The disparity of ratio for high and low extraversion is highest among engineers with 72% rating themselves high on extraversion. Similar results are seen for agreeableness, conscientiousness, and openness with 81% of engineers rating themselves high on agreeableness. 70% of engineers rating themselves high on conscientiousness and 64% of engineers rating themselves high on openness. Hence it can be concluded that the students coming from different graduation streams exhibit different composition of traits.

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Conflict of Interest

The authors colorfully declare this paper to bear not a conflict of interests

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